

Employment Gazette

February 1985 Vol 93 No 2
Department of Employment

BRITISH LIBRARY
13 MAR 1985
OF POLITICAL AND
ECONOMIC SCIENCE

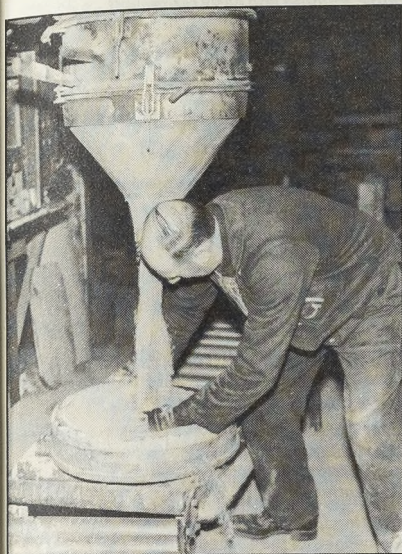
① "STATISTICS"
READING
ROOM
12 (HA 155)
STATISTICS
BACK-UP



Employment Gazette

February 1985 Volume 93 No 2
 Department of Employment
 pages 41-88

CONTENTS



● **Cover picture**

The results of this voluntary survey of the earnings and hours of manual employees in the UK are given on pp 47-58.

Employment Gazette is the official journal of the Department of Employment, published twelve times a year by Her Majesty's Stationery Office © Crown copyright 1985

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.

SUBSCRIPTION AND SALES

Annual subscriptions inclusive of postage £34.50
 HMSO subscription inquiries 01-211 8667.
 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; 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

Advertising inquiries should be made to Department of Employment, Inf 3, Caxton House, London SW1H 9NF (01-213 3762).

The Government accepts no responsibility for any of the statements in non-governmental advertisements and the inclusion of any such advertisement is no guarantee that the goods or services concerned have official approval.

In particular, the advertising of any health and safety product in *Employment Gazette* in no way implies endorsement of the product by the Health and Safety Executive.

ACTING EDITOR

John Pugh

ASSISTANT EDITOR

David Mattes

STUDIO

Kenneth Prowen

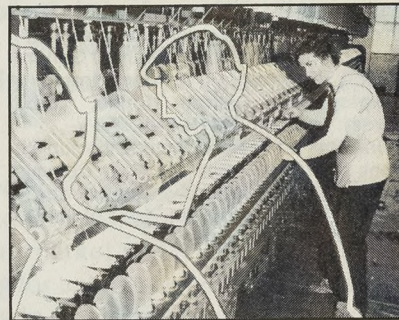
Christine Holdforth

Editorial: 01-213 3562

Statistical inquiries: 01-213 5551



Tenants of the Development Commission's 1,000th funded workshop—see pages 85-88.



Women's experiences of redundancy and its aftermath in the early 1980s is examined on pages 59-63.

EMPLOYMENT BRIEF

Tackling training	43
Need a part-time executive to help out?	44
Staff training in Britain has low priority	45
'Hire people, not machines for economic recovery'	46

SPECIAL FEATURES

Earnings and hours of manual employees in October 1984	47
Women and redundancy	59
Pre-hearing assessments in unfair dismissal cases	65
Work-related and other risks: public attitudes	70
Registered disabled people in the public sector	73

QUESTIONS IN PARLIAMENT

Youth training—Equal opportunities—Health and safety—Community Programme—Women employment—Asbestos—Children at work—Check-off system—Retirement projections—Young people—Gas advice—Bank guarantees—Social fund—Decade for women—Enterprise allowance	77
---	----

EMPLOYMENT TOPICS

Disabled jobseekers—Youth Training Scheme—New technology—Electricity and asbestos proposals—Special exemption orders—Earnings in agriculture—Leaflets—Changes in average earnings—Effective payment—Industrial tribunals—Studying by telephone—Loan Guarantee Scheme—Computer training—Shipbuilding redundancy payments—Senior ILO appointments—Training—Graduate competition—Clerical training aid—New technology and the demand for skills—Press brakes	80
---	----

CASE STUDY

New jobs from old buildings	85
-----------------------------	----

LABOUR MARKET DATA

Centre section contents	S1
Commentary: trends in labour statistics	S2
Definitions and conventions	S63
Index	S64

REPRODUCTION OF ARTICLES

Brief extracts from articles may be used (in a non-advertising context) provided the source is acknowledged; requests for more extensive reproduction should be made to the Copyright section (P6A), Her Majesty's Stationery Office, St Crispins, Duke Street, Norwich, Norfolk NR3 1PD.

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 in small quantities, free of charge from employment offices, Jobcentres, unemployment benefit offices and regional offices of the Department of Employment. In cases of difficulty or for bulk supplies (10 or more) orders should be sent to **General Office, Information 4, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.**

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.

1 Written statement of main terms and conditions of employment	PL700
2 Procedure for handling redundancies	PL706
3 Employee's rights on insolvency of employer	PL718
4 Employment rights for the expectant mother	PL710
5 Suspension on medical grounds under health and safety regulations	PL705
6 Facing redundancy? Time off for job hunting or to arrange training	PL703
7 Union membership rights and the closed shop including the union labour only provisions of the Employment Act 1982	PL754
8 Itemized pay statement	PL704
9 Guarantee payments	PL724
10 Employment rights on the transfer of an undertaking	PL699
11 Rules governing continuous employment and a week's pay	PL711
12 Time off for public duties	PL702
13 Unfairly dismissed?	PL712
14 Rights on termination of employment	PL707
15 Union secret ballots	PL701
16 Redundancy payments	PL744
A guide to the Trade Union Act 1984	PL752
The law on unfair dismissal—guidance for small firms	PL715
Fair and unfair dismissal—a guide for employers	PL714
Individual rights of employees—a guide for employers	PL716
Recoupment of benefit from industrial tribunal awards—a guide for employers	PL720
Code of practice—picketing	
Code of practice—closed shop agreements and arrangements	
Industrial action and the law A brief guide taking account of the employment Acts 1980 and 1982 and the Trade Union Act 1984	PL753

Industrial tribunals

Industrial tribunals procedure—for those concerned in industrial tribunal proceedings	ITL1
Industrial tribunals—appeals against levy assessments	ITL5
Industrial tribunals—appeals concerning improvement or prohibition notices under the Health and Safety at Work etc Act 1974	ITL19

Overseas workers

Employment of overseas workers in the UK Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians	OW5 1982(rev)
Employment of overseas workers in the UK Training and work experience scheme	OW21(1982)

Employers and employees covered by Wages Councils

Are you entitled to a minimum wage and paid holidays? A brief description of the work of wages councils which fix statutory minimum pay, holidays and holiday pay for employees in certain occupations	EDL504(rev)
Statutory minimum wages and holidays with pay The Wages Council Act briefly explained	WCL1(rev)

Other wages legislation

The Fair Wages Resolution Information for government contractors	PL726
The Truck Acts Describes the provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with the payment of wages	PL725
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)	PL673

Special employment measures

Job Release Scheme For women aged 59, disabled men aged 60 to 64, and men aged 62 to 64	PL741
Part-time Job Release Scheme For women aged 59, disabled men aged 60 to 64, and men aged 64	PL728
Young Workers Scheme Information for employers on a scheme to create more employment opportunities for young people	PL742

Job Splitting Scheme

What you should know about working in a split job

PL719

Just what your company needs

Details of a new scheme which helps employers to split existing jobs and open up more part-time jobs

PL732

Jobs, training and early retirement

PL723

Young people

The work of the Careers Service
A general guide

PL669

Employing young people
Describes the help available to employers from the Careers Service

PL690

Help for handicapped young people
A guide to the specialist help available from the Careers Service

PL675

Quality of working life

Work Research Unit
Publicity leaflet

PL722

Work Research Unit—1983 Report of the Tripartite Steering Group on Job Satisfaction

PL722

Meeting the challenge of change
Guidelines for the successful implementation of changes in organisations

PL687

Meeting the challenge of change
Summaries of case study reports produced as a result of monitoring change programmes in 12 British organisations

PL688

Employment agencies

The Employment Agencies Act 1973
General guidance on the Act, and regulations for use of employment agency and employment business services

PL594(3rd rev)

Equal pay

Equal Pay
A guide to the Equal Pay Act 1970

PL743

Equal pay for women—what you should know about it
Information for working women

PL739

Race relations

The Race Relations Employment Advisory Service. A specialist service for employers
Background information about some ethnic groups in Britain

PL748

PL738

Miscellaneous

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

EMPLOYMENT BRIEF

Better TOPS, more enterprise help and new aid for jobless

Tackling training

The Manpower Services Commission wants to double the number of adult trainees it is supporting by 1986/7, it has told the Government. In its draft corporate plan for 1985-89 it admits that some of its courses have not been as successful as they might have been in helping unemployed people to find jobs with the new skills they have learnt.

Among the measures it intends to take to remedy this are:

- Building on the best of the current Training Opportunities Schemes by supporting more higher level and up-grading courses, which are proving most relevant to local labour market needs.
- Giving more attention to training for enterprise both through help with new business start-ups and by help to existing small enterprises.
- Redeploying msc funds to encourage greater attention by employers to adult training needs, and to develop a better system of provision (including the encouragement of an adult training provision that is attractive and accessible to small firms).

On target

The Community Programme was virtually bang on target during 1984, according to the latest figures from the Manpower Services Commission. For Great Britain as a whole the target was 130,000 filled places; the number achieved was 130,027—and this performance was maintained with very little variation throughout the country's nine regions: from London with 89 per cent of its allocation filled to the North East with 108 per cent.

The Programme provides temporary employment for long-term unemployed adults on projects of benefit to the community. A special feature following up participants' employment experiences after leaving the Programme appeared in the January 1985 issue of *Employment Gazette*.

In developing its training programmes, the msc intends to place particular emphasis on increasing assistance to the long-term unemployed: more work preparation training would be provided and the needs of clients met more flexibly, for example by breaking down the training into modules from which clients could select in accordance with their individual needs.

In addition, it is planned to link work preparation and training within the Community Programme. By 1986/7 50,000 people should be helped in this way. The msc is also calling for a "significant expansion" of the Community Programme itself

in the light of the "very favourable results" it claims to have achieved so far.

The Commission intends too during the coming year to consider how links might be forged between the Enterprise Allowance Scheme (which is planned to expand to 1,250 new entrants per week) and training for self-employment. It will also be considering how those starting new businesses can be given better access to advisory services and how the Enterprise Allowance Scheme can be used to help foster a variety of local employment initiatives, generating jobs in place of those lost by structural change.

From redundancy to stardom in under two years

One of the computing industry's top prizes, a RITA award, has gone to a man whose business developed as a consequence of the Manpower Services Commission's New Enterprise Programme.

The Programme offers intensive training and business support for would-be entrepreneurs. And in 1983 when Mr Tony Jones was made redundant by Birds Eye after spending nearly half his lifetime working in computers, he was selected to take part in the Programme.

Competition for places was stiff but Mr Jones' idea of producing easy-to-understand training materials for managers starting to use personal business computers convinced the selectors. He then began a four-month course based at Durham University Business School.

The RITA awards are made in eight categories. Mr Jones' award was for producing the "best user training manual of the year". "Most handbooks," he explained, "are useless for training managers in the use of computers, because they are too complicated."

"My training material depends heavily on

pictures and diagrams to put over the message step-by-step."

He was nominated for the award by the Grand Metropolitan group and he numbers various multinationals among his customers. "I'm hardly a millionaire yet, but

business is picking up nicely," he said.

"Originally I looked on the idea of starting my own business as a last resort, yet when I got started I found it was what I'd wanted all along. However, it's not something that anyone should tackle unprepared. I found the msc course absolutely invaluable, mainly because it showed me what the priorities were."



Mr Tony Jones with his award-winning computer manual in which the pictures are at least as important as the words.

Need a part-time executive to help out?

The Institute of Directors has started a new service to help companies find part-time executives.

The Part-time Executive Appointment Service is designed to help both large and small companies looking for experienced executives either on a regular part-time basis or for project work.

The IOD is predicting a high demand for the service, as many companies, it says, now find it too costly to employ a full-time executive: "Many companies now operate at minimum staffing levels. As a result, they cannot easily cope with an unexpected upturn in business, or the temporary loss of an executive—nor can they readily find someone of calibre with specialist skills for either a short-term assignment or to develop a new project or market."

The service, which costs £750, is an extension of the Institute's "Non-Executive Directors Appointments", set up four years ago.

"This kind of search for executives often

takes a lot of time and is costly," explained Mr John Tattersall, who is running the operation for the Institute. "The IOD through its unique position and contacts is building up a bank of highly experienced people looking for part-time work."

Multiple role

"We already have more than 150 names of senior management who are looking for part-time executive work. Many are aged between 40 and 60. Some may have taken early retirement or, having been made redundant, now choose to use their experience and skills in a multiple role rather than single employment."

Reducing human error

Kelly Certification Test Scores: Wang		Carole Jamieson			
		RIGHT	WRONG	ACCURACY	TIME
Inputting:	Text		5	100%	4:20 (54 WPM) (6 BKSP)
Text Formatting:	Margins & Tabs	5	1	83%	
	Centering	4	0	100%	
	Indent	4	0	100%	
	Decimal Tab	7	1	87%	
		20	2	90%	1:42
Text Editing:	Insert	7	1	87%	
	Delete	7	1	87%	
	Replace	11	1	91%	
	Move	3	0	100%	
	Copy	3	0	100%	
		31	3	91%	2:35
Printing:	Print Document	6	1	85%	
	Cancel Print Req.	12	1	92%	1:28
Totals:		63	6	91%	4:45

Operator scores from the Wang word processor evaluation programme on the Kee Simulator.

A "word processor" that can test and evaluate the efficiency of its own operator is being introduced into the UK. Actually, the "word processor" is really a microcomputer which can simulate a whole range of word processors. It also has the advantage that, if the operator's skills fall below a required level, the simulator can train him or her—improving and calculating such aspects as speed, inputting and formatting—in a claimed maximum time of four hours.

Developed in the USA at a cost of \$8 mil-

lion, the Kee Simulator is based on aircraft simulator technology.

The first British user is the Kelly Girl employment agency, which specialises in providing temporary office staff. This follows a survey conducted by the agency in January among 100 major UK companies which reported that 68 per cent of them felt that "word processor temps were not competent on arrival". Some 44 per cent blamed the lack of competence on unfamiliarity with the model of word processor,

New approach

Employment agencies are beginning to show signs of moving away from operating entirely as "job-swap shops"—switching known people into known jobs in a constant merry-go-round. Instead one now often sees signs outside agencies inviting people to train in certain skill shortage areas.

The Secretary of State for Employment, Mr Tom King, made this point upon opening new offices for the Federation of Recruitment and Employment Services in Belgrave Square, London.

A wider scale application of this approach," he said, "would help the industry to shed completely the image it has in some people's minds of a poacher's club—poaching ready-made skilled workers from the firm next door. In its place could come the image of the caring consultancy—the place to go to develop new skills if you are an employee, or to acquire newly trained workers with a determination to apply them successfully if you are an employer."

1985, he continued, promised to be a year of good growth with an increase in both temporary and permanent job placings but it would be better still if the industry took the opportunity to expand the overall market by undertaking more training of its own. "Employment agencies and businesses," said Mr King, "are in an excellent position to spot skill shortages and develop the talents needed to eliminate them as Britain's economic recovery continues to grow."

Job '85

Birmingham and Wembley are to host the two Job '85 exhibitions following the success of a similar venture at Wembley last year, which was attended by more than 14,000 people.

Job seekers will be admitted free but exhibitors will be expected to pay £1,485 each for their stands.

The exhibition at Birmingham National Exhibition Centre on April 25-7 will have 200 stands available, while the one at Wembley Conference Centre on May 8-11 will be slightly smaller, with 114 stands available.

while the remaining 24 per cent found that the temps' skill levels were too low.

Kelly Girls' UK general manager, Mr Paul Francis commented that "with 88 different types of word processor covered in the survey, it is hardly surprising that word processor temps would experience difficulty."

"The fact that our new system will train, evaluate and even cross-train, solves these problems in one go, and we believe it will make an outstanding contribution to office efficiency."

Graduate optimism

Employment prospects for graduates are at their best for four years, according to a joint report by the Standing Conference of Employers of Graduates, the Association of Graduate Advisory Services and the Central Services Unit.

It says that in some sectors demand for graduates is 20 per cent up on last year, particularly for computer-related jobs.

In addition the report states that the number of 1984 graduates still seeking employment is lower than the equivalent figure for last year.

Right balance

The present balance on the Youth Training Scheme between provision of Mode A and Mode B places should remain unchanged, says the Manpower Services Commission.

In its submission to Department of Employment Ministers in respect of the 1985-86 year it said that the present balance reflects the results of local planning and takes full regard of local needs; but its recommendation is being made on the understanding that it will re-examine the balance of provision if targets prove later to be at risk.

