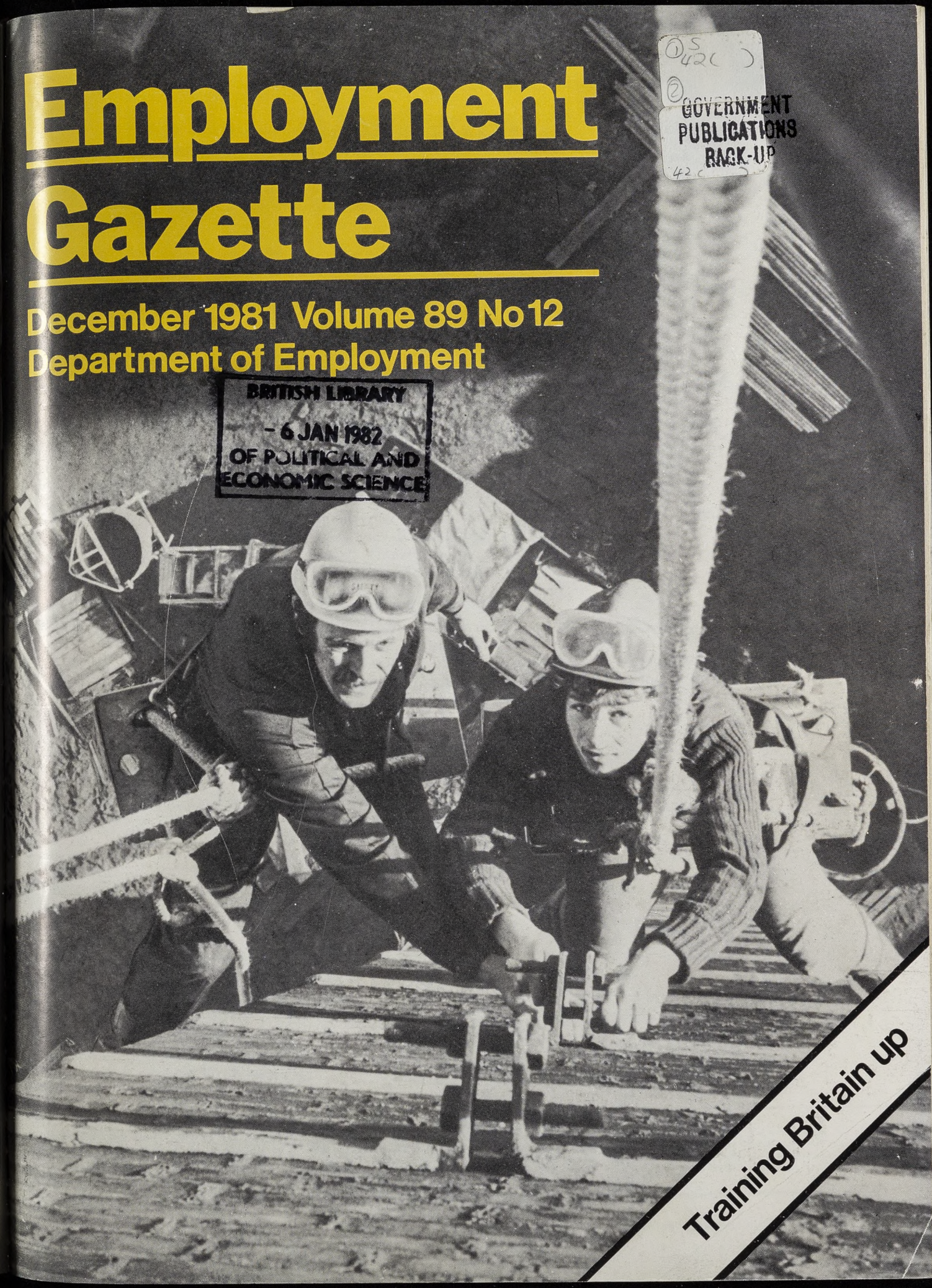
Employment Gazette

December 1981 Volume 89 No 12
Department of Employment



Training Britain up

EMPLOYMENT GAZETTE December (pages 497–544)

Contents

Price £2.00 net

Cover picture
Going up in the world? The Construction Industry Training Board's latest annual report carried this picture just as the Government was putting the final touches to its White Paper on future training plans (see pages 501 and 508).

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Communications about the contents of this journal should be addressed to the Editor, *Employment Gazette*, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF (01-213 3202).

For inquiries about latest figures etc., please ring 01-213 5551.

SUBSCRIPTION AND SALES
Annual subscriptions inclusive of postage £27.72.
All communications concerning subscriptions and sales of *Employment Gazette* should be addressed to Her Majesty's Stationery Office at any of the following addresses: 49 High Holborn, London WC1V 6HB; Chichester Street, Belfast BT1 4JY; The Hayes, Cardiff CF1 1JW; 13a Castle Street, Edinburgh EH2 3AR; 258 Broad Street, Birmingham B1 2HE; Southey House, Wine Street, Bristol BS1 2BQ; 39 Brazennose Street, Manchester M60 8AS.

ADVERTISING
Advertisement managers: Harris Media & Marketing, 26 D'Arblay Street, London W1V 3FH (01-734 0051/4).

Free Department of Employment leaflets

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

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

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

Employment legislation

A series of leaflets giving guidance on current employment legislation. It deals with the *Employment Protection (Consolidation) Act 1978*, which came into effect on 1 November 1978 and brought together in one enactment the provisions on the employment rights previously contained in the:
Redundancy Payments Act 1965,
Contracts of Employment Act 1972,
Trade Unions and Labour Relations Acts 1974 and 1976, and the
Employment Protection Act 1975.
The series deals also with the *Employment Act 1980*, which makes a number of amendments to the:
Trade Union and Labour Relations Acts 1974 and 1976,
Employment Protection Act 1975, and the
Employment Protection (Consolidation) Act 1978.
No 10 in the series has been withdrawn as the provisions no longer apply.

1 *Written statement of main terms and conditions of employment* PL631
2 *Procedure for handling redundancies* PL624 (rev)
3 *Employees' rights on insolvency of employer* PL619(rev)
4 *Employment rights for the expectant mother* PL652
5 *Suspension on medical grounds under health and safety regulations* PL668
6 *Facing redundancy? Time off for job hunting or to arrange training* PL620(rev)
7 *Union membership rights and the closed shop* PL658
8 *Itemised pay statement* PL633
9 *Guarantee payments* PL649
11 *Rules governing continuous employment and a week's pay* PL670
12 *Time off for public duties* PL626
13 *Unfairly dismissed?* PL656
14 *Rights on termination of employment* PL667
15 *Union secret ballots* PL657

Individual rights of employees—a guide for employers
Briefly explains the rights for individuals in employment and sets out the corresponding obligations on employers PL650
Fair and unfair dismissal—a guide for employers PL654
Recoupment regulations—guidance for employers
Guidance on procedure for recoupment of unemployment and supplementary benefits for employers in cases where an employee has received benefit and has subsequently received an award from an industrial tribunal RCP1
Employment Act 1980—an outline PL651

Other related publications

Employees' rights on insolvency of employer
Operational guidance for liquidators, trustees, receivers and managers, and the Official Receiver IL1(rev)
Insolvency of employers
Safeguard of occupational pension scheme contributions IL2
Time off with pay for safety representatives
A summary of the regulations governing the entitlement of authorised safety representatives to time off with pay in connection with their duties PL634(rev)

Redundancy payments

The Redundancy Payments Scheme—March 1980
General guide for employers and employees about their rights and obligations under the redundancy payments provisions of the Employment Protection (Consolidation) Act 1978
The Redundancy Payments Scheme
A leaflet outlining aspects of the Redundancy Payments Scheme of particular interest to employees RPL6
The Redundancy Payments Scheme—offsetting pensions against redundancy payments
Information for employers on the rules for offsetting pensions and lump sum payments under occupational pension schemes against redundancy payments RPL1

Industrial tribunals

Industrial tribunals procedure
For parties concerned in industrial tribunal proceedings ITL1
Industrial tribunals
For appellants with particular reference to industrial training board levy assessments ITL5
Determination of question by industrial tribunals
For appellants and respondents, with particular reference to the Health and Safety at Work etc Act 1974 ITL19

Overseas workers

Employment of overseas workers in the United Kingdom from 1 January 1980
Information on the work permit scheme—not applicable to nationals of EEC member states or Gibralterians OW5(1981)
Employment in the United Kingdom
A guide for workers from non EEC countries OW17(1980)
Employment of overseas workers in the United Kingdom from 1 January 1980
Training and work experience schemes OW21(1981)

Employers and employees covered by Wages Councils

Are you entitled to a minimum wage and paid holidays?
Contains a brief description of the work of wages councils which fix statutory minimum pay, holidays and holiday pay for employees in certain occupations EDL504
Statutory minimum wages and holidays with pay
The Wages Council Act briefly explained WBCL1
Guide to the toy manufacturing wages order EDL506
Guide to the hairdressing wages order EDL505

Other wages legislation

The Fair Wages Resolution
Information for government contractors
The Truck Acts
Leaflet on the main provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with the payment of wages PL538
Payment of Wages Act 1960
Guide to the legislation on methods of payment of wages for manual workers (in particular those to whom the Truck Acts apply)

Special employment measures

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

Young people

The work of the Careers Service
A general guide PL669
Employing young people
For employers PL604
What's your job going to be?
For young people making a career choice PL603
Careers help for your son or daughter
For parents of school leavers PL596
How did you get on when you started work?
Career advice for young people in employment PL601
Finding employment for handicapped young people
Advice to parents PL614
The Long Term
A leaflet about a new film for parents, showing the importance of combined parental and Careers Service guidance for young people about to leave school PL659
We get around
A leaflet describing a film which shows how the Careers Service helps young people find the right job PL586

Quality of working life

Work Research Unit
A brief description of the role of the Unit, which can provide practical advice and help to all those in industry, commerce and the public services who want to improve the quality of working life PL661
Work Research Unit—Future Programme 1980 and 1981
A summary of the future programme of the Unit, supported by the Tripartite Steering Group on Job Satisfaction PL662

Employment agencies

The Employment Agencies Act 1973
General guidance on the Act, and regulations for users of employment agency and employment business services PL594(2nd rev)

Equal pay

Equal pay
A guide to the Equal Pay Act 1970
Equal pay for women—what you should know about it
Information for working women PL573(rev)

Race relations

The Race Relations Employment Advisory Service
How this service can help the employer with a multi-racial work force PL615
Background information about some immigrant groups in Britain
Filmstrips for better race relations
A leaflet describing two filmstrips on race relations for use by employees and management PL577

Miscellaneous

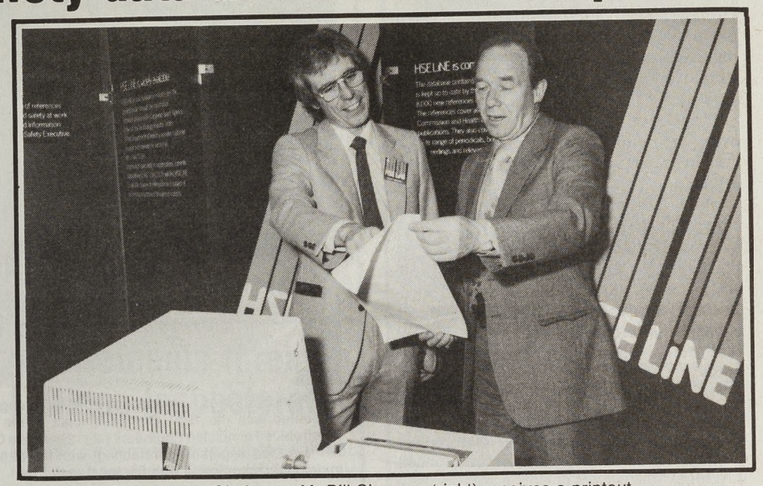
The European Social Fund
A guide for possible applicants for assistance from the fund which seeks to improve employment opportunities through training, retraining and resettlement in EEC member states

EMPLOYMENT BRIEF

HSE comes on line

International safety data at the end of the phone

A computer database of international information for use by organisations and individuals involved in health and safety at work has been launched by the Health and Safety Executive.



Commission Chairman, Mr Bill Simpson (right) receives a printout.

HSELINE has some 27,000 references with details of a wide range of printed material—periodicals, books, conference procedings and legislation—published in the UK and abroad. All HSE publications and research papers are included.

The data, previously available to HSE staff only, are updated monthly by the HSE's library and information service, with approximately 8,000 references added each year. The information is all held on the computer run by the European Space Agency's Information Retrieval Service (IRS) in Frascati near Rome. Within the UK the service is available through IRS-DIALTECH, the national centre and marketing outlet of the IRS, run by the Department of Industry and based in Orpington, Kent.

Many organisations already subscribe to the other databases available from IRS-DIALTECH: non-subscribers can gain access to HSELINE either via their own computer terminal or by using TECHSEARCH, another Department of Industry service, which undertakes one-off searches on request.

Mr John Locke, Director-General of the HSE, is confident that the service will be of benefit not only to researchers; others such as trade union representatives and managers dealing with day to day health and safety problems should find it of immediate use—particularly as they would be able to gain access to HSELINE in any public library with a computer terminal.

This central source of information could cut down time taken in searching for information from days to minutes, he said, and added that "the Health and Safety Executive believe that this development is likely to be a breakthrough in the greater dissemination of information to those responsible for improving the health and safety of people at work".

IRS has also welcomed HSELINE as an important addition to its online data bases which are used by industrial organisations, universities, governments and research institutes throughout Europe.

Access to HSELINE

Those with their own equipment—either a visual display unit or a printer terminal, connected to a modem which links the computer with an ordinary telephone—can reach HSELINE from their own premises, after they have been alloted an access code.

Charges vary according to the amount the service is used, and include an HSELINE access fee, network fees, and print-outs if supplied. Telephone charges are invoiced by British Telecom.

Alternatively, HSELINE can be reached via ESANET, the European Space Agency network, which has a dial-in point at the DIALTECH headquarters in Orpington.

There is also TECHSEARCH: information officers at DIALTECH will conduct searches on particular subjects on request. A printout is included in this service.

DIALTECH will give details of technical requirements and suppliers, plus training in the use of the system, which has been kept simple for those with no knowledge of computers. Enquiries should be addressed to Mr Brian Kingsmill, Technology Reports Centre, IRS-DIALTECH, Orpington, Kent BR5 3RF (tel. 0689 32111).

What does HSELINE provide for customers?

The purpose of HSELINE is to provide a list of references to publications on health and safety at work. Each reference shows the publication's full title in English (plus the original title of foreign publications), up to two authors, the publisher, date, number of pages and whether the item is available on microfiche.

Keywords or an abstract usually follow, to determine whether the original needs to be read in full. Most publications are available through the British Library lending division, or through the normal library service.

The subject areas covered are wide, reflecting the HSE's range of interests. Broad topics such as science, technology and engineering, and particular areas such as toxic substances, nuclear technology, occupational hygiene, pollution of the working environment, and mining, are included.

HSELINE also extracts small segments of interest from general publications which an individual researcher might not have time to consult. Some data is excluded from HSELINE because the information is readily available from other sources; for instance, BSI specifications are excluded as this would merely duplicate information available from the British Standards Institution.

For those who do not foresee any regular need for HSELINE's information, or who do not have access to a computer terminal, IRS's TECHSEARCH will conduct one-off searches for a basic fee of £23 (for 100 references) which includes a print-out normally sent the day following the request; there is also a same-day service.

Commons report says homeworkers' status should be clarified

Homeworkers should enjoy the same employment protection as other workers, says the first report from the House of Commons Employment Committee published last month.

There is an unsatisfactory area of doubt over the employment status of many homeworkers and the Committee says that it seems to be unclear whether many such workers are self-employed or are employees of the firms for which they work. It is crucial that this position should be clarified, says the report, since it not only affects liability to pay income tax and social security contributions, but it also determines their eligibility for social security benefits and their employment protection rights.

The Committee says that homeworkers should be regarded either as employees under a contract of service or else as self-employed in order to clear up this "uncertain legal status".

Numbers of people engaged in homeworking are also difficult to estimate. The Department of Employment said in its evidence to the Committee that there might be between 200,000 and 400,000 defined as people who work "in or from the home for an employer or contractor who supplies the work and is responsible for marketing or selling the results". This definition cuts out people like childminders, but takes in the new areas of homeworking such as typing, market research, card punching, and systems analysis, which have grown up in recent years alongside the traditional work like sewing.

The Committee's report says that this lack of information about homeworking presents a major problem, especially as it makes it difficult to monitor allegations of exploitation and other similar problems, as well as possible income tax evasion.

It suggests that the need for this information might best be satisfied by an effective registration procedure. Although the Factories Act requires employers in certain trades to keep lists of their homeworkers and register them with the local authority, the Committee says that "this procedure has fallen into disuse and few, if any, local authorities now maintain accurate registers".

This procedure is about to be overhauled, the report points out, under the draft Health and Safety (Homework) Regulations, which will provide that all employers will be required to keep lists of their homeworkers and to register the number of homeworkers they employ with the appropriate health and safety authority, although they will only have to supply their names and addresses if specifically requested to do so by that authority.

The Committee also suggests that the MSC's jobcentres could provide a suitable medium for registration, although it adds that the problems of registering the varied groups of homeworkers make it difficult to give a firm recommendation at this stage. It also says that it is "incumbent on the Department of Employment to examine in the course of the next 12 months how the grievances of homeworkers might be overcome if there is not a system of registration", and the Committee undertook to re-examine the issue at the end of the year.

Top girl technician thinks electric

Mrs Patricia Haynes, seen here at work as an engineer with the Eastern Electricity Board, has been presented with the 1981 Girl Technician of the Year Award by the Institution of Electrical and Electronics Technician Engineers (IEETE) and the Caroline Haslett Memorial Trust. Mrs Haynes, aged 24, is a third engineer (contracting) with the EEB and has special responsibility for street lighting maintenance contracts with the local authority.

Europe's aid makes a significant contribution to UK

The Commission of the European Communities has announced the third and final batch of allocations from the European Social Fund for 1981. For the UK, these allocations amounted to £100·4 million, making a total for the year of £141·1 million.

The UK's allocations represent 25·1 per cent of the Fund's total allocations this year and compare with our £135·3 million (23·3 per cent) share for 1980. The bulk of the allocations are in respect of national programmes run by Government departments and agencies such as the Manpower Services Commission and the Department of Manpower Services in Northern Ireland. Schemes in Northern Ireland, one of the regions entitled to special priority and a higher rate of intervention under the rules of the Fund, received £30 million.

Commenting recently on the allocations this year Mr Michael Alison, Minister of State for Employment said, "it is clear that EC funds make a significant contribution to the level of employment and training in this country".

The UK's largest single allocation was for the Youth Opportunities Programme in Great Britain—a total of £59·4 million; Northern Ireland's Youth Opportunities Programme was allocated £14·6 million. These allocations reflect the importance attached by the UK Government and the Commission to tackling the problem of youth unemployment.

The Fund will be the subject of a fundamental review in the course of 1982. The UK has expressed the view at recent European Community meetings that the Fund should give high priority to the needs of unemployed young people and of regions affected by industrial decline.

* A description of the Fund's purpose and structure was included in the October issue of *Employment Gazette* ("Labour and Social Affairs: EC activities").

Training White Paper

Government puts forward ten-point programme to improve training for unemployed

On December 15 the Government published its White Paper, *A New Training Initiative: A Programme for Action*, described by Mr Norman Tebbit, Secretary of State for Employment as: "the most far reaching and ambitious set of proposals for industrial training ever put before Parliament."

The White Paper carries a ten-point "Programme for Action", which draws substantially upon the recommendations of the Manpower Services Commission in its report, published at the same time and unanimously supported by CBI, TUC and educational representatives.

The major points are:

For young unemployed. Provision of a billion pound Youth Training Scheme which, from September 1983, will guarantee all 16-year-old unemployed school leavers a full year's foundation training.

For young people in employment. Increased emphasis on developing the Youth Training Scheme to cover employed as well as unemployed young people, including transfer of resources to schemes designed to create more jobs with proper training.

Expansion of grants to employers providing integrated training programmes (UVP) to cover 50,000 young people.

For apprenticeships and similar skill training. Setting a target date of 1985 for recognised standards for all the main craft, technical, and professional skills to replace time-serving and age restricted apprenticeships. Continuing support for 35,000 (one in three) apprenticeship places.

For adults. Development of "Open Tech" programme to make technical training more accessible.

A continuing £250 million a year Training Opportunities Programme increasingly directed to training in the skills that industry needs.

Major competitors

These proposals, the White Paper says, follow "overwhelming support" from the interested bodies to the objectives set out in the NTI consultative document and general agreement on the need for early action.

It stresses that Britain's major competitors have given much greater emphasis to training young people. "In France and in Germany 80 per cent or more of young people reaching minimum school leaving age receive further education or training of some kind. In Britain in 1979, on the most favourable interpretation, the figure was less than two-thirds."

Other areas covered by the White Paper include the development of vocational education at school for the transition from school to work; the institutional framework, and the way the nation pays for its training (full details appear on page 508).

Retirements threaten Mines Inspectorate

Serious concern is being expressed about the long-term future of the mining inspectorate because of difficulties over recruitment.

The chief inspector of mines and quarries, Mr J S Marshall, says in the annual report on health and safety in mines for 1980* that three inspectors have retired during the year and because of the continuing difficulty in recruiting suitable candidates the number of vacancies for inspectors rose to 13, with no appointments being made at all that year.

Mr Marshall continues: "This is a matter of continuing concern to the long-term future of the Inspectorate because in addition to these vacancies, nine serving inspectors are already 60 years of age or over and a further 30 will reach that age by the end of 1985.

"There is thus the possible need to replace almost half the total staff within the next five years to avoid a significant fall in the frequency of inspections."

The slight downward trend in mining accidents in recent years was slowed in 1980 largely due to an increase in accidents involving transport, machinery and falls of ground, says the report.

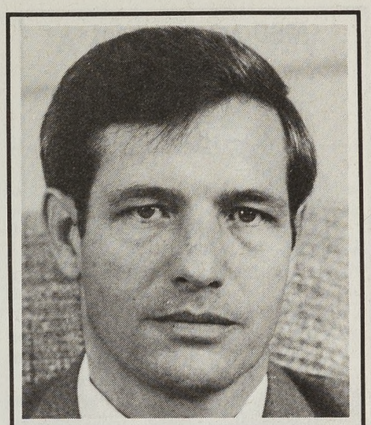
Although the number of fatal accidents went down from 46 to 42 and the number of men killed underground was the second lowest ever at 39, there were 512 men seriously injured in 1980 compared with 473 in 1979. The increase would have been even greater if the number of surface accidents had not fallen by 32 per cent.

The major single cause of accidents in 1980 concerned underground transport with 18 men killed and 164 seriously injured compared with 14 and 130 respectively in 1979. These accidents represented 38 per cent of all underground accidents and around 33 per cent of all accidents at coal mines. At least 50 per cent of the accidents were the result of bad operator practice or lack of discipline, says the report.

During 1980 falls of ground killed 12 men, over double the number killed in 1979, and 96 were seriously injured compared with 84 in 1979.

Three men were killed and 67 seriously injured in surface accidents which was less than 1979 when five were killed and 98 seriously injured. However, the report says these accidents still account for over 12 per cent of all accidents at coal mines and it is "a sobering thought that the trend in the accident rate has not improved significantly since nationalisation in 1947".

* *Mines: Health and Safety 1980*, HMSO or from booksellers, price £4.00, plus postage. ISBN 0 11 883450 9.



Dr Jack Firth has been appointed Director of the Health and Safety Executive's Occupational Medicine and Hygiene Laboratories in Cricklewood, London, succeeding Dr G W Bloomfield who retired in November.

Dr Firth was formerly deputy director of the laboratories, in charge of work on identifying and measuring hazardous chemicals. He has a PhD in Physical Chemistry from Sheffield University and is a fellow of the Royal Society of Chemistry.

Belize comes into ILO

Belize has become the 146th member of the International Labour Organisation by accepting the obligations of the ILO Constitution. The membership took effect on November 17, 1981 following a formal letter of application from the prime minister, Mr George Price, on behalf of the Belize government.

MSC appointment

Miss Sonia Elkin, Director for Smaller Firms at the Confederation of British Industry, has been appointed to serve as a member of the Manpower Services Commission by the Secretary of State for Employment. Miss Elkin replaces Mr Michael Bury, the CBI's Director of Education, Training and Technology.

Her appointment is part-time and will run until December 31, 1982.

The MSC has ten members who generally serve for a term of three years: a chairman, three members appointed after consultations with organisations representing employers, three after consultations with organisations representing employees, two after consultation with local authority associations and one with professional education interests.

New Enterprise Programme has created over 1,600 jobs in lasting ventures

Over £½ million will be spent this year on the New Enterprise Programme which helps train people wishing to set up their own businesses, junior employment minister Mr Peter Morrison told the Scottish Business School.

"We estimate that to date over 350 people have been trained under the New Enterprise Programme and well over 1,600 jobs have been created in businesses which have been running for more than one year. In Scotland, since March 1980 nearly 50 people have been trained and already half of them have set up businesses employing some 90 people," Mr Morrison said.

In addition small business courses at polytechnics, regional management centres, and run by consultants have trained more than 500 people who now employ about 1,250 people.

Mr Morrison added that the Scottish Development Agency was committing substantial resources to help overcome deep-rooted industrial and employment problems. In employment terms the aim was to create around 5,000 new jobs in the Glasgow Eastern Area Renewal Project by 1983; 5,000 in Clydebank by 1984–85; and 900 in Glengarnock by 1983.

Four contracts recently announced will also create about 800 new jobs in Strathclyde and another seven contracts in the pipeline valued at over £130 million will also mean more new work and the safeguarding of existing jobs.

The New Enterprise Programme has been operated by the Manpower Services Commission since 1977. It aims to provide a sound business grounding to individuals who wish to set up ventures which have a potential for growth. The objective is to help these individuals get into business more quickly, on a sounder footing and with a greater chance of survival long term.

There are eight programmes held each year through four university business schools (Glasgow, Durham, Manchester and London) handling a total of 120 trainees. Each programme lasts for 16 weeks. There is a three- to four-week residential period for trainees at the business school followed by a 12 week project period during which the basics of business strategy and its application to their own projects are studied.

A wide range of companies have been set up by ex-trainees, covering both the manufacturing and service sectors. They include things like the production of honey and related products; garden ornaments; ornamental ironwork; boat hulls, and mountaineering equipment; small tools equipment leasing; shop display; kitchen design and installation; commercial diving; screen printing; fish farming; and electronic instrumentation.

●

An Enterprise Allowance in the form of a one-year grant to unemployed people wanting to start their own businesses will result from a pilot scheme to be set up by the Manpower Services Commission.

The experiment will be conducted in three areas: Coventry; the Medway towns (Chatham, Gillingham, Gravesend, Rochester and Strood); and part of north east Lancashire covering Accrington, Burnley, Nelson and Rawtenstall.

The Department of Industry Small Firms Service will also be taking part. The scheme was welcomed by Mr John MacGregor, Parliamentary Under-Secretary of State for Industry, who said that if a positive need for such funding was identified, the department would give further guidance on tackling the problem more widely. Finishing touches are still being put to the scheme and the experiment should start early in 1982.

Benefit chief takes on special programmes

Mr Roger Dawe, who is currently head of the unemployment benefit service at the Department of Employment, has been appointed the Manpower Services Commission's new Director of Special Programmes, succeeding Mr Geoffrey Holland, who took over as Director of the MSC on October 1 this year.

Mr Dawe will take charge of the Commission's programmes for young people and long-term unemployed.

Special Programmes Division of the MSC is currently engaged in finding work experience and training places for an estimated 550,000 young people in the Youth Opportunities Programme this year, and finding and filling some 25,000 temporary jobs for adults under the Community Enterprise Programme. Its budget is about £500 million.

Registered company details now on microfilm

A directory of all companies registered in England and Wales can now be purchased in microfilm form from the Registrar of Companies.

It provides an alphabetical index of some 800,000 companies showing registered numbers, dates of incorporation, registered office addresses, accounting reference dates, and the latest dates to which annual returns and accounts have been made up and filed with the Registrar.

New issues of the directory will be published at quarterly intervals, together with cumulative updating information at approximately weekly intervals. It is available on microfiche or roll film, and a limited number may also be available on magnetic tape.

The directory may be seen and order forms obtained at Companies House, 55–71 City Road, London EC1Y 1BB, or Companies House, Crown Way, Maindy, Cardiff CF4 3UZ, Monday to Friday 1000–1600 hours. Enquiries should be directed to the Registrar at Cardiff (tel. Cardiff (0222) 388588, extension 2243).

Massive response to Young Workers Scheme anticipated from employers

Only a week after the Department of Employment announced that it was ready to take applications from employers for its new "Young Workers Scheme", regional offices were reporting a "heavy demand" for application forms.

By the second week of December well over 15,000 had been sent out in response to requests from employing organisations and companies who think they have young people in their workforce who are covered by the scheme, or who are proposing to take them on in the near future.

In addition the natural advertising campaign being run by the Department has already resulted in more than 1,700 individual employers asking for application forms for the subsidies offered under the scheme.

Leaflets

With at least another 20,000 leaflets explaining the scheme also requested by employers, it is already clear that there is likely to be a massive response throughout the country by the time the first payments become due on January 4.

The Young Workers Scheme is designed to encourage employers to take on more young people at wage rates which reflect their relative inexperience and lack of training.

Employers can claim payment for young workers under 18 who are in their first year of full-time permanent employment as follows:

- £15 a week for each employee whose gross average earnings are less than £40 a week.
- £7.50 a week for each employee whose gross average earnings are £40 or more, but less than £45.

The first year of employment is defined as the 12-month period from the moment the young person started his or her first full-time permanent job. Taking part in the Youth Opportunities Programme or Community industry will not start the first year of employment.

Open to all employers in Great Britain except public services and domestic households, it is hoped that the Young Workers Scheme will enable employers to provide training, although it is not a required condition.

Garage safety film

Garage workshops can vary in size from small one-man enterprises to large firms undertaking their own engineering work. Consequently hazards arise from the vehicle itself and from repair plant and machinery. A new film from HSE, *Talking Cars*, takes the vehicle as its central theme and shows how hazards commonly arise from a combination of poor systems of work and unsatisfactory equipment. Fire hazards, unsafe working practices and the dangers involved in working underneath a car are illustrated.

The film shows one horrific accident involving a mechanic trapped in a vehicle repair pit into which petrol vapour has leaked and has been ignited.

The 15-minute film in 16 mm colour is available for sale or hire from the Central Film Library, Government Building, Chalfont Grove, Gerrards Cross, Bucks SL9 8TN (tel. 02407 4111).

New HSC appointment

Mr Ray Buckton has been made a member of the Health and Safety Commission. He succeeds Mr Terry Parry who has resigned from the Commission on his retirement from the TUC.

Mr Buckton has been General Secretary of the Associated Society of Locomotive Engineers and Firemen (ASLEF) since 1970.

'A'–level industry goes onto school syllabus

An 'A'–level course in industrial studies has been introduced by the Oxford Examining Board.

Speaking at the launch of the new course in November, Mr John MacGregor, Parliamentary Under-Secretary of State for Industry, welcomed it as a contribution to a healthy shift in the relationship between industry and education.

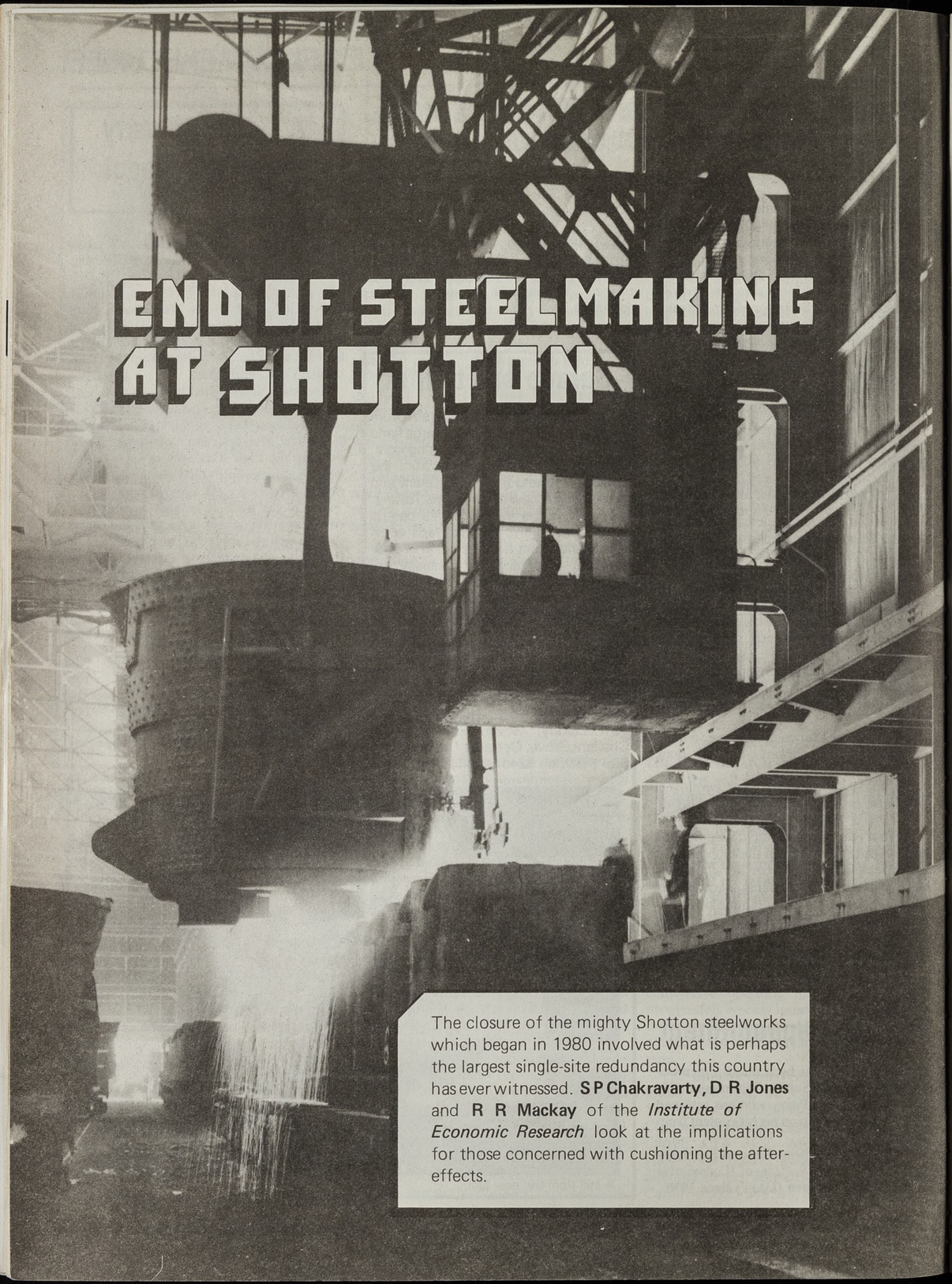
Entries coming in to the Department of Industry's industry/education unit, which runs the *Young Engineer for Britain Competition*, Mr MacGregor pointed out, were showing the high standards of innovation, which young people could show and which should be encouraged more in schools.

One of the main objects of the unit is to encourage more pupils to consider industrial careers and the subjects which may lead to them: one way to achieve this is to develop curriculum materials which study real industrial problems. The Department is also involved in helping companies twin with schools.

Royal Engineers

Mr Patrick Jenkin, Secretary of State for Industry, announced that Her Majesty The Queen had indicated her intention to grant a Royal Charter to establish the Engineering Council.

A still from the new film.



END OF STEELMAKING AT SHOTTON

The closure of the mighty Shotton steelworks which began in 1980 involved what is perhaps the largest single-site redundancy this country has ever witnessed. **S P Chakravarty, D R Jones** and **R R Mackay** of the *Institute of Economic Research* look at the implications for those concerned with cushioning the after-effects.

The closure of the steelworks at Shotton has been described as "the biggest-ever BSC redundancy and possibly the largest of its kind at any one site anywhere in the UK" (*Europe 81*, Jan-Feb, Issue). With the rationalisation of BSC, Shotton lost 7,000 jobs in 1980 and a further 1,000 jobs in 1981. The direct job loss amounts to over one-fifth of employment in Deeside (the local Travel to Work Area) and over two-fifths of employment in the non-service sector of the local economy. Prior to the closure of the steelworks the male unemployment rate was (1) below female unemployment (2) low by Welsh standards and (3) below the UK average. Within three months of the major redundancies the male unemployment rate was above the female rate and Deeside was one of the unemployment black spots of Wales with an unemployment rate more than double the UK average[1].

In the background of a buoyant economy, redundancies need not lead to prolonged unemployment. Certain particular groups of workers may find it more difficult to obtain work than others, but in the end redundancies result in a more efficient redeployment of labour without contributing to any increase in unemployment. In this story, the duration of unemployment after redundancy is due to lack of information about opportunities in the job market. After being declared redundant, one would require some time to gather information about the alternatives available. The greater the facility with which information could be gathered, the shorter would be the spell of unemployment.

Satisfy demands

In a world characterised by above assumptions, severance payments and unemployment benefits can be devised to satisfy demands for equity and requirements for efficiency[2–4]. The Supply curve for labour in occupations where employment is not expected to be continuous would be lower than it might if work was available continuously. In this model, severance payments serve two purposes:(i) they complement the wage to reflect uncertainty of employment and (ii) they contribute towards the cost of job search. Both of these purposes are consistent with the operation of an efficient labour market, where supply and demand match and information collection is encouraged.

The labour market may not always clear due to constraints on demand. In some industries labour contracts allow for temporary layoffs to reflect fluctuations in demand. There may also be the case that the economy permanently operates at a level of employment below the full-employment level[4–6]. In each of these cases, a different compensation scheme would be required. For example, if the labour markets do not clear and the probability of unemployment increases with age, considerations of equity would dictate that unemployment compensation should increase with age.

The probability of redeployment depends on personal characteristics—age, skill and willingness to relocate—and the general economic background which determine opportunities available. The statutory redundancy payments system, introduced in 1965, allocates payments according to a sliding scale which takes account of years of service, weekly pay and the age of the individual. Those with most to lose from redundancy, the elderly and those who have become accustomed to work with a particular firm, receive the most generous compensation. But the degree of distress will depend not only on personal characteristics, but also on the circumstances within which redundancy is placed.

A system of benefits and payments adequate for labour redeployment at a time of relative prosperity is unlikely to be effective or desirable in the background of widespread unemployment and declining output. The economic background in which Shotton redundancies were declared is very different from circumstances under which earlier steel closures had taken place.

Records

The Counselling records provided by BSC give an outline of the men made redundant. They relate to 6,262 of the men made redundant in 1980. The records show (a) the majority of the men had experience of only one major employer, (b) an exceptional concentration on men with long service: the average length of service was 18 years and half the men had been employed by BSC for at least 19 years, (c) a distinct bias towards older workers: the average age was 46, with half of the redundant men aged 48, or over, (e) 90 per cent of the men were in manual occupations, (f) little evidence of widespread participation in retraining: the proportion involved in retraining was low when compared with previous redundancies in the steel industry, (g) limited labour movement and (h) severe redeployment problems.

The counselling forms provided information on the employment status of the redundant men at the time of counselling, which for the majority was some 4-5 months after being declared redundant. The lowest level of unemployment (45 per cent) was to be found in the age group 33-38 years; the percentage unemployed climbing steadily either side of this. For the youngest age group, those aged 18-20 years some 70 per cent remained unemployed at counselling while more than 90 per cent of the age group 54 and over were unemployed.

Although age had a dominating influence the pattern of performance was found to vary according to occupation. Charts 1 and 2 illustrate the differential nature of unemployment according to age and occupation.

Substantial variation

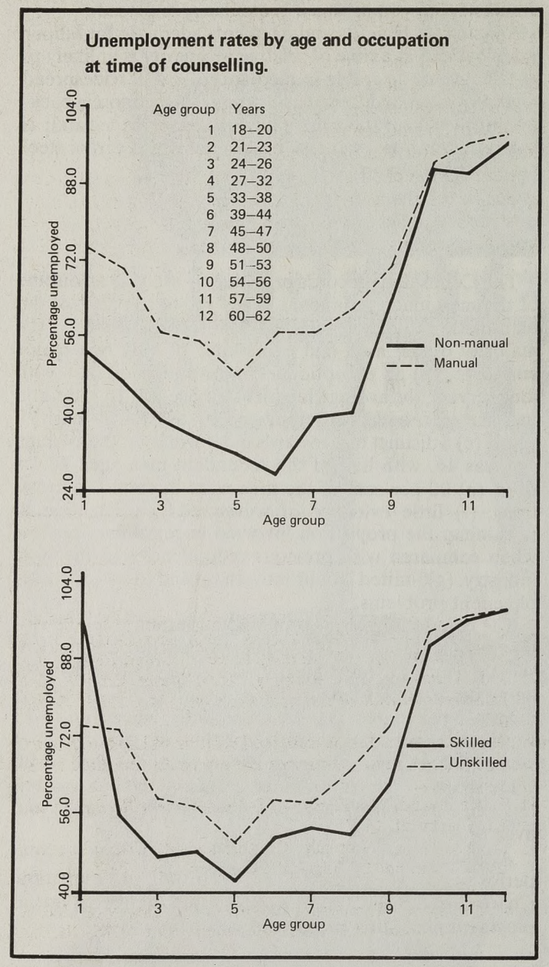
There is substantial variation in experience as between manual and non-manual occupations with unemployment considerably higher for the latter (chart 1). The difference is less pronounced between skilled and unskilled workers, but the unskilled have the most disappointing return to work (chart 2). For the age range 21-50 return to work is approximately 10 per cent higher when the skilled men are compared to the unskilled and over 20 per cent higher when the non-manual and manual workers are compared. The experience of the older men is fairly uniform across occupations with a low return to work in all occupations.

Based on Redundancy at Shotton—The Place of Steel, S. P. Chakravarty, D. R. Jones, R. R. MacKay, Institute of Economic Research, University College of North Wales. Published by Clwyd County Council, Shire Hall, Mold, Clwyd.

The views expressed in this article are those of the authors and not necessarily those of the Department of Employment.

Charts 1 and 2

Unemployment rates by age and occupation at time of counselling.



At the time of counselling 7 out of 10 men declared redundant were unemployed, with approximately 2·5 out of 10 either employed, or self-employed and the rest retraining, or retired. The limited information available suggests that return to work would not have been rapid in later months. The scale of unemployment and the considerable variation in experience asks difficult questions of a system designed to (a) provide protection and compensation for those displaced from employment by economic forces beyond their control and (b) encourage people to adapt to changing economic and technological requirements. Transfer, the task of shifting men from industries where they are permanently redundant, is rarely straightforward. In this particular instance the difficulties are compounded by the scale of the redundancy and its setting against a background of general recession with particularly severe reductions in steel industry employment. In 1980 alone, redundancy notifications in Wales accounted for 1 in 17 of the employed population. In three years, from late 1977, the Welsh division of BSC experienced a manpower reduction of over 50 per cent[7].

The scale, concentration, and the background of the steel closures added to the difficulties involved in redeployment. Special measures were introduced to cushion the impact of redundancy. These included (a) additions to the redundancy payments provided under the statutory scheme, (b) an extension to the period over which Earnings Related Supplement was available for those remaining unemployed and (c) a period of protected earnings for those who accepted employment at reduced wage rates. With the general steelworkers' agreement the statutory redundancy payments were increased by 50 per cent for manual workers and 25 per cent for non-manual workers. The Shotton workers had been assured that the steelworks would remain open until at least mid-1982. This promise provided a bargaining counter when the closure date was advanced to 1980 and the Shotton men received a payment for loss of promised earnings. The standard severance payment (it was reduced for those made redundant later than March 1980) added an additional 50 weeks earnings (56 weeks with holiday pay and payment *in lieu* of notice). Unlike the statutory scheme and the general steelworkers' agreement the Shotton agreement did not differentiate according to age and length of service.

Varied compensation

With the Shotton closure agreement, the general steelworkers' scheme and the statutory redundancy payments the amount of compensation paid to the Shotton men varied from an average of 59 weeks earnings for manual workers aged 25 and under to 100 weeks earnings for manual workers aged 55 and over. The spread for non-manual workers stretches 59 to 92 weeks. In money terms the lump sum compensation paid to the Shotton men came to an average of £9,000 per head; if they had been forced to rely on the general steelworkers' scheme, the compensation paid would have been approximately £3,300 per man and if only the statutory compensation had been given, the average would have come to approximately £2,200 per man. If the Shotton men had received only the standard compensation the degree of protection would have been slight in relation to the problems created. This is true for all groups, but particularly the younger men. The average lump sum redundancy payment to men aged less than 25 would have amounted to only two weeks earnings. Close to 70 per cent of this group were without employment four to five months after redundancy. The general steelworkers' agreement gives little extra to the younger men. It raises the compensation paid from an average of two to an average of three weeks' earnings for those aged under 25. For other age groups it is more important raising the average compensation from 21 to 27 weeks' earnings for non-manual workers and from 21 to 31 weeks' earnings for manual workers. The details of the scheme ensure that there was little difference between the compensation paid to manual and non-manual workers in those age groups where there was considerable variation in return to work (the younger and the middle-aged men) and more substantial variation in the older groups where the differences in return to work were insignificant. If we take the men aged 35-44 as one group, approximately half of the men would be in employment at the end of the period of protection provided by the steelworkers' agreement. The other age groups would not be so fortunate.

With the addition of the special severance payment paid to Shotton men, compensation is on a completely different scale. A case can be made for adjusting the scale of payment to the problems of the particular redundancy. Redundancy compensation is designed (*inter alia*) to allay the fears associated with redundancy: local and general conditions are relevant to the degree of anxiety. It should however be emphasised that any system of compensation which is based on pre-redundancy position rather than experience following redundancy is likely to be an approximate means of locating those most in need. Individual response is just too variable, chance and fortune play too large a part.

Conclusion

A structural shift on the scale experienced at Shotton was likely, even in favourable circumstances, to create more than transitional adjustment problems. Given high and rising unemployment in both Wales and the United Kingdom, the background conditions were far from ideal. The conventional wisdom is that we know a great deal about (a) the personal characteristics which influence return to work (b) the policies which improve return to work and (c) the relationship between return to work and the labour market situation. However the implications of (c) for (a) and (b) are rarely explicitly acknowledged. The Shotton records show that the major problems are concentrated on those groups who would be expected to have considerable difficulty, the elderly, the unskilled. But they also show a disappointing return to work for the younger men and for the skilled group. There is a tendency to place the emphasis on individual flexibility. Those who are well informed, willing to move, retrain, accept lower pay, less attractive working conditions are more likely to find work. This emphasis disguises the essential problem: as unemployment rises the required degree of flexibility increases, substantial redeployment problems extend to embrace an increasing proportion of the working population. The rules of behaviour in the labour market are not independent of the state of the macroeconomic situation. Interest in retraining, and willingness to consider moving to other occupations and other areas critically depend upon the state of demand for labour. It becomes increasingly difficult for the statutory services to provide the signals which will encourage an appropriate response when industrial growth fails to compensate for structural decline. Transfer is difficult when structural decline is (1) concentrated in particular localities (2) rapid and (3) set against the background of a labour market with significant unused potential. The slower the rate of contraction the greater the proportion of employment reduction that can be matched by "natural" adjustments within the labour force; the slower the rate, the easier it is to apply constructive policies which will ease the process of transition. Counselling, retraining, movement within the industry can only play a limited role given abrupt decline. The local economy has been protected by the unusual redundancy compensation terms. But redundancy compensation provides temporary income support rather than a new sense of direction. Future policies designed to encourage structural adjustment should explicitly consider the cost of unemployment to the economy. This should allow for the formulation of an "optimum" rate of adjustment, which is unlikely to be the fastest rate of change. ■

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A new training initiative: a programme for action

□ Last May the Government endorsed the Manpower Services Commission's consultative document, *A New Training Initiative*, which set out three major national objectives for the future of industrial training:

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

Now the Government has taken the lead and produced its White Paper, which it terms a programme for action. And briefly the White Paper's programme is:

Youth Training Scheme (paras 23–41)

The Government will ask the MSC to have this new training scheme fully operational by September 1983 and to start working towards it with 100,000 places next year. In the first full year the scheme is expected to provide places for 300,000 young people at any one time at a cost of around £1 billion. By comparison, YOP will cost just over £400 million this year.

The Programme (paras 24–30)

A training programme of up to a year will generally be needed and will be adapted to the individual's ability and the local labour market. However, it should contain five main elements:

i) induction and assessment of existing skills and attainments;
ii) assurance that basic skills are acquired (literacy, numeracy, basic use of tools and machinery, office practice, communication skills);
iii) opportunity for personal development and use of basic skills through a minimum three months off-the-job training as well as work experience;
iv) guidance and counselling throughout the programme;
v) a record of the individual's progress and achieved standards which can be recognised by potential employers.

The coverage (paras 31–38)

From September 1983, the Government intends to *guarantee* an early offer of training to all minimum-age school leavers who are unemployed during their first year after leaving school. They will have a new trainee status and, like those who remain in further education, they will (with certain exceptions) not be eligible for supplementary benefit in their own right—until September 1 in the year after that in which they leave school. If the young person is not in a job or on a training programme however, parents will be able to claim child benefits; and parents' entitlement to supplementary benefit will take account of their responsibility for these young people.

Other school leavers under 18 (as defined in the White Paper para 32) will also be eligible for the scheme and the resources allocated should provide enough places for them. *However there cannot at present be an absolute guarantee* for this group: and they will continue to be eligible for supplementary benefit in their own right.

A training allowance will be paid to young people on the scheme which reflects the value of the training they receive. The precise levels of the allowances will be decided nearer the time of the scheme's starting in 1983, but are likely to be around £750 a year for minimum-age school leavers and around £1,250 a year for the older group. But they will not apply before the scheme becomes fully operational and the Government is asking the Manpower Services Commission, in working out the detailed implementation of the scheme, to advise on the level of allowances which are appropriate and can be afforded within the resources available.

Young people in employment (paras 17–21)

In 1979 nearly 40 per cent of school leavers going into jobs received no training at all. About another 20 per cent were receiving training for only eight weeks or less.

To encourage proper training the Government will immediately expand the scheme of grants to employers who co-operate in providing integrated training, further education and work experience (the Unified Vocational Preparation Scheme) so as to cater for some 50,000 young people by 1984–85.

However, the MSC is to establish a high-level working group to report by April 1982 on ways of developing the scheme of foundation training to cover *employed as well as unemployed* young people, within available resources.

Training for apprenticeships and similar skill training (paras 42–47 and para 20)

The White Paper stresses that despite better vocational preparation in schools and the first year of working life, "urgent reform is also needed of the arrangements for training in craft, technician and professional skills . . . . . A key to this is a training system embodying a wide range of recognised standards of achievement. Access to skilled work, or training to higher levels, should depend not on the form and structure of previous training but on proven ability."

The Government endorses the commitment by the MSC to 1985 as the date by which relevant standards of competence, with associated courses and certificates, should be available for all significant skilled occupations.

The Government is continuing its higher level of support for skill training (para 20) but will make this support increasingly conditional upon steps towards implementation of these necessary reforms.

Adults (paras 48–50)

The White Paper notes that skill shortages cannot be met solely by training the new intake of young people. Wider opportunities for training and retraining people in their twenties, thirties and later in life are bound to be required. Although primarily a matter for industry, the Government will increasingly direct its £250 million TOPS programme to this end.

Open Tech

It is also providing resources for an Open Tech programme to expand the opportunities of technical training for those who cannot use traditional methods. Participants will typically use a range of printed and audio visual learning materials, work independently, either in college or at home, but with access to tutorial and practical help and facilities. This will be organised by an MSC steering group representing industry, education and training interests and the first project will start in 1982.

Other aspects

Transition from school to work (paras 12–16)

The Government is seeking to ensure that the school curriculum develops the personal skills and qualities as well as knowledge needed for working life and that links between school and employers help pupils and teachers to gain a closer understanding of the industrial, commercial and economic base of our society. More work-related courses will be provided for those staying on in full-time education.

Institutions (paras 51–54)

The MSC will remain the main agency of Government action in industrial training and the Government will ensure that education departments and other education interests are fully involved in the development of programmes. In all sectors of industry, whether with statutory training boards or the new voluntary arrangements, the Government looks to those concerned to play their part in pressing forward the plans in this White Paper. Local arrangements bringing together industry, education, and training services are particularly important and the Government is providing extra funds of £6 million in 1982–83 and £10 million in 1983–84 to assist such joint initiatives.

Funding (paras 55–60)

The White Paper draws attention to the present "somewhat haphazard and often illogical apportioning of (training) costs between the public and private sectors and between individual undertakings." And to illustrate the point: "In occupations as diverse as medicine and hairdressing virtually the whole cost is borne by the tax and rate payer with some contribution by the trainee. In others, particularly the heavier manual skills, virtually the whole cost is borne by the individual firm." It goes on to discuss some possible new mechanisms including the French remissible tax system and expresses the Government's intention to co-operate with the Manpower Services Commission, in a general study of the funding of industrial training as a whole. ■

SPECIAL FEATURE

Proposals for industrial relations legislation

The Government intend to introduce further legislation to improve the operation of the labour market by providing a fairer and more balanced framework of industrial relations law and to curb a number of continuing abuses of trade union power. The Employment Act 1980 was an important first step in this process, particularly in relation to the closed shop, secondary picketing and secondary industrial action. The Government believe that the time is now right to take a further step. Their proposals for legislation, to be introduced in this session of Parliament, are set out below.

2 The Government have drawn up their proposals after extensive consultations on the basis of the Green Paper on Trade Union Immunities (Cmnd 8128). Over 300 organisations and individuals submitted comments. These showed that there is overwhelming support in industry for a further legislative step in this Parliament. The Government have also taken into account—particularly in developing their proposals on the closed shop—the experience of the operation of the Employment Act.

The closed shop

3 The consultations on the Green Paper have shown that there remains widespread public concern about the closed shop. Closed-shop agreements restrict unacceptably the freedom of individuals to choose for themselves whether or not they wish to join a trade union. In some cases their existence is a barrier to the removal of restrictive practices and to improve efficiency and competitiveness.

4 Public concern has been increased in recent months by the actions of Sandwell and Walsall Councils. Their enforcement of closed-shop agreements, regardless of the wishes of their employees, and their dismissal of non-union employees regardless of their rights have reinforced the need for legislation to strengthen further the protection for individuals provided by the Employment Act.

5 The Employment Act 1980 greatly increases the protection for individuals in a closed shop. It makes it unfair to dismiss an employee for non-membership of a trade union in a closed shop on three grounds:

(a) where the employee is an existing employee of the employer concerned before the closed-shop agreement came into effect and has not been a member of one of the specified trade unions since;

(b) where the employee can show a genuine objection to trade union membership on grounds of conscience or other deeply held personal conviction; or

(c) in the case of a new closed shop set up after the provisions of the Employment Act came into force (on August 15, 1980), where the agreement has not been approved by 80 per cent of the employees concerned voting in a secret ballot.

The remedy for an employee who is unfairly dismissed is a complaint to an industrial tribunal which may award compensation, and, if it thinks it practicable, reinstatement.

6 The Government propose to reinforce these provisions in four ways.

(i) Increased compensation

7 The present levels of compensation available to closed-shop victims do not act as a sufficient deterrent to an employer who is minded to dismiss an employee unfairly in order to enforce a closed-shop agreement. Nor do they provide adequate compensation to dismissed employees, particularly low paid employees, whose dismissal involves a serious loss of livelihood. The Government, therefore, propose to increase substantially the levels of compensation available in cases of unfair dismissal in a closed shop.

8 At present compensation for unfair dismissal for an "inadmissable reason"—for example unfair dismissal in a closed shop or for trade union membership or activities—is in three parts:

(a) a *basic award* of between one-half of a week's pay and one and a half weeks pay for each complete year of employment (depending on age) subject to a maximum of £3,900 (that is £130 × 30 weeks for a maximum of 20 years' service);

(b) a *compensatory award* based on loss of earnings in the past and future, loss of pension rights, subject to a maximum of £6,250;

(c) an *additional award* of 26–52 weeks' pay at the tribunal's discretion (subject to a maximum of £6,760) if the employer refuses to comply with an order for reinstatement.

The maximum award is £10,150 if no reinstatement order is made; and £16,910 if the employer does not comply with a reinstatement order.

9 In deciding whether to make an order of reinstatement the industrial tribunal must take into account three tests:

(a) whether the complainant wishes to be reinstated;

(b) whether it is practicable for the employer to comply with an order for reinstatement;

(c) where the complainant caused or contributed to some extent to his dismissal, whether it would be just to order his reinstatement.

10 Under the Government's proposal an employee would be differently treated according to whether he sought reinstatement.

11 If the employee *did not seek reinstatement* then the following compensation would be available:

(a) a *basic award* calculated as now (up to the present £3,900 maximum) but subject to a minimum of £2,000;

(b) a *compensatory award* calculated as now but with the upper limit abolished.

12 If *the employee sought reinstatement*, the tribunal would be required, in deciding whether to make an order for reinstatement, to consider only whether it was practicable for the employer to comply with an order for reinstatement. If it decided that it was not practicable for the employer to comply, compensation would be awarded as follows:

(a) a *basic award* calculated as above (that is as now but subject to a minimum of £2,000);

(b) a *compensatory award* calculated as now but with the upper limit abolished;

(c) a *special award* of two and a half times annual salary subject to a minimum of £12,000.

13 If the tribunal *made an order of reinstatement which was complied with,* then the present rules would apply, that is any loss incurred between the dismissal and reinstatement would be made good by the employer.

14 If the tribunal *made an order of reinstatement which was not complied with,* then the tribunal would make an additional award of three times the annual salary subject to a minimum of £15,000 (that is in place of the "special award" described in paragraph 12(c)).

15 This would mean that a man on average earnings (about £7,500) could expect total compensation of over £20,000 if the tribunal decided it was not practicable for the employer to reinstate and over £24,000 if the tribunal ordered reinstatement which was not complied with.

16 The Government propose that these enhanced levels of compensation should also apply to dismissal on grounds of trade union membership and activity.

Mr Tebbit's statement

The Government's proposals for changes in industrial relations legislation were announced in a Commons statement by the Employment Secretary, Mr Norman Tebbit on November 23.

Mr Tebbit told the House: "These proposals have been prepared in the light of the extensive consultations on the basis of the Green Paper on Trade Union Immunities published in January of this year. These consultations have shown that there is a wide measure of agreement on the issues which need to be tackled and wide spread support for a further legislative step in this session of Parliament.

"Our proposals are therefore a direct response to those consultations. I have today placed in the library copies of a document explaining the proposals in detail. They cover the closed shop, the definition of a trade dispute and the immunity for trade unions themselves.

"In formulating these proposals our aim has been twofold: *first*, to safe-guard the liberty of the individual from the abuse of industrial power; and *secondly*, to improve the operation of the labour market by providing a balanced framework of industrial relations law. These aims are fundamental to any civilised and prosperous society. The need for further legislation to help to achieve them is clear and we believe the time is right.

"On the closed shop we propose—*first* that the compensation for someone who is unfairly dismissed because he is not a member of a trade union should be increased substantially;—*secondly* that existing, established closed shops should be subject to a periodic ballot—and *thirdly*, that anyone who is unfairly dismissed in a closed shop because of trade union pressure should be able to seek compensation directly from that trade union.

"We also propose that the practice of requiring contractors to employ only trade union members as a condition of seeking or obtaining a contract should be made unlawful.

"We propose to tighten up the definition of a trade dispute which is now unacceptably wide. Our proposals are designed to ensure that disputes which are predominantly political or personal, and disputes which do not directly involve an employer and his own employees, are excluded from the statutory definition and therefore do not attract immunity.

"Finally,we propose that the immunity of trade unions themselves should be brought into line with the immunity for individual trade union officials and their members. We do not believe that it is right or necessary for trade unions to continue to enjoy an immunity which, as the Donovan Commission pointed out, is wider than that of any other organisation or person, even the Crown.

"The Government's intention is to bring forward a Bill as soon as possible after the Christmas recess. In the meantime the document being published invites comments on our proposals."

(ii) Interim relief

17 At present an employee who is dismissed for trade union membership or activities can apply to an industrial tribunal for "interim relief", that is for an order requiring the employer to observe the employee's contract of employment until the full hearing of the dismissal complaint. It is proposed that interim relief should also be available to employees dismissed for non-membership of a trade union in a closed shop.

(iii) Periodic review of existing closed shops

18 The Employment Act places an obligation on an employer setting up a *new* closed-shop agreement to test the support for that agreement in a secret ballot of his employees (see paragraph 5(c) above). The Government believe that the same principle should now be applied to all *existing* closed-shop agreements.

19 It is proposed, therefore, that in future dismissal for non-membership of a trade union in a closed shop should be regarded as unfair if:

(a) There has been no secret ballot of the employees covered by the agreement within 12 months of the new legislation coming into effect or within a stated previous period (perhaps three or five years); or

(b) where there has been a ballot, if it has not shown overwhelming support (perhaps 80 per cent of those covered or 85 per cent of those voting) for the continuation of the closed shop.

Further ballots would be required at regular intervals (perhaps every three or five years) if liability for dismissal was to be avoided. Anyone dismissed for non-membership in these circumstances would qualify for the proposed increased rates of compensation and be able to apply for interim relief as described in paragraph 17.

(iv) Trade union contribution to compensation

20 In many cases of closed-shop dismissals it is pressure (for example the threat of industrial action) from a trade union which leads to the dismissal and which may prevent an employer agreeing to reinstatement. The Government believe that where such pressure is exercised the trade union should be more readily accountable and liable to pay a share of any compensation which the tribunal awards.

21 The Employment Act has made it possible for an employer who has dismissed a non-union employee as a result of pressure from a trade union to "join" the union as a party to the proceedings, but he can do so only at the beginning of the proceedings. The tribunal may then order the union to reimburse the employer for some or all of the compensation awarded to the dismissed person.

22 The Government propose that in addition the dismissed employee should be able to "join" the trade union in the proceedings on the grounds that it has contributed to his dismissal by exerting pressure on the employer. Where a trade union, following joinder by either employer or employee, was found to have acted to enforce dismissal in this way, an award for compensation against it would be directly recoverable by the employee from the union, instead of, as now with employer joinder, from the employer. The compensation due would be obtained through the normal process for the recovery of debt.

23 It is also proposed that joinder should be possible at any stage in the proceedings.

Union labour only requirements

24 The consultations on the Green Paper have shown that there is particular concern about the practice of requiring contractors to use only union labour. Such practices have become more prevalent in recent years, not least among local authorities and some nationalised industries.

25 The Government regard such practices as unacceptable. They are a means of conscripting into unions employees who have no interest in being union members. In some cases a small non-union firm may have no choice but to submit to the union labour only requirements and put pressure on its employees to join a union in order to avoid being put out of business.

26 The problem is often seen as being no more than the insistence on union labour only clauses in contracts. But some local authorities have also invited tenders from, or included on a list of recognised contractors, only those firms which have a closed shop or are prepared to guarantee to use only union labour. The Government, therefore, propose that:

(a) any clause in a contract requiring the employment only of persons who are or who are not members of a union should be void (that is unenforceable at law); and

(b) discrimination in inviting tenders for, offering, placing, or making contracts for the provision of goods or services on the grounds that anyone employed in connection with the performance of the contract should or should not be a member of a trade union should be unlawful.

27 In addition the Government propose to remove the statutory immunity from being sued in tort from any person who organises or threatens industrial action to put pressure on an employer to put a union labour only clause in a contract or to discriminate unlawfully.

28 A wider but connected question is that of industrial action with the objective of preventing an employer with a contract from fulfilling it because not all his employees are members of a trade union. The refusal of union members to work alongside non-union employees is deep-rooted in some industries and is often tolerated by employers. It has also to be accepted that it is not possible to eradicate this practice simply by changes in the law. It is nevertheless arguable that the government's proposals on union labour only requirements would be incomplete if it continued to be lawful for a person to organise industrial action to prevent non-union employees fulfilling a contract which had been lawfully awarded. The Government are therefore considering whether to propose that the immunity for industrial action which interferes with the performance of a contract primarily on the grounds that those employed to perform that contract are or are not union members should be removed.

Trade union immunities

29 Trade unions enjoy a much wider legal immunity than their individual officials or members. Under section 14 of the Trade Union and Labour Relations Act 1974 trade unions as such have virtually unlimited immunity from actions in tort, even where they organise industrial action outside a trade dispute. This means that trade unions cannot be sued for their unlawful acts or for unlawful acts done on their behalf by their officials.

30 The Government do not accept that the breadth of the immunities is no longer necessary in modern conditions to enable trade unions to represent their members effectively. It is unfair and anomalous that while trade union officials may be sued for organising unlawful industrial action on behalf of a trade union, the union itself can escape liability altogether. In these circumstances there is a lack of incentive for trade unions to ensure that their officials operate within the law and that industrial action is restricted to legitimate trade disputes and is otherwise lawful.

31 The consultations on the Green Paper show that there is substantial support for a reduction of the immunities for trade unions. The Government, therefore, propose that the immunities for trade unions should be brought in line with those for individuals in section 13 of the 1974 Act (as amended). The main effect of this would be to make trade unions themselves liable to be sued in tort when they are responsibile:

(a) for unlawful acts which are not "in contemplation or furtherance of a trade dispute"; and

(b) for action which is unlawful for individuals by virtue of the limitations to section 13 made by the Employment Act 1980 (that is secondary picketing, indiscriminate secondary and industrial action to compel union membership) and any amendments which may be made as a result of other proposals relating to immunities in this paper.

32 The Government believe that it is desirable to provide guidance in legislation as to when trade unions are to be held vicariously liable for unlawful acts committed by their officials. Such guidance would help unions and employers to establish more clearly the limits of immunity and liability.

33 The Government believe that any guidance on vicarious liability should be based on the common law principles which the House of Lords adopted in such cases as *Heatons Transport (St Helens) Ltd* v *TGWU (1972)* and *General Aviation Services (UK) Ltd* v *TGWU (1976)*. It is therefore proposed that legislation should provide that where torts were committed by trade union officials the trade union would be held vicariously liable only if:

(a) the national executive of the union had specifically authorised or ratified the action complained of; or

(b) the subordinate body or official of the union whose action was complained of had authority for the action under the rules of the union or was acting on instructions from a body or officials who had such authority and its or his action had not been repudiated by a more senior authoritative body or official of the union.

34 This may not, however, be sufficient in situations where the trade union rules are ambiguous or unclear about whether a particular official or body has the authority to call industrial action. The Government are therefore considering proposing in addition that where the union rules do not clearly establish whether an official or body is acting within the authority of the trade union, the trade union should be liable unless a more senior authoritative body or officials has repudiated the action.

35 Trade unions which were found liable for unlawful action could be sued for both injunctions and damages. The Government propose to limit the damages which could be awarded against a trade union in any one case according to the size of the union involved as follows:

fewer than 5,000 members	£12,500
5,000–24,999	£62,000
25,000–100,000	£125,000
more than 100,000	£250,000

It is further proposed that a union's provident and political funds should be protected from liability in the event of an award for damages.

Definition of a trade dispute

36 The Government also propose to amend the present statutory definition of trade dispute, which as a result of the last Government's legislation and recent court decisions is unacceptably wide. Since the immunities for individuals (and, as proposed, trade unions) apply only to "acts done in contemplation or furtherance of a trade dispute", this will restrict further the immunities for those who organise industrial action.

37 Four amendments are proposed to the definition of a trade dispute in section 29 of the Trade Union and Labour Relations Act 1974:

(a) to require that trade disputes should relate *wholly or mainly* to the matters listed in section 29(1), rather than, as now, be simply "connected with" those matters. This is necessary in particular in the light of the House of Lords judgement in *NWL Ltd* v *Nelson and Woods (1979)*. It would ensure that disputes which were mainly political or personal in character and had only a slight connection with the subject of a trade dispute fell outside the trade dispute definition;

(b) to exclude disputes between "*workers and workers*";

(c) to exclude disputes relating solely to *matters occurring outside Great Britain*;

(d) to restrict trade disputes to *disputes between an employer and his own employees*. This would make disputes between an employer and a trade union where the employer had no dispute with his own employees unlawful. It would thereby remove immunity from secondary

action which was directed at an employer whose employees were not taking industrial action themselves and were entirely content with their terms and conditions of employment. It would be necessary to ensure that an employer could not avoid being in legitimate dispute with his own employees simply by sacking those with whom he was in dispute.

Selective dismissal in a strike

38 Section 62 of the Employment Protection (Consolidation) Act 1978 removes from the industrial tribunal jurisdiction to hear complaints of unfair dismissal made by employees involved in a strike where the employer has dismissed all those participating in the industrial action. The tribunals retain jurisdiction, however, to hear complaints from employees on strike where the employer has discriminated by dismissing some but not all of the relevant employees. In 1978 the House of Lords ruled that participation in the industrial action refers to *all* the employees who have taken part in the industrial action, not merely those on strike at the time of the dismissal. Where, therefore, some employees have returned to work, an employer runs the risk of unfair dismissal complaints if he dismisses those remaining on strike.

39 This is clearly anomalous. It is therefore proposed to amend section 62 so that the tribunals have jurisdiction only where an employer discriminates by dismissing some but not all of those of his employees *actually on strike at the time of the dismissal.* An employer would need to give postal or other effective notice (perhaps four working days) to all employees on strike of his intention to dismiss any who had not returned by the end of the notice period.

Ballots

40 Under section 1 of the Employment Act 1980 public funds are available for secret ballots for trade union elections and votes on certain other issues, including the calling and ending of strikes. It is proposed that the list of issues for which funds are available should be extended to cover votes on wage offers. This would be done by affirmative resolution, as provided for by the Employment Act.

Conclusion

41 The Government intend to introduce a Bill to give effect to these proposals early in the New Year. They would, therefore, welcome comments on the proposals by the end of the year. Comments should be sent to the Department of Employment, Caxton House, Tothill Street, London SW1H 9NF. ■

SPECIAL FEATURE

Getting managers' career structures right

by Malcolm Bennison

deputy director, Institute of Manpower Studies

For the past three years or so manpower planners from more than a dozen leading UK firms have been working with staff of the Institute of Manpower Studies on a major project which has led to a new Institute publication, "The Management of Career Structures"*. It has been one of the projects undertaken jointly by people from industry and Institute research and advisory staff under the IMS Co-operative Research Programme. Why has this topic been considered so important by employing organisations? What problems did they encounter? What approach did they develop to resolve these problems?

Around 1970 managers began to speak with less confidence about the effectiveness of their organisation's management career structures. In the 1960s they had experienced difficulty in finding sufficient candidates suitably qualified for management jobs at a time of high expansion. The increasing technical demands of manufacturing processes and the use of more sophisticated management techniques, leading to a growth in service functions, created opportunities within the individual organisation at a rate that strained its ability to find managers with the required experience.

The rate of expansion of management staff began to slow and stabilise in the late 60s and early 70s. Research at IMS has shown that the rate of progress of individuals in organisations is fundamentally related to the growth in the number of opportunities. A reduction in the expansion rate from 4 to 3 per cent will have a significant effect on promotion opportunities.

The oil crisis of 1973 and its aftermath turned this slackening in the degree of confidence into a deep pessimism; it became difficult to provide adequate career opportunities for managers when organisations were rapidly cutting staffing levels to reduce costs and partially offset cash crises. Many organisations found that hitherto effective career management development policies were heavily dependent on a high rate of opportunity creation. In the new contracting situation they were quite useless.

Responses

The responses of organisations to the cash crisis tended in addition to make things much worse. Banning or reducing drastically the level of recruitment of graduate staff—the future managers of the organisation; using "voluntary" early retirement schemes to reduce numbers in the organisation; the easy option of the "equitable ten per cent cut all round in staff achieved by natural wastage"; all these had made the problem of management career and succession much worse. Opportunities were slashed by the reduction in staff, by the non-replacement of retirement, and future problems were created by the total ban on recruitment. The position has worsened in the recent recession.

Fundamentally, the problems of controlling the management career structure can be classified into broad groups, those concerning the career structure, those concerning the rate at which opportunities are created in the organisation, and those concerning how control is achieved.

Career structure

The uniqueness of careers is a major obstacle to the development of methods for controlling career structures. Examining a sample of managers within similar functions over a number of organisations shows how diverse career paths can be. Using patterns of experience to help in the forecasting of the type of person likely to reach the management level in different functions is therefore difficult.