The provision being recommended by the MSC is 297,000 places on Mode A, 68,000 on Mode B1 and 14,000 on Mode B2.

Grant

It has also called for an £85 rise to £2,135 in the block grant available to managing agents and, from September, a £1.05 increase in the weekly allowance paid to trainees. Within the block grant total, the MSC has suggested a £10 increase to £110 in the managing agents' fee with effect from April and a £22.50 increase to £660 from September in the MSC's own contribution to training costs.

Ulster enterprise

Expansion of the Enterprise Allowance Scheme in Northern Ireland is being planned for 1985-86 to allow another 1,800 people to receive assistance while starting up their own businesses.

This is expected to cost £2 million and will be in addition to the money being spent on the 1,300 people recruited during the present financial year.

Staff training in Britain has low priority

Smaller companies spend more of their annual turnover on training than larger ones and the public service spends the least, reports a survey by The Industrial Society. Claiming to be the first ever analysis of how much British organisations spend on training, it reports that 65 per cent of British organisations spend less than 0.5 per cent of their annual turnover on staff training.

The survey of 134 organisations, from all parts of the economy, reveals that the electronics and manufacturing industries spend the most and that a large number of firms are spending part of their training budget on secretaries and support staff, so they can provide an effective back-up to managers and technicians. However, most money is spent on training managers and supervisors, technical and professional staff.

Only half the organisations surveyed spend anything at all on training appren-

tices—and most of those that do, spend less than 20 per cent of their budget in this area.

The Industrial Society's Gilles Desmons, who conducted the survey, remarked: "Britain seems to be spending substantially less on training than most of its competitors. Although direct comparisons are difficult, we know some American companies are spending as much as three per cent of their sales revenue on training; and in France, organisations use from one to three per cent of their salary bill for training purposes."

Safety check in the forest



Parliamentary Under Secretary of State for Employment, Mr Peter Bottomley, who has special responsibility for health and safety at work, visited South Wales Forestry Training Centre at Rheola in the Neath Valley last month and witnessed how safety training plays an integral part of the course.

Mr Bottomley (second right) is pictured here with contract feller, Mr Carl Shopland; forestry district manager, Mr Ron Melville; and forestry training officer, Mr Steve Vanstone.

Ten-minute Bill would fine firms with no apprentices

Mr Cyril Smith, Liberal MP for Rochdale, was given leave in the House of Commons this month to introduce his Employment of Young People Bill.

Mr Smith made it clear that he did not expect the Bill—which is being introduced under the ten-minute procedure—to become law; but he did hope it would provoke cross-party discussion and that it would at least be a step forward.

The main provisions of Mr Smith's Bill

are for the appointment of a Minister of Youth, the introduction of a statutory apprenticeship scheme and the establishment of an Environment Corps, which would provide training and carry out projects that are currently beyond the reach of both national and local government.

The Bill would also permit the Government to impose a levy on employers with more than 50 staff who fail to take on a stipulated number of apprentices.

Minister visits employment facilities for the disabled



At the Cornwall Institution for the Blind in Stonehouse, Devon, Parliamentary Under Secretary of State for Employment, Mr Alan Clark (left), donned protective clothing during his inspection of the clean-pair room, where pharmaceutical products are packed for a local hospital.

Accompanying him (left to right) are Mr Ken Brown (manager), Miss Mary McKell and Mr Lian McCarthy (works supervisor).



Mr Alan Clark, Parliamentary Under Secretary of State for Employment, saw on a visit to Stockton-on-Tees what happens to well-thumbed library books!

A Remploy factory, which employs 95 disabled people, specialises in renovating worn books for public libraries. During his tour of the plant, Mr Clark met laminating machine operator, Mr Ivor Brown, who suffers from curvature of the spine.

Tax cuts preferred to capital investment:

'Hire people, not machines for economic recovery'

Rejecting demands for a huge Government investment on capital projects to speed up Britain's economic recovery, Lord Young, Minister without Portfolio, warned that demands for the hire of machinery and plant were the likely result, rather than the hire of people. He said that the Government favoured the alternative approach of tax cuts for three main reasons:

Three reasons

1) "The extra sums which are now urged for public investment will have little, if any, lasting impact on unemployment; they will be good for the hire of plant not the hire of men. Indeed medium term they could destroy more jobs than they create short-

term by raising taxes, or interest rates, or inflation and so damage our competitiveness.

2) "Lower taxes make it more worthwhile for people to take a job and to work harder, and generally promote greater enterprise.

3) "Reducing taxation promotes the self-reliant, enterprising society which is the mainspring of jobs, greater wealth and a sounder more buoyant country. It is also the only way of creating the wealth which we all wish to have so that we can provide for the less fortunate in our society."

Lord Young was speaking to a seminar for top management in London last month.

Pay moderation and enterprise—the unemployment solution

The twin emphases the Government sees as the way out of Britain's unemployment problems were described in recent statements by Cabinet Ministers.

Commenting on the January unemployment figures, Mr Tom King, who is Secretary of State for Employment, said: "Good sense and moderation in pay bargaining by those in work would be the biggest single contribution to achieving a real impact on the present grave level of unemployment."

And, in a speech to the Society of Education Officers, Lord Young, who is Minister without Portfolio, declared: "Enterprise is the only realistic route to reducing unemployment and fostering a productive economy."

Obstacle

He added that he believed the country's failure to gear education and training sufficiently towards the requirements of em-

ployment was a major obstacle in the path of enterprise.

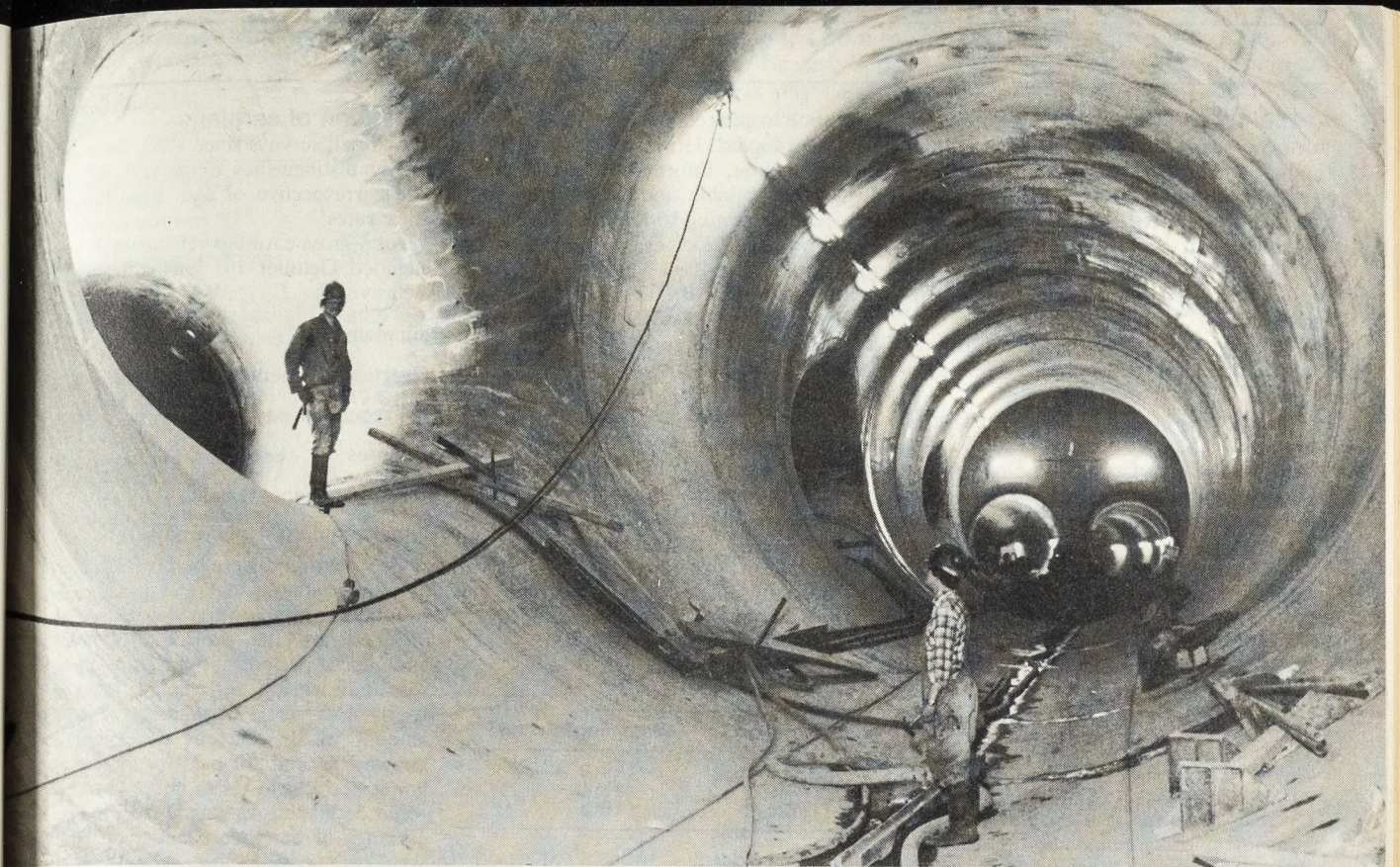
In a Green Paper, *The relationship between employment and wages*, the Treasury has quantified the effect of lower pay rises on reducing the unemployment figures. If the rate of increase in wages (after allowing for inflation, ie "real wages") fell by two per cent, it says, there would be 300,000 more jobs available after two years and output would also grow.

Space travel

Regular exchanges of space scientists are expected to take place between Britain and China following the signing of a memorandum of understanding on space collaboration between the two countries.

China is rapidly developing its own independent satellites and launcher systems and it is expected that this memorandum will pave the way for co-operation in the latest satellite technology developments.

Following the signing ceremony in London, China's first deputy Minister of Astronautics, Mr Li Xue, led a delegation of Chinese space technologists on a tour of British space research organisations, where they discussed opportunities for future co-operation.



Earnings and hours of manual employees in October 1984

The results of this voluntary annual survey of the earnings and hours of manual employees in the UK are presented. This survey is one of the main sources of such information at detailed industrial level.

In October 1984 the average weekly earnings of full-time male manual employees on adult rates (excluding those temporarily on short-time) in major production and transport industries in the UK were £159.30 for about 43½ hours, an increase of just under 7¼ per cent compared with corresponding earnings in October 1983. The corresponding figures for full-time female employees were £97.34 for 38¼ hours and an increase of just under 6¾ per cent.

In manufacturing industries the weekly averages for males and females on adult rates were £157.50 for 42¾ hours and £96.30 for 38 hours, increases of just under 7¾ per cent and just over 6½ per cent, respectively.

As average weekly hours rose marginally between October 1983 and October 1984, with increased overtime working, particularly in manufacturing industries, average hourly earnings for men increased at a slightly slower rate than average weekly earnings. In major production and transport industries, average hourly earnings for males and females on adult rates increased by about 6¾ per cent and just over 6½ per cent, respectively. The corresponding increases for manufacturing industry were 7 per cent for males and a little over 6½ per cent for females.

These figures, which are summarised in table 1, are some of the results from the voluntary annual survey of the earnings and hours of manual employees conducted by the Department of Employment each October. The averages

cover all full-time employees, other than those on short-time for all or part of the survey period. The figures include the weekly equivalent of periodical bonuses. Also they reflect the effect of sickness and voluntary absence and will not correspond precisely to average earnings for a full week unaffected by absence as measured in the New Earnings Survey each April (see *Employment Gazette* October 1984, page 461).

The figures presented in this note are based on the 1980 Standard Industrial Classification (sic 1980). The industry analyses will not be directly comparable therefore with those published in previous years which were based on the 1968 Standard Industrial Classification. However, to enable results on the two classifications to be linked, the results of the October 1983 survey have been re-analysed according to sic 1980, and results for both October 1983 and October 1984 on a comparable industrial classification are shown in this note.

Changes in average earnings between October 1983 and October 1984 broadly reflect the effect of pay settlements in the 1983-84 pay round, as relatively few pay settlements were made after July 1984 in time to be reflected at the beginning of October when the survey was carried out. However, changes in average earnings will reflect several factors other than pay settlements, including changes in bonus payments linked to productivity and changes in the

Technical note

This survey is an important source of information on the average earnings and hours of manual employees, having been carried out periodically since 1886. It provides the most detailed analysis of manual earnings by industry. It does not attempt to provide information for particular occupations or to show the main components of gross earnings such as overtime pay. These subjects are covered in the New Earnings Survey, the latest report on which relates to April 1984.

The results of the October survey of manual earnings and hours have formed the basis of a number of articles in *Employment Gazette* which examine particular features of manual pay, for example: 'Trends in earnings, 1948-77' (May 1978) 'Relative pay and employment of young people' (June 1983)

Industries covered

The tables in this note cover the following industries:

All manufacturing industries (Divisions 2 to 4 of SIC 1980)

Construction (Division 5)

Part of energy and water supply industries (Division 1, classes 15 to 17 only)

Transport and communication, except sea transport (Division 7, excluding class 74)

Some parts of the energy industries covered in previous surveys are not included in the present results because of an incomplete response. Their inclusion in future surveys is under review.

The use of SIC 1980 means that some industries and sectors have slightly different boundaries, even though the title may be similar to that used in analyses based on SIC 1968. For example, all manufacturing industries (now defined as Divisions 2 to 4 of SIC 1980) will differ in minor ways from the earlier definition based on Orders III to XIX of SIC 1968. Also, use of a different industrial classification alters marginally the weight given to each return in grossing up the results and leads to small differences from earlier figures.

Information supplied by the National Coal Board about the earnings of their manual employees in coal mining is usually

published in an accompanying note in 'Employment topics'. However, because of industrial action, information for October 1984 is not available, and the latest information is that relating to October 1983 published on page 82 of *Employment Gazette* for February 1984.

Information on the earnings of agricultural workers is obtained by the agricultural departments, and figures up to September 1984 are published in 'Employment topics' this month.

Firms covered

The results presented in this note are based on returns made on a voluntary basis by about 13,400 establishments, employing about 2¾ million manual employees, about 85 per cent of those approached.

For establishments in Great Britain employing less than 100 manual employees, the following samples were taken:

Employment	Sampling fraction
50 to 99	1 in 2
25 to 49	1 in 4
11 to 24	1 in 8

For Northern Ireland, however, all establishments with more than ten employees were covered.

Employees covered

All manual employees, including foremen and supervisors (except works and other higher level foremen), transport, warehouse and canteen employees (if employed by the firm concerned) are covered. Administrative, technical and office employees generally, sales representatives and canteen workers employed in canteens conducted by the employees themselves or by independent contractors are excluded.

Employees, including apprentices, in the Young Workers Scheme and the Youth Training Scheme are included. However, trainees in the Youth Training Scheme, that is those without a contract of employment are not included.

Definition of earnings

As in all surveys since 1980, the current survey distinguishes employees on adult rates, irrespective of age, from those on other rates.

Total gross earnings for the week which included October 10, 1984 are reported, inclusive of:

Supplements;

Overtime payments;

Shift premium payments;

Bonuses;

Incentive payments and,

Other additional types of payment.

Gross earnings were before deduction of PAYE tax payments, national insurance contributions and any other deductions. Also included are the proportionate weekly amounts of periodical bonuses paid otherwise than weekly, for example those paid yearly, half-yearly or monthly; where the amount of the current bonus was not known, the amount paid for the previous bonus period was taken into account.

No deduction was made from the gross earnings of employees under the Young Workers Scheme and Youth Training Scheme in respect of amounts receivable from central government.

Short-time working

In the 1984 survey (as in the three previous surveys) firms were asked to identify separately the numbers, earnings and hours of employees on short-time that is working less than their normal basic hours, during the survey period. About 0.6 per cent of the employees covered by the survey were reported to be on short-time (0.8 per cent in manufacturing). Average weekly earnings of full-time male employees on adult rates, including those on short-time, in manufacturing industries were £157.13, about 0.2 per cent below the average excluding those on short-time. The corresponding figure for females was £95.92, about 0.4 per cent below the average excluding those on short-time.

relative numbers in different occupations and at various levels within the same occupation. The figures of average earnings for employees on other rates will reflect the numbers of young employees in the Young Workers Scheme and the Youth Training Scheme (see *Technical Note*).

Short-time working was at a very low level at the time of the October 1984 survey with less than one per cent of employees covered by returns reported to be on short-time. However, the tables in this note exclude workers on short-time. The effect of short-time working on average weekly earnings is discussed in the *Technical Note*.