Careers involve long time periods. By definition a career is 25 to 30 years long. Who is to say that policies that are developed now and thought to be appropriate to getting young, inexperienced people into the management stream will still be appropriate in the conditions of 20 years from now when they will reach higher levels of management?

The raw material of any control system is information. Information about people, age, length of service, time in job, the number of jobs, and the pattern of promotion previously, all are items of data that are necessary for the control of career structures.

In the management career structure this is a particularly acute problem. Generally speaking, data is recorded about careers but in such a way—in correspondence, in files—that it is difficult to analyse. Computerised information systems are beginning to provide a solution to the data problem, but they have only been in existence for some ten years and in many cases the technical difficulties

* "The Management of Career Stuctures", *IMS Report No 24*, edited by Malcolm Bennison and Roger Morgan, Institute of Manpower Studies, Mantell Building, University of Sussex, Falmer, Brighton BN1 9RF. £12 or £8 to IMS subscribers.

of recording historical information have limited them to storing current information only or else very sketchy information about the past.

Controlling the management career structure is not helped by the increasing pressure from individuals for better jobs.

The education system begins this pressure by teaching people the desirability of a job with a career structure; it emphasises goals, and as far as possible guides its pupils into such jobs. At the same time the behavioural scientist's work on motivation indicates that people have goals which have to be satisfied; one of the more important is the need to realise one's full potential. By offering a career structure, organisations have taken advantage of employees' motivation needs.

Opportunities

The second part of the problem of managing the career structure arises from the difficulties of creating opportunities within the organisation. Opportunities are a function of three factors, the growth or contraction in the number of jobs in the management career structure, the wastage from the jobs and the way that vacancies are filled.

Growth or contraction of the number of jobs in an organisation's career structure is difficult to foresee precisely. Influenced as it is by random world events, by the oil crisis, by economic policies, and by the actions of competitors, the number of jobs an organisation will have in the future is difficult to predict. It is, however, fundamental to the control of the management career structure. Each time a new job is created within the career structure, unless the vacancy is filled by external recruitment, a promotion or a series of promotions will occur. By the same token, the impact of a reduction in the number of levels in the career structure will be felt throughout the whole of the structure.

Wastage patterns

IMS Manpower Surveys have shown that the wastage patterns of an organisation are as strongly affected by the pull exerted by the labour market as they are by the organisation's internal manpower policies. A sudden expansion of a particular occupation, as is currently the case with the technological demands of the microprocessor, will cause organisations that have had previously stable wastage patterns to lose people. The general economic situation and the way that it creates vacancies will have a similar effect. Both the rate of technological change and the future economic situation are difficult to predict.

The organisation's replacement policy will significantly affect the management career structure and its control. Filling a vacancy at a high level in the management's structure by external recruitment will affect the careers of managers below that level.

Singly, each of these three factors is important to the control of management career structures; together they increase the difficulty. The change from expansion to contraction that affected many organisations in the early 1970s created such a situation.

The expansion raised the expectations of employees to a high level by creating opportunities within the organisation at a high rate. To fill vacancies the organisation moved employees quickly, often with minimum experience. Managers found that they had not long to wait for promotion. They were highly motivated by the chance of promotion and this was reinforced when promotion occurred.

The move into contraction reduced opportunities. Promotions within the management career structure result from vacancies being created at the next higher level. Rarely will organisations promote individuals simply because they are ready for promotion or have been in their posts a long time. Organisations are very concerned about drift at senior levels and pay particular attention to preventing this. Opportunities therefore arise only when there are vacancies.

Vacancies arise from two sources, when additional jobs are created or when wastage or incumbents from existing posts occurs. The move into contraction brings a reduction in the number of jobs and promotions result increasingly from the replacement of wastage. Unfortunately, contraction in the organisation is often accompanied by a reduction in wastage. The recent research referred to has shown that the rate of leaving is largely correlated with the total number of vacancies in the labour market. If the organisation's contraction is part of a general economic contraction, the total number of vacancies in the labour market will be reduced and wastage rates within organisations will fall, further reducing opportunities.

Reduce numbers

As contraction of the organisation continued, the problems intensified. One of the ways in which organisations attempted to cope with their cash problems was to reduce numbers of staff. Wastage was too low for reasons mentioned previously to achieve the reduction. Organisations sought other reduction policies. Early retirement was often used. This was effective in reducing numbers but since the "early retirees" were not replaced, the overall effect was to cut future wastage with significant reduction in opportunities over the next five to seven years.

Control

The third part of the problem arises out of the methods of controlling the career structure. Since the career structure is a collection of individuals with different characteristics, policies for its control are made inappropriate by the movement of individuals into, out of and within the structure.

Take a simple example. A departmental manager is due to retire. The two candidates for the post are aged 57 and 50. If the older is chosen, barring accidents, the next promotion will occur when he reaches retirement at age 62 in five years time. If the younger is chosen, the next promotion is likely in 12 years' time. A simple decision to promote one or the other significantly affects promotion prospects of managers at lower levels. A well ordered career structure with few problems can be wrecked by a few individual decisions.

Equally, bringing about a desired change to the career structure is difficult. Suppose it is desired to increase the amount of experience in the lower management levels before promotion to senior management: how is such a change implemented? Only by decisions to promote one individual against another. For a promotion board to deny what it feels to be greater ability for the sake of more experience consistently over a period of time is taxing human nature to the ultimate. Yet it is the only way to bring about the desired change.

The approach developed by the IMS working group

The Working Group of IMS staff and company manpower planners developed an approach designed to help the average personnel manager understand the problems that he is likely to face in attempting to control the career structure.

Fundamentally, the management career structure is under control when it is in balance and remains in balance in the future. Successful methods of control must be able to detect when the structure is out of balance, the type of imbalance that has occurred, what circumstances cause particular imbalances, and the remedies that help to achieve a new balance.

The approach developed by the working group attempts to cover these facets.

The imbalances that occur are of two kinds. The expectations of employees and the opportunities within the organisation to satisfy those expectations get out of balance. At the same time, the imbalance can be considered from another viewpoint, that of the organisation. The organisation needs to fill its jobs with people of the right calibre, experience and ability. It can be said, therefore, that there is a need to balance the needs of the organisation with the availability of people to fill them.

The first step in the approach is to identify the circumstances that produce severe imbalances in the management career structure. Fourteen circumstances, divided into four broad groups, have been identified by the working group:

Group 1 Relationship with the Current and Projected Business Situation
- —Rapid expansion
- —Large scale contraction
- —Steady contraction
- —Short term growth not equal to long term growth
- —Change in skill requirements

Group 2 Relationship with the Labour Market
- —Many opportunities exist for employment outside the organisation
- —The outside world is very unattractive to employees

Group 3 Relationship with the Growth History of the Organisation
- —Recent growth followed by a period of stability
- —Growth 10–15 years ago
- —Growth 20+ years ago
- —Long period of stability between growth 20+ years ago and recent rapid growth

Group 4 Relationship with the Job Grading Structure
- —Change in proportion of senior posts
- —Change in the number of levels
- —Obtaining the right mix of recruits

The second step in the approach is to consider the consequences of the imbalance. In one way or another the consequences impinge on the organisation's effectiveness. Where expectations exceed opportunities, the major problem will be to offset the behavioural responses of disappointed employees. Frustration at the lack of promotion, staleness produced by staying in jobs too long, are two examples. Where the needs of the organisation exceed the supply of suitable managers the consequences are often poor performance. The approach demands that for each circumstance the consequences, particularly the behavioural consequences, are thought through.

The final step in the approach considers the practical actions that can be taken to offset the consequences and perhaps restore balance in the control of the management career structure.

There is available throughout the approach a set of tools and techniques that help in the analysis of the problem, by either describing data, or postulating the consequences of allowing the imbalances to carry on unchanged, or investigating how the implementation of different policies can reduce the behavioural consequences, in which direction and by how much.

Imbalances

Any form of contraction will produce an imbalance, short-term or long-term. The tempting solution is to rely on natural wastage. Indeed, this is sure to be part of the solution but it is right to make three points of caution:

☐ **Natural wastage may not achieve the desired reduction in numbers**

Suppose that overall wastage has stood at about five per cent and no change is expected in the external job market. Then, although we might expect to reduce numbers by five per cent in the first year, in subsequent years fewer than five per cent would leave because the population that remains is of longer and longer service length and so much more immobile.

It is also the case that often the need which one company experiences to reduce manpower will be simultaneously experienced by other companies in the same field.

☐ **The wrong people may leave**

This will be especially the case if good career opportunities exist outside the company. High calibre staff with more marketable skills will fear for their own career prospects and not wish to be associated with a failing business. The company should try, therefore, to identify those people it wishes to retain and encourage them to remain. This could mean improving job content, more pay or perks, allowing grade drift or developing them via training or secondment.

The company also needs to identify those it particularly wishes to lose and offer inducements for them to go, such as: provision of realistic information on prospects, voluntary redundancy or early retirement.

Help with placing such staff could be provided with the assistance of Professional and Executive Recruit-

ment and information on Government schemes could be made widely available. Knowledge, via Institute of Personnel Management contacts, for instance, may be invaluable in determining where suitable vacancies for senior staff will arise. As a final measure, compulsory redundancy may be necessary.

It is important that the management manpower which remains is a viable, motivated workforce and is entirely appropriate to the changed business scene. At the end of the contraction process, a company should aim to leave the age distribution nearer to, rather than further from, the maintainable age distribution. If possible, the company should try to use the opportunity for retraining and redeployment to restructure the age distribution.

Possible actions

Staff with superfluous skills might be utilised by expanding into a new venture using these skills.

If external recruitment is needed, ensure that staff are told why. Then prepare a realistic career prospectus using modelling techniques, and make sure that the remuneration and benefits package is competitive. This should ensure not only that recruitment is effective, but that both recruits and existing staff are retained.

Overlapping skills

It is not always right to think of the company as a number of skill compartments with so many chemists, so many accountants, so many computer scientists, etc. Recruits can be classified by their skills and qualifications but recruits of different backgrounds often compete with each other for the same jobs later on in their careers. This is particularly true of management jobs.

☐ **There are dangers in cutting off all recruitment**

Not to recruit at all is an easy option but recruits are valuable to any company for the freshness of view and different experience that they bring. The absence of some younger career staff will lead to age distribution problems later. This can be a difficult concept to put across, especially to line managers, who may have to be persuaded to take on a young inexperienced person at the same time as redeploying an established and valued employee.

Another example of imbalance is that of a company which went through a period of growth more than 20 years ago but has since been relatively stable. As a result, a large number of senior staff who rose to their position at the time of the company's growth are coming up towards retirement and there is a potential lack of replacements. Chart 1 shows the age distribution of a group of scientists who were mostly recruited in the immediate post-war period.

In a company in this position a number of possible imbalances could already have caused actual or potential problems. As a result of the recent period of relative stability, there may be a built-in conservatism among senior managers which has, in fact, contributed to the lack of growth lately. The effect of this on middle, and possibly also junior, managers may well have been to drive the more ambitious and able ones away as they have realised that with only limited growth and a block of senior managers of the same age group, there were only limited career prospects until such time as the senior managers retired. In periods of high economic activity, these tendencies would be further emphasised as opportunities outside the company would be more readily available.

The imbalances may therefore be:

- the stated one of a disproportionate number of older senior managers due to retire shortly;
- a shortage of able middle managers capable of being promoted to fill senior posts, this shortage being especially marked in the middle age groups as a result of talented middle and junior managers having left when they have recognised their limited career prospects;
- a surplus of middle managers not really capable of promotion;
- excessive expectations on the part of existing middle managers who hope to be promoted to senior management;
- possibly, excessive expectations on the part of junior managers who see prospects of promotion ahead as senior managers retire and, they hope, middle managers take their place.

IMS approach in practice

To illustrate how the approach is used in practice, a circumstance which can create career problems has been chosen. Group 3 of the circumstances concentrates on the problems of career management caused by pressures of the labour market.

An organisation finds great difficulty in holding on to its managers since many employment opportunities seem to exist in other organisations. It notices that many of its managers, especially the younger ones, are leaving, that it takes longer to recruit replacements, and that the quality of the replacements seems to be worse. In terms of the framework, opportunities are high, expectations are high, the company's needs are likely to be high but the availability of managers is low, an imbalance in which the demand for managers outstrips availability within the organisation.

A number of behavioural consequences are likely to follow in this situation. The organisation may find that the amount of experience its managers have on promotion is decreasing rapidly. It may find that its salary scales are under pressure, starting with the need to pay more to attract good recruits, progressing on to paying existing employees more in order to treat them equitably with the new recruits. Because there is a shortage of staff, the work load on existing managers may increase, leading to demands for higher pay, status or perks in order to compensate.

It is at this point that the need for a quantitative analysis of the problem begins to show itself. The impact of this circumstance could be very different on different companies depending on their manpower situation. The company with experienced, older managers would find its rates of turnover less affected than an organisation with a lot of young managers. Unless the size of the problem is quantified there is a danger of producing solutions that are

Chart 1

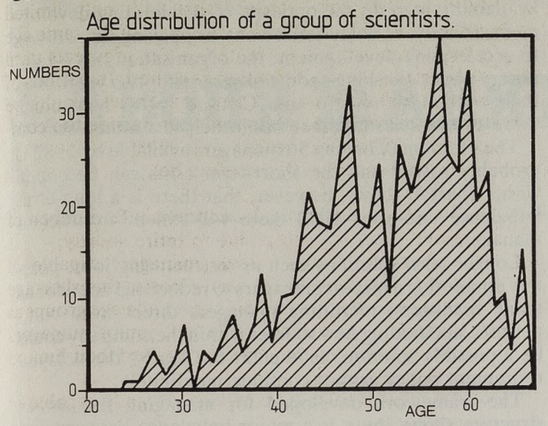


Chart 2

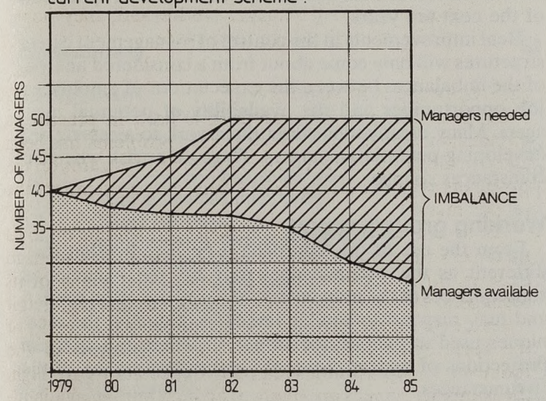


Chart 3

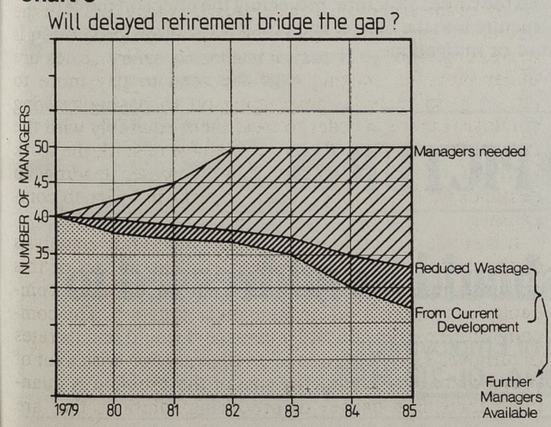


Chart 4

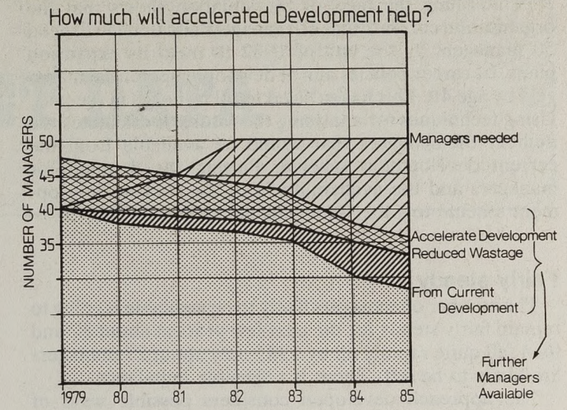


Chart 5

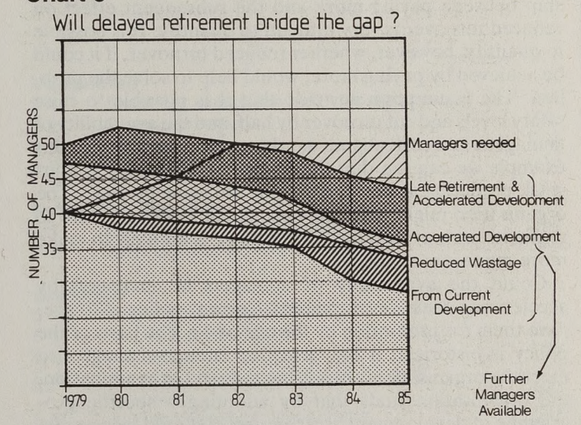
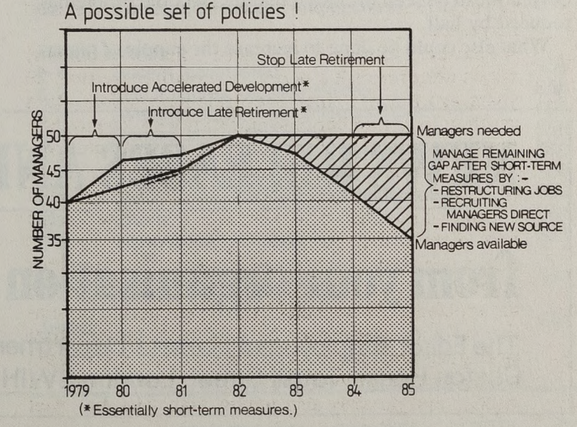


Chart 6



(* Essentially short-term measures.)

appropriate but unnecessary.

Establishing the facts of the situation shows that the organisation currently has 40 managers and that it will need 50 managers by the end of 1982 to meet its expansion plans. Its career policies aim at developing potential managers by age 40. This has sufficed to fill its needs in the past. Using techniques for analysing the future, it calculates the number of managers that would be available from the current development scheme. Putting the demand for managers and the availability from the current development scheme together produces the picture in chart 2.

Fairly steady

The number of managers likely to be available is going to remain fairly steady for the next few years at about 37 and then fall quite rapidly till by 1985 only about 27 managers are likely to be left. There is a sizeable imbalance.

The approach developed considers possible ways of overcoming the imbalance and the effect that they would have on the problem quantified.

Could the loss of managers to competitors be reduced by paying more? This is a likely first response. The relationship between paying more and the subsequent effect on reduced turnover is very difficult to quantify. It is possible to quantify, however, whether reduced turnover, if it could be achieved by paying more, would help to solve the problem. The assumption is made that it is possible to raise salary levels and cut turnover by half, and the availability of managers is recalculated as shown in chart 3. In this example we can see that the impact of this policy is marginal, producing at best a few extra managers by 1982. The organisation might take the view that it must pay more to retain its present staff but paying more is unlikely to make more managers available.

Could the availability of managers be increased by accelerating their development? Current policy is to prepare them for promotion by the age of 40. The basis of the policy is historical; it has provided enough managers to meet the organisation's needs in the past. On examination, the organisation finds that by adopting a specific programme of development and training, it should be possible to prepare people for management by age 35, some five years earlier. Implementing such a policy immediately would give an additional seven managers almost from the outset. It can be seen in chart 4 that by 1981 the problem is reduced by half.

What else could be done to increase the supply of managers to meet this short-term gap? One way of increasing availability is to do the opposite of accelerating development, namely, to delay retirement. Supposing, in addition to accelerating development, the organisation has a temporary policy of asking people to stay on for two years after their normal retirement age. Chart 5 shows how much these two policies together would help the imbalance.

The problem of having 50 managers available by 1982 is probably solved and the short-term crisis can be coped with. Chart 5 shows, however, that there is a long-term imbalance and after 1982 there will still be insufficient managers.

Longer term solutions such as restructuring jobs, possibly appointing assistant managers to reduce the need for as many managers, recruiting managers direct from competitors, and finding new sources within the company could be a possible solution, as in chart 6. Clearly, the delayed retirement policy cannot continue indefinitely.

The framework developed for managing the career structure shows there is a major imbalance between the demand for managers and their supply. It indicates that short-term solutions of accelerating development and introducing late retirement can be used to cover the immediate problem but there is a need for a longer term look at the career structure to cope with the likely problems of the next ten years.

Real improvements in the control of management career structures will only come about from a considered analysis of the imbalances between the expectations of employees, job opportunities and the availability of potential managers. Many organisations limit their work to assessing and developing potential managers. They are at risk when circumstances change.

Working group's report

From the use of this approach it became evident that, different as the circumstances may be, the behavioural consequences of the imbalances that arise are often similar, and may respond to similar remedies. Equally, the techniques used to analyse the career structure and to make projections of opportunities are common to many of the circumstances.

Taking this into account, *The Management of Career Structures* has been structured into a logical sequence of: identifying the problem area, analysing the relationship with the career structure, projecting the effect on the career structure into the future, and possible means of prevention, cure or mitigation. ■

LABOUR MARKET DATA

Contents

Trends in labour statistics — Commentary

Summary

Economic indicators for the third quarter now point fairly clearly to the bottom of the recession having been reached during the second quarter. Output is now rising gently, particularly in manufacturing, and trends in several labour market indicators are consistent with an underlying improvement. Most forecasts suggest that the recovery is likely to be slow.

The main contribution to improved demand in the third quarter came from a much reduced rate of destocking. Consumers' expenditure fell back a little, affected by the sharp fall in real incomes. Export volume has increased since the earlier part of the year.

Changes in unemployment generally lag behind the economic cycle, and the rate of increase in unemployment is still substantial, though lower than earlier in the year. Trends in other labour market indicators include a modest improvement in vacancies, employment falling at a considerably slower pace in the third quarter (on preliminary estimates) and improvements in the amounts of overtime and short-time working.

The underlying increase on a year earlier in average earnings has been broadly stable over the past three months (to October), at 11 per cent, reflecting an increase in hours worked as well as pay settlements.

The year on year increase in the Retail Prices Index rose a little to 12 per cent in November.

Economic background

With most of the third quarter's figures now available, it is possible to judge with some confidence that the trough of the recession was reached around May or June. GDP *(output)* rose by around 0·3 per cent in the third quarter of 1981, according to the preliminary estimate. There has been a marked increase in manufacturing output but some downturn in activity in the distributive trades, reflecting lower retail sales. Total output is some seven per cent below its previous peak in the second quarter of 1979.

Industrial production in the third quarter was 0·7 per cent higher than in the previous quarter but remained four per cent below its level a year ago. North Sea oil and gas extraction returned to its record first quarter level. Preliminary estimates for the construction industry suggest little change in output between the second and third quarters of 1981. This overall improvement continued strongly in October.

Manufacturing output in the third quarter was 1½ per cent higher than in the second quarter. Particularly fast growth has been experienced in chemicals, coal and petroleum products (up five per cent on the second quarter) and in engineering and allied industries (up two per cent).

Consumers' expenditure fell by approximately ½ per cent in the third quarter of 1981, according to preliminary estimates, returning to the same level as in the third quarter of 1980.

Retail sales fell by over 1½ per cent in November. In the latest 3 months, trade rose slightly and was 1½ per cent higher than a year ago.

The CSO's composite index of coincident indicators moved steadily upwards in the five months to October from its low level in April and May. Although there is still an absence of complete information, and thus the index remains subject to revision, the evidence is now increasing that the turning point in the economy occurred around May to June. *The shorter leading index*, which looks forward about six months, is still rising but *the longer leading index* which looks foreard about a year has fallen sharply from a high point in May. This is principally because of the increase in short term interest rates and falls in share prices up to October.

The level of stocks held by manufacturers and distributors fell by £171 million in the third quarter compared with a fall of £555 million in the second quarter. Destocking by manufacturers, at £160 million, compared to £380 million in the second quarter, accounted for most of the third quarter fall in stock levels.

Capital expenditure by industry in the third quarter was much the same as in the previous quarter. Investment by manufacturers fell by 4½ per cent, offset by a three per cent rise in investment in the distrubutive and service sector.

Housing starts rose by six per cent in the six months to September and were four per cent higher than a year earlier. On the same comparisons, private starts rose by ten per cent and were 28 per cent higher than a year earlier whilst public starts fell by nine per cent and 37 per cent respectively.

The *Money Supply*, £M3, rose by about ½ per cent in the banking month to November 18, according to preliminary estimates. Some £1¼ billion of taxes delayed by the civil servants' strike were collected during the month and this appears to have added substantially to bank lending. *Bank base rates* fell by ½ per cent to 15 per cent on November 9. There was a further fall of ½ per cent on December 3 to 14½ per cent. This follows falls of several percentage points in overseas interest rates in recent weeks.

The *current account of the balance of payments* was in surplus by £316 million in October. The volume of *exports* in September and October was four per cent above the average level in January and February despite the past loss of export price competitiveness and lack of buoyancy in our overseas markets this year. *Imports*, in volume terms, in September and October were 21 per cent above the average level in January to April.

The *effective exchange rate for sterling* was 91·8 (1975 = 100) at the end of November, nine per cent lower than a year earlier. This represents a rise of 3¾ per cent above the level at the end of October and was mainly due to a decline in foreign interest rates relative to UK rates.

Chart 1

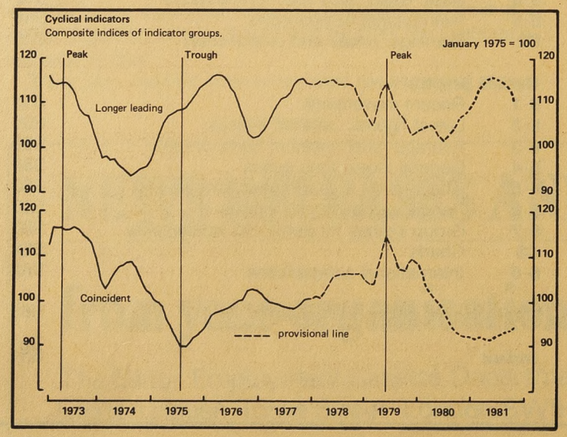
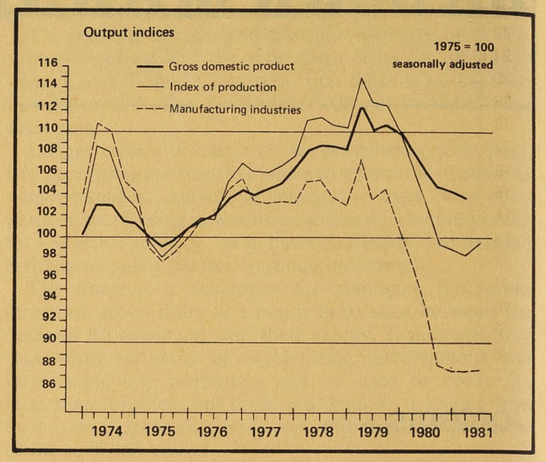


Chart 2



World prospects

Recent economic forecasts, including that of the Treasury, have been based on the judgement that output in OECD countries will grow by 1½ to two per cent in 1982. Following a year when little growth will have occurred in overall world trade, the Treasury and the National Institute of Economic and Social Research suggest that in 1982 world trade in manufactures (weighted according to UK export markets) will grow by four to five per cent. A modest recovery of growth in OPEC countries is expected to be partly offset by the effects of increasing balance of payments deficits in third world countries as a result of falling commodity prices which are a consequence of the world recession.

The effects on demand of the 1978–79 increases in oil prices are now generally judged to have worked their way through the industrial countries' economies. An acceleration of the Japanese recovery combined with a moderate upturn in Europe is now expected. However, the United States economy which recovered early has now entered its second recession in the space of two years. This, combined with the persistence of inflation and the consequent maintenance of restrictive fiscal and monetary policies by many governments, suggests that recovery will only be gradual.

Chart 3

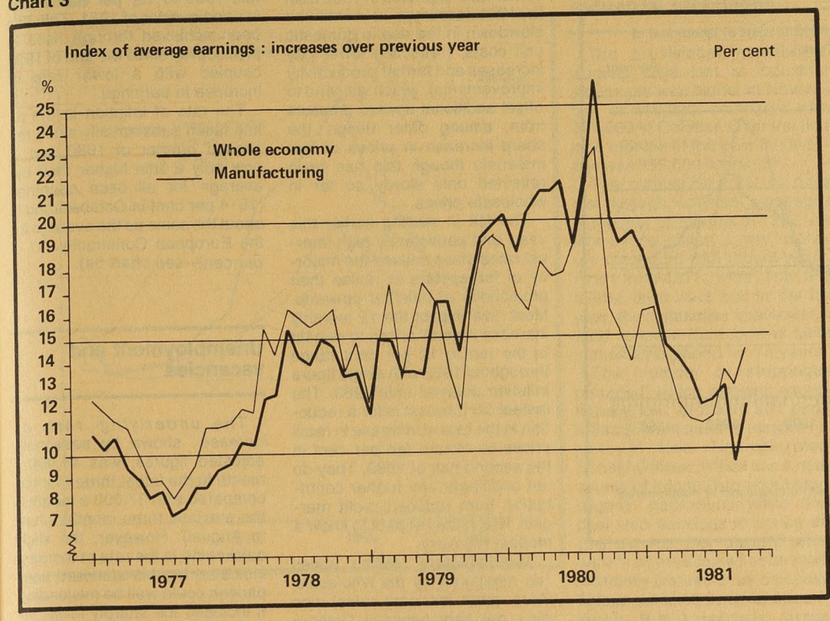
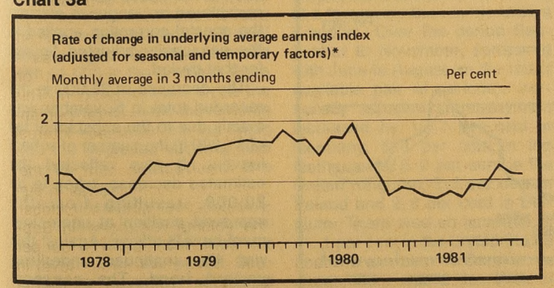


Chart 3a



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

Average earnings

The underlying increase in average earnings in the year to October, adjusted to exclude temporary factors, was about 11 per cent, similar to the figure for September.

The actual increase in the year to October was 11·9 per cent. However, there was substantially more back-pay (especially in the industrial Civil Service and NHS) in the index for October 1981 than for October 1980, which inflated the annual change by about half a percentage point. Another factor operating in the same direction was the concentration of two annual pay increases for local authority non-manual staff during this period, which further inflated the annual increase by nearly half a percentage point. The combined effect of these factors was to inflate the recorded increase by nearly one percentage point.

It is too early to detect in the earnings figures the effect of settlements reached for the 1981–82 pay round (starting on August 1 1981). Such increases as did come into payment in October mostly dated from the end of the previous round, and were at levels considerably lower than those of the previous year. However, the effect of this fall in settlement levels was offset by an increase in hours worked relative to a year earlier (more overtime and less short-time) so the underlying increase on a year earlier was unchanged between September and October.

The average underlying increase during the three months ending in October was between one and 1¼ per cent, as it was in the three months ending in Sep-

Chart 4

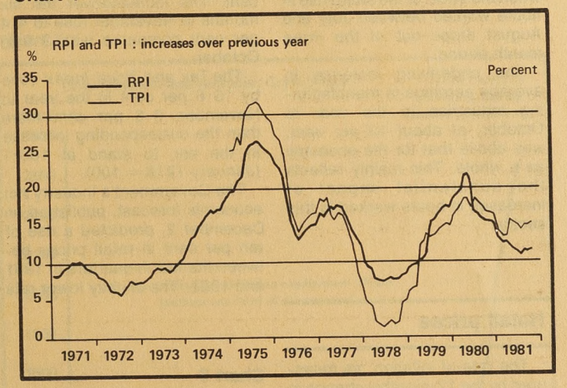
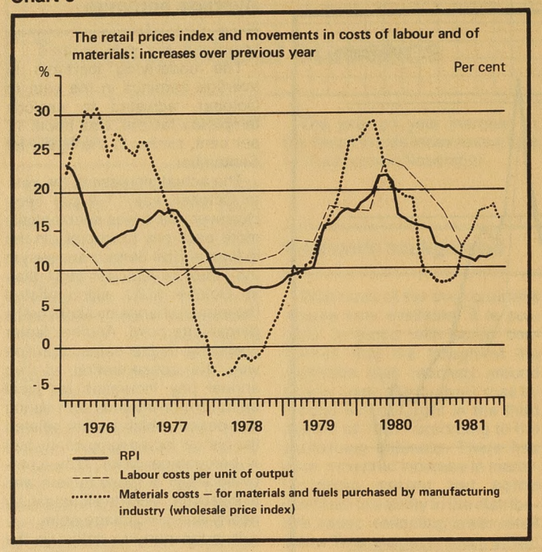


Chart 5



tember, but is expected to fall back below one per cent in the three months ending in November when the effect of the sharp rise in hours worked between July and August drops out of the three month period.

The underlying increase in average earnings in manufacturing industries in the year to October, at about 13 per cent, was above that for the economy as a whole. This mainly reflects the substantial impact of increases in hours worked in this sector.

Retail prices

The rate of inflation, as measured by the 12-monthly change in the *Retail Prices Index*, rose in November to 12·0 per cent compared with 11·7 per cent in October.

The rise in the RPI between October and November was 1·1 per cent. The recent increase in mortgage interest rates accounts for about one-third of the increase in November and there were also important contributions from higher telephone charges and food and gas prices. Consumption of electricity between October and March is being subject to a rebate, this reduced the overall index for November by about 0·1 per cent.

The monthly increase in November excluding the effect of seasonal food prices was 1·0 per cent. The increaseover the six months to November rose to 4·4 per cent compared with 3·9 in October.

The *Tax and Price Index* rose by 15·6 per cent in the year to November, 3·6 per cent more than the corresponding increase in the RPI, to stand at 160·1 (January 1978 = 100).

The Government's Industry Act economic forecast, published on December 2, predicted a rise of ten per cent in retail prices between the fourth quarters of 1981 and 1982. The slightly lower rate of increase expected in 1982 than in 1981 assumes a continued slowdown in the rise in domestic unit costs, (reflecting lower pay increases and further productivity improvements), which will tend to offset additional upward pressure from, among other things, the sharp increase in prices of raw materials though this has been reflected only slowly so far in wholesale prices.

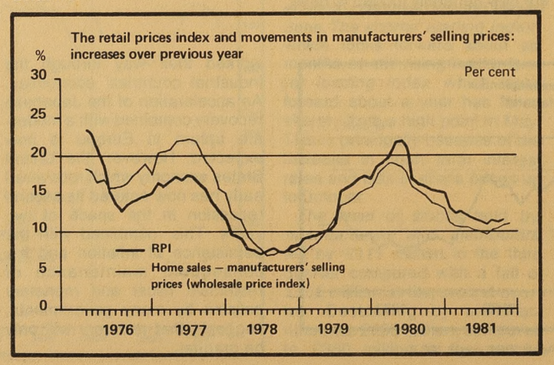
The fall in sterling earlier this year, and persistently high interest rates, have caused the majority of forecasters to revise their projections of inflation upwards. Most now expect the 12 monthly increase in retail prices to remain in the ten to 12 per cent range throughout 1982 with single figure inflation delayed until 1983. The lastest CBI forecast is for a reduction in the rate of increase in retail prices to around ten per cent in the second half of 1982. They do not anticipate any further contribution from reduced profit margins, which they expect to show a modest recovery.

Manufacturers' selling prices (as measured by the *Wholesale Price Index* for home sales) rose by ½ per cent between October and November, a little less than in recent months, leaving the 12-month change at 11 per cent. The year on year rate of change in *materials and fuels purchased by manufacturing industry* in November fell from 18·3 to 16½ per cent on account of the recent appreciation in sterling against the dollar.

Wages and salaries per unit of output in manufacturing rose slightly during the summer after being stable during early 1981. The change over a year earlier had fallen to four per cent by September. In the economy as a whole the rate of increase of unit labour costs has also slowed dramatically, from 24 per cent in mid-1980 to 12½ per cent in the second quarter of 1981. This has been achieved through rises in productivity since the end of 1980 coupled with a lower rate of increase in earnings.

The rate of inflation in the UK has fallen substantially since the second quarter of 1980 and is now only a little higher than the average for all OECD countries (10·4 per cent in October) and is about the same as the average for the European Community (11·8 per cent—see chart 6a).

Chart 6



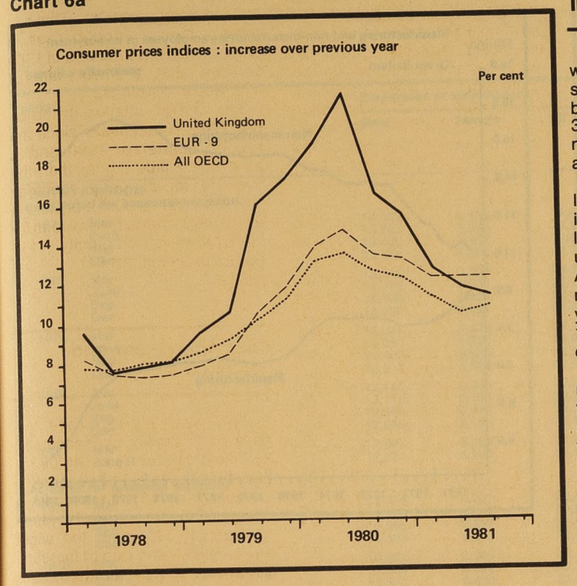
Unemployment and vacancies

The *underlying rate of increase*, shown by seasonally adjusted figures, was 46,000 a month in the latest three months, compared with 37,000 a month in the previous three months (June to August). However, the slight quickening in the rate of increase indicated by this standard comparison could well be misleading. It includes the sharply lower figures in June and July, which may have been erratic, and also spans the period when the figures included estimation to allow for the effects of the emergency procedures. Other pointers in the labour market and elsewhere in the economy do not support the likelihood of a quickening in the rate of increase in unemployment.

The *recorded total* in November fell by 35,000 to 2,953,000. The total continued to be affected by emergency procedures in unemployment benefit offices, which have slowed down the flow of information between them and employment offices where the count is made. However, there has been an improvement recently, particularly in the removal from the register of people no longer unemployed. The net over statement in the total, estimated to have been about 20,000 in the period July to October, has been reduced and is considered no longer to warrant the special correction applied to the seasonally adjusted figures for that period.

The decrease of 35,000 in the recorded total in November was mainly due to the substantial fall of 51,000 in the number of school leavers. It also reflected the estimated decrease, taken to be 20,000, resulting from the improved position at unemployment benefit offices. Against this was the continued underlying upward trend. The seasonal change between October and November was negligible.

Chart 6a



The total for November included 165,000 *school leavers* registered as unemployed, compared with 111,000 in November 1980. The fall of 51,000 since October compares with a decrease of 35,000 at the same time last year.

The total number of people assisted by the *special employment measures* was 720,000 in October, an increase of 22,000 since September, accounted for by increased numbers on the Youth Opportunities Programme and a fluctuation in the Temporary Short-Time Working Compensation Scheme. The effect on the unemployment register, which for a number of reasons is much less than the total number supported by the schemes, was estimated at 355,000, in October.

Vacancies (seasonally adjusted) held at employment offices increased by 5,000 to 104,000. Over the three months to November the seasonally adjusted level has averaged 100,000, compared with 91,000 in the previous three months. At current low levels the significance of these movements is somewhat uncertain but taken with the improved vacancy flow figures the indications are encouraging.

Male unemployment (seasonally adjusted) is no longer increasing at a faster rate than for females. Over the period September to November compared with the previous three months female unemployment increased by 6·0 per cent compared with 4·9 per cent for males.

All regions have experienced sharp rises in unemployment (seasonally adjusted) over the year to November 1981. The largest increase in the unemployment rate was in the West Midlands, up 4·4 percentage points, followed by the North West, up 3·6 percentage points. In the North, Wales and Yorkshire and Humberside the increases were a little above the national average of 3·0 percentage points. Recent month to month movements are made uncertain by variations in the effects of the emergency procedures in benefit offices.

International comparisons show that with the exception of Denmark and France unemployment in recent months has been rising in Western Europe. In Germany and the Netherlands, unemployment has been increasing at a faster rate than in the United Kingdom. Over the period September to November, compared with June to August (or the latest available pair of periods), seasonally adjusted unemployment increased by 10·7 per cent in Germany, 8·4 per cent in the Netherlands, 5·2 per cent in the United Kingdom, 3·6 per cent in Ireland and 2·6 per cent in Belgium. There was an increase of 11·1 per cent in the United States and 9·5 per cent in Canada. In Japan there was a decrease of 7·7 per cent.

Industrial stoppages

The provisional number of working days lost in industrial stoppages was higher in November, at 519,000, compared with 324,000 in October. Over the first nine months of the year the average was 355,000 per month.

The cumulative total of days lost through industrial stoppages in the first 11 months of 1981 is a little over 4 million, a very low figure compared with recent years. Apart from 1976, when only 3·3 million days were lost in the full year, the cumulative total so far in 1981 is lower than for any other comparable period for 14 years.

The number of stoppages recorded, which remains exceptionally low, probably still partly reflects continued pressure of work in local Unemployment Benefit Offices (which are a main source of information about stoppages), particularly while they deal with backlogs following the civil service pay dispute when benefit payments had to be made manually instead of by computer. This is not likely to have affected much the relatively firmer estimate of working days lost which is mainly dependent on the Department's records of the most prominent stoppages.

About three-quarters of the working days lost in November resulted from five stoppages: two, in the motor vehicle industry, accounted for about 45 per cent of the days lost; while two strikes in the aerospace industry and one by local authority manual workers accounted for a further 30 per cent.

Employment

The fall in manufacturing employment in the three months to October was well below the rate of decline seen during the first seven months of the year, an improvement no doubt associated with the recovery in output. There was little change in September in the amounts of overtime and short-time working, thereby maintaining the improvements seen in recent months.

Employment in manufacturing industries fell by 32,000 (seasonally adjusted) in October, the same fall as in September. The average monthly decline over the last three months was 28,000. This is well down on the average monthly falls of 49,000 a month in the first half of 1981 and of 77,000 a month in the second half of last year. Further evidence of the

Chart 7

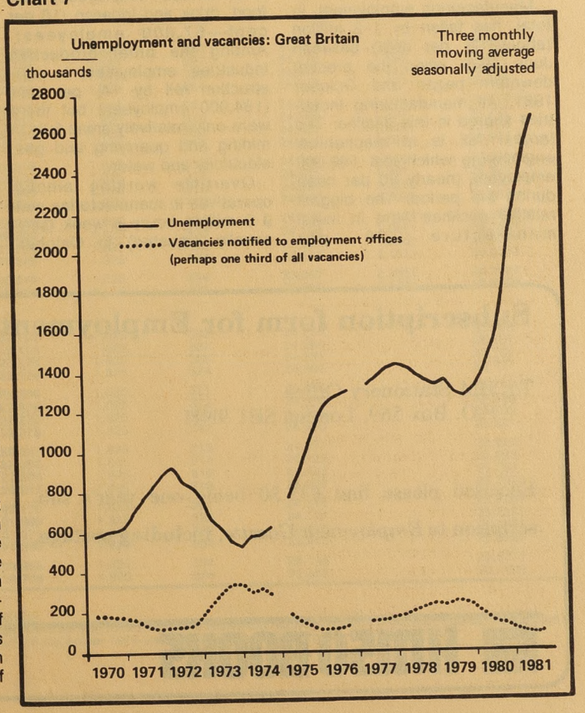
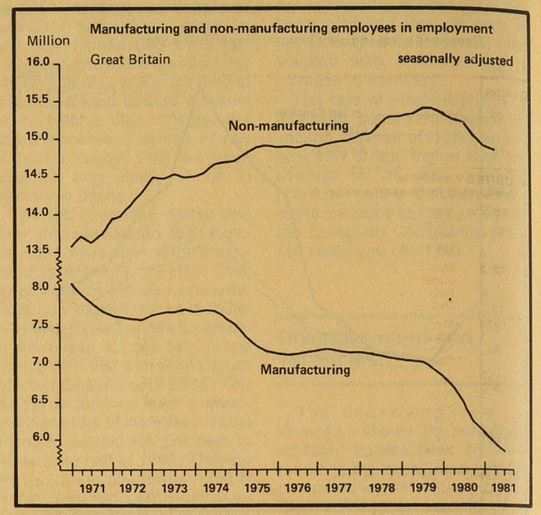


Chart 8

Chart 9



slowdown in job losses during 1981 is given by the CBI's Industrial Trends Survey which, in October, showed another decline in the proportion of firms reporting a fall in employment.

Manufacturing employment, in total, has fallen by 1·2 million (about 17½ per cent) between June 1979 when the present downturn began and October 1981. All manufacturing industries shared in this decline. The largest fall is in mechanical engineering which lost 180,000 employees (nearly 20 per cent) during the period. The biggest relative declines were in metal manufacture (29 per cent—128,000 employees) and textiles (nearly 24½ per cent—109,000 employees). The smallest declines were in paper, printing and publishing (9½ per cent—50,000 employees) and food, drink and tobacco (10 per cent—67,000 employees). Among the other production industries, employment in construction fell by 14½ per cent (184,000 employees) but there were only relatively small falls in mining and quarrying and gas, electricity and water.

Overtime working among operatives in manufacturing was 9·9 million hours a week (seasonally adjusted) in October, close to the higher rate of 10·1 to 10·4 million in August and September. It compares with an average of under 9 million hours in the first seven months of the year. Hours lost through short-time working in October again fell slightly to 2·1 million hours, a quarter of the level at the start of the year. However, before the recession began, the figure was well below one million hours a week.

In September 1981, 29·6 per cent of the total number of employees in employment in manufacturing industries in Great Britain were administrative, technical or clerical workers. This compares with 30·0 per cent in October 1980 and 28·6 per cent in October 1979. In the 11 months to September 1981 the number of non-manual jobs in manufacturing fell by 9½ per cent compared with a fall of 7½ per cent among manual jobs. In the preceding year employment in manual jobs fell two and a half times as fast as in non-manual jobs.

First indications are that in the third quarter of 1981, total employment fell by under 150 thousand (seasonally adjusted), only half the falls of 300 thousand observed in the two previous quarters.

THOUSAND

Quarter		Employees in employment: Male	Female	All	Self-employed persons (with or without employees)*	HM Forces	Employed labour force	Unemployed excluding adult students	Working population
A. UNITED KINGDOM									
Unadjusted for seasonal variation									
1977	Mar	13,307	9,155	**22,462**	1,886	330	24,678	1,383	26,061
	June	13,363	9,255	**22,619**	1,886	327	24,832	1,450	26,282
	Sep	13,420	9,268	**22,687**	1,886	328	24,901	1,609	26,510
	Dec	13,374	9,328	**22,702**	1,886	324	24,912	1,481	26,393
1978	Mar	13,312	9,259	**22,571**	1,886	321	24,778	1,461	26,239
	June	13,385	9,372	**22,757**	1,886	318	24,961	1,446	26,407
	Sep	13,438	9,406	**22,844**	1,886	320	25,050	1,518	26,568
	Dec	13,430	9,521	**22,951**	1,886	317	25,154	1,364	26,518
1979	Mar	13,321	9,408	**22,729**	1,886	315	24,930	1,402	26,332
	June	13,380	9,540	**22,920**	1,886	314	25,120	1,344	26,464
	Sep	13,423	9,529	**22,951**	1,886	319	25,156	1,395	26,551
	Dec	13,317	9,568	**22,885**	1,886	319	25,090	1,355†	26,445†
1980	Mar	13,145	9,393	**22,538**	1,886	321	24,745	1,478† e	26,223†
	June	13,110	9,401	**22,511**	1,886	323	24,720	1,660†	26,380†
	Sep	12,952	9,270	**22,222**	1,886	332	24,440	2,040†	26,480†
	Dec	12,666	9,162	**21,829**	1,886	334	24,049	2,244†	26,293†
1981	Mar	12,387	8,937	**21,324**	1,886	334	23,544	2,485†	26,029†
	June R	12,264	8,935	**21,198**	1,886	334	23,418	2,681†	26,099†
Adjusted for seasonal variation									
1977	Mar	13,376	9,221	**22,597**	1,886	330	24,813		26,208
	June	13,366	9,240	**22,606**	1,886	327	24,819		26,299
	Sep	13,365	9,264	**22,629**	1,886	328	24,843		26,379
	Dec	13,359	9,279	**22,638**	1,886	324	24,848		26,357
1978	Mar	13,381	9,328	**22,709**	1,886	321	24,916		26,398
	June	13,384	9,356	**22,740**	1,886	318	24,944		26,414
	Sep	13,383	9,403	**22,786**	1,886	320	24,992		26,436
	Dec	13,418	9,471	**22,889**	1,886	317	25,092		26,487
1979	Mar	13,391	9,478	**22,869**	1,886	315	25,070		26,493
	June	13,374	9,523	**22,897**	1,886	314	25,097		26,461
	Sep	13,369	9,527	**22,896**	1,886	319	25,101		26,421
	Dec	13,308	9,518	**22,826**	1,886	319	25,031		26,399†
1980	Mar	13,215	9,463	**22,678**	1,886	321	24,885		26,362†
	June	13,103	9,384	**22,487**	1,886	323	24,696		26,355†
	Sep	12,898	9,268	**22,166**	1,886	332	24,384		26,331†
	Dec	12,658	9,111	**21,769**	1,886	334	23,989		26,248†
1981	Mar	12,456	9,007	**21,463**	1,886	334	23,683		26,168†
	June R	12,256	8,917	**21,173**	1,886	334	23,393		26,072†
B. GREAT BRITAIN									
Unadjusted for seasonal variation									
1977	Mar	13,018	8,951	**21,968**	1,825	330	24,123	1,328	25,451
	June	13,076	9,050	**22,126**	1,825	327	24,278	1,390	25,668
	Sep	13,129	9,059	**22,188**	1,825	328	24,341	1,542	25,883
	Dec	13,083	9,114	**22,196**	1,825	324	24,345	1,420	25,765
1978	Mar	13,024	9,046	**22,069**	1,825	321	24,215	1,399	25,614
	June	13,096	9,158	**22,253**	1,825	318	24,396	1,381	25,777
	Sep	13,148	9,188	**22,336**	1,825	320	24,481	1,447	25,928
	Dec	13,139	9,299	**22,439**	1,825	317	24,581	1,303	25,884
1979	Mar	13,033	9,186	**22,219**	1,825	315	24,359	1,340	25,699
	June	13,092	9,314	**22,406**	1,825	314	24,545	1,281	25,826
	Sep	13,136	9,304	**22,440**	1,825	319	24,584	1,325	25,909
	Dec	13,032	9,341	**22,373**	1,825	319	24,517	1,292†	25,809†
1980	Mar	12,864	9,168	**22,032**	1,825	321	24,178	1,412† e	25,590†
	June	12,831	9,178	**22,008**	1,825	323	24,156	1,587†	25,743†
	Sep	12,678	9,048	**21,726**	1,825	332	23,883	1,950†	25,833†
	Dec	12,399	8,944	**21,343**	1,825	334	23,502	2,151†	25,653†
1981	Mar	12,126	8,722	**20,848**	1,825	334	23,007	2,385†	25,392†
	June	12,009	8,720	**20,729**	1,825	334	22,888	2,577†	25,465†
Adjusted for seasonal variation									
1977	Mar	13,087	9,016	**22,103**	1,825	330	24,258		25,598
	June	13,079	9,035	**22,114**	1,825	327	24,266		25,687
	Sep	13,074	9,054	**22,128**	1,825	328	24,281		25,755
	Dec	13,068	9,066	**22,134**	1,825	324	24,283		25,727
1978	Mar	13,093	9,115	**22,208**	1,825	321	24,354		25,768
	June	13,094	9,142	**22,236**	1,825	318	24,379		25,786
	Sep	13,094	9,185	**22,279**	1,825	320	24,424		25,799
	Dec	13,128	9,250	**22,378**	1,825	317	24,520		25,851
1979	Mar	13,102	9,255	**22,357**	1,825	315	24,497		25,855
	June	13,086	9,297	**22,383**	1,825	314	24,522		25,828
	Sep	13,083	9,301	**22,384**	1,825	319	24,528		25,783
	Dec	13,024	9,292	**22,316**	1,825	319	24,460		25,761†
1980	Mar	12,933	9,237	**22,170**	1,825	321	24,316		25,726†
	June	12,823	9,160	**21,983**	1,825	323	24,131		25,723†
	Sep	12,625	9,046	**21,671**	1,825	332	23,828		25,687†
	Dec	12,392	8,894	**21,286**	1,825	334	23,445		25,605†
1981	Mar	12,194	8,791	**20,985**	1,825	334	23,144		25,527†
	June	12,001	8,702	**20,703**	1,825	334	22,862		25,443†

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

1·2 EMPLOYMENT
Employees in employment: industry

THOUSAND

GREAT BRITAIN		index of Production industries* II-XXI			Manufacturing industries III-XIX			I	II	III	IV	V	VI	VII	VIII	IX	X	XI
		All industries and services*	All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles
1977	Jan		9,069	9,086	88·6	7,139	7,151	87·3		345	689	37	429	481	915	147	743	173	743
	Feb		9,054	9,082	88·6	7,143	7,163	87·4		345	685	37	431	481	916	148	743	174	745
	Mar	21,968	9,049	9,086	88·6	7,140	7,166	87·5	358	346	682	37	431	481	916	148	744	173	743
	April		9,053	9,096	88·7	7,139	7,172	87·5		347	681	37	431	482	917	148	745	173	741
	May		9,052	9,088	88·7	7,139	7,172	87·6		347	682	36	433	482	916	148	744	173	740
	June	22,126	9,067	9,088	88·7	7,150	7,174	87·6	378	348	689	36	433	483	915	148	745	173	739
	July		9,105	9,084	88·6	7,185	7,174	87·6		347	702	37	435	484	919	149	750	172	741
	Aug		9,099	9,071	88·5	7,186	7,167	87·5		346	703	37	437	483	922	150	750	173	741
	Sep	22,188	9,094	9,065	88·4	7,189	7,164	87·5	388	345	694	38	438	484	927	150	749	175	747
	Oct		9,092	9,057	88·4	7,190	7,160	87·4		345	691	38	438	482	929	149	751	175	751
	Nov		9,088	9,052	88·3	7,188	7,155	87·3		346	692	38	438	481	927	149	753	174	751
	Dec	22,196	9,083	9,055	88·3	7,186	7,157	87·4	367	346	688	38	438	479	929	150	753	174	752
1978	Jan		9,044	9,060	88·4	7,143	7,157	87·4		347	680	39	436	475	928	149	749	173	749
	Feb		9,041	9,069	88·5	7,143	7,163	87·4		348	674	39	437	474	927	150	751	173	750
	Mar	22,069	9,030	9,065	88·4	7,135	7,159	87·4	356	349	675	39	437	471	927	149	751	173	749
	April		9,017	9,058	88·4	7,119	7,151	87·3		350	675	39	438	467	925	148	750	173	746
	May		9,011	9,045	88·2	7,109	7,141	87·2		350	675	40	438	463	924	148	748	173	745
	June	22,253	9,023	9,041	88·2	7,117	7,138	87·1	373	351	682	40	438	458	923	149	749	173	744
	July		9,058	9,032	88·1	7,144	7,130	87·0		349	693	40	441	458	922	149	751	172	744
	Aug		9,053	9,025	88·0	7,140	7,121	86·9		345	694	40	443	457	920	149	752	173	744
	Sep	22,336	9,053	9,023	88·0	7,140	7,116	86·9	389	344	686	40	443	457	928	150	754	173	746
	Oct		9,049	9,018	88·0	7,133	7,106	86·7		344	686	40	442	454	924	149	755	173	746
	Nov		9,049	9,018	88·0	7,132	7,104	86·7		343	685	40	441	453	923	150	756	173	744
	Dec	22,439	9,038	9,012	87·9	7,122	7,095	86·6	371	342	682	40	442	453	923	150	753	172	743
1979	Jan		8,995	9,012	87·9	7,075	7,090	86·5		342	668	39	439	451	919	150	750	171	741
	Feb		8,973	9,001	87·8	7,058	7,078	86·4		343	663	39	438	448	916	150	749	170	738
	Mar	22,219	8,958	8,991	87·7	7,048	7,071	86·3	353	343	664	40	439	448	913	150	748	168	738
	April		8,941	8,982	87·6	7,034	7,065	86·2		343	666	40	439	446	910	149	745	167	739
	May		8,951	8,984	87·6	7,032	7,061	86·2		343	669	39	440	445	909	149	743	167	739
	June	22,406	8,969	8,985	87·7	7,036	7,055	86·1	358	344	675	39	440	443	904	149	742	165	739
	July		9,016	8,988	87·7	7,067	7,050	86·1		343	686	40	442	444	904	150	745	165	741
	Aug		9,004	8,977	87·6	7,060	7,040	85·9		341	690	40	444	442	903	150	744	165	740
	Sep	22,440	8,983	8,953	87·3	7,040	7,016	85·6	383	342	683	40	442	441	902	149	743	164	743
	Oct		8,947	8,919	87·0	7,006	6,981	85·2		342	682	39	441	437	895	148	741	162	741
	Nov		8,923	8,897	86·8	6,992	6,967	85·1		343	681	39	440	436	893	148	742	161	740
	Dec	22,373	8,889	8,866	86·5	6,968	6,942	84·7	364	343	679	39	440	434	891	148	742	158	737
1980	Jan		8,807	8,825	86·1	6,896	6,911	84·4		343	668	39	436	429	882	146	737	156	732
	Feb		8,761	8,789	85·7	6,852	6,872	83·9		343	664	39	436	428	878	144	733	154	729
	Mar	22,032	8,717	8,750	85·4	6,811	6,834	83·4	349	344	659	39	435	424	874	142	728	152	726
	April		8,659	8,700	84·9	6,757	6,787	82·8		343	655	39	432	418	870	142	722	151	720
	May		8,619	8,651	84·4	6,715	6,743	82·3		342	656	39	430	410	863	141	720	150	716
	June	22,008	8,587	8,602	83·9	6,679	6,697	81·8	361	342	660	39	429	401	857	141	719	149	711
	July		8,544	8,515	83·1	6,633	6,615	80·8		341	665	39	427	392	851	140	716	147	705
	Aug		8,468	8,440	82·3	6,563	6,543	79·9		341	662	39	425	387	840	138	709	146	699
	Sep	21,726	8,393	8,362	81·6	6,493	6,469	79·0	382	341	652	39	422	385	833	136	702	146	693
	Oct		8,301	8,274	80·7	6,410	6,386	78·0		339	651	39	418	369	820	134	695	146	687
	Nov		8,196	8,171	79·7	6,327	6,304	77·0		338	646	38	413	360	808	133	690	146	677
	Dec	21,343	8,111	8,089	78·9	6,264	6,238	76·2	361	338	642	38	410	355	799	132	682	145	673
1981	Jan		8,002	8,019	78·2	6,177	6,193	75·6		337	630	38	407	345	790	129	672	145	661
	Feb		7,925	7,952	77·6	6,115	6,135	74·9		335	619	38	403	346	780	128	666	144	655
	Mar	20,848	7,856	7,889	77·0	6,061	6,084	74·3	350	334	616	37	401	338	767	126	663	145	646
	April		7,791	7,831	76·4	6,010	6,040	73·7		333	619	38	399	331	756	124	654	142	638
	May		7,741	7,771	75·8	5,967	5,995	73·2		331	615	37	396	328	751	123	649	139	631
	June	20,729	7,692	7,706	75·2	5,926	5,943	72·6	352	331	613	37	393	326	742	123	649	137	626
	July R		7,676	7,647	74·6	5,917	5,899	72·0		329	620	36	395	319	743	125	649	138	617
	Aug R		7,649	7,620	74·3	5,900	5,880	71·8		328	621	36	394	318	737	122	641	140	610
	Sep R		7,610	7,579	73·9	5,872	5,848	71·4		327	614	36	392	318	735	123	639	141	610
	Oct		7,565	7,539	73·5	5,839	5,816	71·0		326	608	37	389	315	724	124	632	140	605

Note: Figures from July 1978 are provisional.

* Excludes private domestic service.

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

THOUSAND

XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII	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†		
526	481	40	365	258	259	530	324	1,245	340							Jan	1977
527	480	41	367	257	258	530	325	1,226	340	1,441	2,674	1,117	3,572	2,196	1,561	Feb	
530	480	41	367	256	257	529	325	1,225	339							Mar	
529	480	40	371	256	255	529	325	1,229	339							April	
532	479	41	369	257	254	529	325	1,228	338	1,447	2,700	1,128	3,546	2,294	1,564	May	
532	480	40	370	258	253	531	324	1,232	337							June	
536	479	40	368	261	252	534	325	1,234	339							July	
535	477	39	366	261	252	534	325	1,228	338	1,455	2,706	1,159	3,506	2,317	1,564	Aug	
539	474	39	366	260	253	533	324	1,223	337							Sep	
538	471	39	367	260	254	533	326	1,219	339							Oct	
540	470	39	367	260	253	531	325	1,219	336	1,449	2,756	1,169	3,574	2,252	1,547	Nov	
541	470	40	365	260	253	533	323	1,219	333							Dec	
538	465	39	362	259	252	530	319	1,221	337							Jan	1978
540	464	39	363	259	252	532	319	1,218	334	1,442	2,690	1,174	3,591	2,243	1,544	Feb	
539	463	39	362	258	251	533	319	1,216	330							Mar	
538	459	39	361	258	251	533	320	1,217	336							April	
539	458	39	360	259	250	532	319	1,221	333	1,462	2,724	1,182	3,577	2,360	1,553	May	
539	459	38	360	259	251	534	321	1,225	330							June	
542	460	38	362	261	253	536	324	1,231	334							July	
540	458	38	360	261	251	538	324	1,233	335	1,472	2,738	1,201	3,551	2,372	1,561	Aug	
540	456	38	358	260	251	539	323	1,234	335							Sep	
539	455	38	358	260	253	539	324	1,236	337							Oct	
539	455	38	359	260	255	539	323	1,237	337	1,465	2,833	1,208	3,623	2,346	1,554	Nov	
538	454	38	358	260	255	539	322	1,239	336							Dec	
534	451	38	359	259	252	538	318	1,240	338							Jan	1979
533	452	38	360	257	252	536	318	1,236	337	1,460	2,739	1,209	3,629	2,317	1,554	Feb	
531	451	38	359	257	253	535	318	1,231	336							Mar	
527	448	37	359	257	253	534	317	1,227	338							April	
529	448	37	360	257	252	535	316	1,240	337	1,473	2,769	1,214	3,622	2,434	1,566	May	
528	448	37	363	257	253	536	316	1,254	336							June	
530	449	37	365	258	255	539	319	1,267	339							July	
529	445	37	363	258	254	539	319	1,265	339	1,485	2,780	1,236	3,573	2,441	1,560	Aug	
527	442	36	362	257	254	538	317	1,262	338							Sep	
524	438	36	361	255	253	538	315	1,260	339							Oct	
525	434	36	360	253	252	538	314	1,250	339	1,483	2,842	1,241	3,640	2,373	1,542	Nov	
524	430	36	357	252	251	538	311	1,241	338							Dec	
520	424	36	352	250	248	534	306	1,231	338							Jan	1980
518	418	36	349	249	246	532	300	1,228	338	1,473	2,741	1,234	3,634	2,346	1,538	Feb	
517	412	35	347	248	244	531	298	1,225	337							Mar	
514	404	34	343	247	242	528	296	1,223	337							April	
509	403	34	338	244	242	527	293	1,226	337	1,478	2,733	1,237	3,609	2,461	1,543	May	
505	399	34	337	243	241	524	292	1,229	337							June	
500	392	34	335	241	238	524	288	1,232	338							July	
491	385	34	330	239	236	520	283	1,226	339	1,475	2,685	1,254	3,556	2,440	1,543	Aug	
483	377	33	327	236	234	516	279	1,219	340							Sep	
475	370	33	321	231	232	513	276	1,213	339							Oct	
470	363	33	315	226	230	508	270	1,193	338	1,447	2,690	1,237	3,608	2,357	1,532	Nov	
462	361	33	313	222	229	505	264	1,173	338							Dec	
458	356	33	305	224	226	500	259	1,151	337							Jan	1981
448	354	32	305	218	225	496	258	1,139	336	1,423	2,586	1,219	3,605	2,286	1,524	Feb	
438	352	31	303	216	227	497	259	1,127	334							Mar	
435	352	31	303	213	227	493	258	1,115	333							April	
431	349	32	304	209	225	490	257	1,110	332	1,420	2,583	1,213	3,586	2,357	1,526	May	
426	343	31	299	212	223	488	258	1,105	331							June	
423	345	32	299	212	221	485	258	1,100	331							July R	
429	346	33	297	210	220	487	261	1,090	331							Aug R	
425	342	31	295	208	222	484	257	1,080	330							Sep R	
421	339	33	300	208	215	486	261	1,070	330							Oct	

Note: Figures from July 1978 are provisional.

1·3 EMPLOYMENT
Employees in employment: index of production industries

THOUSAND

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[Oct 1980]			[Aug 1981]			[Sep 1981]			[Oct 1981]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Index of Production Industries	II-XXI	6,272·8	2,028·2	8,301·0	5,787·0	1,861·7	7,648·7	5,764·4	1,845·4	7,609·8	5,721·4	1,843·8	7,565·2
All manufacturing industries	III-XIX	4,573·1	1,836·5	6,409·6	4,228·3	1,671·6	5,899·9	4,216·2	1,655·5	5,871·7	4,184·7	1,654·4	5,839·0
Mining and quarrying	II	322·9	16·4	339·2	311·5	16·4	327·9	311·0	16·4	327·4	309·9	16·4	326·3
Coal mining	101	272·5	10·8	283·3	261·2	10·8	272·0	260·7	10·8	271·5	259·5	10·8	270·3
Food, drink and tobacco	III	390·1	260·6	650·8	376·1	244·4	620·5	372·0	241·8	613·9	368·5	240·0	608·5
Bread and flour confectionery	212	55·4	33·1	88·5	54·6	31·5	86·0	54·4	31·4	85·8	54·3	32·3	86·6
Biscuits	213	15·5	27·2	42·7	14·8	24·9	39·7	14·8	25·2	40·0	14·6	25·2	39·8
Bacon curing, meat and fish products	214	52·3	49·7	101·9	52·5	49·7	102·2	51·8	48·1	99·9	51·1	46·9	98·0
Milk and milk products	215	36·1	12·5	48·6	35·4	12·1	47·4	35·3	11·8	47·1	34·3	12·1	46·4
Cocoa, chocolate and sugar confectionery	217	32·0	35·9	67·9	30·3	33·2	63·6	30·4	33·3	63·7	30·5	33·7	64·1
Fruit and vegetable products	218	26·4	28·8	55·2	26·5	26·9	53·4	26·3	26·7	53·0	26·0	26·3	52·3
Food industries n.e.s	229	19·5	13·6	33·1	19·0	11·7	30·7	18·8	11·6	30·5	18·3	10·5	28·8
Brewing and malting	231	51·4	11·5	62·9	48·6	10·5	59·1	46·9	10·2	57·2	46·2	9·8	56·0
Other drinks industries	239	21·0	13·2	34·2	19·5	11·8	31·3	19·5	11·8	31·3	19·4	11·7	31·1
Coal and petroleum products	IV	34·1	4·5	38·6	32·1	4·1	36·1	32·3	4·1	36·4	32·9	4·3	37·2
Chemicals and allied industries	V	301·9	115·6	417·5	283·5	110·8	394·3	282·7	109·3	392·0	281·5	107·2	388·8
General chemicals	271	116·6	23·2	139·8	107·9	20·9	128·9	107·7	20·8	128·6	107·8	20·1	127·8
Pharmaceutical chemicals and preparations	272	39·7	30·7	70·4	39·4	29·6	69·0	39·5	29·8	69·3	39·8	29·6	69·4
Synthetic resins and plastics materials and synthetic rubber	276	40·7	8·3	49·1	38·2	7·9	46·1	37·6	7·8	45·5	38·2	8·1	46·3
Other chemical industries	279	39·4	23·3	62·7	37·6	22·1	59·7	37·8	22·2	60·0	37·3	21·4	58·7
Metal manufacture	VI	326·8	42·3	369·2	283·1	34·7	317·7	283·3	34·6	317·8	280·2	35·2	315·3
Iron and steel (general)	311	148·5	13·2	161·7	123·6	9·6	133·2	123·2	9·5	132·6	124·2	9·3	133·5
Steel tubes	312	30·6	5·0	35·6	27·3	4·1	31·4	27·8	4·0	31·8	27·8	3·7	31·5
Iron castings etc	313	58·9	6·9	65·9	51·8	6·3	58·1	51·8	6·2	58·0	52·7	6·3	59·1
Aluminium and aluminium alloys	321	39·5	6·6	46·0	35·5	5·9	41·4	36·0	5·8	41·8	34·9	6·2	41·1
Copper, brass and other copper alloys	322	31·4	6·8	38·2	29·3	5·6	34·9	29·1	6·0	35·0	26·3	6·9	33·2
Mechanical engineering	VII	695·1	125·3	820·4	628·1	109·2	737·2	626·1	108·8	734·9	614·5	109·1	723·6
Metal-working machine tools	332	49·8	8·0	57·8	43·9	6·8	50·7	43·6	6·9	50·5	42·2	6·8	49·0
Pumps, valves and compressors	333	65·7	13·5	79·2	59·7	11·5	71·2	60·0	11·7	71·6	59·9	11·5	71·5
Construction and earth-moving equipment	336	33·4	3·8	37·2	29·7	3·3	33·1	29·8	3·3	33·1	27·5	3·1	30·7
Mechanical handling equipment	337	47·8	7·6	55·4	42·5	6·4	49·0	42·3	6·5	48·8	41·2	6·1	47·4
Other machinery	339	159·8	31·2	190·9	144·6	28·6	173·2	143·3	28·1	171·4	141·5	28·5	170·0
Industrial (including process) plant and steelwork	341	117·0	13·8	130·8	107·1	12·4	119·5	108·0	12·4	120·5	105·0	12·2	117·3
Other mechanical engineering n.e.s.	349	129·0	27·3	156·3	115·5	23·6	139·1	115·6	23·3	138·9	115·3	23·0	138·2
Instrument engineering	VIII	86·6	47·3	133·9	80·5	41·4	121·9	81·1	41·8	122·9	80·6	43·6	124·2
Scientific and industrial instruments and systems	354	61·4	30·6	91·9	56·4	25·7	82·1	57·3	26·2	83·6	57·2	27·1	84·3
Electrical engineering	IX	454·8	240·1	695·0	427·4	213·2	640·6	426·8	212·5	639·3	421·2	211·1	632·3
Electrical machinery	361	93·6	28·6	122·2	85·6	24·8	110·4	85·5	24·8	110·3	84·4	24·3	108·7
Insulated wires and cables	362	28·5	9·7	38·2	27·2	8·9	36·1	27·0	8·7	35·6	26·1	8·1	34·2
Telegraph and telephone apparatus and equipment	363	42·9	25·2	68·0	41·8	23·1	64·9	41·6	22·9	64·5	40·7	22·5	63·1
Radio and electronic components	364	61·1	52·9	114·0	56·8	46·7	103·5	56·9	46·2	103·1	56·9	47·0	103·9
Broadcast receiving and sound reproducing equipment	365	21·3	19·8	41·1	19·6	17·5	37·0	19·6	18·0	37·5	19·8	17·9	37·7
Electronic computers	366	33·3	10·2	43·5	32·9	9·9	42·8	32·7	9·5	42·1	32·1	9·1	41·3
Radio, radar and electronic capital goods	367	75·5	27·1	102·6	73·8	25·6	99·4	74·5	25·6	100·1	73·5	25·5	99·0
Electric appliances primarily for domestic use	368	36·0	19·1	55·2	33·6	16·9	50·5	33·4	16·8	50·2	31·9	16·3	48·2
Other electrical goods	369	62·7	47·5	110·2	56·1	39·9	96·0	55·8	40·2	95·9	55·8	40·5	96·3
Shipbuilding and marine engineering	X	134·7	11·4	146·0	128·4	11·1	139·5	129·9	10·7	140·6	129·0	10·5	139·5
Vehicles	XI	605·6	81·5	687·1	539·3	70·3	609·6	539·7	69·9	609·6	535·7	69·3	605·0
Motor vehicle manufacturing	381	349·5	46·0	395·5	295·2	37·7	332·9	294·4	37·3	331·7	291·5	37·2	328·8
Aerospace equipment manufacturing and repairing	383	174·6	28·2	202·8	169·2	26·5	195·7	170·6	26·7	197·3	170·0	26·3	196·4
Metal goods not elsewhere specified	XII	352·4	122·8	475·3	320·5	108·6	429·1	317·4	107·1	424·6	315·0	106·1	421·1
Engineers' small tools and gauges	390	48·3	11·6	59·9	43·5	10·3	53·8	42·9	10·1	53·0	44·7	10·0	54·7
Metal industries n.e.s.	399	213·4	71·9	285·3	194·8	64·4	259·2	194·1	63·9	258·0	191·3	64·1	255·4
Textiles	XIII	198·8	171·0	369·8	186·9	159·0	345·9	184·9	157·3	342·2	185·3	153·8	339·1
Spinning and doubling on the cotton and flax systems	412	18·0	14·7	32·8	17·3	13·6	30·9	16·9	13·4	30·2	16·9	13·7	30·7
Woollen and worsted	414	34·0	25·7	59·7	32·3	25·1	57·4	32·2	23·6	55·9	30·8	24·8	55·6
Hosiery and other knitted goods	417	30·9	65·9	96·8	29·8	63·1	92·8	30·1	64·3	94·4	30·2	60·9	91·1
Textile finishing	423	26·6	13·3	39·9	25·8	11·8	37·6	25·1	11·4	36·5	25·6	13·3	38·9
Leather, leather goods and fur	XIV	18·0	15·2	33·2	18·5	14·2	32·7	17·5	14·0	31·5	18·8	14·5	33·2
Clothing and footwear	XV	77·1	244·1	321·1	73·3	223·6	296·9	73·1	221·6	294·7	73·7	226·7	300·4
Men's and boys' tailored outerwear	442	12·3	43·4	55·7	11·4	39·0	50·4	11·2	38·7	49·9	10·5	39·1	49·6
Women's and girls' tailored outerwear	443	9·0	25·9	34·9	9·1	24·2	33·3	8·6	23·9	32·4	9·1	24·4	33·5
Overalls and men's shirts, underwear, etc	444	5·8	27·5	33·3	4·6	25·5	30·1	4·8	24·9	29·7	5·4	26·0	31·4
Dresses, lingerie, infants' wear, etc	445	12·6	71·5	84·1	12·7	64·6	77·3	13·2	64·6	77·7	14·3	68·1	82·4
Footwear	450	27·8	36·1	63·8	26·3	32·8	59·1	26·1	32·9	59·0	25·8	31·8	57·6
Bricks, pottery, glass, cement, etc	XVI	181·8	49·5	231·3	167·6	42·6	210·2	166·6	41·9	208·5	167·1	41·1	208·2
Bricks, fireclay and refractory goods	461	32·0	3·9	35·9	29·5	3·1	32·6	29·3	3·2	32·4	28·9	3·3	32·1
Pottery	462	25·4	21·4	46·8	23·7	18·7	42·4	23·2	17·8	41·1	22·3	17·2	39·5
Glass	463	47·6	12·5	60·2	41·8	10·5	52·3	42·0	10·6	52·6	41·2	10·7	51·9
Abrasives and building materials etc n.e.s.	469	64·1	10·2	74·3	60·8	9·0	69·8	60·6	9·0	69·6	62·7	8·5	71·2
Timber, furniture etc	XVII	186·3	45·5	231·8	175·8	43·9	219·7	179·1	42·9	222·0	172·6	42·7	215·2
Timber	471	65·1	10·5	75·6	63·3	10·5	73·8	63·8	9·9	73·7	65·2	10·1	75·3
Furniture and upholstery	472	63·7	16·0	79·7	58·7	14·2	73·0	59·8	14·2	74·1	54·3	13·9	68·1
Paper, printing and publishing	XVIII	349·6	163·5	513·1	335·7	151·3	486·9	334·4	149·6	484·1	335·6	150·4	486·0
Paper and board	481	48·3	9·7	58·0	43·7	8·5	52·2	44·1	8·5	52·5	44·7	8·2	52·9
Packaging products of paper, board and associated materials	482	47·9	25·6	73·5	44·8	23·1	67·8	44·4	23·2	67·6	42·7	22·2	64·9
Printing and publishing of newspapers	485	68·9	20·9	89·9	67·1	20·2	87·3	66·6	20·0	86·6	66·6	19·6	86·2
Printing and publishing of periodicals	486	32·7	18·8	51·5	30·5	17·8	48·2	30·7	17·4	48·2	30·0	18·5	48·5
Other printing, publishing, bookbinding, engraving etc	489	123·2	69·4	192·6	122·8	65·0	187·8	121·9	64·3	186·2	124·1	64·5	188·6
Other manufacturing industries	XIX	179·4	96·3	275·7	171·7	89·3	261·0	169·3	87·6	256·9	172·6	88·7	261·3
Rubber	491	64·9	18·6	83·5	58·9	16·0	74·9	58·7	15·9	74·6	58·4	15·5	73·9
Plastics products n.e.s.	496	71·2	38·8	110·0	70·6	38·0	108·7	68·4	36·5	104·9	72·0	37·1	109·1
Construction	500	1,081·9	107·0	1,188·9	983·1	107·0	1,090·1	973·2	107·0	1,080·2	963·2	107·0	1,070·2
Gas, electricity and water	XXI	270·9	68·3	339·3	264·0	66·7	330·8	263·9	66·5	330·5	263·6	66·1	329·7
Gas	601	79·8	27·5	107·3	79·9	27·0	106·9	80·0	26·9	106·9	80·2	26·7	106·9
Electricity	602	142·5	31·9	174·3	136·5	35·6	167·1	136·3	30·4	166·7	135·8	30·2	166·0
Water	603	48·6	9·0	57·6	47·6	9·2	56·8	47·6	9·2	56·8	47·6	9·2	56·8

Notes: Details of smaller industries excluded from this table appear in table 1·4 on a quarterly basis.
The figures for July 1981 have been revised and can be obtained from Mr J. Morris, Statistics Division C1, Department of Employment, Orphanage Road, Watford WD1 1PJ (Telephone Watford 28500 ext 368).

Manpower in the local authorities

TABLE A England Service	Mar 15, 1980 Full-time	Part-time	FT (c) equivalent	June 14, 1980 Full-time	Part-time	FT (c) equivalent	[Sep 13, 1980] Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	507,846	150,928	538,080	506,871	141,095	536,022	497,420	103,134	521,618
—Others	197,631	468,724	400,049	189,605	456,815	387,053	185,190	444,791	377,326
Construction	120,776	511	120,997	119,544	525	119,772	120,544	510	120,764
Transport	20,119	352	20,272	20,475	359	20,630	20,308	367	20,467
Social Services	129,250	158,818	196,049	128,556	159,605	195,732	129,165	159,923	196,483
Public libraries and museums	23,618	15,415	31,206	23,131	15,431	30,715	23,294	15,694	31,013
Recreation, parks and baths	61,788	17,971	69,513	66,387	19,744	74,864	65,762	19,216	74,010
Environmental health	19,897	1,691	20,621	20,153	1,744	20,898	20,156	1,681	20,875
Refuse collection and disposal	46,802	288	46,924	47,221	321	47,357	47,605	313	47,738
Housing	43,200	12,429	48,640	43,319	12,308	48,721	43,787	12,316	49,197
Town and country planning	20,177	594	20,480	20,106	630	20,428	20,135	612	20,449
Fire Service—Regular	33,926	9	33,931	33,858	9	33,863	33,867	8	33,871
—Others (a)	4,082	1,834	4,865	4,071	1,885	4,878	4,074	1,898	4,886
Miscellaneous services	223,146	43,837	242,266	223,704	44,532	243,153	224,354	44,656	243,878
All above	**1,452,258**	**873,401**	**1,793,893**	**1,447,001**	**855,003**	**1,784,086**	**1,435,661**	**805,119**	**1,762,575**
Police service—Police (all ranks)	107,700	—	107,700	108,803	—	108,803	109,353	—	109,353
—Others (b)	38,022	6,530	40,808	37,649	6,620	40,473	38,254	6,703	41,115
Probation, magistrates' courts and agency staff	15,488	3,926	17,384	15,620	4,205	17,646	16,202	4,211	18,241
All (excluding special employment and training measures)	**1,613,468**	**883,857**	**1,959,785**	**1,609,073**	**865,828**	**1,951,008**	**1,599,470**	**816,033**	**1,931,284**

TABLE B Wales Service	Mar 15, 1980 Full-time	Part-time	FT (c) equivalent	June 14, 1980 Full-time	Part-time	FT (c) equivalent	[Sep 13, 1980] Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	33,863	4,903	34,691	33,901	4,608	34,698	33,360	3,285	34,026
—Others	12,057	27,381	23,638	11,410	27,424	22,983	10,946	26,384	22,065
Construction	10,727	51	10,748	10,688	42	10,705	10,550	41	10,567
Transport	1,939	33	1,953	1,926	33	1,940	1,910	35	1,925
Social Services	8,055	9,242	11,899	8,009	9,197	11,841	7,816	8,370	11,304
Public libraries and museums	1,225	755	1,595	1,215	734	1,575	1,225	756	1,594
Recreation, parks and baths	4,083	1,421	4,683	4,731	1,501	5,365	4,504	1,558	5,163
Environmental health	1,159	239	1,258	1,182	238	1,281	1,148	220	1,239
Refuse collection and disposal	2,257	3	2,258	2,270	2	2,271	2,282	4	2,284
Housing	1,853	437	2,055	1,783	447	1,989	1,788	470	2,004
Town and country planning	1,508	24	1,520	1,478	26	1,491	1,471	26	1,484
Fire Service—Regular	1,826	—	1,826	1,812	—	1,812	1,785	—	1,785
—Others (a)	309	129	363	315	129	368	308	129	361
Miscellaneous services	18,695	3,490	20,162	18,491	3,484	19,956	18,718	3,196	20,065
All above	**99,556**	**48,108**	**118,649**	**99,211**	**47,865**	**118,275**	**97,811**	**44,474**	**115,866**
Police service—Police (all ranks)	6,331	—	6,331	6,349	—	6,349	6,322	—	6,322
—Others (b)	1,741	330	1,916	1,711	332	1,887	1,702	334	1,879
Probation, magistrates' courts and agency staff	968	199	1,061	960	200	1,053	958	201	1,051
All (excluding special employment and training measures)	**108,596**	**48,637**	**127,957**	**108,231**	**48,397**	**127,564**	**106,793**	**45,009**	**125,118**

Notes: (a) Includes administrative, clerical and cleaning staff. (b) Includes civilian employees of police forces, traffic wardens and police cadets. (c) Based on the following factors to convert part-time employees to approximate full-time equivalent; Teachers and lecturers in further education, 0·11; Teachers in primary and secondary education and all other non-manual employees, 0·53; Manual employees, 0·41.

TABLE A England *(continued)*

Service	[Dec 13, 1980] Full-time	Part-time	FT (c) equivalent	[Mar 14, 1981] Full-time	Part-time	FT (c) equivalent	[June 13, 1981] Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	497,911	143,071	526,501	498,095	140,663	526,926	496,636	130,663	524,367
—Others	182,269	451,706	377,742	180,855	448,947	375,215	177,254	445,705	370,327
Construction	118,061	479	118,269	115,459	496	115,674	111,886	456	112,083
Transport	19,724	354	19,879	19,343	349	19,495	19,764	360	19,921
Social Services	129,474	161,478	197,467	130,093	161,466	198,083	129,890	160,335	197,434
Public libraries and museums	23,182	15,482	30,799	23,023	15,636	30,729	22,844	15,477	30,460
Recreation, parks and baths	61,968	17,743	69,619	61,414	17,970	69,149	65,010	19,453	73,385
Environmental health	19,797	1,634	20,497	19,718	1,566	20,390	19,797	1,623	20,491
Refuse collection and disposal	46,465	321	46,603	45,996	293	46,121	45,661	336	45,804
Housing	44,062	12,464	49,532	44,355	12,542	49,862	44,256	12,463	49,742
Town and country planning	19,981	581	20,277	19,896	598	20,201	19,736	583	20,033
Fire Service—Regular	33,771	9	33,776	33,613	12	33,619	33,537	9	33,542
—Others (a)	4,073	1,902	4,887	4,046	1,899	4,859	4,028	1,904	4,844
Miscellaneous services	221,895	43,436	240,853	220,184	42,737	238,825	218,621	43,234	237,496
All above	**1,422,633**	**850,660**	**1,756,701**	**1,416,090**	**845,174**	**1,749,148**	**1,408,920**	**832,601**	**1,739,929**
Police service—Police (all ranks)	110,694	—	110,694	111,475	—	111,475	112,184	—	112,184
—Others (b)	39,353	6,730	42,226	39,210	6,726	42,080	38,755	6,716	41,620
Probation, magistrates' courts and agency staff	16,231	4,284	18,309	16,245	4,465	18,405	16,303	4,651	18,559
All (excluding special employment and training measures)	**1,588,911**	**861,674**	**1,927,930**	**1,583,020**	**856,365**	**1,921,108**	**1,576,162**	**843,968**	**1,912,292**

TABLE B Wales *(continued)*

Service	[Dec 13, 1980] Full-time	Part-time	FT (c) equivalent	[Mar 14, 1981] Full-time	Part-time	FT (c) equivalent	[June 13, 1981] Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	33,211	4,760	34,040	33,179	4,520	34,006	32,972	4,009	33,743
—Others	10,879	27,635	22,595	10,812	27,636	22,508	10,615	26,936	22,004
Construction	10,411	46	10,430	10,280	47	10,299	10,032	48	10,052
Transport	1,940	32	1,953	1,906	35	1,921	1,892	32	1,905
Social Services	8,288	8,976	12,011	8,346	9,187	12,159	7,919	9,333	11,803
Public libraries and museums	1,206	729	1,563	1,179	762	1,551	1,170	757	1,542
Recreation, parks and baths	4,128	1,438	4,736	4,081	1,477	4,706	4,498	1,657	5,199
Environmental health	1,168	231	1,264	1,161	222	1,253	1,173	237	1,271
Refuse collection and disposal	2,153	3	2,154	2,149	2	2,150	2,084	5	2,086
Housing	1,783	455	1,992	1,786	460	1,997	1,781	497	2,008
Town and country planning	1,464	25	1,477	1,454	26	1,467	1,443	29	1,458
Fire Service—Regular	1,782	—	1,782	1,761	—	1,761	1,749	—	1,749
—Others (a)	309	132	364	307	129	361	299	128	352
Miscellaneous services	18,297	3,483	19,762	18,158	3,484	19,623	18,112	3,479	19,575
All above	**97,019**	**47,945**	**116,123**	**96,559**	**47,987**	**115,762**	**95,739**	**47,147**	**114,747**
Police service—Police (all ranks)	6,363	—	6,363	6,370	—	6,370	6,366	—	6,366
—Others (b)	1,729	333	1,905	1,723	334	1,900	1,719	340	1,899
Probation, magistrates' courts and agency staff	973	202	1,068	970	205	1,066	981	208	1,079
All (excluding special employment and training measures)	**106,084**	**48,480**	**125,459**	**105,622**	**48,526**	**125,098**	**104,805**	**47,695**	**124,091**

TABLE C Scotland (g)

Service	Mar 8, 1980 Full-time	Part-time	FT (f) equivalent	June 14, 1980 Full-time	Part-time	FT (f) equivalent	Sep 13, 1980 Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	63,202	5,924	65,453	62,920	5,743	65,102	62,776	4,872	64,627
—Others (e)	25,346	37,048	42,430	25,159	36,854	42,150	25,328	36,935	42,363
Construction	20,596	125	20,654	20,842	180	20,924	21,742	159	21,815
Transport	9,099	79	9,136	9,019	81	9,057	9,029	80	9,067
Social services	18,482	22,705	28,910	18,914	22,452	29,234	18,626	22,722	29,080
Public libraries and museums	3,004	1,398	3,744	3,051	1,397	3,788	3,095	1,384	3,827
Recreation, leisure and tourism	11,250	2,701	12,556	12,537	3,029	14,000	12,337	2,927	13,743
Environmental health	2,246	437	2,446	2,248	516	2,484	2,258	526	2,497
Cleansing	10,170	240	10,285	10,398	221	10,498	10,586	230	10,690
Housing	4,357	466	4,579	4,396	428	4,602	4,562	420	4,764
Physical planning	1,623	21	1,634	1,609	42	1,630	1,580	21	1,591
Fire Service—Regular	4,491	—	4,491	4,527	—	4,527	4,526	—	4,526
—Others (a)	483	120	540	495	106	544	503	108	553
Miscellaneous services	32,203	3,005	33,660	32,534	3,007	33,992	32,183	3,101	33,689
All above	**206,552**	**74,269**	**240,518**	**208,649**	**74,056**	**242,532**	**209,131**	**73,485**	**242,832**
Police service—Police (all ranks)	13,278	—	13,278	13,276	—	13,276	13,295	—	13,295
—Others (b)	3,710	2,446	4,822	3,695	2,407	4,784	3,722	2,409	4,812
Administration of District Courts	82	11	88	82	10	88	76	9	81
All (excluding special employment and training measures)	**223,622**	**76,726**	**258,706**	**225,702**	**76,473**	**260,680**	**226,224**	**75,903**	**261,020**

TABLE C Scotland (g)

Service	Dec 13, 1980 Full-time	Part-time	FT (f) equivalent	Mar 14, 1981 Full-time	Part-time	FT (f) equivalent	June 13, 1981 Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	62,399	5,835	64,733	61,846	5,536	64,060	62,025	4,842	63,962
—Others (e)	25,127	36,782	42,098	25,045	36,575	41,931	25,107	37,281	42,213
Construction	21,742	159	21,815	20,711	147	20,779	20,785	130	20,845
Transport	8,945	79	8,982	8,761	77	8,797	8,645	113	8,702
Social services	18,850	22,450	29,176	19,109	22,315	29,386	19,932	21,918	30,014
Public libraries and museums	3,026	1,443	3,789	3,043	1,411	3,788	3,125	1,454	3,883
Recreation, leisure and tourism	11,670	2,808	13,027	11,334	2,553	12,541	12,684	2,893	14,048
Environmental health	2,177	481	2,396	2,189	463	2,400	2,257	553	2,509
Cleansing	10,224	219	10,323	9,970	206	10,063	10,090	219	10,189
Housing	4,446	478	4,674	4,450	424	4,654	4,571	411	4,769
Physical planning	1,584	21	1,595	1,573	22	1,585	1,611	24	1,624
Fire Service—Regular	4,548	—	4,548	4,536	—	4,536	4,521	—	4,521
—Others (a)	511	109	561	511	108	560	523	109	573
Miscellaneous services	31,714	3,027	33,180	32,478	2,998	33,931	32,561	3,097	34,151
All above	**206,963**	**73,891**	**240,897**	**205,556**	**72,835**	**239,011**	**208,437**	**73,044**	**242,003**
Police service—Police (all ranks)	13,260	—	13,260	13,254	—	13,254	13,221	—	13,221
—Others (b)	3,701	2,451	4,811	3,649	2,441	4,754	3,537	2,441	4,642
Administration of District Courts	80	10	86	82	14	90	86	14	94
All (excluding special employment and training measures)	**224,004**	**76,352**	**259,054**	**222,541**	**75,290**	**257,109**	**225,281**	**75,499**	**259,960**

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

1·8 EMPLOYMENT
Indices † of output, employment and output per person employed

(1975 = 100)

UNITED KINGDOM	Whole economy		Index of production industries		Manufacturing industries	Mining and quarrying excluding MLH 104*	Food, drink and tobacco	Chemicals, coal and petroleum products	Metal manufacture	Engineering and allied industries	Textiles, leather and clothing	Other manufacturing	Construction	Gas, electricity and water
	including MLH 104*	excluding MLH 104*	including MLH 104*	excluding MLH 104*										
Output ‡														
1971	94·9	94·8	99·6	99·5	97·3	116·1	95·1	92·3	114·8	94·2	103·9	98·0	112·9	86·7
1972	97·8	97·7	101·6	101·4	99·7	95·4	98·9	96·7	114·2	94·7	105·1	104·1	115·0	93·0
1973	103·5	103·5	109·7	109·5	108·8	106·3	103·9	108·0	126·1	103·6	111·7	115·7	117·8	98·6
1974	101·9	101·9	105·7	105·7	107·5	90·0	103·0	112·3	114·9	105·6	104·6	110·4	105·6	98·5
1975	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1976	101·9	101·3	102·4	101·1	102·0	93·3	103·0	112·2	106·3	98·0	100·9	104·3	98·6	102·3
1977	104·6	102·9	106·5	102·5	103·9	91·1	104·6	115·0	104·3	100·3	102·7	106·3	98·2	106·4
1978	108·0	105·6	110·2	104·4	104·4	91·7	107·1	115·8	102·4	99·9	101·7	109·0	104·9	109·7
1979	110·3	106·9	112·8	104·4	104·6	92·2	108·0	118·5	104·9	98·9	100·5	110·1	101·3	116·1
1980	107·2	103·7	105·0 R	96·4	94·9 R	92·8	107·2	106·7	72·5	92·8 R	83·1	99·9	95·9	113·0
1979 Q1	108·4	105·2	110·5	102·7	103·0	89·5	106·1	112·0	100·5	99·8	100·4	105·7	97·0	119·9
Q2	112·1	108·7	115·2	106·7	107·5	91·4	108·5	120·7	112·6	102·1	103·7	112·0	102·7	116·9
Q3	110·0	106·4	112·8	104·0	103·6	94·2	109·9	121·5	103·4	94·7	100·9	112·0	103·0	115·1
Q4	110·6	107·2	112·6	104·3	104·4	93·8	107·7	119·8	103·3	99·0	96·7	110·8	102·5	112·3
1980 Q1	109·8	106·3	110·0	101·3	100·4	95·1	109·5	118·7	55·9	99·2	91·6	108·3	101·1	113·1
Q2	108·1	104·6	106·8	98·4	97·4	92·3	106·1	107·3	91·7	94·9 R	84·7	101·1	97·4	112·2
Q3	106·3	102·9	103·4	95·2	93·5	91·8	105·6	101·0	75·8	92·3 R	80·7	97·8 R	94·7	112·9
Q4	104·7	101·0	99·7 R	90·7 R	88·2 R	92·2	107·5	99·9	66·8	84·8 R	75·3 R	92·4 R	90·3	113·6
1981 Q1	104·3	100·5	98·9 R	89·5 R	87·7 R	90·3 R	107·0	103·3 R	75·6	81·3 R	75·2	93·2 R	87·1	110·2
Q2	103·7	100·0	98·3 R	89·1 R	87·7	91·3 R	102·5 R	104·3 R	77·5 R	82·6 R	75·4 R	92·0 R	83·3	113·2
Q3			99·5	90·2	89·8	90·7	104·1	110·7	76·4	85·0	76·7	93·0	82·4	110·9
Employed labour force														
1971	97·7	97·7	105·4	105·5	107·5	113·9	105·4	102·2	112·2	106·7	116·0	104·8	94·6	105·6
1972	98·1	98·1	103·1	103·1	104·0	108·8	103·7	99·5	104·0	102·3	112·8	103·7	98·5	100·4
1973	100·2	100·2	104·5	104·5	104·5	103·5	103·5	99·4	103·9	103·1	110·9	105·8	106·2	97·5
1974	100·6	100·6	104·1	104·1	104·7	99·6	104·6	101·3	102·2	104·3	107·9	105·6	103·5	98·2
1975	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1976	99·4	99·4	97·5	97·5	96·9	98·3	97·8	98·1	95·2	96·7	96·2	97·3	99·5	99·8
1977	99·6	99·6	97·3	97·2	97·2	98·2	97·0	100·4	96·5	97·4	96·0	96·6	97·2	98·1
1978	100·2	100·1	96·9	96·8	96·7	97·3	96·0	102·0	92·5	97·8	93·1	96·6	97·2	96·8
1979	100·6	100·6	96·1	96·0	95·4	95·3	95·1	102·1	88·8	96·3	91·5	96·2	98·3	98·0
1980	98·6	98·6	91·5	91·4	89·8	94·9	92·4	99·0	79·5	91·0	82·7	91·0	96·4	98·0
1979 Q1	100·6	100·6	96·4	96·3	95·9	95·2	94·7	102·0	89·8	97·0	92·3	96·6	98·0	97·9
Q2	100·6	100·6	96·3	96·2	95·7	95·1	95·2	102·2	89·3	96·6	92·1	96·4	98·1	98·0
Q3	100·7	100·6	96·2	96·1	95·4	95·3	95·2	102·2	88·7	96·2	91·6	96·2	98·8	98·0
Q4	100·5	100·5	95·4	95·3	94·5	95·7	95·1	101·9	87·2	95·3	90·1	95·4	98·3	98·0
1980 Q1	100·0	100·0	94·2	94·1	93·2	95·3	94·6	101·4	85·4	94·1	87·5	94·1	97·4	98·0
Q2	99·3	99·3	92·8	92·7	91·4	94·9	93·2	100·1	82·2	92·6	84·5	92·6	97·1	98·1
Q3	98·2	98·2	90·7	90·6	88·8	95·0	91·4	98·4	77·8	90·1	81·2	90·1	96·3	98·0
Q4	96·8	96·7	88·1	88·0	85·8	94·3	90·2	96·1	72·5	87·0	77·6	87·3	94·7	97·9
1981 Q1	95·4	95·4	85·7	85·6	83·3	93·0	88·5	94·3	68·6	84·2	75·2	85·6	91·8	97·4
Q2	94·2	94·2	83·8	83·7	81·4	91·7	87·4	92·5	65·9	81·6	74·0 R	84·4	89·8 R	96·5 R
Q3			82·3	82·2	79·9	91·2	85·6	91·1	63·8	80·0	72·9	83·1	87·9	95·6
Output per person employed														
1971	97·1	97·1	94·5	94·4	90·6	102·0	90·3	90·3	102·3	88·4	89·6	93·6	119·5	82·2
1972	99·8	99·7	98·6	98·4	95·8	88·0	95·3	97·3	110·0	92·6	93·2	100·4	116·9	92·7
1973	103·4	103·3	105·0	104·8	104·1	102·6	100·4	108·6	121·4	100·5	100·8	109·4	110·9	101·1
1974	101·3	101·3	101·6	101·6	102·7	90·4	98·5	110·9	112·4	101·3	97·0	104·6	102·0	100·4
1975	100·0	100·0	100·0	100·0	100·0	100·0	100·1 R	100·0	99·9 R	100·0	100·0	100·0	100·0	100·1 R
1976	102·6	102·0	105·1	103·7	105·3	94·9	105·4	114·4	111·7	101·4	104·9	107·2	99·1	102·5
1977	105·0	103·4	109·5	105·5	107·0	92·8	107·8	114·6	108·1	102·9	107·0	110·1	101·1	108·6
1978	107·8	105·5	113·7	107·9	108·1	94·3	111·6	113·6	110·8	102·2	109·3	112·9	108·0	113·3
1979	109·6	106·3	117·4	108·8	109·7	96·8	113·7	116·1	118·3	102·7	109·8	114·6	103·0	118·5
1980	108·7	105·3	114·8 R	105·5	105·6 R	97·8	116·1	107·7	91·7	102·0 R	100·4	109·7	99·5	115·3
1979 Q1	107·7	104·6	114·6	106·6	107·4	94·0	112·0	109·8	111·9	102·9	108·8	109·4	99·0	122·5
Q2	111·4	108·0	119·6	110·9	112·3	96·1	113·9	118·1	126·0	105·7	112·6	116·2	104·6	119·3
Q3	109·2	105·8	117·3	108·2 R	108·6	98·9	115·4	118·9	116·6	98·4	110·2	116·4	104·2	117·4
Q4	110·0	106·6	118·0	109·4	110·5	98·0	113·3	117·5	118·5	103·9 R	107·4	116·2	104·2	114·6
1980 Q1	109·8	106·3	116·8 R	107·7 R	107·7	99·7	115·7	117·1	65·5	105·4	104·7 R	115·1	103·7	115·4
Q2	108·8	105·4	115·1	106·1	106·5	97·2	113·8	107·2	111·6	102·5 R	100·3	109·2	100·4	114·4
Q3	108·2	104·8	114·0	105·1	105·3	96·7	115·5	102·6	97·4	102·5 R	99·4	108·6 R	98·4	115·2
Q4	108·1	104·5	113·1 R	103·1 R	102·7 R	97·7	119·2	104·0	92·1	97·5 R	97·1	105·8 R	95·3	116·1
1981 Q1	109·3	105·3	115·3 R	104·5 R	105·3 R	97·0 R	120·9	109·6 R	110·2	96·6 R	99·9	108·9 R	94·9	113·1
Q2	110·1	106·2	117·3 R	106·5 R	107·8 R	99·5 R	117·2 R	112·3 R	117·6 R	101·2 R	101·9 R	109·0 R	92·7 R	117·3 R
Q3			120·9	109·7	112·4	99·5	121·6	121·5	119·7	106·3	105·3	111·9	93·8	116·0

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

EMPLOYMENT 1·10
Administrative, technical, clerical and operative: manufacturing industries: September 1981

GREAT BRITAIN		Employees in employment (Thou)									Administrative, technical and clerical staff as a percentage of all employees (per cent)		
		Operatives			Administrative, technical and clerical			All employees					
SIC 1968		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Food, drink and tobacco	III	283·8	186·1	**469·9**	88·3	55·8	**144·0**	372·0	241·8	**613·9**	23·7	23·1	**23·5**
Coal and petroleum products	IV	23·4	1·5	**24·9**	8·9	2·6	**11·5**	32·3	4·1	**36·4**	27·6	62·7	**31·6**
Chemicals and allied industries	V	178·8	59·7	**238·6**	103·8	49·6	**153·4**	282·7	109·3	**392·0**	36·7	45·4	**39·1**
Metal manufacture	VI	218·9	15·5	**234·4**	64·4	19·0	**83·4**	283·3	34·6	**317·8**	22·7	55·0	**26·2**
Mechanical engineering	VII	429·7	40·0	**469·7**	196·4	68·8	**265·2**	626·1	108·8	**734·9**	31·4	63·2	**36·1**
Instrument engineering	VIII	46·2	26·3	**72·5**	34·9	15·5	**50·5**	81·1	41·8	**122·9**	43·1	37·1	**41·1**
Electrical engineering	IX	235·7	146·7	**382·4**	191·2	65·8	**257·0**	426·8	212·5	**639·3**	44·8	31·0	**40·2**
Shipbuilding and marine engineering	X	100·0	4·7	**104·7**	29·9	6·0	**35·9**	129·9	10·7	**140·6**	23·0	55·7	**25·5**
Vehicles	XI	389·0	33·3	**422·3**	150·7	36·6	**187·3**	539·7	69·9	**609·6**	27·9	52·3	**30·7**
Metal goods not elsewhere specified	XII	244·9	69·7	**314·7**	72·5	37·4	**109·9**	317·4	107·1	**424·6**	22·8	34·9	**25·9**
Textiles	XIII	144·3	131·7	**276·0**	40·5	25·7	**66·2**	184·9	157·3	**342·2**	21·9	16·3	**19·3**
Leather, leather goods and fur	XIV	14·5	12·0	**26·5**	3·0	2·0	**5·0**	17·5	14·0	**31·5**	17·0	14·4	**15·9**
Clothing and footwear	XV	53·1	200·3	**253·4**	20·0	21·3	**41·3**	73·1	221·6	**294·7**	27·4	9·6	**14·0**
Bricks, pottery, glass, cement, etc	XVI	132·7	26·9	**159·7**	33·9	14·9	**48·8**	166·6	41·9	**208·5**	20·3	35·7	**23·4**
Timber, furniture, etc	XVII	144·1	23·2	**167·3**	34·9	19·7	**54·7**	179·1	42·9	**222·0**	19·5	46·0	**24·6**
Paper, printing and publishing	XVIII	240·3	83·9	**324·2**	94·1	65·7	**159·8**	334·4	149·6	**484·1**	28·1	43·9	**33·0**
Other manufacturing industries	XIX	128·2	67·0	**195·2**	41·1	20·6	**61·7**	169·3	87·6	**256·9**	24·3	23·5	**24·0**
All manufacturing industries		**3,007·7**	**1,128·6**	**4,136·3**	**1,208·6**	**526·9**	**1,735·5**	**4,216·2**	**1,655·5**	**5,871·7**	**28·7**	**31·8**	**29·6**

Note: Administrative, technical and clerical employees cover such groups as directors (except those paid by fee only); managers, superintendents and works or general foremen (i.e. foremen with other foremen under their control); professional, scientific, technical and design staff; draughtsmen and tracers; sales representatives and salesmen; and office (including works office) staff. All other employees are regarded as operatives.

1·11 EMPLOYMENT
Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME								
						Stood off for whole week		Working part of week			Stood off for whole or part of week			
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost		Operatives (Thou)	Percentage of all operatives	Hours lost	
			Average per operative working overtime	Actual (million)	Seasonally adjusted				(Thou)	Average per operative working part of the week			(Thou)	Average per operative on short-time
1976	1,661	32·2	8·4	14·00		5	183	81	784	9·9	85	1·6	966	11·7
1977	1,801	34·6	8·7	15·58		13	495	35	362	10·2	48	0·9	857	17·4
1978	1,793	34·8	8·6	15·50		5	199	32	355	11·0	37	0·7	554	15·1
1979	1,720	34·2	8·7	14·86		8	316	42	454	10·6	50	1·0	769	15·0
1980	1,392	29·5	8·3	11·52		20	805	252	3,111	12·1	272	5·9	3,916	14·3
Week ended														
1979 Sep 8	1,403	27·8	9·0	12·61	12·81	9	362	42	421	10·1	51	1·0	782	15·4
Dec 8	1,856	37·3	8·6	16·00	14·99	4	155	61	710	11·5	65	1·3	866	13·2
1980 Mar 15	1,638	33·7	8·4	13·72	13·34	22	871	153	1,857	12·2	175	3·6	2,727	15·7
June 14	1,501	31·4	8·3	12·47	12·43	14	546	192	2,218	11·6	206	4·3	2,763	13·5
Sep 13	1,202	25·9	8·2	9·90	10·11	33	1,304	336	4,081	12·1	369	8·0	5,385	14·6
1980 Oct 11	1,167	26·0	8·1	9·43	9·33	38	1,514	431	5,694	13·2	468	10·4	7,207	15·4
Nov 15	1,143	25·8	8·1	9·21	8·66	26	1,053	503	6,373	12·7	529	12·0	7,425	14·0
Dec 13	1,152	26·3	7·9	9·12	8·10	32	1,276	470	6,139	13·1	502	11·4	7,415	14·8
1981 Jan 17	990	23·0	7·7	7·66	8·94	41	1,626	553	6,830	12·4	594	13·7	8,455	14·2
Feb 14	1,048	24·5	7·9	8·33	8·39	29	1,174	551	6,813	12·4	581	13·6	7,987	13·8
Mar 14	1,046	24·7	8·1	8·45	8·05	19	765	491	6,016	12·3	510	12·0	6,782	13·3
April 11	1,096	26·0	8·3	9·09	8·85	18	728	417	4,949	11·9	435	10·3	5,669	13·0
May 16	1,094	26·2	8·0	8·84	8·53	18	713	335	3,789	11·4	352	8·4	4,486	12·7
June 13	1,124	27·1	8·1	9·15	9·10	10	386	291	3,251	11·2	300	7·2	3,638	12·1
July 11 R	1,101	26·6	8·3	9·23	8·79	9	360	202	2,274	11·3	211	5·1	2,634	12·5
Aug 15 R	1,030	25·1	8·7	8·90	10·39	8	328	189	2,020	10·7	197	4·8	2,348	11·9
Sep 12 R	1,164	28·1	8·5	9·89	10·11	8	317	181	1,943	10·7	189	4·6	2,260	11·9
Oct 10	1,176	28·8	8·5	9·91	9·85	8	309	166	1,798	10·8	174	4·3	2,107	12·0
SIC 1968 Week ended September 12, 1981														
Food, drink and tobacco	**165·3**	**35·2**	**9·4**	**1,561·5**		**0·9**	**34·7**	**4·0**	**39·9**	**9·9**	**4·9**	**1·0**	**74·6**	**15·2**
Food industries (211-229)	132·2	35·1	9·7	1,283·9		0·3	10·1	2·0	17·7	8·9	2·2	0·6	27·8	12·4
Drink industries (231-239)	28·2	38·4	8·7	244·7		0·6	24·6	2·1	22·2	10·8	2·7	3·6	46·8	17·5
Tobacco (240)	4·9	24·4	6·8	33·0		–	–	–	–	–	–	–	–	–
Coal and petroleum products	**7·6**	**30·6**	**14·6**	**110·8**		**–**	**0·2**	**0·2**	**1·7**	**8·0**	**0·2**	**0·9**	**1·9**	**8·7**
Chemical and allied industries	**69·4**	**29·1**	**9·6**	**665·7**		**0·1**	**4·5**	**1·5**	**18·7**	**12·8**	**1·6**	**0·7**	**23·3**	**14·7**
General chemicals (271)	23·8	30·1	10·6	251·0		–	–	0·1	0·8	8·0	0·1	0·1	0·8	8·0
Metal manufacture	**80·0**	**34·1**	**9·0**	**720·0**		**0·1**	**3·4**	**15·8**	**154·6**	**9·8**	**15·9**	**6·8**	**158·0**	**10·0**
Iron and steel (general) (311)	29·6	31·1	9·1	270·3		–	0·8	3·3	35·5	10·7	3·3	3·5	36·3	10·8
Other iron and steel (312-313)	28·3	40·7	9·1	259·1		–	1·9	9·8	92·0	9·3	9·9	14·2	93·9	9·5
Non-ferrous metals (321-323)	22·0	31·7	8·7	190·6		–	0·6	2·6	27·1	10·5	2·6	3·8	27·8	10·6
Mechanical engineering	**148·7**	**31·7**	**8·5**	**1,269·1**		**1·0**	**39·8**	**33·0**	**375·8**	**11·4**	**34·0**	**7·2**	**415·6**	**12·2**
Instrument engineering	**19·1**	**26·4**	**6·6**	**126·9**		**–**	**0·2**	**1·8**	**15·7**	**8·8**	**1·8**	**2·5**	**15·9**	**8·9**
Electrical engineering	**97·1**	**25·4**	**7·7**	**750·9**		**0·6**	**25·8**	**15·1**	**164·0**	**10·9**	**15·7**	**4·1**	**189·8**	**12·1**
Electrical machinery (361)	17·8	25·7	8·1	143·6		0·2	7·7	3·8	45·5	12·0	4·0	5·8	53·2	13·3
Shipbuilding and marine engineering	**41·6**	**39·7**	**9·7**	**401·4**		**–**	**–**	**0·4**	**5·6**	**16·0**	**0·4**	**0·3**	**5·6**	**16·0**
Vehicles	**99·9**	**23·7**	**7·1**	**705·5**		**0·8**	**30·4**	**24·7**	**287·0**	**11·6**	**25·4**	**6·0**	**317·5**	**12·5**
Motor vehicle manufacturing (381)	53·8	21·5	7·8	422·1		0·7	26·4	18·3	227·4	12·4	19·0	7·6	253·9	13·4
Aerospace equipment manufacturing and repairing (383)	38·4	35·4	5·8	222·8		–	0·2	1·0	10·0	10·4	1·0	0·9	10·2	10·5
Metal goods nes	**88·6**	**28·2**	**7·8**	**686·8**		**0·9**	**34·8**	**21·4**	**216·8**	**10·1**	**22·3**	**7·1**	**251·7**	**11·3**
Textiles	**62·3**	**22·6**	**7·9**	**489·8**		**1·2**	**49·9**	**16·1**	**193·5**	**12·0**	**17·3**	**6·3**	**243·4**	**14·1**
Production of man-made fibres (411)	6·2	41·6	9·4	58·7		–	–	0·1	0·7	8·0	0·1	0·6	0·7	8·0
Spinning and weaving of cotton, flax, linen and man-made fibres (412-413)	7·8	16·4	7·7	59·5		0·6	24·0	3·6	43·3	12·1	4·2	8·8	67·3	16·2
Woollen and worsted (414)	13·7	30·0	9·2	126·0		0·3	11·6	4·5	63·0	14·1	4·7	10·4	74·6	15·7
Hosiery and other knitted goods (417)	9·8	12·3	5·7	55·2		0·1	5·4	3·5	39·2	11·2	3·6	4·6	44·6	12·3
Leather, leather goods and fur	**4·8**	**18·0**	**8·4**	**40·0**		**–**	**1·8**	**2·8**	**24·6**	**8·8**	**2·8**	**10·7**	**26·4**	**9·3**
Clothing and footwear	**17·0**	**6·7**	**5·3**	**90·5**		**1·2**	**46·9**	**19·3**	**183·0**	**9·5**	**20·5**	**8·1**	**229·9**	**11·2**
Clothing industries (441-449)	12·6	6·2	5·8	72·7		1·2	46·6	8·3	88·7	10·7	9·4	4·6	135·3	14·4
Footwear (450)	4·3	8·7	4·1	17·7		–	0·3	11·1	94·3	8·5	11·1	22·3	94·6	8·5
Bricks, pottery, glass, cement, etc	**53·4**	**33·4**	**8·8**	**472·0**		**0·1**	**3·5**	**6·7**	**70·4**	**10·5**	**6·8**	**4·3**	**73·9**	**10·9**
Timber, furniture, etc	**50·5**	**30·2**	**8·0**	**404·2**		**0·9**	**36·8**	**5·8**	**66·2**	**11·4**	**6·7**	**4·0**	**102·9**	**15·3**
Paper, printing and publishing	**106·1**	**32·7**	**8·9**	**942·2**		**–**	**0·6**	**2·4**	**27·5**	**11·4**	**2·4**	**0·7**	**28·1**	**11·6**
Paper and paper manufactures (481-484)	40·0	32·5	9·7	389·2		–	0·5	1·5	17·5	11·3	1·6	1·3	18·0	11·5
Printing and publishing (485-489)	66·1	32·9	8·4	553·0		–	0·1	0·9	10·0	11·7	0·9	0·4	10·1 *	11·8
Other manufacturing industries	**53·1**	**27·2**	**8·6**	**454·7**		**0·1**	**3·9**	**10·3**	**97·8**	**9·5**	**10·4**	**5·3**	**101·8**	**9·8**
Rubber (491)	14·1	25·9	8·2	115·9		–	1·8	6·2	52·6	8·6	6·2	11·4	54·5	8·8
All manufacturing industries	**1,164·3**	**28·1**	**8·5**	**9,891·9**		**7·9**	**317·0**	**181·2**	**1,942·9**	**10·7**	**189·1**	**4·6**	**2,259·9**	**11·9**

Notes: The figures above for September 1981 replace those previously published in the November Employment Gazette. Figures from July 1978 are provisional.
Figures in brackets after the industrial headings show the Standard Industrial Classification minimum list numbers of the industries included.

Hours of work
Operatives: manufacturing industries

1962 AVERAGE = 100

GREAT BRITAIN	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*						INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*					
	All manufacturing industries Orders III-XIX		Engineering, allied industries (except vehicles) Orders VII-X & XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink, tobacco Order III	All manufacturing industries Orders III-XIX		Engineering, allied industries (except vehicles) Orders VII-X & XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink, tobacco Order III
	Actual	Seasonally adjusted					Actual	Seasonally adjusted				
1959	100·9		96·3	104·9	108·6	99·1	103·3		102·8	104·9	104·5	102·0
1960	103·9		99·4	107·9	110·1	100·1	102·4		101·7	101·7	104·8	101·7
1961	102·9		101·9	102·9	104·7	100·1	101·0		101·3	100·6	101·1	100·4
1962	100·0		100·0	100·0	100·0	100·0	100·0		100·0	100·0	100·0	100·0
1963	98·4		97·6	99·1	98·2	98·4	99·9		99·6	100·2	100·5	99·9
1964	100·7		101·7	99·1	98·8	97·3	100·7		100·7	100·8	101·4	99·9
1965	99·8		101·9	96·2	95·6	96·6	99·4		98·8	98·4	100·3	99·0
1966	97·3		101·0	91·5	91·7	95·2	97·8		97·4	95·7	98·5	98·1
1967	92·4		96·8	86·1	84·4	92·8	97·1		96·6	95·7	97·3	98·0
1968	91·5		94·6	87·0	83·3	90·4	97·9		96·8	96·9	98·3	98·3
1969	92·4		96·1	88·3	83·6	90·8	98·0		97·3	97·4	97·7	98·4
1970	90·2		94·3	86·7	78·3	89·3	97·0		96·1	95·4	96·9	97·5
1971	84·4		87·2	82·1	74·0	85·9	95·1		93·4	93·2	96·3	96·6
1972	81·3		82·7	79·8	71·7	84·5	94·7		92·6	92·8	95·6	96·7
1973	83·2		85·8	82·6	71·2	85·4	96·5		94·9	95·1	96·7	97·6
1974	81·0		84·7	79·3	66·1	87·2	93·8		92·4	91·8	94·8	96·8
1975	75·4		80·2	75·1	60·9	82·0	92·8		91·3	92·5	93·7	95·4
1976	73·8		76·5	74·3	58·8	79·8	93·1		91·1	93·7	93·8	95·1
1977	74·9		78·0	75·7	59·3	80·0	94·0		92·2	93·3	94·2	95·8
1978	74·1		77·9	76·1	57·6	77·6	93·8		92·0	93·4	94·0	95·6
1979	72·5		75·6	76·1	56·3	77·4	93·6		91·6	93·1	93·9	95·7
1980	65·1		67·9	68·4	48·1	73·1	91·1		89·5	89·5	90·4	95·0
Week ended												
1979 Sep 8	73·4	71·7	75·4	75·4	57·9	79·9	92·5	92·6	89·5	90·1	94·0	96·0
Dec 8	73·6	71·3	77·0	78·9	55·6	79·4	94·1	93·6	92·7	94·5	93·2	96·4
1980 Mar 15	69·7	68·8	72·9	74·2	52·4	73·5	92·4	92·6	91·3	91·7	91·8	94·6
June 14	67·7	66·3	70·9	72·3	49·9	74·7	91·9	91·8	90·5	91·2	90·8	95·3
Sep 13	64·0	62·5	66·6	65·8	46·7	73·7	89·9	90·0	88·3	87·5	89·3	94·7
1980 Oct 11	62·2	60·8	64·8	63·2	45·8	73·5	88·8	89·0	87·1	84·3	88·8	94·8
Nov 15 R	61·2	59·7	63·5	61·7	45·1	72·5	88·4	88·4	86·5	83·8	88·7	94·3
Dec 13 R	60·8	58·9	62·9	61·5	45·0	72·7	88·6	88·2	86·6	84·4	88·9	94·9
1981 Jan 17 R	58·9	58·3					87·3	88·3				
Feb 14 R	58·6	58·0					87·7	88·1				
Mar 14 R	58·8	58·1	59·6	60·6	44·2	70·6	88·2	88·4	85·7	85·4	88·8	93·6
April 11 R	58·9	58·0					89·3	89·3				
May 16 R	59·0	57·9					89·9	89·7				
June 13 R	59·1	57·9	59·4	61·2	45·0	70·7	90·3	90·3	87·7	88·9	91·5	94·2
July 11 R	55·8	57·7					91·2	90·6				
Aug 15 R	48·9	58·4					91·9	91·4				
Sep 12 R	59·5	58·2	60·0	60·1	45·3	71·7	91·5	91·6	89·1	89·6	92·3	95·1
Oct 10	59·1	57·8					91·5	91·7				

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

Overtime and Short-time 1·13
Operatives in manufacturing industries: Regions

Week ended September 12, 1981	OVERTIME				SHORT-TIME							
			Hours of overtime worked		Stood off for whole week		Working part of week			Stood off for whole or part of week		
								Hours lost				Hours lost
	Operatives (Thou)	Percentage of all operatives	Average per operative working overtime	(Thou)	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	(Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	(Thou)	Average per operative on short-time
Analysis by region													
South East	313·2	31·5	8·6	2,692·1	0·8	35·5	17·9	188·2	10·5	18·7	1·9	223·6	12·0
Greater London *	123·6	30·8	8·9	1,096·9	0·2	10·0	6·2	65·7	10·6	6·4	1·6	75·6	11·7
East Anglia	41·0	31·9	9·3	380·9	0·3	11·4	4·5	36·6	8·1	4·8	3·7	48·1	10·0
South West	82·9	32·5	8·5	703·7	0·2	8·6	8·1	67·6	8·3	8·3	3·3	76·2	9·2
West Midlands	135·9	24·3	8·0	1,089·3	0·5	19·4	48·3	498·7	10·3	48·8	8·7	518·1	10·6
East Midlands	97·4	25·6	8·0	777·6	0·5	18·0	24·2	254·2	10·5	24·7	6·5	272·2	11·0
Yorkshire and Humberside	123·3	29·1	8·6	1,063·1	1·3	52·5	30·3	333·7	11·0	31·6	7·4	386·2	12·2
North West	153·5	25·3	8·3	1,269·7	2·1	82·8	24·9	306·5	12·3	26·9	4·4	389·3	14·5
North	67·9	26·4	8·8	597·9	0·2	7·1	6·1	67·7	11·1	6·3	2·4	74·8	12·0
Wales	45·0	24·6	9·0	404·3	0·4	15·5	4·9	56·3	11·5	5·3	2·9	71·8	13·5
Scotland	104·2	29·8	8·8	913·3	1·7	66·2	12·0	133·4	11·1	13·7	3·9	199·6	14·6

Note: The figures above for September 1981 replace those previously published in the November Employment Gazette.
* Included in South East.

2·1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE										
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS					UNEMPLOYED BY DURATION		
					Seasonally adjusted				Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*
	Number	Per cent	School leavers included in unemployed	Actual	Number	Per cent	Change since previous month	Average change over 3 months ended			
1975	977·6	4·1	48·6	929·0		3·9					
1976	1,359·4	5·7	85·9	1,273·5		5·3					
1977 Annual	1,483·6	6·2	105·4	1,378·2		5·7					
1978 averages	1,475·0	6·1	99·4	1,375·7		5·7					
1979	1,390·5	5·7	83·2	1,307·3		5·4					
1980	1,794·7	7·4	127·1	1,667·6		6·8					
1976 Nov 11e	1,366·5	5·7	58·0	1,308·5	1,307·5	5·5	10·6	5·0	..	..	..
Dec 9e	1,371·0	5·7	51·0	1,320·0	1,317·5	5·5	10·0	6·6	..	..	..
1977 Jan 13	1,448·2	6·0	51·0	1,397·2	1,329·2	5·5	11·7	10·8	213	1,103	132
Feb 10	1,421·8	5·9	41·8	1,380·0	1,331·7	5·5	2·5	8·1	218	1,076	128
Mar 10	1,383·5	5·7	33·3	1,350·1	1,333·7	5·5	2·0	5·4	200	1,057	127
April 14	1,392·3	5·8	53·6	1,338·7	1,341·4	5·6	7·7	4·1	231	1,036	125
May 12	1,341·7	5·6	45·1	1,296·6	1,337·5	5·6	−3·9	1·9	203	1,016	122
June 9	1,450·1	6·0	149·0	1,301·1	1,378·6	5·7	41·1	15·0	299	1,030	122
July 14	1,622·4	6·7	253·4	1,369·0	1,393·0	5·8	14·4	17·2	404	1,099	120
Aug 11	1,635·8	6·8	231·4	1,404·4	1,393·2	5·8	0·2	18·6	277	1,237	122
Sep 8	1,609·1	6·7	175·6	1,433·5	1,414·0	5·9	20·8	11·8	251	1,231	127
Oct 13	1,518·3	6·3	98·6	1,419·7	1,419·7	5·9	5·7	8·9	261	1,130	127
Nov 10	1,499·1	6·2	73·5	1,425·6	1,424·9	5·9	5·2	10·6	237	1,135	127
Dec 8	1,480·8	6·2	58·4	1,422·4	1,424·7	5·9	−0·2	3·6	209	1,144	128
1978 Jan 12	1,548·5	6·4	61·1	1,487·4	1,420·3	5·9	−4·4	0·2	206	1,211	132
Feb 9	1,508·7	6·2	49·7	1,459·0	1,409·5	5·8	−10·8	−5·1	210	1,167	131
Mar 9	1,461·0	6·0	40·2	1,420·7	1,408·2	5·8	−1·3	−5·5	196	1,135	130
April 13	1,451·8	6·0	60·8	1,391·0	1,400·4	5·8	−7·8	−6·6	229	1,094	129
May 11	1,386·8	5·7	48·2	1,338·6	1,391·7	5·8	−8·7	−5·9	191	1,069	127
June 8	1,446·1	6·0	145·6	1,300·5	1,380·6	5·7	−11·1	−9·2	286	1,035	125
July 6	1,585·8	6·6	243·3	1,342·5	1,367·6	5·7	−13·0	−10·9	383	1,078	125
Aug 10	1,608·3	6·6	222·1	1,386·2	1,369·5	5·7	1·9	−7·4	260	1,222	127
Sep 14	1,517·7	6·3	139·2	1,378·5	1,357·8	5·6	−11·7	−7·6	229	1,161	128
Oct 12	1,429·5	5·9	82·0	1,347·5	1,345·5	5·6	−12·3	−7·4	243	1,060	127
Nov 9	1,392·0	5·8	57·1	1,334·9	1,332·1	5·5	−13·4	−12·5	210	1,056	126
Dec 7	1,364·3	5·6	43·2	1,321·1	1,324·2	5·5	−7·9	−11·2	199	1,040	126
1979 Jan 11	1,455·3	6·0	47·4	1,407·8	1,335·6	5·5	11·4	−3·3	208	1,117	130
Feb 8	1,451·9	6·0	39·4	1,412·5	1,357·9	5·6	22·3	8·6	207	1,115	130
Mar 8	1,402·3	5·8	31·2	1,371·1	1,354·7	5·6	−3·2	10·2	183	1,090	129
April 5	1,340·6	5·5	25·8	1,314·8	1,319·7	5·4	−35·0	−5·3	172	1,042	127
May 10	1,299·3	5·4	39·3	1,260·0	1,312·0	5·4	−7·7	−15·3	167	1,008	124
June 14	1,343·9	5·5	143·8	1,200·1	1,283·9	5·3	−28·1	−23·6	277	947	120
July 12	1,464·0	6·0	215·4	1,248·6	1,276·1	5·3	−7·8	−14·5	351	994	119
Aug 9	1,455·5	6·0	183·5	1,272·0	1,260·1	5·2	−16·0	−17·3	241	1,095	120
Sep 13	1,394·5	5·7	114·3	1,280·2	1,264·3	5·2	4·2	6·5	221	1,053	121
Oct 11†	1,367·6	5·6	69·4	1,298·3	1,277·3	5·3	13·0	0·4	239	1,007	120
Nov 8	1,355·2	5·6	49·7	1,305·5	1,283·4	5·3	6·1	7·8	212	1,021	122
Dec 6	1,355·5	5·6	39·2	1,316·3	1,300·7	5·4	17·3	12·1	206	1,027	123
1980 Jan 10	1,470·6	6·1	45·9	1,424·7	1,334·0	5·5	33·3	18·9	209	1,135	127
Feb 14	1,488·9	6·2	38·2	1,450·8	1,376·8	5·7	42·8	31·1	220	1,142	127
Mar 13e	1,478·0	6·1	31·8	1,446·2	1,411·0	5·8	34·2	36·8	207	1,143	128
April 10	1,522·9	6·3	53·7	1,469·2	1,456·2	6·0	45·2	40·7	240	1,153	130
May 8	1,509·2	6·2	49·4	1,459·8	1,495·3	6·2	39·1	39·5	208	1,173	128
June 12	1,659·7	6·9	186·4	1,473·3	1,541·7	6·4	46·4	43·6	352	1,180	128
July 10	1,896·6	7·8	295·5	1,601·1	1,609·2	6·7	67·5	51·0	451	1,313	132
Aug 14	2,001·2	8·3	264·9	1,736·3	1,696·8	7·0	87·6	67·2	311	1,548	142
Sep 11	2,039·5	8·4	207·3	1,832·1	1,791·1	7·4	94·3	83·1	304	1,591	144
Oct 9	2,062·9	8·5	145·8	1,917·1	1,892·9	7·8	101·8	94·6	341	1,575	147
Nov 13	2,162·9	8·9	110·7	2,052·1	2,030·0	8·4	137·1	111·1	319	1,686	158
Dec 11	2,244·2	9·3	95·4	2,148·8	2,136·6	8·8	106·6	115·2	293	1,787	164
1981 Jan 15	2,419·5	10·0	102·3	2,317·1	2,228·3	9·2	91·7	111·8	292	1,955	173
Feb 12	2,463·3	10·2	90·1	2,373·2	2,304·1	9·5	75·8	91·4	290	1,995	178
Mar 12	2,484·7	10·3	78·3	2,406·4	2,380·8	9·9	76·7	81·4	260	2,040	185
April 9 e	2,525·2	10·4	72·8	2,452·4	2,452·3	10·1	71·5	74·7	294	2,046	185
May 14	2,558·4	10·6	99·2	2,459·2	2,514·6	10·4	62·3	70·2	254	2,111	193
June 11 e	2,680·5	11·1	216·2	2,464·3	2,552·3	10·6	37·7	57·2	368	2,118	194
July 9 ‡	2,852·1	11·8	285·5	2,566·6	2,582·3	10·7	30·0	43·3	385	2,268	199
Aug 13 ‡	2,940·5	12·2	278·1	2,662·4	2,626·4	10·9	44·1	37·3	281	2,457	203
Sep 10 ‡	2,998·8	12·4	269·8	2,729·0	2,672·7	11·1	46·3	40·1	324	2,471	204
Oct 8 ‡	2,988·6	12·4	216·0	2,772·6	2,728·9	11·3	56·2	48·9	331	2,442	216
Nov 12	2,953·3	12·2	164·6	2,788·8	2,764·3	11·4	35·4	46·0	295	2,439	219

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

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

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

‡ The recorded unemployment figures for July to October are overstated by about 20,000 (net) as a result of industrial action affecting the flow of information between benefit offices and employment offices. The seasonally adjusted totals for the UK and GB have been reduced to allow for this. No adjustment has been made to other unemployment figures and in particular tables 2·3 (regions) and 2·19 (unemployment flows).

THOUSAND

MALE					FEMALE					UNITED KINGDOM
UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS		MARRIED	
				Seasonally adjusted					Seasonally adjusted		
Number	Per cent	School leavers included in unemployed	Actual	Number	Per cent	Number	Per cent	School leavers included in unemployed	Actual	Number	Per cent	Number	
777·1	5·5	27·5	749·5		5·3	200·5	2·1	21·0	179·5		1·9		1975
1,023·5	7·1	47·0	976·5		6·8	336·0	3·5	38·9	297·0		3·1	116·5	1976
1,069·2	7·4	54·4	1,014·8		7·0	414·3	4·3	51·0	363·4		3·8	151·0	1977 Annual
1,040·2	7·2	51·3	988·9		6·9	434·8	4·4	48·1	386·8		3·9	169·7	1978 averages
963·9	6·7	43·7	920·2		6·4	426·5	4·3	39·5	387·1		3·9	180·6	1979
1,233·6	8·7	66·9	1,166·7		8·1	561·1	5·7	60·1	500·9		5·0	235·7	1980
1,011·6	7·0	34·5	977·1	984·1	6·8	354·9	3·7	23·5	331·4	323·4	3·4	131·3	1976 Nov 11e
1,019·5	7·1	30·4	989·1	988·8	6·9	351·5	3·7	20·6	330·9	328·7	3·5	131·2	Dec 9e
1,074·1	7·5	25·9	1,048·2	993·9	6·9	374·1	3·9	25·0	349·0	335·3	3·5	134·4	1977 Jan 13
1,055·5	7·3	21·0	1,034·5	994·0	6·9	366·3	3·8	20·8	345·5	337·7	3·5	142·2	Feb 10
1,028·5	7·1	16·9	1,011·6	993·2	6·9	355·0	3·7	16·4	338·5	340·5	3·5	142·7	Mar 10
1,032·4	7·2	28·8	1,003·6	997·6	6·9	359·9	3·7	24·8	335·1	343·8	3·6	144·4	April 14
994·3	6·9	23·8	970·5	990·6	6·9	347·4	3·6	21·3	326·1	346·9	3·6	143·3	May 12
1,050·8	7·3	80·4	970·4	1,016·9	7·1	399·2	4·1	68·6	330·7	361·7	3·7	147·2	June 9
1,132·7	7·9	134·7	998·1	1,023·3	7·1	489·6	5·1	118·7	370·9	369·7	3·8	150·4	July 14
1,143·5	7·9	123·7	1,019·9	1,023·1	7·1	492·3	5·1	107·8	384·5	370·1	3·8	153·2	Aug 11
1,124·3	7·8	89·0	1,035·3	1,034·5	7·2	484·8	5·0	86·6	398·2	379·5	3·9	159·4	Sep 8
1,070·8	7·4	46·5	1,024·2	1,036·0	7·2	447·6	4·6	52·1	395·5	383·7	4·0	164·9	Oct 13
1,063·2	7·4	34·5	1,028·7	1,036·8	7·2	435·9	4·5	38·9	397·0	388·1	4·0	166·1	Nov 10
1,060·7	7·4	27·6	1,033·1	1,034·7	7·2	420·1	4·4	30·8	389·3	390·0	4·0	164·2	Dec 8
1,114·8	7·7	29·4	1,085·3	1,030·5	7·2	433·8	4·4	31·7	402·1	389·8	4·0	166·9	1978 Jan 12
1,089·6	7·6	23·9	1,065·7	1,022·0	7·1	419·1	4·3	25·8	393·3	387·5	4·0	166·7	Feb 9
1,058·4	7·3	19·4	1,039·0	1,020·3	7·1	402·6	4·1	20·9	381·7	387·9	4·0	166·2	Mar 9
1,045·4	7·3	31·0	1,014·0	1,009·3	7·0	406·4	4·1	29·7	376·6	391·1	4·0	167·7	April 13
1,001·1	6·9	24·2	976·9	1,002·5	7·0	385·7	3·9	24·0	361·7	389·2	4·0	164·6	May 11
1,022·9	7·1	78·4	944·5	992·9	6·9	423·1	4·3	67·1	356·0	387·7	4·0	162·5	June 8
1,087·3	7·5	130·4	956·9	983·8	6·8	498·5	5·1	112·9	385·6	383·8	3·9	165·3	July 6
1,099·0	7·6	120·2	978·7	981·2	6·8	509·3	5·2	101·8	407·5	388·3	4·0	171·4	Aug 10
1,041·1	7·2	69·7	971·4	971·5	6·7	476·6	4·9	69·5	407·0	386·3	3·9	175·3	Sep 14
989·7	6·9	40·0	949·7	960·3	6·7	439·8	4·5	42·0	397·8	385·2	3·9	176·5	Oct 12
970·4	6·7	27·6	942·8	949·4	6·6	421·6	4·3	29·5	392·1	382·7	3·9	178·0	Nov 9
962·5	6·7	21·1	941·4	942·9	6·5	401·8	4·1	22·1	379·7	381·3	3·9	174·8	Dec 7
1,034·8	7·2	23·8	1,011·0	954·2	6·7	420·5	4·2	23·6	396·9	381·4	3·8	177·9	1979 Jan 11
1,039·5	7·3	20·0	1,019·4	972·8	6·8	412·4	4·1	19·4	393·0	385·1	3·9	180·2	Feb 8
1,005·5	7·0	15·8	989·7	968·7	6·8	396·8	4·0	15·4	381·4	386·0	3·9	179·2	Mar 8
959·2	6·7	13·1	946·1	938·6	6·6	381·4	3·8	12·7	368·7	381·1	3·8	176·4	April 5
922·1	6·4	20·7	901·4	927·1	6·5	377·2	3·8	18·6	358·6	384·9	3·9	173·9	May 10
930·2	6·5	78·7	851·5	902·3	6·3	413·7	4·2	65·1	348·6	381·6	3·8	171·3	June 14
980·5	6·9	116·7	863·8	892·4	6·2	483·5	4·9	98·7	384·8	383·7	3·9	176·0	July 12
974·9	6·8	100·3	874·6	879·7	6·1	480·6	4·8	83·1	397·5	380·4	3·8	179·0	Aug 9
936·1	6·5	58·1	878·0	881·0	6·2	458·4	4·6	56·2	402·2	383·3	3·9	184·3	Sep 13
925·8	6·5	34·0	891·8	889·1	6·2	441·9	4·4	35·4	406·5	388·2	3·9	186·6	Oct 11 †
924·4	6·5	24·1	900·3	893·5	6·2	430·8	4·3	25·6	405·2	389·9	3·9	190·7	Nov 8
934·2	6·5	19·3	914·9	903·4	6·3	421·2	4·2	19·9	401·3	397·3	4·0	191·5	Dec 6
1,016·0	7·1	22·7	993·4	923·6	6·5	454·5	4·6	23·2	431·3	410·4	4·1	199·7	1980 Jan 10
1,031·5	7·2	19·0	1,012·6	952·6	6·7	457·4	4·6	19·2	438·2	424·2	4·3	208·7	Feb 14
1,025·1	7·2	15·7	1,009·4	975·6	6·8	452·8	4·6	16·0	436·8	435·4	4·4	211·1	Mar 13 e
1,058·1	7·4	28·3	1,029·8	1,009·9	7·1	464·9	4·7	25·4	439·4	446·3	4·5	214·0	April 10
1,048·6	7·4	26·0	1,022·6	1,037·1	7·3	460·6	4·6	23·4	437·2	458·2	4·6	217·2	May 8
1,132·4	8·0	100·8	1,031·6	1,071·9	7·5	527·3	5·3	85·5	441·7	469·8	4·7	219·1	June 12
1,264·6	8·9	157·8	1,106·8	1,122·9	7·9	632·0	6·4	137·7	494·3	486·3	4·9	227·9	July 10
1,342·3	9·4	143·1	1,199·2	1,187·1	8·3	658·9	6·6	121·8	537·2	509·7	5·1	242·3	Aug 14
1,378·8	9·7	107·8	1,271·0	1,258·8	8·8	660·6	6·7	99·6	561·1	532·3	5·4	255·9	Sep 11
1,414·2	9·9	74·9	1,339·3	1,334·9	9·4	648·7	6·5	70·9	577·8	558·0	5·6	265·5	Oct 9
1,506·1	10·6	57·2	1,448·9	1,441·8	10·1	656·8	6·6	53·5	603·2	588·2	5·9	279·9	Nov 13
1,585·7	11·1	50·0	1,535·8	1,525·4	10·7	658·5	6·6	45·4	613·1	611·2	6·2	286·8	Dec 11
1,716·4	12·1	54·1	1,662·3	1,593·2	11·2	703·1	7·1	48·2	654·9	635·1	6·4	305·0	1981 Jan 15
1,756·4	12·3	47·8	1,708·6	1,650·5	11·6	706·9	7·1	42·2	664·7	653·6	6·6	313·9	Feb 12
1,783·2	12·5	42·1	1,741·1	1,711·9	12·0	701·5	7·1	36·2	665·3	668·9	6·7	..	Mar 12
1,819·8	12·8	39·5	1,780·3	1,765·9	12·4	705·5	7·1	33·3	672·1	686·4	6·9	323·4	April 9 e
1,847·5	13·0	55·3	1,792·2	1,817·0	12·8	710·9	7·2	43·9	667·0	697·6	7·0	327·7	May 14
1,917·9	13·5	119·0	1,798·9	1,850·0	13·0	762·6	7·7	97·2	665·4	702·3	7·1	328·9	June 11 e
2,010·8	14·1	152·2	1,858·6	1,874·0	13·2	841·3	8·5	133·3	708·0	708·3	7·1	335·2	July 9 ‡
2,066·9	14·5	148·9	1,918·0	1,903·0	13·4	873·6	8·8	129·2	744·3	723·4	7·3	348·4	Aug 13 ‡
2,104·6	14·8	145·2	1,959·4	1,935·4	13·6	894·2	9·0	124·6	769·6	737·3	7·4	355·7	Sep 10 ‡
2,106·4	14·8	116·9	1,989·4	1,970·4	13·8	882·3	8·9	99·1	783·2	758·5	7·6	360·2	Oct 8 ‡
2,096·7	14·7	89·9	2,006·8	1,998·4	14·0	856·6	8·6	74·6	782·0	765·9	7·7	367·4	Nov 12

2·2 UNEMPLOYMENT GB summary

THOUSAND

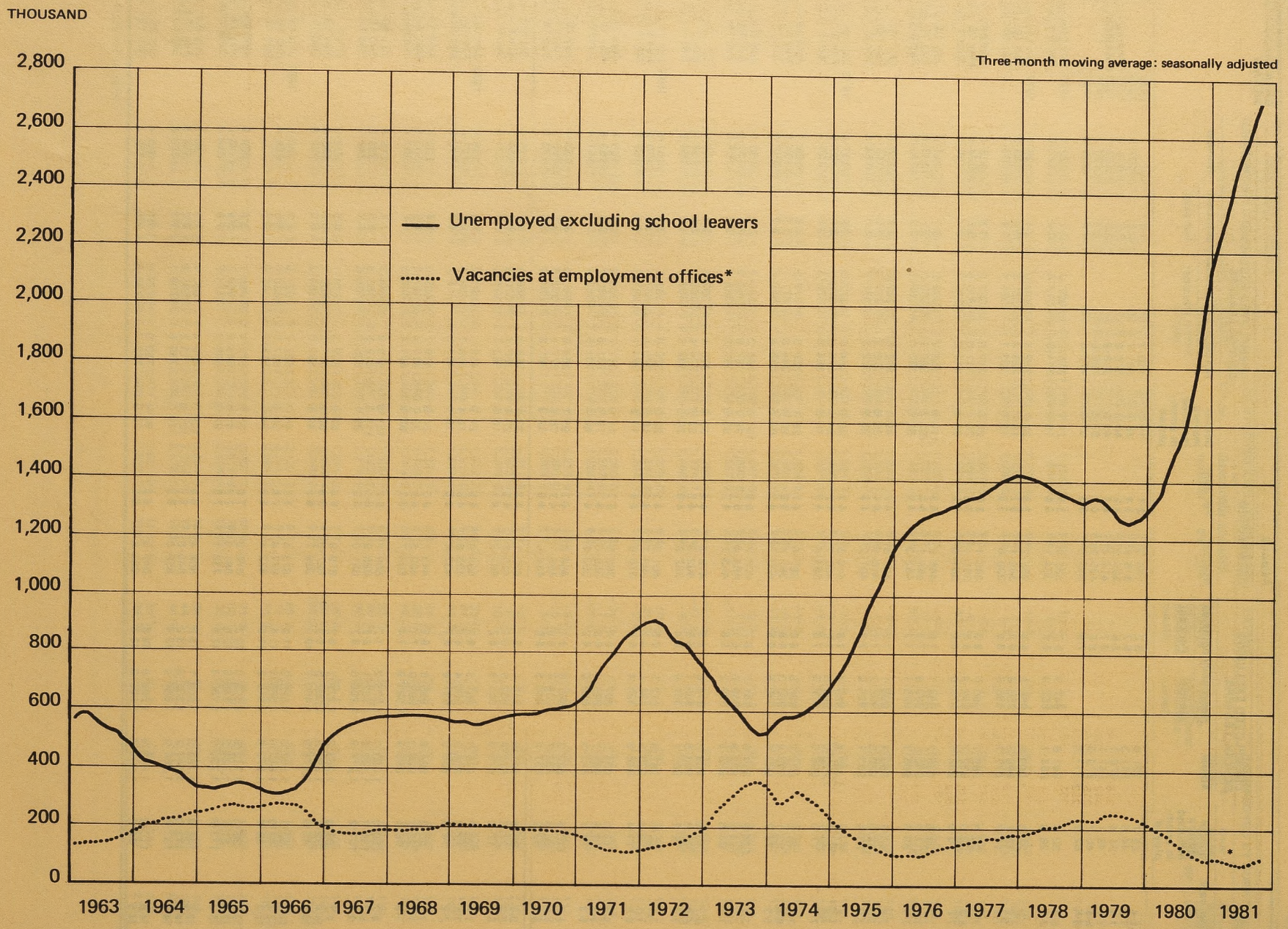
GREAT BRITAIN	MALE AND FEMALE										
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS					UNEMPLOYED BY DURATION		
	Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted Number	Seasonally adjusted Per cent	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*
1975	935·7	4·1	45·3	890·3		3·9					
1976	1,304·6	5·6	81·6	1,223·0		5·2					
1977 Annual	1,422·7	6·0	99·8	1,322·9		5·6					
1978 averages	1,409·7	6·0	93·7	1,315·9		5·6					
1979	1,325·5	5·6	78·0	1,247·5		5·2					
1980	1,715·9	7·3	120·1	1,595·8		6·7					
1976 Nov 11e	1,311·0	5·6	54·3	1,256·7	1,255·2	5·4	10·7	4·8	..	..	..
Dec 9 e	1,316·0	5·6	48·0	1,268·0	1,264·9	5·4	9·7	6·5	..	..	..
1977 Jan 13	1,390·2	5·9	48·2	1,342·0	1,275·6	5·4	10·7	10·4	207	1,053	130
Feb 10	1,365·2	5·8	39·4	1,325·8	1,278·3	5·4	2·7	7·7	211	1,028	126
Mar 10	1,328·1	5·6	31·3	1,296·8	1,280·0	5·4	1·7	5·0	193	1,010	125
April 14	1,335·6	5·7	50·4	1,285·3	1,287·6	5·5	7·6	4·0	223	989	123
May 12	1,285·7	5·5	42·0	1,243·7	1,283·2	5·5	−4·4	1·6	197	969	120
June 9	1,390·4	5·9	142·7	1,247·7	1,323·3	5·6	40·1	14·4	288	982	120
July 14	1,553·5	6·6	241·6	1,311·9	1,337·0	5·7	13·7	16·5	389	1,046	118
Aug 11	1,567·0	6·7	220·4	1,346·6	1,337·1	5·7	0·1	18·0	269	1,178	120
Sep 8	1,541·8	6·6	166·2	1,375·7	1,357·6	5·8	20·5	11·4	242	1,175	125
Oct 13	1,456·6	6·2	92·6	1,364·0	1,363·1	5·8	5·5	8·7	253	1,079	125
Nov 10	1,438·0	6·1	68·6	1,369·4	1,367·7	5·8	4·6	10·2	230	1,083	125
Dec 8	1,419·7	6·0	54·3	1,365·4	1,366·7	5·8	−1·0	3·0	201	1,092	126
1978 Jan 12	1,484·7	6·3	57·4	1,427·3	1,361·7	5·8	−5·0	−0·5	199	1,156	130
Feb 9	1,445·9	6·1	46·6	1,399·2	1,350·6	5·7	−11·1	−5·7	203	1,114	129
Mar 9	1,399·0	5·9	37·6	1,361·3	1,348·6	5·7	−2·0	−6·0	189	1,082	128
April 13	1,387·5	5·9	56·7	1,330·8	1,339·6	5·7	−9·0	−7·4	220	1,041	127
May 11	1,324·9	5·6	44·7	1,280·2	1,331·4	5·6	−8·2	−6·4	185	1,015	125
June 8	1,381·4	5·8	139·2	1,242·2	1,320·2	5·6	−11·2	−9·5	276	983	123
July 6	1,512·5	6·4	231·7	1,280·8	1,307·3	5·5	−12·9	−10·8	366	1,024	122
Aug 10	1,534·4	6·5	210·9	1,323·6	1,308·9	5·5	1·6	−7·5	250	1,160	124
Sep 14	1,446·7	6·1	130·7	1,316·0	1,297·2	5·5	−11·7	−7·7	220	1,102	125
Oct 12	1,364·9	5·8	76·4	1,288·5	1,285·9	5·4	−11·3	−7·1	235	1,006	124
Nov 9	1,330·8	5·6	52·9	1,277·9	1,274·1	5·4	−11·8	−11·6	203	1,004	124
Dec 7	1,303·2	5·5	39·8	1,263·4	1,265·4	5·4	−8·7	−10·6	191	988	124
1979 Jan 11	1,391·2	5·9	44·4	1,346·9	1,276·0	5·4	10·6	−3·3	201	1,063	127
Feb 8	1,387·6	5·9	36·7	1,350·9	1,297·2	5·5	21·2	7·7	200	1,061	127
Mar 8	1,339·8	5·7	23·9	1,310·9	1,294·3	5·5	−2·9	9·6	176	1,038	126
April 5	1,279·8	5·4	23·9	1,255·9	1,260·3	5·3	−34·0	−5·2	166	989	125
May 10	1,238·5	5·2	36·2	1,202·3	1,252·4	5·3	−7·0	−14·9	160	957	121
June 14	1,281·1	5·4	137·1	1,144·0	1,225·4	5·2	−27·0	−23·0	266	898	117
July 12	1,392·0	5·9	204·2	1,187·8	1,216·9	5·1	−8·5	−14·5	335	941	117
Aug 9	1,383·9	5·8	173·1	1,210·8	1,201·2	5·1	−15·7	−17·1	232	1,035	117
Sep 13	1,325·0	5·6	106·0	1,219·0	1,204·9	5·1	3·7	−6·8	212	995	118
Oct 11†	1,302·8	5·5	64·0	1,238·8	1,217·4	5·1	12·5	0·2	231	953	118
Nov 8	1,292·3	5·5	45·5	1,246·8	1,223·4	5·2	6·0	7·4	203	969	120
Dec 6	1,292·0	5·5	35·7	1,256·3	1,239·5	5·2	16·1	11·5	197	974	121
1980 Jan 10	1,404·4	6·0	42·6	1,361·7	1,272·5	5·4	33·0	18·4	202	1,079	125
Feb 14	1,422·0	6·0	35·2	1,386·8	1,313·8	5·6	41·3	30·1	212	1,085	125
Mar 13 e	1,411·7	6·0	29·3	1,382·4	1,347·0	5·7	33·2	35·8	199	1,087	125
April 10	1,454·7	6·2	50·0	1,404·6	1,391·2	5·9	44·2	39·6	231	1,097	127
May 8	1,441·4	6·1	45·8	1,395·6	1,429·2	6·1	38·0	38·5	199	1,116	126
June 12	1,586·6	6·7	178·3	1,408·3	1,474·2	6·2	45·0	42·4	338	1,123	126
July 10	1,811·9	7·7	282·1	1,529·9	1,539·5	6·5	65·3	49·4	433	1,249	129
Aug 14	1,913·1	8·1	252·0	1,661·1	1,623·9	6·9	84·4	64·9	300	1,474	139
Sep 11	1,950·2	8·3	196·3	1,753·8	1,714·6	7·3	90·7	80·1	292	1,517	141
Oct 9	1,973·0	8·4	137·2	1,835·8	1,811·2	7·7	96·6	90·6	329	1,500	144
Nov 13	2,071·2	8·8	103·4	1,967·8	1,944·4	8·2	133·2	106·8	309	1,608	155
Dec 11	2,150·5	9·1	88·6	2,061·8	2,048·3	8·7	103·9	111·2	283	1,706	161
1981 Jan 15	2,320·5	9·8	95·8	2,224·6	2,137·2	9·1	88·9	108·7	282	1,869	169
Feb 12	2,363·4	10·0	83·9	2,279·5	2,211·3	9·4	74·1	89·0	280	1,909	174
Mar 12	2,384·8	10·1	72·9	2,311·9	2,286·2	9·7	74·9	79·3	252	1,952	181
April 9 e	2,426·3	10·3	68·0	2,358·3	2,357·7	10·0	71·5	73·5	287	1,958	182
May 14	2,456·9	10·4	92·5	2,364·3	2,417·8	10·2	60·1	68·8	246	2,021	190
June 11 e	2,576·6	10·9	207·6	2,369·0	2,454·4	10·4	36·6	56·1	357	2,030	190
July 9‡	2,744·0	11·6	275·4	2,468·6	2,484·5	10·5	30·1	42·3	374	2,175	195
Aug 13‡	2,831·3	12·0	267·8	2,563·5	2,528·6	10·7	44·1	36·9	273	2,359	199
Sep 10‡	2,884·8	12·2	256·8	2,628·1	2,573·5	10·9	44·9	39·7	311	2,374	200
Oct 8‡	2,876·4	12·2	204·5	2,671·9	2,627·8	11·1	54·3	47·8	320	2,344	212
Nov 12	2,843·8	12·1	155·5	2,688·3	2,662·7	11·3	34·9	44·7	287	2,341	216

† ‡ See footnotes to table 2·1.