Weekly earnings

Table 2(a) summarises average weekly earnings in October by broad industry groups (two digit classes of SIC 1980)

covered in the survey, with comparable figures for October 1983 in table 2(b). The average earnings for each class have been calculated by weighting together the averages in each industry (at group, three digit, level of SIC 1980) by the latest available estimates of the total number of manual workers employed in these industries. Average weekly earnings in individual industries are given in table 5(a). The latter are subject to a larger margin of possible error than the former, and figures are not given for a few industries where the number of employees covered by returns is small. As well as showing figures for employees on adult rates, table 2(a) shows figures for those not on adult rates, that is, young people, including apprentices. Male employees not on adult rates had average weekly earnings of £80.33 in October 1984, a little over 50 per cent of the corresponding average for male employees on adult rates.

Table 1 Average earnings and hours of full-time manual workers, 1982 to 1984

United Kingdom October	SIC 1968*		SIC 1980†	
	1982	1983	1983	1984
All industries covered in survey				
Weekly earnings (£)				
Males on adult rates	137.06	149.13	148.63	159.30
Females on adult rates	83.96	91.18	91.26	97.34
Hours worked				
Males on adult rates	42.9	43.3	43.3	43.4
Females on adult rates	38.0	38.2	38.2	38.2
Hourly earnings (p)				
Males on adult rates	319.5	344.4	343.5	366.7
Females on adult rates	220.9	238.7	239.1	254.9
Manufacturing industries				
Weekly earnings (£)				
Males on adult rates	134.26	147.23	146.19	157.50
Females on adult rates	83.17	90.29	90.32	96.30
Hours worked				
Males on adult rates	42.0	42.6	42.5	42.8
Females on adult rates	37.8	38.1	38.1	38.1
Hourly earnings (p)				
Males on adult rates	319.7	345.6	343.6	367.7
Females on adult rates	220.0	237.0	237.2	252.9

*Based on Standard Industrial Classification 1968.

†Based on Standard Industrial Classification 1980, see *Technical Note* on effect on coverage figures.

Weekly hours

Table 3(a) summarises average weekly hours in October 1984 by broad industry group, again combining the averages for individual industries using the same estimated numbers of employees as for earnings. The figures relate to the total number of hours worked to which the earnings relate, including all overtime, together with any hours not worked but for which workers were available and guaranteed payments were made by the employer. Main meal breaks and absences for which payments were not made are

Table 2(a) Average weekly earnings: by grouped class October 1984*

Grouped class	SIC 1980 class	£ per week					
		Workers on adult rates			Workers on other rates		
		Full-time		Part-time†	Full-time		Part-time
		Male	Female	Female	Male	Female	
Metal processing and manufacturing	21, 22	168.84	103.02	47.32	83.44	‡	
Mineral extraction and manufacturing	23, 24	162.96	99.79	46.95	83.45	62.24	
Chemicals and man-made fibres	25, 26	173.63	110.09	58.03	96.89	67.15	
Metal goods and instrument engineering	31, 37	148.45	99.41	48.78	76.17	63.34	
Mechanical engineering	32	152.37	106.16	45.32	81.80	64.08	
Electrical and electronic engineering	33, 34	145.73	102.51	51.14	78.79	67.75	
Motor vehicles and parts	35	159.01	117.14	56.04	88.77	72.21	
Other transport equipment	36	159.05	110.70	50.48	84.41	75.53	
Food, drink and tobacco	41, 42	161.86	106.35	54.08	76.74	66.42	
Textiles	43	128.59	82.97	47.52	65.72	55.75	
Leather, footwear and clothing	44, 45	119.69	78.58	47.29	62.19	54.08	
Timber and wooden furniture	46	139.92	102.63	42.36	74.32	66.52	
Paper products, printing and publishing	47	198.43	119.71	57.35	90.30	74.61	
Rubber, plastics and other manufacturing	48, 49	151.41	92.48	49.82	73.92	60.47	
All manufacturing industries		157.50	96.30	51.54	80.38	61.17	
Electricity, gas, other energy and water	15-17	179.77	126.00	53.00	92.41	‡	
Construction	50	147.80	87.81	30.20	76.25	‡	
Transport and communication (except sea transport)	71, 72, 75-77, 79	173.32	126.69	50.94	89.61	73.06	
All above industries		159.30	97.34	50.91	80.33	61.27	

* † ‡ See footnotes to table 7(a).

excluded from the figures. Also, holiday and sickness absence is excluded unless the corresponding holiday and sickness pay cannot be readily excluded from the reported wages paid. Figures for individual industries are given in table 6(a).

Average hours worked by employees on adult rates increased slightly between October 1983 and October 1984. The increase was most marked for men in manufacturing, where average weekly hours increased from 42.5 to 42.8 whilst in major production and transport industries generally they increased only from 43.3 to 43.4. For females average weekly hours were unchanged at 38.1 in manufacturing and 38.2 in all industries covered.

Hourly earnings

Table 4(a) shows average hourly earnings at the survey date for each broad industry group, obtained by dividing average weekly earnings by the corresponding weekly hours. The figures will not correspond with the basic hourly rate as they include the effects of overtime working, bonuses and other additional or premium payments. Figures for individual industries are given in table 7(a).

Regional analyses

As in previous surveys, regional analyses of earnings and hours for males and females on adult rates have been prepared. The analyses are in the same format as tables 8 to 13 in the article on the October 1981 survey published in *Employment Gazette*, March 1982, pages 129-131. Figures are shown for the standard regions of the UK for each broad industry group, based on SIC 1980. Copies of these analyses (covering both 1983 and 1984 surveys on a comparable industry basis) are available at a cost of £5 (postage paid) from Statistics A1, Department of Employment, Orphanage Road, Watford.

Table 2(b) Average weekly earnings: by grouped class October 1983*

Grouped class	SIC 1980 class	£ per week					
		Workers on adult rates			Workers on other rates		
		Full-time		Part-time†	Full-time		Part-time
		Male	Female	Female	Male	Female	
Metal processing and manufacturing	21, 22	156.30	92.82	43.41	80.00	‡	
Mineral extraction and manufacturing	23, 24	152.57	92.40	46.44	77.03	50.94	
Chemicals and man-made fibres	25, 26	162.13	101.21	53.16	91.39	63.99	
Metal goods and instrument engineering	31, 37	137.93	94.00	45.21	75.35	59.20	
Mechanical engineering	32	139.45	97.96	42.63	78.10	62.99	
Electrical and electronic engineering	33, 34	137.78	97.18	51.76	73.82	64.92	
Motor vehicles and parts	35	146.96	109.56	52.07	82.40	67.91	
Other transport equipment	36	146.82	101.72	45.64	80.66	70.02	
Food, drink and tobacco	41, 42	148.17	99.58	50.03	75.21	65.06	
Textiles	43	120.66	77.56	44.09	62.47	51.86	
Leather, footwear and clothing	44, 45	113.94	73.60	44.58	57.66	50.90	
Timber and wooden furniture	46	133.35	97.36	38.77	72.35	60.02	
Paper products, printing and publishing	47	184.22	112.07	54.02	85.76	69.70	
Rubber, plastics and other manufacturing	48, 49	140.51	87.52	43.68	72.95	63.07	
All manufacturing industries		146.19	90.32	48.23	77.25	58.07	
Electricity, gas, other energy and water	15-17	169.13	112.46	50.24	90.62	‡	
Construction	50	139.99	77.98	27.20	76.31	‡	
Transport and communication (except sea transport)	71, 72, 75-77, 79	162.43	118.08	47.56	88.52	72.06	
All above industries		148.63	91.26	47.62	78.39	58.16	

* † ‡ See footnotes to table 7(a).

Table 3(a) Average weekly hours: by grouped class October 1984*

Grouped class	SIC 1980 class	Workers on adult rates			Workers on other rates		Number
		Full-time		Part-time†	Full-time		
		Male	Female	Female	Male	Female	
Metal processing and manufacturing	21, 22	42.2	38.8	20.6	38.8	‡	
Mineral extraction and manufacturing	23, 24	45.1	38.5	20.5	40.8	38.7	
Chemicals and man-made fibres	25, 26	43.0	38.5	21.4	38.4	37.6	
Metal goods and instrument engineering	31, 37	42.8	37.9	22.0	39.7	38.5	
Mechanical engineering	32	42.4	38.5	20.0	39.4	36.4	
Electrical and electronic engineering	33, 34	41.9	38.3	20.4	38.9	37.7	
Motor vehicles and parts	35	41.3	38.5	22.2	39.2	37.9	
Other transport equipment	36	41.6	38.3	20.3	38.4	37.1	
Food, drink and tobacco	41, 42	45.3	38.8	21.6	40.8	38.7	
Textiles	43	44.0	38.4	22.6	41.7	38.8	
Leather, footwear and clothing	44, 45	41.8	37.0	23.7	40.1	37.7	
Timber and wooden furniture	46	42.9	38.4	19.4	40.5	38.7	
Paper products, printing and publishing	47	42.5	38.8	21.3	39.8	38.1	
Rubber, plastics and other manufacturing	48, 49	43.3	38.6	21.9	40.3	36.9	
All manufacturing industries		42.8	38.1	21.7	39.5	37.9	
Electricity, gas, other energy and water	15-17	40.7	37.5	18.4	38.4	‡	
Construction	50	43.3	38.8	16.0	40.7	‡	
Transport and communication (except sea transport)	71, 72, 75-77, 79	46.7	41.5	21.8	40.8	39.6	
All above industries		43.4	38.2	21.5	39.8	37.9	

* † ‡ See footnotes to table 7(a).

Table 4(a) Average hourly earnings: by grouped class October 1984*

Grouped class	SIC 1980 class	Workers on adult rates			Workers on other rates		Pence per hour
		Full-time		Part-time†	Full-time		
		Male	Female	Female	Male	Female	
Metal processing and manufacturing	21, 22	400.3	265.4	229.8	215.1	‡	
Mineral extraction and manufacturing	23, 24	361.4	259.0	229.3	204.5	160.7	
Chemicals and man-made fibres	25, 26	403.5	286.1	271.8	252.1	178.6	
Metal goods and instrument engineering	31, 37	347.0	262.4	221.7	191.7	164.7	
Mechanical engineering	32	359.3	275.6	226.3	207.6	176.1	
Electrical and electronic engineering	33, 34	347.9	267.9	250.4	202.5	179.7	
Motor vehicles and parts	35	385.1	304.6	252.5	226.5	190.7	
Other transport equipment	36	382.4	288.9	248.6	220.1	203.6	
Food, drink and tobacco	41, 42	356.9	274.2	250.3	188.0	171.7	
Textiles	43	292.2	215.8	210.0	157.5	143.6	
Leather, footwear and clothing	44, 45	286.5	212.6	199.6	155.1	143.5	
Timber and wooden furniture	46	326.3	267.2	218.1	183.7	171.9	
Paper products, printing and publishing	47	467.1	308.3	269.6	227.0	195.7	
Rubber, plastics and other manufacturing	48, 49	349.7	239.8	227.8	183.6	164.1	
All manufacturing industries		367.7	252.9	237.6	203.5	161.4	
Electricity, gas, other energy and water	15-17	441.5	336.1	288.7	240.3	‡	
Construction	50	341.4	226.6	189.2	187.3	‡	
Transport and communication (except sea transport)	71, 72, 75-77, 79	371.2	305.4	233.4	219.8	184.4	
All above industries		366.7	254.9	237.3	201.7	161.6	

* † ‡ See footnotes to table 7(a).

Table 3(b) Average weekly hours: by grouped class October 1983*

Grouped class	SIC 1980 class	Workers on adult rates			Workers on other rates		Number
		Full-time		Part-time†	Full-time		
		Male	Female	Female	Male	Female	
Metal processing and manufacturing	21, 22	41.7	38.5	20.4	39.0	‡	
Mineral extraction and manufacturing	23, 24	45.1	38.4	20.5	41.3	38.3	
Chemicals and man-made fibres	25, 26	42.8	38.2	21.7	38.7	39.0	
Metal goods and instrument engineering	31, 37	42.4	38.3	21.5	39.8	38.1	
Mechanical engineering	32	41.7	38.7	20.9	39.0	38.5	
Electrical and electronic engineering	33, 34	41.9	38.1	21.1	39.2	38.1	
Motor vehicles and parts	35	41.0	38.5	20.9	38.7	38.7	
Other transport equipment	36	41.1	37.7	20.2	38.5	37.2	
Food, drink and tobacco	41, 42	45.2	39.1	22.0	41.5	38.9	
Textiles	43	43.9	38.1	22.6	41.2	38.3	
Leather, footwear and clothing	44, 45	42.0	37.1	24.1	40.3	37.9	
Timber and wooden furniture	46	43.0	38.4	19.3	40.8	38.7	
Paper products, printing and publishing	47	42.1	38.6	20.9	39.8	38.4	
Rubber, plastics and other manufacturing	48, 49	43.1	38.6	21.9	39.9	38.3	
All manufacturing industries		42.5	38.1	21.9	39.5	38.2	
Electricity, gas, other energy and water	15-17	40.8	36.1	18.5	38.6	‡	
Construction	50	43.6	39.2	15.3	40.8	‡	
Transport and communication (except sea transport)	71, 72, 75-77, 79	46.5	40.8	21.9	39.9	40.1	
All above industries		43.3	38.2	21.6	39.8	38.2	

* † ‡ See footnotes to table 7(a).

Table 4(b) Average hourly earnings: by grouped class October 1983*

Grouped class	SIC 1980 class	Workers on adult rates			Workers on other rates		Pence per hour
		Full-time		Part-time†	Full-time		
		Male	Female	Female	Male	Female	
Metal processing and manufacturing	21, 22	374.7	240.8	212.3	205.0	‡	
Mineral extraction and manufacturing	23, 24	338.6	240.7	226.0	186.4	132.9	
Chemicals and man-made fibres	25, 26	379.1	264.7	245.1	235.9	164.2	
Metal goods and instrument engineering	31, 37	325.3	245.7	210.4	189.2	155.3	
Mechanical engineering	32	334.3	253.1	203.7	200.0	163.7	
Electrical and electronic engineering	33, 34	328.5	254.8	245.5	188.2	170.3	
Motor vehicles and parts	35	358.0	284.7	248.7	212.7	175.4	
Other transport equipment	36	357.6	269.8	226.1	209.7	188.1	
Food, drink and tobacco	41, 42	327.5	254.9	227.0	181.3	167.2	
Textiles	43	274.7	203.7	194.9	151.7	135.4	
Leather, footwear and clothing	44, 45	271.6	198.6	184.6	142.9	134.2	
Timber and wooden furniture	46	309.8	253.7	200.5	177.3	155.2	
Paper products, printing and publishing	47	437.7	290.6	258.4	215.3	181.7	
Rubber, plastics and other manufacturing	48, 49	325.9	226.6	199.6	183.0	164.5	
All manufacturing industries		343.6	237.2	220.1	195.7	152.0	
Electricity, gas, other energy and water	15-17	415.0	311.4	271.0	234.5	‡	
Construction	50	321.2	199.0	177.5	187.0	‡	
Transport and communication (except sea transport)	71, 72, 75-77, 79	349.5	289.4	216.9	221.8	179.8	
All above industries		343.5	239.1	220.0	197.1	152.3	

* † ‡ See footnotes to table 7(a).