THOUSAND

MALE						FEMALE							GREAT BRITAIN
UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS			UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS			MARRIED	
Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted Number	Seasonally adjusted Per cent	Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted Number	Seasonally adjusted Per cent	Number	
747·4	5·4	25·7	721·6		5·2	188·3	2·1	19·6	168·7		1·8		1975
986·0	7·0	44·6	941·3		6·7	318·6	3·4	36·9	281·7		3·0	107·9	1976
1,027·5	7·3	51·4	976·1		6·9	395·2	4·2	48·4	346·8		3·7	141·8	1977 Annual
995·2	7·1	48·1	947·1		6·7	414·4	4·3	45·6	368·8		3·9	159·7	1978 averages
919·6	6·6	40·7	879·0		6·3	405·9	4·2	37·3	368·6		3·8	170·2	1979
1,180·0	8·5	62·8	1,117·2		7·9	535·8	5·5	57·3	478·6		4·9	223·3	1980
974·1	6·9	32·6	941·5	947·9	6·7	336·9	3·6	21·7	315·2	307·3	3·3	122·2	1976 Nov 11 e
981·9	7·0	28·8	953·1	952·3	6·8	334·1	3·6	19·2	314·9	312·6	3·4	122·0	Dec 9 e
1,034·0	7·3	24·5	1,009·6	956·6	6·8	356·2	3·8	23·7	332·5	319·0	3·4	125·2	1977 Jan 13
1,016·0	7·2	19·7	996·3	956·8	6·8	349·1	3·7	19·7	329·4	321·5	3·4	133·3	Feb 10
989·5	7·0	15·7	973·7	955·6	6·8	338·6	3·6	15·6	323·1	324·4	3·4	133·7	Mar 10
992·5	7·0	26·8	965·7	960·0	6·8	343·1	3·6	23·5	319·6	327·6	3·5	135·3	April 14
954·6	6·8	22·0	932·7	952·4	6·8	331·1	3·5	20·1	311·0	330·8	3·5	134·4	May 12
1,009·4	7·2	76·9	932·5	978·0	6·9	381·0	4·0	65·8	315·2	345·3	3·7	138·2	June 9
1,087·3	7·7	128·6	958·7	984·1	7·0	466·2	4·9	112·9	353·2	352·9	3·7	141·0	July 14
1,097·9	7·8	117·8	980·1	983·8	7·0	469·1	5·0	102·6	366·5	353·3	3·7	143·8	Aug 11
1,079·6	7·7	83·9	995·7	995·1	7·1	462·3	4·9	82·3	380·0	362·5	3·8	149·9	Sep 8
1,028·7	7·3	43·3	985·4	996·1	7·1	427·9	4·5	49·3	378·6	367·0	3·9	155·6	Oct 13
1,021·5	7·3	32·0	989·5	996·7	7·1	416·5	4·4	36·6	379·9	371·0	3·9	156·4	Nov 10
1,018·5	7·2	25·4	993·1	994·0	7·1	401·2	4·3	28·9	372·3	372·7	4·0	154·5	Dec 8
1,070·2	7·6	27·4	1,042·8	989·4	7·0	414·5	4·3	30·0	384·5	372·3	3·9	157·0	1978 Jan 12
1,045·2	7·4	22·2	1,023·0	980·5	7·0	400·7	4·2	24·5	376·2	370·1	3·9	157·0	Feb 9
1,014·4	7·2	17·9	996·5	978·3	7·0	384·6	4·0	19·8	364·8	370·3	3·9	156·7	Mar 9
999·9	7·1	28·6	971·2	966·5	6·9	387·6	4·1	28·1	359·5	373·1	3·9	158·1	April 13
957·4	6·8	22·1	935·4	960·3	6·8	367·4	3·8	22·6	344·8	371·1	3·9	154·9	May 11
978·1	6·9	74·7	903·4	950·6	6·8	403·3	4·2	64·5	338·8	369·6	3·9	152·9	June 8
1,038·8	7·4	124·2	914·6	941·7	6·7	473·7	5·0	107·5	366·2	365·6	3·8	155·3	July 6
1,050·1	7·5	114·2	935·9	939·0	6·7	484·4	5·1	96·7	387·6	369·9	3·9	161·0	Aug 10
993·7	7·1	64·8	928·9	929·2	6·6	453·1	4·7	65·9	387·2	368·0	3·8	164·8	Sep 14
946·0	6·7	36·8	909·2	918·8	6·5	418·9	4·4	39·6	379·4	367·1	3·8	166·3	Oct 12
928·8	6·6	25·3	903·5	909·1	6·5	402·0	4·2	27·6	374·4	365·0	3·8	168·0	Nov 9
920·3	6·5	19·2	901·1	901·9	6·4	382·9	4·0	20·6	362·3	363·5	3·8	164·9	Dec 7
989·9	7·1	22·0	967·9	912·5	6·5	401·3	4·1	22·3	379·0	363·5	3·7	167·8	1979 Jan 11
993·9	7·1	18·4	975·5	930·1	6·7	393·7	4·1	18·3	375·4	367·1	3·8	170·2	Feb 8
961·2	6·9	14·4	946·8	926·4	6·6	378·6	3·9	14·5	364·1	367·9	3·8	169·2	Mar 8
916·2	6·6	12·0	904·2	897·1	6·4	363·6	3·7	11·9	351·7	363·2	3·7	166·4	April 5
879·5	6·3	18·8	860·7	885·7	6·3	359·0	3·7	17·4	341·6	366·7	3·8	163·8	May 10
887·2	6·3	74·7	812·5	862·0	6·2	393·9	4·1	62·4	331·5	363·4	3·7	161·4	June 14
933·7	6·7	110·5	823·2	851·9	6·1	458·3	4·7	93·7	364·6	365·0	3·8	165·4	July 12
928·2	6·6	94·5	833·7	839·4	6·0	455·7	4·7	78·6	377·1	361·8	3·7	168·3	Aug 9
890·4	6·4	53·2	837·2	840·5	6·0	434·6	4·5	52·8	381·8	364·4	3·8	173·5	Sep 13
882·7	6·3	30·8	851·9	848·4	6·1	420·1	4·3	33·2	386·9	369·0	3·8	175·9	Oct 11†
882·0	6·3	21·6	860·4	852·5	6·1	410·3	4·2	23·9	386·4	370·9	3·8	180·1	Nov 8
890·8	6·4	17·2	873·6	861·3	6·2	401·3	4·1	18·5	382·7	378·2	3·9	180·9	Dec 6
970·4	7·0	20·7	949·7	881·3	6·3	434·0	4·5	21·9	412·1	391·2	4·0	188·9	1980 Jan 10
985·2	7·1	17·2	968·0	909·4	6·5	436·8	4·5	18·1	418·7	404·4	4·2	197·6	Feb 14
979·3	7·0	14·3	965·0	931·8	6·7	432·4	4·5	15·1	417·3	415·2	4·3	199·8	Mar 13 e
1,011·0	7·3	26·0	984·9	965·6	6·9	443·7	4·6	24·0	419·7	425·6	4·4	202·4	April 10
1,001·9	7·2	23·7	978·2	992·0	7·1	439·5	4·5	22·1	417·4	437·2	4·5	205·5	May 8
1,082·9	7·8	96·1	986·9	1,025·9	7·4	503·7	5·2	82·3	421·4	448·3	4·6	207·4	June 12
1,209·3	8·7	150·3	1,059·0	1,075·2	7·7	602·7	6·2	131·8	470·8	464·3	4·8	215·5	July 10
1,284·3	9·2	135·7	1,148·6	1,137·1	8·2	628·9	6·5	116·3	512·6	486·8	5·0	229·2	Aug 14
1,319·1	9·5	101·2	1,217·9	1,206·0	8·7	631·0	6·5	95·1	535·9	508·6	5·3	242·7	Sep 11
1,353·1	9·7	69·8	1,283·3	1,278·1	9·2	619·9	6·4	67·4	552·5	533·1	5·5	252·0	Oct 9
1,443·4	10·4	52·8	1,390·5	1,382·3	9·9	627·8	6·5	50·6	577·2	562·1	5·8	265·9	Nov 13
1,520·8	10·9	45·9	1,474·9	1,463·7	10·5	629·7	6·5	42·8	587·0	584·6	6·0	272·8	Dec 11
1,647·1	11·8	50·1	1,597·0	1,529·3	11·0	673·4	7·0	45·7	627·7	607·9	6·3	290·6	1981 Jan 15
1,686·1	12·1	44·0	1,642·0	1,585·3	11·4	677·4	7·0	39·9	637·5	626·0	6·5	299·4	Feb 12
1,712·5	12·3	38·7	1,673·8	1,645·2	11·8	672·4	6·9	34·2	638·2	641·0	6·6	..	Mar 12
1,749·3	12·6	36·4	1,712·9	1,699·0	12·2	676·9	7·0	31·6	645·4	658·7	6·8	308·9	April 9 e
1,775·4	12·8	51·1	1,724·3	1,748·5	12·6	681·4	7·0	41·5	640·0	669·3	6·9	313·0	May 14
1,844·5	13·3	113·8	1,730·7	1,780·4	12·8	732·1	7·6	93·8	638·3	674·0	7·0	314·2	June 11 e
1,935·6	13·9	146·4	1,789·2	1,804·1	13·0	808·4	8·4	129·0	679·4	680·4	7·0	320·3	July 9‡
1,990·8	14·3	143·0	1,847·7	1,832·8	13·2	840·6	8·7	124·8	715·8	695·8	7·2	333·8	Aug 13‡
2,025·8	14·6	137·6	1,888·2	1,864·4	13·4	859·0	8·9	119·2	739·8	709·1	7·3	340·8	Sep 10‡
2,028·6	14·6	110·2	1,918·4	1,898·6	13·6	847·9	8·8	94·4	753·5	729·2	7·5	345·4	Oct 8‡
2,020·2	14·5	84·5	1,935·6	1,926·2	13·8	823·6	8·5	70·9	752·7	736·5	7·6	352·4	Nov 12

C1 UNEMPLOYMENT
Unemployed and vacancies: United Kingdom



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

UNEMPLOYMENT Regions 2·3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT				UNEMPLOYED EXCLUDING SCHOOL LEAVERS					
									Seasonally adjusted					
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST														
1976	**316·3**	245·0	71·3	**14·7**	**4·2**	5·5	2·3	301·6		**4·0**			236·7	64·8
1977	**342·9**	256·4	86·5	**17·1**	**4·5**	5·7	2·8	325·8		**4·3**			247·3	78·4
1978	**318·8**	234·3	84·4	**13·8**	**4·2**	5·2	2·7	304·9		**4·0**			227·0	77·9
1979†	**282·2**	205·6	76·6	**10·8**	**3·7**	4·6	2·4	271·4		**3·5**			198·8	71·1
1980	**363·1**	260·9	102·2	**19·8**	**4·8**	5·9	3·2	343·4		**4·4**			245·9	91·4
1980 Nov 13	**451·6**	324·9	126·8	16·9	**5·9**	7·3	4·0	434·8	429·1	5·7	34·4	26·4	314·0	115·1
Dec 11	**469·7**	342·3	127·4	14·0	**6·2**	7·7	4·0	455·7	453·5	6·0	24·4	27·0	333·2	120·3
1981 Jan 15	**513·2**	375·3	137·9	13·9	**6·8**	8·5	4·4	499·3	476·0	6·3	22·5	27·1	349·9	126·1
Feb 12	**526·6**	386·9	139·7	12·2	**6·9**	8·7	4·4	514·5	497·4	6·6	21·4	22·8	366·8	130·6
Mar 12	**533·9**	394·8	139·1	10·5	**7·0**	8·9	4·4	523·4	515·8	6·8	18·4	20·8	381·8	134·0
April 9 e	**549·7**	408·5	141·2	9·9	**7·3**	9·2	4·5	539·8	535·6	7·1	19·8	19·9	397·1	138·5
May 14	**560·3**	416·8	143·5	16·3	**7·4**	9·4	4·5	544·0	551·1	7·3	15·5	17·9	410·1	141·0
June 11	**583·3**	430·8	152·5	39·3	**7·7**	9·7	4·8	544·0	559·5	7·4	8·4	14·6	417·3	142·2
July 9 ‡	**632·6**	458·7	173·9	54·5	**8·3**	10·4	5·5	578·1	578·7	7·6	19·2	14·4	431·1	147·6
Aug 13 ‡	**664·4**	477·5	186·9	56·1	**8·8**	10·8	5·9	608·3	594·0	7·8	15·3	14·3	440·2	153·8
Sep 10 ‡	**684·1**	489·0	195·1	56·8	**9·0**	11·1	6·2	627·3	613·5	8·1	19·5	18·0	452·3	161·2
Oct 8 ‡	**686·5**	491·6	194·9	46·7	**9·0**	11·1	6·2	639·8	632·3	8·3	18·8	17·9	463·8	168·5
Nov 12	**674·8**	487·0	187·8	33·8	**8·9**	11·0	5·9	641·0	635·3	8·4	3·0	13·8	466·5	168·8
GREATER LONDON (included in South East)														
1976	**153·0**	121·8	32·2	5·5	**4·0**	5·3	2·1	148·4		**3·8**			118·6	29·8
1977	**164·7**	126·0	38·7	6·6	**4·3**	5·5	2·5	158·1		**4·1**			122·4	35·6
1978	**153·8**	116·3	37·5	5·4	**4·0**	5·1	2·4	148·4		**3·9**			113·2	35·1
1979†	**138·7**	104·1	34·6	4·6	**3·6**	4·6	2·2	134·1		**3·5**			101·0	32·3
1980	**175·5**	128·5	47·0	8·1	**4·6**	5·7	3·0	167·4		**4·3**			121·9	42·7
1980 Nov 13	**214·7**	156·4	58·3	8·0	**5·7**	7·0	3·7	206·7	205·4	5·4	14·3	11·7	151·3	54·1
Dec 11	**222·2**	163·0	59·2	6·6	**5·9**	7·3	3·8	215·7	216·9	5·7	11·5	11·9	159·8	57·1
1981 Jan 15	**242·4**	178·4	64·0	6·4	**6·4**	8·0	4·1	236·0	225·9	6·0	9·0	11·6	167·3	58·6
Feb 12	**248·9**	184·1	64·9	5·9	**6·6**	8·2	4·2	243·0	236·2	6·2	10·3	10·3	175·4	60·8
Mar 12	**254·3**	189·0	65·3	5·2	**6·7**	8·4	4·2	249·1	246·2	6·5	10·0	9·8	183·5	62·7
April 9 e	**262·2**	195·6	66·6	4·8	**7·0**	8·8	4·3	257·4	255·2	6·7	9·0	9·8	190·1	65·1
May 14	**270·6**	202·0	68·6	7·8	**7·1**	9·0	4·4	262·8	264·7	7·0	9·5	9·5	197·7	67·0
June 11	**277·5**	206·9	70·6	12·5	**7·3**	9·2	4·5	265·0	270·2	7·1	5·5	8·0	202·2	67·9
July 9 ‡	**304·1**	222·7	81·4	19·9	**8·0**	10·0	5·2	284·2	283·5	7·5	13·3	9·4	211·6	71·9
Aug 13 ‡	**326·4**	236·0	90·5	22·6	**8·6**	10·5	5·8	303·8	296·6	7·8	13·1	10·6	219·9	76·7
Sep 10 ‡	**335·7**	241·3	94·4	24·0	**8·8**	10·8	6·1	311·6	303·4	8·0	6·8	11·1	223·9	79·5
Oct 8 ‡	**339·1**	243·7	95·4	22·2	**8·9**	10·9	6·1	316·9	313·3	8·3	9·9	9·9	230·3	83·0
Nov 12	**330·0**	239·1	90·9	16·3	**8·7**	10·7	5·8	313·7	311·5	8·2	−1·8	5·0	229·3	82·2
EAST ANGLIA														
1976	**33·9**	26·1	7·8	1·6	**4·8**	6·1	2·8	32·2		**4·6**			25·2	7·0
1977	**37·7**	28·2	9·5	2·1	**5·3**	6·4	3·4	35·6		**5·0**			27·1	8·5
1978	**35·9**	26·1	9·8	1·8	**5·0**	6·0	3·5	34·1		**4·7**			25·2	8·9
1979†	**32·4**	23·1	9·3	1·3	**4·5**	5·4	3·2	31·1		**4·3**			22·4	8·6
1980	**41·4**	29·2	12·2	2·5	**5·7**	6·8	4·2	39·0		**5·3**			27·5	10·8
1980 Nov 13	**50·7**	36·3	14·4	2·0	**7·0**	8·4	5·0	48·6	48·3	6·7	3·4	2·8	35·3	13·0
Dec 11	**53·5**	39·0	14·5	1·7	**7·4**	9·0	5·0	51·8	51·3	7·1	3·0	3·0	37·8	13·5
1981 Jan 15	**58·4**	42·9	15·5	1·7	**8·1**	9·9	5·3	56·7	54·0	7·5	2·7	3·0	39·8	14·2
Feb 12	**60·9**	45·0	15·9	1·5	**8·4**	10·4	5·5	59·4	56·3	7·8	2·3	2·7	41·5	14·8
Mar 12	**61·5**	45·7	15·7	1·3	**8·5**	10·6	5·4	60·2	57·9	8·0	1·6	2·2	43·0	14·9
April 9 e	**62·0**	46·1	15·9	1·2	**8·6**	10·7	5·4	60·8	59·1	8·2	1·2	1·7	43·9	15·2
May 14	**62·2**	46·3	15·9	2·3	**8·6**	10·7	5·5	59·9	59·9	8·3	0·8	1·2	44·7	15·2
June 11	**63·7**	46·6	17·2	5·3	**8·8**	10·8	5·9	58·5	60·3	8·4	0·4	0·8	44·8	15·5
July 9 ‡	**68·1**	48·8	19·3	7·3	**9·4**	11·3	6·6	60·8	62·0	8·6	1·7	1·0	46·3	15·7
Aug 13 ‡	**68·2**	48·5	19·7	6·7	**9·5**	11·2	6·8	61·4	61·4	8·5	−0·6	0·5	45·5	15·9
Sep 10 ‡	**70·2**	49·5	20·7	6·3	**9·7**	11·4	7·1	63·8	63·9	8·9	2·5	1·2	46·8	17·1
Oct 8 ‡	**70·1**	49·6	20·6	4·8	**9·7**	11·5	7·1	65·4	65·5	9·1	1·6	1·2	47·8	17·7
Nov 12	**69·6**	49·9	19·7	3·4	**9·6**	11·5	6·8	66·2	65·8	9·1	0·3	1·5	48·1	17·7

2·3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Seasonally adjusted				Male	Female
									Number	Per cent	Change since previous month	Average change over 3 months ended		
SOUTH WEST														
1976	**102·9**	78·3	24·7	5·3	**6·4**	8·1	3·8	97·6		**6·1**			75·3	22·3
1977	**111·8**	81·9	29·9	6·3	**6·8**	8·3	4·5	105·5		**6·4**			78·6	26·9
1978 Annual averages	**107·3**	76·3	31·0	5·9	**6·4**	7·7	4·6	101·5		**6·1**			73·3	28·2
1979†	**95·4**	66·2	29·2	4·5	**5·7**	6·7	4·2	90·9		**5·4**			63·5	27·0
1980	**113·1**	77·2	35·8	6·7	**6·7**	7·9	5·1	106·4		**6·2**			72·6	32·2
1980 Nov 13	**136·8**	93·8	43·0	5·1	**8·1**	9·6	6·2	131·8	127·0	**7·6**	7·8	6·5	88·9	38·1
Dec 11	**142·9**	99·5	43·4	4·1	**8·5**	10·1	6·2	138·8	134·2	**8·0**	7·2	7·2	94·6	39·6
1981 Jan 15	**152·3**	106·4	46·0	4·1	**9·1**	10·8	6·6	148·2	138·3	**8·2**	4·1	6·4	97·6	40·7
Feb 12	**154·6**	108·3	46·3	3·7	**9·2**	11·0	6·6	150·9	142·2	**8·5**	3·9	5·1	100·5	41·7
Mar 12	**155·7**	109·7	46·0	3·2	**9·3**	11·2	6·6	152·5	146·9	**8·7**	4·7	4·2	103·9	43·0
April 9 e	**157·2**	111·8	45·4	3·1	**9·4**	11·4	6·6	154·1	151·5	**9·0**	4·6	4·4	107·9	43·6
May 14	**154·6**	110·8	43·8	4·2	**9·2**	11·3	6·3	150·4	153·3	**9·1**	1·8	3·7	109·6	43·7
June 11	**159·8**	113·8	46·0	13·9	**9·5**	11·6	6·6	145·9	154·8	**9·2**	1·5	2·6	111·1	43·7
July 9 ‡	**168·2**	117·8	50·4	17·0	**10·0**	12·0	7·2	151·2	156·5	**9·3**	1·7	1·7	112·4	44·1
Aug 13 ‡	**172·7**	120·1	52·6	15·7	**10·3**	12·2	7·5	157·0	158·4	**9·4**	1·9	1·7	113·1	45·3
Sep 10 ‡	**176·3**	122·7	53·6	14·6	**10·5**	12·5	7·7	161·7	162·3	**9·7**	3·9	2·5	115·8	46·5
Oct 8 ‡	**179·8**	125·1	54·7	10·6	**10·7**	12·8	7·8	169·2	167·3	**10·0**	5·0	3·6	118·9	48·4
Nov 12	**180·8**	125·9	54·9	7·8	**10·8**	12·8	7·9	172·9	168·2	**10·0**	0·9	3·3	119·3	48·9
WEST MIDLANDS														
1976	**133·1**	99·6	33·5	9·0	**5·8**	7·0	3·8	124·0		**5·4**			95·0	29·0
1977	**134·3**	95·1	39·2	10·6	**5·8**	6·7	4·3	123·6		**5·3**			90·2	33·4
1978 Annual averages	**130·4**	90·3	40·1	10·0	**5·6**	6·4	4·4	120·3		**5·1**			85·7	34·7
1979†	**128·1**	87·6	40·4	8·6	**5·5**	6·3	4·4	119·5		**5·1**			83·2	35·8
1980	**181·6**	123·2	58·4	14·2	**7·8**	8·9	6·3	167·4		**7·2**			114·9	50·8
1980 Nov 13	**234·4**	163·0	71·3	13·7	**10·1**	11·7	7·7	220·7	218·6	**9·4**	19·0	15·4	155·5	63·1
Dec 11	**243·7**	172·2	71·5	11·8	**10·5**	12·4	7·7	231·9	231·4	**10·0**	12·8	15·2	165·7	65·7
1981 Jan 15	**264·5**	187·9	76·6	11·0	**11·4**	13·5	8·3	253·5	248·7	**10·7**	17·3	16·4	178·5	70·2
Feb 12	**272·8**	195·1	77·7	9·6	**11·8**	14·0	8·4	263·3	260·3	**11·2**	11·6	13·9	187·6	72·7
Mar 12	**278·7**	201·1	77·7	8·3	**12·0**	14·4	8·4	270·4	270·1	**11·7**	9·8	12·9	195·8	74·3
April 9 e	**287·3**	207·6	79·7	7·8	**12·3**	14·8	8·6	279·5	279·8	**12·1**	9·7	10·4	202·8	77·0
May 14	**294·1**	213·7	80·4	11·2	**12·7**	15·4	8·7	282·9	286·5	**12·4**	6·7	8·7	209·4	77·2
June 11	**305·7**	221·2	84·4	18·6	**13·2**	15·9	9·1	287·1	292·0	**12·6**	5·5	7·3	213·6	78·4
July 9 ‡	**328·5**	233·6	94·9	30·4	**14·2**	16·8	10·3	298·0	296·6	**12·8**	4·6	5·6	216·9	79·7
Aug 13 ‡	**342·1**	241·9	100·2	32·0	**14·8**	17·4	10·8	310·1	303·7	**13·1**	7·1	5·7	221·6	82·1
Sep 10 ‡	**349·8**	246·6	103·2	31·6	**15·1**	17·7	11·2	318·2	310·7	**13·4**	7·0	6·2	226·2	84·5
Oct 8 ‡	**349·7**	247·9	101·8	25·0	**15·1**	17·8	11·0	324·7	320·5	**13·8**	9·8	8·0	232·5	88·0
Nov 12	**342·2**	244·5	97·6	19·7	**14·8**	17·6	10·6	322·5	320·3	**13·8**	−0·2	5·5	233·2	87·1
EAST MIDLANDS														
1976	**73·6**	55·7	17·9	4·2	**4·7**	5·8	2·9	69·4		**4·4**			53·5	16·0
1977	**79·8**	58·1	21·7	5·0	**5·0**	6·0	3·4	74·8		**4·7**			55·5	19·3
1978 Annual averages	**80·2**	57·3	22·9	4·5	**5·0**	5·9	3·5	75·7		**4·7**			55·0	20·7
1979†	**75·3**	53·6	21·8	3·7	**4·6**	5·5	3·3	71·6		**4·4**			51·5	19·9
1980	**104·0**	73·1	30·9	7·3	**6·4**	7·5	4·7	96·6		**5·9**			68·6	27·0
1980 Nov 13	**127·7**	91·3	36·4	5·7	**7·9**	9·4	5·5	122·0	121·5	**7·6**	8·0	7·5	88·4	33·1
Dec 11	**133·6**	96·7	36·9	4·7	**8·2**	10·0	5·6	128·9	128·4	**7·9**	6·9	7·3	93·8	34·6
1981 Jan 15	**143·9**	104·4	39·5	4·5	**8·9**	10·8	6·0	139·4	134·8	**8·3**	6·4	7·1	98·3	36·5
Feb 12	**147·8**	107·6	40·2	3·9	**9·1**	11·1	6·1	143·9	139·5	**8·6**	4·7	6·0	101·8	37·7
Mar 12	**150·0**	110·2	39·8	3·3	**9·2**	11·4	6·1	146·6	144·8	**8·9**	5·3	5·5	106·5	38·3
April 9 e	**153·0**	112·7	40·4	3·2	**9·5**	11·7	6·2	149·8	148·7	**9·2**	3·9	4·6	109·6	39·1
May 14	**155·0**	113·9	41·1	5·3	**9·5**	11·8	6·3	149·7	151·7	**9·3**	3·0	4·1	111·8	39·9
June 11	**168·0**	121·0	47·0	17·9	**10·3**	12·5	7·2	150·2	153·5	**9·5**	1·8	2·9	113·3	40·2
July 9 ‡	**176·7**	125·2	51·5	21·4	**10·9**	12·9	7·9	155·3	155·8	**9·6**	2·3	2·4	115·1	40·7
Aug 13 ‡	**178·8**	127·0	51·8	18·1	**11·0**	13·1	7·9	160·7	158·2	**9·7**	2·4	2·2	116·8	41·4
Sep 10 ‡	**181·9**	129·2	52·7	17·6	**11·2**	13·3	8·0	164·2	162·1	**10·0**	3·9	2·9	119·3	42·8
Oct 8 ‡	**177·0**	126·8	50·2	11·7	**10·9**	13·1	7·6	165·3	164·6	**10·1**	2·5	2·9	120·8	43·8
Nov 12	**172·8**	125·1	47·7	8·5	**10·6**	12·9	7·3	164·3	163·8	**10·1**	−0·8	1·9	120·3	43·5

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Seasonally adjusted				Male	Female
									Number	Per cent	Change since previous month	Average change over 3 months ended		
YORKSHIRE AND HUMBERSIDE														
1976	**114·9**	86·5	28·4	8·1	**5·5**	6·8	3·4	105·9		**5·1**			82·3	23·6
1977	**120·8**	87·3	33·5	9·3	**5·8**	6·8	4·1	111·5		**5·3**			82·8	28·6
1978 Annual averages	**125·8**	89·0	36·8	9·2	**6·0**	7·0	4·4	116·6		**5·5**			84·5	32·1
1979†	**121·1**	83·7	37·4	8·1	**5·7**	6·6	4·4	113·0		**5·3**			79·7	32·9
1980	**163·6**	112·7	51·0	13·8	**7·8**	8·9	6·0	149·8		**7·0**			104·7	43·4
1980 Nov 13	**200·8**	141·3	59·6	12·8	**9·5**	11·2	7·1	188·1	186·4	8·9	15·4	11·1	134·5	51·9
Dec 11	**208·9**	149·4	59·5	11·0	**9·9**	11·8	7·0	197·8	196·2	9·3	9·8	11·4	142·6	53·6
1981 Jan 15	**224·5**	161·9	62·6	10·9	**10·7**	12·8	7·4	213·6	205·8	9·8	9·6	11·6	150·4	55·4
Feb 12	**228·1**	165·5	62·5	9·2	**10·8**	13·1	7·4	218·9	212·2	10·1	6·4	8·6	155·5	56·7
Mar 12	**230·3**	168·1	62·2	8·1	**10·9**	13·3	7·4	222·2	218·7	10·4	6·5	7·5	160·6	58·1
April 9 e	**233·1**	170·7	62·4	7·3	**11·0**	13·5	7·4	225·7	224·5	10·7	5·8	6·2	165·1	59·4
May 14	**237·7**	174·3	63·4	11·1	**11·3**	13·8	7·5	226·6	229·8	10·9	5·8	5·9	169·8	60·0
June 11	**251·0**	181·4	69·6	24·9	**11·9**	14·4	8·2	226·1	232·5	11·0	2·7	4·6	172·2	60·3
July 9 ‡	**268·0**	190·1	77·9	35·2	**12·7**	15·1	9·2	232·8	234·3	11·1	1·8	3·3	173·7	60·6
Aug 13 ‡	**275·9**	195·2	80·7	32·8	**13·1**	15·5	9·6	243·1	240·0	11·4	5·7	3·4	177·5	62·5
Sep 10 ‡	**281·0**	198·8	82·3	31·8	**13·4**	15·8	9·8	249·2	245·7	11·7	5·7	4·4	181·0	64·7
Oct 8 ‡	**277·4**	197·8	79·6	25·1	**13·2**	15·7	9·4	252·3	249·9	11·9	4·2	5·2	183·8	66·1
Nov 12	**272·0**	196·1	76·0	18·8	**12·9**	15·5	9·0	253·2	251·5	11·9	1·6	3·8	185·5	66·0
NORTH WEST														
1976	**197·0**	150·4	46·6	14·4	**6·9**	8·9	4·1	182·6		**6·4**			142·3	40·2
1977	**212·0**	153·5	58·5	17·7	**7·4**	9·0	5·0	194·2		**6·8**			144·1	50·1
1978 Annual averages	**213·5**	150·5	63·1	16·8	**7·5**	8·9	5·4	196·7		**6·9**			141·6	55·1
1979†	**203·5**	140·7	62·8	13·7	**7·1**	8·4	5·3	189·8		**6·6**			133·0	56·2
1980	**264·5**	180·3	84·1	18·9	**9·3**	10·8	7·1	245·6		**8·5**			168·7	74·3
1980 Nov 13	**312·0**	215·3	96·7	16·1	**10·9**	12·9	8·2	295·9	293·3	10·3	15·5	13·6	206·0	87·3
Dec 11	**322·4**	224·9	97·5	13·9	**11·3**	13·5	8·2	308·5	307·1	10·8	13·8	14·4	216·9	90·2
1981 Jan 15	**344·1**	240·1	103·9	14·0	**12·1**	14·4	8·8	330·0	320·0	11·2	12·9	14·1	225·1	94·9
Feb 12	**349·7**	245·1	104·6	12·5	**12·3**	14·7	8·8	337·3	328·8	11·5	8·8	11·8	231·7	97·1
Mar 12	**352·6**	248·7	103·9	10·7	**12·4**	14·9	8·8	341·9	339·0	11·9	10·2	10·6	240·0	99·0
April 9 e	**358·7**	254·2	104·5	10·2	**12·6**	15·2	8·8	348·5	346·4	12·1	7·4	8·8	246·2	100·2
May 14	**367·2**	260·7	106·5	14·2	**12·9**	15·6	9·0	353·0	357·4	12·5	11·0	9·5	255·0	102·4
June 11	**386·3**	271·8	114·5	30·9	**13·5**	16·3	9·7	355·4	363·6	12·7	6·2	8·2	259·7	103·9
July 9 ‡	**410·7**	285·9	124·8	39·2	**14·4**	17·1	10·5	371·5	370·5	13·0	6·9	8·0	265·7	104·8
Aug 13 ‡	**421·4**	293·3	128·2	38·1	**14·8**	17·6	10·8	383·4	376·3	13·2	5·8	6·3	269·8	106·5
Sep 10 ‡	**428·2**	298·8	129·5	35·2	**15·0**	17·9	10·9	393·0	386·8	13·6	10·5	7·7	277·3	109·5
Oct 8 ‡	**424·2**	296·6	127·6	29·3	**14·9**	17·8	10·8	395·0	392·6	13·8	5·8	7·4	280·2	112·4
Nov 12	**420·4**	296·0	124·4	21·9	**14·7**	17·7	10·5	398·5	396·0	13·9	3·4	6·6	283·1	112·9
NORTH														
1976	**101·3**	74·3	26·9	8·6	**7·5**	8·8	5·2	92·6		**6·8**			69·6	23·0
1977	**114·2**	80·2	34·0	10·3	**8·3**	9·5	6·4	104·0		**7·6**			75·1	28·9
1978 Annual averages	**121·6**	84·7	36·9	10·3	**8·9**	10·2	7·0	111·3		**8·2**			79·5	31·9
1979†	**119·0**	82·1	36·9	8·7	**8·7**	9·9	6·8	110·3		**8·0**			77·3	32·7
1980	**147·5**	101·5	45·9	12·0	**10·9**	12·4	8·6	135·5		**9·9**			94·7	39·9
1980 Nov 13	**168·3**	117·5	50·9	10·4	**12·4**	14·3	9·5	157·9	156·5	11·5	9·5	6·4	111·7	44·8
Dec 11	**175·9**	125·3	50·6	8·9	**13·0**	15·3	9·4	167·1	165·2	12·2	8·7	7·7	119·1	46·1
1981 Jan 15	**187·4**	133·9	53·5	9·0	**13·8**	16·3	10·0	178·4	171·7	12·7	6·5	8·2	123·8	47·9
Feb 12	**188·7**	135·7	53·0	7·5	**13·9**	16·5	9·9	181·2	174·9	12·9	3·2	6·1	126·3	48·6
Mar 12	**188·1**	136·1	52·1	6·5	**13·9**	16·6	9·7	181·6	178·4	13·1	3·5	4·4	129·3	49·1
April 9 e	**189·1**	137·3	51·8	6·1	**13·7**	16·4	9·5	182·9	181·6	13·4	3·2	3·3	131·9	49·7
May 14	**190·9**	138·6	52·3	8·3	**14·1**	16·9	9·7	182·6	185·3	13·7	3·7	3·5	135·0	50·3
June 11 e	**202·7**	144·4	58·3	21·2	**14·9**	17·6	10·9	181·5	186·6	13·8	1·3	2·7	136·3	50·3
July 9 e	**211·9**	149·0	62·9	25·2	**15·6**	18·2	11·7	186·7	188·7	13·9	2·1	2·4	138·3	50·4
Aug 13 ‡	**217·2**	152·7	64·6	24·6	**16·0**	18·6	12·0	192·6	193·1	14·2	4·4	2·6	141·3	51·8
Sep 10 ‡	**219·7**	154·4	65·3	22·6	**16·2**	18·8	12·2	197·1	196·2	14·5	3·1	3·2	143·6	52·6
Oct 8 ‡	**216·2**	153·3	63·0	16·6	**15·9**	18·7	11·7	199·6	199·0	14·7	2·8	3·4	145·1	53·9
Nov 12	**215·5**	153·5	61·9	13·7	**15·9**	18·7	11·5	201·8	200·3	14·8	1·3	2·4	145·7	54·6

2·3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
									Seasonally adjusted					
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
WALES														
1976	78·1	58·6	19·5	5·7	7·3	8·8	4·9	72·4		6·8			55·6	16·9
1977	86·3	61·1	25·2	7·0	8·0	9·2	6·1	79·3		7·4			57·6	21·8
1978 Annual	91·5	63·1	28·4	7·3	8·3	9·3	6·6	84·2		7·6			59·6	24·7
1979† averages	87·1	58·3	28·7	6·0	7·9	8·7	6·6	81·0		7·3			55·2	25·5
1980	111·3	74·8	36·6	8·5	10·3	11·4	8·5	102·9		9·4			69·9	31·9
1980 Nov 13	134·3	91·9	42·3	7·9	12·4	14·0	9·9	126·4	124·0	11·4	6·7	6·4	87·3	36·7
Dec 11	138·0	95·8	42·2	6·9	12·7	14·6	9·8	131·1	129·3	11·9	5·3	5·9	91·2	38·1
1981 Jan 15	145·6	101·6	44·0	6·6	13·4	15·5	10·3	139·0	133·6	12·3	4·3	5·4	94·2	39·4
Feb 12	146·4	102·4	43·9	5·8	13·5	15·6	10·2	140·6	136·5	12·6	2·9	4·2	96·2	40·3
Mar 12	146·8	103·7	43·1	5·0	13·6	15·8	10·0	141·7	139·8	12·9	3·3	3·5	99·3	40·5
April 9 e	147·6	104·6	43·0	4·9	13·6	16·0	10·1	142·7	141·5	13·0	1·7	2·6	100·8	40·7
May 14	148·7	105·6	43·2	6·8	13·7	16·1	10·1	141·9	142·8	13·2	1·3	2·1	101·8	41·0
June 11	150·4	107·1	43·3	8·4	13·9	16·3	10·1	141·9	145·9	13·4	3·1	2·0	104·7	41·2
July 9 ‡	161·1	112·7	48·4	15·1	14·8	17·1	11·3	146·0	147·9	13·6	2·0	2·1	107·0	40·9
Aug 13 ‡	165·6	115·8	49·8	15·1	15·3	17·6	11·6	150·5	150·6	13·9	2·7	2·6	108·7	41·9
Sep 10 ‡	169·3	118·0	51·3	14·6	15·6	18·0	12·0	154·7	153·5	14·1	2·9	2·5	110·1	43·4
Oct 8 ‡	170·1	119·0	51·0	11·9	15·7	18·1	11·9	158·2	156·4	14·4	2·9	2·8	112·3	44·1
Nov 12	170·2	119·7	50·6	9·6	15·7	18·2	11·8	160·6	158·4	14·6	2·0	2·6	113·7	44·7
SCOTLAND														
1976	154·4	111·5	43·0	9·9	7·0	8·5	4·8	144·5		6·5			105·9	38·6
1977	182·8	125·7	57·1	14·5	8·1	9·5	6·1	168·3		7·5			117·7	50·6
1978 Annual	184·7	123·7	61·0	14·1	8·2	9·3	6·6	170·7		7·6			115·8	54·9
1979† averages	181·5	118·7	62·8	12·5	8·0	9·0	6·6	168·9		7·4			111·1	57·1
1980	225·7	147·1	78·6	16·5	10·0	11·2	8·3	209·2		9·1			136·6	70·1
1980 Nov 13	254·6	168·2	86·4	12·9	11·3	12·8	9·1	241·6	239·2	10·6	9·8	9·1	160·7	78·5
Dec 11	261·8	175·8	86·0	11·6	11·6	13·4	9·1	250·2	247·1	10·9	7·9	9·0	167·3	79·8
1981 Jan 15	286·6	192·7	93·9	20·1	12·7	14·7	9·9	266·5	252·5	11·2	5·4	7·7	170·9	81·6
Feb 12	287·9	194·3	93·5	18·3	12·7	14·8	9·8	269·6	258·1	11·4	5·6	6·3	175·2	82·9
Mar 12	287·2	194·3	92·9	15·9	12·7	14·8	9·8	271·4	264·6	11·7	6·5	5·8	180·1	84·5
April 9 e	288·7	195·8	92·8	14·2	12·8	15·0	9·7	274·4	271·6	12·0	7·0	6·4	185·0	86·6
May 14	286·2	194·7	91·4	12·9	12·7	14·9	9·6	273·3	277·6	12·3	6·0	6·5	189·8	87·8
June 11	305·8	206·4	99·4	27·4	13·5	15·8	10·5	278·4	284·1	12·6	6·5	6·5	195·4	88·7
July 9 ‡	318·2	213·9	104·3	30·0	14·1	16·3	11·0	288·2	289·2	12·8	5·1	5·9	199·6	89·6
Aug 13 ‡	325·0	218·9	106·1	28·7	14·4	16·7	11·2	296·3	294·6	13·0	5·4	5·7	203·4	91·2
Sep 10 ‡	324·4	219·0	105·4	25·5	14·4	16·7	11·1	298·9	299·1	13·2	4·5	5·0	206·3	92·8
Oct 8 ‡	325·4	221·0	104·4	22·9	14·4	16·9	11·0	302·5	302·2	13·4	3·1	4·3	209·6	92·6
Nov 12	325·6	222·5	103·1	18·3	14·4	17·0	10·9	307·3	304·9	13·5	2·7	3·4	211·9	93·0
NORTHERN IRELAND														
1976	54·9	37·5	17·4	4·3	10·0	11·4	8·0	50·5		9·3			35·2	15·4
1977 Annual	60·9	41·8	19·2	5·6	11·0	12·7	8·5	55·3		10·0			38·8	16·6
1978 averages	65·4	45·0	20·4	5·7	11·5	13·5	8·7	59·7		10·5			41·8	17·9
1979	64·9	44·3	20·7	5·2	11·3	13·4	8·4	59·7		10·4			41·3	18·5
1980	78·8	53·6	25·2	7·0	13·7	16·3	10·2	71·8		12·5			49·4	22·4
1980 Nov 13	91·7	62·8	28·9	7·3	15·9	19·1	11·7	84·4	85·6	14·9	3·9	4·2	59·5	26·1
Dec 11	93·8	65·0	28·8	6·7	16·3	19·7	11·7	87·0	88·3	15·3	2·7	3·9	61·7	26·6
1981 Jan 15	99·0	69·3	29·7	6·5	17·2	21·1	12·0	92·5	91·1	15·8	2·8	3·1	63·9	27·2
Feb 12	99·8	70·3	29·5	6·1	17·3	21·4	12·0	93·7	92·8	16·1	1·7	2·4	65·2	27·6
Mar 12	99·9	70·7	29·2	5·4	17·3	21·5	11·8	94·4	94·6	16·4	1·8	2·1	66·7	27·9
April 9	98·9	70·4	28·5	4·8	17·2	21·2	11·6	94·2	94·6	16·4	—	1·2	66·9	27·7
May 14	101·5	72·1	29·5	6·7	17·6	21·9	11·9	94·9	96·8	16·8	2·2	1·3	68·5	28·3
June 11	103·8	73·3	30·5	8·6	18·0	22·3	12·3	95·3	97·9	17·0	1·1	1·1	69·6	28·3
July 9 ‡	108·1	75·2	32·9	10·1	18·8	22·9	13·3	98·0	97·8	17·0	−0·1	1·1	69·9	27·9
Aug 13 ‡	109·2	76·2	33·0	10·3	18·9	23·1	13·3	98·8	97·8	17·0	—	0·3	70·2	27·6
Sep 10 ‡	114·0	78·8	35·2	13·0	19·8	23·9	14·2	100·9	99·2	17·2	1·4	0·4	71·0	28·2
Oct 8 ‡	112·2	77·8	34·4	11·5	19·5	23·6	13·9	100·7	101·1	17·6	1·9	1·1	71·8	29·3
Nov 12	109·5	76·5	33·0	9·1	19·0	23·3	13·4	100·4	101·6	17·6	0·5	1·3	72·2	29·4

See footnotes to table 2·1

Unemployment in regions by assisted area status‡, in certain employment office areas and in counties at November 12, 1981

	Male	Female	All unemployed	Rate
ASSISTED REGIONS				per cent
South West				
SDA	4,533	1,805	6,338	18·6
Other DA	22,966	11,835	34,801	15·4
IA	11,449	4,978	16,427	14·2
Unassisted	86,952	36,261	123,213	9·7
All	**125,900**	**54,879**	**180,779**	**10·8**
West Midlands				
IA	1,069	468	1,537	11·2
Unassisted	243,442	97,172	340,614	14·7
All	**244,511**	**97,640**	**342,151**	**14·8**
East Midlands				
SDA	—	—	—	—
Other DA	4,722	1,815	6,537	20·7
IA	22,695	8,643	31,338	12·0
Unassisted	97,652	37,277	134,929	10·4
All	**125,069**	**47,735**	**172,804**	**10·6**
Yorkshire and Humberside				
SDA	—	—	—	—
Other DA	48,641	16,803	65,444	15·6
IA	147,416	59,153	206,569	12·3
All	**196,057**	**75,956**	**272,013**	**12·9**
North West				
SDA	93,569	35,140	128,709	18·6
Other DA	15,955	7,582	23,537	17·0
IA	186,503	81,636	268,139	13·3
All	**296,027**	**124,358**	**420,385**	**14·7**
North				
SDA	83,795	31,566	115,361	16·5
Other DA	53,503	21,968	75,471	17·0
IA	16,236	8,414	24,650	11·3
All	**153,534**	**61,948**	**215,482**	**15·9**
Wales				
SDA	35,384	15,232	50,616	18·3
Other DA	59,691	24,890	84,581	15.3
IA	24,594	10,430	35,024	14·2
All	**119,669**	**50,552**	**170,221**	**15·7**
Scotland				
SDA	143,161	64,594	207,755	17·0
Other DA	31,397	15,780	47,177	14·6
IA	47,974	22,694	70,668	10·0
All	**222,532**	**103,068**	**325,600**	**14·4**
UNASSISTED REGIONS				
South East	**486,998**	**187,822**	**674,820**	**8·9**
East Anglia	**49,883**	**19,677**	**69,560**	**9·6**
GREAT BRITAIN				
SDA	360,442	148,337	508,779	17·5
Other DA	236,875	100,673	337,548	15·7
IA	457,936	196,416	654,352	12·4
Unassisted	964,927	378,209	1,343,136	10·2
All	**2,020,180**	**823,635**	**2,843,815**	**12·1**
Northern Ireland	**76,517**	**33,008**	**109,525**	**19·0**
Local areas (by region)				
South East				
*Aldershot	4,048	1,935	5,983	7·1
Aylesbury	2,104	891	2,995	6·6
Basingstoke	2,407	1,098	3,505	7·5
*Bedford	5,201	2,339	7,540	9·0
*Braintree	2,306	1,054	3,360	9·7
*Brighton	10,919	3,797	14,716	10·7
*Canterbury	3,249	1,236	4,485	11·1
*Chatham	11,635	4,689	16,324	13·9
*Chelmsford	3,484	1,387	4,871	7·1
*Chichester	2,897	1,164	4,061	8·4
Colchester	4,017	1,967	5,984	9·9
*Crawley	7,228	2,913	10,141	6·2
*Eastbourne	2,735	865	3,600	8·5
*Guildford	4,328	1,780	6,108	6·6
*Harlow	4,703	2,072	6,775	9·2
*Hastings	4,238	1,446	5,684	13·2
*Hertford	1,535	639	2,174	5·4
*High Wycombe	4,207	1,610	5,817	6·3
*Hitchin	3,336	1,401	4,737	8·9
*Luton	11,188	4,545	15,733	11·7
Maidstone	4,401	1,572	5,973	7·4
*Newport (IoW)	3,879	1,615	5,494	13·2
*Oxford	10,236	4,195	14,431	8·2
*Portsmouth	15,981	7,025	23,006	11·4
*Ramsgate	3,481	1,477	4,958	13·7
*Reading	9,183	3,517	12,700	7·6
*Slough	5,615	2,319	7,934	6·6
*Southampton	14,024	5,402	19,426	8·8
*Southend-on-Sea	20,188	7,012	27,200	13·9
*St Albans	3,679	1,326	5,005	5·4
Stevenage	2,793	1,449	4,242	10·7
*Tunbridge Wells	4,224	1,563	5,787	6·9
*Watford	6,384	2,391	8,775	7·1
*Worthing	3,950	1,168	5,118	8·6
East Anglia				
Cambridge	3,288	1,363	4,651	5·3
Great Yarmouth	3,764	1,401	5,165	13·8
*Ipswich	6,203	2,182	8,385	7·7
Lowestoft	2,512	1,151	3,663	12·5
*Norwich	9,511	3,295	12,806	10·0
Peterborough	5,565	2,114	7,679	11·2
South West				
Bath	3,117	1,180	4,297	8·7
*Bournemouth	11,620	3,981	15,601	10·9
*Bristol	24,428	9,365	33,793	10·3
*Cheltenham	3,719	1,347	5,066	6·9
*Chippenham	1,431	752	2,183	7·6
*Exeter	4,823	1,772	6,595	9·1
Gloucester	4,467	1,882	6,349	9·5
*Plymouth	12,092	6,395	18,487	15·1
*Salisbury	2,056	1,357	3,413	8·4
Swindon	5,976	2,579	8,555	10·3
Taunton	2,353	1,027	3,380	8·1
*Torbay	7,738	3,225	10,963	15·5
*Trowbridge	1,480	766	2,246	8·2
*Yeovil	1,914	1,030	2,944	7·2
West Midlands				
*Birmingham	83,463	29,949	113,412	16·2
Burton-upon-Trent	2,724	1,085	3,809	10·1
*Coventry	26,657	11,254	37,911	15·6
*Dudley/Sandwell	33,588	12,362	45,950	15·1
Hereford	2,490	1,266	3,756	10·0
*Kidderminster	3,487	1,854	5,341	13·1
Leamington	3,381	1,572	4,953	9·7
*Oakengates	8,444	3,159	11,603	19·4
Redditch	3,353	1,787	5,140	14·9
Rugby	2,362	1,308	3,670	12·0
Shrewsbury	2,783	1,353	4,136	10·0
*Stafford	2,973	1,369	4,342	7·9
*Stoke-on-Trent	18,249	9,263	27,512	13·4
*Walsall	19,713	8,387	28,100	16·6
*Wolverhampton	17,527	6,574	24,101	16·5
*Worcester	6,021	2,081	8,102	11·3
East Midlands				
*Chesterfield	7,496	3,042	10,538	12·5
*Coalville	2,788	1,062	3,850	8·4
Corby	4,722	1,815	6,537	20·7
*Derby	9,573	3,061	12,634	8·5
Kettering	2,771	916	3,687	12·2
*Leicester	17,902	7,320	25,222	10·8
Lincoln	5,406	2,246	7,652	11·7
Loughborough	2,306	1,079	3,385	7·6
Mansfield	5,829	2,090	7,919	12·8
*Northampton	7,228	2,701	9,929	9·2
*Nottingham	28,958	9,547	38,505	11·2
Sutton-in-Ashfield	2,573	673	3,246	9·1
Yorkshire and Humberside				
*Barnsley	8,148	3,724	11,872	14·4
*Bradford	18,162	6,163	24,325	14·3
*Castleford	5,689	2,412	8,101	12·6
*Dewsbury	6,830	2,130	8,960	13·6
*Doncaster	11,812	5,986	17,798	15·8
Grimsby	8,164	1,950	10,114	13·2
*Halifax	6,071	2,607	8,678	11·6
Harrogate	2,016	833	2,849	8·1
Huddersfield	7,558	3,486	11,044	12·1
*Hull	20,137	6,878	27,015	14·7
Keighley	2,698	1,093	3,791	12·4
*Leeds	27,594	10,884	38,478	11·3
*Mexborough	4,066	1,974	6,040	20·6
Rotherham	7,729	3,136	10,865	16·8
*Scunthorpe	8,545	2,865	11,410	17·7
*Sheffield	27,871	9,152	37,023	12·6
*Wakefield	5,612	2,313	7,925	10·8
York	4,221	2,219	6,440	7·6
North West				
*Accrington	2,720	1,359	4,079	13·9
*Ashton-under-Lyne	8,769	4,125	12,894	13·5
*Birkenhead	22,451	8,552	31,003	19·6
*Blackburn	6,701	2,755	9,456	13·6
*Blackpool	10,016	4,087	14,103	12·9
*Bolton	11,770	5,407	17,177	15·4
*Burnley	3,711	2,071	5,782	11·5
*Bury	5,564	2,643	8,207	13·0
Chester	4,692	1,829	6,521	12·2
*Crewe	4,440	2,282	6,722	10·2
*Lancaster	4,026	1,841	5,867	12·4
*Leigh	4,232	2,462	6,694	15·7
*Liverpool	64,257	23,323	87,580	18·4
*Manchester	66,458	25,182	91,640	12·8
*Nelson	2,198	1,260	3,458	13·1
*Northwich	4,010	2,227	6,237	15·7
*Oldham	9,917	4,141	14,058	14·4
*Preston	11,837	5,722	17,559	11·8
*Rochdale	5,956	2,776	8,732	17·3
Southport	3,873	1,610	5,483	16·5
St Helens	7,370	3,303	10,673	16·2
*Warrington	7,736	3,615	11,351	14·0
*Widnes	6,861	3,265	10,126	17·8
*Wigan	8,585	4,279	12,864	17·7

2·4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status‡, in certain employment office areas and in counties at November 12, 1981

	Male	Female	All unemployed	Rate per cent
North				
*Alnwick	949	534	1,483	13·8
Carlisle	3,683	1,849	5,532	10·6
*Central Durham	6,216	3,011	9,227	13·3
*Consett	6,250	1,745	7,995	25·2
*Darlington and S/West Durham	7,841	3,556	11,397	13·8
*Furness	2,752	1,846	4,598	10·3
Hartlepool	6,198	2,250	8,448	19·3
*Morpeth	6,675	2,992	9,667	15·3
*North Tyne	25,763	9,747	35,510	13·0
*Peterlee	2,971	1,494	4,465	16·4
*South Tyne	23,661	8,879	32,540	18·0
*Teesside	31,340	11,216	42,556	18·8
*Wearside	18,952	7,451	26,403	18·8
*Whitehaven	2,388	1,477	3,865	13·1
*Workington	3,956	1,917	5,873	18·7
Wales				
*Bargoed	3,491	1,764	5,255	20·2
*Cardiff	20,291	7,042	27,333	13·7
*Ebbw Vale	4,175	1,860	6,035	21·0
*Llanelli	4,291	2,210	6,501	17·5
*Neath	3,242	1,396	4,638	17·3
*Newport	9,704	3,783	13,487	15·0
*Pontypool	5,108	2,513	7,621	15·1
*Pontypridd	7,099	3,573	10,672	15·7
*Port Talbot	8,925	4,023	12,948	15·9
*Shotton	6,330	2,276	8,606	17·7
*Swansea	11,836	4,969	16,805	15·6
*Wrexham	6,155	2,429	8,584	19·0
Scotland				
*Aberdeen	6,239	2,876	9,115	7·0
*Ayr	5,085	2,024	7,109	15·4
*Bathgate	6,280	3,143	9,423	18·9
*Dumbarton	3,589	1,800	5,389	17·8
*Dumfries	2,780	1,555	4,335	12·3
Dundee	9,826	5,235	15,061	15·4
*Dunfermline	4,316	2,565	6,881	12·9
*Edinburgh	21,091	9,238	30,329	10·6
*Falkirk	6,601	3,293	9,894	14·1
*Glasgow	67,835	26,729	94,564	16·0
*Greenock	5,640	2,941	8,581	16·7
*Irvine	6,788	3,132	9,920	24·2
Kilmarnock	4,612	1,671	6,283	17·6
*Kirkcaldy	6,053	3,141	9,194	13·8
*North Lanarkshire	19,405	10,889	30,294	20·0
*Paisley	11,307	4,906	16,213	17·0
*Perth	2,511	1,052	3,563	9·2
*Stirling	4,410	2,139	6,549	13·5
Northern Ireland				
Armagh	1,754	752	2,506	19·7
*Ballymena	6,754	2,882	9,636	20·4
*Belfast	31,412	16,103	47,515	15·5
*Coleraine	4,539	1,490	6,029	23·3
Cookstown	1,423	547	1,970	32·4
*Craigavon	4,843	2,344	7,187	17·1
*Downpatrick	2,716	1,329	4,045	22·8
Dungannon	2,633	914	3,547	32·7
Enniskillen	3,015	1,147	4,162	25·6
*Londonderry	8,522	2,619	11,141	26·6
Newry	4,257	1,347	5,604	30·0
Omagh	2,020	849	2,869	22·3
Strabane	2,629	685	3,314	35·8
Counties (by region)				
South East				
Bedfordshire	15,959	6,730	22,689	10·7
Berkshire	16,552	6,511	23,063	7·3
Buckinghamshire	11,917	4,690	16,607	8·8
East Sussex	17,639	6,070	23,709	10·8
Essex	40,087	15,232	55,319	11·4
Greater London (GLC area)	239,072	90,930	330,002	8·7
Hampshire	38,087	16,181	54,268	9·3
Hertfordshire	21,847	8,737	30,584	7·1
Isle of Wight	3,879	1,615	5,494	13·2
Kent	41,861	15,896	57,757	11·0
Oxfordshire	12,245	5,113	17,358	8·5
Surrey	15,278	5,458	20,736	6·6
West Sussex	12,575	4,659	17,234	7·1
East Anglia				
Cambridgeshire	13,910	5,587	19,497	8·6
Norfolk	21,739	8,350	30,089	11·4
Suffolk	14,234	5,740	19,974	8·7
South West				
Avon	31,099	12,114	43,213	10·5
Cornwall	15,225	7,206	22,431	16·3
Devon	30,754	14,031	44,785	13·4
Dorset	15,020	5,763	20,783	10·4
Gloucestershire	12,588	5,448	18,036	8·7
Somerset	9,232	4,283	13,515	8·8
Wiltshire	11,982	6,034	18,016	9·0
West Midlands				
West Midlands Metropolitan	162,901	59,755	222,656	16·0
Hereford and Worcester	18,647	8,334	26,981	11·7
Salop	14,081	5,734	19,815	14·9
Staffordshire	35,603	17,453	53,056	13·5
†Warwickshire	13,279	6,364	19,643	..
East Midlands				
Derbyshire	29,485	10,700	40,185	10·0
Leicestershire	25,442	10,915	36,357	10·0
Lincolnshire	16,300	6,876	23,176	11·4
Northamptonshire	17,606	6,948	24,554	11·6
Nottinghamshire	36,236	12,296	48,532	11·2
Yorkshire and Humberside				
South Yorkshire Metropolitan	60,679	24,495	85,174	14·4
West Yorkshire Metropolitan	81,107	31,424	112,531	12·2
Humberside	39,829	13,000	52,829	14·9
North Yorkshire	14,442	7,037	21,479	9·2
North West				
Greater Manchester Metropolitan	118,315	49,582	167,897	13·8
Merseyside Metropolitan	95,840	35,967	131,807	18·4
Cheshire	33,630	15,712	49,342	13·4
Lancashire	48,242	23,097	71,339	13·0
North				
Cleveland	37,538	13,466	51,004	18·9
Cumbria	14,983	8,138	23,121	11·8
Durham	27,001	11,502	38,503	15·5
Northumberland	9,520	4,517	14,037	13·9
Tyne and Wear Metropolitan	64,492	24,325	88,817	15·9
Wales				
Clwyd	17,093	6,709	23,802	17·9
Dyfed	11,372	5,672	17,044	15·3
Gwent	20,595	8,933	29,528	16·0
Gwynedd	9,044	3,706	12,750	16·6
Mid-Glamorgan	21,979	10,499	32,478	16·5
Powys	2,497	942	3,439	11·5
South Glamorgan	17,963	5,971	23,934	13·7
West Glamorgan	19,126	8,120	27,246	15·9
Scotland				
Borders	2,293	960	3,253	8·3
Central	11,011	5,432	16,443	13·9
Dumfries and Galloway	4,914	2,750	7,664	13·7
Fife	11,527	6,362	17,889	13·1
Grampian	10,091	5,100	15,191	8·2
Highlands	6,435	3,509	9,944	12·6
Lothians	27,831	12,671	40,502	11·8
Orkneys	500	172	672	10·9
Shetlands	312	184	496	5·6
Strathclyde	130,712	57,479	188,191	17·1
Tayside	15,492	8,024	23,516	13·6
Western Isles	1,414	425	1,839	22·2

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

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

THOUSAND

UNITED KINGDOM	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE AND FEMALE																
1979 July	516·4	72·4	61·6	650·4	295·2	106·6	186·3	588·1	69·2	43·6	112·7	225·5	880·7	222·6	360·6	1,464·0
Oct*	396·7	66·9	58·9	522·5	330·9	100·0	181·7	612·5	78·6	37·5	116·4	232·6	806·3	204·3	357·1	1,367·6
1980 Jan	396·6	85·1	56·9	538·6	396·0	110·2	182·0	688·2	87·1	40·3	116·4	243·8	879·7	235·6	355·3	1,470·6
April	395·4	99·3	56·4	551·1	407·3	131·3	181·1	719·7	86·9	48·6	116·6	252·1	889·7	279·2	354·1	1,522·9
July	721·6	100·4	62·1	884·0	427·8	140·3	185·3	753·4	94·5	48·0	116·6	259·2	1,243·8	288·7	364·1	1,896·6
Oct	660·3	120·4	74·3	855·0	543·5	162·0	203·2	908·7	124·4	51·1	123·7	299·1	1,328·3	333·5	401·1	2,062·9
1981 Jan	638·5	201·4	91·1	931·0	688·0	216·1	234·1	1,138·2	155·7	64·4	130·1	350·2	1,482·2	481·8	455·4	2,419·5
April	562·6	241·8	112·7	917·2	672·4	291·4	266·1	1,229·9	153·8	87·2	137·2	378·2	1,388·9	620·4	515·9	2,525·2
July	769·5	245·8	155·0	1,170·2	618·6	339·8	320·6	1,279·1	149·5	102·0	151·2	402·8	1,537·6	687·6	626·9	2,852·1
Oct	752·0	238·9	204·1	1,195·0	611·0	344·4	401·3	1,356·7	151·5	106·3	179·2	437·0	1,514·5	689·5	784·6	2,988·6
MALE																
1979 July	280·9	38·8	37·3	357·0	203·2	73·4	148·2	424·8	60·4	38·5	99·8	198·7	544·4	150·7	285·4	980·5
Oct*	213·5	35·0	35·4	283·9	227·8	66·8	143·1	437·7	68·6	32·7	102·8	204·1	509·9	134·5	281·4	925·8
1980 Jan	224·2	44·0	34·6	302·7	283·1	72·9	143·6	499·5	75·7	35·3	102·7	213·8	583·0	152·2	280·8	1,016·0
April	228·5	53·3	34·5	316·4	289·4	88·6	142·2	520·2	75·8	42·8	102·8	221·5	593·7	184·8	279·6	1,058·1
July	403·2	56·1	38·0	497·2	298·1	96·8	145·0	539·8	82·6	42·3	102·7	227·6	783·8	195·1	285·7	1,264·6
Oct	377·4	69·4	46·2	493·1	387·8	112·0	158·5	658·2	109·3	44·8	108·9	262·9	874·5	226·1	313·6	1,414·2
1981 Jan	383·0	117·9	58·5	559·4	510·5	152·8	184·3	847·6	138·0	56·7	114·7	309·3	1,031·4	327·4	357·6	1,716·4
April	342·0	148·6	74·3	564·9	495·5	213·0	211·2	919·7	136·8	77·2	121·0	335·1	974·4	438·9	406·5	1,819·8
July	442·8	155·3	102·6	700·7	444·3	254·2	254·4	952·8	132·9	90·8	133·6	357·3	1,020·0	500·2	490·6	2,010·8
Oct	428·7	150·1	137·5	716·4	431·4	252·4	319·1	1,002·9	133·8	94·8	158·5	387·1	993·9	497·3	615·1	2,106·4
FEMALE																
1979 July	235·5	33·7	24·3	293·4	92·0	33·2	38·1	163·3	8·8	5·1	12·9	26·8	336·3	71·9	75·2	483·5
Oct*	183·2	31·9	23·5	238·6	103·1	33·2	38·6	174·8	10·0	4·8	13·6	28·4	296·4	69·8	75·7	441·9
1980 Jan	172·4	41·1	22·3	235·8	112·9	37·3	38·4	188·6	11·4	5·0	13·7	30·0	296·7	83·4	74·5	454·5
April	166·9	46·0	21·8	234·7	117·9	42·7	38·9	199·5	11·1	5·8	13·8	30·7	296·0	94·4	74·5	464·9
July	318·4	44·3	24·1	386·8	129·7	43·5	40·4	213·6	11·9	5·8	14·0	31·6	460·0	93·6	78·4	632·0
Oct	282·9	51·0	28·1	361·9	155·8	50·1	44·7	250·5	15·2	6·3	14·8	36·2	453·8	107·3	87·5	648·7
1981 Jan	255·5	83·5	32·6	371·6	177·5	63·3	49·8	290·6	17·8	7·7	15·4	40·9	450·8	154·4	97·8	703·1
April	220·6	93·2	38·4	352·2	176·9	78·3	54·9	310·2	17·0	10·0	16·1	43·1	414·5	181·5	109·5	705·5
July	326·6	90·5	52·4	469·5	174·4	85·7	66·2	326·2	16·7	11·3	17·6	45·6	517·6	187·4	136·2	841·3
Oct	323·3	88·7	66·5	478·6	179·6	92·0	82·2	353·8	17·8	11·4	20·7	49·9	520·6	192·2	169·5	882·3