Table 5(a) Average weekly earnings by industry October 1984

Industry	Group SIC 1980	Earnings ‡ (£ per week)				
		Workers on adult rates			Workers on other rates	
		Full-time		Part-time†	Full-time	
		Male	Female	Female	Male	Female
Electricity, gas, other energy and water						
Electricity production and distribution	161	184.32	130.48	51.86	85.60	‡
Gas supply	162	183.70	111.13	56.92	97.86	‡
Water supply	170	160.62	‡	48.26	114.65	‡
Metal processing and manufacturing						
Iron and steel	221	172.19	‡	36.13	83.19	‡
Steel tubes	222	158.61	102.00	42.21	‡	‡
Drawing cold rolling and forming of steel	223	163.94	97.74	51.35	‡	‡
Non-ferrous metals	224	169.75	105.54	50.78	85.70	‡
Mineral extraction and manufacturing						
Extraction of stone, clay, sand and gravel	231	156.74	‡	‡	‡	‡
Structural clay products	241	170.51	‡	‡	‡	‡
Cement lime and plaster	242	198.08	‡	‡	‡	‡
Building products of concrete, cement or plaster	243	156.14	‡	48.77	‡	‡
Asbestos goods	244	153.24	91.43	‡	‡	‡
Working of stone and other non-metallic minerals n.e.s.	245	173.70	95.53	‡	‡	‡
Abrasive products	246	150.69	110.20	‡	‡	‡
Glass and glassware	247	168.55	109.63	51.51	86.28	‡
Refractory and ceramic goods	248	148.70	97.53	45.25	68.37	62.18
Chemicals and man-made fibres						
Basic industrial chemicals	251	181.40	104.72	60.74	97.70	‡
Paints, varnishes and printing ink	255	154.29	102.61	48.16	‡	‡
Chemical products for industry and agriculture	256	164.21	119.99	53.31	87.61	‡
Pharmaceutical products	257	166.74	110.31	60.13	84.78	65.77
Soap and toilet preparations	258	164.54	100.15	53.72	‡	‡
Chemical products for household and office	259	212.21	133.35	68.55	‡	‡
Production of man-made fibres	260	170.58	116.66	51.19	‡	‡
Mechanical engineering						
Industrial plant and steelwork	320	164.04	92.24	32.63	88.68	‡
Agricultural machinery and tractors	321	148.11	100.09	37.11	75.74	‡
Machine tools and engineers' tools	322	150.65	102.81	47.25	78.97	‡
Textile machinery	323	141.16	99.03	39.36	78.30	‡
Machinery for food, chemical and related industries	324	146.72	‡	‡	‡	‡
Mining machinery, construction and mechanical handling equipment	325	155.23	97.53	36.88	81.65	‡
Mechanical power transmission equipment	326	151.57	107.06	48.14	85.61	‡
Printing, paper, wood, leather, rubber, glass, laundry etc machinery	327	168.96	‡	‡	‡	‡
Other machinery and mechanical equipment	328	149.14	105.35	48.42	80.82	‡
Ordnance, small arms and ammunition	329	164.62	119.73	61.27	80.90	‡
Office machinery, electrical and electronic engineering						
Office machinery and electronic data processing equipment	330	158.85	117.21	50.60	‡	‡
Insulated wires and cables	341	161.38	102.56	54.94	‡	‡
Basic electrical equipment	342	142.67	96.53	49.43	76.80	70.47
Industrial electrical equipment, batteries etc	343	150.82	97.81	51.63	82.60	64.50
Telecommunication equipment, electronic capital goods/ components	344	144.99	108.92	54.02	81.56	65.73
Other electronic equipment (active)	345	134.62	96.67	46.56	‡	‡
Domestic-type electric appliances	346	138.81	105.03	44.94	74.45	70.88
Electric lamps and lighting equipment	347	133.41	100.70	57.99	‡	‡
Manufacture of motor vehicles and parts						
Motor vehicles and engines	351	166.72	143.11	79.66	96.27	‡
Motor vehicle bodies, trailers and caravans	352	150.41	130.98	‡	84.64	‡
Motor vehicle parts	353	156.33	109.48	51.82	86.02	‡

Table 5(b) Average weekly earnings by industry October 1983

Industry	Group SIC 1980	Earnings ‡ (£ per week)				
		Workers on adult rates			Workers on other rates	
		Full-time		Part-time†	Full-time	
		Male	Female	Female	Male	Female
Electricity, gas, other energy and water						
Electricity production and distribution	161	174.79	116.88	51.21	88.61	‡
Gas supply	162	172.06	99.62	51.29	91.06	‡
Water supply	170	153.22	‡	45.58	104.32	‡
Metal processing and manufacturing						
Iron and steel	221	159.96	‡			

Table 5(a) continued

Industry	Group SIC 1980	Earnings (pence per hour)				
		Workers on adult rates		Workers on other rates		
		Full-time		Part-time†	Full-time	
		Male	Female	Female	Male	Female
Other transport equipment						
Shipbuilding and repairing	361	157.87	110.18	44.75	81.87	‡
Railway and tramway vehicles	362	141.02	‡	36.38	89.53	‡
Cycles and motor cycles	363	150.56	102.68	‡	‡	‡
Aerospace equipment manufacturing and repairing	364	168.63	119.14	61.50	85.52	‡
Other vehicles	365	116.85	94.49	‡	‡	‡
Metal goods and instruments						
Foundries	311	155.97	105.48	44.16	78.40	‡
Forging, pressing and stamping	312	157.26	88.47	48.02	71.36	‡
Bolts, nuts, springs, non-precision chains; metals treatment	313	141.95	93.19	45.89	79.64	‡
Metal doors, windows, etc.	314	145.15	‡	‡	‡	‡
Hand tools and finished metal goods	316	147.00	101.09	49.29	76.81	63.73
Precision instruments and apparatus	371	143.22	102.85	49.07	69.65	‡
Medical and surgical equipment	372	145.11	93.69	42.34	‡	‡
Optical instruments and photographic equipment	373	153.63	106.20	53.53	87.37	‡
Food, drink and tobacco						
Organic oils and fats (other than crude animal fats)	411	182.21	112.48	65.54	‡	‡
Animal slaughter and production of meat and by-products	412	135.72	98.80	51.54	75.56	66.14
Milk and milk products	413	155.44	106.54	46.41	‡	‡
Processing of fruit and vegetables	414	161.82	103.72	46.03	‡	‡
Fish processing	415	133.98	78.78	54.08	‡	‡
Grain milling	416	195.99	‡	‡	‡	‡
Bread, biscuits and flour confectionery	419	152.19	93.80	55.37	82.41	61.31
Sugar and sugar by-products	420	218.70	135.44	68.56	‡	‡
Ice cream, cocoa, chocolate and sugar confectionery	421	168.74	101.70	55.39	85.41	64.53
Animal feeding stuffs	422	177.31	119.47	54.63	‡	‡
Miscellaneous foods	423	173.71	111.78	55.48	‡	‡
Spirit distilling and compounding	424	151.27	125.80	43.19	‡	‡
Brewing and malting	427	183.30	121.52	39.85	‡	‡
Soft drinks	428	138.12	103.69	50.48	54.04	‡
Tobacco industry	429	209.28	155.79	68.63	‡	‡
Textiles						
Woolen and worsted industry	431	131.84	89.11	49.27	67.47	‡
Cotton and silk industries	432	119.44	87.86	46.59	‡	‡
Spinning and weaving of flax, hemp etc	434	115.16	85.04	49.17	‡	‡
Jute and polypropylene yarns and fabrics	435	125.88	100.72	‡	‡	‡
Hosiery and other knitted goods	436	126.83	78.58	49.09	58.63	51.01
Textile finishing	437	134.97	89.05	45.29	‡	‡
Carpets and other textile floor coverings	438	142.54	103.95	51.49	80.39	‡
Miscellaneous textiles	439	119.29	75.75	39.55	‡	‡
Leather, footwear and clothing						
Leather (tanning and dressing) and fellmongery	441	132.07	92.60	47.87	‡	‡
Leather goods	442	105.13	73.44	37.61	‡	‡
Footwear	451	132.85	91.92	58.35	64.92	62.84
Clothing, hats and gloves	453	110.32	76.84	46.85	60.80	53.44
Household and other made-up textiles	455	115.61	80.06	43.88	‡	‡
Timber and wooden furniture						
Sawmilling, planing etc of wood	461	128.15	‡	21.60	71.61	‡
Semi-finished wood products etc	462	129.61	‡	‡	‡	‡
Builders' carpentry and joinery	463	143.45	110.19	40.72	67.73	‡
Wooden containers	464	121.46	80.21	‡	‡	‡
Other wooden articles (except furniture)	465	129.81	88.45	42.66	‡	‡
Cork, wickerware, brushes and brooms	466	123.53	87.30	49.30	‡	‡
Wooden and upholstered furniture, shop and office fittings	467	145.63	113.29	47.94	79.39	‡

Table 5(b) continued

Industry	Group SIC 1980	Earnings (pence per hour)				
		Workers on adult rates		Workers on other rates		
		Full-time		Part-time†	Full-time	
		Male	Female	Female	Male	Female
Other transport equipment						
Shipbuilding and repairing	361	150.80	101.55	42.08	81.85	‡
Railway and tramway vehicles	362	128.53	‡	32.71	79.85	‡
Cycles and motor cycles	363	127.82	94.10	‡	‡	‡
Aerospace equipment manufacturing and repairing	364	151.67	107.95	54.49	79.41	‡
Other vehicles	365	109.12	89.88	‡	‡	‡
Metal goods and instruments						
Foundries	311	145.17	98.44	41.58	75.81	‡
Forging, pressing and stamping	312	144.67	81.06	46.23	82.98	‡
Bolts, nuts, springs, non-precision chains; metals treatment	313	131.17	90.44	44.39	74.43	‡
Metal doors, windows, etc	314	136.48	‡	‡	‡	‡
Hand tools, and finished metal goods	316	136.81	92.83	46.78	74.90	59.86
Precision instruments and apparatus	371	128.55	91.35	41.81	70.52	‡
Medical and surgical equipment	372	136.11	91.30	41.03	‡	‡
Optical instruments and photographic equipment	373	143.43	106.84	50.81	87.51	‡
Food, drink and tobacco						
Organic oils and fats (other than crude animal fats)	411	164.94	105.43	58.24	‡	‡
Animal slaughter and production of meat and by-products	412	126.67	91.77	48.95	73.01	65.25
Milk and milk products	413	145.70	100.55	46.31	90.83	‡
Processing of fruit and vegetables	414	148.22	96.20	45.25	‡	‡
Fish processing	415	129.11	80.31	50.42	‡	‡
Grain milling	416	178.04	‡	‡	‡	‡
Bread, biscuits and flour confectionery	419	138.13	90.33	50.29	74.36	66.40
Sugar and sugar by-products	420	197.12	122.31	60.77	‡	‡
Ice cream, cocoa, chocolate and sugar confectionery	421	143.89	90.97	51.22	74.46	57.83
Animal feeding stuffs	422	167.79	103.66	42.91	‡	‡
Miscellaneous foods	423	159.31	103.70	50.94	‡	65.74
Spirit distilling and compounding	424	135.05	109.03	37.56	‡	‡
Brewing and malting	427	169.44	118.88	41.67	‡	‡
Soft drinks	428	127.28	91.35	45.84	58.89	‡
Tobacco industry	429	188.82	145.77	64.67	‡	‡
Textiles						
Woolen and worsted industry	431	121.33	82.53	44.14	59.77	53.55
Cotton and silk industries	432	111.16	81.29	41.87	‡	‡
Spinning and weaving of flax, hemp etc	434	102.39	75.04	44.78	‡	‡
Jute and polypropylene yarns and fabrics	435	118.69	88.83	‡	‡	‡
Hosiery and other knitted goods	436	121.12	73.11	46.47	60.37	51.34
Textile finishing	437	128.59	89.02	42.81	‡	‡
Carpets and other textile floor coverings	438	133.96	95.16	45.65	‡	‡
Miscellaneous textiles	439	111.80	72.17	38.12	‡	‡
Leather, footwear and clothing						
Leather (tanning and dressing) and fellmongery	441	123.17	85.92	44.61	‡	‡
Leather goods	442	99.38	71.74	35.40	‡	‡
Footwear	451	126.39	87.09	51.88	61.20	54.85
Clothing, hats and gloves	453	105.18	71.64	44.64	57.04	50.73
Household and other made-up textiles	455	112.46	75.74	42.48	‡	49.06
Timber and wooden furniture						
Sawmilling, planing etc of wood	461	121.23	‡	21.19	66.84	‡
Semi-finished wood products etc	462	125.66	‡	‡	‡	‡
Builders' carpentry and joinery	463	136.08	107.83	‡	69.76	‡
Wooden containers	464	112.34	81.96	‡	‡	‡
Other wooden articles (except furniture)	465	122.79	85.52	43.46	‡	‡
Cork, wickerware, brushes and brooms	466	118.01	82.37	48.65	‡	‡
Wooden and upholstered furniture, shop and office fittings	467	139.79	107.11	38.55	74.91	63.57

Table 5(a) continued

Industry	Group SIC 1980	Earnings (pence per hour)				
		Workers on adult rates		Workers on other rates		
		Full-time		Part-time†	Full-time	
		Male	Female	Female	Male	Female
Paper and paper products, printing and publishing						
Pulp, paper and board	471	169.16	105.39	49.47	90.97	‡
Conversion of paper and board	472	169.30	113.07	55.93	86.48	73.88
Printing and publishing	475	213.41	124.05	58.56	91.16	74.98
Rubber, plastics and other manufacturing						
Rubber products	481	156.38	95.54	46.86	80.40	‡
Retreading and repairing of rubber tyres	482	126.06	‡	‡	‡	‡
Processing of plastics	483	153.89	94.91	53.75	77.55	63.96
Jewellery and coins	491	150.55	83.05	43.71	‡	‡
Toys and sports goods	494	127.90	91.93	52.46	‡	‡
Miscellaneous manufacturing industries	495	139.27	87.97	39.60	‡	‡
Construction	50	147.80	87.82	30.21	76.25	‡
Transport and communication (except sea transport)						
Railways	710	164.84	123.15	42.61	92.00	‡
Bus and coach services, urban railways	721	163.09	135.32	45.82	83.94	‡
Road haulage	723	165.32	113.28	41.50	78.78	‡
Inland water transport	726	155.57	‡	‡	‡	‡
Air transport	750	199.10	164.25	‡	‡	‡
Supporting services to inland transport	761	129.73	‡	‡	‡	‡
Supporting services to sea transport	763	219.49	‡	45.41	‡	‡
Supporting services to air transport	764	181.69	169.16	‡	‡	‡
Miscellaneous transport services and storage n.e.s.	770	170.17	98.94	45.02	‡	‡
Postal services and telecommunications	790	183.09	150.35	69.47	89.18	79.51

†† See footnotes to table 7(a).

Table 5(b) continued

Industry	Group SIC 1980	Earnings (pence per hour)				
		Workers on adult rates		Workers on other rates		
		Full-time		Part-time†	Full-time	
		Male	Female	Female	Male	Female
Paper and paper products, printing and publishing						
Pulp, paper and board	471	152.81	95.36	45.34	88.85	‡
Conversion of paper and board	472	157.61	104.28	54.82	80.32	64.79
Printing and publishing	475	198.62	117.37	54.15	86.58	71.95
Rubber, plastics and other manufacturing						
Rubber products	481	146.50	90.08	44.33	71.94	‡
Retreading and repairing of rubber tyres	482	121.61	‡	‡	‡	‡
Processing of plastics	483	143.76	88.60	46.48	75.49	59.55
Jewellery and coins	491	136.69	80.17	44.22	‡	‡
Toys and sports goods	494	114.97	83.50	42.91	‡	‡
Miscellaneous manufacturing industries	495	123.69	87.56	36.24	‡	‡
Construction	50	139.99	77.99	27.20	76.31	‡
Transport and communication (except sea transport)						
Railways	710	154.10	116.80	40.00	83.45	‡
Bus and coach services, urban railways	721	152.24	120.75	42.18	79.72	‡
Road haulage	723	153.28	109.71	39.13	76.36	‡
Inland water transport	726	156.26	‡	‡	‡	‡
Air transport	750	182.70	153.56	‡	‡	‡
Supporting services to inland transport	761	127.08	‡	‡	‡	