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

2·7 UNEMPLOYMENT Age

UNITED KINGDOM		Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
MALE AND FEMALE										Thousand
1979	July	271·6	139·6	239·2	270·0	159·8	158·3	98·8	126·6	**1,464·0**
	Oct*	130·9	136·0	255·6	284·4	165·0	163·2	103·0	129·6	**1,367·6**
1980	Jan	110·8	142·1	285·7	323·7	186·6	177·9	108·9	134·9	**1,470·6**
	April	114·1	144·1	292·9	336·9	196·1	186·7	113·5	138·6	**1,522·9**
	July	368·9	188·4	326·7	351·9	206·4	195·0	116·7	142·5	**1,896·6**
	Oct	236·0	218·1	400·9	428·2	249·7	230·8	137·2	161·9	**2,062·9**
1981	Jan	200·2	245·6	485·2	538·7	315·8	283·8	163·8	186·4	**2,419·5**
	April	155·9	252·8	508·5	580·1	341·7	308·0	179·6	198·6	**2,525·2**
	July	363·7	275·0	531·5	601·6	355·1	322·4	191·7	211·1	**2,852·1**
	Oct	295·9	317·6	581·5	638·7	376·9	341·1	207·9	229·1	**2,988·6**
		Proportion of number unemployed								Per cent
1979	July	18·6	9·5	16·3	18·4	10·9	10·8	6·7	8·6	**100·0**
	Oct*	9·6	9·9	18·7	20·8	12·1	11·9	7·5	9·5	**100·0**
1980	Jan	7·5	9·7	19·4	22·0	12·7	12·1	7·4	9·2	**100·0**
	April	7·5	9·5	19·2	22·1	12·9	12·3	7·5	9·1	**100·0**
	July	19·5	9·9	17·2	18·6	10·9	10·3	6·2	7·5	**100·0**
	Oct	11·4	10·6	19·4	20·8	12·1	11·2	6·7	7·8	**100·0**
1981	Jan	8·3	10·2	20·1	22·3	13·1	11·7	6·8	7·7	**100·0**
	April	6·2	10·0	20·1	23·0	13·5	12·2	7·1	7·9	**100·0**
	July	12·8	9·6	18·6	21·1	12·5	11·3	6·7	7·4	**100·0**
	Oct	9·9	10·6	19·5	21·4	12·6	11·4	7·0	7·7	**100·0**
MALE										Thousand
1979	July	147·1	71·8	138·0	185·7	122·5	116·6	73·4	125·3	**980·5**
	Oct*	66·1	70·9	146·9	192·5	125·3	119·9	76·0	128·2	**925·8**
1980	Jan	56·5	76·7	169·5	224·5	143·5	131·6	80·4	133·4	**1,016·0**
	April	60·6	79·6	176·2	233·3	149·4	137·6	84·4	137·1	**1,058·1**
	July	198·4	101·9	196·9	241·9	155·2	142·7	86·8	140·8	**1,264·6**
	Oct	125·6	121·0	246·5	299·0	189·2	170·1	103·0	159·9	**1,414·2**
1981	Jan	109·4	140·9	309·1	389·5	244·9	213·2	124·8	184·5	**1,716·4**
	April	87·8	148·5	328·7	421·7	265·7	232·2	138·4	196·7	**1,819·8**
	July	197·6	159·7	343·4	434·6	275·4	242·8	148·4	208·9	**2,010·8**
	Oct	163·2	180·8	372·4	457·8	289·9	255·2	160·3	226·8	**2,106·4**
		Proportion of number unemployed								Per cent
1979	July	15·0	7·3	14·1	18·9	12·5	11·9	7·5	12·8	**100·0**
	Oct*	7·1	7·7	15·9	20·8	13·5	13·0	8·2	13·8	**100·0**
1980	Jan	5·6	7·5	16·7	22·1	14·1	13·0	7·9	13·1	**100·0**
	April	5·7	7·5	16·7	22·0	14·1	13·0	8·0	13·0	**100·0**
	July	15·7	8·1	15·6	19·1	12·3	11·3	6·9	11·1	**100·0**
	Oct	8·9	8·6	17·4	21·1	13·4	12·0	7·3	11·3	**100·0**
1981	Jan	6·4	8·2	18·0	22·7	14·3	12·4	7·3	10·7	**100·0**
	April	4·8	8·2	18·1	23·2	14·6	12·8	7·6	10·8	**100·0**
	July	9·8	7·9	17·1	21·6	13·7	12·1	7·4	10·4	**100·0**
	Oct	7·7	8·6	17·7	21·7	13·8	12·1	7·6	10·8	**100·0**
FEMALE										Thousand
1979	July	124·4	67·8	101·2	84·3	37·3	41·7	25·5	1·3	**483·5**
	Oct*	64·8	65·1	108·7	91·9	39·6	43·3	27·0	1·5	**441·9**
1980	Jan	54·3	65·4	116·2	99·2	43·1	46·3	28·5	1·5	**454·5**
	April	53·6	64·5	116·7	103·7	46·7	49·1	29·1	1·6	**464·9**
	July	170·5	86·5	129·8	110·1	51·2	52·3	29·9	1·7	**632·0**
	Oct	110·5	97·0	154·4	129·2	60·5	60·8	34·3	2·0	**648·7**
1981	Jan	90·8	104·7	176·1	149·1	70·9	70·6	39·0	1·9	**703·1**
	April	68·1	104·4	179·7	158·4	76·0	75·7	41·2	1·9	**705·5**
	July	166·0	115·3	188·1	167·0	79·7	79·5	43·3	2·2	**841·3**
	Oct	132·7	136·8	209·1	180·9	87·0	85·9	47·6	2·4	**882·3**
		Proportion of number unemployed								Per cent
1979	July	25·7	14·0	20·9	17·4	7·7	8·6	5·3	0·3	**100·0**
	Oct*	14·7	14·7	24·6	20·8	9·0	9·8	6·1	0·3	**100·0**
1980	Jan	11·9	14·4	25·6	21·8	9·5	10·2	6·3	0·3	**100·0**
	April	11·5	13·9	25·1	22·3	10·0	10·6	6·3	0·3	**100·0**
	July	27·0	13·7	20·5	17·4	8·1	8·3	4·7	0·3	**100·0**
	Oct	17·0	15·0	23·8	19·9	9·3	9·4	5·3	0·3	**100·0**
1981	Jan	12·9	14·9	25·0	21·2	10·1	10·0	5·5	0·3	**100·0**
	April	9·7	14·8	25·5	22·5	10·8	10·7	5·8	0·3	**100·0**
	July	19·7	13·7	22·4	19·9	9·5	9·4	5·1	0·3	**100·0**
	Oct	15·0	15·5	23·7	20·5	9·9	9·7	5·4	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 Duration 2·8

UNITED KINGDOM		Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
MALE AND FEMALE									Thousand
1979	July	171·0	180·3	213·7	117·3	198·4	222·6	360·6	**1,464·0**
	Oct*	126·3	113·9	171·7	151·2	243·2	204·3	357·1	**1,367·6**
1980	Jan	125·4	82·8	198·5	185·0	287·9	235·6	355·3	**1,470·6**
	April	131·0	108·7	183·5	182·0	284·4	279·2	354·1	**1,522·9**
	July	220·3	231·4	311·3	179·5	301·3	288·7	364·1	**1,896·6**
	Oct	176·4	164·7	273·4	261·1	452·7	333·5	401·1	**2,062·9**
1981	Jan	183·2	108·6	288·4	328·3	573·7	481·8	455·4	**2,419·5**
	April	157·5	136·9	249·5	286·7	558·2	620·4	515·9	**2,525·2**
	July	196·3	189·1	354·8	266·4	531·0	687·6	626·9	**2,852·1**
	Oct	160·5	170·7	332·0	279·7	571·6	689·5	784·6	**2,988·6**
		Proportion of number unemployed							Per cent
1979	July	11·7	12·3	14·6	8·0	13·6	15·2	24·6	**100·0**
	Oct*	9·2	8·3	12·6	11·1	17·8	14·9	26·1	**100·0**
1980	Jan	8·5	5·6	13·5	12·6	19·6	16·0	24·2	**100·0**
	April	8·6	7·1	12·0	12·0	18·7	18·3	23·3	**100·0**
	July	11·6	12·2	16·4	9·5	15·9	15·2	19·2	**100·0**
	Oct	8·6	8·0	13·3	12·7	21·9	16·2	19·4	**100·0**
1981	Jan	7·6	4·5	11·9	13·6	23·7	19·9	18·8	**100·0**
	April	6·2	5·4	9·9	11·4	22·1	24·6	20·4	**100·0**
	July	6·9	6·6	12·4	9·3	18·6	24·1	22·0	**100·0**
	Oct	5·4	5·7	11·1	9·4	19·1	23·1	26·3	**100·0**
MALE									Thousand
1979	July	101·1	107·3	131·8	76·2	128·0	150·7	285·4	**980·5**
	Oct*	81·9	72·5	108·3	96·8	150·5	134·5	281·4	**925·8**
1980	Jan	80·4	56·1	135·5	123·7	187·3	152·2	280·8	**1,016·0**
	April	86·4	73·6	122·9	119·4	191·4	184·8	279·6	**1,058·1**
	July	133·3	139·7	193·1	118·4	199·2	195·1	285·7	**1,264·6**
	Oct	119·6	109·4	181·3	173·7	290·4	226·1	313·6	**1,414·2**
1981	Jan	120·3	75·0	205·8	231·3	398·9	327·4	357·6	**1,716·4**
	April	110·5	94·0	172·6	196·0	401·3	438·9	406·5	**1,819·8**
	July	119·9	117·7	229·0	181·9	371·5	500·2	490·6	**2,010·8**
	Oct	106·3	108·1	208·0	185·6	385·8	497·3	615·1	**2,106·4**
		Proportion of number unemployed							Per cent
1979	July	10·3	10·9	13·4	7·8	13·1	15·4	29·1	**100·0**
	Oct*	8·8	7·8	11·7	10·5	16·3	14·5	30·4	**100·0**
1980	Jan	7·9	5·5	13·3	12·2	18·4	15·0	27·6	**100·0**
	April	8·2	7·0	11·6	11·3	18·1	17·5	26·4	**100·0**
	July	10·5	11·0	15·3	9·4	15·8	15·4	22·6	**100·0**
	Oct	8·5	7·7	12·8	12·3	20·5	16·0	22·2	**100·0**
1981	Jan	7·0	4·4	12·0	13·5	23·2	19·1	20·8	**100·0**
	April	6·1	5·2	9·5	10·8	22·1	24·1	22·3	**100·0**
	July	6·0	5·9	11·4	9·0	18·5	24·9	24·4	**100·0**
	Oct	5·0	5·1	9·9	8·8	18·3	23·6	29·2	**100·0**
FEMALE									Thousand
1979	July	69·9	73·0	81·9	41·1	70·4	71·9	75·2	**483·5**
	Oct*	44·4	41·4	63·4	54·4	92·7	69·8	75·7	**441·9**
1980	Jan	45·1	26·7	62·9	61·3	100·7	83·4	74·5	**454·5**
	April	44·6	35·1	60·6	62·6	93·0	94·4	74·5	**464·9**
	July	87·0	91·8	118·2	61·0	102·1	93·6	78·4	**632·0**
	Oct	56·8	55·3	92·1	87·4	162·3	107·3	87·5	**648·7**
1981	Jan	62·8	33·6	82·6	97·0	174·9	154·4	97·8	**703·1**
	April	47·0	43·0	76·9	90·7	156·9	181·5	109·5	**705·5**
	July	76·3	71·4	125·8	84·5	159·5	187·4	136·2	**841·3**
	Oct	54·1	62·6	124·0	94·1	185·8	192·2	169·5	**882·3**
		Proportion of number unemployed							Per cent
1979	July	14·5	15·1	16·9	8·5	14·6	14·9	15·6	**100·0**
	Oct*	10·0	9·4	14·3	12·3	21·0	15·8	17·1	**100·0**
1980	Jan	9·9	5·9	13·8	13·5	22·2	18·3	16·4	**100·0**
	April	9·6	7·6	13·0	13·5	20·0	20·3	16·0	**100·0**
	July	13·8	14·5	18·7	9·7	16·2	14·8	12·4	**100·0**
	Oct	8·8	8·5	14·2	13·5	25·0	16·5	13·5	**100·0**
1981	Jan	8·9	4·8	11·7	13·8	24·9	22·0	13·9	**100·0**
	April	6·7	6·1	10·9	12·9	22·2	25·7	15·5	**100·0**
	July	9·1	8·5	15·0	10·0	19·0	22·3	16·2	**100·0**
	Oct	6·1	7·1	14·1	10·7	21·1	21·8	19·2	**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*).

2·12 UNEMPLOYMENT AND VACANCIES
Regions: occupation

Unemployed and notified vacancies at employment offices by region: March 1981

	South East				Greater London*				East Anglia			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All	
Table 1 Summary												
Managerial and professional	49,112	17,328	66,440	6,000	22,578	9,194	31,772	2,663	3,758	1,246	5,004	322
Clerical and related	36,346	45,844	82,190	6,276	17,848	22,056	39,904	3,251	3,722	4,300	8,022	478
Other non-manual occupations	14,467	14,462	28,929	4,979	6,614	5,540	12,154	2,351	1,425	2,088	3,513	411
Craft and similar occupations, including foremen, in processing, production, repairing, etc	68,028	3,338	71,366	4,083	34,274	2,236	36,510	2,053	7,711	195	7,906	430
General labourers	97,145	19,456	116,601	578	44,150	8,193	52,343	248	13,778	3,117	16,895	106
Other manual occupations	113,529	26,995	140,524	11,393	56,164	12,837	69,001	5,115	13,366	3,228	16,594	1,360
All occupations	**378,627**	**127,423**	**506,050**	**33,309**	**181,628**	**60,056**	**241,684**	**15,681**	**43,760**	**14,174**	**57,934**	**3,107**
Table 2 Occupational groups												
I Managerial (general management)	954	23	977	32	248	12	260	16	72	—	72	2
II Professional and related supporting management and administration	10,319	2,660	12,979	867	4,185	1,329	5,514	474	646	122	768	23
III Professional and related in education, welfare and health	4,860	7,063	11,923	2,089	2,513	3,070	5,583	849	448	774	1,222	156
IV Literary, artistic and sports	8,448	4,538	12,986	194	5,987	3,298	9,285	83	344	120	464	18
V Professional and related in science, engineering technology and similar fields	10,277	1,104	11,381	1,589	3,844	459	4,303	541	1,003	95	1,098	52
VI Managerial (excluding general management)	14,254	1,940	16,194	1,229	5,801	1,026	6,827	700	1,245	135	1,380	71
VII Clerical and related	38,188	45,967	84,155	6,453	19,422	22,163	41,585	3,364	3,781	4,303	8,084	482
VIII Selling	12,842	14,665	27,507	4,753	5,841	5,664	11,505	2,136	1,310	2,100	3,410	405
IX Security and protective services	2,888	112	3,000	592	1,540	64	1,604	376	249	5	254	39
X Catering, cleaning, hairdressing and other personal service	17,984	17,082	35,066	7,481	11,295	7,743	19,038	3,361	1,519	2,310	3,829	994
XI Farming, fishing and related	4,564	884	5,448	364	971	129	1,100	77	2,044	330	2,374	75
XII Materials processing (excluding metal), (hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	2,274	127	2,401	294	1,234	80	1,314	100	207	23	230	43
XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	16,348	3,481	19,829	1,865	9,935	2,393	12,328	1,199	1,514	215	1,729	146
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	39,475	746	40,221	2,255	18,084	367	18,451	921	4,884	20	4,904	283
XV Painting, repetitive assembling, product inspecting, packaging and related	18,278	6,180	24,458	885	9,959	3,627	13,586	384	1,476	244	1,720	50
XVI Construction, mining and related not identified elsewhere	34,797	43	34,840	412	15,973	36	16,009	187	3,604	—	3,604	46
XVII Transport operating, materials moving and storing and related	43,497	1,226	44,723	1,190	19,964	350	20,314	612	5,311	137	5,448	105
XVIII Miscellaneous	98,380	19,582	117,962	765	44,832	8,246	53,078	301	14,103	3,241	17,344	117
All occupations	**378,627**	**127,423**	**506,050**	**33,309**	**181,628**	**60,056**	**241,684**	**15,681**	**43,760**	**14,174**	**57,934**	**3,107**

Note

This table gives details of March 1981 not previously published . The figures for June and September 1981 were published in the August and November 1981 issues of *Employment Gazette* respectively.

Unemployed and notified vacancies at employment offices by region: March 1981

	South West				West Midlands				East Midlands				Yorkshire and Humberside			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All		Male	Female	All	
	11,270	4,559	15,829	928	13,215	4,304	17,519	859	6,738	2,420	9,158	729	9,853	3,888	13,741	762
	10,241	12,899	23,140	1,213	8,337	20,205	28,542	1,023	5,553	9,492	15,045	813	7,708	14,229	21,937	897
	4,171	6,918	11,089	970	5,625	10,043	15,668	1,230	2,791	4,909	7,700	763	3,582	7,500	11,082	919
	17,940	704	18,644	741	42,472	3,444	45,916	631	17,816	2,569	20,385	852	29,981	2,821	32,802	637
	30,555	6,616	37,171	103	56,899	9,496	66,395	152	47,564	8,734	56,298	139	66,417	12,569	78,986	181
	31,189	10,514	41,703	3,644	65,395	22,386	87,781	1,528	25,858	8,396	34,254	1,895	40,685	12,403	53,088	1,628
	105,366	**42,210**	**147,576**	**7,599**	**191,943**	**69,878**	**261,821**	**5,423**	**106,320**	**36,520**	**142,840**	**5,191**	**158,226**	**53,410**	**211,636**	**5,024**
	200	6	206	3	352	4	356	8	129	4	133	8	161	5	166	1
	1,995	504	2,499	70	2,846	570	3,416	120	1,375	302	1,677	132	1,805	431	2,236	83
	1,464	2,774	4,238	422	1,190	2,538	3,728	274	776	1,416	2,192	199	1,149	2,373	3,522	391
	900	525	1,425	42	730	394	1,124	31	444	299	743	23	817	423	1,240	25
	2,768	278	3,046	172	3,691	271	3,962	243	1,702	165	1,867	220	2,463	240	2,703	88
	3,943	472	4,415	219	4,406	527	4,933	183	2,312	234	2,546	147	3,458	416	3,874	174
	10,373	12,912	23,285	1,258	8,457	20,216	28,673	1,050	5,594	9,498	15,092	837	7,797	14,238	22,035	908
	4,015	6,986	11,001	975	4,750	10,102	14,852	1,198	2,487	4,930	7,417	740	3,093	7,570	10,663	885
	542	17	559	83	1,287	37	1,324	87	430	12	442	84	683	17	700	93
	4,752	7,820	12,572	2,605	3,534	8,812	12,346	897	2,052	4,934	6,986	1,276	2,938	8,034	10,972	1,091
	2,507	383	2,890	387	2,293	326	2,619	46	1,921	453	2,374	88	2,233	334	2,567	49
	721	81	802	82	1,460	348	1,808	79	1,437	179	1,616	71	4,363	1,125	5,488	87
	3,009	665	3,674	275	5,481	2,907	8,388	209	2,785	2,748	5,533	470	4,384	2,433	6,817	236
	11,828	138	11,966	411	42,068	3,956	46,024	385	12,656	108	12,764	245	22,977	294	23,271	301
	3,541	1,467	5,008	141	9,539	8,230	17,769	108	2,763	2,042	4,805	175	4,041	2,312	6,353	112
	9,070	6	9,076	135	15,143	18	15,161	107	7,586	11	7,597	97	11,219	5	11,224	115
	12,970	535	13,505	203	27,008	1,071	28,079	219	11,971	434	12,405	185	17,842	554	18,396	186
	30,768	6,641	37,409	116	57,708	9,551	67,259	179	47,900	8,751	56,651	194	66,803	12,606	79,409	199
	105,366	**42,210**	**147,576**	**7,599**	**191,943**	**69,878**	**261,821**	**5,423**	**106,320**	**36,520**	**142,840**	**5,191**	**158,226**	**53,410**	**211,636**	**5,024**

2·12 UNEMPLOYMENT AND VACANCIES
Regions: occupation

Unemployed and notified vacancies at employment offices by region: March 1981

	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	15,877	6,724	22,601	1,421	7,323	3,413	10,736	707	6,820	3,285	10,105	677
Clerical and related	11,127	28,377	39,504	2,111	5,394	13,507	18,901	766	5,119	12,006	17,125	695
Other non-manual occupations	6,453	13,346	19,799	1,313	2,555	8,040	10,595	533	2,224	7,074	9,298	1,072
Craft and similar occupations, including foremen, in processing, production, repairing, etc	44,645	4,288	48,933	1,045	29,455	2,128	31,583	555	16,480	1,179	17,659	577
General labourers	99,986	23,056	123,042	181	57,088	9,596	66,684	107	45,649	8,559	54,208	187
Other manual occupations	60,677	20,034	80,711	2,646	27,815	9,809	37,624	1,522	22,349	6,456	28,805	1,859
All occupations	**238,765**	**95,825**	**334,590**	**8,717**	**129,630**	**46,493**	**176,123**	**4,190**	**98,641**	**38,559**	**137,200**	**5,067**
Table 2 Occupational groups												
I Managerial (general management)	278	9	287	10	96	8	104	—	180	14	194	2
II Professional and related supporting management and administration	8,144	859	4,003	202	1,226	315	1,541	63	1,272	323	1,595	62
III Professional and related in education, welfare and health	1,629	3,908	5,537	481	833	2,249	3,082	301	771	2,189	2,960	246
IV Literary, artistic and sports	1,174	721	1,895	90	406	279	685	38	446	230	676	35
V Professional and related in science, engineering technology and similar fields	3,917	411	4,328	287	2,318	197	2,515	156	1,812	232	2,044	115
VI Managerial (excluding general management)	5,735	816	6,551	351	2,444	365	2,809	149	2,339	297	2,636	217
VII Clerical and related	11,319	28,389	39,708	2,124	5,480	13,513	18,993	766	5,156	12,009	17,165	704
VIII Selling	5,352	13,359	18,711	1,272	2,024	8,082	10,106	507	2,028	7,132	9,160	1,019
IX Security and protective services	1,517	59	1,576	150	738	15	753	85	408	18	426	104
X Catering, cleaning, hairdressing and other personal service	6,756	12,384	19,140	1,834	1,931	7,844	9,775	1,117	1,749	5,540	7,289	1,373
XI Farming, fishing and related	1,627	156	1,783	63	992	124	1,116	49	980	203	1,183	52
XII Materials processing (excluding metal), (hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	4,576	1,222	5,798	98	926	103	1,029	57	349	40	389	29
XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	7,429	3,827	11,256	504	3,961	2,129	6,090	173	2,202	1,165	3,367	198
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	31,853	337	32,190	494	22,479	27	22,506	271	11,813	54	11,867	314
XV Painting, repetitive assembling, product inspecting, packaging and related	6,654	4,770	11,424	137	3,694	1,079	4,773	113	1,882	175	2,057	108
XVI Construction, mining and related not identified elsewhere	18,847	8	18,855	135	9,859	—	9,859	70	7,817	—	7,817	119
XVII Transport operating, materials moving and storing and related	26,040	786	26,826	252	12,556	506	13,062	120	11,363	360	11,723	148
XVIII Miscellaneous	100,918	23,804	124,722	233	57,667	9,658	67,325	155	46,074	8,578	54,652	222
All occupations	**238,765**	**95,825**	**334,590**	**8,717**	**129,630**	**46,493**	**176,123**	**4,190**	**98,641**	**38,559**	**137,200**	**5,067**

Unemployed and notified vacancies at employment offices by region: March 1981

Scotland				Great Britain				Northern Ireland				United Kingdom			
Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
Male	Female	All		Male	Female	All		Male	Female	All		Male	Female	All	
9,498	6,053	15,551	1,984	133,464	53,220	186,684	14,389	2,417	2,053	4,470	135	135,881	55,273	191,154	14,524
7,676	23,184	30,860	1,872	101,223	184,043	285,266	16,144	2,716	7,811	10,527	76	103,939	191,854	295,793	16,220
4,834	13,727	18,561	1,464	48,127	88,107	136,234	13,654	3,125	3,832	6,957	121	51,252	91,939	143,191	13,775
37,579	3,942	41,521	2,353	312,107	24,608	336,715	11,904	15,558	2,065	17,623	97	327,665	26,673	354,338	12,001
76,768	18,085	94,853	623	591,849	119,284	711,133	2,357	21,270	2,872	24,142	18	613,119	122,156	735,275	2,375
46,066	18,651	64,717	4,157	446,929	138,872	585,801	31,632	20,574	7,484	28,058	172	467,503	146,356	613,859	31,804
182,421	**83,642**	**266,063**	**12,453**	**1,633,699**	**608,134**	**2,241,833**	**90,080**	**65,660**	**26,117**	**91,777**	**619**	**1,699,359**	**634,251**	**2,333,610**	**90,699**
93	4	97	5	2,515	77	2,592	71	78	12	90	2	2,593	89	2,682	73
1,500	482	1,982	204	26,128	6,568	32,696	1,826	338	115	453	27	26,466	6,683	33,149	1,853
979	3,753	4,732	853	14,099	29,037	43,136	5,412	436	1,652	2,088	34	14,535	30,689	45,224	5,446
803	571	1,374	68	14,512	8,100	22,612	564	137	81	218	5	14,649	8,181	22,830	569
2,829	512	3,341	473	32,780	3,505	36,285	3,395	712	68	780	34	33,492	3,573	37,065	3,429
3,294	731	4,025	381	43,430	5,933	49,363	3,121	716	125	841	33	44,146	6,058	50,204	3,154
7,869	23,196	31,065	1,916	104,014	184,241	288,255	16,498	2,787	7,820	10,607	77	106,801	192,061	298,862	16,575
3,764	13,732	17,496	1,365	41,665	88,658	130,323	13,119	1,415	3,696	5,111	102	43,080	92,354	135,434	13,221
1,401	65	1,466	181	10,143	357	10,500	1,498	1,864	147	2,011	23	12,007	504	12,511	1,521
5,735	14,353	20,088	2,736	48,950	89,113	138,063	21,404	1,730	4,825	6,555	111	50,680	93,938	144,618	21,515
3,328	328	3,656	184	22,489	3,521	26,010	1,357	1,786	52	1,838	5	24,275	3,573	27,848	1,362
2,137	680	2,817	338	18,450	3,928	22,378	1,178	1,051	473	1,524	4	19,501	4,401	23,902	1,182
6,452	3,622	10,074	546	53,565	23,192	76,757	4,622	3,775	1,948	5,723	49	57,340	25,140	82,480	4,671
26,530	214	26,744	1,449	226,563	5,894	232,457	6,408	8,460	82	8,542	38	235,023	5,976	240,999	6,446
4,841	2,593	7,434	297	56,709	29,092	85,801	2,126	2,003	1,412	3,415	14	58,712	30,504	89,216	2,140
11,347	2	11,349	335	129,289	93	129,382	1,571	7,084	28	7,112	13	136,373	121	136,494	1,584
21,891	585	22,476	385	190,449	6,194	196,643	2,993	8,994	115	9,109	30	199,443	6,309	205,752	3,023
77,628	18,219	95,847	737	597,949	120,631	718,580	2,917	22,294	3,466	25,760	18	620,243	124,097	744,340	2,935
182,421	**83,642**	**266,063**	**12,453**	**1,633,699**	**608,134**	**2,241,833**	**90,080**	**65,660**	**26,117**	**91,777**	**619**	**1,699,359**	**634,251**	**2,333,610**	**90,699**

Note: About one-third of all vacancies are notified to employment offices. The figures represent only the number of vacancies notified to employment offices and remaining unfilled on the day of the count. Figures for careers offices either of vacancies or unemployed are not included in this table.

2·11 UNEMPLOYMENT
Occupation: registrations at employment offices

GREAT BRITAIN	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
MALE AND FEMALE							**Thousand**
1979 June	92·3	165·1	66·0	115·5	413·5	258·0	**1,110·3**
Sep	109·7	185·5	69·4	110·5	424·1	262·4	**1,161·6**
Dec*	108·5	182·5	73·7	122·8	437·2	287·7	**1,212·3**
1980 Mar	107·3	193·7	84·7	148·5	479·4	326·5	**1,340·2**
June	100·1	194·3	83·8	155·7	494·6	334·2	**1,362·8**
Sep	145·0	240·7	100·0	199·9	576·3	409·2	**1,671·1**
Dec	171·5	260·2	117·3	276·2	649·8	509·8	**1,984·9**
1981 Mar	186·7	285·3	136·2	336·7	711·1	585·8	**2,241·8**
June	196·7	287·6	138·3	351·2	730·1	601·2	**2,305·1**
Sep	251·1	329·2	152·9	371·3	780·0	649·3	**2,533·8**
	Proportion of number unemployed						**Per cent**
1979 June	8·3	14·9	5·9	10·4	37·2	23·2	**100·0**
Sep	9·4	16·0	6·0	9·5	36·5	22·6	**100·0**
Dec*	8·9	15·1	6·1	10·1	36·1	23·7	**100·0**
1980 Mar	8·0	14·4	6·3	11·1	35·8	24·4	**100·0**
June	7·3	14·3	6·2	11·4	36·3	24·5	**100·0**
Sep	8·7	14·4	6·0	12·0	34·5	24·5	**100·0**
Dec	8·6	13·1	5·9	13·9	32·7	25·7	**100·0**
1981 Mar	8·3	12·7	6·1	15·0	31·7	26·1	**100·0**
June	8·5	12·5	6·0	15·2	31·7	26·1	**100·0**
Sep	9·9	13·0	6·0	14·7	30·8	25·6	**100·0**
MALE							**Thousand**
1979 June	63·1	68·6	22·0	106·4	344·9	189·3	**794·3**
Sep	71·3	72·9	22·3	101·2	350·7	188·8	**807·2**
Dec*	71·1	70·4	23·5	112·7	364·2	208·9	**850·7**
1980 Mar	71·6	73·4	26·2	136·0	396·7	238·9	**942·8**
June	68·1	73·5	26·5	141·7	407·2	244·8	**961·7**
Sep	95·9	87·7	33·0	181·9	473·4	301·0	**172·8**
Dec	119·4	93·0	41·0	254·7	538·2	385·2	**1,431·4**
1981 Mar	133·5	101·2	48·1	312·1	591·8	446·9	**1,633·7**
June	142·7	102·5	50·3	325·9	609·9	461·7	**1,693·1**
Sep	174·5	116·2	56·2	344·4	651·1	493·2	**1,835·5**
	Proportion of number unemployed						**Per cent**
1979 June	7·9	8·6	2·8	13·4	43·4	23·8	**100·0**
Sep	8·8	9·0	2·8	12·5	43·4	23·4	**100·0**
Dec*	8·4	8·3	2·8	13·2	42·8	24·6	**100·0**
1980 Mar	7·6	7·8	2·8	14·4	42·1	25·3	**100·0**
June	7·1	7·6	2·8	14·7	42·3	25·5	**100·0**
Sep	8·2	7·5	2·8	15·5	40·4	25·7	**100·0**
Dec	8·3	6·5	2·9	17·8	37·6	26·9	**100·0**
1981 Mar	8·2	6·2	2·9	19·1	36·2	27·4	**100·0**
June	8·4	6·1	3·0	19·2	36·0	27·3	**100·0**
Sep	9·5	6·3	3·1	18·8	35·5	26·9	**100·0**
FEMALE							**Thousand**
1979 June	29·3	96·5	44·0	9·0	68·6	68·6	**316·0**
Sep	38·5	112·6	47·1	9·2	73·4	73·6	**354·4**
Dec*	37·4	112·1	50·2	10·1	73·0	78·8	**361·6**
1980 Mar	35·8	120·3	58·5	12·5	82·8	87·6	**397·4**
June	32·0	120·9	57·3	14·1	87·4	89·5	**401·1**
Sep	49·1	153·0	67·0	18·0	102·9	108·2	**498·3**
Dec	52·1	167·2	76·3	21·5	111·6	124·6	**553·4**
1981 Mar	53·2	184·0	88·1	24·6	119·3	138·9	**608·1**
June	54·0	185·2	88·0	25·2	120·2	139·4	**612·0**
Sep	76·7	213·0	96·7	26·9	128·9	156·1	**698·2**
	Proportion of number unemployed						**Per cent**
1979 June	9·3	30·5	13·9	2·9	21·7	21·7	**100·0**
Sep	10·9	31·8	13·3	2·6	20·7	20·8	**100·0**
Dec*	10·3	31·0	13·9	2·8	20·2	21·8	**100·0**
1980 Mar	9·0	30·3	14·7	3·1	20·8	22·0	**100·0**
June	8·0	30·1	14·3	3·5	21·8	22·3	**100·0**
Sep	9·9	30·7	13·4	3·6	20·7	21·7	**100·0**
Dec	9·4	30·2	13·8	3·9	20·2	22·5	**100·0**
1981 Mar	8·7	30·3	14·5	4·0	19·6	22·8	**100·0**
June	8·8	30·3	14·4	4·1	19·6	22·8	**100·0**
Sep	11·0	30·5	13·8	3·9	18·5	22·4	**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
Adult students: regions 2·13

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1980 Nov 13	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Dec 11	1,293	*436*	240	229	105	268	355	139	155	44	95	2,923	2	2,925
1981 Jan 15	3,524	*1,476*	400	305	812	348	320	1,035	339	531	844	8,458	2	8,460
Feb 12	4	*4*	–	10	19	27	–	–	–	–	78	138	–	138
Mar 12	..	..	..	..	..	..	..	..	..	..	..	81	–	81
April 9	14,597	*4,990*	1,901	4,153	4,405	3,811	5,391	5,440	1,699	3,671	4,658	49,726	3	49,729
May 14	546	*325*	16	94	187	90	146	333	–	100	546	2,058	9	2,067
June 11	1,054	*374*	57	216	386	154	259	677	387	279	4,479	7,948	2,287	10,235
July 9	30,847	*11,388*	3,216	7,329	11,403	7,096	12,022	15,882	6,765	8,619	16,934	120,113	6,713	126,826
Aug 13	40,316	*17,045*	4,045	10,405	13,554	8,868	14,954	21,390	7,979	9,562	19,786	150,859	6,932	157,791
Sep 10	43,305	*17,916*	4,352	11,363	15,328	11,289	17,276	23,463	10,184	12,066	21,735	170,361	8,880	179,241
Oct 8	17,927	*8,565*	1,834	4,019	6,868	3,284	5,756	8,670	3,487	3,421	14,487	69,753	4,783	74,536
Nov 12	–	–	–	–	–	–	–	–	–	–	–	–	–	–

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

Temporarily stopped: regions 2·14

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1980 Nov 13	4,712	*951*	434	1,065	2,794	916	2,407	1,468	1,062	512	1,847	17,217	884	18,101
Dec 11	2,989	*1,091*	409	1,364	2,932	1,303	2,005	1,858	1,202	665	1,799	16,526	807	17,333
1981 Jan 15	3,113	*1,312*	588	1,633	3,285	1,924	3,354	2,252	1,572	762	4,041	22,524	1,087	23,611
Feb 12	3,563	*1,376*	568	1,785	3,277	1,461	2,494	2,519	1,370	953	4,652	22,642	1,576	24,218
Mar 12	3,489	..	503	1,748	4,087	1,694	2,065	2,093	1,141	790	2,288	19,898	1,395	21,293
April 9	3,399	*1,205*	539	1,499	4,301	1,338	3,193	2,011	1,223	813	2,123	20,439	977	21,416
May 14	2,594	*843*	298	1,283	2,632	893	1,788	2,263	849	477	1,743	14,820	979	15,799
June 11	1,743	*740*	310	894	2,661	750	2,070	1,921	1,031	495	1,210	13,085	1,045	14,130
July 9	1,966	*805*	229	707	2,736	612	1,826	1,326	975	456	1,761	12,594	1,265	13,859
Aug 13	1,854	*716*	255	703	2,753	551	1,682	1,532	596	364	2,182	12,472	859	13,331
Sep 10	2,007	*823*	201	580	2,368	596	2,475	2,159	428	374	1,716	12,904	775	13,679
Oct 8	1,934	*792*	190	964	2,415	898	2,792	2,424	595	379	2,320	14,911	981	15,892
Nov 12	1,699	*634*	239	985	7,255	770	3,035	2,409	757	420	1,973	19,542	947	20,489

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

2·16 Disabled people Non-claimants

THOUSAND

GREAT BRITAIN		Disabled people				GREAT BRITAIN		Non-claimants to benefit seeking part-time work only*		
		Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions*				Male and female	Male	Female
		Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled					
1980	Oct	57·3	88·0	7·7	4·2	1980	Oct	41·8	2·8	39·0
	Nov	59·1	90·8	7·8	3·9		Nov	41·5	2·8	38·7
	Dec	60·9	93·2	7·8	3·8		Dec	39·5	2·7	36·8
1981	Jan	62·5	96·5	7·8	3·9	1981	Jan	40·3	2·7	37·7
	Feb	63·7	98·1	7·8	3·9		Feb	41·7	2·7	39·0
	Mar	64·4	99·1	7·8	3·9		Mar	..	..	..
	April	65·6	100·4	7·8	4·1		April	41·4	2·6	38·8
	May	64·7	99·9	7·6	3·9		May	41·5	2·7	38·9
	June	65·1	103·0	7·6	4·0		June	41·0	2·7	38·3
	July	65·5	103·9	7·6	4·0		July	40·6	2·7	37·9
	Aug	67·8	108·3	7·7	4·1		Aug	39·1	2·6	36·5
	Sep	68·0	109·9	7·7	4·2		Sep	40·1	2·6	37·5
	Oct	69·3	110·4	7·8	4·1		Oct	00·0	0·0	00·0

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

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

2·17 UNEMPLOYMENT Minority group workers: regions: November 12, 1981

	South East *	East Anglia	South West	West Midlands	East Midlands	Yorks and Humber-side	North West *	North	Wales	Scotland	Great Britain *
All listed countries	53,461	693	1,595	30,229	9,636	10,829	12,218	763	540	799	120,763
Total expressed as percentage of all persons unemployed	7·9	1·0	0·9	8·8	5·6	4·0	2·9	0·4	0·3	0·2	4·2
Persons born in, or whose parent(s) were born in, the areas below											
East Africa											
Male	3,932	78	62	952	1,296	189	514	18	19	14	7,074
Female	2,848	38	38	650	1,097	124	309	11	7	10	5,132
Other Africa											
Male	2,220	7	35	193	230	70	286	28	33	15	3,117
Female	1,009	6	15	83	114	50	113	15	16	15	1,436
West Indies											
Male	15,136	130	715	6,639	1,290	1,125	1,313	31	51	6	26,436
Female	5,422	44	205	2,745	416	478	485	9	19	3	9,826
India											
Male	7,436	73	188	7,524	2,515	1,612	2,690	115	48	168	22,369
Female	5,158	35	110	3,549	1,372	731	844	71	25	63	11,958
Pakistan											
Male	4,070	213	143	5,725	781	5,105	3,999	322	178	339	20,875
Female	993	27	20	569	146	598	639	60	27	81	3,160
Bangladesh											
Male	1,990	24	5	989	97	476	573	25	58	10	4,247
Female	148	—	—	53	8	24	41	4	4	7	289
Other Commonwealth territories											
Male	2,240	14	38	431	207	189	321	42	45	50	3,577
Female	859	4	21	127	67	58	91	12	10	18	1,267
Persons born in UK of parents from listed countries (included in figures above)											
Male	6,226	67	245	3,822	828	785	847	86	32	110	13,048
Female	3,275	27	129	2,130	422	473	448	57	21	55	7,037
All listed countries											
Aug 13, 1981	51,664	784	1,564	30,740	9,674	10,784	12,534	780	520	814	119,858
May 14, 1981	43,372	641	1,408	26,135	7,858	9,224	11,069	441 e	510	641	101,299 e
Feb 12, 1981	40,518	680	1,394	23,948	7,935	8,677	10,446	780	488	703	95,569
Nov 13, 1980	35,167	600	1,233	20,949	6,239	7,767	9,008	580	427	571	82,541
Aug 14, 1980	33,790	621	1,265	19,939	6,124	7,394	9,195	560	348	576	79,812

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

2.18 UNEMPLOYMENT
Selected countries: national definitions

THOUSAND

	United Kingdom*†		Australia¶	Austria*	Belgium‡	Canada¶	Denmark§	France*	Germany (FR)*	Greece*	Irish Republic*	Italy‖	Japan¶	Netherlands*	Norway*	Spain*	Sweden¶	Switzerland*	United States¶
	Incl. school leavers	Excl. school leavers																	
NUMBERS UNEMPLOYED																			
Annual averages																			
1976	1,359 e	1,274 e	298	55	229	727	126	933	1,060	28	108	1,182	1,080	211	19·9	376	66	20·7	7,288
1977	1,484	1,378	358	51	264	850	164	1,073	1,030	28	106	1,382	1,100	204	16·1	540	75	12·0	6,856
1978	1,475	1,376	402	59	282	911	190	1,167	993	31	99	1,529	1,240	206	20·0	817	94	10·5	6,047
1979	1,390	1,307	405 ••	57	294	838	159	1,350	876	32	90	1,653	1,170	210	24·1	1,037	88	10·3	5,963
1980	1,795	1,668	406	53	322	867	180	1,451	900	37	101	1,778	1,140	248	22·3	1,277	86••	6·2	7,449
Quarterly averages																			
1980 Q3	1,979	1,723	394	31	319	817	169	1,408	847	21	104	1,724	1,120	260	20·5	1,278	87	4·7	7,962
Q4	2,157	2,039	388	66	364	785	217	1,610	991	44	116	1,821	1,170	299	25·7	1,393	91	5·5	7,400
1981 Q1	2,456	2,366	421	91	377	952	266	1,668	1,273	67	126	1,940	1,330	344	31·9	1,499	101	6·9	8,352
Q2	2,588	2,458	367	48	378	865	226	1,634	1,127	31	124	1,892	1,320	343	24·3	1,515	85	4·7	7,740
Q3	2,930	2,653		43	398	839		1,780	1,264	23	127	1,951	1,190	405	27·1		116	4·6	7,793
Monthly																			
1981 Apr	2,525	2,452	376	56	377	886	243	1,646	1,146	38	126	1,872	1,370	334	28·4	1,527	87	5·0	7,396
May	2,558	2,459	376	49	378	854	225	1,631	1,110	29	124	1,878	1,320	336	23·1	1,515	81	4·7	7,545
June	2,681	2,464	350	38	379	855	209	1,626	1,126	26	124	1,924	1,260	360	22·6	1,504	86	4·5	8,279
July	2,852	2,567	375	41	397	835	199	1,681	1,246	25	126	1,923 R	1,210	396	24·9	1,525	104	4·3	7,934
Aug	2,940	2,663	377 R	41	396	790		1,746	1,289	23	128	1,914 R	1,150	407	30·8	1,547	116	4·6	7,758
Sep	2,999	2,729		48	401	891		1,912	1,256	22	127	2,016	1,200	413	25·6		127	4·9	7,687
Oct	2,989	2,773		71	407	891		2,002	1,366	26	129	2,021 p		427	26·2		133		8,024
Nov	2,953	2,789							1 490										8 470
Percentage rate latest month	12·2		5·6	2·4	14·8	7·5	7·6	10·6	6·4	1·7	10·6	9·1 p	2·1	10·0	1·4	11·8	3·1	0·2	7·9
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages																			
1980 Q3		1,699		51	330	865	182	1,457	929	35	107		1,160	257	23·5	1,302	81		7,921
Q4		2,020		58	351	860	211	1,477	1,003	40	116		1,230	290	24·7	1,399 e	94		7,904
1981 Q1		2,304		62	365	856	232	1,610	1,107	49	122		1,220	323	26·9	1,486 e	97		7,788
Q2		2,506		62	392	846	231	1,781	1,199	43	126		1,330	364	27·6	1,521 e	92		7,900
Q3		2,627		72	412	889		1,834	1,346	36	130		1,230	395	30·2		111		7,708
Monthly																			
1981 Apr		2,452		57	381	826	236	1,724	1,155	49	125		1,310	354	28·1	1,527 e	91		7,746
May		2,515		63	392	845	233	1,795	1,203	40	125		1,350	364	27·2	1,509 e	97		8,171
June		2,552		65	404	866	226	1,825	1,238	39	126		1,340	374	27·6	1,526 e	88		7,784
July		2,582		69	408	850	215	1,849	1,314	38	128		1,250	387	30·5	1,550 e	105		7,502
Aug		2,626		71	411	836		1,840	1,354	36	129		1,160	393	31·9	1,567 e	106		7,657
Sep		2,673		75 R	416 R	980		1,813	1,371 R	35	132		1,280	404	28·1		121		7,966
Oct		2,729		75 e	408 e	989		1,818	1,437 e	35 e	133			423	27·7		131		8,520
Nov		2,764							1 513 e										9,004
Percentage rate latest month		11·4		2·6 e	14·8 e	8·3	8·2	9·7	6·5 e	2·3 e	10·8		2·2	9·9	1·5	12·0 e	3·1		8·4

Notes: (1) It is stressed that the figures are not directly comparable owing to national differences in coverage, concepts of unemployment and methods of compilation (described in an article on pages 833–840 of the August 1980 issue of *Employment Gazette*). There are two main methods of collecting unemployment statistics:
(i) by counting registrations for employment at local offices;
(ii) by conducting a labour force survey from a sample number of households.
(2) Source: SOEC Statistical telegram for Italy, OECD Main Economic Indicators for remainder, except United Kingdom, supplemented by labour attach´e reports. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.

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

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

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

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

•• Average of 11 months.

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

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

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

THOUSAND

GREAT BRITAIN Average of 3 months ended	UNEMPLOYMENT									VACANCIES		
	Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
	Male	Female	All	Male	Female	All	Male	Female	All			
1975 Oct 14	211	87	298	214	83	297	−4	4	0	182	180	3
Nov 11 e	212	88	300	214	84	298	−2	4	2	184	184	0
Dec 13 e	212	88	300	213	84	297	−1	5	4	185	186	−1
1977 Jan 13 e	212	88	300	212	84	296	0	5	4	189	189	0
Feb 10 e	211	89	300	210	84	294	1	5	6	193	191	1
Mar 10 e	210	88	298	212	84	295	−2	5	3	196	194	2
April 14	208	87	295	210	83	293	−2	4	2	196 e	195 e	2 e
May 12	206	86	292	208	83	291	−2	4	1	195	195	1
June 9	204	86	290	196	81	277	8	5	13	192	194	−1
July 14	203	87	290	195	81	277	8	6	14	189	188	1
Aug 11	203	88	291	195	83	278	7	5	13	189	188	1
Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
Oct 13	204	88	291	201	84	285	2	4	6	193	192	1
Nov 10	204	88	292	201	84	286	3	4	6	193	191	2
Dec 8	202	88	290	204	87	290	−2	2	0	197	191	6
1978 Jan 12	198	87	285	202	87	288	−4	0	−4	201	194	7
Feb 9	194	86	280	201	87	288	−7	−1	−8	208	199	9
Mar 9	192	87	279	200	88	287	−7	−1	−8	214	205	9
April 13	193	88	281	200	89	289	−7	−1	−8	217	210	7
May 11	192	88	280	199	88	287	−7	0	−7	217	213	4
June 8	191	89	280	198	88	286	−7	0	−7	221	216	5
July 6	190	89	279	197	88	286	−7	0	−7	225	221	4
Aug 10	189	89	278	196	88	284	−7	1	−6	227	223	4
Sep 14	187	89	276	196	89	285	−9	0	−9	229	225	4
Oct 12	186	90	277	195	90	285	−8	0	−8	232	226	6
Nov 9	186	91	277	195	93	288	−9	−2	−11	234	228	6
Dec 7	187	91	277	195	92	287	−8	−2	−10	233	230	3
1979 Jan 11	189	89	278	193	91	284	−4	−2	−6	225	225	0
Feb 8	190	88	278	185	88	273	5	0	5	219	220	−1
Mar 8	188	88	276	183	86	269	5	1	7	215	216	−1
April 5	181	87	268	184	87	270	−3	1	−2	223	220	3
May 10	174	86	261	190	87	277	−16	−1	−16	232	225	7
June 14	173	88	261	190	89	279	−17	−1	−18	238	231	7
July 12	174	89	263	187	89	276	−14	1	−13	238	236	2
Aug 9	175	92	267	186	90	276	−11	1	−10	236	239	−3
Sep 13	175	92	267	183	90	273	−8	2	−6	233	238	−5
Oct 11 †	177	93	270	178	91	269	−1	2	1	229	235	−6
Nov 8 †	178	94	272	174	91	265	4	3	7	226	231	−5
Dec 6 †	183	96	279	176	92	267	8	4	12	223	232	−9
1980 Jan 10	188	97	285	180	90	270	8	7	15	214	225	−11
Feb 14	192	100	293	178	90	267	15	10	25	207	220	−13
Mar 13	194	102	296	175	90	266	19	12	30	202	214	−11
April 10	197	104	301	173	93	266	24	11	35	199	210	−11
May 8	198	104	302	172	94	266	26	10	36	197	208	−11
June 12	200	106	306	169	95	264	32	11	42	188	201	−12
July 10	207	110	317	168	95	263	40	15	54	182	196	−15
Aug 14	215	112	327	169	95	264	45	18	63	171	184	−13
Sep 11	225	115	340	171	94	265	54	21	75	167	178	−10
Oct 9	234	115	349	173	95	268	61	20	81	161	170	−9
Nov 13	245	118	363	174	98	272	70	21	91	155	162	−7
Dec 11	250	118	368	175	99	274	75	19	94	148	152	−4
1981 Jan 15	248	118	366	182	98	280	66	20	86	154	153	1
Feb 12	241	118	359	182	98	280	60	20	80	152	152	0
Mar 12	232	116	348	179	98	278	53	18	70	149	150	−1
April 9	232	116	348	176	101	277	56	15	71	139	141	−2
May 14	223	111	334	175	100	275	48	12	60	139	142	−3
June 11 e	223	113	336	182	104	286	41	9	50	142	148	−6
July 9 e ‡	212	108	320	174	99	273	38	9	47	142	146	−3
Aug 13 e ‡	207	105	312	172	92	263	36	14	49	147	145	2
Sep 10 ‡	201	104	305	167	86	253	34	18	52	151	146	6
Oct 13 ‡	205	108	313	174	90	265	31	18	49	156	152	4

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

Flow figures are collected for four- or five-week periods between unemployment or vacancy count dates; the figures in this table are converted to a standard 4⅓ week month and are seasonally adjusted. The dates shown are the unemployment count dates; the corresponding vacancy count dates are generally 6 days earlier.

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

‡ See footnote to table 2·1

Regions: notified to employment offices: seasonally adjusted *

THOUSAND

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

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

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

† Included in South East.

3·2 VACANCIES
Regions: notified to employment offices and careers offices

THOUSAND

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
	Notified to employment offices													
1979 Nov 2	105·1	*53·4*	8·2	15·1	13·9	14·8	14·7	18·3	9·3	8·7	21·4	229·5	1·2	230·7
Nov 30	94·0	*48·1*	7·2	13·6	12·5	12·3	12·2	15·7	8·4	7·9	19·2	203·0	1·1	204·1
1980 Jan 4	85·5	*44·2*	6·3	11·9	11·8	11·3	11·0	14·6	8·0	7·3	16·8	184·6	1·1	185·7
Feb 8	80·7	*42·3*	5·8	12·5	11·1	11·2	10·5	14·0	7·2	7·0	17·3	177·5	1·2	178·7
Mar 7	77·4	*39·1*	5·7	14·4	10·8	10·4	9·9	13·8	7·5	7·1	18·3	175·3	1·3	176·6
April 2	76·9	*38·7*	5·5	13·9	9·9	9·5	10·1	14·5	7·2	8·0	18·8	174·2	1·2	175·4
May 2	77·5	*38·4*	6·3	14·1	9·4	9·4	9·6	14·7	7·3	8·0	19·4	175·6	1·3	176·9
June 6	72·4	*36·5*	5·7	13·6	8·3	9·0	9·2	12·9	6·8	7·4	18·6	164·0	1·3	165·3
July 4	58·4	*29·1*	4·7	10·4	6·5	6·9	7·9	9·8	5·6	6·0	16·2	132·4	1·0	133·4
Aug 8	49·8	*23·9*	4·3	8·6	6·2	6·7	6·3	9·6	5·5	5·1	15·9	118·0	1·0	119·0
Sep 5	51·3	*25·1*	4·3	8·2	6·3	5·7	6·2	9·4	5·5	5·3	16·3	118·5	0·8	119·3
Oct 3	48·4	*24·4*	3·6	6·6	6·0	5·4	6·1	8·5	4·9	4·4	14·0	107·9	0·8	108·7
Nov 7	38·8	*19·4*	3·1	5·7	5·2	5·4	5·3	7·7	4·2	3·8	13·3	92·6	0·7	93·3
Dec 5	33·4	*16·2*	2·8	5·5	4·6	4·6	5·0	6·8	3·8	3·9	12·6	82·9	0·6	83·5
1981 Jan 9	33·7	*16·4*	2·9	5·3	4·5	4·6	4·7	7·0	3·7	3·9	10·9	81·2	0·6	81·8
Feb 6	31·4	*15·1*	2·8	6·5	4·6	4·8	4·8	7·7	3·7	4·6	11·8	82·8	0·6	83·4
Mar 6	33·3	*15·7*	3·1	7·6	5·4	5·2	5·0	8·7	4·2	5·1	12·5	90·1	0·6	90·7
April 3	36·3	*16·7*	3·3	8·9	6·0	5·5	5·4	9·7	4·6	6·1	13·0	98·9	0·7	99·6
May 8	39·2	*18·3*	3·8	9·0	6·4	6·9	5·8	10·1	4·8	6·5	13·5	105·9	0·7	106·6
June 5	39·1	*18·4*	3·6	8·2	5·7	6·4	6·2	9·4	4·6	6·0	13·1	102·3	0·7	103·0
July 3	36·8	*17·3*	3·3	7·5	5·8	6·4	5·7	8·8	4·3	5·2	12·4	96·3	0·7	97·0
Aug 7	36·3	*16·7*	3·3	8·0	6·3	5·9	5·7	8·6	4·3	5·2	12·2	95·9	0·7	96·6
Sep 4	41·0	*19·6*	3·9	8·5	6·9	5·8	6·4	8·7	4·6	5·3	13·1	104·2	0·8	104·9
Oct 2	42·5	*21·3*	3·8	7·9	7·0	6·0	6·9	9·4	4·8	4·8	13·4	106·4	0·8	107·2
Nov 6	37·9	*18·9*	4·1	7·7	6·7	6·0	6·2	8·8	4·5	4·7	13·5	100·1	0·9	100·9
	Notified to careers offices													
1979 Nov 2	14·0	*7·9*	0·9	1·3	1·9	1·6	1·3	1·5	0·5	0·6	0·9	24·5	0·2	24·7
Nov 30	12·6	*7·3*	0·7	1·0	1·5	1·4	1·1	1·3	0·4	0·4	0·9	21·3	0·2	21·5
1980 Jan 4	11·6	*7·1*	0·6	0·9	1·2	1·2	1·0	1·3	0·3	0·4	0·8	19·1	0·2	19·3
Feb 8	11·2	*6·8*	0·5	0·8	1·3	1·0	0·9	1·1	0·4	0·3	0·6	17·9	0·2	18·1
Mar 7	11·3	*6·8*	0·8	0·9	1·3	1·1	1·0	1·1	0·3	0·3	0·6	18·9	0·2	19·0
April 2	11·4	*6·6*	0·8	1·1	1·4	1·1	1·2	1·0	0·5	0·3	0·6	19·4	0·2	19·6
May 2	13·5	*7·8*	0·8	1·2	2·3	1·3	1·7	1·1	0·5	0·4	0·9	23·5	0·2	23·7
June 6	11·2	*7·4*	0·7	0·8	2·0	1·0	1·4	0·7	0·4	0·4	0·8	19·4	0·2	19·6
July 4	9·4	*6·7*	0·5	0·6	1·5	0·7	1·1	0·6	0·3	0·2	0·6	15·5	0·1	15·6
Aug 8	6·9	*4·4*	0·3	0·4	1·2	0·5	0·8	0·6	0·4	0·2	0·6	11·8	0·1	12·0
Sep 5	4·6	*2·6*	0·3	0·5	0·9	0·5	0·6	0·5	0·4	0·2	0·4	8·9	0·2	9·1
Oct 3	4·6	*2·9*	0·2	0·4	0·7	0·3	0·4	0·4	0·2	0·2	0·4	7·8	0·1	7·9
Nov 7	2·8	*1·7*	0·1	0·2	0·5	0·2	0·3	0·2	0·1	0·1	0·3	4·9	0·1	5·0
Dec 5	1·9	*1·1*	0·1	0·2	0·3	0·2	0·2	0·2	0·1	0·1	0·2	3·6	0·1	3·6
1981 Jan 9	2·3	*1·5*	0·1	0·2	0·4	0·2	0·2	0·2	0·1	0·1	0·2	4·0	0·1	4·0
Feb 6	1·9	*1·1*	0·1	0·2	0·4	0·2	0·2	0·2	0·1	0·1	0·2	3·7	0·1	3·7
Mar 6	1·9	*1·1*	0·1	0·2	0·4	0·2	0·2	0·2	0·1	0·1	0·2	3·8	0·1	3·8
April 3	2·1	*1·1*	0·1	0·3	0·5	0·3	0·2	0·3	0·1	0·1	0·2	4·3	0·1	4·4
May 8	3·7	*2·2*	0·3	0·3	0·6	0·4	0·3	0·3	0·2	0·1	0·4	6·7	0·1	6·7
June 5	3·3	*2·1*	0·2	0·3	0·6	0·3	0·4	0·3	0·2	0·1	0·3	6·1	0·1	6·1
July 3	2·2	*1·2*	0·2	0·3	0·7	0·3	0·4	0·2	0·2	0·1	0·4	5·0	0·1	5·1
Aug 7	2·3	*1·2*	0·2	0·3	0·7	0·3	0·4	0·2	0·2	0·2	0·3	4·9	0·1	5·0
Sep 4	2·5	*1·3*	0·2	0·3	0·7	0·3	0·4	0·3	0·2	0·1	0·2	5·2	0·1	5·3
Oct 2	2·7	*1·5*	0·2	0·2	0·7	0·4	0·4	0·3	0·1	0·1	0·2	5·2	0·2	5·4
Nov 6	2·2	*1·3*	0·1	0·2	0·6	0·3	0·3	0·2	0·2	0·1	0·2	4·4	0·1	4·5

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

VACANCIES 3·3
Notified to employment offices and careers offices on November 6, 1981: Industry group

UNITED KINGDOM SIC 1968	At employment offices*	At careers offices*
All industries and services	**100,929**	**4,472**
Index of production industries	**27,289**	**1,450**
All manufacturing industries	**20,326**	**1,192**
Agriculture, forestry, fishing	**582**	**76**
Mining and quarrying	**153**	**18**
Coal mining	65	18
Food, drink and tobacco	**1,736**	**116**
Coal and petroleum products	**50**	**5**
Chemicals and allied industries	**1,041**	**58**
Metal manufacture	**455**	**28**
Mechanical engineering	**3,097**	**108**
Instrument engineering	**586**	**35**
Electrical engineering	**2,339**	**126**
Shipbuilding and marine engineering	**341**	**2**
Vehicles	**752**	**38**
Metal goods not elsewhere specified	**1,585**	**129**
Textiles	**1,222**	**119**
Cotton, linen and man-made fibres (spinning and weaving)	111	12
Woollen and worsted	109	2
Leather, leather goods and fur	**168**	**19**
Clothing and footwear	**3,406**	**154**
Bricks, pottery, glass, cement, etc.	**384**	**30**
Timber, furniture, etc	**1,064**	**60**
Paper, printing and publishing	**1,104**	**98**
Paper, cardboard and paper goods	343	24
Printing and publishing	761	74
Other manufacturing industries	**996**	**67**
Construction	**6,429**	**217**
Gas, electricity and water	**381**	**23**
Transport and communication	**5,083**	**92**
Distributive trades	**20,807**	**1,026**
Insurance, banking, finance and business services	**6,576**	**300**
Professional and scientific services	**9,939**	**379**
Miscellaneous services	**21,969**	**698**
Entertainments, sports, etc	1,572	107
Catering (MLH 884-888)	9,497	174
Laundries, dry-cleaning, etc	343	11
Public administration	**8,684**	**451**
National government service	2,666	297
Local government service	6,018	154

* See footnote to table 3·2.

VACANCIES 3·4
Occupation: notified to employment offices

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
							Thousand
1979 Mar	22·6	35·1	19·2	55·5	10·8	84·1	227·3
June	22·8	38·5	23·4	66·4	15·0	110·9	277·0
Sep	22·4	32·9	22·8	67·3	13·1	94·3	252·9
Dec	19·8	27·2	19·8	52·6	8·9	75·9	204·1
1980 Mar	19·6	28·0	17·3	39·2	6·8	65·6	176·6
June	19·4	27·4	17·6	32·1	5·5	63·4	165·3
Sep	16·6	18·2	15·6	21·2	3·7	44·1	119·3
Dec	14·4	13·7	12·3	11·7	2·0	29·4	83·5
1981 Mar	14·5	16·2	13·8	12·0	2·4	31·8	90·7
June	15·6	17·5	15·3	13·0	3·4	38·3	103·0
Sep	14·9	17·2	16·9	15·6	3·5	36·8	104·9
	Proportion of vacancies in all occupations						Per cent
1979 Mar	9·9	15·4	8·4	24·4	4·8	37·0	100·0
June	8·2	13·9	8·4	24·0	5·4	40·0	100·0
Sep	8·9	13·0	9·0	26·6	5·2	37·3	100·0
Dec	9·7	13·3	9·7	25·8	4·4	37·2	100·0
1980 Mar	11·1	15·9	9·8	22·2	3·9	37·1	100·0
June	11·7	16·6	10·6	19·4	3·3	38·4	100·0
Sep	13·9	15·3	13·1	17·8	3·1	37·0	100·0
Dec	17·2	16·4	14·7	14·0	2·4	35·2	100·0
1981 Mar	16·0	17·9	15·2	13·2	2·6	35·1	100·0
June	15·1	17·0	14·9	12·6	3·3	37·2	100·0
Sep	14·2	16·4	16·1	14·9	3·3	35·1	100·0

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

4·1 INDUSTRIAL DISPUTES Stoppages of work*

Stoppages: November 1981

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages:			
in progress in month	114	136,600	519,000
of which:			
beginning in month	88	124,300	369,000
continuing from earlier months	26	12,300 †	149,000

† includes 1,400 involved for the first time in the month.

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

Stoppages: cause

United Kingdom	Beginning in November 1981		Beginning in the first eleven months of 1981	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay—wage-rates and earnings levels	34	73,500	550	558,300
—extra-wage and fringe benefits	3	200	20	9,300
Duration and pattern of hours worked	10	34,000	34	38,100
Redundancy questions	5	2,400	134	137,500
Trade union matters	4	500	58	266,900
Working conditions and supervision	10	1,500	94	36,100
Manning and work allocation	14	1,300	184	49,600
Dismissal and other disciplinary measures	8	1,600	114	134,900
All causes	**88**	**115,100**	**1,188**	**1,230,900**

Stoppages: industry

United Kingdom	Jan to Nov 1981			Jan to Nov 1980		
	Stoppages beginning in period	Stoppages in progress		Stoppages beginning in period	Stoppages in progress	
SIC 1968		Workers involved	Working days lost		Workers involved	Working days lost
Agriculture, forestry, fishing	—	—	—	3	500	6,000
Coal mining	262	89,600	223,000	289	83,100	147,000
All other mining and quarrying	3	300	2,000	8	1,300	14,000
Food, drink and tobacco	45	20,900	176,000	67	21,000	152,000
Coal and petroleum products	1	500	—	—	—	—
Chemicals and allied industries	32	26,500	108,000	26	10,800	203,000
Metal manufacture	35	7,500	39,000	48	183,200	8,747,000
Engineering	150	76,500	404,000	151	42,400	582,000
Shipbuilding and marine engineering	24	59,000	169,000	25	16,100	187,000
Motor vehicles	117	201,300	683,000	91	102,000	410,000
Aerospace equipment	17	16,800	185,000	13	3,200	50,000
All other vehicles	1	500	—	3	4,400	5,000
Metal goods not elsewhere specified	42	9,100	51,000	46	10,700	136,000
Textiles	26	2,600	20,000	25	6,100	35,000
Clothing and footwear	12	1,900	18,000	10	1,100	8,000
Bricks, pottery, glass, cement, etc	23	5,800	71,000	26	5,300	24,000
Timber, furniture, etc	13	1,700	25,000	17	1,700	18,000
Paper, printing and publishing	34	5,300	41,000	27	36,600	280,000
All other manufacturing industries	29	9,500	48,000	21	2,800	19,000
Construction	55	11,500	81,000	101	29,700	279,000
Gas, electricity and water	10	3,600	17,000	11	1,800	19,000
Port and inland water transport	43	24,300	123,000	53	32,900	142,000
Other transport and communication	92	66,600	214,000	103	63,900	105,000
Distributive trades	36	6,700	67,000	30	3,400	34,000
Administrative, financial and professional services	71	731,700	1,254,000	93	147,100	270,000
Miscellaneous services	17	2,400	19,000	26	2,900	36,000
All industries	**1,188†**	**1,382,000**	**4,041,000**	**1,293†**	**814,100**	**11,908,000**

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

4·2 Stoppages of work*: summary

United Kingdom	Stoppages				Workers involved in stoppages (Thou)			Working days lost in all stoppages in progress in period (Thou)								
	Beginning in period			In progress in period	Beginning in period‡		In progress in period	All industries and services			Mining and quarrying	Metals, engineering, shipbuilding and vehicles	Textiles, clothing and footwear	Construction	Transport and communication	All other industries and services
	No.	of which known official †			No.	of which known official		No.	of which known official †							
SIC 1968		No.	Per cent						No.	Per cent	No.	No.	No.	No.	No.	No.
1976	2,016	69	3·4	2,034	666	46	668	3,284	472	14·4	78	1,977	65	570	132	461
1977	2,703	79	2·9	2,737	1,155	205	1,166	10,142	2,512	24·8	97	6,133	264	297	301	3,050
1978	2,471	90	3·6	2,498	1,001	123	1,041	9,405	4,052	43·1	201	5,985	179	416	360	2,264
1979	2,080	82	3·9	2,125	4,583	3,648	4,608	29,474	23,512	79·8	128	20,390	109	834	1,419	6,594
1980	1,330	67	5·0	1,348	830	404	834	11,964	10,081	84·3	166	10,155	44	281	253	1,065
1979 Oct	196	9	4·6	282	74		1,334	3,508	2,808	80·0	19	3,026	9	34	22	398
Nov	131	2	1·5	202	100		139	606	64	10·6	8	398	2	48	6	144
Dec	53	4	7·5	84	77		92	190	11	5·8	3	52	—	24	75	36
1980 Jan	159	8	5·0	177	229		233	2,775	2,634	94·9	34	2,622	3	29	36	51
Feb	118	4	3·4	161	44		195	3,254	3,058	94·0	8	3,099	2	30	42	73
Mar	150	7	4·7	185	79		228	3,262	3,006	92·2	27	3,024	6	32	57	117
April	158	10	6·3	205	148		311	977	669	68·5	8	703	12	18	22	213
May	134	3	2·2	189	61		102	463	291	62·9	8	136	7	31	17	265
June	138	6	4·3	188	44		68	304	87	28·6	24	133	—	31	24	91
July	70	2	2·9	111	36		47	170	43	25·3	8	63	1	20	4	76
Aug	67	4	6·0	96	17		23	119	36	30·3	7	42	3	7	6	54
Sep	107	8	7·5	132	31		37	207	69	33·3	9	89	1	52	14	43
Oct	108	6	5·6	138	35		50	198	70	35·4	13	125	1	14	10	35
Nov	84	7	8·3	115	86		92	179	92	51·4	16	81	6	16	16	43
Dec	37	2	5·4	59	20		23	56	25	62·5	5	37	1	2	6	4
1981 Jan	126	6	4·8	132	77		78	244	74	30·3	1	68	2	25	102	45
Feb	112	8	7·1	141	83		104	446	71	15·9	134	176	4	15	41	77
Mar	158	6	3·8	198	474		482	630	55	8·7	20	94	8	17	43	449
April	130	5	3·8	176	328		445	584	21	3·6	25	92	11	6	31	420
May	93	5	5·4	134	62		83	375	30	8·0	2	208	3	5	13	144
June	108	1	0·9	142	50		86	353	27	7·6	11	106	1	4	17	215
July	73	2	2·7	109	38		66	300	14	4·7	8	50	1	3	19	218
Aug	68	1	1·5	93	21		28	105	16	15·2	2	37	1	1	10	54
Sep	114	†		135	79		83	160	†		9	79	4	1	13	55
Oct	118	†		152	42		90	324	†		10	234	2	4	28	46
Nov	88	†		114	126		137	519	†		4	388	2	—	21	104

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

Average earnings index: all employees: main industrial sectors 5·1

JAN 1976 = 100

GREAT BRITAIN	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
SIC 1968	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
									Per cent
1976 Annual Averages	106·0		106·2		106·2				
1977	115·6		117·2		117·1				
1978	130·6		134·3		134·0				
1979	150·9		154·9		154·9				
1980	182·1		183·9		182·5				
1976 Aug	107·8	108·2	107·0	108·7	106·9	108·7	..	..	..
Sep	108·3	108·6	108·2	109·2	107·8	109·3	..	..	..
Oct	108·5	109·1	109·4	110·0	109·3	110·3	..	..	..
Nov	110·6	110·5	111·3	110·7	111·3	110·6	..	..	..
Dec	111·3	111·0	111·7	111·4	111·7	111·3	..	..	..
1977 Jan	110·9	111·8	112·2	113·1	112·4	112·7	10·9	12·2	12·4
Feb	111·0	112·1	112·7	113·7	112·7	113·3	10·3	11·9	11·8
Mar	113·3	113·3	115·3	114·7	114·6	114·2	10·8	11·8	11·4
April	113·1	113·2	114·6	114·3	114·5	114·1	9·4	11·2	11·1
May	114·9	114·0	116·8	115·2	116·9	115·1	8·9	10·3	10·0
June	115·4	114·4	116·6	115·4	116·2	115·1	8·1	9·2	8·7
July	117·0	115·7	117·5	116·5	117·3	116·6	8·5	8·8	8·9
Aug	115·7	116·1	115·8	117·6	115·6	117·5	7·3	8·2	8·1
Sep	116·6	117·0	117·8	118·9	117·3	118·9	7·7	8·9	8·8
Oct	117·9	118·5	119·9	120·6	119·6	120·7	8·7	9·6	9·4
Nov	120·1	120·0	123·4	122·7	123·8	123·0	8·5	10·8	11·2
Dec	121·7	121·4	123·9	123·5	124·3	123·7	9·4	10·9	11·1
1978 Jan	121·5	122·6	124·2	125·4	125·1	125·6	9·6	10·9	11·4
Feb	122·7	123·9	125·8	127·0	126·2	127·0	10·5	11·7	12·1
Mar	125·0	125·0	128·1	127·4	128·2	127·8	10·4	11·1	11·9
April	127·2	127·3	131·7	131·5	132·2	131·9	12·4	15·0	15·6
May	129·4	128·4	134·2	132·5	133·6	131·5	12·6	15·0	14·2
June	133·1	132·0	136·1	134·6	135·1	133·7	15·4	16·7	16·1
July	133·6	132·1	136·6	135·4	135·9	135·1	14·2	16·2	15·8
Aug	131·7	132·2	134·4	136·5	133·5	135·7	13·9	16·0	15·5
Sep	134·2	134·6	137·1	138·4	135·9	137·8	15·0	16·4	15·9
Oct	135·2	135·9	139·7	140·6	139·1	140·5	14·7	16·6	16·4
Nov	136·1	136·0	141·1	140·3	140·6	139·7	13·3	14·4	13·6
Dec	138·0	137·6	142·8	142·2	142·8	142·0	13·4	15·1	14·8
1979 Jan	135·7	136·9	139·8	141·2	140·3	140·9	11·7	12·6	12·2
Feb	141·1	142·5	143·7	145·1	144·6	145·6	15·0	14·3	14·6
Mar	143·7	143·7	149·9	149·1	150·2	149·8	14·9	17·0	17·2
April	144·3	144·4	149·5	149·2	149·7	149·3	13·4	13·4	13·2
May	146·9	145·7	153·0	151·1	154·3	151·9	13·5	14·0	15·5
June	150·9	149·6	157·9	156·1	158·6	156·8	13·3	16·0	17·3
July	155·6	153·9	158·2	156·7	158·2	157·2	16·5	15·8	16·4
Aug *	153·3	153·9	153·5	155·9	151·5	154·0	16·4	14·3	13·5
Sep *	153·6	153·9	153·7	155·1	151·9	153·9	14·3	12·1	11·7
Oct	158·1	158·8	162·6	163·6	161·8	163·5	16·8	16·4	16·4
Nov	162·1	162·0	167·2	166·3	167·1	166·0	19·1	18·5	18·8
Dec *	165·1	164·5	170·2	169·2	170·3	169·1	19·6	19·0	19·1
1980 Jan *	163·0	164·6	167·2	169·0	166·8	167·6	20·2	19·7	19·0
Feb *	167·3	169·0	170·0	171·8	168·8	170·0	18·6	18·4	16·8
Mar *	172·8	172·8	177·2	176·4	174·4	174·1	20·3	18·3	16·2
April	175·0	175·1	178·4	178·0	179·4	176·9	21·3	19·3	18·2
May	178·1	176·7	181·6	179·4	181·4	178·7	21·3	18·7	17·6
June	183·7	182·1	187·0	184·8	186·7	184·5	21·7	18·4	17·7
July	185·1	183·1	189·6	187·8	188·2	186·9	18·9	19·8	18·9
Aug	186·5	187·3	186·6	189·6	185·3	188·5	21·7	21·6	22·3
Sep	193·6	194·0	189·1	190·8	186·9	189·4	26·1	23·1	23·1
Oct	189·9	190·7	190·0	191·3	187·8	189·9	20·1	16·9	16·2
Nov	192·6	192·6	194·0	193·0	192·5	191·4	18·9	16·1	15·3
Dec	197·3	196·6	196·5	195·3	194·0	192·6	19·5	15·4	13·9
1981 Jan	193·3	195·3	195·6	197·8	193·5	194·5	18·6	17·0	16·0
Feb	194·8	196·9	198·4	200·5	196·1	197·6	16·5	16·7	16·2
Mar	197·8	197·9	202·5	201·7	198·9	198·7	14·5	14·3	14·1
April	199·3	199·5	200·7	200·2	198·1	197·5	13·9	12·5	12·0
May	201·6	200·0	203·7	201·3	201·9	198·9	13·2	12·2	11·3
June	205·7	203·9	210·0	207·5	207·7	205·2	12·0	12·3	11·2
July	207·6	205·3	211·7	209·7	209·8	208·4	12·1	11·6	11·5
Aug	210·4	211·4	211·2	214·6	210·2	213·8	12·8	13·2	13·5
Sep	211·7	212·1	212·6	214·6	210·8	213·7	9·3	12·4	12·8
[Oct]	212·5	213·4	215·8	217·4	214·8	217·2	11·9	13·6	14·4

Note: The seasonal adjustment factors currently used are based on data up to December 1980.
* The figures reflect abnormally low earnings owing to the effects of national disputes.