Table 6(a) continued

Industry	Group SIC 1980	Hours worked†					
		Workers on adult rates		Workers on other rates			
		Full-time		Part-time†	Full-time		
		Male	Female	Female	Male	Female	
Chemicals and man-made fibres							
Basic industrial chemicals	251	42.4	38.2	22.3	37.9	‡	
Paints, varnishes and printing ink	255	43.4	37.6	19.9	‡	‡	
Chemical products for industry and agriculture	256	45.7	38.9	20.8	39.8	‡	
Pharmaceutical products	257	42.7	38.5	21.8	38.8	38.5	
Soap and toilet preparations	258	43.8	38.1	20.7	‡	‡	
Chemical products for household and office	259	40.4	39.0	21.0	‡	‡	
Production of man-made fibres	260	42.9	40.0	19.1	‡	‡	
Mechanical engineering							
Industrial plant and steelwork	320	43.7	38.6	17.0	39.7	‡	
Agricultural machinery and tractors	321	40.8	36.2	19.0	40.8	‡	
Machine tools and engineers' tools	322	42.7	37.8	20.9	39.9	‡	
Textile machinery	323	43.2	38.3	19.3	40.0	‡	
Machinery for food, chemical and related industries	324	41.0	‡	‡	‡	‡	
Mining machinery, construction and mechanical handling equipment	325	42.9	37.4	19.0	39.2	‡	
Mechanical power transmission equipment	326	41.9	38.2	19.0	39.1	‡	
Printing, paper, wood, leather, rubber, glass, laundry etc machinery	327	41.7	‡	‡	‡	‡	
Other machinery and mechanical equipment	328	42.3	38.6	20.4	39.2	‡	
Ordnance, small arms and ammunition	329	42.9	39.8	22.9	38.3	‡	
Office machinery, electrical and electronic engineering							
Office machinery and electronic data processing equipment	330	42.9	40.3	23.8	‡	‡	
Insulated wires and cables	341	43.2	38.1	21.9	‡	‡	
Basic electrical equipment	342	41.6	38.0	20.6	39.2	38.1	
Industrial electrical equipment, batteries etc	343	41.8	37.3	21.0	39.5	37.2	
Telecommunication equipment, electronic capital goods/components	344	41.8	38.6	20.9	38.5	37.8	
Other electronic equipment (active)	345	41.4	38.0	19.5	‡	‡	
Domestic-type electric appliances	346	41.5	38.9	20.0	39.6	37.1	
Electric lamps and lighting equipment	347	41.6	36.9	18.5	‡	‡	
Manufacture of motor vehicles and parts							
Motor vehicles and engines	351	42.3	40.9	22.5	38.7	‡	
Motor vehicle bodies, trailers and caravans	352	40.6	38.7	‡	38.6	‡	
Motor vehicle parts	353	40.7	38.0	22.3	40.0	‡	
Other transport equipment							
Shipbuilding and repairing	361	42.5	38.4	18.1	38.2	‡	
Railway and tramway vehicles	362	39.3	‡	21.2	38.1	‡	
Cycles and motor cycles	363	42.9	39.1	‡	‡	‡	
Aerospace equipment manufacturing and repairing	364	41.5	38.7	22.7	38.7	‡	
Other vehicles	365	40.2	36.2	‡	‡	‡	
Metal goods and instruments							
Foundries	311	44.5	38.6	20.3	39.6	‡	
Forging, pressing and stamping	312	42.2	38.0	22.6	40.2	‡	
Bolts, nuts, springs, non-precision chains; metals treatment	313	42.9	37.9	20.7	39.4	‡	
Metal doors, windows, etc	314	42.0	‡	‡	‡	‡	
Hand tools and finished metal goods	316	42.6	38.3	21.7	40.2	38.1	
Precision instruments and apparatus	371	41.8	38.2	23.1	38.3	‡	
Medical and surgical equipment	372	40.9	38.3	21.7	‡	‡	
Optical instruments and photographic equipment	373	42.3	39.2	23.6	39.2	‡	
Food, drink and tobacco							
Organic oils and fats (other than crude animal fats)	411	48.3	39.2	24.3	‡	‡	
Animal slaughter and production of meat and by-products	412	43.7	39.0	21.4	41.6	38.0	
Milk and milk products	413	46.1	39.0	18.9	‡	‡	
Processing of fruit and vegetables	414	45.1	38.8	20.0	‡	‡	
Fish processing	415	45.3	37.8	24.2	‡	‡	
Grain milling	416	52.1	‡	‡	‡	‡	
Bread, biscuits and flour confectionery	419	47.8	39.3	21.7	41.4	40.0	

Table 6(b) continued

Industry	Group SIC 1980	Hours worked†					
		Workers on adult rates		Workers on other rates			
		Full-time		Part-time†	Full-time		
		Male	Female	Female	Male	Female	
Chemicals and man-made fibres							
Basic industrial chemicals	251	42.4	38.0	22.1	38.7	‡	
Paints, varnishes and printing ink	255	43.1	37.2	19.1	‡	‡	
Chemical products for industry and agriculture	256	43.6	38.7	21.3	38.1	‡	
Pharmaceutical products	257	42.6	37.8	21.4	39.8	39.4	
Soap and toilet preparations	258	44.3	39.0	23.1	‡	‡	
Chemical products for household and office	259	41.5	38.6	18.9	‡	‡	
Production of man-made fibres	260	42.4	39.7	20.4	37.9	‡	
Mechanical engineering							
Industrial plant and steelwork	320	42.6	37.8	17.6	38.7	‡	
Agricultural machinery and tractors	321	42.0	38.7	19.7	41.2	‡	
Machine tools and engineers' tools	322	40.8	37.5	22.1	39.1	‡	
Textile machinery	323	42.2	40.3	‡	40.1	‡	
Machinery for food, chemical and related industries	324	43.0	‡	‡	‡	‡	
Mining machinery, construction and mechanical handling equipment	325	42.1	36.5	18.2	39.6	‡	
Mechanical power transmission equipment	326	41.3	39.1	20.4	38.1	‡	
Printing, paper, wood, leather, rubber, glass, laundry etc machinery	327	40.6	‡	‡	38.2	‡	
Other machinery and mechanical equipment	328	41.6	39.0	21.6	38.9	‡	
Ordnance, small arms and ammunition	329	40.9	39.5	21.3	37.6	‡	
Office machinery, electrical and electronic engineering							
Office machinery and electronic data processing equipment	330	43.6	39.3	21.3	‡	‡	
Insulated wires and cables	341	43.4	37.9	23.0	‡	‡	
Basic electrical equipment	342	41.5	37.7	21.5	39.2	38.0	
Industrial electrical equipment, batteries etc	343	41.5	38.5	21.3	39.5	38.1	
Telecommunication equipment, electronic capital goods/components	344	42.1	37.9	21.2	38.9	37.9	
Other electronic equipment (active)	345	41.6	37.9	20.0	39.6	38.4	
Domestic-type electric appliances	346	42.0	39.1	21.4	39.9	38.0	
Electric lamps and lighting equipment	347	39.0	37.5	19.7	38.5	37.0	
Manufacture of motor vehicles and parts							
Motor vehicles and engines	351	41.5	39.6	22.7	38.8	‡	
Motor vehicle bodies, trailers and caravans	352	40.0	39.3	21.1	38.6	‡	
Motor vehicle parts	353	41.1	38.2	20.5	38.9	‡	
Other transport equipment							
Shipbuilding and repairing	361	43.2	37.4	18.8	39.0	‡	
Railway and tramway vehicles	362	37.8	‡	20.4	37.4	‡	
Cycles and motor cycles	363	40.9	37.8	‡	‡	‡	
Aerospace equipment manufacturing and repairing	364	40.3	37.9	21.7	38.2	‡	
Other vehicles	365	40.1	37.4	‡	‡	‡	
Metal goods and instruments							
Foundries	311	43.7	38.3	20.6	40.0	‡	
Forging, pressing and stamping	312	41.4	37.1	23.0	40.4	‡	
Bolts, nuts, springs, non-precision chains; metals treatment	313	42.3	37.7	21.2	40.3	‡	
Metal doors, windows, etc	314	42.3	‡	‡	‡	‡	
Hand tools and finished metal goods	316	42.5	38.0	21.8	39.9	37.8	
Precision instruments and apparatus	371	41.2	39.0	20.3	39.0	‡	
Medical and surgical equipment	372	40.9	38.9	21.8	‡	‡	
Optical instruments and photographic equipment	373	42.3	42.1	23.6	39.5	‡	
Food, drink and tobacco							
Organic oils and fats (other than crude animal fats)	411	48.5	39.9	23.5	‡	‡	
Animal slaughter and production of meat and by-products	412	43.8	38.9	20.9	41.3	39.2	
Milk and milk products	413	46.9	39.5	19.6	44.9	‡	
Processing of fruit and vegetables	414	43.8	37.5	20.8	‡	‡	
Fish processing	415	46.2	38.2	23.9	‡	‡	
Grain milling	416	51.2	‡	‡	‡	‡	
Bread, biscuits and flour confectionery	419	47.7	40.7	22.9	41.5	38.8	

Table 6(a) continued

Industry	Group SIC 1980	Hours worked†					
		Workers on adult rates		Workers on other rates			
		Full-time		Part-time†	Full-time		
		Male	Female	Female	Male	Female	
Food, drink and tobacco (continued)							
Sugar and sugar by-products	420	52.4	43.6	24.1	‡	‡	
Ice cream, cocoa, chocolate and sugar confectionery	421	43.6	38.7	21.6	40.1	39.3	
Animal feeding stuffs	422	47.3	39.0	20.3	‡	‡	
Miscellaneous foods	423	43.8	38.3	23.0	‡	‡	
Spirit distilling and compounding	424	43.4	41.1	17.5	‡	‡	
Brewing and malting	427	44.1	39.4	16.7	‡	‡	
Soft drinks	428	43.1	38.3	21.3	39.3	‡	
Tobacco industry	429	40.6	35.9	18.3	‡	‡	
Textiles							
Woolen and worsted industry	431	46.9	38.9	22.7	42.3	‡	
Cotton and silk industries	432	42.8	39.1	22.1	‡	‡	
Spinning and weaving of flax, hemp etc	434	44.5	39.8	22.4	‡	‡	
Jute and polypropylene yarns and fabrics	435	43.2	41.0	‡	‡	‡	
Hosiery and other knitted goods	436	41.6	37.9	23.4	41.2	38.4	
Textile finishing	437	44.7	39.1	20.6	‡	‡	
Carpets and other textile floor coverings	438	43.4	39.9	22.7	41.3	‡	
Miscellaneous textiles	439	43.9	38.2	21.4	‡	‡	
Leather, footwear and clothing							
Leather (tanning and dressing) and fellmongery	441	45.0	39.6	20.5	‡	‡	
Leather goods	442	41.9	37.1	21.7	‡	‡	
Footwear	451	40.8	38.2	24.2	40.5	39.2	
Clothing, hats and gloves	453	41.3	36.7	23.9	39.7	37.5	
Household and other made-up textiles	455	41.7	37.1	22.6	‡	‡	
Timber and wooden furniture							
Sawmilling, planing etc of wood	461	42.1	‡	13.3	40.3	‡	
Semi-finished wood products etc	462	42.5	‡	‡	‡	‡	
Builders' carpentry and joinery	463	42.7	38.5	20.6	39.2	‡	
Wooden containers	464	41.6	36.7	‡	‡	‡	
Other wooden articles (except furniture)	465	42.1	38.9	19.6	‡	‡	
Cork, wickerware, brushes and brooms	466	40.7	38.7	21.8	‡	‡	
Wooden and upholstered furniture, shop and office fittings	467	43.5	38.4	20.4	41.3	‡	
Paper and paper products, printing and publishing							
Pulp, paper and board	471	47.6	40.3	21.6	42.5	‡	
Conversion of paper and board	472	42.2	38.1	21.8	39.3	38.0	
Printing and publishing	475	41.6	39.1	21.0	39.6	38.1	
Rubber, plastics and other manufacturing							
Rubber products	481	42.5	38.8	21.6	39.9	‡	
Retreading and repairing of rubber tyres	482	42.5	‡	‡	‡	‡	
Processing of plastics	483	44.3	38.8	22.7	40.0	38.3	
Jewellery and coins	491	41.9	39.4	21.8	‡	‡	
Toys and sports goods	494	42.3	38.1	20.9	‡	‡	
Miscellaneous manufacturing industries	495	42.8	38.0	21.5	‡	‡	
Construction	50	43.3	38.8	16.0	40.7	‡	
Transport and communication (except sea transport)							
Railways	710	46.0	42.9	26.0	38.5	‡	
Bus and coach services, urban railways	721	44.8	41.6	20.8	37.8	‡	
Road haulage	723	50.7	42.2	20.3	45.7	‡	
Inland water transport	726	46.8	‡	‡	‡	‡	
Air transport	750	43.5	41.0	‡	‡	‡	
Supporting services to inland transport	761	45.3	‡	‡	‡	‡	
Supporting services to sea transport	763	46.1	‡	19.6	‡	‡	
Supporting services to air transport							

**Table 7(a) Average hourly earnings by industry
October 1984**

Industry	Group SIC 1980	Earnings (pence per hour)				
		Workers on adult rates			Workers on other rates	
		Full-time	Part-time†		Full-time	Full-time
			Male	Female			Male	Female
Electricity, gas, other energy and water						
Electricity production and distribution	161	456.9	348.9	293.0	227.2	‡
Gas supply	162	450.2	304.9	287.6	251.7	‡
Water supply	170	389.6	‡	279.6	300.3	‡
Metal processing and manufacturing						
Iron and steel	221	428.0	‡	198.9	215.7	‡
Steel tubes	222	356.5	257.1	217.3	‡	‡
Drawing cold rolling and forming of steel	223	382.2	254.3	220.6	‡	‡
Non-ferrous metals	224	385.1	272.3	244.9	223.4	‡
Mineral extraction and manufacturing						
Extraction of stone, clay, sand and gravel	231	325.4	‡	‡	‡	‡
Structural clay products	241	372.0	‡	‡	‡	‡
Cement lime and plaster	242	395.2	‡	‡	‡	‡
Building products of concrete, cement or plaster	243	344.2	‡	221.5	‡	‡
Asbestos goods	244	355.0	250.2	‡	‡	‡
Working of stone and other non-metallic minerals n.e.s.	245	383.0	244.7	‡	‡	‡
Abrasive products	246	352.5	280.6	‡	‡	‡
Glass and glassware	247	398.2	277.0	234.2	214.4	‡
Refractory and ceramic goods	248	340.9	254.8	225.3	169.5	161.5
Chemicals and man-made fibres						
Basic industrial chemicals	251	428.3	274.4	272.1	257.7	‡
Paints, varnishes and printing ink	255	355.9	272.6	242.3	‡	‡
Chemical products for industry and agriculture	256	359.4	308.2	256.2	220.0	‡
Pharmaceutical products	257	390.4	286.6	276.0	218.4	170.9
Soap and toilet preparations	258	375.3	262.7	259.8	‡	‡
Chemical products for household and office	259	525.5	341.6	326.5	‡	‡
Production of man-made fibres	260	397.5	291.5	267.6	‡	‡
Mechanical engineering						
Industrial plant and steelwork	320	375.7	239.0	192.5	223.1	‡
Agricultural machinery and tractors	321	363.1	276.1	194.8	185.5	‡
Machine tools and engineers' tools	322	353.0	271.8	226.0	197.8	‡
Textile machinery	323	326.8	258.7	203.6	195.8	‡
Machinery for food, chemical and related industries	324	357.9	‡	‡	‡	‡
Mining machinery, construction and mechanical handling equipment	325	361.5	260.8	194.0	208.5	‡
Mechanical power transmission equipment	326	362.1	280.0	253.4	219.2	‡
Printing, paper, wood, leather, rubber, glass, laundry etc machinery	327	405.5	‡	‡	‡	‡
Other machinery and mechanical equipment	328	352.8	272.8	237.5	206.4	‡
Ordnance, small arms and ammunition	329	384.1	300.5	267.1	210.9	‡
Office machinery, electrical and electronic engineering						
Office machinery and electronic data processing equipment	330	370.7	290.7	212.7	‡	‡
Insulated wires and cables	341	373.4	269.3	250.8	‡	‡
Basic electrical equipment	342	342.6	254.2	240.3	195.9	185.0
Industrial electrical equipment, batteries etc	343	360.8	262.2	245.6	209.1	173.5
Telecommunication equipment, electronic capital goods/ components	344	347.2	282.1	259.1	211.7	174.0
Other electronic equipment (active)	345	325.0	254.4	239.1	‡	‡
Domestic-type electric appliances	346	334.8	270.0	224.3	188.0	191.0
Electric lamps and lighting equipment	347	320.4	272.9	312.9	‡	‡
Manufacture of motor vehicles and parts						
Motor vehicles and engines	351	394.0	350.3	354.5	248.9	‡
Motor vehicle bodies, trailers and caravans	352	370.2	338.0	‡	219.3	‡
Motor vehicle parts	353	384.0	288.4	232.2	215.3	‡
Other transport equipment						
Shipbuilding and repairing	361	371.2	286.9	247.8	214.3	‡
Railway and tramway vehicles	362	358.9	‡	171.4	235.1	‡
Cycles and motor cycles	363	350.8	262.4	‡	‡	‡
Aerospace equipment manufacturing and repairing	364	406.3	307.5	271.5	220.9	‡
Other vehicles	365	290.9	261.3	‡	‡	‡