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

GREAT BRITAIN		Agriculture*	Mining and quarrying	Food, drink and tobacco	Coal and petroleum	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur
SIC 1968															
															JAN 1976 = 100
1976	Annual averages	111·5	105·9	106·6	105·7	105·7	108·3	105·7	105·9	106·7	105·9	105·7	106·6	106·1	101·6
1977		120·7	114·5	117·5	114·8	116·2	119·2	117·6	118·0	116·4	114·6	113·9	119·1	116·9	114·4
1978		135·6	141·0	134·4	133·6	132·3	136·5	135·3	137·6	132·9	133·9	129·7	135·8	132·9	128·2
1979		153·2	165·7	157·3	155·5	156·3	‖	155·0	160·1	152·1	147·9	148·4	156·5	151·2	147·0
1980		189·9	201·5	187·5	194·5	187·4		183·7	189·4	183·7	175·1	176·0	182·9	173·6	170·9
1976	Aug	121·8	105·5	108·0	105·8	106·9	108·1	106·5	106·8	107·6	106·9	106·3	106·9	107·4	102·3
	Sep	112·4	107·2	107·5	106·5	107·4	109·3	107·1	108·1	108·6	109·0	107·0	108·1	107·8	103·9
	Oct	110·1	108·2	107·5	107·5	108·0	112·4	108·8	108·8	109·4	108·3	109·5	110·6	109·8	104·1
	Nov	110·7	109·2	111·3	109·9	112·8	113·4	110·7	111·5	111·3	111·3	109·5	113·4	111·2	106·1
	Dec	112·9	110·3	113·3	110·9	111·7	113·3	111·7	111·4	112·2	111·4	109·8	113·0	111·5	108·5
1977	Jan	109·3	111·0	111·5	110·5	110·4	115·3	111·9	112·8	111·7	113·7	111·0	113·6	113·1	112·6
	Feb	114·3	110·8	111·1	110·4	110·9	117·2	112·8	113·8	112·3	112·8	108·2	114·3	113·7	109·8
	Mar	118·1	118·4	120·0	113·4	111·7	116·6	114·1	117·1	114·9	110·9	109·7	116·3	114·4	111·5
	April	120·6	113·4	113·2	112·7	111·9	116·0	115·2	114·4	114·8	113·2	111·3	116·2	114·8	112·5
	May	118·7	111·9	117·5	115·5	114·0	119·7	117·5	116·0	115·6	116·7	115·6	117·3	117·1	112·2
	June	119·6	112·7	115·9	115·1	115·8	117·6	116·6	116·5	114·5	115·5	114·6	116·9	116·4	112·2
	July	124·3	114·2	116·1	118·0	114·6	126·0	117·9	116·9	115·1	115·4	114·1	119·7	116·8	114·4
	Aug	123·9	114·1	114·2	115·9	113·5	116·9	116·4	117·3	116·0	112·9	113·5	117·2	116·2	113·6
	Sep	134·2	115·0	117·4	114·1	115·5	119·9	118·0	117·6	116·1	114·6	111·4	121·3	117·4	114·4
	Oct	126·6	116·4	120·5	114·1	118·9	121·5	120·7	121·4	117·9	112·9	114·3	123·5	119·4	119·4
	Nov	119·4	116·8	126·9	117·1	128·2	120·4	123·9	124·5	125·6	120·9	119·9	126·2	121·1	120·0
	Dec	119·6	118·8	125·5	120·6	129·2	123·6	126·1	127·8	122·5	116·2	122·7	126·8	122·7	119·6
1978	Jan	116·6	118·7	125·2	124·1	125·1	124·2	126·1	127·8	124·1	120·9	123·1	128·4	124·5	124·6
	Feb	125·4	129·5	125·5	125·7	124·9	126·6	127·4	128·9	124·6	118·6	124·6	128·8	125·8	122·3
	Mar	133·2	142·8	128·6	132·9	127·3	133·1	129·0	130·3	128·3	125·6	123·9	129·8	124·7	122·9
	April	134·6	140·4	131·2	135·3	126·5	141·2	132·9	136·0	130·7	141·5	128·1	134·0	128·5	124·4
	May	132·8	137·8	133·9	130·4	128·4	140·1	133·9	137·8	133·1	131·7	130·8	134·7	132·1	124·3
	June	136·5	142·0	135·1	130·6	134·7	138·7	135·1	136·6	135·3	129·2	132·2	136·1	135·3	125·9
	July	133·0	143·8	135·4	137·2	133·8	145·2	136·7	142·1	134·2	130·9	131·3	137·4	135·2	131·1
	Aug	141·4	142·3	134·4	135·3	132·7	130·1	136·5	137·8	132·4	125·8	129·0	135·0	135·1	130·7
	Sep	148·2	144·6	136·0	135·4	136·2	138·1	137·2	139·0	134·1	134·8	128·8	137·7	136·0	133·3
	Oct	151·9	148·3	137·1	135·8	135·0	139·8	139·6	141·4	138·4	169·8	132·6	140·4	137·8	133·4
	Nov	139·3	148·8	142·8	138·2	138·7	138·4	143·7	145·2	139·9	146·9	132·4	143·9	139·5	133·0
	Dec	134·8	153·4	146·5	142·5	144·5	142·0	145·7	147·7	140·1	131·2	139·1	143·1	139·8	132·5
1979	Jan	132·5	152·1	140·6	143·0	136·5	134·4	143·3	146·4	139·9	136·3	138·1	142·2	138·8	136·3
	Feb	139·7	153·8	145·0	150·4	139·4	143·9	145·7	152·3	142·6	137·6	145·4	146·3	140·1	141·3
	Mar	144·8	166·3	150·3	147·9	149·4	147·4	150·1	155·9	149·6	156·9	148·9	152·3	147·2	141·1
	April	148·8	166·5	148·6	149·7	146·6	154·6	151·4	155·5	147·1	144·7	144·9	152·3	144·7	147·4
	May	144·8	162·3	156·2	150·0	145·4	165·6	154·4	158·0	151·2	151·8	150·8	154·9	150·7	142·3
	June	152·2	164·0	158·4	152·9	156·3	162·4	160·0	158·9	154·5	148·6	158·0	160·7	154·2	145·9
	July	158·5	166·7	158·9	161·2	156·9	166·8	160·0	162·3	153·3	147·9	152·6	159·4	153·2	147·3
	Aug	163·9	166·2	156·7	159·0	157·9	151·1§§	147·9§§	157·9§§	144·7§§	139·9§§	139·0§§	150·5§§	154·3	146·6
	Sep	174·0	169·5	162·3	156·4	172·9	151·3§§	141·6§§	156·6§§	146·7§§	149·9§§	126·8§§	148·8§§	155·6	149·4
	Oct	167·8	171·0	163·1	158·7	169·3	158·3	163·4	169·0	160·1	150·0	150·5	166·1	156·2	151·9
	Nov	156·3	172·6	172·8	166·9	170·0	165·5	168·5	172·8	168·3	156·9	155·1	171·6	159·2	156·0
	Dec	155·4	177·2	174·4	169·6	174·6	‡‡	173·2	175·4	167·4	154·4	170·2	173·0	159·9	158·2
1980	Jan	161·2	189·5	171·3	179·6	170·5	‡‡	171·4	174·2	167·6	158·7	170·9	176·4	160·6	161·3
	Feb	174·7	190·0	173·5	189·2	171·9	‡‡	174·6	177·9	170·1	159·6	171·1	175·0	164·4	163·9
	Mar	179·8	207·2	183·8	185·0	177·9	‡‡	177·9	180·7	177·2	215·1	173·5	173·9	168·7	165·1
	April	190·2	202·2	179·2	188·9	174·5	170·4	179·7	180·4	178·8	165·1	174·3	179·9	168·9	167·6
	May	189·0	195·6	184·4	190·3	176·7	197·5	182·2	184·6	180·7	165·3	173·3	181·9	171·6	167·6
	June	191·1	201·6	189·2	199·7	194·3	189·4	186·9	187·2	185·6	169·9	179·9	185·7	176·1	172·4
	July	189·5	205·7	189·6	202·0	194·6	197·7	186·1	191·1	190·7	178·5	179·3	186·4	176·6	172·9
	Aug	200·0	201·6	189·2	201·3	191·4	184·6	186·8	189·3	187·0	176·7	174·6	184·3	173·9	171·3
	Sep	212·2	204·9	190·6	196·7	193·8	183·8	187·3	194·7	189·0	170·1	176·2	185·4	177·2	174·1
	Oct	206·2	206·6	193·7	197·3	192·3	179·8	188·3	198·5	191·8	177·1	176·2	185·5	179·1	176·6
	Nov	193·7	206·4	199·4	198·1	204·9	189·9	189·9	208·9	192·8	183·9	181·9	190·6	182·4	178·0
	Dec	191·1	206·3	205·5	206·1	205·6	193·2	192·7	205·7	192·7	181·1	180·5	190·0	183·6	180·0
1981	Jan	190·4	227·2	202·1	209·6	195·8	190·5	191·0	204·1	194·1	182·0	181·3	192·5	184·4	181·3
	Feb	193·5	224·2	201·4	214·8	197·9	193·3	192·8	206·5	196·0	186·4	190·3	194·7	187·5	185·1
	Mar	203·1	228·9	202·9	214·4	202·9	195·8	195·4	208·0	201·9	181·2	191·4	198·5	188·7	185·4
	April	214·5	221·9	205·3	214·4	200·2	194·7	195·1	209·4	200·7	190·3	189·1	195·8	183·4	186·9
	May	210·0	217·2	211·0	220·3	204·0	201·2	197·5	212·5	204·4	205·7	182·6	201·1	193·3	192·4
	June	212·4	222·0	217·4	217·5	211·8	200·6	200·4	218·4	207·2	197·4	195·5	205·1	197·3	191·0
	July	209·7	227·5	216·8	229·5	211·8	216·0	199·6	223·8	213·3	202·6	199·8	206·3	198·0	193·2
	Aug	231·9	224·4	217·6	226·0	227·2	209·8	201·4	220·6	209·9	208·3	197·4	207·4	200·9	196·5
	Sep	238·4	226·1	217·3	223·2	216·7	215·2	205·8	223·5	211·6	190·3	196·1	211·1	199·4	197·5
	[Oct]	..	229·5	218·9	223·3	224·6	219·2	208·2	225·9	215·3	240·5	198·4	212·3	203·0	199·5

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

Clothing and footwear	Bricks, pottery, glass, cement etc	Timber, furniture etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication †	Distributive trades	Insurance, banking and finance	Professional and scientific services ‡	Miscellaneous services §	Public administration	Whole economy	GREAT BRITAIN	
															JAN 1976 = 100
105·1	105·0	104·3	106·9	106·7	106·5	107·4	103·4	107·6	101·1	108·3	105·6	103·8	106·0	1976	Annual averages
118·3	115·0	114·3	118·2	116·7	118·3	115·6	111·5	119·4	110·2	115·3	116·9	110·7	115·6	1977	
133·9	131·6	131·2	136·9	132·0	132·1	135·2	126·1	134·7	125·1	127·0	131·6	123·0	130·6	1978	
154·5	154·6	150·7	162·5	153·8	151·2	154·4	151·2	157·3	147·0	141·6	155·8	143·7	150·9	1979	
182·5	180·5	173·9	194·1	180·8	180·7	196·9	180·7	184·3	181·7	182·6	183·8	181·9	182·1	1980	
104·0	104·9	103·9	108·2	107·4	107·4	110·4	103·5	109·6	101·6	112·7	108·9	106·2	107·8	1976	Aug
105·7	106·9	106·1	109·9	108·3	110·3	110·1	104·7	110·1	101·4	111·3	109·1	106·8	108·3		Sep
108·5	107·3	107·2	110·3	110·5	110·3	110·3	105·0	109·6	102·7	109·6	108·6	105·5	108·5		Oct
111·2	109·3	108·4	112·0	111·8	112·6	109·6	109·3	113·7	107·2	111·2	109·0	106·2	110·6		Nov
112·4	111·3	110·9	111·0	111·7	113·5	109·8	106·4	117·1	106·0	112·4	114·0	106·0	111·3		Dec
112·8	108·7	110·5	112·7	113·5	111·2	111·8	108·8	114·5	105·5	110·8	111·0	106·5	110·9	1977	Jan
115·3	109·9	111·8	112·5	114·9	112·8	113·1	106·9	113·5	106·8	110·6	111·6	107·0	111·0		Feb
115·3	111·3	112·5	115·1	115·5	117·4	114·8	108·2	117·9	113·7	110·9	114·7	106·5	113·3		Mar
115·8	113·1	110·7	117·2	115·5	114·8	114·1	109·1	115·1	107·4	112·8	114·7	109·6	113·1		April
116·2	115·1	111·3	119·0	116·6	117·8	114·9	110·6	118·3	108·5	114·2	114·5	110·3	114·9		May
116·3	116·9	110·8	118·9	115·3	118·6	116·9	110·7	118·1	108·2	117·4	117·0	110·8	115·4		June
116·9	114·0	113·6	118·4	116·6	118·9	117·0	112·6	120·3	107·8	121·0	117·3	114·5	117·0		July
116·1	113·2	114·0	116·7	114·1	117·0	115·4	112·2	119·3	107·5	119·2	117·5	112·3	115·7		Aug
120·1	115·7	116·1	119·1	117·8	121·4	115·2	113·3	120·2	108·8	116·8	118·7	112·2	116·6		Sep
123·5	118·3	118·6	121·5	117·9	122·2	117·5	113·0	121·4	111·5	117·0	119·8	112·1	117·9		Oct
126·2	120·4	120·5	124·1	122·2	123·5	119·4	115·4	124·3	118·8	116·0	120·0	110·9	120·1		Nov
125·3	123·8	120·7	122·6	120·3	124·3	117·1	116·7	130·0	118·2	117·4	126·5	115·5	121·7		Dec
128·4	123·6	122·6	124·4	123·2	122·3	117·4	116·6	128·1	117·2	117·7	124·6	115·8	121·5	1978	Jan
127·7	123·5	126·1	127·2	127·0	123·3	118·7	117·2	127·7	117·5	118·8	123·9	118·1	122·7		Feb
129·4	124·0	124·8	129·7	126·7	125·0	118·0	120·4	131·9	123·5	119·7	128·0	117·0	125·0		Mar
132·3	129·0	127·9	134·3	129·8	127·1	124·8	120·8	130·7	124·1	120·6	128·5	119·3	127·2		April
131·8	129·2	128·8	139·2	130·5	128·3	155·2	123·6	133·5	119·5	125·7	129·0	119·8	129·4		May
132·4	132·7	130·3	138·6	133·2	132·5	155·7	130·4	134·3	125·1	134·1	131·0	126·8	133·1		June
134·4	131·7	133·9	139·4	131·7	135·3	140·4	133·5	135·5	123·2	136·1	131·5	122·5	133·6		July
133·2	131·6	131·3	138·0	131·8	133·8	138·3	127·7	134·6	127·4	131·8	132·1	124·2	131·7		Aug
135·1	133·4	135·1	141·7	133·9	138·3	139·0	130·9	135·6	132·8	131·4	134·7	129·1	134·2		Sep
137·2	136·8	136·4	143·6	136·0	138·9	138·6	128·9	136·7	129·1	130·9	134·7	127·8	135·2		Oct
140·5	138·7	137·6	143·2	140·3	140·2	139·3	132·5	140·2	130·9	128·2	135·2	127·4	136·1		Nov
143·9	144·7	139·2	143·9	139·7	140·7	137·0	130·1	147·4	131·1	129·0	145·8	128·5	138·0		Dec
144·0	137·4	138·7	142·6	137·8	133·1	138·0	128·9	145·7	134·2	126·9	142·9	127·5	135·7	1979	Jan
145·9	140·8	142·7	147·6	142·3	135·6	140·7	160·7	146·0	143·1	126·7	146·6	129·8	141·1		Feb
147·6	143·8	145·5	154·4	146·5	144·9	142·3	141·7	152·4	141·8	129·1	149·8	130·9	143·7		Mar
151·1	149·1	145·6	154·4	147·6	144·4	142·1	137·5	152·4	141·6	134·3	149·7	135·4	144·3		April
152·1	153·1	145·5	161·9	151·8	145·3	143·2	142·4	153·7	135·7	137·8	154·8	134·3	146·9		May
151·7	157·4	152·6	166·4	158·2	153·8	149·7	149·6	155·9	138·3	135·3	157·6	143·2	150·9		June
154·1	155·7	153·9	166·3	156·9	157·1	150·7	155·1	158·9	144·4	156·4	158·5	150·3	155·6		July
151·8	158·7	150·3	165·3	154·2	153·6	171·7	151·5	158·3	154·0	155·5	156·8	150·8	153·3§§		Aug
158·8	156·6	156·6	168·7	158·6	157·3	155·9	155·2	159·3	150·8	150·2	158·3	155·4	153·6§§		Sep
161·8	160·6	157·2	173·7	160·6	160·6	171·8	157·0	162·8	152·7	147·5	158·9	156·7	158·1		Oct
166·8	169·3	159·3	175·3	165·4	163·2	173·5	168·6	167·2	157·3	148·6	163·5	155·7	162·1		Nov
167·9	172·8	161·0	173·1	166·1	165·5	173·6	166·2	174·5	169·8	151·2	171·9	154·9	165·1‡‡		Dec
170·1	165·9	164·5	175·5	167·4	162·4	169·4	165·6	170·7	160·4	147·4	171·3	159·7	163·0‡‡	1980	Jan
173·5	168·9	169·1	178·2	173·2	168·7	169·4	164·8	173·5	164·0	161·1	173·0	167·4	167·3‡‡		Feb
177·5	168·5	171·0	183·7	176·0	172·7	205·5	166·3	175·2	183·2	167·5	178·2	165·1	172·8‡‡		Mar
178·9	175·5	169·6	181·7	174·7	173·5	190·2	174·5	178·9	170·6	165·9	181·4	175·8	175·0		April
180·8	180·2	168·3	191·0	179·4	171·7	199·2	176·4	182·9	170·4	169·2	180·8	183·3	178·1		May
182·6	187·8	172·0	201·1	183·4	178·0	202·7	189·7	184·9	199·3	174·1	181·1	180·9	183·7		June
186·3	184·0	178·4	199·8	183·6	185·9	205·8	180·4	187·3	187·0	178·0	187·2	185·1	185·1		July
182·0	182·9	173·9	198·2	185·3	182·5	202·4	179·9	187·1	184·9	195·7	186·2	190·8	186·5		Aug
186·2	184·8	177·2	204·0	183·6	189·8	202·4	192·4	188·2	182·9	229·1	186·9	191·1	193·6		Sep
187·6	185·2	179·1	203·7	185·1	189·7	205·9	188·6	188·4	183·4	202·2	188·9	188·6	189·9		Oct
191·7	187·1	179·8	206·8	189·7	192·7	205·5	197·5	191·9	190·3	197·5	191·9	188·5	192·6		Nov
192·7	195·0	183·9	205·9	188·0	201·2	204·7	191·7	202·5	204·1	203·0	198·1	206·5	197·3		Dec
196·6	188·1	184·2	207·4	193·6	191·0	203·7	190·5	196·6	191·7	194·3	194·7	198·0	193·3	1981	Jan
200·5	188·0	184·5	209·1	193·0	196·3	206·4	190·4	197·8	193·1	193·9	194·8	199·4	194·8		Feb
205·3	192·0	185·3	213·0	196·1	203·1	221·9	191·3	199·2	212·9	194·0	196·5	197·3	197·8		Mar
200·0	192·7	185·1	214·4	193·6	198·5	218·9	197·5	205·8	197·9	200·7	200·2	202·2	199·3		April
205·0	198·4	185·5	221·5	200·7	198·5	225·3	193·2	205·4	206·2	210·5	202·0	197·0	201·6		May
208·2	208·1	193·6	235·8	205·5	205·4	238·7	199·4	208·9	213·3	208·6	203·4	198·7	205·7		June
207·2	204·3	195·6	230·8	207·0	204·7	238·5	203·7	209·7	207·9	212·2	205·8	200·9	207·6		July
205·2	205·5	191·8	230·2	204·7	202·9	229·9	201·6	209·9	208·0	220·6	204·5	223·5	210·4		Aug
209·1	205·7	196·5	233·2	207·1	207·9	232·1	216·0	211·1	206·4	215·8	207·0	219·2	211·7		Sep
212·2	206·5	198·8	234·7	208·6	207·7	234·3	207·2	212·1	207·5	218·1	206·4	216·5	212·5		[Oct]

§§ The figures reflect abnormally low earnings due to the effects of the national dispute in the engineering industries.
‡‡ Because of the dispute in the steel industry, insufficient information is available to enable reliable indices for "metal manufacture" to be calculated for these months, but the best possible estimates have been used in the compilation of the indices for all manufacturing industries and whole economy.

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

UNITED KINGDOM October	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 nes	Textiles	Leather, leather goods and fur
MALE												
Weekly earnings												£
Full-time men (21 years and over)												
1977	72·46	82·36	77·80	79·40	73·38	67·93	69·13	76·37	75·59	70·65	65·32	61·91
1978	83·91	95·65	90·78	91·93	83·39	76·41	80·35	88·64	84·88	81·69	75·96	71·20
1979	99·79	116·51	107·95	103·58	96·39	90·34	92·34	95·46	98·01	93·92	87·35	80·82
Full-time males on adult rates*												
1980	115·61	136·07	123·36	118·20	109·34	101·95	107·41	109·63	109·41	103·05	97·90	92·74
Hours worked												
Full-time men (21 years and over)												
1977	46·4	43·0	44·4	43·8	43·3	43·0	42·6	43·7	42·2	43·1	43·1	42·9
1978	46·2	43·0	44·6	43·7	43·0	42·5	42·9	43·8	41·4	43·1	43·6	43·4
1979	46·3	44·4	44·5	43·0	42·5	42·3	42·3	43·7	41·5	42·7	43·1	43·0
Full-time males on adult rates*												
1980	45·5	44·2	42·9	41·6	41·5	41·9	41·6	41·8	40·1	41·1	42·2	42·5
Hourly earnings												pence
Full-time men (21 years and over)												
1977	156·2	191·5	175·2	181·3	169·5	158·0	162·3	174·8	179·1	163·9	151·6	144·3
1978	181·6	222·4	203·5	210·4	193·9	179·8	187·3	202·4	205·0	189·5	174·2	164·1
1979	215·5	262·6	242·6	240·6	226·8	213·6	218·3	218·4	236·2	220·0	202·7	188·0
Full-time males on adult rates*												
1980	254·1	307·9	287·6	284·1	263·5	243·3	258·2	262·3	272·8	250·7	232·0	218·2
FEMALE												
Weekly earnings												£
Full-time women (18 years and over)												
1977	47·51	55·97	48·64	47·21	51·14	45·49	47·04	49·55	53·68	45·28	40·95	36·90
1978	53·85	59·54	54·85	54·33	56·79	52·06	53·96	56·59	60·50	52·04	46·02	42·03
1979	62·86	68·37	64·44	63·27	64·02	62·12	62·55	61·00	69·52	60·12	52·44	49·62
Full-time females on adult rates*												
1980	74·60	86·29	77·68	73·64	75·29	72·41	73·98	71·57	80·71	69·61	61·06	61·02
Hours worked												
Full-time women (18 years and over)												
1977	38·1	37·7	38·2	37·3	37·8	37·7	37·8	38·1	38·0	37·0	36·4	36·2
1978	37·9	38·7	38·2	37·8	37·9	38·3	37·9	37·9	37·4	37·2	36·7	36·7
1979	38·1	38·7	38·5	38·0	37·6	38·7	37·6	39·5	37·6	37·2	36·4	36·7
Full-time females on adult rates*												
1980	37·9	38·4	38·9	38·0	37·8	38·3	37·7	35·6	37·7	36·9	37·1	37·4
Hourly earnings												pence
Full-time women (18 years and over)												
1977	124·7	148·5	127·3	126·6	135·3	120·7	124·4	130·1	141·3	122·4	112·5	101·9
1978	142·1	153·9	143·6	143·7	149·8	135·9	142·4	149·3	161·8	139·9	125·4	114·5
1979	165·0	176·7	167·4	166·5	170·3	160·5	166·4	154·4	184·9	161·6	144·1	135·2
Full-time females on adult rates*												
1980	196·8	224·7	199·7	193·8	199·2	189·1	196·2	201·0	214·1	188·6	164·6	163·2

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

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture, etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication §	Certain miscellaneous services **	Public administration	All industries covered
												£
61·61	75·15	67·66	82·09	71·04	73·56	74·96	72·91	72·72	76·96	63·31	59·04	**72·89**
67·50	87·48	77·85	96·79	83·51	84·77	84·52	81·77	87·78	88·03	72·39	67·15	**83·50**
80·37	102·32	91·05	114·88	96·89	98·28	99·82	94·06	104·30	103·30	83·52	76·92	**96·94**
90·62	114·47	101·16	137·73	108·09	111·64	116·58	113·36	126·12	123·77	103·88	96·60	**113·06**
41·3	45·7	43·0	44·5	43·4	43·6	47·2	44·7	42·4	48·0	43·3	42·9	**44·2**
41·3	45·4	43·0	44·6	43·3	43·5	47·2	44·9	42·8	48·8	43·5	43·2	**44·2**
41·0	45·0	43·2	43·8	43·4	43·2	46·8	44·9	43·4	48·6	43·1	43·1	**44·0**
40·1	43·2	41·7	42·5	41·7	41·9	47·9	44·0	42·2	47·1	42·1	42·7	43·0
												pence
149·2	164·4	157·3	184·5	163·7	168·7	158·8	163·1	171·5	160·3	146·2	137·6	**164·9**
163·4	192·7	181·0	217·0	192·9	194·9	179·1	182·1	205·1	180·4	166·4	155·4	**188·9**
196·0	227·4	210·8	262·3	223·2	227·5	213·3	209·5	240·3	212·6	193·8	178·5	**220·3**
226·0	265·0	242·6	324·1	259·2	266·4	243·4	257·6	298·9	262·8	246·7	226·2	262·9
												£
38·08	45·59	46·20	48·87	43·44	44·45	..	39·14	47·94	53·25	35·16	46·41	**44·31**
41·94	52·12	53·62	55·33	49·15	50·08	..	42·97	58·10	63·79	40·11	52·98	**50·03**
50·43	60·06	61·84	67·15	56·08	58·44	..	48·23	70·29	72·38	46·40	57·04	**58·24**
58·62	71·01	74·01	82·15	64·95	68·40	..	61·45	81·75	92·14	56·76	76·18	68·73
36·1	36·8	37·2	38·5	37·5	37·2	..	37·9	36·0	41·3	38·3	39·4	**37·4**
36·1	36·7	37·5	38·1	37·0	37·2	..	38·5	36·8	43·5	38·4	40·3	**37·4**
36·0	36·8	36·7	38·3	37·4	37·2	..	37·2	37·6	43·3	38·3	40·5	**37·4**
36·4	37·3	36·8	38·2	37·3	37·3	..	38·5	37·0	42·3	38·4	39·8	37·5
												pence
105·5	123·9	124·2	126·9	115·8	119·5	..	103·3	133·2	128·9	91·8	117·8	**118·5**
116·2	142·0	143·0	145·2	132·8	134·6	..	111·6	157·9	146·6	104·5	131·5	**133·8**
140·1	163·2	168·5	175·3	149·9	157·1	..	129·7	186·9	167·2	121·1	140·8	**155·7**
161·0	190·4	201·1	215·1	174·1	183·4	..	159·6	220·9	217·8	147·8	191·4	**183·3**

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

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

The industries covered comprise the following Minimum List Headings of the Standard Industrial Classification 1968:
* 331-349; 361; 363-369; 370·2; 380-385; 390-391; 393; 399.
† 370·1.
‡ 271-273; 276-278.
§ Except sea transport.
** Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.

SHIP REPAIRING †							CHEMICAL MANUFACTURE ‡						
Semi-skilled workers			Labourers			All workers	Craftsmen			General workers			All workers
Time workers	PBR workers	All	Time workers	PBR workers	All		Time workers	PBR workers	All	Time workers	PBR workers	All	
49·73	58·42	55·53	52·10	57·33	55·84	61·44	58·75	60·10	58·96	55·66	53·81	55·35	56·26
63·07	68·39	66·85	63·76	63·01	63·23	72·02	76·10	74·53	75·98	70·28	70·27	70·28	71·74
68·60	70·96	69·71	62·67	66·54	65·30	74·38	81·58	82·33	81·63	76·16	74·44	75·95	77·32
76·66	75·95	76·33	78·73	80·00	79·35	83·03	92·09	93·50	92·21	85·39	83·46	85·13	86·88
89·91	87·40	88·81	95·27	93·12	94·19	96·48	104·43	110·28	105·07	96·12	103·50	97·14	99·11
103·66	97·52	99·71	94·37	100·34	96·59	107·51	125·59	127·88	125·77	115·11	111·02	114·62	117·48
													per cent
17·3	15·1	16·4	21·0	16·4	18·7	16·2	13·4	17·9	13·9	12·6	24·0	14·1	14·1
15·3	11·6	12·3	−0·9	7·8	2·5	11·4	20·3	16·0	19·7	19·8	7·3	18·0	18·5
105·3	118·9	114·5	99·9	111·9	108·5	129·9	135·7	135·6	135·7	130·9	125·4	130·0	131·4
129·1	138·1	135·5	124·4	126·7	126·0	150·8	169·1	166·9	169·0	160·8	154·5	160·0	162·3
134·1	143·3	138·4	130·7	137·6	135·4	156·3	176·1	177·9	176·2	167·3	162·8	166·8	169·0
148·8	156·5	152·2	161·1	151·5	156·3	173·3	198·0	197·8	198·0	187·7	181·3	186·8	189·6
180·6	185·3	182·6	171·8	190·5	180·8	205·0	228·0	233·3	228·6	213·9	219·0	214·7	218·1
214·1	203·4	207·2	199·0	209·2	202·8	231·9	278·5	274·5	278·2	262·3	251·3	260·9	265·3
													per cent
21·4	18·4	20·0	6·6	25·7	15·7	18·3	15·2	17·9	15·5	14·0	20·8	14·9	15·0
18·5	9·8	13·5	15·8	9·8	12·2	13·1	22·1	17·7	21·7	22·6	14·7	21·5	21·6

5·6 EARNINGS AND HOURS
Average weekly and hourly earnings and hours: manual and non-manual employees

GREAT BRITAIN	MANUFACTURING INDUSTRIES					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)	
			excluding those whose pay was affected by absence					excluding those whose pay was affected by absence		
April of each year	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours
FULL-TIME MEN, 21 years and over										
Manual occupations										
1974	43·6	45·1	46·2	97·4	95·2	42·3	43·6	46·5	93·5	91·1
1975	54·5	56·6	45·0	125·8	123·1	54·0	55·7	45·5	122·2	119·2
1976	65·1	67·4	45·1	149·2	146·3	63·3	65·1	45·3	143·7	141·0
1977	71·8	74·2	45·6	162·6	160·0	69·5	71·5	45·7	156·5	154·3
1978	81·8	84·7	45·8	184·8	181·8	78·4	80·7	46·0	175·5	172·8
1979	94·5	97·9	46·0	212·8	208·7	90·1	93·0	46·2	201·2	197·5
1980	111·2	115·2	45·0	255·5	250·0	108·6	111·7	45·4	245·8	240·5
1981	119·3	124·7	43·5	286·0	279·8	118·4	121·9	44·2	275·3	269·1
Non-manual occupations										
1974	54·1	54·5	39·1	137·7	137·8	54·1	54·4	38·8	137·9	138·1
1975	68·2	68·7	39·2	173·2	173·3	67·9	68·4	38·7	174·3	174·6
1976	80·2	80·9	39·1	204·3	204·4	81·0	81·6	38·5	210·3	210·6
1977	88·2	88·9	39·2	223·4	223·8	88·4	88·9	38·7	227·2	227·9
1978	102·4	103·0	39·4	258·1	258·9	99·9	100·7	38·7	257·1	257·9
1979	116·8	117·7	39·6	293·8	294·7	112·1	113·0	38·8	288·6	289·5
1980	143·6	144·8	39·4	362·3	362·0	140·4	141·3	38·7	360·8	361·3
1981	159·6	161·8	38·8	411·9	411·5	161·2	163·1	38·4	419·1	419·7
All occupations										
1974	46·3	47·7	44·3	106·9	106·1	46·5	47·7	43·7	107·6	107·2
1975	58·1	60·2	43·4	137·7	136·5	59·2	60·8	43·0	139·9	139·3
1976	69·2	71·4	43·4	163·2	162·0	70·0	71·8	42·7	166·8	166·6
1977	76·1	78·5	43·8	177·7	177·1	76·8	78·6	43·0	181·1	181·5
1978	87·3	90·0	44·0	202·9	202·2	86·9	89·1	43·1	204·3	204·9
1979	100·5	103·7	44·2	233·1	231·8	98·8	101·4	43·2	232·2	232·4
1980	120·3	124·3	43·4	284·1	281·8	121·5	124·5	42·7	288·2	287·6
1981	131·3	137·1	42·0	323·5	320·8	136·5	140·5	41·7	332·0	331·2
FULL-TIME WOMEN, 18 years and over										
Manual occupations										
1974	23·1	24·1	39·9	60·6	60·1	22·8	23·6	39·8	59·3	58·7
1975	30·9	32·4	39·5	81·8	81·4	30·9	32·1	39·4	81·6	81·1
1976	38·5	40·3	39·6	102·0	101·5	38·1	39·4	39·3	100·7	100·2
1977	43·0	45·0	39·8	113·4	112·7	42·2	43·7	39·4	111·2	110·7
1978	49·3	51·2	39·9	128·5	127·5	48·0	49·4	39·6	125·3	124·4
1979	55·4	57·9	39·9	145·4	144·2	53·4	55·2	39·6	139·9	138·7
1980	66·4	69·5	39·8	174·5	172·8	65·9	68·0	39·6	172·1	170·4
1981	72·5	76·3	39·6	192·8	191·4	72·1	74·5	39·4	189·8	188·2
Non-manual occupations										
1974	25·6	25·8	37·3	69·0	68·8	28·3	28·6	36·8	76·9	76·7
1975	35·2	35·4	37·1	95·2	95·0	39·3	39·6	36·6	106·1	105·9
1976	42·8	43·1	37·1	115·9	115·6	48·5	48·8	36·5	132·0	131·8
1977	48·1	48·4	37·1	130·1	129·8	53·4	53·8	36·7	143·8	143·7
1978	54·9	55·2	37·2	148·0	147·5	58·5	59·1	36·7	158·1	157·9
1979	62·3	62·8	37·2	168·5	168·0	65·3	66·0	36·7	176·8	176·6
1980	76·7	77·1	37·3	205·8	204·9	82·0	82·7	36·7	221·2	220·7
1981	86·4	87·3	37·1	234·2	233·4	95·6	96·7	36·5	259·7	259·2
All occupations										
1974	23·9	24·8	38·9	63·8	63·4	26·3	26·9	37·8	70·8	70·6
1975	32·4	33·6	38·5	87·2	86·9	36·6	37·4	37·4	98·5	98·3
1976	40·1	41·5	38·5	107·6	107·2	45·3	46·2	37·3	122·6	122·4
1977	44·9	46·4	38·7	120·0	119·6	50·0	51·0	37·5	134·0	133·9
1978	51·3	52·8	38·8	136·1	135·4	55·4	56·4	37·5	148·2	148·0
1979	57·9	60·0	38·8	154·6	153·7	61·8	63·0	37·5	166·0	165·7
1980	70·3	72·8	38·7	187·3	186·1	77·3	78·8	37·5	207·0	206·4
1981	78·1	81·5	38·4	211·6	210·6	89·3	91·4	37·2	241·8	241·2
FULL-TIME ADULTS										
(a) MEN, 21 years and over WOMEN, 18 years and over										
All occupations										
1974	40·8	42·3	43·0	97·6	96·1	40·6	41·7	42·0	97·8	96·8
1975	52·1	54·2	42·3	127·2	125·4	52·7	54·0	41·3	128·9	127·7
1976	62·5	64·7	42·3	151·8	150·0	62·7	64·2	41·1	154·7	153·8
1977	68·9	71·3	42·7	165·8	164·3	68·7	70·2	41·3	168·0	167·5
1978	78·8	81·5	42·8	188·7	187·0	77·3	79·1	41·4	188·6	187·9
1979	90·4	93·7	43·0	216·7	214·2	87·4	89·6	41·5	213·6	212·4
1980	108·4	112·4	42·3	263·3	259·8	107·7	110·2	41·1	264·8	262·8
1981	118·6	124·3	41·2	299·0	295·6	121·6	124·9	40·3	305·1	303·2
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1974	40·3	41·8	43·0	96·4	95·0	40·1	41·1	42·0	96·6	95·5
1975	51·5	53·6	42·3	125·8	124·1	52·0	53·4	41·4	127·3	126·0
1976	61·8	64·0	42·5	150·1	148·3	61·8	63·4	41·1	152·6	151·6
1977	68·0	70·4	42·7	163·8	162·3	67·8	69·3	41·3	165·7	165·1
1978	77·8	80·5	42·8	186·5	184·7	76·3	78·1	41·4	186·1	185·3
1979	89·1	92·5	43·0	213·9	211·3	86·2	88·4	41·5	210·7	209·3
1980	106·9	110·9	42·3	259·8	256·2	106·3	108·7	41·1	261·1	259·0
1981	116·8	122·5	41·2	294·7	291·2	119·8	123·1	40·3	300·4	298·4

Note: New Earnings Survey estimates. Age is measured in complete years on 1 January.

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

		Manufacturing	Mining and quarrying	Construction	Gas, electricity and water	Index of production industries	Whole economy
							Pence per hour
Labour costs (1)	1968	58·25	73·80	60·72	66·55	59·58	..
	1973	106·90	143·45	107·32	129·61	109·37	..
	1975	161·68	249·36	156·95	217·22	106·76	..
	1978	244·54	365·12	222·46	324·00	249·14	..
	1979	290·05	427·21	257·66	383·44	294·17	..
	1980	349·43	522·88	316·88	483·39	356·45	..
							Per cent
Percentage shares of labour costs *							
Wages and salaries†	1968	91·3	82·8	87·7	87·1	90·2	..
	1973	89·9	82·5	91·1	84·7	89·3	..
	1975	88·1	76·8	90·2	82·9	87·5	..
	1978	84·3	76·2	86·8	78·2	83·9	..
	1979	83·1	76·3	86·0	77·5	82·8	..
	1980	82·0	75·9	85·6	77·3	81·9	..
of which Holiday, sickness, injury and maternity pay	1968	7·4	8·6	5·2	10·5	7·3	..
	1973	8·4	12·0	6·4	9·8	9·2	..
	1975	9·4	10·8	7·2	11·1	9·3	..
	1978	9·2	9·3	6·8	11·2	9·0	..
	1979	9·1	9·3	6·7	11·1	8·9	..
	1980	9·0	9·3	6·7	11·1	8·8	..
Statutory national insurance contributions	1968	4·4	3·8	4·2	3·8	4·3	..
	1973	4·9	4·3	4·9	4·5	4·9	..
	1975	6·5	5·7	6·3	6·0	6·4	..
	1978	8·5	6·7	9·1	6·9	8·4	..
	1979	9·1	7·4	9·8	7·4	9·0	..
	1980	9·1	7·4	9·9	7·5	9·0	..
Private social welfare payments	1968	3·2	5·7	1·4	6·3	3·2	..
	1973	3·5	5·9	1·6	8·0	3·7	..
	1975	3·9	10·9	1·7	8·5	4·2	..
	1978	4·8	9·4	2·3	12·2	5·1	..
	1979	5·0	9·6	2·4	12·5	5·3	..
	1980	5·3	9·6	2·6	12·6	5·5	..
Payments in kind and subsidised services	1968	1·0	5·8	1·2	1·1	1·3	..
	1973	1·2	5·9	0·8	1·3	1·4	..
	1975	1·2	5·5	0·7	1·2	1·4	..
	1978	1·4	6·0	0·8	1·3	1·6	..
	1979	1·4	6·0	0·7	1·3	1·6	..
	1980	1·4	6·0	0·7	1·3	1·6	..
Training (excluding wages and salaries element)	1968	0·8	0·2	0·3	0·9	0·7	..
	1973	0·4	0·2	0·4	0·7	0·4	..
	1975	0·3	0·3	0·2	0·7	0·3	..
	1978	0·3	0·4	0·3	0·8	0·4	..
	1979	0·3	6·4	0·3	0·8	0·4	..
	1980	0·3	6·4	0·2	0·8	0·4	..
Other labour costs ‡	1968	−0·7	1·7	5·2	0·7	0·3	..
	1973	—	1·2	1·2	0·9	0·4	..
	1975	—	0·7	0·9	0·8	0·2	..
	1978	0·6	1·3	0·8	0·5	0·6	..
	1979	1·0	0·3	0·8	0·5	0·9	..
	1980	1·8	0·6	1·0	0·5	1·6	..

			% change over previous year					1975=100 % change over previous year
Labour costs per unit of output §	1976	112·7	12·7	87·0	111·6	105·9	111·0	110·7 10·7
	1977	125·1	11·0	65·1	119·4	109·6	119·3	121·4 9·7
	1978	141·1	12·8	62·6	132·6	127·6	132·3	135·1 11·3
	1979	163·1	15·6	58·0	161·4	150·0	150·4	156·4 15·8
	1980	200·9	23·2	69·7	198·2	196·9	183·8	189·4 21·1
	Q1	..	..	..	..	..	..	174·7 17·4
	Q2	..	..	..	..	..	..	186·3 24·0
	Q3	..	..	..	..	..	..	197·7 23·0
	Q4	..	..	..	..	..	..	199·2 20·1
	1981 Q1	..	..	..	..	..	..	205·2 17·5
	Q2	..	..	..	..	..	..	209·8 12·6
Wages and salaries per unit of output §	1976	111·2	11·2	85·7	110·6	104·2	109·6	109·2 9·2
	1977	120·8	8·6	63·7	116·9	106·5	115·6	118·0 8·1
	1978	134·9	11·7	62·1	127·8	120·6	126·6	130·3 10·4
	1979	154·3	14·4	57·8	154·1	140·3	142·8	149·8 15·0
	1980	189·4‖	22·7	69·3	188·8	183·7	173·8	181·8 21·4
	Q3	196·1‖	25·1	..	..	..	..	189·8 19·3
	Q4	201·0‖	22·6	..	..	..	..	191·1 20·1
	1981 Q1	202·1‖	15·9	..	..	..	..	196·4 17·0
	Q2	201·8‖	8·4	..	..	..	..	200·9 12·4
	Q3	205·6‖	4·8	..	..	..	..	
	April	201·5‖	10·2					
	May	201·3‖	8·2					
	June	202·7‖	6·9					
	July	204·8‖	5·8					
	Aug	205·8‖	4·9					
	Sep	206·3‖	3·9					

Notes: **Source:* Department of Employment. See reports on labour cost surveys in *Employment Gazette.*
† Including holiday bonuses up to 1975 but not in 1978.
‡ Employers' liability insurance, provision for redundancy (net) and selective employment tax (when applicable) *less* regional employment premium (when applicable).
§ *Source:* Central Statistical Office (using national accounts data). Quarterly indices are seasonally adjusted.
‖ *Source:* Based on seasonally adjusted monthly statistics of average earnings, employees in employment and output averaged over the current, previous and following months.
.. Not available.

5·8 WAGE RATES AND HOURS

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

UNITED KINGDOM	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc
SIC 1968	I	II	III	IV and V	VI–XII	XIII	XIV	XV	XVI	XVII
Basic weekly wage rates										**JULY 1972 = 100**
Weights	210	305	454	294	2,953	366	29	217	236	186
1977 Annual averages	247	225	228	218	218	232	220	232	218	213
1978 Annual averages	273	247	250	240	271	254	243	255	242	248
1979 Annual averages	310	276	285	265	314	288	280	300	276	279
1980 Annual averages	371	334	325	324	369	330	318	355	321	335
1979 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	337	320	283	363	308	304	354	321	336
May	370	337	320	323	366	338	304	354	324	336
June	373	337	320 †	351	366	341	304	354	324	336
July	373	337	321 †	351	366	341	331	359	324	336
Aug	373	337	326 †	348	366	341	331	359	324	336
Sep	373	337	326 †	348	366	344	331	364	328	336
Oct	373	337	326 †	348	367	344	331	364	328	336
Nov	373	337	345 †	348	393	344	331	364	338	336
Dec	373	366	345 †	348	393	345	331	364	338	336
1981 Jan	404	366	352 †	350	394	348	342	392	338	362
Feb	411	366	352 †	350	394	348	342	392	338	362
Mar	411	366	352 †	350	394	348	342	395	338	363
April	411	367	353 †	350	397	349	342	395	343	363
May	411	367	353 †	360	397	363	342	395	351	363
June	411	367	362 †	377	399	364	342	395	351	363
July	411	367	362 †	377	399	364	356	395	351	363
Aug	411	367	366 †	377	399	364	356	395	351	363
Sep	411	367	366 †	377	400	365	356	399	351	363
Oct	411	367	366 †	377	400	365	356	399	351	363
Nov	411	367	366 †	377	400	365	356	399	351	363
Normal weekly hours										**Hours**
1977 Annual averages	40·2	36·0	39·9	40·0	40·0	40·0	40·0	40·0	40·1	40·0
1978 Annual averages	40·2	36·0	39·9	40·0	40·0	40·0	40·0	40·0	40·1	40·0
1979 Annual averages	40·2	36·0	39·9	40·0	40·0	40·0	40·0	40·0	40·1	40·0
1980 Annual averages	40·2	36·0	39·9	40·0	40·0	40·0	40·0	40·0	40·1	39·5
1981 Nov	40·2	36·0	39·9	39·9	39·2	40·0	40·0	40·0	40·0	39·1
Basic wage rates adjusted for changes in normal weekly hours										**JULY 1972 = 100**
1977 Annual averages	259	225	229	218	218	232	220	232	218	213
1978 Annual averages	286	247	251	240	271	254	243	255	243	248
1979 Annual averages	326	276	286	265	314	288	280	300	276	279
1980 Annual averages	390	334	327	324	369	380	318	355	321	340
1979 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	337	321	283	363	308	304	354	322	340
May	389	337	321	323	366	338	304	354	324	340
June	391	337	321 †	351	366	341	304	354	324	340
July	391	337	322 †	351	366	341	331	359	324	340
Aug	391	337	327 †	348	366	341	331	359	324	340
Sep	391	337	327 †	348	366	344	331	364	328	340
Oct	391	337	327 †	348	367	344	331	364	328	340
Nov	391	337	346 †	348	393	344	331	364	339	340
Dec	391	366	346 †	348	393	345	331	364	339	340
1981 Jan	425	366	353 †	350	394	348	342	392	339	371
Feb	432	366	353 †	350	394	348	342	392	339	371
Mar	432	366	353 †	350	394	348	342	395	339	371
April	432	367	354 †	350	397	349	342	395	344	372
May	432	367	354 †	360	397	363	342	395	352	372
June	432	367	363 †	377	399	364	342	395	352	372
July	432	367	364 †	377	399	364	356	395	352	372
Aug	432	367	367 †	377	400	364	356	395	353	372
Sep	432	367	367 †	377	400	365	356	399	353	372
Oct	432	367	367 †	377	400	365	356	399	353	372
Nov	432	367	367 †	378	408 ‡	365	356	399	353	372

• The figures for November 1979 include the effects of the delayed agreement for engineering workers.
† The indices will reflect delays in making new national agreements or the situation where a national agreement is initially in abeyance. Industry groups which are significantly affected by agreements remaining outstanding more than 6 months after their normal settlement date are indicated from the earliest month affected.
‡ This figure reflects the reduction in hours for engineering workers, previously negotiated. Details of the 1981 engineering settlement were not received in time for inclusion in the November indices.

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

Paper, printing and publishing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services	Manufacturing industries	All industries and services	UNITED KINGDOM
XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	III–XIX		SIC 1968
									Basic weekly wage rates
403	970	209	1,034	802	756	576	5,138	10,000	Weights
209	268	214	213	243	230	233	218·9	227·3	Annual averages 1977
232	290	261	232	272	252	253	258·8	259·3	Annual averages 1978
270	321	301	266	320	281	319	297·5	298·1	Annual averages 1979
310	374	384	318	380	329	386	348·5	351·8	Annual averages 1980
282	334	318	272	338	282	334	298·4	303·1	Oct 1979
282	334	318	272	341	297	335	327·3•	319·4•	Nov
282	334	323	272	351	314	339	328·5	323·4	Dec
286	336	348	294	353	314	370	335·5	332·9	Jan 1980
297	336	348	294	356	314	377	336·6	335·0	Feb
297	336	379	303	356	314	377	337 4	336 9	Mar
310 †	336	379	312	374	326	377	340·6	342·2	April
310 †	336	379	322	385	326	377	346·7	347·3	May
312 †	399	379	322	390	326	388	348·6	355·5	June
313 †	399	380	328	390	332	388	349·1	356·8	July
319 †	399	380	328	390	332	388	350·0	357·3	Aug
319 †	403	381	328	390	332	388	350·7	358·1	Sep
319 †	403	417	328	390	332	399	351·0	359·5	Oct
319 †	403	417	328	390	342	399	367·8	368·9	Nov
319 †	403	420	328	394	356	399	367·9	371·4	Dec
321 †	403	436	336	395	358	410 †	372·2	376·1	Jan 1981
326 †	404	436	336	396	358	416 †	372·6	377·0	Feb
326 †	404	461	339	397	358	416 †	372·8	378·0	Mar
356	404	461	351	427	358	416 †	376·7	383·8	Apr
357	404	461	351	432	358	416 †	379·1	385·4	May
357	404	461	352	432	358	420 †	382·0	387·2	June
358	430	462	356	432	360	420 †	382·3	390·6	July
361	431	462	357	432	360	420 †	383·1	391·1	Aug
361	431	462	357	432	360	420 †	383·4	391·3	Sep
361	431	462	357	432	360	425 †	383·4	391·6	Oct
361	431	462	358	432	360	425 †	383·4	391·7	Nov
									Normal weekly hours
39·6	39·9	39·0	40·6	40·0	40·0	40·0	39·9	40·0	Annual averages 1977
39·6	39·9	39·0	40·6	40·0	40·0	40·0	39·9	40·0	Annual averages 1978
39·6	39·9	39·0	40·4	40·0	40·0	40·0	39·9	39·9	Annual averages 1979
39·6	39·9	39·0	40·4	40·0	40·0	40·0	39·9	39·8	Annual averages 1980
39·2	38·9	38·0	40·4	39·7	40·0	39·9	39·4	39·5	Nov 1981
									Basic wage rates adjusted for changes in normal weekly hours
209	268	219	213	249	230	240	219·0	228·6	Annual averages 1977
232	291	268	232	279	252	261	259·0	260·9	Annual averages 1978
270	321	309	268	327	281	330	297·7	300·2	Annual averages 1979
310	375	393	319	389	329	398	348·8	354·6	Annual averages 1980
282	335	326	274	346	282	345	298·5	305·3	Oct 1979
282	335	326	274	349	297	346	327·4•	321·7•	Nov
282	335	332	274	360	314	349	328·7	325·7	Dec
286	337	357	295	361	314	382	335·9	335·4	Jan 1980
297	337	357	295	364	314	390	336·9	337·6	Feb
297	337	389	304	364	314	390	337·7	339·5	Mar
311 †	337	389	314	383	326	390	340·9	344·9	April
311 †	337	389	324	394	326	390	347·0	350·0	May
313 †	401	389	324	399	326	401	349·0	358·3	June
313 †	401	390	330	399	332	401	349·4	359·6	July
319 †	401	390	330	399	332	401	350·3	360·1	Aug
319 †	404	391	330	399	332	401	351·1	360·8	Sep
319 †	404	428	330	399	332	412	351·4	362·3	Oct
319 †	404	428	330	401	342	412	368·2	372·0	Nov
319 †	404	431	330	406	356	412	368·3	374·5	Dec
324 †	405	449	337	406	358	423 †	373·0	379·4	Jan 1981
329 †	405	449	337	407	358	429 †	373·4	380·3	Feb
329 †	405	475	341	408	358	429 †	373·5	381·3	Mar
359	405	475	353	440	358	429 †	377·5	387·2	Apr
360	405	480	353	445	358	429 †	379·8	388·9	May
360	405	480	353	445	358	434 †	382·8	390·8	June
362	432	480	358	445	360	434 †	383·2	394·2	July
365	433	480	358	445	360	434 †	383·9	394·9	Aug
365	433	480	358	445	360	434 †	384·3	395·0	Sep
365	433	486	358	445	360	439 †	384·3	395·4	Oct
365	443	486	359	445	360	439 †	388·5	398·5	Nov

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

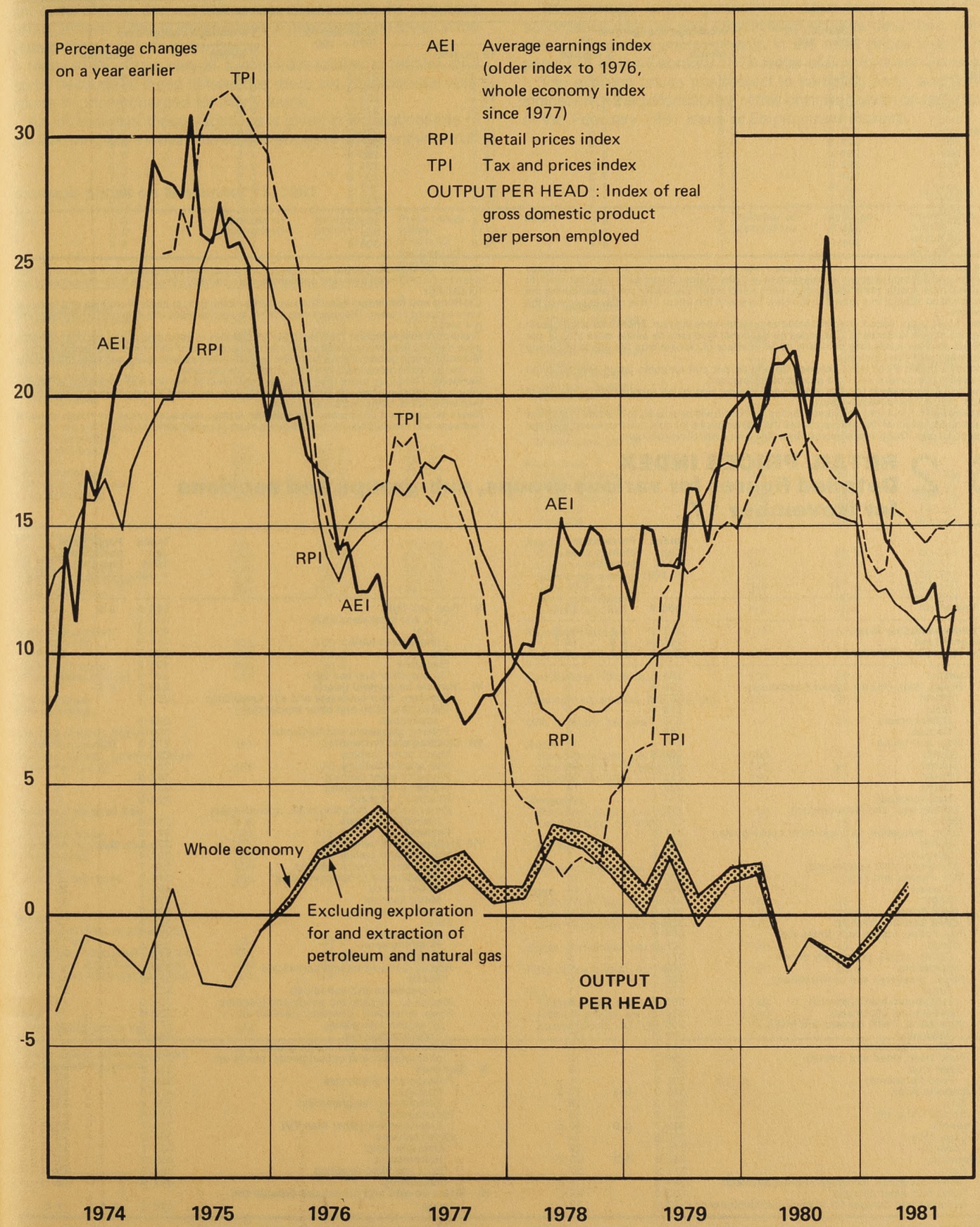
Selected countries: wages per head: manufacturing (manual workers)

	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
Annual averages																	Indices 1975 = 100	
1971	53·1	53·2	60·6	52	65	51·7	56·0	69	50	47	47·0	49·8	58	59	44·4	63·0	. .	74
1972	60·0	58·3	67·6	59	70	58·2	62·4	76	55	54	51·9	57·6	66	64	52·0	72·3	. .	79
1973	67·7	65·8	76·2	69	76	69·1	71·5	84	64	65	64·5	71·1	74	71	61·8	78·4	81·8	85
1974	79·3	83·8	88·2	83	86	83·9	85·3	92	80	78	78·9	89·7	88	83	77·8	87·1	93·1	92
1975	100·0	100·0	100·0	100	100	100·0	100·0	100	100	100	100·0	100·0	100	100	100·0	100·0	100·0	100
1976	116·4	114·4	109·0	111	114	112·7	114·1	107	129	117	120·9	112·3	109	117	130·3	117·9	101·6	108
1977	128·4	127·6	118·4	121	126	124·3	128·5	114	156	135	154·6	121·9	117	129	169·8	125·8	103·3	118
1978	146·9	136·6	125·1	130	135	137·1	145·2	120	193	155	179·6	129·1	123	139	214·2	136·6	106·9	128
1979	169·8	147·1	132·4	140	147	152·7	164·1	127	232	178	213·7	138·7	128	143	264·8	147·2	109·2	139
1980	200·1	163·2	142·8	153	162	169·8	188·8	135	295	216	261·7	149·9	134	157	313·8	160·2	114·8	151
Quarterly averages																		
1980 Q2	197·2	159·5	140·3	151	159	168·6	181·9	135	291	212	253·9	148·6	133	151	315·7	157·7	113·8	148
Q3	206·4	167·0	141·2	153	164	171·0	189·3	137	298	215	269·6	151·3	135	166	314·7	160·7	114·7	152
Q4	209·7	167·7	149·6	161	169	176·0	195·5	137	313	232	281·6	153·1	135	165	341·7	167·8	115·8	157
1981 Q1	215·9	174·0	146·5	161	173	178·3	201·3	138	351	236	297·4	153·5	136	166	347·4	171·8	121·0	161
Q2	219·9	178·3 R	151·9	167	179	183·1	206·8	140	. .	. .	317·0	156·8	136	169	374·4	176·8	119·7	164
Q3	232·4	. .	. .	. .	. .	. .	215·8	. .	. .	. .	. .	. .	140	. .	. .	. .	. .	167
Monthly																		
1981 Apr	216·5	174·2 R	151·4	. .	177	182·0	206·8	140	. .	. .	305·9	156·0	136	. .	351·0	174·2	. .	163
May	218·1	180·4 R	152·4	. .	179	182·7	. .	. .	. .	. .	322·3	157·1	136	. .	377·9	177·5	. .	164
June	225·0	180·4 R	151·8	167	181	184·5	. .	. .	. .	. .	322·8	157·3	136	. .	394·2	178·6	. .	165
July	228·5	180·5 R	. .	. .	181	189·2	215·8	. .	. .	. .	326·6	163·9	139	. .	. .	180·2	. .	166
Aug	234·4	180·5	. .	. .	. .	. .	. .	. .	. .	. .	338·3	. .	140	. .	. .	176·8	. .	166
Sep	234·3	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	140	. .	. .	. .	. .	169
Increases on a year earlier																		
Annual averages																		Per cent
1972	13	10	12	13	8	13	11	10	10	15	10	16	14	8	17	15	. .	7
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8	. .	8
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9
1978	15	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8
1979	16	8	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9
1980	18	11	8	9	10	11	15	6	27	21	22	8	5	10	19	9	5	9
Quarterly averages																		
1980 Q2	18	9	8	8	10	12	15	6	27	24	23	9	5	5	20	6	5	8
Q3	21	12	6	10	10	11	16	7	28	16	23	8	4	16	17	9	5	9
Q4	15	11	10	10	11	9	15	7	25	22	22	8	4	15	20	12	6	10
1981 Q1	15	10	5	10	11	9	15	7	26	16	. .	6	2	14	22	11	5	11
Q2	12	12	8	11	13	9	14	. .	. .	. .	. .	6	2	12	19	12	5	11
Q3	13	. .	. .	. .	. .	. .	14	. .	. .	. .	. .	. .	4	. .	. .	. .	. .	10
Monthly																		
1981 Apr	12	9	6	. .	12	8	14	4	. .	. .	25	6	2	. .	15	10	. .	11
May	11	13	14	. .	13	8	. .	. .	. .	. .	25	6	2	. .	22	12	. .	11
June	11	13	6	11	13	10	. .	. .	. .	. .	25	5	2	. .	19	13	. .	11
July	12	8	. .	. .	12	9	14	. .	. .	. .	24	9	3	. .	. .	14	. .	10
Aug	13	8	. .	. .	. .	. .	. .	. .	. .	. .	24	. .	3	. .	. .	11	. .	10
Sep	12	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	3	. .	. .	. .	. .	10

Source: OECD—Main Economic Indicators.

Notes: 1 Wages and salaries on a weekly basis (all employees).
2 Seasonally adjusted.
3 Males only.
4 Hourly wage rates.
5 Monthly earnings.
6 Including mining.
7 Including mining and transport.
8 Hourly earnings.
9 All industries.
10 Production workers.

Earnings, prices, output per head



6·1 RETAIL PRICES
Recent movements in the all-items index and in the index excluding seasonal food for November 17

		All items				All items except seasonal food		
		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
1980	Aug	268·5	0·2	7·9	16·3	270·5	0·4	8·3
	Sep	270·2	0·6	7·1	15·9	272·3	0·7	7·5
	Oct	271·9	0·6	4·3	15·4	274·1	0·7	4·6
	Nov	274·1	0·8	4·1	15·3	276·3	0·8	4·4
	Dec	275·6	0·5	3·7	15·1	277·6	0·5	3·9
1981	Jan	277·3	0·6	3·5	13·0	279·3	0·6	3·7
	Feb	279·8	0·9	4·2	12·5	281·8	0·9	4·2
	Mar	284·0	1·5	5·1	12·6	285·9	1·5	5·0
	Apr	292·2	2·9	7·5	12·0	294·1	2·9	7·3
	May	294·1	0·7	7·3	11·7	295·8	0·6	7·1
	June	295·8	0·6	7·3	11·3	297·3	0·5	7·1
	July	297·1	0·4	7·1	10·9	298·9	0·5	7·0
	Aug	299·3	0·7	7·0	11·5	301·8	1·0	7·1
	Sep	301·0	0·6	6·0	11·4	303·3	0·5	6·1
	Oct	303·7	0·9	3·9	11·7	305·7	0·8	3·9
	Nov	306·9	1·1	4·4	12·0	308·9	1·0	4·4

The rise in the index for November resulted mainly from increases in the rate of mortgage interest and average charges for telephones and gas. Higher prices were also recorded for coal and most foods, particularly eggs, bacon and meat. Electricity consumed during the month will be subject to a rebate in the New Year and the effect of this offsets some of the increases.

Food: Meat, eggs, bacon, fruit and some vegetables rose in price. There was also a rise in the price of milk in Scotland. The index for seasonal food rose by a little more than 2½ per cent but as other foods rose by nearly three-quarters of one per cent the rise in the group index was exactly one per cent.

Alcoholic drink: Price rises between 2p and 4p per pint on some beers resulted in an increase in this group's index of a quarter of one per cent.

Housing: An increase in the rate of mortgage interest was mainly responsible for the rise of over 3¼ per cent in the housing group.

Fuel and light: Electricity consumed during the month will be subject to a rebate in the New Year and the effect of this almost offsets the higher prices for coal and increased average charges for gas. The group index rose by a little over a half of one per cent.

Durable household goods: The index for this group rose by a quarter of one per cent. Price rises for furniture and domestic appliances were partially offset by a fall in the prices of soft furnishings.

Clothing and footwear: Apart from women's clothing most items of clothing and footwear were reduced in price. The result was a fall in the group index of a little over a quarter of one per cent.

Transport and vehicles: The rise in the group index of about half of one per cent reflected price rises for the purchase and maintenance costs of motor vehicles and for petrol and oil.

Miscellaneous goods: Books and toilet requisites increased in price and were responsible for the rise in the group index of about a half of one per cent.

Services: The group index rose by 3¼ per cent. Most of this rise was caused by increased telephone charges although small price rises were recorded for admission to dance halls, swimming pools, bingo clubs and cinemas.

Meals bought and consumed outside the home: Increased prices for meals eaten in canteens and restaurants caused the group index to rise by almost a half of one per cent.

6·2 RETAIL PRICES INDEX
Detailed figures for various groups, sub-groups and sections for November 17

		Index Jan 1974 = 100	Percentage change over (months) 1	12
	All items	**306·9**	**1·1**	**12·0**
	All items excluding food	**312·9**	**1·1**	**12·6**
	Seasonal food	**256·8**	**2·6**	**18·5**
	Food excluding seasonal	**291·1**	**0·7**	**8·5**
I	**Food**	**285·5**	**1·0**	**9·8**
	Bread, flour, cereals, biscuits and cakes	296·8		8
	Bread	287·2		8
	Flour	258·6		8
	Other cereals	335·4		11
	Biscuits	285·5		0
	Meat and bacon	241·9		13
	Beef	286·8		15
	Lamb	245·3		24
	Pork	222·7		10
	Bacon	226·7		14
	Ham (cooked)	214·3		9
	Other meat and meat products	220·7		7
	Fish	231·9		4
	Butter, margarine, lard and other cooking fats	311·2		9
	Butter	409·4		12
	Margarine	212·8		1
	Lard and other cooking fats	203·6		7
	Milk, cheese and eggs	290·4		11
	Cheese	346·2		14
	Eggs	171·2		15
	Milk, fresh	336·0		10
	Milk, canned, dried etc	355·4		8
	Tea, coffee, cocoa, soft drinks etc	304·6		1
	Tea	303·3		2
	Coffee, cocoa, proprietary drinks	371·1		6
	Soft drinks	313·1		7
	Sugar, preserves and confectionery	388·9		6
	Sugar	375·3		11
	Jam, marmalade and syrup	295·2		6
	Sweets and chocolates	386·7		5
	Vegetables, fresh, canned and frozen	308·5		16
	Potatoes	388·7		33
	Other vegetables	261·0		7
	Fruit, fresh, dried and canned	259·3		13
	Other food	301·9		6
	Food for animals	261·5		1
II	**Alcoholic drink**	**319·3**	**0·3**	**16·3**
	Beer	361·3		18
	Spirits, wines etc	262·8		13
III	**Tobacco**	**389·7**	**0·0**	**30·8**
	Cigarettes	390·6		31
	Tobacco	379·7		29
IV	**Housing**	**345·6**	**3·3**	**20·7**
	Rent	311·9		37
	Owner-occupiers' mortgage interest payments	334·8		9
	Rates and water charges	405·8		29
	Materials and charges for repairs and maintenance	343·0		10
V	**Fuel and light**	**398·5**	**0·5**	**14·2**
	Coal and smokeless fuels	429·0		14
	Coal	434·8		14
	Smokeless fuels	414·7		13
	Gas	293·0		26
	Electricity	435·0		7
	Oil and other fuel and light	542·9		25
VI	**Durable household goods**	**240·9**	**0·2**	**3·7**
	Furniture, floor coverings and soft furnishings	250·7		3
	Radio, television and other household appliances	208·8		3
	Pottery, glassware and hardware	309·2		8
VII	**Clothing and footwear**	**210·0**	**−0·3**	**0·6**
	Men's outer clothing	229·7		1
	Men's underclothing	285·7		1
	Women's outer clothing	163·4		−1
	Women's underclothing	267·2		8
	Children's clothing	224·9		3
	Other clothing, including hose, haberdashery, hats and materials	217·6		2
	Footwear	221·2		−2
VIII	**Transport and vehicles**	**332·9**	**0·5**	**12·5**
	Motoring and cycling	327·4		14
	Purchase of motor vehicles	288·7		7
	Maintenance of motor vehicles	346·2		7
	Petrol and oil	405·7		29
	Motor licences	278·7		17
	Motor insurance	300·2		7
	Fares	362·7		2
	Rail transport	371·7		6
	Road transport	359·5		1
IX	**Miscellaneous goods**	**308·1**	**0·5**	**6·5**
	Books, newspapers and periodicals	396·7		17
	Books	376·8		16
	Newspapers and periodicals	402·1		17
	Medicines, surgical etc goods and toiletries	300·0		10
	Soap, detergents, polishes, matches etc	322·6		5
	Soap and detergents	277·0		2
	Soda and polishes	384·5		6
	Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	270·2		1
X	**Services**	**314·2**	**3·3**	**12·8**
	Postage and telephones	359·5		19
	Postage	411·0		17
	Telephones, telegrams etc	339·2		19
	Entertainment	248·6		11
	Entertainment (other than TV)	358·7		20
	Other services	364·0		10
	Domestic help	385·1		11
	Hairdressing	362·9		11
	Boot and shoe repairing	367·2		10
	Laundering	332·3		12
XI	**Meals bought and consumed outside the home**	**326·3**	**0·4**	**7·4**

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

RETAIL PRICES 6·3
Average retail prices of items of food

Average retail prices on November 17, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 200 areas in the United Kingdom, are given below.