**Table 7(b) Average hourly earnings by industry
October 1983**

Industry	Group SIC 1980	Earnings (pence per hour)				
		Workers on adult rates			Workers on other rates	
		Full-time	Part-time†		Full-time	Full-time
			Male	Female		
Electricity, gas, other energy and water						
Electricity production and distribution	161	435.1	324.8	282.0	229.9	‡
Gas supply	162	424.4	283.7	262.4	236.6	‡
Water supply	170	361.4	‡	259.6	264.5	‡
Metal processing and manufacturing						
Iron and steel	221	401.4	‡	185.8	209.9	‡
Steel tubes	222	341.1	235.5	204.1	198.3	‡
Drawing cold rolling and forming of steel	223	352.8	218.9	193.3	187.7	‡
Non-ferrous metals	224	353.8	250.6	230.1	203.6	‡
Mineral extraction and manufacturing						
Extraction of stone, clay, sand and gravel	231	304.7	‡	203.6	‡	‡
Structural clay products	241	345.2	‡	184.8	‡	‡
Cement lime and plaster	242	385.1	‡	‡	‡	‡
Building products of concrete, cement or plaster	243	323.9	‡	222.7	‡	‡
Asbestos goods	244	347.6	244.3	‡	‡	‡
Working of stone and other non-metallic minerals n.e.s.	245	340.1	224.5	‡	‡	‡
Abrasive products	246	324.2	268.9	‡	‡	‡
Glass and glassware	247	372.2	252.6	247.0	191.5	‡
Refractory and ceramic goods	248	321.6	237.0	205.9	143.1	127.5
Chemicals and man-made fibres						
Basic industrial chemicals	251	399.5	263.0	247.8	240.7	‡
Paints, varnishes and printing ink	255	335.6	251.9	217.5	‡	‡
Chemical products for industry and agriculture	256	342.1	286.9	227.5	232.3	‡
Pharmaceutical products	257	355.4	250.0	243.1	201.9	162.4
Soap and toilet preparations	258	373.1	249.9	242.6	‡	‡
Chemical products for household and office	259	468.7	299.8	312.9	‡	‡
Production of man-made fibres	260	393.8	264.7	236.5	226.5	‡
Mechanical engineering						
Industrial plant and steelwork	320	376.5	225.6	177.7	210.8	‡
Agricultural machinery and tractors	321	319.9	253.9	189.0	167.8	‡
Machine tools and engineers' tools	322	323.9	249.2	198.3	185.8	‡
Textile machinery	323	309.5	242.8	‡	179.3	‡
Machinery for food, chemical and related industries	324	357.0	‡	‡	‡	‡
Mining machinery, construction and mechanical handling equipment	325	327.4	237.7	187.8	207.1	‡
Mechanical power transmission equipment	326	332.8	263.1	239.3	210.3	‡
Printing, paper, wood, leather, rubber, glass, laundry etc machinery	327	357.1	‡	‡	212.7	‡
Other machinery and mechanical equipment	328	326.7	249.6	205.4	202.0	‡
Ordnance, small arms and ammunition	329	371.0	280.9	250.8	210.3	‡
Office machinery, electrical and electronic engineering						
Office machinery and electronic data processing equipment	330	354.9	285.2	258.9	‡	‡
Insulated wires and cables	341	347.9	253.7	240.9	‡	‡
Basic electrical equipment	342	321.0	237.4	218.2	182.3	159.7
Industrial electrical equipment, batteries etc	343	335.5	259.2	255.8	188.0	161.0
Telecommunication equipment, electronic capital goods/ components	344	322.9	261.8	246.9	191.6	169.8
Other electronic equipment (active)	345	316.0	241.6	229.9	182.0	172.6
Domestic-type electric appliances	346	320.9	261.3	204.3	192.4	179.9
Electric lamps and lighting equipment	347	330.6	255.9	288.9	207.0	165.5
Manufacture of motor vehicles						
Motor vehicles and engines	351	361.4	312.7	341.1	212.8	‡
Motor vehicle bodies, trailers and caravans	352	350.4	297.7	194.5	200.4	‡
Motor vehicle parts	353	358.3	278.5	233.6	223.3	‡
Other transport equipment						
Shipbuilding and repairing	361	249.3	271.2	223.7	209.9	‡
Railway and tramway vehicles	362	339.7	‡	160.1	213.2	‡
Cycles and motor cycles	363	312.3	248.7	‡	‡	‡
Aerospace equipment manufacturing and repairing	364	376.7	284.8	251.4	207.7	‡
Other vehicles	365	271.9	240.6	‡	‡	‡

Table 7(a) continued

Industry	Group SIC 1980	Earnings (pence per hour)				
		Workers on adult rates			Workers on other rates	
		Full-time	Part-time†		Full-time	Full-time
			Male	Female		
Metal goods and instruments						
Foundries	311	350.6	273.0	218.0	198.0	‡
Forging, pressing and stamping	312	372.3	232.6	212.8	177.4	‡
Bolts, nuts, springs, non-precision chains; metals treatment	313	330.6	245.8	221.9	202.1	‡
Metal doors, windows, etc	314	345.8	‡	‡	‡	‡
Hand tools and finished metal goods	316	345.0	264.2	227.3	191.0	167.2
Precision instruments and apparatus	371	343.0	269.1	212.3	182.1	‡
Medical and surgical equipment	372	354.8	244.6	195.4	‡	‡
Optical instruments and photographic equipment	373	363.0	270.6	227.3	222.6	‡
Food, drink and tobacco						
Organic oils and fats (other than crude animal fats)	411	376.9	287.0	269.8	‡	‡
Animal slaughter and production of meat and by-products	412	310.4	253.6	240.9	181.6	173.9
Milk and milk products	413	336.8	273.0	245.6	‡	‡
Processing of fruit and vegetables	414	359.0	267.1	230.6	‡	‡
Fish processing	415	295.9	208.7	223.2	‡	‡
Grain milling	416	375.8	‡	‡	‡	‡
Bread, biscuits and flour confectionery	419	318.6	238.5	254.7	199.1	153.3
Sugar and sugar by-products	420	417.3	310.4	284.8	‡	‡
Ice cream, cocoa, chocolate	421	387.0	262.7	256.1	212.8	164.3
Animal feeding stuffs	422	374.7	306.7	269.7	‡	‡
Miscellaneous foods	423	396.4	292.0	241.4	‡	‡
Spirit distilling and compounding	424	348.5	306.2	246.1	‡	‡
Brewing and malting	427	415.5	308.1	239.3	‡	‡
Soft drinks	428	320.7	270.8	237.2	137.4	‡
Tobacco industry	429	515.5	434.3	374.7	‡	‡
Textiles						
Woolen and worsted industry	431	280.8	228.8	217.2	159.3	‡
Cotton and silk industries	432	278.8	224.9	211.1	‡	‡
Spinning and weaving of flax, hemp etc	434	258.7	213.8	219.0	‡	‡
Jute and polypropylene yarns and fabrics	435	291.6	245.5	‡	‡	‡
Hosiery and other knitted goods	436	304.5	207.3	210.1	142.2	132.9
Textile finishing	437	301.7	227.8	220.1	‡	‡
Carpets and other textile floor coverings	438	328.5	260.3	226.9	194.8	‡
Miscellaneous textiles	439	271.9	198.4	185.1	‡	‡
Leather, footwear and clothing						
Leather (tanning and dressing) and fellmongery	441	293.3	233.6	233.1	‡	‡
Leather goods	442	250.8	197.7	173.0	‡	‡
Footwear	451	325.7	240.7	241.2	160.2	160.2
Clothing, hats and gloves	453	267.4	209.1	195.9	153.0	142.6
Household and other made-up textiles	455	277.4	215.6	194.3	‡	‡
Timber and wooden furniture						
Sawmilling, planing etc of wood						

Table 7(a) continued

Industry	Group: SIC 1980	Earnings (pence per hour)				
		Workers on adult rates			Workers on other rates	
		Full-time		Part-time†	Full-time	
		Male	Female	Female	Male	Female
Construction	50	341.4	226.6	189.2	187.3	‡
Transport and communication (except sea transport)						
Railways	710	358.2	287.1	163.9	238.8	‡
Bus and coach services, urban railways	721	364.4	325.3	220.2	222.2	‡
Road haulage	723	325.8	268.7	204.4	172.5	‡
Inland water transport	726	332.5	‡	‡	‡	—
Air transport	750	457.8	400.3	‡	‡	‡
Supporting services to inland transport	761	286.1	‡	‡	‡	—
Supporting services to sea transport	763	476.5	‡	231.8	‡	‡
Supporting services to air transport	764	442.6	427.5	—	‡	‡
Miscellaneous transport services and storage n.e.s.	770	373.2	260.4	218.9	‡	‡
Postal services and telecommunications	790	393.0	319.7	277.6	211.4	184.9

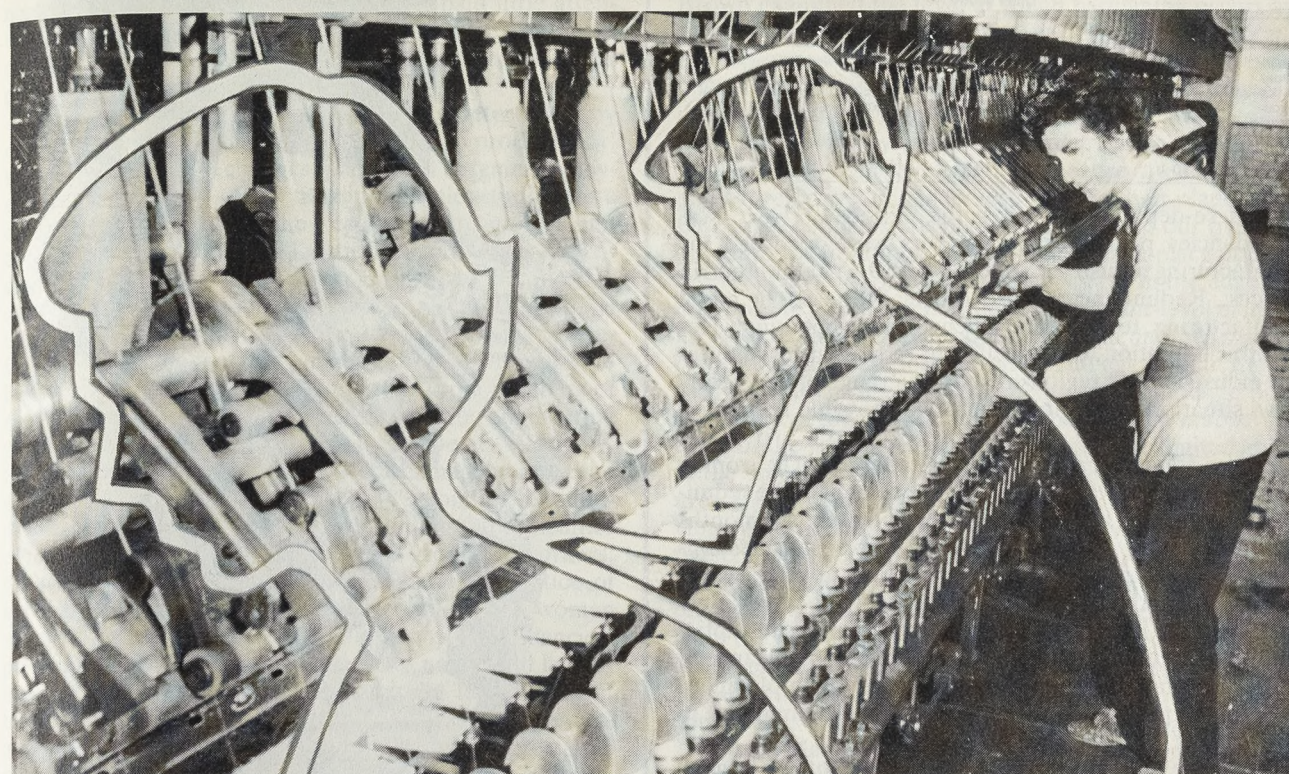
* Figures from previous years surveys are given in table 5-4 of *Employment Gazette*.
 † Workers originally employed for not more than 30 hours per week are classified as part-time.
 ‡ In general figures are not published for whole Groups or for categories of workers within Groups where the averages are based on returns from less than five establishments or less than 200 employees.

Table 7(b) continued

Industry	Group: SIC 1980	Earnings (pence per hour)				
		Workers on adult rates			Workers on other rates	
		Full-time		Part-time†	Full-time	
		Male	Female	Female	Male	Female
Construction	50	321.2	199.0	177.5	187.0	‡
Transport and communication (except sea transport)						
Railways	710	334.4	272.0	153.8	220.3	‡
Bus and coach services, urban railways	721	337.6	293.3	198.7	206.7	‡
Road haulage	723	296.9	253.6	191.7	168.1	‡
Inland water transport	726	351.2	‡	‡	‡	—
Air transport	750	410.6	369.6	‡	‡	‡
Supporting services to inland transport	761	277.2	‡	‡	‡	—
Supporting services to sea transport	763	429.0	‡	219.2	202.8	—
Supporting services to air transport	764	419.0	404.9	‡	‡	—
Miscellaneous transport services and storage n.e.s.	770	342.4	262.8	199.6	213.3	‡
Postal services and telecommunications	790	391.4	308.2	260.6	239.2	189.4

†‡ See footnotes to table 7(a)

SPECIAL FEATURE



Women and redundancy

Some case studies in manufacturing industries

by Roderick Martin*

Imperial College,
London.

In order to examine women's experiences of redundancy and its aftermath in the early 1980s, five case studies were carried out to illustrate a range of redundancy situations in large-scale manufacturing industry. This article provides some of the results of the project and covers general aspects of the handling of redundancies as well as the specific impact of redundancy on women.

The issue of unemployment amongst women has been of increasing interest in the last few years as the incidence of unemployment has risen and the paucity of our knowledge about women's reactions to and experience of unemployment has been revealed. In particular there was limited knowledge of female redundancy and unemployment because previous studies of redundancies had occurred when female employment was at substantially lower levels than it had reached by the 1980s, and had also largely ignored women workers.

The research findings discussed in this article are derived from one of three projects on women's unemployment mounted by the Department of Employment¹. The study reported here aimed to find out how women were treated in redundancies, and what their reactions to redundancy and unemployment or re-employment had been. Field-work took place in the period 1981-1982 and involved five case studies selected to provide a range of redundancy situations in different labour markets; of these, three were in the engineering industry, one in the electronics industry and one in clothing. Three of the case studies were concerned

primarily with manual workers (one in each of the industries covered), and the other two were concerned with clerical workers (both in engineering). When the research sites were selected the North West region was regarded as a region of high unemployment; the South East, one of low unemployment; and the (West) Midlands a region of rapid change. By the time the main field-work was carried out, in 1981-82, unemployment in the Midlands local labour markets was higher than that in the North West.

The contexts in which the five case studies were carried out are conveniently summarised in table 1.

The case studies were drawn from large scale manufacturing industry; experiences in service industries, or in the public sector are likely to differ. However, at the time of the research large scale redundancies in service industry were rare, and reductions in personnel in the areas of the public sector employing large numbers of women (for example, education) were achieved by natural wastage and

*The author was at Trinity College Oxford when the research was carried out. The views expressed in this article are those of the author, and do not necessarily reflect the views of the Department of Employment.

New Earnings Survey, 1984

Essential reading for all concerned with earnings, hours of work etc., in Great Britain. Published in six separate parts, price £8.10 each.

To HM Stationery Office, PO Box 276, London SW8 5DT: please find enclosed £48, a subscription, including postage for all six parts of New Earnings Survey.

Subscription form

Copies should be sent to:

Name

Address

.....

.....



Employment Gazette

SUBSCRIPTION FORM

To HM Stationery Office:
PO Box 276, London SW8 5DT.

Enclosed please find £34.50, being one year's subscription to *Employment Gazette*, including postage.

The copies should be sent to

NAME

ADDRESS

Table 1 Case studies

Industry	Case study					Per cent
	A	B	C	D	E	
Manual/non-manual Region Unemployment level, in September 1981	Clothing Manual South E	Electronics Manual North West	Engineering Manual Midlands	Engineering Non-manual North West	Engineering Non-manual Midlands	
	10.1	14.4	16.2	14.7	16.7	

internal re-deployment. Over the period 1977-82, 37.8 redundancies per thousand workers were recorded for manufacturing industry, compared with 3.6 per thousand in services. Redundancies were especially heavy in metal manufacturing, textiles, and mechanical engineering². Despite this limitation, the selection of redundancies in different industries and regions results in a range of frequently found situations, covering a variety of possible redundancies.

A three-stage research design was adopted. The women were interviewed between the announcement of the redundancies and their leaving, and approximately six months after their leaving, with a further follow-up postal questionnaire three months later. They were mainly full-time workers in the second phase of an interrupted work career; only in the clothing industry study (A) were there a substantial number of part-time workers. In view of the importance of age both for family life-cycle situation and re-employment the ages of the women interviewed are summarised in table 2.

Hence the majority of women (62 per cent) were aged between 35 and 54—a significantly higher age distribution than for the female labour force as a whole, although not than for redundant workers³. As would be expected, in view of their age, the women had been in the employment market for longer than female workers generally—89 per cent had been employed for ten years or more⁴; the women also had relatively long service with the employers who were making them redundant—82 per cent had worked in their present jobs for at least five years. Clearly, in terms of the amount of their lives they had spent working, the women we interviewed were strongly committed to the labour market.