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

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

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

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

Average prices on November 17, 1981

Pence per lb*

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
		p	p
Beef: home-killed			
Chuck (braising steak)	690	150·0	132–165
Sirloin (without bone)	648	245·0	192–300
Silverside (without bone)†	703	189·8	171–207
Best beef mince	668	105·3	88–136
Fore ribs (with bone)	552	130·3	100–162
Brisket (without bone)	662	130·0	110–156
Rump steak†	706	255·4	210–290
Stewing steak	652	131·3	116–156
Lamb: home-killed			
Loin (with bone)	611	161·4	136–189
Breast†	576	46·7	35– 62
Best end of neck	527	108·4	66–156
Shoulder (with bone)	592	98·2	82–116
Leg (with bone)	626	151·3	132–171
Lamb: imported			
Loin (with bone)	361	133·7	112–159
Breast†	372	37·7	27– 48
Best end of neck	342	96·0	58–136
Shoulder (with bone)	384	83·1	72– 96
Leg (with bone)	395	135·6	124–150
Pork: home-killed			
Leg (foot off)	615	103·4	86–132
Belly†	672	74·3	62– 86
Loin (with bone)	683	123·3	110–144
Fillet (without bone)	478	151·8	116–218
Pork sausages	699	68·6	56– 82
Beef sausages	532	61·5	50– 76
Roasting chicken, frozen (3lb oven ready)	481	54·6	49– 62
Roasting chicken, fresh or chilled (4lb oven ready)	496	70·6	60– 76
Fresh and smoked fish			
Cod fillets	376	112·4	90–134
Haddock fillets	369	115·3	90–138
Haddock, smoked whole	335	116·7	96–140
Plaice fillets	339	129·4	100–156
Herrings	299	65·4	49– 80
Kippers, with bone	386	88·0	76–100
Bread			
White, per 800g wrapped and sliced loaf	644	36·7	30– 40
White, per 800g unwrapped loaf	392	40·4	37– 44
White, per 400g loaf, unsliced	448	25·9	23– 28
Brown, per 400g loaf, unsliced	572	27·1	26– 28
Flour			
Self-raising, per 1½ kg	653	42·4	34– 50
Fresh vegetables			
Potatoes, old loose			
White	474	8·2	7– 10
Red	295	8·9	8– 10
Potatoes, new loose	—	—	—
Tomatoes	702	38·5	31– 46
Cabbage, greens	500	14·1	8– 20
Cabbage, hearted	567	12·9	8– 20
Cauliflower	495	27·0	15– 39
Brussels sprouts	620	19·2	15– 25
Carrots	692	10·7	8– 15
Onions	701	13·5	10– 19
Mushrooms, per ¼lb	649	24·9	20– 29
Fresh fruit			
Apples, cooking	669	26·8	21– 32
Apples, dessert	707	28·0	20– 35
Pears, dessert	669	26·3	22– 32
Oranges	565	25·0	18– 32
Bananas	682	29·0	25– 32
Bacon			
Collar†	377	98·9	80–122
Gammon†	441	147·8	120–177
Middle cut, smoked†	375	122·2	106–140
Back, smoked	349	141·3	124–165
Back, unsmoked	394	138·7	120–159
Streaky, smoked	266	96·5	86–116
Ham (not shoulder)	573	180·3	138–218
Pork luncheon meat, 12 oz can	471	42·0	34– 48
Corned beef, 12 oz can	563	88·8	76–100
Canned (red) salmon, half-size can	615	97·6	86–110
Milk, ordinary, per pint	—	18·7	—
Butter			
Home-produced, per 500g	599	97·0	88–108
New Zealand, per 500g	533	95·2	90–102
Danish, per 500g	580	103·4	96–110
Margarine			
Standard quality, per 250g	138	16·7	14– 20
Lower priced, per 250g	111	15·6	14– 17
Lard, per 500g	713	29·8	25– 36
Cheese, cheddar type	701	112·2	98–126
Eggs			
Size 2 (65-70g), per dozen	444	83·7	76– 92
Size 4 (55-60g), per dozen	482	75·5	70– 82
Size 6 (45-50g), per dozen	170	65·0	60– 78
Sugar, granulated, per kg	722	41·5	40– 43
Pure coffee instant, per 100g	685	93·8	86–108
Tea			
Higher priced, per 125g	246	30·7	28– 35
Medium priced, per 125g	1,246	27·8	25– 30
Lower priced, per 125g	744	24·1	22– 27

* Per lb unless otherwise stated.
† Or Scottish equivalent.

UNITED KINGDOM	ALL ITEMS	FOOD*								All items except food	All items except items of food the prices of which show significant seasonal variations
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations	Items mainly manufactured in the United Kingdom: Primarily from home-produced raw materials	Items mainly manufactured in the United Kingdom: Primarily from imported raw materials	Items mainly manufactured in the United Kingdom: All	Items mainly home-produced for direct consumption	Items mainly imported for direct consumption		
Weights 1969	1,000	254	44·0–45·5	208·5–210·0	38·8–39·9	64·3–64·7	103·1–104·6	51·4	54·0	746	954·5–956·0
1970	1,000	255	46·0–47·5	207·5–209·0	38·5–39·5	64·6–65·1	103·1–104·6	48·7	55·7	745	952·5–954·0
1971	1,000	250	41·7–43·2	206·8–208·3	41·0–42·0	63·8–64·3	104·8–106·3	47·5	54·5	750	956·8–958·3
1972	1,000	251	39·6–41·1	209·6–211·4	39·9–41·1	61·7–62·3	101·6–103·4	50·3	57·7	749	958·6–960·4
1973	1,000	248	41·3–42·5	205·5–206·7	38·0–38·9	58·9–59·2	96·9–98·1	53·3	55·3	752	957·5–958·7
1974	1,000	253	47·5–48·8	204·2–205·5	39·2–40·0	57·1–57·6	96·3–97·6	48·7	59·2	747	951·2–952·5
1975	1,000	232	33·7–38·1	193·9–198·3	40·4–41·6	66·0–66·6	106·4–108·2	42·3–45·3	42·9–46·1	768	961·9–966·3
1976	1,000	228	39·2–42·0	186·0–188·8	35·9–36·9	56·9–57·3	92·8–94·2	50·7	42·1–43·9	772	958·0–960·8
1977	1,000	247	44·2–46·7	200·3–202·8	38·0–39·0	62·0–62·2	100·0–101·2	53·0	47·0–48·7	753	953·3–955·8
1978	1,000	233	30·4–33·5	199·5–202·6	38·5–39·7	63·3–63·9	101·8–103·6	51·4	46·1–48·0	767	966·5–969·6
1979	1,000	232	33·4–36·0	196·0–198·6	37·7–38·9	60·9–61·5	98·6–100·4	52·5	44·7–46·2	768	964·0–966·6
1980	1,000	214	30·4–33·2	180·9–183·6	34·5–35·9	59·1–59·7	93·6–95·6	48·0	38·8–40·6	786	966·8–969·6
1981	1,000	207	[29·6]	[177·4]	[35·2]	[57·1]	[92·3]	48·4	[36·7]	793	[970·4]
Jan 16, 1962 = 100											
1969	131·8	131·0	136·2	130·1	126·0	133·0	130·5	136·8	123·8	132·2	131·7
1970	140·2	140·1	142·5	139·9	136·2	143·4	140·8	145·6	133·3	140·3	140·2
1971 Annual	153·4	155·6	155·4	156·0	150·7	156·2	154·3	167·3	149·8	152·8	153·5
1972 averages	164·3	169·4	171·0	169·5	163·9	165·6	165·2	181·5	167·2	162·7	164·1
1973	179·4	194·9	224·1	189·7	178·0	171·1	174·2	213·6	198·0	174·5	177·7
1974	208·2	230·0	262·0	224·2	220·0	221·2	221·1	212·5	238·4	201·2	206·1
1969 Jan 14	129·1	126·1	124·6	126·7	121·7	129·6	126·7	133·4	121·1	130·2	129·3
1970 Jan 20	135·5	134·7	136·8	134·5	130·6	137·6	135·1	140·6	128·2	135·8	135·5
1971 Jan 19	147·0	147·0	145·2	147·8	146·2	151·6	149·7	153·4	139·3	147·0	147·1
1972 Jan 18	159·0	163·9	158·5	165·4	158·8	163·2	161·8	176·1	163·1	157·4	159·1
1973 Jan 16	171·3	180·4	187·1	179·5	170·8	168·8	170·0	205·0	176·0	168·4	170·8
1974 Jan 15	191·8	216·7	254·4	209·8	196·9	191·9	193·7	224·5	227·0	184·0	189·4
Jan 15, 1974 = 100											
1974	108·5	106·1	103·0	106·9	111·7	115·9	114·2	94·7	105·0	109·3	108·8
1975	134·8	133·3	129·8	134·3	140·7	156·8	150·2	116·9	120·9	135·3	135·1
1976 Annual	157·1	159·9	177·7	156·8	161·4	171·6	167·4	147·7	142·9	156·4	156·5
1977 averages	182·0	190·3	197·0	189·1	192·4	208·2	201·8	175·0	175·6	179·7	181·5
1978	197·1	203·8	180·1	208·4	210·8	231·1	222·9	197·8	187·6	195·2	197·8
1979	223·5	228·3	211·1	231·7	232·9	255·9	246·7	224·6	205·7	222·2	224·1
1980	263·7	255·9	224·5	262·0	271·0	293·6	284·5	249·8	226·3	265·9	265·3
1975 Jan 14	119·9	118·3	106·6	121·1	128·9	143·3	137·5	98·1	113·3	120·4	120·5
1976 Jan 13	147·9	148·3	158·6	146·6	151·2	162·4	157·8	137·3	132·4	147·9	147·6
1977 Jan 18	172·4	183·2	214·8	177·1	178·7	189·7	185·2	169·6	165·7	169·3	170·9
1978 Jan 17	189·5	196·1	173·9	200·4	202·8	222·4	214·5	186·7	183·9	187·6	190·2
1979 Jan 16	207·2	217·5	207·6	219·5	220·3	240·8	232·5	212·8	197·1	204·3	207·3
1980 Jan 15	245·3	244·8	223·6	248·9	256·4	277·7	269·1	236·5	218·3	245·5	246·2
Feb 12	248·8	246·7	225·1	251·0	257·8	281·0	271·6	237·4	220·5	249·4	249·8
Mar 18	252·2	251·1	229·3	255·4	262·2	283·8	275·1	246·5	221·6	252·5	253·2
April 15	260·8	254·1	233·0	258·3	264·7	287·0	278·0	250·0	223·8	262·7	262·0
May 13	263·2	255·7	227·6	261·3	267·5	292·1	282·2	251·6	226·0	265·3	264·7
June 17	265·7	257·9	232·0	263·0	269·6	294·7	284·6	252·4	227·1	267·9	267·1
July 15	267·9	259·9	234·0	265·1	274·5	298·1	288·6	252·6	227·7	270·1	269·3
Aug 12	268·5	259·0	218·9	267·0	275·5	300·6	290·5	255·0	229·0	271·2	270·5
Sep 16	270·2	259·0	214·9	267·7	277·2	301·6	291·8	254·2	230·4	273·3	272·3
Oct 14	271·9	259·3	215·2	267·9	280·2	301·2	292·7	253·5	230·2	275·4	274·1
Nov 18	274·1	260·0	216·8	268·3	282·3	301·8	293·9	252·9	230·4	278·0	276·3
Dec 16	275·6	262·7	223·6	270·2	284·5	303·9	296·0	255·5	230·9	279·2	277·6
1981 Jan 13	277·3	266·7	225·8	274·7	286·7	308·2	299·6	264·2	232·0	280·3	279·3
Feb 17	279·8	268·9	227·7	276·9	291·2	310·7	302·8	265·6	233·2	282·8	281·8
Mar 17	284·0	270·6	233·0	278·0	..	..	..	..	..	287·7	285·9
April 14	292·2	274·2	245·2	279·8	293·9	312·4	304·9	271·9	233·7	297·2	294·1
May 19	294·1	276·7	248·2	282·0	295·4	314·2	306·6	274·1	237·0	298·9	295·8
June 16	295·8	280·0	257·2	284·2	296·3	317·1	308·7	275·6	239·8	300·2	297·3
July 14	297·1	279·6	250·3	285·1	297·5	318·6	310·1	276·0	240·6	302·0	298·9
Aug 18	299·3	277·3	233·2	285·9	298·6	320·0	311·4	275·4	241·8	305·3	301·8
Sep 15	301·0	279·6	241·3	287·0	298·9	320·9	312·1	276·0	244·3	306·9	303·3
Oct 13	303·7	282·7	250·3	289·0	300·9	321·5	313·2	277·8	248·1	309·5	305·7
Nov 17	306·9	285·5	256·8	291·1	301·6	322·1	313·8	281·1	251·6	312·9	308·9

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

* The items included in the various sub-divisions are given on page 191 of the March 1975 issue of *Employment Gazette*.

† These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.

Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	UNITED KINGDOM
93	64	68	118	61	60	86	124	66	57	42	1969 Weights
92	66	64	119	61	60	86	126	65	55	43	1970
91	65	59	119	60	61	87	136	65	54	44	1971
92	66	53	121	60	58	89	139	65	52	46	1972
89	73	49	126	58	58	89	135	65	53	46	1973
80	70	43	124	52	64	91	135	63	54	51	1974
77	82	46	108	53	70	89	149	71	52	48	1975
90	81	46	112	56	75	84	140	74	57	47	1976
89	83	46	112	58	63	82	139	71	54	45	1977
93	85	48	113	60	64	80	140	70	56	51	1978
89	77	44	120	59	64	82	143	69	59	51	1979
94	82	40	124	59	69	84	151	74	62	41	1980
101	79	36	135	62	65	81	152	75	66	42	1981
											Jan 16, 1962 = 100
140·1	136·2	135·5	147·0	137·8	118·3	117·7	123·9	132·2	142·5	135·0	1969
149·8	143·9	136·3	158·1	145·7	126·0	123·8	132·1	142·8	153·8	145·5	1970
172·0	152·7	138·5	172·6	160·9	135·4	132·2	147·2	159·1	169·6	165·0	1971 Annual
185·2	159·0	139·5	190·7	173·4	140·5	141·8	155·9	168·0	180·5	180·3	1972 averages
191·9	164·2	141·2	213·1	178·3	148·7	155·1	165·0	172·6	202·4	211·0	1973
215·6	182·1	164·8	238·2	208·8	170·8	182·3	194·3	202·7	227·2	248·3	1974
139·9	134·7	135·1	143·7	138·4	116·1	115·1	122·2	130·2	140·2	130·5	Jan 14 1969
146·4	143·0	135·8	150·6	145·3	122·2	120·5	125·4	136·4	147·6	139·4	Jan 20 1970
160·9	151·3	138·6	164·2	152·6	132·3	128·4	141·2	151·2	160·8	153·1	Jan 19 1971
179·9	154·1	138·4	178·8	168·2	138·1	136·7	151·8	166·2	174·7	172·9	Jan 18 1972
190·2	163·3	141·6	203·8	178·3	144·2	146·8	159·4	169·8	189·6	190·2	Jan 16 1973
198·9	166·0	142·2	225·1	188·6	158·3	166·6	175·0	182·2	212·8	229·5	Jan 15 1974
											Jan 15, 1974 = 100
108·4	109·7	115·9	105·8	110·7	107·9	109·4	111·0	111·2	106·8	108·2	1974
147·5	135·2	147·7	125·5	147·4	131·2	125·7	143·9	138·6	135·5	132·4	1975
185·4	159·3	171·3	143·2	182·4	144·2	139·4	166·0	161·3	159·5	157·3	1976 Annual
208·1	183·4	209·7	161·8	211·3	166·8	157·4	190·3	188·3	173·3	185·7	1977 averages
227·3	196·0	226·2	173·4	227·5	182·1	171·0	207·2	206·7	192·0	207·8	1978
246·7	217·1	247·6	208·9	250·5	201·9	187·2	243·1	236·4	213·9	239·9	1979
307·9	261·8	290·1	269·5	313·2	226·3	205·4	288·7	276·9	262·7	290·0	1980
119·9	118·2	124·0	110·3	124·9	118·3	118·6	130·3	125·2	115·8	118·7	Jan 14 1975
172·8	149·0	162·6	134·8	168·7	140·8	131·5	157·0	152·3	154·0	146·2	Jan 13 1976
198·7	173·7	193·2	154·1	198·8	157·0	148·5	178·9	176·2	166·8	172·3	Jan 18 1977
220·1	188·9	222·8	164·3	219·9	175·2	163·6	198·7	198·6	186·6	199·5	Jan 17 1978
234·5	198·9	231·5	190·3	233·1	187·3	176·1	218·5	216·4	202·0	218·7	Jan 16 1979
274·7	241·4	269·7	237·4	277·1	216·1	197·1	268·4	258·8	246·9	267·8	Jan 15 1980
278·6	244·7	269·7	241·7	278·2	220·4	199·8	274·4	262·9	251·0	273·3	Feb 12
283·5	247·7	275·2	243·8	282·3	223·1	203·1	278·0	265·3	253·4	276·3	Mar 18
292·3	259·4	292·9	269·8	289·1	224·9	204·6	288·0	272·6	258·4	281·9	April 15
299·7	260·4	294·3	272·1	300·5	226·0	205·5	290·4	274·6	260·0	288·9	May 13
308·9	261·7	294·3	275·1	315·3	225·9	206·7	293·0	276·9	260·8	290·9	June 17
313·5	265·1	294·3	277·0	322·8	226·4	207·5	294·0	279·4	263·9	294·8	July 15
314·5	265·2	298·4	278·8	324·1	227·8	207·3	295·0	280·3	264·5	296·5	Aug 12
319·2	272·3	298·4	280·3	330·8	229·2	208·4	293·9	283·9	266·2	299·9	Sep 16
325·1	274·6	297·9	283·7	337·4	230·8	208·4	295·1	287·9	267·4	301·5	Oct 14
339·2	274·6	297·9	286·4	348·8	232·4	208·8	295·8	289·2	278·6	303·7	Nov 18
345·3	274·6	297·9	287·4	351·4	232·5	208·1	298·8	291·0	280·8	304·6	Dec 16
348·9	277·7	296·6	285·0	355·7	231·0	207·5	299·5	293·4	289·2	307·5	Jan 13 1981
350·4	283·0	307·9	284·7	357·4	234·2	207·0	303·6	295·3	291·4	309·2	Feb 17
351·9	299·8	315·2	285·9	357·5	234·9	207·6	316·4	296·1	292·3	311·8	Mar 17
359·0	306·5	362·2	317·7	363·0	236·2	207·6	319·0	298·2	296·1	312·9	April 14
365·7	306·5	362·2	320·4	373·3	236·6	207·5	320·1	299·0	298·0	315·5	May 19
372·0	306·5	362·2	321·7	384·2	236·4	207·1	322·6	297·7	298·5	317·4	June 16
374·9	311·0	362·2	322·6	389·2	236·8	206·9	325·7	299·8	298·4	319·7	July 16
377·3	311·0	375·7	324·0	393·0	238·3	208·4	334·5	301·3	301·3	320·4	Aug 18
377·2	313·9	384·9	325·5	393·2	240·6	209·4	333·8	303·8	303·0	322·6	Sep 15
373·8	318·5	389·7	334·5	396·4	240·3	210·7	331·1	306·6	304·3	325·0	Oct 13
381·6	319·3	389·7	345·6	398·5	240·9	210·0	332·9	308·1	314·2	326·3	Nov 17

6·5 RETAIL PRICES
General index of retail prices: Percentage increases on a year earlier

Per cent

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
1974 Jan 15	12	20	2	0	10	6	10	13	10	7	12	21	5
1975 Jan 14	20	18	18	24	10	25	18	19	30	25	16	19	20
1976 Jan 13	23	25	26	31	22	35	19	11	20	22	33	23	44
1977 Jan 18	17	23	17	19	14	18	12	13	14	16	8	18	15
1978 Jan 17	10	7	9	15	7	11	12	10	11	13	12	16	11
1979 Jan 16	9	11	5	4	16	6	7	8	10	9	8	10	7
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
July 15	17	12	18	15	29	28	10	8	16	15	22	20	27
Aug 12	16	12	17	16	29	26	9	8	14	14	21	19	26
Sep 16	16	11	19	13	29	26	9	8	13	14	20	17	25
Oct 14	15	10	19	11	29	27	9	7	13	14	20	16	26
Nov 18	15	10	18	11	30	28	8	7	12	14	23	16	29
Dec 16	15	10	18	11	29	27	8	6	14	14	21	16	30
1981 Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	27
Feb 17	12	9	16	14	18	28	6	4	11	12	16	13	26
Mar 17	13	8	21	15	17	27	5	2	14	12	15	13	24
April 14	12	8	18	24	18	26	5	1	11	9	15	11	23
May 19	12	8	18	23	18	24	5	1	10	9	15	9	22
June 16	11	9	17	23	17	22	5	0	10	8	14	9	20
July 14	11	8	17	23	16	21	5	0	11	7	13	8	20
Aug 18	11	7	17	26	16	21	5	1	13	7	14	8	20
Sep 15	11	8	15	29	16	19	5	0	14	7	14	8	18
Oct 13	12	9	16	31	18	17	4	1	12	6	14	8	15
Nov 17	12	10	16	31	21	14	4	1	13	7	13	7	13

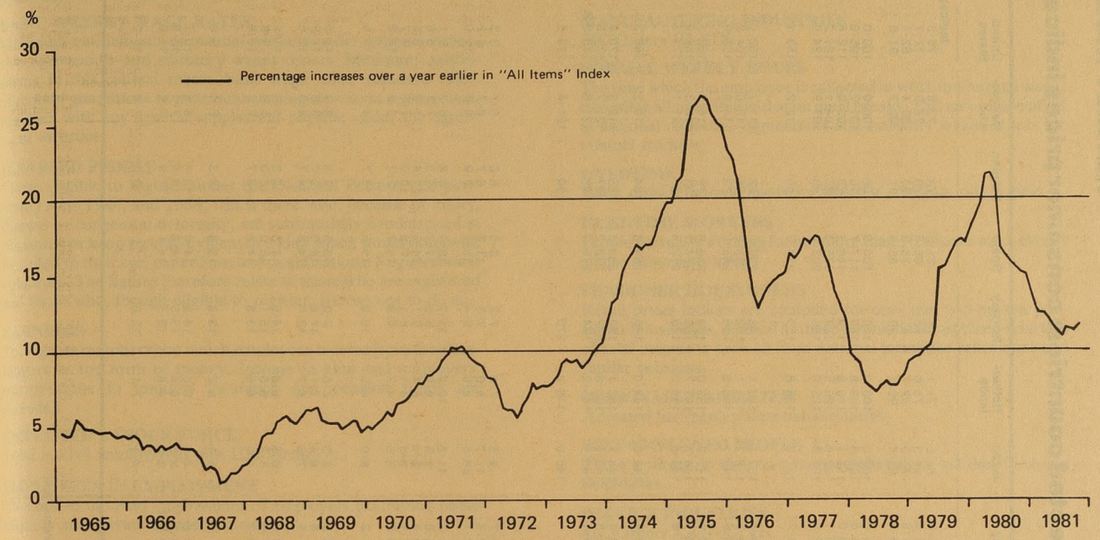
6·6 Indices for pensioner households: all items (excluding housing)

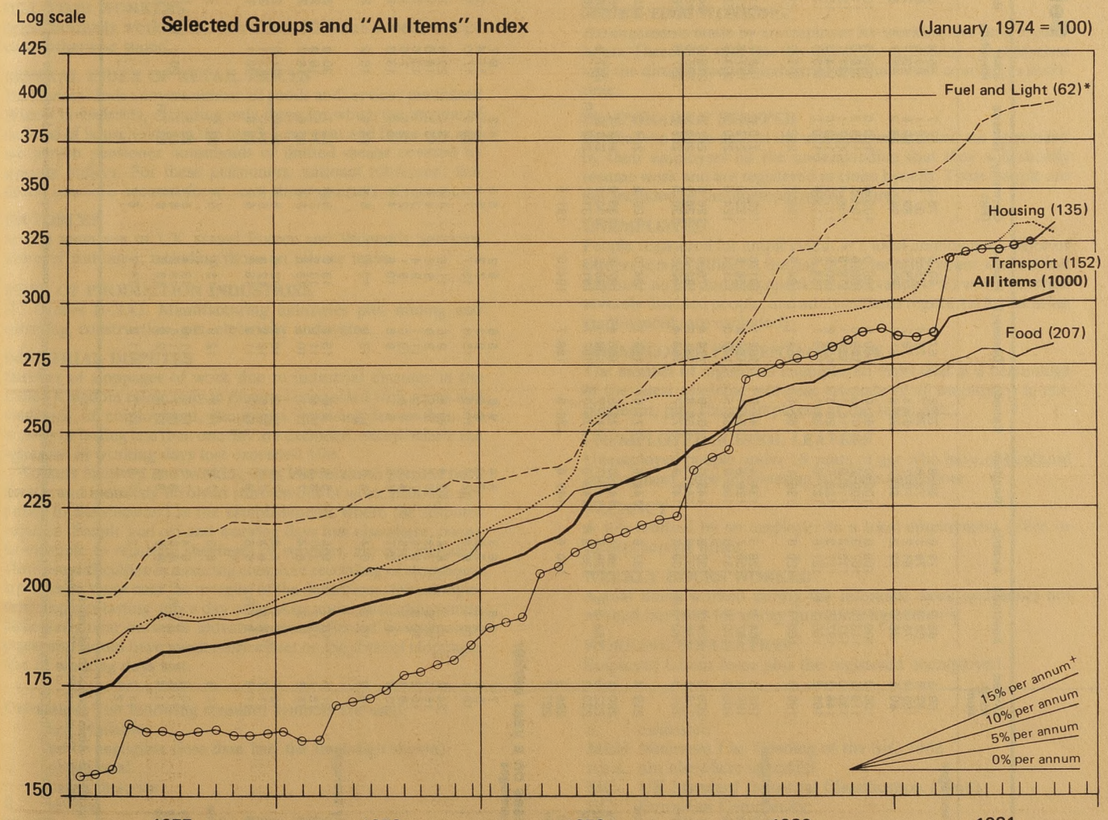
UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
											JAN 16, 1962 = 100	
1971	148·5	153·4	156·5	159·3	148·4	153·4	156·2	158·6	146·0	150·9	153·1	154·9
1972	162·5	164·4	167·0	171·0	161·8	163·7	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
											JAN 15, 1974 = 100	
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	262·1	268·9	275·0	248·9	260·5	266·4	271·8	249·6	261·6	267·1	271·8
1981	283·2	292·1	297·2		280·3	290·3	295·6		279·3	289·8	295·0	

6·7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											JAN 15, 1974 = 100
1974	107·3	104·0	110·0	115·9	109·9	108·5	109·5	109·0	114·5	106·7	108·8
1975	135·0	129·5	135·8	147·8	145·5	131·0	124·9	144·0	147·7	134·4	133·1
1976	160·8	156·3	160·2	171·5	179·9	145·2	137·7	178·0	171·6	155·1	159·5
1977	187·8	187·5	185·2	209·8	205·2	169·0	155·4	204·6	201·1	168·7	188·6
1978	203·1	199·6	197·9	226·3	224·8	184·8	168·3	228·0	221·3	185·3	209·8
1979	226·8	222·4	219·0	247·8	251·2	205·0	186·6	262·0	250·6	206·0	243·9
1980	264·2	248·1	263·8	290·5	316·9	230·6	206·1	322·5	298·4	248·8	288·3
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1974	107·4	104·0	110·0	116·0	110·0	108·2	109·7	111·0	113·3	106·7	108·8
1975	134·6	128·9	135·7	148·1	146·0	132·6	126·4	145·4	144·6	135·4	133·1
1976	159·9	155·8	160·5	171·9	180·7	146·3	139·7	171·4	168·2	157·1	159·5
1977	186·7	184·8	186·3	210·2	207·7	170·3	158·5	194·9	197·4	171·2	188·6
1978	201·6	196·9	199·8	226·6	226·0	186·1	172·7	211·7	217·8	188·5	209·8
1979	225·6	220·0	221·5	247·8	252·8	206·3	191·7	246·0	246·1	210·3	243·9
1980	261·9	244·6	268·3	289·9	319·0	231·2	212·8	301·5	292·8	254·8	288·3
GENERAL INDEX OF RETAIL PRICES											
1974	108·9	106·1	109·7	115·9	110·7	107·9	109·4	111·0	111·2	106·8	108·2
1975	136·1	133·3	135·2	147·7	147·4	131·2	125·7	143·9	138·6	135·5	132·4
1976	159·1	159·9	159·3	171·3	182·4	144·2	139·4	166·0	161·3	159·5	157·3
1977	184·9	190·3	183·4	209·7	211·3	166·8	157·4	190·3	188·3	173·3	185·7
1978	200·4	203·8	196·0	226·2	227·5	182·1	171·0	207·2	206·7	192·0	207·8
1979	225·5	228·3	217·1	247·6	250·5	201·9	187·2	243·1	236·4	213·9	239·9
1980	262·5	255·9	261·8	290·1	313·2	226·3	205·4	288·7	276·9	262·7	290·0

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





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

Selected countries: consumer prices indices

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)
Annual averages																		Indices 1975 = 100	
1971	59·3	65·2	73·6	69·8	72·2	67·9	69·0	78·2	57·7	58·4	61·3	61·5	71·1	71	61·3	73	73·6	75·3	**70·2**
1972	63·6	68·9	78·3	73·6	75·7	72·4	73·3	82·5	60·1	63·5	64·8	64·3	76·6	76	66·3	78	78·5	77·7	**73·5**
1973	69·4	75·5	84·2	78·7	81·4	79·2	78·7	88·2	69·5	70·7	71·8	71·9	82·7	81	73·9	83	85·4	82·5	**79·2**
1974	80·5	86·9	92·2	88·7	90·3	91·3	89·5	94·4	88·2	82·7	85·5	89·4	90·7	90	85·5	91	93·7	91·6	**89·8**
1975	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100	100·0	100	100·0	100·0	**100·0**
1976	116·5	113·5	107·3	109·2	107·5	109·0	109·6	104·5	113·3	118·0	116·8	109·3	108·8	109	117·7	110	101·7	105·8	**108·6**
1977	135·0	127·5	113·2	116·9	116·1	121·1	119·9	108·4	127·1	134·1	138·3	118·1	115·8	119	146·5	123	103·0	112·6	**118·3**
1978	146·2	137·6	117·3	122·1	126·5	133·2	130·8	111·3	143·0	144·3	155·1	122·6	120·5	129	175·4	135	104·1	121·2	**127·7**
1979	165·8	150·1	121·6	127·6	138·1	146·1	144·8	115·9	170·2	163·5	178·0	127·0	125·6	135	203·0	145	107·9	134·9	**140·2**
1980	195·6	165·4	129·3	136·1	152·1	164·1	164·5	122·3	212·5	193·2	215·7	137·2	133·8	150	234·5	165	112·2	153·1	**158·2**
Quarterly averages																			
1980 Q2	195·3	164·0	128·5	134·4	149·9	162·1	161·6	122·1	210·0	192·2	210·3	137·1	133·1	146	229·7	162	111·7	152·0	**156·8**
Q3	199·4	167·1	130·7	136·8	154·1	166·8	166·8	123·0	213·7	197·8	219·2	138·7	135·1	152	238·3	166	113·0	154·9	**160·2**
Q4	203·2	170·6	131·6	139·9	158·5	170·0	171·4	124·0	230·3	203·9	230·9	140·1	136·8	156	245·5	173	114·0	158·9	**164·1**
1981 Q1	208·0	174·7	135·2	143·0	163·6	174·4	176·5	126·6	247·2	216·5	242·9	141·6	139·0	164	256·6	179	116·7	163·1	**168·6**
Q2	218·1	178·5	137·3	144·1	168·8	181·9	182·3	128·9	260·4	225·0	253·7	144·3	141·7	168	264·1	183	118·3	166·9	**173·1**
Q3	221·9	182·3 R	139·3	147·9	173·7	186·4	189·5	130·5	264·2	237·6	261·3	144·3	144·0	173	272·8	187	121·1	171·7	**177·3**
Monthly																			
1981 June	219·4	..	137·8	144·6	171·0	184·1	184·0	129·5	264·5	..	256·9	144·8	142·0	170	264·8	184	119·2	168·3	**174·5**
July	220·4	..	138·7	147·0	172·5	185·4	187·2	130·0	263·1	..	258·4	144·1	143·1	172	269·8 R	185	119·8	170·2	**175·9**
Aug	222·0	182·3 R	139·4	147·7	173·7	186·0	189·5	130·5	261·0	237·6	260·8	143·2	143·6	172	273·2	187	121·7	171·5	**177·0**
Sep	223·3	..	139·8 R	149·0	175·0 R	187·7	191·7	131·1	268·4 R	..	264·5 R	145·5	145·2	174	275·3	188	121·8	173·3 R	**178·9 R**
Oct	225·3	..	140·6	149·6	176·8	188·7	194·0	131·5	..	..	..	146·0	146·3	175	..	190	121·4	173·5	**179·9**
Nov	227·7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																			Per cent
Annual averages																			
1972	7·1	5·8	6·3	5·4	4·8	6·6	6·2	5·5	4·3	8·7	5·7	4·5	7·8	7·2	8·3	6·0	6·7	3·3	**4·7**
1973	9·2	9·5	7·6	7·0	7·6	9·3	7·3	6·9	15·5	11·4	10·8	11·7	8·0	7·5	11·4	6·7	8·7	6·2	**7·8**
1974	16·1	15·1	9·5	12·7	10·8	15·3	13·7	7·0	26·9	17·0	19·1	24·5	9·6	9·4	15·7	9·9	9·8	11·0	**13·5**
1975	24·2	15·1	8·4	12·8	10·8	9·6	11·8	6·0	13·4	20·9	17·0	11·8	10·2	11·7	16·9	9·8	6·7	9·1	**11·3**
1976	16·5	13·5	7·3	9·2	7·5	9·0	9·6	4·5	13·3	18·0	16·8	9·3	8·8	9·0	17·7	10·3	1·7	5·8	**8·6**
1977	15·8	12·3	5·5	7·1	8·0	11·1	9·4	3·7	12·1	13·6	18·4	8·1	6·4	9·1	24·5	11·4	1·3	6·5	**8·9**
1978	8·3	7·9	3·6	4·5	9·0	10·0	9·1	2·7	12·6	7·6	12·1	3·8	4·1	8·1	19·8	10·0	1·1	7·7	**7·9**
1979	13·4	9·1	3·7	4·5	9·1	9·6	10·8	4·1	19·0	13·3	14·8	3·6	4·2	4·8	15·7	7·2	3·6	11·3	**9·8**
1980	18·0	10·2	6·4	6·6	10·1	12·3	13·6	5·5	24·9	18·2	21·2	8·0	6·5	10·9	15·5	13·7	4·0	13·5	**12·9**
Quarterly averages																			
1980 Q2	21·5	10·7	6·5	6·4	9·6	13·8	13·6	5·9	25·7	20·2	20·9	8·3	6·6	9·0	15·6	13·3	3·9	14·5	**13·5**
Q3	16·4	10·2	7·0	6·5	10·5	11·5	13·6	5·4	24·5	18·8	21·8	8·4	7·1	11·8	14·9	13·7	3·8	12·9	**12·6**
Q4	15·3	9·2	6·4	7·5	11·1	10·7	13·6	5·4	25·6	18·2	21·5	7·8	6·7	13·0	14·8	14·7	4·2	12·5	**12·2**
1981 Q1	12·7	9·4	6·9	7·3	12·2	10·9	12·6	5·6	26·0	21·0	20·0	6·6	6·8	14·6	14·6	12·8	5·9	11·2	**11·2**
Q2	11·7	8·8	6·8	7·2	12·6	12·2	12·8	5·6	24·0	17·1	20·6	5·3	6·5	15·1	15·0	13·0	5·9	9·8	**10·4**
Q3	11·3	9·1 R	6·6	8·1	12·7	11·8	13·6	6·1	23·6	20·1	19·2	4·0	6·6	13·8	14·5	12·7	7·2	10·8	**10·7**
Monthly																			
1981 June	11·3	..	6·3	7·3	12·8	12·9	13·1	5·5	23·3	..	21·0	5·1	6·7	13·9	13·8	13·3	6·4	9·6	**10·3**
July	10·9	..	6·4	7·8	13·0	11·6	13·4	5·8	23·5	..	19·6	4·3	6·6	14·2	14·4	13·4	6·5	10·7	**10·6**
Aug	11·5	9·1 R	6·4	8·1	12·7	11·6	13·6	6·0	23·7	20·1	19·3	3·8	6·4	13·5	14·4	13·6	7·5	10·9	**10·6**
Sep	11·4	..	6·9	8·4	12·5	12·0	13·9	6·5	23·7 R	..	18·6 R	3·9	6·8	13·5	14·1	11·3	7·5	11·0	**10·8**
Oct	11·7	..	7·2	7·8	12·7	11·9	14·1	6·7	..	..	..	4·1	7·1	12·6	..	10·4	7·3	10·2	**10·4**
Nov	12·0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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

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

DEFINITIONS

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

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

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

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

EMPLOYED LABOUR FORCE
Total in civil employment plus HM forces.

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

FULL-TIME WORKERS
People normally working for more than 30 hours a week except where otherwise stated.

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

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

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

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

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

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

MANUFACTURING INDUSTRIES
SIC Orders III-XIX.

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

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

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

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

SEASONALLY ADJUSTED
Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE
Those working on their own account whether or not they have any employees.

SERVICE INDUSTRIES
SIC Orders XXII-XXVII.

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

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

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

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

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

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

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

WORKING POPULATION
Employed labour force plus the registered unemployed.

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

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

Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page
Working population: GB and UK Quarterly series	M	Dec 81:	1·1
Employees in employment			
Industry: GB			
All industries: by MLH	Q	Oct 81:	1·4
: time series, by order group numbers and indices	M	Dec 81:	1·2
Manufacturing: by MLH	M	Dec 81:	1·3
Occupation			
Administrative, technical and clerical in manufacturing	A	Dec 80:	1·10
Local authorities manpower	Q	Sep 81:	1·7
Occupations in engineering	A	June 80:	636
Region: GB			
Sector: numbers and indices, quarterly	Q	Oct 81:	1·5
Census of Employment			
Key results, June 1978	A	Feb 81:	61
GB regions by industry MLH, June 1978	A	Mar 81:	141
UK by industry MLH	A	Mar 81:	141
International comparisons	M	Nov 81:	1·9
Disabled in the public sector	A	Nov 80:	1161
Exemption orders from restrictions to hours worked: women and young persons	M	Dec 81:	541
Labour turnover in manufacturing	Q	Nov 81:	1·6
Trade union membership	A	Jan 81:	22
Work permits issued	A	July 80:	742
Output per head			
Output per head: quarterly and annual indices	M	Dec 81:	1·8
Wages and salaries per unit of output			
Manufacturing index, time series	M	Dec 81:	5·7
Quarterly and annual indices	M	Dec 81:	5·7
Unemployment and vacancies			
Unemployment			
Summary: UK, GB	M	Dec 81:	2·1 2·2
Age and duration: UK	M	Dec 81:	2·5
Broad category: GB, UK	M	Dec 81:	2·1 2·2
Detailed category: GB, UK	Q	Nov 81:	2·6
Region: summary	Q	Nov 81:	2·6
Age time series quarterly UK (six-monthly prior to July 1978)	M	Dec 81:	2·7
: estimated rates	Q	Oct 81:	2·15
Duration: time series, quarterly UK	M	Dec 81:	2·8
Region and area			
Time series summary: by region	M	Dec 81:	2·3
: assisted areas, counties, local areas	M	Dec 81:	2·4
Occupation	Q	Nov 81:	2·12
Age and duration: summary	Q	Nov 81:	2·6
Industry			
Latest figures: GB, UK	Q	Sep 81:	2·10
Number unemployed and percentage rates: GB	M	Dec 81:	2·9
Occupation:			
Broad category; time series quarterly	M	Dec 81:	2·11
Flows GB, time series	M	Dec 81:	2·19
Adult students: by region	M	Dec 81:	2·13
Minority group workers: by region	Q	Sep 81:	2·17
Disabled workers: GB	M	Dec 81:	2·16
Non-claimants: GB	M	Dec 81:	2·16
International comparisons	M	Dec 81:	2·18
Temporarily stopped: UK			
Latest figures: by region	M	Dec 81:	2·14
Vacancies (remaining unfilled)			
Region			
Time series: seasonally adjusted	M	Dec 81:	3·1
: unadjusted	M	Dec 81:	3·2
Industry: UK	Q	Sep 81:	3·3
Occupation: by broad sector and unit groups: UK	M	Dec 81:	3·4
Region summary	Q	Nov 81:	2·12
Flows: GB, time series	M	Dec 81:	2·19
Unemployment and vacancy flows: GB	M	Dec 81:	2·19
Skill shortage indicators	Six-monthly	Jan 81:	34
Earnings and hours			
Average earnings			
Whole economy (new series) index			
Main industrial sectors	M	Dec 81:	5·1
Industry	M	Dec 81:	5·3

Earnings and hours (*cont.*)	Frequency	Latest issue	Table number or page
Production industries and some services (older series) index	M	Dec 81:	5·2
Manual workers: by occupation in certain manufacturing industries; indices	M	Dec 81:	5·5
Non-manual workers: production industries	A	Mar 81:	115
New Earnings Survey (April estimates)			
Latest key results	A	Oct 81:	443
Time series	M	Dec 81:	5·6
Average weekly and hourly earnings and hours worked (manual workers)			
Manufacturing and certain other industries	M	Dec 81:	5·4
October survey (latest)	A	Feb 80:	136
Manufacturing: indices of hours	M	Dec 81:	1·12
Aerospace	A	Aug 81:	367
Agriculture	Six-monthly	Mar 81	154
Chemical industries	A	Oct 80:	1081
Coal mining	A	Mar 81:	156
Engineering	A	Oct 80:	1081
Shipbuilding	A	Oct 80:	1081
Basic wage rates and normal hours of work (manual workers)			
Changes in rates of wages and hours	A	May 80:	519
Changes in rates of wages and hours	M	Dec 81:	5·8
International comparisons	M	Dec 81:	5·9
Overtime and short-time: operatives in manufacturing			
Latest figures	M	Dec 81:	1·11
Time series	M	Dec 81:	1·11
Region: summary	M	Dec 81:	1·13
Labour costs			
Survey results	Triennial	Sep 80:	956
Indices: per unit of output	M	Aug 81:	5·7
Prices and expenditure			
Retail prices			
General index (RPI)			
Latest figures: detailed indices	M	Dec 81:	6·2
percentage changes	M	Dec 81:	6·2
Recent movements and the index excluding seasonal foods	M	Dec 81:	6·1
Main components: time series and weights	M	Dec 81:	6·4
Changes on a year earlier: time series	M	Dec 81:	6·5
Annual summary	A	Mar 81:	127
Revision of weights	A	Mar 81:	137
Pensioner household indices			
All items excluding housing; quarterly	M	Dec 81:	6·6
Group indices: annual averages	M	Dec 81:	6·7
Revision of weights	A	Apr 81:	182
Food prices	M	Dec 81:	6·3
London weighting: cost indices	A	June 81:	275
Family Expenditure Survey			
Quarterly summary	Q	Sep 81:	—
Annual: preliminary figures	A	July 80:	749
: final detailed figures	A	Nov 80:	467
FES and RPI weights	A	Mar 81:	137
International comparisons	M	Dec 81:	6·8
Industrial disputes			
Stoppages of work			
Summary: latest figures	M	Dec 81:	4·1
: time series	Q	Oct 81:	4·2
Latest year and annual series	A	July 81:	288
Industry			
Monthly			
Broad sector: time series	M	Dec 81:	4·1
Annual			
Provisional	A	Jan 81:	25
Detailed	A	July 81:	288
Prominent stoppages	A	July 81:	291
Main causes of stoppage			
Cumulative	M	Dec 81:	4·1
Latest year for main industries	A	July 81:	290
Size of stoppages			
Stoppages beginning in latest year	A	July 81:	293
Aggregate days lost	A	July 81:	293
Number of workers involved	A	July 81:	294
Days lost per 1,000 employees in recent years by industry	A	July 81:	295
International comparisons	A	Jan 81:	27

SPECIAL FEATURE

Job segregation: trends in the 1970s

by Catherine Hakim

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An article in the November 1978 *Employment Gazette* described trends over the seventy years 1901–1971 in the extent to which traditional barriers between men's and women's jobs were eroded. This article updates this report, looking at trends in the 1970s, and assessing the impact of equal opportunities legislation.

Previous studies have shown that there is a marked separation between women's occupations and men's occupations in the labour force—not only in Britain, but in most industrialised countries. Despite the major changes experienced over the first seventy years of this century, including two World Wars, there has been relatively little change in the overall level of job segregation on the basis of sex alone. The previous studies were based on population census statistics for the period 1901–1971 (Hakim, 1978; and 1979). A newly-established survey of the labour force now provides the basis for updating the picture for the 1970s. This article looks at trends in job segregation over the period 1971–1979, and assesses the impact of legislation in this period.

A key feature of the argument is that the impact of legislation cannot be assessed in a vacuum. Ideally, one should take account both of trends existing before legislation was implemented, and of other, more recent, trends which have an independent impact on the structure of the labour force. The most obvious factor is the rising level of unemployment in the late 1970s, but others will also be considered. However the focus of this article is on assessing the impact of legislation relative to the trends that were already present before equal opportunities legislation was implemented in the early 1970s.

If the trends observed in the first 70 years of the century were in the direction of a decrease in job segregation and greater integration of men and women in the labour force, then one would expect legislation to *increase the pace (or rate) of change.* If the pace of change quickens, this would show that legislation has been effective in reinforcing, supporting and stimulating further the existing trend towards desegregation.

If, however, previous trends have been moving in the direction of increasing job segregation and against greater integration, then the burden imposed upon legislation is much greater. It will take the form of slowing down the existing trend and, potentially, reversing it completely. Clearly, legislation which has to *reverse the direction of a trend* has a harder job to do than if it simply supports an existing trend. In this case, one would expect the impact to be manifested more slowly, over a longer period of time, and with more difficulty.

Trends before the 1970s

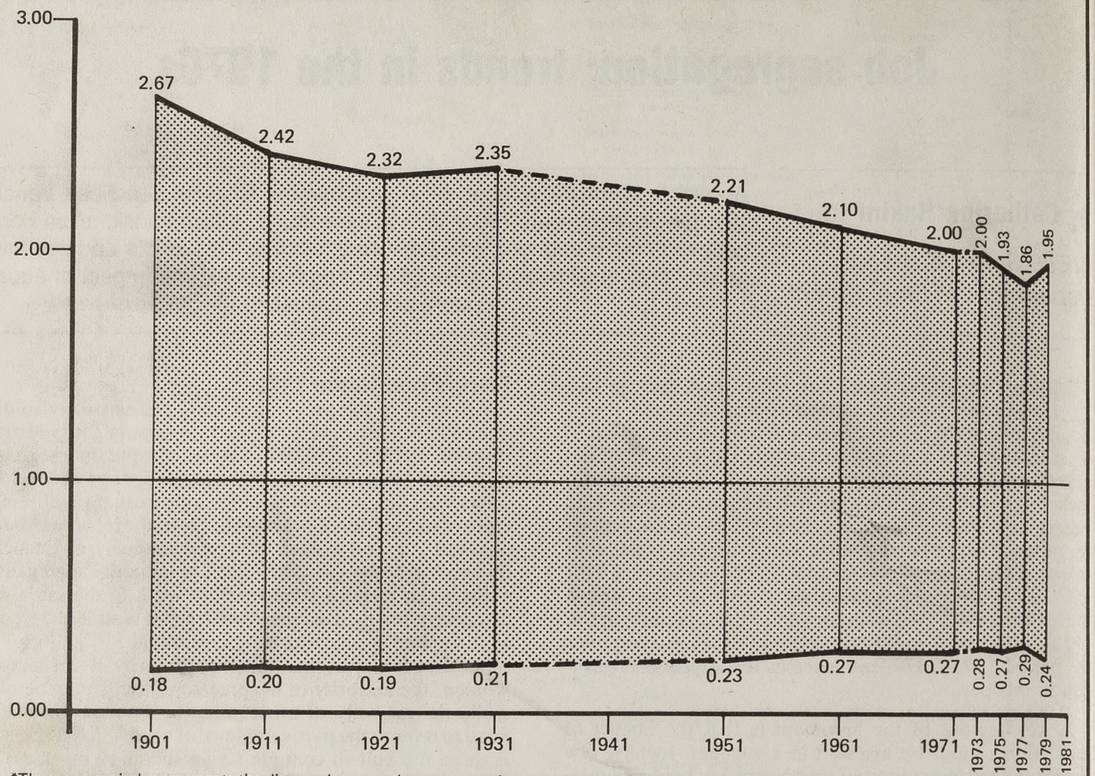
As noted in the previous article, it is necessary to distinguish between vertical and horizontal segregation (Hakim, 1978, p 1264). *Horizontal* occupational segregation exists when men and women (or groups defined by some other factor) are most commonly working in different types of occupation. For example the majority of personnel directors may be women while the majority of financial directors may be men. *Vertical* occupational segregation exists when men and women both work in the same job categories, but men commonly do the more skilled, responsible or better paid work. For example the majority of school heads may be men while the majority of teachers are women, the majority of hospital consultants may be men while the majority of nurses may be women. Given the need to refer to the particular level of occupational status, it is more difficult to compile single summary measures of vertical segregation for any given year or country.

Over the period 1901–71 it was found that there had been a decline in horizontal segregation, but some increase in vertical segregation. The trends on each measure of job segregation were moving in opposite directions, producing a picture of continuity within change. The burden placed on equal opportunities legislation was therefore two-fold: to support the existing trend towards a decline in horizontal segregation, and to reverse the trend towards increasing vertical segregation.

It seems appropriate to look for the impact of legislation from about 1973 onwards. The Equal Pay Act was passed in 1970 and the Sex Discrimination Act was passed in 1975, but both came into force only in December 1975. Thus it could be argued that the impact of legislation would only be seen from 1976 onwards. However both Acts were the result of a groundswell of public opinion and pressure on equality for women which gained force in the late 1960s and early 1970s (Snell, Glucklich and Povall, 1981, pp 1–12).

Arguably the changes in legislation provided a formal, political and official recognition of, and support for, changing attitude towards women at work. Certainly it was argued that legislation provided a necessary pre-condition, but not a sufficient condition, for an effective equal opportunity policy—and that legal intervention would only be really successful when supported by social attitudes (Snell, Glucklich and Povall, 1981, pp 92–98). Thus both social

Chart 1 Summary index* of occupational segregation 1901–1979



*The summary index represents the distance between the measures of over-and-under representation and should tend towards zero.

attitudes and the impact of legislation would contribute to any changes that might be observed in the position of women in the labour force. On this argument, the impact of social change, which legislation formalised, might be observed from about 1973 onwards.

The Labour Force Survey

The basis for the updating exercise was the biennial EC Labour Force Survey carried out in Britain from 1973 onwards[1]. This is a less reliable source of data than the population census, which provides complete coverage of the population, and hence of the whole labour force.[2] Its advantage is that it provides data for the inter-censal period, and the statistics for 1973, 1975, 1977 and 1979 were used for this study.

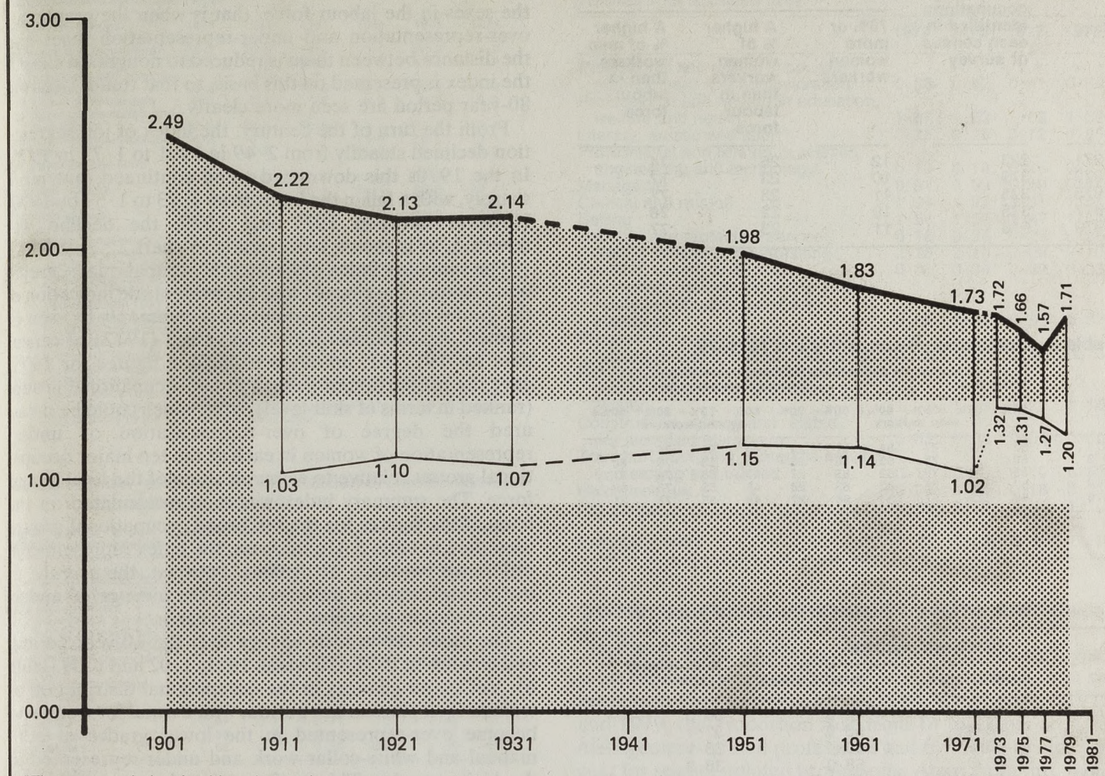
The main purpose of the EC Labour Force Survey is to provide national and regional statistics of employment and unemployment on a consistent basis across all countries in the European Community as a basis for Community policy-making. However the LFS is also used by each country to obtain additional information about topics of particular interest to national government departments. In Britain, the LFS collects data on occupations as well as a number of other topics which are not standard features of the survey in all countries. Thus the British LFS could be used to examine trends in occupational segregation over the 1970s, though it was not possible to carry out systematic comparisons with trends in all other countries in the European Community.[3]

The Labour Force Survey provides information for a sample of about 80,000 co-operating households in the United Kingdom, including some 180,000 persons aged 16 or over. Interviews are carried out in a six-week period centred on May of the year in question. In most households, a single adult member of the households provides information on all members of the household. This type of *proxy interview* usually yields less reliable and less complete information on the labour force participation of other members of the household than if each person is interviewed individually. Apart from this limitation, the survey is thought to provide reasonably good data on the British labour force.[4]

Trends in the 1970s

The measure of occupational segregation applied to the Labour Force Survey statistics for 1973–79 were the same as those used previously in relation to the census, and have been described in detail elsewhere (Hakim, 1978; and 1979). For convenience, the figures for 1971 are repeated

Chart 2 Summary index* of occupational segregation 1901–1979



*The summary index should tend towards zero.

here, so that the picture for the 1970s can be seen as a whole. It is notable that, on every measure utilised in tables 1–6, the figures from the 1973 LFS conform very closely indeed to the pattern observed from the 1971 Census. This high degree of continuity between the results of the census and those of the very much smaller sample survey suggests that the LFS proves a fairly reliable source for this up-dating exercise, despite the major differences between the two sources of data.[5]

One measure of segregation is the degree to which a group of workers are concentrated in a small number of occupations. Throughout the 1970s the broad sex structure of occupations remained constant, with one-quarter of all jobs being typically famale and three-quarters of all jobs being typically male (table 1). Thus there is no indication that the level of occupational concentration of men and women changed at all in the 1970s. This conclusion is borne out also by table 2, which looks at the occupational concentration of men and women workers in more detail. By the end of the 1970s, just over a quarter (27 per cent) of all women were working in occupations where they outnumbered men by nine to one, while over half (58 per cent) of men were in occupations where they outnumbered women to the same extent—a picture that hardly differs at all from that in 1971.

A more precise measure of change has to take account of the fact that, as yet, women constitute less than half the labour force and thus cannot be expected to be found in equal numbers with men in any given occupation. Although the labour force participation rate for women rose in the 1970s, by 1979 they still accounted for only 39 per cent of the labour force (table 3). The development of a summary index of occupational segregation is shown in table 4 and the results illustrated in charts 1 and 2. As this summary index combines two measures previously presented separately for 1901–71, figures for these years are included. The index of occupational segregation is the difference between the level of over-representation in typically female jobs and of the level of under-representation in typically male jobs, in other words the sum of the absolute deviations from unity of measures of over-representation and under-representation in particular occupations. In chart 1 the summary index (in the last column of table 4) is shown as the distance in brackets between the graphs rep-

Table 1 Occupational concentration 1971–79

	Total number of occupations identified in each census or survey	Proportion (%) of all occupations which have:		
		70% or more women workers	A higher % of women workers than in labour force	A higher % of men workers than in labour force
1971	223	12	26	74
1973	379	10	23	77
1975	375	11	23	77
1977	375	10	22	78
1979	516	11	23	77

Table 2 Occupational concentration 1971–79

	% of men working in occupations which had:					% of women working in occupations which had:				
	90%+	80%+	70%+	60%+	50%+	90%+	80%+	70%+	60%+	50%+
	men workers					women workers				
1971	53	69	77	84	87	25	44	51	75	77
1973	60	71	78	85	86	26	48	53	73	80
1975	59	72	77	82	85	27	47	56	74	81
1977	57	68	75	80	83	28	48	53	73	82
1979	58	73	77	83	86	27	48	55	78	81

Table 3 Women's contribution to the labour force 1971–79

	Economic activity*		Women as % of total labour force
	% of men	% of women	
1971	81·4	42·8	36·5
1973	88·4	53·9	37·1
1975	88·2	56·4	38·1
1977	86·8	58·0	38·8
1979	90·8	62·3	39·0

* Economic activity rates are for those of working age as follows:
1971 persons aged 15 or over
1973–79 men aged 16 to 64 and women aged 16 to 59

resenting the measures of over-representation and under-representation, (shaded in grey). It can be seen that the index moves to zero when there is complete integration of the sexes in the labour force, that is when the graphs for over-representation and under-representation meet and the distance between them is reduced to nought. In chart 2 the index is presented on this basis, so that trends over the 80-year period are seen more clearly.

From the turn of the century, the index of job segregation declined steadily from 2·49 in 1901 to 1·73 in 1971. In the 1970s this downward trend continued, but more sharply, with a fall in the index from 1·73 to 1·57 by 1977. However between 1977 and 1979, the decline was reversed, as is shown most clearly in chart 2.

The summary index of horizontal occupational segregation illustrated in charts 1 and 2 provides little indication of the grades of work carried out most commonly by men or women. An analysis by Bain and Price (1972) of census data for 1911–61, up-dated to include figures for 1971, gave the proportion of women in ten occupational groups (ranked in terms of skill-level), from which could be measured the degree of over-representation or under-representation of women in each of the ten major occupational groups relative to women's share of the total labour force. The summary index was then recalculated on the basis of the figures for the ten broad occupational groups identified in table 5. (In this case, the index represents the difference between, or distance between, the *average* of over-representation measures and the *average* of under-representation measures for each year.)

The index shows little change over the 60-year period, and is as low in 1971 as it was in 1911: 1·02 and 1·03 (table 6). Yet major changes in the occupational distribution of women took place in this period, with a trend for women to become over-represented in the lower grades of both manual and white-collar work and under-represented in the higher grades. This confirms that the summary index does not adequately or reliably reflect trends in vertical occupational segregation, which was increasing during this period. Furthermore, it confirms that the index performs

Table 4 Index of occupational segregation 1901–79

	Women in disproportionately female occupations				Women in disproportionately male occupations				Summary index of occupational segregation
	Females as a per cent of total labour force	Disproportionately female occupations* % of female labour force			Males as % of total labour force	Disproportionately male occupations* % of female labour force			
		expected in these occupations†	Observed in these occupations	Ratio of observed to expected		Expected in these occupations†	Observed in these occupations	Ratio of observed to expected	
1901	29	33	88	2·67	71	67	12	0·18	2·49
1911	30	36	87	2·42	70	64	13	0·20	2·22
1921	30	38	88	2·32	70	62	12	0·19	2·13
1931	30	37	87	2·35	70	63	13	0·21	2·14
1941	—	—	—	—	—	—	—	—	—
1951	31	39	86	2·21	69	61	14	0·23	1·98
1961	32	40	84	2·10	68	60	16	0·27	1·83
1971	36	42	84	2·00	64	58	16	0·27	1·73
1973	37	42	84	2·00	63	58	16	0·28	1·72
1975	38	44	85	1·93	62	56	15	0·27	1·66
1977	39	45	84	1·86	61	55	16	0·29	1·57
1979	39	44	86	1·95	61	56	14	0·24	1·71

* An occupation is considered "disproportionately female" when women form a higher proportion of the workers in the occupation than they do in the labour force as a whole and "disproportionately male" when men form a higher proportion of workers in the occupation than they do in the labour force as a whole.

† This is the percentage of the female labour force that would have been observed in these occupations if their sex composition had been the same as the sex composition for the work-force as a whole.

Table 5 Women workers in major occupational groups 1911–71

Female workers as a percentage of all workers in each of the major occupational groups identified by Bain and Price

Occupational groups	1911	1921	1931	1951	1961	1971
Employers and proprietors	18·8	20·5	19·8	20·0	20·4	24·9
White collar workers	29·8	37·6	35·8	42·3	44·5	47·9
(a) managers and administrators	19·8	17·0	13·0	15·2	15·5	21·6
(b) higher professionals	6·0	5·1	7·5	8·3	9·7	9·9
(c) lower professionals and technicians	62·9	59·1	58·8	53·5	50·8	52·1
(d) foremen and inspectors	4·2	6·5	8·7	13·4	10·3	13·1
(e) clerks	21·4	44·6	46·0	60·2	65·2	73·2
(f) salesmen and shop assistants	35·2	43·6	37·2	51·6	54·9	59·8
All manual workers	30·5	27·9	28·8	26·1	26·0	29·4
(a) skilled	24·0	21·0	21·3	15·7	12·8	13·5
(b) semi-skilled	40·4	40·3	42·9	38·1	39·3	46·5
(c) unskilled	15·5	16·8	15·0	20·3	22·4	37·2
Total occupied population	29·6	29·5	29·8	30·8	32·4	36·5

Source: Table 3 in G S Bain and R Price "Union Growth and Employment Trends in the United Kingdom 1964–1970", *British Journal of Industrial Relations*, Volume 10 (November 1972), pp 366–381. The authors' analysis of census data 1911–61 was repeated with 1971 census data for Great Britain to update their time series, with the following modifications of their method:
(a) 1971 census separately identified self-employed with or without employees. The self-employed with employees were classified in the "Employers and Proprietors" group and the self-employed without employees were added tp their respective occupational group.
(b) Lists of occupational groups in each order as given in G S Bain, *The Growth of White collar Unionism*, Claredon Press (Oxford 1970), pp 189–190 were adhered to except when an overlap in definitions required 1971 figures to be split proportionally to the 1961 census distribution.

Table 6 Under- and over-representation of women in major occupational group 1911–71

Degree of under- or over-representation in each group in relation to the female proportion of the total labour force

	1911	1921	1931	1951	1961	1971
Employers and managers	0·64	0·69	0·66	0·65	0·63	0·68
White collar workers	1·01	1·27	1·20	1·37	1·37	1·31
(a) managers & administrators	0·67	0·58	0·44	0·49	0·48	0·59
(b) higher professionals	0·20	0·17	0·25	0·27	0·30	0·27
(c) lower prof. & technicians	2·13	2·01	1·97	1·74	1·57	1·43
(d) foremen & inspectors	0·14	0·22	0·29	0·44	0·32	0·36
(e) clerks	0·72	1·51	1·54	1·95	2·01	2·00
(f) salesmen and shop assistants	1·19	1·48	1·25	1·68	1·69	1·64
All manual workers	1·03	0·95	0·97	0·85	0·80	0·81
(a) skilled	0·81	0·71	0·71	0·51	0·43	0·37
(b) semi-skilled	1·36	1·37	1·44	1·24	1·21	1·27
(c) unskilled	0·52	0·57	0·50	0·66	0·69	1·01
Summary index of occupational segregation	1·03	1·10	1·07	1·15	1·14	1·02

very poorly indeed when applied to data for a very small number of broad occupational groups, as in table 5. Mapping the summary index derived from table 6 on to chart 2 shows that the results bear almost no relation to the trends revealed by the more detailed analysis offered in table 4, which was based on data for 200–600 occupations.

Nevertheless an attempt has been made to up-date the picture on vertical occupational segregation in the 1970s using the LFS data (table 7). The summary index is shown and declines steadily from 1·32 to 1·20, but we know this to be unreliable. Also, the major occupational groups in the Labour Force Survey are not identical to those given for the census, so that direct comparisons between tables 6 and 7 are impeded.

The most direct comparison that can be made is for the "higher professionals" in table 6 and the two professional groups (1 and 4) in table 7. The results here suggest that women made substantial gains in their share of this higher-grade white-collar work in the 1970s, and at a much faster pace than in the previous half a century. Over the 60 years 1911 to 1971, the index increased by only 0·07 for women's representation in higher professional work; but in the six years 1973–79 it increased by 0·16 (from 0·38 to 0·54) and by 0·10 (from 0·13 to 0·23) for the

Table 7 Under- and over-representation of women in major occupational groups 1973–79

Degree of under-or over-representation in each group in relation to the female proportion of the total labour force

	1973	1975	1977	1979
Professional and related supporting management and administration	0·38	0·42	0·41	0·54
Professional and related in education, welfare and health	1·67	1·63	1·62	1·62
Literary, artistic and sport	0·75	0·76	0·72	0·85
Professional and related in science, engineering and technology	0·13	0·18	0·15	0·23
Managerial	0·51	0·53	0·49	0·54
Clerical and related	1·94	1·97	1·91	1·87
Selling	1·54	1·54	1·47	1·54
Security and protective service	0·16	0·34	0·26	0·26
Catering, cleaning, hairdressing	2·16	2·10	2·09	2·10
Farming, fishing and related	0·38	0·34	0·39	0·33
Processing, making, repairing and related (excluding metal and electrical)	0·92	0·87	0·85	0·87
Processing, making, repairing and related (metal and electrical)	0·16	0·16	0·16	0·13
Painting, repetitive assembling, product inspecting, packaging and related	1·20	1·29	1·21	1·18
Construction, mining and related, not identified elsewhere	0·03	0·08	0·00	0·00
Transport operating, materials moving and storing and related	0·11	0·10	0·10	0·13
Miscellaneous	0·24	0·21	0·18	0·21
Not stated	0·78	0·79	0·88	1·10
Summary index	1·32	1·31	1·28	1·20

management-related and science-related professional groups (1 and 4).

In other words, the proportion of women among higher professionals rose by only four percentage points, from six per cent in 1911 to 9·9 per cent in 1971. But between 1973 and 1979, the proportion rose from 14 to 21 per cent for management-related professions and from five to nine per cent for science-related professions. Apart from this, table 7 does not reveal any consistent movement of note in the pattern of vertical occupational segregation over the 1970s.

The impact of legislation

Trends in job segregation in the 1970s suggest that legislation to promote equality of women in the labour force had a very marked and dramatic impact within a very short space of time. However some or all of these gains were then lost in the reversed trend in the latter part of the decade.

In order to assess the impact of legislation in relation to trends that were already present beforehand, the average amount of change per decade (or per annum) in the index of horizontal segregation is used. Over the 70-year period between 1901 and 1973, the index declined on average by 0·011 per annum or about 0·11 per decade (although the pace of change varied a good deal between decades). In the four years between 1973 and 1977 the index declined from 1·72 to 1·57, the drop of 0·15 being almost four times higher than the drop of 0·04 that might have been expected if the pace of change established in the preceeding decades had been maintained. Moreover the decline is bigger than that observed in any previous decade for an equivalent period of four years.

The size of the decline in job segregation in the four years 1973–77 is equivalent to the change that might have been

expected over a 14-year period on average prior to legislation. Thus legislation appears to have produced a three-fold or four-fold increase in the pace of change observed in the first half of the twentieth century. This would appear to be a remarkable achievement for legislation which is directed primarily at reinforcing and supporting changes in the work aspirations of women and attitudes towards women at work.

However the situation was almost completely reversed within the two years 1977 to 1979. The pattern of steady decline in job segregation was reversed, with the index showing an increase of 0·14, eliminating almost all the gains of the preceding four years. By 1979, the index was back up to 0·71, very close to where it stood at the start of the decade.

Two explanations

There are two explanations for such a marked reversal of a long-standing trend. The first is technical and suggests that the change of direction may not have been as marked as the index figure suggests. The second explanation would point to the independent effects of other trends in the labour force, most notably the recession and rising unemployment in the late 1970s.

The technical reasons have to do with the nature of the Labour Force Survey. In 1979 the classification of occupations used in the LFS was changed, with 516 occupations being separately identified instead of 375 (as in 1977) or 223 (as in the 1971 Census). It has been demonstrated that measures of job segregation are sensitive to the degree of detail offered in the occupational classification (see text) so that the higher level of detail available for 1979 might have produced some increase in the index of itself. It is also possible that sampling error was greater in 1979 than in previous years. The exact size of the upward trend in job segregation in the late 1970s can be assessed more reliably by the results of the 1981 Census which covered the whole population rather than a sample of households. However the greater part of the explanation must lie in other factors which began to exert their influence in the latter part of the decade.

As this up-dating study was not designed to test the importance of other factors on trends in job segregation, we can only point to those that are likely to be significant in any fuller explanation of trends.

As noted in a recent *Employment Gazette* article (April 1981) the 1970s witnessed some notable trends in the labour force participation of men and women. Economic activity rates for older men and older women declined sharply. Until 1977, the labour force participation rate for married women had been steadily increasing, with particularly marked increases in the early 1970s. After 1977, this rapid increase stopped, with activity rates for married women stabilising, or even falling back slightly (table 8).

Among those who are economically active, unemployment both for men and women rose sharply during the 1970s. If we look only at registered unemployment, in the early 1970s, unemployment for women was much lower than for men (1·2 per cent in June 1971, compared with 4·3 per cent for men). The female share of total unemployment remained fairly steady until 1974; however the registered female unemployment rate then rose much more sharply than the male rate, reaching 5·3 per cent in June 1980 (compared with a level of 8·0 per cent for males). In 1980–81, the rise in registered male unemployment again overtook the rise in female unemployment, although recent figures show a further more rapid rise in women's unemployment.

If however we take into account unregistered unemployment, estimates suggest that the total number of unregistered unemployed women remained fairly constant between 1970 and 1979 at around 250,000 in Britain. When the estimates of unregistered unemployed women are added to the numbers for registered unemployed, the increase in the rate of unemployment for women up to 1979 is closer to, although still higher than, the increase for males.

Another major change was that the birth rate, which had been declining for a decade, began to rise again in 1977 (Calot and Thompson, 1981). Current projections suggest that the birth rate will continue to rise, increasing by 20 per cent between 1979 and 1986. Linking all these trends is the effect of the current recession on job opportunities, on women's work aspirations and expectations, and on attitudes to working women.

In the climate of public opinion that saw the passing of two major pieces of legislation, it was unlikely for women's right to work to be questioned. There are indications that this might be less true now. If so, one would expect that women's right to work in "male" jobs would be questioned more quickly than their right to work in typically female jobs. Thus the climate of opinion in a recession may provide less support and encouragement for women to break down "traditional" barriers to working in typically male jobs. This sort of attitudinal change might, in a diffuse and invisible way, have contributed to the reversal of the trends in job segregation after 1977, along with other, more concrete, factors such as the decline in job opportunities.[6] As argued previously (Hakim, 1979, pp 50–52) the attitudes and expectations associated with the existing pattern of job segregation may be both cause and effect of that pattern. The new rise in the birth rate in 1977 and subsequent years may have produced some change in the occupational distribution of working women as well as a fall in the economic activity rate for married women. A study for the Department of Employment of women who had had a baby in 1979 showed a major shift from a predominance of full-time workers among those working before the birth to a predominance of part-time workers among those returning to work after the birth, and of course many part-time jobs are of the typically female types (Daniel, 1980, pp 22, 74). So although the propensity for women to return to work after birth was much higher in the late 1970s than at the start of the decade, the rise in the birth rate may have had an impact on the level of job segregation in the late 1970s.

Whatever the precise reason for the reversal of the long-term trend in job segregation, it does suggest that most (or all) of the positive impact of legislation can be wiped out by the effect of a recession (see text).

It is unlikely that these dramatic fluctuations are a purely recent phenomenon. The Labour Force Survey data allows us to observe trends in the decade between population censuses, and it may be that similar fluctuations in fact occurred in other inter-censal decades over 1901–71 even though they are not recorded in contemporary surveys. The lack of a census for 1941 is particularly pertinent, since it is known that major, if temporary, changes in job segregation took place around the time of the Second World War.

Table 8 Changes in activity rates in the UK (percentage per year)

	1951–61	1961–66	1966–71	1971–73	1973–75	1975–77	1977–79
Males							
aged 15–19/16–19*	−0·9	−0·8	−1·9	−1·3	−0·6	+1·0	+0·3
20–24	−0·3	+0·1	−0·5	−0·4	−0·1	0	+0·4
25–44	0	−0·1	−0·1	0	−0·1	0	−0·2
45–46	+0·3	−0·3	−0·1	0	−0·3	−0·6	−0·7
65+	−0·6	−0·3	−0·8	0	−2·0	−1·0	−1·6
Females							
Single, widowed, and divorced							
aged 15–19/16–19*	−0·8	−1·0	−1·1	−1·9	−0·8	+1·2	+0·3
20–24	−0·2	−0·5	−1·1	−1·5	−0·6	+0·5	+0·6
25–44	+0·4	−0·1	−0·8	−0·3	−0·3	−0·2	−0·2
45–59	+0·9	+0·5	+0·1	0	−0·1	−0·6	−0·5
60+	+0·1	+0·2	−0·4	−0·4	−0·6	−0·8	−1·0
Married							
aged 16–19	+0·3	+0·5	−0·4	+3·2	+2·0	+1·4	−2·0
20–24	+0·5	+0·4	+0·4	+2·8	+1·5	+2·4	−0·7
25–44	+0·8	+1·7	+0·9	+2·5	+1·8	+2·0	−0·2
45–59	+1·1	+2·7	+3·6	+2·5	+0·6	+1·1	−0·5
60+	+0·3	+1·0	+0·4	−0·2	−0·2	−0·5	−1·2

* 16–19 after 1971.
Source: 1951–71 Census of Population: 1973–79 EEC Labour force survey.

Table 9 Sex mix of jobs in major occupational groups (%)

Sex composition of each occupation				Jobs held by:			
	Women only	Both sexes	Men only	Women only	Both sexes	Men only	All jobs
Non-manual occupations							
Employers, managers	7	17	77	4	6	20	12
Professional, scientific	3	48	49	1	7	5	5
Intermediate	7	66	28	2	10	2	5
Junior	36	54	6	29	28	2	17
Personal service	62	38	*	27	10	*	9
Manual occupations							
Foremen, supervisors	2	6	91	*	*	2	1
Skilled	5	14	81	6	12	50	28
Semi-skilled	27	44	29	22	22	11	17
Unskilled	29	30	42	8	5	6	6
All jobs	21	33	45	100	100	100	100
(Base number)	(500)	(777)	(1,071)	(500)	(777)	(1,071)	(2,380)

* Less than 0·5 per cent.
Source: IFF Research Ltd, *Women at Work*, vol 1 (London: IFF Research Ltd), pages 24 and 25.

Job segregation at company level

Of course analyses of census and labour force survey data at the national level will mask important variations between regions, industries and companies. For policy purposes the situation at company level is important since legislation is usually operative at this level. For example the Equal Pay Act 1970 could have no impact at all on a company in which there was absolute job segregation and which had not undertaken a job evaluation study, where consequently there would be no cases of men and women doing the same work, broadly similar work, or work which had been given an equal value under a job evaluation study.

It will generally be the case that studies at sub-national level (for regions, industries or companies) will yield higher scores on measures of job segregation than studies at the national level, as reported here. Also, direct comparisons cannot readily be made between studies of the working population as a whole and studies of the workforce in particular establishments.[7] A very small degree of change in job segregation at plant level, too, if repeated across many establishments, might add up to a visible trend at the national level, even if the changes within companies seem far too small to be significant (particularly over a short period of time). This suggests that monitoring changes in job segregation is more reliable at the national level than at company level, where the pattern of change might be almost invisible.

On the other hand a single or small change at company level (such as a female apprentice or woman engineer being taken on) can have important repercussions on attitudes and expectations in the organisation, even if the change is completely insignificant in statistical terms.[8] This suggests that monitoring the impact of legislation at company level will be of interest primarily with reference to the social attitudes which must support legislative change.

A national survey of establishments carried out in 1973 showed that occupational segregation is much more

Notes

1 The Labour Force Survey covers the United Kingdom as a whole, but the data used here are for Great Britain only.

2 For recent years, in particular 1971, the labour force data available from the population census is for a ten per cent sample of the population. However a sample of this size taken from the census provides data for over two million workers, and is as reliable as the complete count for analyses at the national level.

3 From 1981, information on occupation was included as a standard topic for the Labour Force Survey and collected by all countries. Thus for 1981 onwards it will be possible to carry out comparative studies of occupational segregation in the European Community.

4 Further detail on the British Labour Force Survey is given in OPCS (1977), OPCS (1980) and Hakim (1980).

5 A key difference between the population census and any household survey is that the census is obligatory, while participation in surveys is always voluntary. As a result, surveys always attract some element of non-response, and this can produce bias in the results. The level of response to the LFS is 86 per cent, which is relatively high. Another key difference is that the LFS covers only a ½ per cent sample of households, whereas the census covers the whole population. Some comparisons with the census results for 1971 cannot therefore properly be made. For example the LFS cannot be used to identify occupations with no women workers or with no men workers.

6 There is some evidence of this from one recent study. Companies that were experiencing significant financial difficulties were found to be less motivated to comply with equal pay and opportunities legislation, and more likely to take action to minimise the effects of the Equal Pay Act (Snell, Glucklich and Povall, 1981, pp 69, 89).

7 The probability of finding any women managers in a particular establishment (or national sample of establishments) is clearly lower than the probability of finding any women managers in a census of the whole working population. Another problem with establishment-level studies (that does not arise in studies based on national censuses) is that some types of occupation will not be represented at all, or have very small (and hence unreliable) numbers of workers in them.

8 Of course such changes can also have an impact beyond the boundaries of the organisation, if they are publicised in the media or through publications such as the EOC's booklet *Breakthrough* (1980).

9 The GHS data on satisfaction with pay relate to men and women working full-time who have worked a full year prior to the interview date. The GHS data on male and female earnings distributions are closely paralleled by the results of the *New Earnings Survey* for 1978.

marked at company level than at the national level (Hunt, 1970, pp 173–179). For example one-fifth of all establishments did not employ men and women on the same work; the occupation of manager, supervisor and foreman were completely segregated (with no women employed in the category) in about half of all establishments; in four out of five establishments skilled manual jobs were similarly completely segregated with no women employees at all. Thus the disappearance, at the national level, of jobs exclusive to one sex does not mean that exclusively male or female jobs will not still be found in a large proportion of establishments.

Detailed study

A more detailed study of job segregation and related company policies at establishment level was carried out for the EOC and SSRC in 1979 (McIntosh, 1980; IFF Research Ltd, 1980). This study showed that two-thirds of all jobs were single-sex when considered at establishment level. It confirmed that all-male jobs tended to be in the higher grade occupational groups while all-female jobs tended to be in the lower grades of white-collar and blue-collar work (table 9). For example 91 per cent of all foremen and supervisory jobs and 77 per cent of all employer and managerial jobs were all-male, while 62 per cent of all personal service jobs and 36 per cent of all junior white-collar jobs were all-female. This suggests that the level of vertical occupational segregation is much more marked at company level than is apparent from national studies.

A study for the Department of Employment monitored the impact of legislation in 26 organisations over the period 1974–77. It concluded that the effects of the Sex Discrimination Act had been "very limited" in this short period even though important changes had taken place in one-quarter of the twenty-six organisations studied. The most important changes consisted of women (and men) moving into jobs which had previously been the preserve of one sex and had effectively been formerly closed to them. Instances of women breaking into traditionally male areas of work were twice as numerous as cases of men breaking into traditionally female jobs. Given the small number of companies studied, and the short time-span of four years, the overall changes in the occupational distributions before and after the Sex Discrimination Act were too small to be statistically significant and were not reported (Snell, Glucklich and Povall, 1981, pp 81–82). This confirms that attempts to monitor job segregation at company level will yield meagre results which, by themselves, cannot be taken as indicative of broader trends even when significant changes are taking place.

The effects of job segregation

Apart from its use in monitoring the impact of legislation, the index of job segregation may also be useful in explaining other aspects of labour force participation, in particular observed sex differentials in earnings, unemployment rates, attitudes to pay, occupational choice and career paths (Hakim, 1979, pp 46–53).

A study of male/female earnings differentials within one occupation suggests that vertical occupational segregation can account for most if not all the sex differential in earnings. The teaching profession allowed the impact of vertical segregation to be assessed due to the formalised grading structure that is absent from many other occupations. The study was based on data for 1973, some 12 years after equal pay had been introduced in teaching.

It was found that about one-third of the gross male/female earnings differential was explained by women being concentrated in the lower-paying primary sector, and the remaining two-thirds by women being concentrated in lower-scale posts (Department of Employment, 1976, p 965). Vertical job segregation may similarly explain a large part of the earnings differentials in other occupations, both manual and non-manual, although the lack of formalised structures, and the consequential lack of data, may make it difficult to isolate its impact.

Job-satisfaction data collected in the General Household Survey (GHS) since 1974 consistently show a marked sex differential in satisfaction with pay, with women reporting higher levels of satisfaction with pay than men, even though the earnings distribution for women is a good deal lower than that of men. One explanation is that women are socialised to have lower expectations than men, so they are satisfied with less or that pay is a less salient factor in job satisfaction for women. Another explanation of the sex differential is that women probably implicitly compare their pay to that of other women in general (rather than to other people in general, including men) and thus express higher levels of satisfaction with pay than do men with similar incomes. For example GHS data for 1978 on attitudes to pay show that the level of satisfaction with their pay "compared with other people" expressed by women earning over £4,000 per annum is similar to that of men earning over £6,000 per annum.

Women whose annual income is over £4,000 are the top 11 per cent of female earners, and men with annual incomes of over £6,000 are the top 13 per cent of male earners; thus these two groups of men and women are similar both in being in the highest earnings group for their sex and in expressing equal levels of satisfaction with pay "compared with other people". Similarly men and women in the lowest earnings group for their sex express similar levels of satisfaction with pay.

Different groups

These data, and the sex differential in job satisfaction generally, suggest that the division of the labour force into a group of predominantly male occupations and a group of predominantly female occupations results in men and women using two different reference groups (one male and one female) for assessing their relative status in the occupational and income hierarchy.[9]

Measures of job segregation have been presented here with reference to sex as a factor in the distribution of employment. The measures could also be used to assess the relative importance of other social factors, such as race or ethnic group. For example it has been found in the United States that race is far less important than sex as a factor in occupational segregation (Gross, 1968, p 202). A preliminary analysis of the relative importance of sex and race in Britain suggests that ethnic minorities are far more evenly distributed throughout the occupational structure than are women, although ethnic minority women are as concentrated as other women in a narrow section of the labour force (Mayhew and Rosewell, 1978).

Similarly the measures could be applied to other areas of behaviour, for example to examine the segregation of the sexes in the educational system. The measures presented here could be applied to national statistics on attendance at, or graduation from, educational institutions which are organised, like the occupational structure, into hierarchical levels requiring greater degrees of knowledge and expertise.

Measures of vertical segregation would show the extent to which women are under-represented in the higher levels of education; measures of horizontal segregation would show the degree to which women were crowded (at any given level of the education system) into certain fields of study or training, such as nursing, teacher-training, courses in the arts and humanities and so forth.

This would be a particularly important extension of the application of the indices, for it is argued that segregation in the labour market (particularly vertical segregation) is in large part an extension of segregation within the educational system. Women are unlikely to enter higher-grade occupations if they have the wrong qualifications, or no qualifications at all.

Conclusions

Indexes of occupational segregation provide statistical measures of the degree to which people with particular characteristics (such as age, sex, marital status, race, religion, etc) are concentrated in certain occupations rather than being evenly distributed throughout the occupational structure. They provide measures of inequalities in access to the higher-status and better-paid jobs; of discrimination; of formal or informal barriers to job choice; and of stereotyped perspectives on job choice. In short measures of imperfections and irrationalities in the functioning of the labour market, which equal opportunities legislation and anti-discrimination legislation attempt to overcome.

Whether one chooses to believe that the structure of the labour force, divided into fairly clearly defined typically male and typically female occupations, determines the attitudes and expectations of employers and workers, or that attitudes about "suitable" work for women and men have produced these strong demarcations, the fact remains that there is a large degree of consensus about which jobs, normatively or in practice, are "women's jobs" and which are "men's jobs". The substance of this consensus has, however, changed since the beginning of the century, and is likely to continue to change as a result of legislation and other influences on attitudes and expectations.

Trends

Trends in job segregation over the last decade suggest that legislation had a marked impact in supporting and stimulating the long-term decline in job segregation observed over the previous 70 years. The pace of change increased dramatically in the four years 1973–77, with a decline in the index almost four times greater than that expected from the previous 70 years. Moreover the drop in the index was greater than that observed in any previous decade for an equivalent period of four years.

However after 1977, the trend was reversed, as was observed in a number of other labour market indicators also. This suggests that the impact of the recession on job opportunities may have affected women's recent gains in the labour force.

The pattern of change over the 1970s confirms the expectation that legislation would provide a necessary, but not sufficient, condition for movement towards equality for women in the work place. However it suggests also that legislation can have a rather greater impact on attitudes, aspirations, expectations and motivations than had previously been thought, and thus a greater impact in the long term on women's positions in the labour force. ■

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SPECIAL FEATURE

Review of rehabilitation

During the summer of 1981, MSC published a report of its Review of Employment Rehabilitation*. The review examined the MSC's role in rehabilitation in the light of the need for rehabilitation, the means of meeting such need, recent research, resource considerations and the role of the employment rehabilitation centres (ERCs).

The Report identifies two different concepts of employment rehabilitation. The first forms part of the "classical" picture of rehabilitation, and envisages preparation for employment, as a last stage in the treatment of people who have become sick or disabled. It was for this purpose that ERCs were originally set up, although the history of the service suggests that a second concept has developed from the operation of the service, that is facilitating the re-entry into employment of people who have characteristics which may or may not include disabilities which militate against them getting jobs.

The decline of the "classical" picture

As can be seen from table 1, a declining proportion of clients has been referred to ERCs by the medical services and a correspondingly large proportion recruited from MSC's unemployed clients. As table 2 shows about half of all recruits to ERCs have been unemployed for a year or more. Over the past three years this proportion has remained fairly constant despite the large increase in unemployment.

Table 1 Where people needing rehabilitation came from

Per cent

No of clients in the periods specified who were	April 1980-March 1981	April 1979-March 1980	April 1978-March 1979
Referred by hospitals and family practitioners	11·5	11·4	12·1
Referred by the regional medical officer or doctors in the regional medical service of the Department of Health and Social Security	16·9	19·5	22·3
Referred by other outside bodies	5·2	8·1	7·7
Referred by sources within MSC, of whom:	66·4	61·1	57·9
were referred following recent medical treatment	24·6	19·4	18·5
were referred with disabilities but not following recent medical treatment	25·4	29·5	29·0
were referred with no obvious disability	16·4	12·2	10·4
Number of clients in each period	**14,206**	**14,511**	**14,256**

It seems unlikely that the very small number of newly disabled people at present attending ERCs as part of what might be regarded as the "classical" pattern of rehabilitation, represents the limit of this need, Consequently, the review proposes two experiments to assess this need and subsequently enable it to be met:

- A specialist service, in at least one ERC, for recently disabled people, with staff concentrating on the development of assessment and rehabilitation techniques for this group.
- An offer by MSC to undertake an examination of facilities related to employment rehabilitation at an NHS rehabilitation unit with a view to gaining an appreciation of the techniques employed and, if appropriate, to offering an MSC input to develop this aspect of the unit's work.

How the service has actually developed in ERCs

By contrast, a service designed to facilitate the re-entry of those who have lost work aptitudes into employment can be seen rather as a manpower instrument with the aim of impacting on the incidence and distribution of unemployment. However, the existing geographical spread of ERCs does not provide a uniform service to all areas and their traditional organisational structure—which requires centres of more than 75 places to be cost effective—does not allow the flexibility to respond easily to varying labour market conditions. The report suggests two further experiments to try to overcome these problems:

- An effort in at least one area, to replace placements in ERCs with placements with employers and other venues, such as sheltered workshops, industrial and occupational therapy departments, voluntary bodies and special employment schemes while maintaining a degree of counselling and support by MSC staff.
- The encouragement of voluntary bodies with an interest in employment rehabilitation to mount projects under the Community Enterprises Programme (CEP) which, as well as providing temporary work, would have as an aim the rehabilitation of those recruited.

* *Employment rehabilitation—a review of the MSC's employment rehabilitation services* copies available without charge from MSC, ESM2, Room W1016, Moorfoot, Sheffield S1 4PQ.

Table 2 Length of time between last job and entry to ERC

Per cent

Period of unemployment	As a percentage of total number of clients		
	April 1980-March 1981	April 1979-March 1980	April 1978-March 1979
up to 6 months	30·8	31·1	30·9
7–9 months	12·9	11·2	12·6
10–12 months	8·0	7·8	9·4
1–2 years	17·4	17·5	19·0
Over 2 years	30·9	32·4	28·1
All clients	**14,206**	**14,511**	**14,256**

The effectiveness of ERCs

The report also considers the effectiveness of courses. By the traditional measure of numbers of clients resettled in employment, this has declined. This is certainly largely related to deteriorating labour market conditions. Despite attempts made by ERCs to better prepare clients for job hunting, the high levels of unemployment has had a marked effect on resettlement prospects. As table 3 shows only 28·3 per cent of clients who completed courses were resettled in 1980/81 compared with 40·5 per cent in 1979/80. Other measures of effectiveness (eg meeting clients' needs) have never adequately been explored. In order to see whether clients needs can be better met, an experiment is therefore recommended in which the traditional team approach to rehabilitation would be replaced by a system whereby certain staff will be directly responsible for planning with individual clients, the conduct and administration of their rehabilitation course. An experiment on these lines started on April 1, 1981 at the North Staffs ERC, Stoke-on-Trent and early results are encouraging.

Table 3 Details of illness or disabilities

Main illness or disability category of ERC clients	No of clients April 1980-March 1981	No in each group as per cent of Total	No who completed the course	Resettlement position within 3 months of completion of course as per cent of those completing		
				Employment	Training or awaiting training	Total of Cols
	(1)	(2)	(3)	(4)	(5)	(4) & (5)
No obvious disability	1,807	12·7	1,623	9·9	15·8	25·7
Amputations	258	1·8	233	15·9	19·3	35·2
Arthritis and rheumatism	394	2·8	354	13·8	17·5	31·3
Diseases of:						
digestive system	312	2·2	262	8·0	16·8	24·8
heart and circulation system	947	6·7	845	14·4	16·9	31·3
respiratory system (other than TB)	603	4·2	506	8·7	16·0	24·7
Ear defects	284	2·0	264	21·2	19·3	40·5
Eye defects	354	2·5	325	14·5	18·2	32·7
Injuries of head and trunk	211	1·5	189	15·9	10·1	26·0
Injuries, diseases and deformation of;						
lower limb	989	7·0	867	15·3	18·3	33·6
upper limb	662	4·7	591	16·1	20·6	36·7
spine (including paraplegia)	1,841	13·0	1,595	13·4	19·0	32·4
Psychoneurosis	1,763	12·4	1,481	13·4	11·6	25·0
Psychosis	927	6·5	721	13·2	7·2	20·4
Mental Subnormality	398	2·8	363	12·4	5·5	17·9
Epilepsy	880	6·2	781	14·6	11·9	26·5
Other organic nervous diseases	687	4·8	631	13·5	9·8	23·3
Respiratory TB	34	0·3	31	6·5	16·1	22·6
TB, other forms	23	0·2	21	14·3	19·1	33·4
Other disabilities	832	5·9	750	12·7	17·3	30·0
Total for period April 1980-March 1981	**14,206**	**100·0**	**12,433**	**13·2**	**15·1**	**28·3**
Total for period April 1979-March 1980	**14,511**	**100·0**	**12,366**	**24·9**	**15·6**	**40·5**
Total for period April 1978-March 1979	**14,256**	**100·0**	**12,168**	**27·0**	**19·2**	**46·2**

Finally, it was decided to test whether the value of employment rehabilitation could be increased by formalising the training element which has always been present in

Trainees at a rehabilitation centre doing a job requiring great patience, colouring pre-cast gnomes for re-sale.

A rehabilitation centre manager watches a trainee at work.

courses. To that end two ERCS will concentrate, in conjunction with TSD, on identifying basic low-level core skills and on methods of instruction in them.

Apart from the experiment which has already started at North Staffs ERC, other proposals are at present still at the planning stage but it is hoped that they can be introduced by the middle of next year.

Current performance of the service

The Review Report has important implications but the developments will involve only a part of MSC's rehabilitation services over the next three years. For the remainder MSC will continue with efforts to improve existing services by increasing the range of techniques available and improving the expertise of the staff. Last year, in spite of severe financial and staffing constraints, more than 16,000 people attended courses at ERCS—almost exactly the same number as in the previous year. About 2,000 of these were young people, on courses which form part of the Youth Opportunities Programme.

Widening the scope of assessment

For a number of years MSC has been concerned about the pronounced industrial bias of ERCS, and has therefore introduced more facilities for assessing aptitude for clerical and other commercial occupations. Although there have always been some facilities for simulating a clerical work environment, these were often restricted and unrealistic. A concerted drive for improvement has led to separate and better equipped sections for commercial activities being opened in 20 out of the 27 centres. The new equipment provided includes micro-computers.

Earlier this year a special course was run, a trial basis, to assess the rehabilitation needs of professional people; a second trial course is to be held in December 1981.

New techniques and equipment are important aids to rehabilitation but the ability of staff to make full use of the facilities available to them is vital. Consequently staff training and development has been given a prime place in measures to improve the service.

Clients needs

The individual needs of clients, and their involvement in planning their own rehabilitation courses has been a major theme in service development—one which if properly followed through would lead to a shift of emphasis away from the traditional ideas of specialist services directed at doing things *for* clients, towards a participative approach in which staff do things *with* clients. This involves encouraging staff to examine current practices from the viewpoint of their clients. Two experimental workshops have given staff at six ERCS the opportunity to consider the need for changes in practice or outlook as a result of this change of emphasis and to draw up and implement operational changes. First indications are very encouraging: there is enthusiasm amongst staff; a readiness to examine established methods critically and to dispense with or alter existing practices; and a willingness to work in partnership with clients.

Research

In its Review of Employment Rehabilitation the MSC was greatly helped by the results which emerged from work undertaken by its Employment Rehabilitation Research Centre. As an article which appeared in *Employment Gazette* last year* demonstrated, the Centre concentrated its activity on a detailed review of experiences of representative sample of ERC clients. The Research Centre's full Report will shortly be published by the MSC, but in the meantime a series of information papers on aspects of their work is currently being prepared by ERRC staff. Though intended primarily for ERC staff these papers may be of interest to others concerned with rehabilitation of disabled people†.

The ERRC will shortly be closing as its agreed research programme has been concluded, its existence had demonstrated the importance of having a reliable pool of research knowledge for MSC to draw on. MSC has therefore agreed to allocate a research budget approximately equal to the cost of the ERRC, to fund research into employment rehabilitation. It is likely that in the short term evaluation work of the various RER developments will be the main thrust of research but MSC will also consider other relevant research proposals.

Agency rehabilitation

MSC gives financial support and technical assistance to some voluntary bodies providing courses for the blind, for spastics, and for the mentally ill. These specialised courses normally last appreciably longer than courses at ERCS, usually about 3–6 months, although some courses for the mentally ill may last for up to 12 months.

Blind people attend courses at the RNIB employment rehabilitation centre at Torquay or at the Society for the Welfare and Teaching of the Blind establishment at Ceres, Scotland. Ceres was closed for much of the summer of 1980 undergoing a programme of refurbishment, but it is now re-opened with improved facilities. During 1980/81, 261 people attended courses at these two centres.

The Spastics Society centre at Sherrards provides courses for cerebral palsied people, most of them young, and last year 61 people undertook courses there. In addition 201 mentally ill people attended courses at five centres run by local authorities or voluntary bodies. Arrangements are in hand to provide assistance to two further organisations providing courses for the mentally ill, this year. ■

* Employment rehabilitation: looking to the future, *Employment Gazette* October 1980.

† The following Information Papers are currently available:
Nos 1—Job search training in ERCS
2—ERC clients
3—Physical aspects of an ERC course
4—Psychosocial aspects of ERC courses
6—ERC social climates
7—Women in ERCS
obtainable from MSC, ESM2, Room W1016, Moorfoot, Sheffield S1 4PQ.

SPECIAL FEATURE

Pattern of holiday entitlement

This article presents the latest information on paid annual holiday entitlements from the 1981 *New Earnings Survey* in relation to similar information collected in the 1970 and 1974 surveys. Additional detailed analyses will be published in Part F of the report on the *New Earnings Survey* due to appear in March 1982.

About 88 per cent of full-time adult men had annual holiday entitlements of four weeks or more in April 1981. This contrasts with around 36 per cent in 1974 and just over 20 per cent in 1970. For full-time adult women the proportion with an annual holiday entitlement of four weeks or more in 1981 was slightly lower at 85 per cent.

These figures relate to all holiday entitlements other than the eight public holidays. These will differ from the minimum entitlements laid down in many collective agreements by including additional entitlements for seniority, local holidays, etc.

Between 1970 and 1981 there has been a tendency for the variation between holiday entitlements to narrow, especially between manual and non-manual occupations and between men and women. Table 1 sets out the figures for six categories of full-time adult employees. In 1970, 71 per cent of manual men had a holiday entitlement of three weeks or more compared with 90 per cent for non-manual men. By 1974 the gap had narrowed, with only six per cent of manual men with an entitlement of less than three weeks compared with three per cent for non-manual men. However, in 1974 only 23 per cent of manual men had an entitlement of four weeks or more compared with 60 per cent for non-manual men. By 1981, 87 per cent of manual men had an entitlement of four weeks or more compared with 90 per cent for non-manual men.

Gap narrows

There has been a similar narrowing of the gap between men and women. By 1981 the proportion of manual men and women with entitlements of four weeks or more were 87 per cent and 77 per cent respectively. For non-manual men and women the corresponding figures were 90 per cent and 88 per cent respectively. In 1974, however, the proportions of manual men and women with entitlements of four weeks or more were 23 per cent and 12 per cent respectively. For non-manual men and women the corresponding figures were 60 per cent and 42 per cent respectively.

The definition of the annual holiday entitlement will reflect the conditions of employment. A small number of "temporary" employees were recorded as having no holiday entitlement (comprising about one per cent of all employees). In other cases where the cycle of days of work and days of leisure differ significantly from the conventional five day week, the recording of annual holiday entitlement has an arbitrary element (for example those working on oil rigs where periods of continuous work for several weeks alternate with rest periods of similar length, those working shift cycles over several weeks such as the fire service).

Detailed analyses of holiday entitlements according to the 1981 NES will appear in *New Earnings Survey 1981 Part F*, which will be published by HMSO, price £6.50, in March 1982. They will show the distribution of holiday entitlements by:

(a) collective agreements, wages boards and councils
(b) industry
(c) occupation
(d) age-group
(e) region

The figures will relate to full-time employees, except for the analyses by age-group. Results for men and women, and for manual and non-manual employees, are shown separately. ■

Table 1 Annual holiday entitlements of full-time adults 1970, 1974 and 1981

April of each year

Full-time men aged 21 and over

Percentage of employees with annual holiday entitlements of:	Manual			Non-manual			All		
	1970	1974	1981	1970	1974	1981	1970	1974	1981
Weeks									
Zero	0·2	0·9	0·8	0·2	0·9	1·2	0·2	0·9	1·0
Up to an including 2	14·8	3·5	1·2	3·8	1·7	0·8	11·2	2·8	1·0
Between 2 and 3	13·9	1·5	0·7	5·7	0·5	0·3	11·2	1·1	0·5
3	50·3	39·7	4·9	24·5	22·4	4·3	41·8	33·6	4·7
Between 3 and 4	14·1	31·3	5·4	17·2	14·2	3·4	15·2	25·3	4·6
4	3·1	13·2	25·5	17·9	27·5	21·5	7·9	18·2	23·8
Between 4 and 5	2·8	8·5	43·4	16·8	15·4	27·4	7·4	10·9	36·7
5		0·6	7·3		4·0	13·7		1·8	10·0
Between 5 and 6	0·3	0·4	9·4	4·3	2·7	12·7	1·6	1·2	10·8
6		0·1	0·5		3·2	3·7		1·2	1·8
Over 6	0·4	0·4	1·0	9·6	7·6*	11·1	3·5	2·9*	5·3

Full-time women aged 18 and over

	Manual			Non-manual			All		
	1970	1974	1981	1970	1974	1981	1970	1974	1981
Weeks									
Zero	0·3	1·2	1·1	0·5	1·4	0·9	0·4	1·3	1·0
Up to and including 2	15·0	5·9	2·0	8·6	3·6	1·0	11·1	4·4	1·2
Between 2 and 3	17·4	2·1	1·2	11·2	1·0	0·4	13·6	1·4	0·6
3	52·1	39·9	6·1	28·8	34·8	5·4	37·9	36·7	5·6
Between 3 and 4	10·7	38·8	12·3	19·7	17·1	4·3	16·2	24·9	6·5
4	1·7	8·9	28·7	7·7	18·9	30·3	5·4	15·3	29·9
Between 4 and 5	2·1	2·0	35·2	9·0	7·9	26·8	6·3	5·8	29·0
5		0·2	7·0		2·2	10·2		1·5	9·3
Between 5 and 6	0·3	0·1	4·8	3·6	1·9	7·9	2·3	1·2	7·1
6		0·1	0·4		1·2	1·1		0·8	0·9
Over 6	0·4	0·9	1·2	11·0	10·0*	11·6	6·9	6·7*	8·8

* The under-representation of local authority and National Health Service employees in the 1974 Survey would particularly affect these figures. The percentages in these groups are probably about the same in 1974 as in 1970.

Technical note

A description of the *New Earnings Survey 1981* appeared as a technical note to the article on pages 443–449 of the October issue of *Employment Gazette*. For the first time since 1974, the questionnaire contained a question about holiday entitlements, as follows:

Annual holiday entitlement

Please indicate (in working weeks and days) this employee's entitlement to paid holidays during a calendar year, excluding the eight public holidays (or days in lieu), but including additional entitlement for seniority and any local (floating) days above the eight public holidays. For example 23 days paid holiday (five day working week) should be recorded as four weeks three days.

A similar question was asked in 1974, except that there were then only seven public holidays. The results of the 1974 survey were affected by under-representation of some local authorities in England and Wales, and of National Health Service employees. This effect is discussed in an article in the December 1974 issue of this *Gazette*. This article also gives detailed results from the 1974 survey; these also appear in *New Earnings Survey 1974 Part F* (HMSO 1975).

The only other occasion when the NES was used to collect holiday information was in 1970. The question asked for annual holiday entitlement in days, and the answers were later converted to weeks and days by dividing the number of days by five. This calculation slightly overstates the holiday entitlement of those employees who worked more than five days in a normal week. Detailed 1970 results were published in *New Earnings Survey 1970* (HMSO 1971) and in the February 1971 issue of this *Gazette*.

An annual article in *Employment Gazette* shows changes in holiday entitlements for manual workers covered by major national collective agreements or wages orders. The last such article appeared in April 1981. However, this information is not as comprehensive as the results of the NES, and relates only to entitlements agreed nationally, thus not reflecting variations at local or company level.

Questions in Parliament

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between November 11 and December 7 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.

Short time working

Mr T H H Skeet (Bedford) asked the Secretary of State for Employment, what had been the cost of the Temporary Short Time Working Compensation Scheme and the number of employees that had been involved.

Mr Morrison: From the inception of the Temporary Short Time Working Compensation Scheme on April 1, 1979 to September 30, 1981 £589·3 million had been spent.

Because the scheme allows applicants to spread short time working throughout the workforce and to alter the pattern or the extent of short time working as circumstances change, it is not possible to give the cumulative total of all employees who have ever received any compensation under the scheme.

In September 320,000 people were on short time working saving approximately 180,000 jobs stated by applicants to be potentially redundant.

(November 11)

Enterprise allowance

Mr Kenneth Carlisle (Lincoln) asked the Secretary of State for Employment if he would consider extending the pilot scheme on the enterprise allowance to the whole country; and whether he would make a statement.

Mr Morrison: The Manpower Services Commission will operate the enterprise allowance scheme in limited areas to test the demand for such a scheme and its potential effectiveness. Any extension of the scheme will depend on the results of the evaluation study we intend to undertake. Full details of the pilot scheme will be announced shortly.

(December 5)

Worker involvement

Mr Mark Wolfson (Sevenoaks) asked the Secretary of State for Employment if he was satisfied with the progress on worker involvement in industry; and if he would make a statement.

Mr Waddington: Although some encouraging developments have been taking place, I wish to see far more progress, because of the benefit for the economy of improved communication and consultation arrangements in industry. My rt hon friend and I will therefore continue to take every opportunity to encourage employers to recognise the vital need for change.

(December 4)

Disabled people

Mr Jack Ashley (Stoke on Trent South) asked the Secretary of State for Employment how much money had been allocated for use under the capital grants scheme to employers to adapt the workplace for disabled workers: and, of the total, how much money had been disbursed and on how many projects for each year since its inception.

Mr Alison: The information requested is as follows:

Year ending March 31	Allocation (thou) £	Amount disbursed £	Number of projects
1977–78 (8 months only)	500	11,040	26
1978–79	300	39,196	48
1979–80	330	50,090	53
1980–81	381	64,233	83
1981–82 (7 months only)	150	38,288 (to 31 Oct)	57 (to 31 Oct)

(December 4)

Department of Employment Ministers

Secretary of State: **Norman Tebbit**

Minister of State: **Michael Alison**

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

Mr Jack Ashley (Stoke on Trent South) asked the Secretary of State for Employment what had been the number of Disablement Resettlement Officers employed in the Manpower Services Commission for the last five years; and what was the latest available estimate of the projected staffing levels of Disablement Resettlement Officers for the next five years.

Mr Alison: The number of Disablement Resettlement Officers employed by the Manpower Services Commission over the last five years has ranged between 520 and 530. Future levels of staffing are dependent upon the outcome of the review the Commission is currently undertaking of all the different forms of assistance it provides for disabled people. The Commission has assured the Government that it will maintain the level of its services for disabled people.

(December 4)

Young people

Mr Raymond Powell (Ogmore) asked the Secretary of State for Employment, how many young people aged between 16 and 21 years had been unemployed at the last available official information; how many had been seeking work for more than six months and for more than 12 months; and what were the Government's plans to ensure there would be substantial reductions of this category of person within the next three months.

Mr Alison: Information is not available for the precise age range requested. The following table gives the information for young people aged under 20 unemployed in the United Kingdom at October 8.

All	**613,496**
Unemployed for over 26 and up to 52 weeks	100,557
Unemployed for over 52 weeks	65,252

The Government's economic policies are designed to cut inflation, improve incentives and productivity and so lead to more jobs. Meanwhile, the Youth Opportunities Programme has been expanded this year to provide useful training and work experience for up to 550,000 young unemployed with the aim of helping them into work.

(November 12)

Mr John Heddle (Lichfield and Tamworth) asked the Secretary of State for Employment how many young people were currently employed on farms under Manpower Services Commission schemes, and under schemes other than those funded by the Agricultural Training Board.

Mr Alison: Information in the precise form requested is not available. However, in November there were around 9,000 trainees in the Youth Opportunities Programme occupying places in agriculture, forestry and fishing schemes.

(December 4)

Training initiative

Mr Michael Colvin (Bristol North West) asked the Secretary of State for Employment if he would make a statement on the response he had received to the new training initiative.

Mr Morrison: There was a large response to 'A New Training Initiative', which showed overwhelming support for the three major objectives contained in the document. I hope to make a statement before the recess.

(December 7)

Rehabilitation

Mr Lewis Carter Jones (Eccles) asked the Secretary of State for Employment, what improvements had taken place in rehabilitation provided by his department for the newly blind to allow them to improve their work prospects; and if he would make a statement.

Mr Alison: The Manpower Services Commission provides financial and administrative support to the Royal National Institute for the Blind (RNIB) and the Society for Welfare and Teaching of the Blind in Scotland in respect of rehabilitation facilities provided by these organisations for the blind and partially sighted.

In 1980-81 RNIB received £375,000 from MSC towards the cost of running its facilities at Torquay and 250 blind or partially sighted attended courses of employment rehabilitation.

During the last two years the RNIB has (with MSC's agreement) increased the level of staffing and the range of its Workshop provision at Torquay, new technology equipment for the blind has been made available, such as transcribers and audio calculators, and a close circuit television and video system has recently been installed.

Regular surveys undertaken by MSC in conjunction with the RNIB ensure that provision in the centre keeps pace with developments elsewhere in rehabilitation methods.

(November 23)

Ethnic minorities

Mrs Renee Short (Wolverhampton North East) asked the Secretary of State for Employment, what plans he had to introduce a scheme to question members of ethnic minorities who applied for unemployment benefit; and if he would make a statement.

Mr Alison: The policy of this, and of previous governments, is to eliminate discrimination on the grounds of race or colour and to promote equal opportunities for all. To establish whether this policy is working it is necessary to identify and count the number of unemployed who belong to the ethnic minority groups so that a comparison can be made between their unemployment situation and that of other workers. Since 1963 unemployed adults from these groups registered at employment offices and jobcentres have been identified and counted but when registration at jobcentres becomes voluntary in October 1982 it will not be possible to make an accurate count in these offices and it is proposed to try out the collection of the statistics in benefit offices to see how it works in practice for claimants and staff.

(November 13)

Labour costs

Mr Austin Mitchell (Grimsby) asked the Secretary of State for Employment, if he would publish in the Official Report a table showing: (a) the real and (b) the percentage increase in unit labour costs in manufacturing since May 1979 and the corresponding figures for the increases in earnings; whether he would include the corresponding figures for the decade ending in 1973; and if he would account for the differences, if any, in each case.

Mr Morrison: Estimates of unit labour costs in manufacturing are only available for calendar years but over short periods a reasonable proxy is wages and salaries per unit of output. An indication of increases in costs in real terms can be obtained by a comparison with the retail prices index. The available information is as follows:

Percentage increases in costs and prices

	Labour costs per unit of output	Average earnings of employees	Retail prices index
1963 to 1973	60·4	135·6	73·2
First half of 1979* to third quarter of 1981	38·8†	42·2	40·6

Notes: * As the figures for May 1979 were temporarily inflated by the recovery from the effects of bad weather and industrial disputes in the first quarter of 1979, the monthly average for the first half of 1979 has been used as the basis for these comparisons.
† Based on the published figure of wages and salaries per unit of output for August 1981 which is obtained as the average of July to September.

The relative differences between the growth of unit labour costs and average earnings mainly reflect the slower rate of growth of output per head in the later period, although the later period is relatively short in relation to cyclical changes in economic activity.

(December 1)

Unemployment register

Mr Austin Mitchell (Grimsby) asked the Secretary of State for Employment, how many persons now unemployed had been on the unemployment register for, respectively, one, two and three years in each of the past five years.

Mr Morrison: The following table gives information for the United Kingdom for October 1979, October 1980 and October 1981. Comparable information for earlier years is not available.

(December 1)

Duration in weeks	October 1979	October 1980	October 1981
Over 52 and up to 104 weeks	173,747	200,356	512,719
Over 104 and up to 156 weeks	74,308	74,828	119,402
Over 156 weeks	109,011	125,930	152,515

Retraining

Mr John Spence (Thirsk and Malton) asked the Secretary of State for Employment, what were the comparative figures for each European Economic Community member country, including the United Kingdom, with regard to the use of Social Fund money for the occupational and professional retraining of women and girls; by whom such courses were conducted; and if he would make a statement.

Mr Alison: I regret that the information requested is not available, although there is no doubt that the European Social Fund makes a significant contribution to the training of women and girls throughout the Community.

Social Fund assistance goes towards training programmes for both men and women without discrimination under the fund's various fields of intervention, in addition to the relatively small section of the fund specifically concerned with schemes for women over the age of 25. Substantial numbers of women and girls are therefore included in applications to the fund, from all member states, for schemes which are open to both sexes (such as the Youth Opportunities Programme and the Training Opportunities Programme in the United Kingdom). In its annual report concerning the Social Fund in 1980, the European Commission estimates that just over 30 per cent of all beneficiaries under the Social Fund were women. Although precise figures are not available, the proportion in the United Kingdom was probably higher.

In 1981, the United Kingdom has secured assistance worth £141 million from the Social Fund (25.1 per cent of total allocations). This allocation is in respect of schemes operated by the Manpower Services Commission, the Department of Manpower Services in Northern Ireland, other government departments, local authorities, nationalised industries, private firms, voluntary organisations and other bodies.

(November 24)

European Social Fund

Mr David Atkinson (Bournemouth East) asked the Secretary of State for Employment if he would give an estimate of the number of redundant workers that had been retained as a result of the payments from European Economic Community funds.

Mr Atkinson went on to ask if he would give an estimate of the number of new jobs created in the United Kingdom since May 1979 as a result of European Economic Community funds.

Mr Alison: I regret that the information is not available in the form requested. However, it is clear that EC funds make a significant contribution to the level of training and employment in this country.

The European Social Fund provides grants towards training and employment schemes. The European Coal and Steel Community provides reconversion loans for projects which will employ redundant coal and steel workers, and readaptation grants for redundancy payments and retraining schemes for former coal and steel workers. The European Investment Bank and the European Regional Development Fund provide finance (in the form of loans and grants) for investment and development projects in the Assisted Areas.

The amount of assistance allocated to the United Kingdom since 1979 has been as follows:

£m

	1979	1980	1981
European Social Fund grants	130	135	141
European Coal and Steel Community Reconversion loans	6	57	—*
European Coal and Steel Community Readaptation grants	15	24	—*
European Investment Bank loans	71	90	—*
European Regional Development Fund grants	163	153	154†
All	**385**	**459**	—*

* Not yet available.
† Jan-Oct 1981.

(November 10)

Sir Anthony Meyer (West Flint) asked the Secretary of State for Employment, which projects or programmes in the United Kingdom were the main recipients of grants from the European Social Fund in 1980 and in the first nine months of 1981.

Mr Alison: Allocations from the European Social Fund in any one calendar year are made in respect of schemes starting during that year. Allocations to the United Kingdom for schemes starting in the calendar year 1980 totalled £135·2 million. Allocations for schemes starting in 1981 totalled £141 million. It is not possible to quote figures for part of a year.

The principal allocations in both years were in respect of schemes of vocational training, vocational preparation and employment rehabilitation run by the Manpower Services Commission in Great Britain (mainly the Youth Opportunities Programme, the Training Opportunities Scheme and the Training for Skills Programme). Similar schemes in Northern Ireland run by the Department of Manpower Services also attracted allocations in both years.

In 1980 and 1981, a number of small allocations were made in respect of schemes run by national government departments, nationalised industries, private firms and voluntary organisations.

(November 13)

Mr Tim Renton (Mid-Sussex) asked the Secretary of State for Employment, what was the total amount of allocations made to the United Kingdom from the European Social Fund in 1981.

Mr Alison: The Commission of the European Communities recently announced the third and final batch of allocations from the European Social Fund for 1981. For the year as a whole, the United Kingdom has been allocated a total of £141·1m. This represents 25·1 per cent of all allocations under the fund (compared with this country's share in 1980 of 23·3 per cent).

Of this year's allocations to the United Kingdom, some £85m is for employment and training schemes for young people, £33m for training and employment schemes located within the Assisted Areas and £17m for schemes to train handicapped people for open employment. Schemes operated by government departments, the Manpower Services Commission, the Manpower Services in Northern Ireland, nationalised industries, local authorities, private and voluntary organisations have all received allocations.

These allocations represent another significant benefit to the United Kingdom of membership of the European Community. Since our accession, more than £700m has been allocated in grants from the European Social Fund to schemes in this country.

(November 16)

Health and safety

Dr Roger Thomas (Carmarthen) asked the Secretary of State for Employment, if he would consider setting up an investigation into the potential medical hazards such as the aggravation of lens opacities (cataract) of the increasing use of apparatus producing micro-wave radiation; and if he intended to tighten the rules and conditions governing the use of such apparatus by untrained people.

Mr Waddington: The Health and Safety Executive are discussing with the National Radiological Protection Board whether there may be a need for further investigation of the possible effects of exposure to microwave radiation on human health, and will consider whether existing guidance to users should be updated or reinforced.

(November 12)

Employment topics

Unfair dismissal cases in 1980

□ The numbers of unfair dismissal cases disposed of during 1980 compared with those for 1978 and 1979 are given in table 1. The figures do not relate to unfair dismissal applications registered of which there were about 37,000, 35,000 and 33,000 in 1978, 1979 and 1980 respectively. Nor are cases included which were not registered following letters written by the Tribunal Secretariat pointing out that they appeared to be outside the limit of the tribunals' jurisdiction.

About fourteen per cent fewer cases were disposed of in 1980 than in 1979. This rather sharp drop continues the downward trend from 1977 to 1978 and from 1978 to 1979 when the number of cases disposed of decreased by about three per cent and two per cent respectively.

Table 1 analyses the number of cases by ACAS region. In general the percentage distribution shows little variation over the three years. Table 2a shows that almost two-thirds of cases are withdrawn or settled after conciliation. Table 2b shows that of those cases which reach a tribunal hearing, just over one-quarter are upheld, that is, dismissal is found to be unfair.

Table 3b shows that more than one-third of the awards made by industrial tribunals amounted to ess than £400. More than half the awards were less than £750 and just over three per cent of awards were more than £4,000.

Table 1 Analysis by ACAS region

	1978		1979		1980	
	Number	Per cent	Number	Per cent	Number	Per cent
South East	11,517	33·7	10,959	32·8	8,953	31·3
South West	2,148	6·3	2,097	6·3	1,750	6·1
Midlands	5,290	15·5	5,539	16·6	4,523	15·8
Yorkshire & Humberside	2,765	8·1	2,903	8·7	2,914	10·2
North West	4,784	14·0	4,678	14·0	4,241	14·8
North	1,817	5·3	1,878	5·6	1,622	5·7
Wales	1,722	5·0	1,505	4·5	1,406	4·9
Scotland	4,137	12·1	3,824	11·5	3,215	11·2
All	**34,180**	**100·0**	**33,383**	**100·0**	**28,624**	**100**

Table 2 Outcomes of cases 1980

Total cases completed: 28,624
Total cases conciliated 18,587 (64·9 per cent)

	Number	Per cent	Per cent of all cases (28,624 = 100)
(2a) **Conciliated cases***			
Complaint withdrawn:			
out of scope	322	1·7	1·1
for other reasons	7,353	39·6	25·7
leading to private settlements	1,406	7·6	4·9
All conciliated withdrawals	**9,081**	**48·9**	**31·7**
Non-conciliated withdrawals	—	—	—
All withdrawals	**9,081**	**48·9**	**31·7**
Re-employment agreed	295	1·6	1·0
Compensation agreed	9,041	48·6	31·6
Some other remedy	170	0·9	0·6
All agreed settlements	**9,506**	**51·1**	**33·2**
All cases conciliated	**18,587**		

Total cases heard at tribunals: 10,037 (35·1 per cent)

	Number	Per cent	Per cent all cases (28,624 = 100)
(2b) **Tribunal hearings**			
Cases dismissed:			
out of scope	931	9·3	3·3
held to be fair	4,444	44·2	15·5
for other reasons	1,884	18·8	6·6
All cases dismissed	**7,259**	**72·3**	**25·4**
Reinstatement	55	0·6	0·2
Re-engagement	23	0·2	0·1
Compensation	1,994	19·9	7·0
Redundancy payment	100	1·0	0·3
Other remedy	606	6·0	2·1
All cases upheld	**2,778**	**27·7**	**9·7**
All cases heard	**10,037**		

* ACAS is required to conciliate in certain cases where no formal complaint to a tribunal has been lodged. Comparison between the figures in this table and those in the ACAS Annual Report 1980 is therefore inappropriate.

Table 3a Compensation agreed at conciliation*

	1978		1979		1980	
Amount	Number	Per cent	Number	Per cent	Number	Per cent
Not known	35	0·3	11	0·1	—	0·0
Less than £50	855	7·6	552	5·1	292	3·3
£50–£99	2,354	20·9	1,862	17·2	1,153	12·8
£100–£149	2,162	19·2	1,970	18·2	1,327	14·7
£150–£199	1,242	11·0	1,196	11·0	920	10·2
£200–£299	1,644	14·6	1,871	17·3	1,668	18·5
£300–£399	860	7·6	884	8·2	913	10·1
£400–£499	458	4·1	541	5·0	541	6·0
£500–£749	693	6·1	856	7·9	1,021	11·3
£750–£999	286	2·5	210	1·9	198	2·2
£1,000–£1,499	265	2·3	346	3·2	391	4·3
£1,500–£1,999	133	1·2	149	1·4	158	1·8
£2,000–£2,999	119	1·1	179	1·6	174	1·9
£3,000–£3,999	62	0·5	75	0·7	78	0·9
£4,000–£4,999	31	0·3	45	0·4	56	0·6
£5,000–£5,999	27	0·2	40	0·4	40	0·4
£6,000–£6,999	8	0·1	16	0·1	29	0·3
£7,000–£7,599	11	0·1	20	0·2	15	0·2
£7,600 and over	29	0·3				
£8,000–£8,999			3	0·0	9	0·1
£9,000 and over			16	0·1	40	0·4
All	**11,274**	**100·0**	**10,842†**	**100·0**	**9,023†**	**100·0**

* Excludes redundancy payments.
† Includes some cases where re-employment and compensation agreed.

Table 3b Compensation awarded by a tribunal

	1978		1979		1980	
Amount	Number	Per cent	Number	Per cent	Number	Per cent
Less than £50	27	1·1	18	0·8	7	0·4
£50–£99	186	7·5	156	6·5	83	4·2
£100–£149	264	10·7	261	10·9	135	6·8
£150–£199	215	8·7	206	8·6	141	7·1
£200–£299	344	13·9	320	13·4	212	10·6
£300–£399	253	10·2	231	9·7	172	8·6
£400–£499	234	9·4	190	8·0	140	7·0
£500–£749	342	13·8	328	13·7	272	13·6
£750–£999	191	7·7	184	7·7	192	9·6
£1,000–£1,499	191	7·7	217	9·1	258	12·9
£1,500–£1,999	100	4·0	107	4·5	138	6·9
£2,000–£2,999	69	2·8	89	3·7	132	6·6
£3,000–£3,999	30	1·2	31	1·3	45	2·3
£4,000–£4,999	13	0·5	22	0·9	20	1·0
£5,000–£5,999	10	0·4	17	0·7	19	1·0
£6,000–£6,999	4	0·2	7	0·3	18	0·9
£7,000–£7,999	4	0·2	3	0·1	6	0·3
£8,000–£8,999			—		2	0·1
£9,000 and over			1	0·1	2	0·1
All	**2,477**	**100·0**	**2,388**	**100·0**	**1,994**	**100·0**
Median award		**£375**		**£401**		**£598**
Cases where basic award only made	341	13·8	446	18·7	334	16·8
Cases where compensatory award was the maximum (£5,200 in 1978 £5,750 from 1 2 1979 and £6,250 from 1 2 1980)	17	0·7	15	0·6	8	0·4

Unions in developed countries

□ *Trade Unions in the Developed Countries* provides a collection of studies by economists and lecturers in industrial relations who introduce the trade union movements in seven industrialised nations—Australia, France, Japan, Sweden, the United Kingdom, the USA and West Germany.

Editor Eric Owen Smith in his introduction hopes that the book will provide important factual information on trade unions in these countries if accurate comparisons are to be made. He himself offers a summary and comparative study of trends in each country. Each contributor, after introducing the country covered, goes on to summarise the early growth of unions and give a more detailed analysis of the post-world war two movement.

Looking at the growth, structure and policies of the unions the book examines the role of governments; conflicts; the economic background; changes in the structure of the labour force; inter-union relations; and the main bargaining issues. Future trends and a bibliography close each chapter.

The subject index provides references to the general themes recurring throughout the book, useful for comparative studies. There is also a name index.

Trade Unions in the Developed Countries, ed. E. Owen Smith, Croom Helm Ltd, November 1981, price £12.95. ISBN 0 7099 1907 7.

Technical recruitment

□ At a time when unemployment is hovering around the three million level, it seems unlikely that any industries are suffering from staff shortages.

However, as *Technical Recruitment* points out, persistent and severe shortages of technical personnel, particularly engineers, have made their recruitment competitive and often frustrating, and vacancies for key positions can be a major constraint on growth and profitability. This book began as a training manual for use within Strategic Recruitment Ltd, whose managing director, Michael Still, is the author. Its target is not only the personnel manager; it is also aimed at technical managers and others involved in technical recruitment. Many of the chapters, particularly those on advertising and other recruitment methods, could also be of use to anyone involved in general staff recruitment. It concentrates on non-managerial jobs which demand formal qualifications in science and technology, and has a problem-orientated approach throughout.

Guidance is given on every stage of the recruitment process, including: defining the job description, when and where to advertise (with examples), other recruitment methods, and the final selection procedure. The appendices include a guide to the many engineering qualifications in the United Kingdom, and advice on choosing an advertising agency.

Technical Recruitment, Michael Still, The New Opportunity Press Ltd, October 1981, price £8.95. ISBN 0 86263 003 7.

Surviving unemployment

□ Five redundant steelworkers, from the British Steel Corporation's Shotton plant in Clwyd, walked into an adult retraining classroom at the North East Wales Institute in 1980 and were told to rid themselves of their "thou shalt forever be a steel worker" attitude.

Within six weeks they had worked out a new plan for the future. Having pooled their redundancy money and attracted funds and support from other individuals and the Midland Bank, they applied for and were awarded the Independent Broadcasting Authority's local radio franchise for Wrexham and Deeside in March 1981, beating off stiff competition from two rival consortia. (See also the special feature on Shotton on page 504). This story illustrates two of the themes running through *How to Survive Unemployment*, a new paperback from the Institute of Personnel Management: there are more new opportunities than people who have been made redundant might think, and that joint undertakings often have a greater chance of success.

As the foreword to the book points out, its topicality cannot be denied. Unemployment is several times more likely for individuals today than it was ten years ago and the period of unemployment is likely to last much longer with more competition for jobs.

The authors do not underestimate the difficulties and give advice and information on coping with the immediate effects of unemployment and details of the benefits that can be claimed together with the study and training courses available.

But it is the positive side of redundancy as a new start that they wish to stress: it can give the opportunity to explore alternatives to finding another full-time job similar to that just lost.

The essential first step, the book stresses, is a detailed examination of personal attributes, skills, aptitudes and goals and how to communicate them: it begins with a series of jargon-free case studies, exercises and check lists to be studied over a period of time.

The various educational and training opportunities open to mature students, with details of how they may be financed with grants and bursaries, are described and explained.

In presenting alternatives to full-time employment the authors make use of checklists spelling out the advantages and disadvantages of each option, as well as case studies and details of further reading to give as clear a picture as possible. Part time, casual and voluntary work, work from home, working abroad, self employment, co-operatives and franchises are some of the alternatives dealt with. Information on where to start, organising the finance, the legal aspect, market research and advertising is supplied, with examples of various types of enterprise and lists of ideas.

This leads on to questions on unemployment, supplementary and other benefits—who qualifies, how much can be claimed, what affects claims and how to claim. Help is given with the forest of official leaflets and pamphlets available.

Finally, a series of examples illustrate the authors' conclusion that a willingness to consider new solutions to old problems is vital for survival in a society beset with change, when few jobs can be considered "permanent". They also cover self help and support groups and rent and rate rebates, and give survival hints for those with a recently reduced income. Changes in the job market must be mirrored by changes in attitudes and lifestyle, they conclude.

The appendix lists the many organisations, agencies and information centres which can give help and advice: a brief description of the services they offer is given with each address.

How to Survive Unemployment: Creative Alternatives, Robert Nathan and Michel Syrett. IPM, November 1981, price £2.50 (plus 75p postage and packing if ordered from IPM). ISBN 0 85292 303 1.

Special exemption orders, October 1981

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

Type of exemption	Females (18 years) and over)	Young people aged 16 and 17		All
		Male	Female	
Extended hours †	17,146	661	1,000	18,807
Double day shifts ‡	32,586	2,314	1,811	36,711
Long spells	6,654	227	436	7,317
Night shifts	50,412	2,140	1,107	53,659
Part time work §	11,519	337	491	12,347
Saturday afternoon work	4,307	165	153	4,625
Sunday work	43,724	1,191	1,402	46,317
Miscellaneous	7,818	345	332	8,495
All	**174,166**	**7,380**	**6,732**	**188,278**

* 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 by the Factories Act for daily hours of overtime.

‡ Includes 11,969 people employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

Disabled people

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

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 October 8, 1981

	Male	Female	All
Section 1			
Registered	59,700	9,589	**69,289**
Unregistered	86,854	23,504	**110,358**
Section 2			
Registered	6,153	1,614	**7,767**
Unregistered	3,041	1,092	**4,133**

Placings of disabled people in employment from September 5 1981 to October 2, 1981

		Male	Female	All
Registered disabled people	Open	1,145	351	**1,496**
	Sheltered	131	35	**166**
Unregistered disabled people	Open	806	425	**1,231**
All placings		**2,082**	**811**	**2,893**

Redundancies reported

□ The numbers of redundancies involving ten or more workers, which had been reported to the Manpower Services Commission at November 1, 1981 as due to occur up to August are given in the table below. The provisional numbers so far reported for September and October are 33,200 and 36,800 respectively. Allowing for further reports and revisions, the final totals for these months are likely to be in the region of 35,000 and 45,000 respectively, compared with 46,900 in September 1980 and 53,200 in October 1980.

Redundancies reported as due to occur:* Great Britain

	All	Jan to Aug		
1977	158,400	104,900	1981 †	Jan 44,500
1978	172,600	116,700		Feb 46,700
1979	186,800	103,200		Mar 55,000
1980	493,800	290,300		Apr 53,100
1981	..	375,000		May 56,900
				June 39,800
				July 43,800
				Aug 35,200

Notes: * Figures are based on reports (ES955's) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are only required to notify impending redundancies involving 10 or more workers. A full description of these Manpower Services Commission figures is given in an article on page 260 in the June 1981 edition of *Employment Gazette*.

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

Redundancy fund

During the period July 1 to September 30 (inclusive) 223,385 employees (including Government Staff) received Statutory redundancy payments amounting to £266,552,000. Of this amount £149,564,000 (nett of rebate) was paid by employers and the balance of £116,988,000 was paid from the Redundancy Fund. The Fund is financed by contributions from employers in general. Analysis of the figures for all payments made during the quarter show that industries in which the highest redundancies were recorded (figures to the nearest 100) are mechanical engineering (23,000), metal manufacture (19,500), vehicles (19,300), construction (18,500), distributive trades (16,900), electrical engineering (14,900), metal goods not elsewhere specified (13,500) and food, drink and tobacco (10,000).

CASE STUDY

In place of cash

by Patricia Tydeman, *Employment Gazette*

In the October issue *Employment Gazette* carried an article entitled "Will you take a cheque" which was based on a publication *Cashless Pay* by the Central Policy Review Staff, "the Think Tank". The High Street Banks have produced some case studies of employers who have changed to credit payment of wages, the problems they faced, the arrangements they made, the benefits for staff and the results obtained.

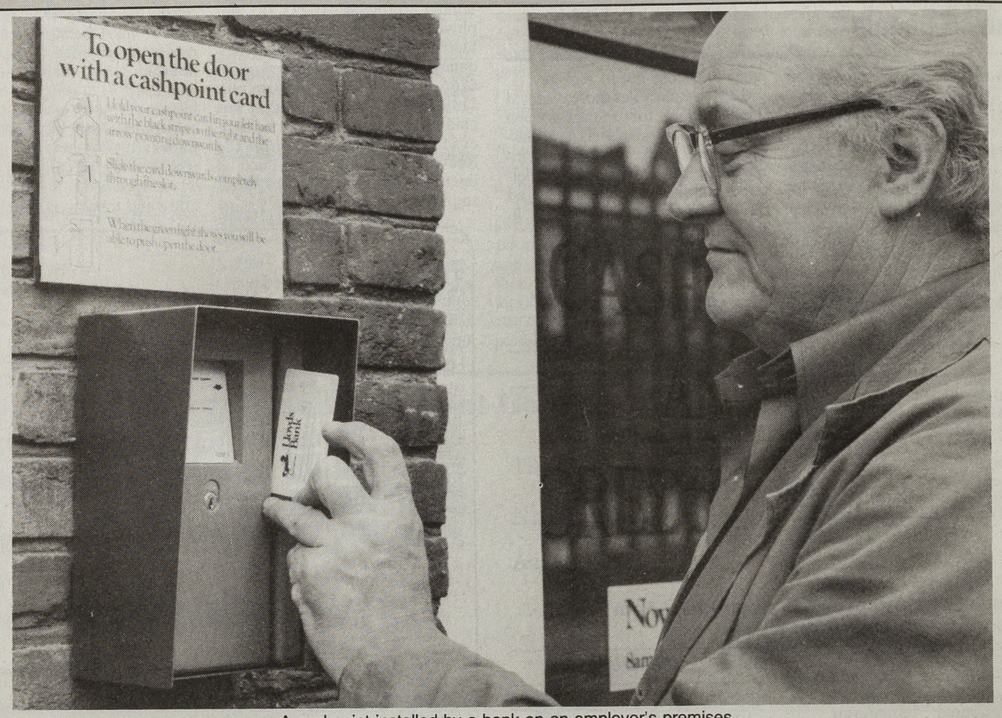
John Cox, Senior General Manager of the Midland Bank, has stated that the change to cashless pay won't come overnight and in most companies it won't be 100 per cent (of workers) at first. But companies who had tried it, liked it, unions who had tried it, liked it; and workers who had tried it, liked it.

Marconi Radar Systems have now completed their programme of transferring 1,500 hourly paid manual workers on three sites to a single staff status affecting all employees. This included the change from weekly cash payment to monthly credit transfer. The last site to transfer was Gateshead, in a traditional heavy engineering area of the North East, where employees are normally paid weekly.

There were remarkably few problems. The management discussed the matter with union representatives and a detailed agreement was eventually formulated. Rates of pay were expressed as an annual salary, overtime arrangements and holiday periods were the same as for the traditionally monthly paid staff. Period of notice would remain the same by the manual worker but would depend on length of service when given by the company.

In addition the manual staff were offered a single payment of £60

(continued) ▶



A cashpoint installed by a bank on an employer's premises

towards bank charges and the opportunity of an interest free loan of up to £300 for 60 weeks.

Marconi found that the local bank staff were very willing to come to the factory and explain to the workforce the mechanics of opening and maintaining of a bank account. However there was a major problem in the lack of banking facilities to enable employees to cash cheques. The company overcame the difficulty by permitting staff to cash cheques on the site. Consequently this company has found less cash flow benefits and still has a security problem.

At Marks and Spencer 6,300 full-time store staff changed to monthly credit transfer in May 1978. Earlier they had been paid weekly in cash. The two main reasons for the firm considering the change were first the paying of wages in cash was expensive in terms of managerial time. In the average store the office manager had to devote at least one morning a week making up wages. Secondly staff were at increasingly personal risk when going home on pay day and particularly on Christmas bonus pay day.

Short term

However the firm recognised the fact that in the short term at least it would have to retain the weekly cash option, particularly to seasonal and other temporary staff and the majority of part-time staff.

At the time the company were already paying some 20,000 head office administered staff on the tenth of each month by means of a direct transfer through Bankers Automated Clearing Services Ltd (BACS)*.

Some 7,000 full-time store staff—the best paid and therefore the greatest at risk—were offered the opportunity of changing to the same system. The principal benefits would be payment in advance on the tenth instead of weekly in arrears, cheque cashing facilities in stores, the increase in period of notice to an employee of at least four weeks but no change in the one week's notice given by employee. Almost 90 per cent accepted and some part-time staff also opted for the change.

The firm feels that the scheme is a success and the only real disadvantage to arise is that the store staff continue to be on weekly contracts of employment even though they are paid monthly in advance. This means any employee can leave owing the firm money for wages paid but not earned. This has produced some extra work for the central salaries staff in recouping such funds.

Survival

The British Steel Corporation found changing to cashless pay provided a means of demonstrating to the workforce how efficiency at a plant could be improved. The change was linked to the theme of self-survival. Unions were involved at national, divisional and works level and many officials worked hard at local levels to bring about the change.

The banks were quite helpful and it was an advantage to the Corporation that banking facilities were set up on site in Port Talbot, in Teesside and Ravenscraig.

Another factor that helped was that a lot of people were shift workers; previously some had to return to the works in order to collect their pay. Now the money automatically flows into their bank accounts!

Curry's a large electrical discount retailers in 1976 had some 7,000 staff employed in 500 shops, two warehouses and its head office. Like most retailers at that time they had a high turnover of shop staff —up to 50 per cent. Since the change to monthly credit transfer of wages the turnover rate has greatly reduced

Paid cash

In 1976 most staff were paid weekly from the cash in the shop tills. The details were sent to the head office where 16 clerks were needed to check and administer the payroll system. Human errors often occurred because of the shop staff's unfamiliarity with payroll procedures. The method was also time consuming and expensive, as cash had to be retained at shops in order to pay wages.

Proposals were drawn up and discussed with USDAW, the main union representing 20 per cent of company staff, who gave the scheme their full approval. As well as the change to cashless pay these proposals included an improved pension scheme and longer period of notice.

Presentations to staff were made and all employees in the district were invited together with local union representatives. The employer and an invited bank told the audience about the new arrangements, which offered the facility of being paid monthly on the 17th of each month which linked up with commission payment date. So that the staff were not inconvenienced Curry's offered employees a cheque cashing facility in all shops. It was emphasised how much easier the new scheme would be for everyone. Leaflets summarising the points were given to all employees.

Over 90 per cent of shop staff immediately accepted the change to monthly pay. Two or three months later the district manager discussed the situation with workers who had not changed to try to solve any problems. As a result 98 per cent were then paid by credit transfer and only casual workers continue to be paid by cash.

A Scottish electrical retailers, the House of Clydesdale Group, had 110 branches with some 900 weekly paid staff. Eighty-five per cent of these transferred to monthly credit salary in April 1981. The firm offered an interest free bridging loan equivalent to three weeks pay repayable over 11 months. Loans to staff amounted to just under £90,000. Offsetting this, the firm calculated that economics in payroll

(continued) ▶

* BACS is owned by the major banks and provides various automated payment services. These allow employers to record their salary payments on magnetic tapes which are processed by BACS. These payment instructions are passed to the banks concerned and the employees' accounts are duly credited.

administration, cash flow and security services saved almost £50 per head.

Following the changeover staff meetings were held and criticisms invited. The firm did receive a few complaints. Each was dealt with individually and the administration of the new scheme was altered slightly. Three months later the scheme was working well.

A trade association's view

The National Federation of Building Trade Employers have 12,000 member firms. They range in size from the very large national contractors to the very small builder who does his accounts and his wages on the kitchen table. The Federation have been trying to encourage members to convert to non-cash methods of payment for some time.

The twin problems of secrecy of earnings and difficulty in drawing cash were overcome by one firm anxious to make a breakthrough when they offered the facility of two paypackets. An employee could draw a certain amount of his wages in cash and the remainder was credited to his account. The employer then promoted, as an incentive, a monthly £25 premium bond draw open only to people paid wholly by credit. The number of workers still having two paypackets has been reduced to a very small proportion, and the premium draw is now made weekly.

Members of the Federation had found the National Giro cash cheque system had proved very popular and easily accepted. This was because of the considerable number of post offices which are open at more convenient hours. However, the Federation accepted that by using this method financial savings produced were less than a change to credit transfer.

The views of the TUC

At a seminar organised by the High Street Banks group in June, David Basnett, general secretary of the General and Municipal Workers Union, spoke of the changing atmosphere nowadays. Nearly a decade earlier he had been a member on a Committee of Enquiry reporting on this subject: then banks were apathetic towards wage earner accounts, the security aspect was not considered important, and the efficiency to industry had not been mentioned.

Now a different atmosphere had created a different trade union attitude. He quoted from a recent TUC circular which cautiously welcomed the changeover. "In overall terms the TUC favours the general evolution towards improved terms and conditions of all workers, and recognises that improved terms and living standards are often accompanied by non-cash payment systems."

This TUC statement gave three reasons: security—union members themselves taking cash for wages are subject to robbery. It could also help trade unionists in their budgeting, the TUC's strongest point was it could help in the process towards single status employment throughout industry. Mr Basnett stressed the TUC could only create the atmosphere; the local official was unlikely to take any initiative or press any firm to instigate cashless pay.

Questions

Trade unionists will be asking questions like "Will it cost me anything?" "Will my earnings become when I want it?" "Will my earnings become known?" and "What advantages are there in it for me?"

The unions should be involved from the initial discussions when the firm should present a clear concept of the proposed scheme. It should cover benefits to employees, and incentives offered to encourage them to change. Any special arrangements agreed with the banks, and details of how the scheme will be publicised, the procedures for the changeover, subsequent administration of the scheme, and what to do in an emergency.

Mr Basnett mentioned one local union drawback was the possible loss of contact between the union officials and their members because of the disappearance of the pay queue at many workplaces. The firm may have to arrange direct deduction of union dues. He felt this was a good suggestion and most unions now do this. Ninety per cent of his union members now have their trade union dues deducted from wages.

Resistance

The TUC would resist changing the Truck Acts because they did not believe these laws would hinder the introduction of cashless methods of payment.

Sir Campbell Fraser, chairman of Dunlop Holdings, said that the conversion from cash to other forms of payment isn't a job for the employer alone. It has to be a combined operation with banks, union and receptive employees. The employer has to initiate the scheme by being enthusiastic in the way he promotes it; active union backing is almost an absolute requirement; and a good infra-structure of banks led by managers who are also salesmen will ensure success. ■

A payment of wages working group was formed by the 12 major high street banks and they have produced a new information booklet *Introductory Guidelines for Employers* to guide management on the best ways of tackling a changeover from cash wages. There are supporting case studies to demonstrate the experiences of individual employers. Any firm wishing to have a copy of the booklet should contact his bank.

Note: The High Street Banks is a group formed by the five English clearing banks (Barclays, Lloyds, Midlands, National Westminster and Williams and Glyn's), the three Scottish Banks (Clydesdale, the Royal Bank and Bank of Scotland), plus the Yorkshire Bank, the Co-operative Bank, the Trustee Savings Bank and the National Giro Bank.

Printed in England for Her Majesty's Stationery Office by The Garden City Press Limited, Letchworth, Hertfordshire SG6 1JS Dd 717105 C103 12/8

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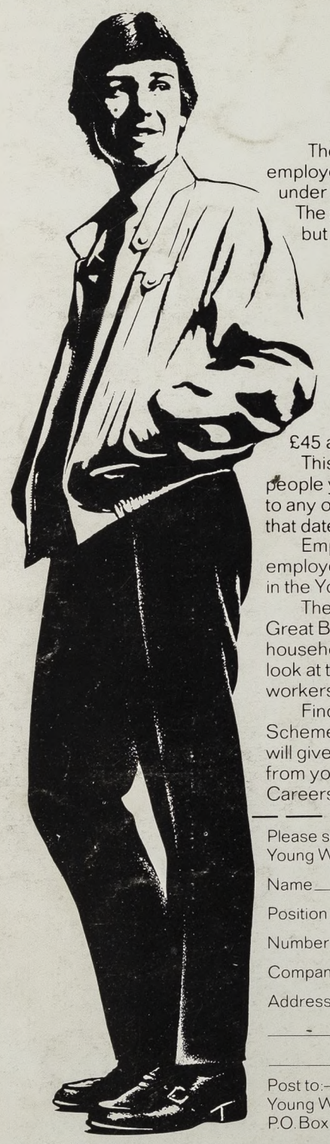

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Number of Employees_____

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ISBN 0 11 726605 1 ISSN 0309–5045