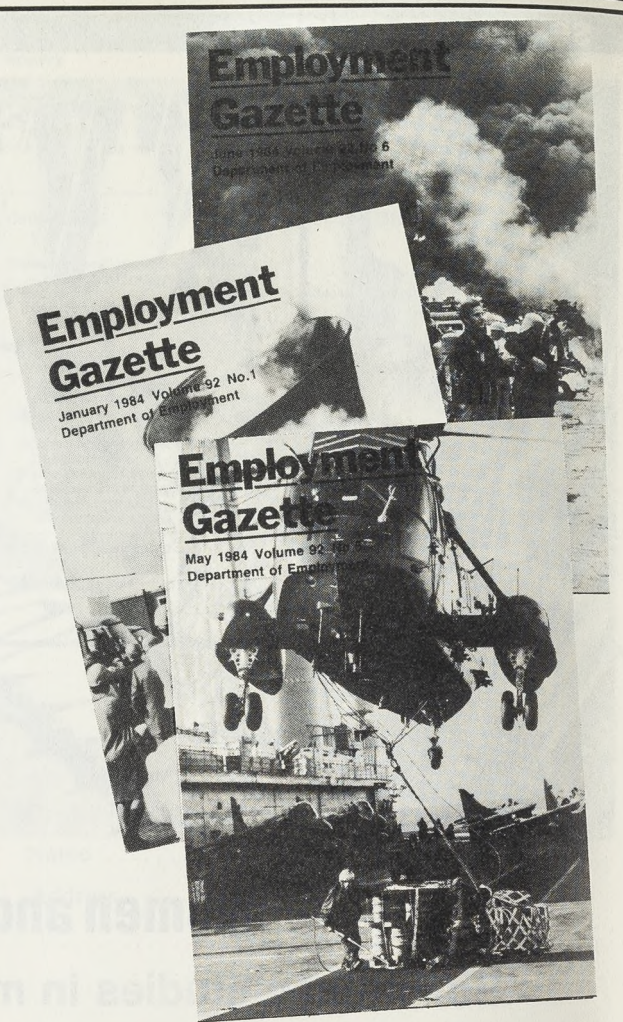
In this article there is only space to report on a limited number of issues: a more comprehensive account is contained in *Working Women in Recession* by Martin and Wallace⁵. We therefore focus on the conduct of industrial relations during redundancies, women's reactions to management and union handling of the redundancies, and women's experiences in the labour market following redundancy. The findings presented here are taken from the first two stages of the research.

Summary

Our research showed little evidence that women, as women, were treated differently from men—overtly or covertly; nor was there evidence to suggest that women acted differently from the way men might have been expected to react, as suggested by evidence from other case studies.

Table 2 Age of women interviewed

Age	Case study					All	Per cent
	A	B	C	D	E		
15-24	16	—	8	12	8	8	
25-34	10	15	26	19	18	18	
35-44	29	41	35	28	27	33	
45-54	20	37	27	28	31	29	
55+	25	7	1	14	16	12	
Missing	—	—	3	—	1	1	
N	51	68	66	43	51	279	



Employment Gazette

SUBSCRIPTION FORM

To HM Stationery Office:
PO Box 276, London SW8 5DT.

Enclosed please find £34.50, being one year's subscription to *Employment Gazette*, including postage.

The copies should be sent to

NAME _____

ADDRESS _____

Treatment in redundancy differed according to occupation and industry, rather than to gender *per se*. At the same time, however, management and unions paid little attention to the special employment histories and circumstances of women; for example, in respect of broken service or part-time employment.

The process of redundancy was largely determined by management requirements, as a response to product market and technological changes; plant level bargaining played only a limited role. All of the redundancies studied were either plant closures or, in the electronics case study, a unit closure; decisions about the location and size of the redundancies were taken at company or group level, but the task of implementation was left to local plant management. The limited influence of plant-level trade unionism was therefore not due to the fact that large numbers of women were involved since all plants also employed large numbers of male workers, (though only in one of the engineering plants had occupational segregation been effectively broken down). More important were management tactics and general trade union difficulties in responding to redundancies in the current recession—including the difficulties of reconciling the interests of different groups of workers. Only the electronics plant provided extensive notice of impending redundancies; in all other plants the women were critical of management's handling of redundancies, primarily on the grounds of inadequate notice and lack of information. The women were generally less critical of their union's handling of the redundancies, and, predictably, were more knowledgeable about, and appreciative of, the work of their stewards than of full-time officials. The exception to this was the clothing case study where there was extensive criticism of both shop stewards and full-time officials.

The main outcome of the redundancies was to increase the number of women who would have liked to work but were unable to do so. The majority of women were unable to find alternative employment following the redundancies. Their difficulties were not due to lack of desire, unrealistic aspirations, or lack of effort in looking for employment. Of these who did find work, women aged under 25 were notably more successful than older women, and clerical workers more successful than other workers. The differences in re-employment were not due to differences in earnings aspirations, or in family commitments.

Industrial relations during redundancies

All five case studies were carried out in heavily unionised plants; 98 per cent of the women interviewed were union members, the lowest proportion of union members being 81 per cent amongst clerical workers in the North West engineering plant. The level of involvement in union activities varied; greater activity was reported in the engineering plants than in either the electronics or the clothing industries, reflecting the greater overall level of union activity in the engineering industry than elsewhere. There was little involvement in union activities outside the plant however; only eight of the 279 women interviewed attended branch meetings regularly.

Trade union impact on redundancies

The unions involved had little impact upon the redundancy. Only in the best organised plant were the terms of the redundancy agreement improved as a result of union pressure at plant level, and the improvement achieved was limited. This union weakness stemmed partly from the general difficulties that face trade unions during a recession, and partly from factors that were specific to the redundancies.

The first specific factor was the level at which management decided redundancy policy. A recent study by William Brown examined the level at which bargaining occurs and found that the late 1970s witnessed a major expansion in multi-plant company level bargaining⁶. Redundancies and plant closures were found to be examples *par excellence* of decisions made at company level; industry-level negotiations are obviously irrelevant (except in special circumstances), and plant-level management are often as likely as plant-level trade unions to wish to keep their plants open. Our study confirms this analysis; in none of our five cases did major negotiations on redundancy take place at plant-level—all were negotiated at company or, in the engineering cases, at group level. In three cases plant-level management were eager to avoid the closure, in another case the plant manager was close to retirement age, and in the last case—a unit closure—management were anxious to boost the output of the replacement product which was absorbing some of the labour released by closure. The limited ability of the unions to use traditional collective bargaining pressures at the company level has been commented on previously, for example in the Bullock Report⁷. Events in all five companies confirmed this weakness.

The second factor limiting union impact was the unpredictability of events at plant level—both the unpredictability of the redundancy in the first place, and the timetable of developments. In three of the five cases the timetable for closures was seriously awry. In one of the engineering companies, for example, during the period from October 1981 until May 1982, neither plant management nor workers could provide a realistic date for closure, nor for the date at which individuals would leave. Amongst the five case studies, only the electronics company gave a preliminary warning, although in two others rumours were circulating amongst significant numbers of workers. A noticeable feature of the closures was the lateness of the notice received, and the evident surprise it created; 69 per cent of the garment workers, 84 per cent of the North West clerical and ancillary workers in engineering, and 49 per cent of Midlands engineering workers first heard of the impending redundancy at the formal announcement. In the fifth case study, of clerical and ancillary workers in the Midlands engineering company, 43 per cent first heard of the impending redundancy in the Saturday evening paper.

Thirdly, management tactics made a substantial contribution to defusing opposition. In the clothing factory the intentional invisibility of the major decision-makers made it difficult for opposition to focus without the support of local management. In the electronics plant the long period of warning, the obvious concern with redeployment, and the operation of the redeployment system itself (reinforced by the obvious technological obsolescence of the product) made collective action neither likely nor sensible. In the remaining three plants, where collective opposition was most likely, management constructed the closure package to maximise the *ex gratia* element, and to reduce the amount paid on the basis of age or length of service. By making the *ex gratia* payments dependent upon an overall orderly run-down, management made it very difficult for trade unions to disrupt their redundancy plans. In the most highly organised plant an earlier phase of reduction in the size of the labour force had already thinned out the stewards organisation. Both formal and informal pressure on the trade unions thus helped to curb potential opposition.

Finally, there was only limited co-operation between the different unions involved in the closures, especially across the manual/non-manual line. For example, in one of the engineering companies, where there was an attempt to

organise opposition, a number of respondents complained that the staff union had failed to support the more militant shop floor workers. In the North West engineering firm the opposite was the case; all the unions had drawn up and presented to management an alternative plan to closure, but the white collar union representatives complained that the shop floor unions did not give them sufficient support in pressing industrial action to support the plan.

Gender however was not a factor. We have no evidence to support the suggestion, from an earlier study by Wood, that women might be less committed to opposing redundancies than men on the grounds that their commitment to the specific employer was less because they were more likely than men to believe that they could obtain as good a job as their present one elsewhere⁸. This may have been true in the early 1970s, when Wood's research was carried out. However, in our study women were no less (and no more) involved in attempting to oppose redundancies than men—where meetings and marches were held the women participated. Moreover, a majority of women (71 per cent) said that they would have been prepared to take part in industrial action if asked to do so by their union, although clerical workers were markedly less willing than manual workers. Nor was there a fatalistic belief that redundancies were inevitable; a majority of women (55 per cent) believed that the redundancies could have been avoided. This proportion dropped below a half only in the electronics plant, where the product's technological obsolescence had been apparent for a decade.

Management's handling of the redundancy process

In all five cases management announced the redundancies at plant level meetings; only in the electronics case study did management give a formal warning of possible impending redundancies. Here, because leaving dates for individuals differed according to production requirements, notices of dismissal were sent individually. Evidence of major differences between company management's handling of the redundancy process can be found in a comparison of the electronics plant and the remaining four plants. The electronics company had the most extensive experience of handling labour reductions; there was the possibility of internal transfer and therefore the closure was less dramatic than elsewhere; and there was more flexibility in permitting time off to look for alternative jobs. Since the whole process was relatively gradual employees at this plant were comparatively satisfied with management's handling of the process.

The process was less orderly, and less predictable, in the remaining four companies. In the clothing plant (A) management had always adopted a flexible approach towards its employees, for example over hours of work. This did not change in the period between the announcement of the closure in May 1981 and the plant's closure in the following October; employees were able to take time off work to look for alternative employment, and to leave on a mutually convenient date if jobs were found. In so far as it was possible, within the constraints of maintaining output and transferring capital equipment during a plant closure, management maintained its traditional paternalism—displaying stringent opposition to collective demands but sympathy for individual problems. In the North West engineering plant (D) local management's handling of the redundancy was flexible, for example by allowing time off to find alternative work and by permitting use of company facilities, including telephone and stationery, to apply for jobs. But there was extensive criticism by the women of headquarter's management of the closure decision itself, and of the local Jobcentre of the initial failure to provide an

onsite service for redundant employees. In case study E the over-capacity in manufacturing capability at group level had been obvious for years. However, the implications of the over-capacity for the specific plant were unclear at plant level, and the closure decision was unexpected when it came. Management handled the redundancy clumsily; many workers read about the closure in the newspapers before management themselves provided information. The most rigorous handling of the redundancy process was in case C, where management kept firmly to statutory commitments and the closure terms; no time off was provided other than that statutorily required, and no flexibility was shown over leaving dates—either for cases of ill-health (of which respondents cited many examples) or where redundant employees had found alternative jobs.

Women's reactions to management's handling of the redundancy process

In view of the differences in management's handling of the redundancy process it is not surprising that there were significant differences in employees' evaluations. Only in the electronics plant was extensive satisfaction reported. In the remaining plants the balance between a sense of grievance and resignation differed, the former prevailing in all cases. It is perhaps not surprising that workers in the clothing factory—primarily part-time garment workers—were more likely to be resigned to management's handling than either clerical workers, or notably, manual employees in the Midlands engineering plants. Feelings were mixed in the North West engineering plant, reflecting the contrasting evaluations of the actions of central and plant management, with plant management able to make only a limited impact upon outcomes. In these plants the most common criticisms were of inadequate notice and inadequate information. In the two Midlands engineering plants there were also complaints about the impersonal and inconsiderate way in which the redundancy was handled.

The provision of full information, rigorous attempts to keep to schedules, and personal contact and expressions of regret between management and employee do not change the outcome of the redundancy process. But they do affect employees' evaluations of the process, and of the firm carrying it out. Hence 47 per cent of workers in the clothing plant (A), 39 per cent in Midlands engineering (manual) (C) and 37 per cent in Midlands engineering (clerical) (E) had changed their opinions of the company for the worse. It might be thought that such views were irrelevant, since employees were being dismissed. However, production continued during the run-down (even in the plants due for total closure) and managements often wished to secure extra cooperation from employees because of the disruption caused by a changing labour force and the inability to schedule production accurately—often requiring extended deadlines. Moreover, multi-plant companies may wish to transfer the more productive, skilled, or younger employees from the closing plant to other plants. Finally, even redundant employees may have future work careers in which favourable evaluations of past employers might be helpful, either to future managements or even (in view of the unpredictability of future labour requirements) to management in the present firm. Such considerations are additional to those of personal consideration.

Women's evaluation of union handling of redundancies

Despite the limited impact of unions upon the redundancies the majority of women believed that the shop floor

union representatives had done everything possible to prevent the redundancies (66 per cent): only in the clothing plant did the number expressing such confidence drop below 50 per cent. There was less confidence that union officials outside the plant had done everything possible; the overall proportion dropping to 50 per cent and to as low as 18 per cent in the clothing plant. The reasons for the contrasting evaluations were obvious; the redundancy pay received in the clothing plant was substantially below the payments received in the electronics and engineering plants, and the redundancy was seen as the betrayal of a loyal labour force. The women were well-informed about the work of their plant level representatives, but they were less certain about the work of higher officials, 22 per cent stating that they did not know whether their paid officials had done everything possible.

Post-redundancy labour market experiences

Before the redundancy 86 per cent of respondents intended looking for another job; 69 per cent immediately and 17 per cent after a break. Women in the electronics plant (B) were more likely to be giving up employment than any other group (26 per cent), women in case study C less likely than any other group (four per cent). When the women were being contacted prior to the second interviews, four to seven months after redundancy, 27 per cent of the initial sample were known to have found alternative work, and a further nine per cent had not, after all, been declared redundant; this should be compared with the 86 per cent who originally had hoped to obtain a future job. Thirty-six per cent were looking for work, 12 per cent had temporarily retired, and nine per cent had permanently retired; no information was available about the employment status of the remainder.

Seventy per cent of the initial sample were fully re-interviewed in the second stage, and provided information about job search and about the jobs that had been found. We did not re-interview the women who were still working at their original firm. Twenty-nine per cent of the women we interviewed twice had started a new job. Young women were much more successful in finding alternative work than older women, women aged under 25 being the most successful. Women in non-manual jobs were more likely to secure alternative jobs than women in manual jobs, though even amongst non-manual workers only a minority found work. Where female manual workers found alternative jobs it was more likely to be part-time than full-time, although of course a very large majority of our respondents were in full-time employment before the redundancies. Overall, four out of ten of the new jobs were part-time.

The low level of re-employment was not due to excessive aspirations. Following the redundancy the majority of women were looking for jobs similar to their previous jobs—non-manual workers were looking for non-manual jobs, and manual workers were looking for manual jobs. However, women in professional, administrative and supervisory jobs were also looking for clerical jobs, as were a small minority of manual workers; a minority of manual workers wanted to re-train for clerical jobs. Minimum earnings aspirations were not high—and were below previous earnings—indicating an accurate perception that it would be difficult to obtain jobs as well paid as their previous jobs. The minimum level of earnings acceptable for part-time work was lower, in hourly terms, than the minimum level acceptable for full-time work. Although the majority of women were looking for full-time work, a number of previously full-time working women preferred, or were willing to consider, part-time work. A majority of

women were prepared to take evening work, but only a minority to work night shifts.

Conclusion

Research into female redundancy and unemployment is only in its infancy, although at least two relevant studies have been published recently (on clothing workers and on tobacco workers)⁹. It is therefore impossible to state that the case studies are 'typical'. However, the cases were chosen to cover a range of industries, and levels of unemployment, and are likely to be typical of women's experiences in plant closures (or unit closures) in large scale manufacturing industry; experiences in the service sector, or public sector, probably differ.

There is little to suggest that women are treated differently from men in redundancies, for example in the likelihood of being offered internal transfer, although the scope for this internal transfer was limited in our study. Similarly, women's reactions to redundancy are not dissimilar from men's, involving a mixture in varying degrees of resignation and sense of grievance, combined with a readiness to oppose redundancies and uncertainty about the best method of doing so. Finally, the short-term outcomes were similar—the desire to secure re-employment.

Although there was no evidence from the case studies that women react differently to a redundancy situation, their experience in the labour market following redundancy is likely to be heavily conditioned by their gender, in so far as gender is linked to previous occupational experience and to job aspirations. Women who had previously been employed as manual workers in manufacturing industry found it impossible to secure similar jobs after redundancy, reflecting the bleak employment prospects in manufacturing industry in the early 1980s. Women who had previously been employed in clerical occupations—and who were seeking what they regarded as "women's jobs"—were more likely to be successful. In a period of job shortage, perceptions of occupational segregation may help to protect women's employment opportunities against male encroachment, just as they may inhibit women's employment opportunities when jobs are less scarce.

Notes

(1) The other two projects were the 1980 Women and Employment Survey (wes) (see note 5 below) and a follow-up study of unemployed women identified in wes and reported in A. Cragg and T Dawson (1984) *Unemployed women: a study of attitudes and experiences*, Department of Employment Research Paper No 47. The whole programme of research on women in the labour market covered a number of other issues and is described in F. Butler and C. Roberts (1984), 'Women's employment and unemployment' in *Ergonomics* vol 27 No 5 pp 585-595.

(2) Statistics of redundancies and recent trends *Employment Gazette*, 1983, p 252.

(3) Redundancy is an age related process, redundant workers tending to be older than the working population. J Jolly, S Creigh, and A Mingay (1980) *Age as a factor in employment* Department of Employment Research Paper No 11 p 107.

(4) See J Martin and C Roberts, (1984) *Women and employment: a lifetime perspective*, HMSO CH9.

(5) R Martin and J G Wallace, (1984) *Working women in recession: work, redundancy, and unemployment* Oxford University Press.

(6) W Brown (Ed) (1981) *The changing contours of British industrial relations* Basil Blackwell, p 11.

(7) *Report of the Committee of Inquiry on Industrial Democracy (Bullock)*, 1977 (Cmnd. 6706) HMSO p 24.

(8) S Wood (1981) Redundancy and Female Employment, *Sociological Review*, pp 674-7.

(9) A Coyle (1984) *Redundant Women* Women's Press; A Pollert (1981) *Girls, Wives, Factory Lives*, Macmillan. ■

The PER sonnel ExPERTs

No other executive recruitment consultancy in Britain can offer you a higher level of expertise than Professional & Executive Recruitment.

Whatever the discipline, whatever the calibre, whatever the location of your assignment and whatever kind of service you want, PER consultants are on hand at 35 offices nationwide to help, efficiently, cost-effectively - and successfully.

For more detailed information on our consultancy and advertising services - and our unique job-hunters' journal, Executive Post, please contact your nearest PER Office.

PER

Head Office, Moorfoot, The Moor, Sheffield S1 4PQ.
Tel: (0742) 704589.

LABOUR MARKET DATA

Contents

Commentary	S2	Industrial disputes	
Employment		4-1	Summary; industry; causes S44
0-1	Background economic indicators S7	4-2	Stoppages of work: summary S44
C1	Labour market indicators S8	Earnings	
1-1	Working population S10	5-1	Average earnings index: S45
1-2	Employees in employment S10	5-3	industrial sectors S46
	time series S10	5-3	industry S47
1-8	Output, employment and productivity S12	5-4	Average earnings and hours: S48
1-9	International comparison S13		of manual workers
1-11	Overtime and short-time S14	5-5	Index of average earnings: S48
1-12	Hours of work S15		non-manual workers
1-13	Operatives in manufacturing industries S16	5-6	Average earnings and hours: S50
			all employees
Unemployment		5-7	Labour costs S51
C2	Flows of unemployed and vacancies S17	5-9	International comparisons S52
2-1	uk summary S18	C3	Earnings, prices and output chart S53
2-2	gb summary S18	Retail prices	
2-3	Regions S20	6-1	Recent movements S54
2-4	Assisted and local areas S23	6-2	Latest figures: detailed indices S54
2-5	Age and duration S33	6-3	Average retail prices of items of food S55
2-7	age S34	6-4	General index: time series S56
2-8	Duration S34	6-5	Changes on a year earlier: time series S58
2-13	Students S35	6-6	Pensioner household indices S58
2-14	Temporarily stopped S35	6-7	Group indices for pensioner households S58
2-18	International comparisons S36	6-8	International comparisons S59
2-19	Flows of unemployed and vacancies S37	Household spending	
2-20	Flows by age S38	7-1	All expenditure S60
2-30	Confirmed redundancies: region S40	7-2	Composition of expenditure S60
2-31	Confirmed redundancies: industry S40	7-3	Household characteristics S61
		C4	Index of retail prices S62
Vacancies		Definitions and conventions	S63
3-1	Summary: seasonally adjusted: regions S41	Index	S64
3-2	Summary: regions S41		
3-4	Occupation S42		
3-5	Flows at Jobcentres S42		
3-6	Regions: occupations S43		

Publication dates of main economic indicators 1985

Unemployment and vacancies	Retail Price Index	Employment and hours	Average Earnings Index
Thursday, March 7	Friday, March 22	Wednesday, March 20	Wednesday, March 20
Thursday, April 4	Friday, April 19	Wednesday, April 17	Wednesday, April 17

After 11.30 am on each release date, the main figures are available from the following telephone numbers:

Unemployment and vacancies: 01-213 5845/6572. **Employment and hours:** 0923 28500 ext. 403.
Retail Prices Index: 0923 28500 ext. 456 (Ansafoone Service). **Average Earnings Index:** 0923 28500 ext. 408 or 412

Summary

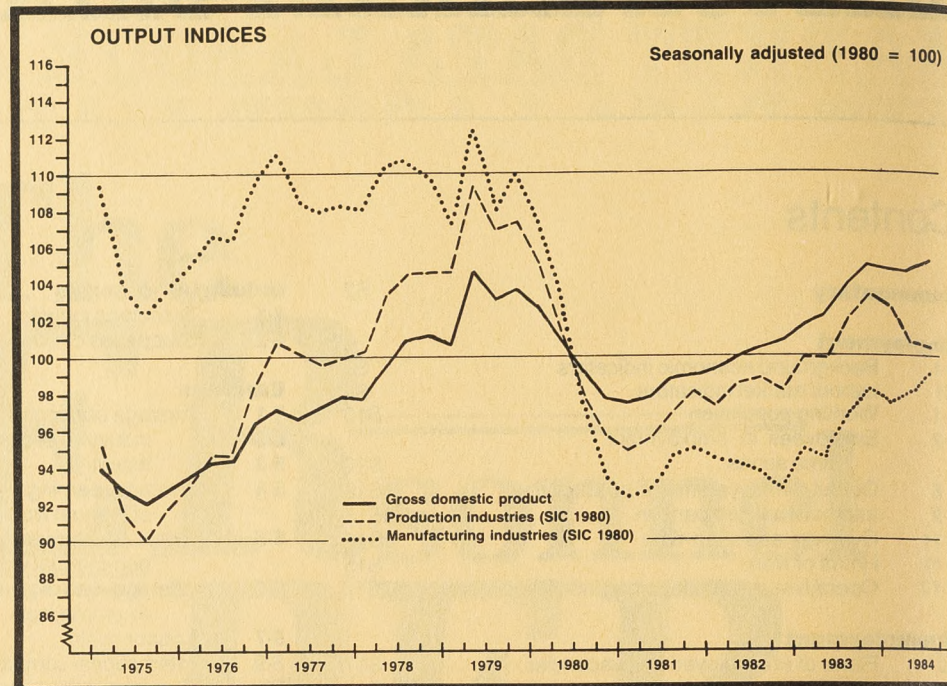
On the basis of preliminary information, GDP in 1984 as a whole is expected to have been about 2½ per cent higher than in 1983. It is estimated that in 1984 the miners' strike reduced growth by 1 per cent, and will increase growth this year by a similar amount. Taking this into account, in 1985 output growth of 3-3½ per cent is generally expected.

Output of the production industries increased by 1 per cent in the fourth quarter of 1984 to a level ½ per cent lower than the fourth quarter of 1983. The coal strike is estimated to have reduced output by 3½ per cent in both the third and fourth quarters of 1984. Manufacturing output is estimated to have remained largely unchanged in the fourth quarter and was 2 per cent higher, than a year earlier.

Consumers expenditure, on provisional estimates, rose by 2 per cent in the fourth quarter of 1984 to stand 2 per cent above the level of a year earlier. The volume of retail sales rose by 1½ per cent in the three months to January 1985 and was 4½ per cent higher than a year earlier.

In January, growth in sterling M3 was at the top its 6-10 per cent range at 10 per cent, while growth in M0, at 5¾ per cent, was in the middle of its 4-8 per cent range.

Foreign exchange markets were very unsettled, with a sharp fall in sterling in the first half of January, and further pressure at the end of the month. Interest rates were forced up, with the clearing banks'



base rates rising by 1 per cent on January 11, 1½ per cent on January 14 and by 2 per cent on January 28 to 14 per cent.

The revised employment estimates show that the employed labour force increased by 65,000 (seasonally adjusted) in the third quarter of 1984, following increases of 62,000 in the second quarter and 79,000 in the first. This fairly steady rate of growth follows faster increases in the second half of 1983.

The number of employees in employment is estimated to have risen by 31,000 in the third quarter. Employees in manufacturing is estimated to have fallen by 2,000 in the fourth quarter following a decrease of 17,000 in the previous quarter.

The seasonally adjusted level of unemployment (excluding school leavers) increased by 18,000 in the month to January. There was an average increase of 9,000 per month in the three months to Janu-

ary compared with an average rise of 15,000 per month in the three months to October. Given the monthly variations in the series, it is likely that the underlying upward trend remains in the range of the 10-15,000 per month as experienced through 1984. The number unemployed for more than a year increased by 39,000 between October and January; a smaller increase than in the corresponding period a year earlier.

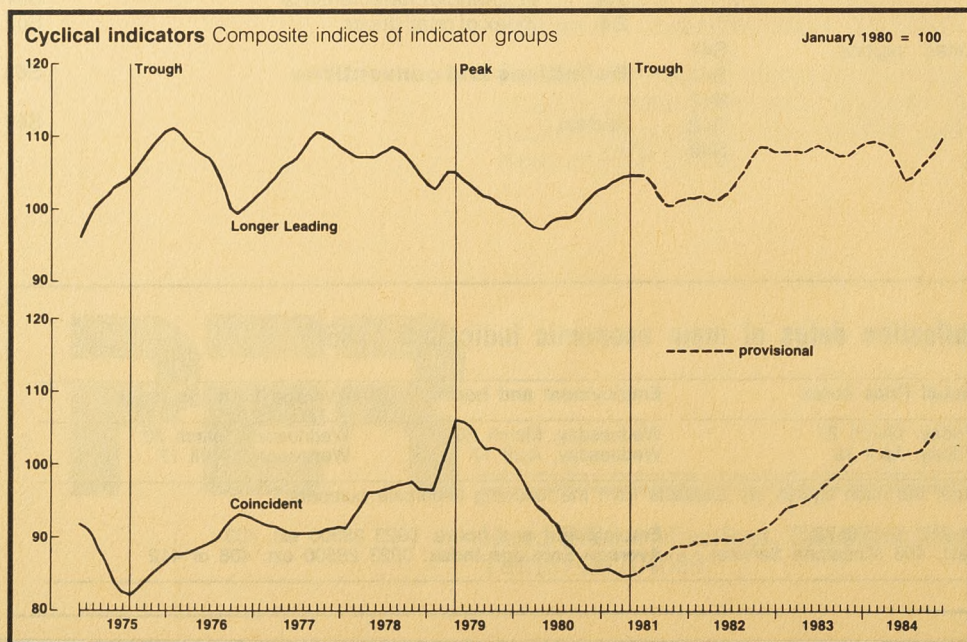
The seasonally adjusted stock of unfilled vacancies decreased by 4,000 in January. The inflow of vacancies notified to Jobcentres which had been increasing quite steadily since March 1984, also fell.

The underlying increase in average earnings in the year to December was about (7½) per cent. The actual increase was below the underlying trend because of the combined effect of a number of temporary factors.

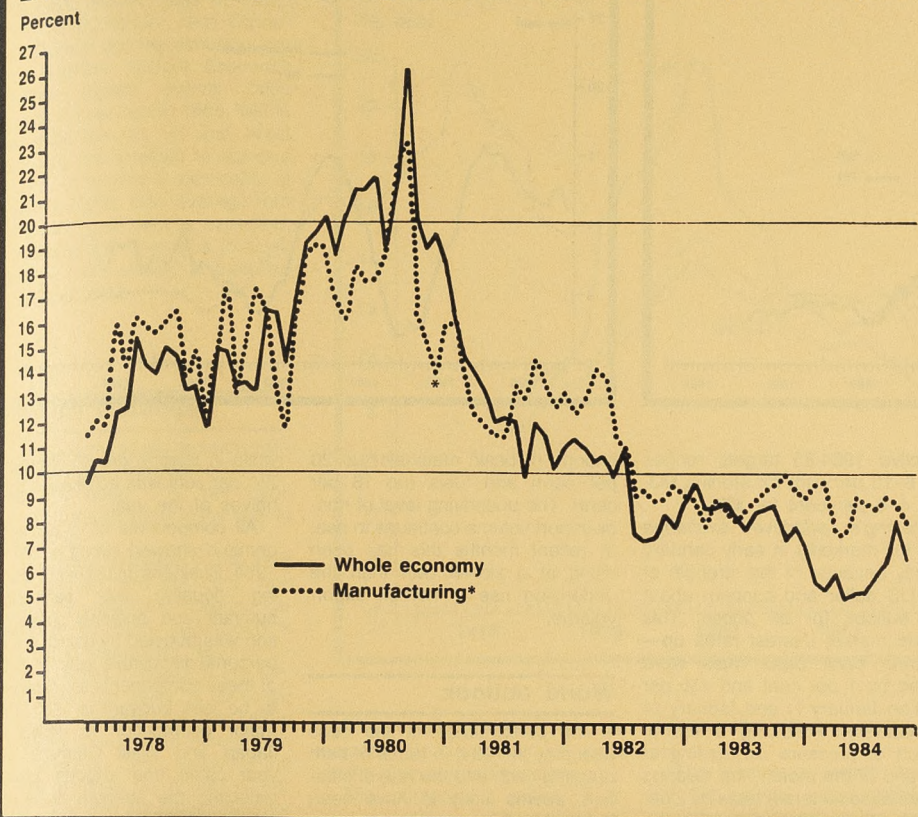
The rate of inflation as measured by the 12-month change in the retail price index was 5.0 per cent in January, compared with 4.6 per cent in December.

Economic background

The consensus of recent economic forecasts is for continued growth of GDP in 1985 of around 3-3½ per cent with recovery from the assumed ending of the miners' strike accounting for about 1 per cent of this increase.



EARNINGS: Average earnings index: increases over previous year



Both *CSO composite leading indicators* have shown rises in recent months after falling earlier in 1984. In December, the longer leading index reached a level slightly higher than the peak last March, mainly reflecting the continued increases in share prices. By November, the shorter leading index had almost recovered the peak level of January 1984, largely due to buoyant consumer credit. The recovery in both these leading indicators, together with the apparent inconsistency in the profile of the two series in the early part of last year, perhaps a reflection of the impact of industrial disputes make prediction of the timing of the next cyclical peak uncertain. There is now no clear evidence of a turning point in activity in early 1985.

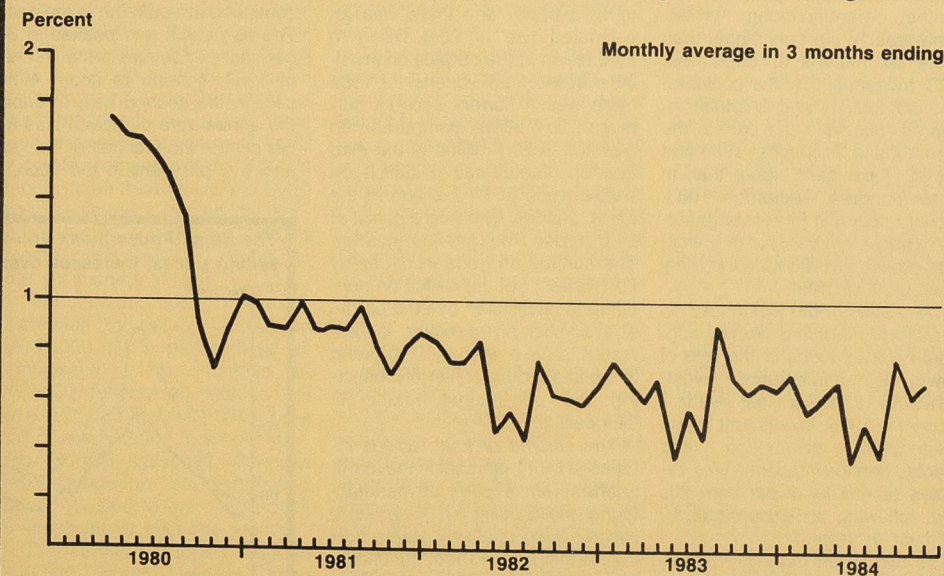
GDP (output) increased by ½ per cent between the second and third quarters of 1984. Output of the production industries was broadly unchanged, construction output increased by 3 per cent and there was growth in most service industries. In the third quarter, GDP (output) was some 1½ per cent higher than a year earlier, despite the effects of the miners' strike which is estimated to have depressed total output by about 1¼-1½ per cent in both the second and third quarters of 1984.

Output of the production industries was 1 per cent higher in the fourth quarter of 1984 than in the previous quarter but was ½ per cent lower compared with the

same period a year earlier. The miners' strike is estimated to have reduced industrial production by about 3½ per cent in both the fourth quarter and the previous quarter, with much the greater part of the reduction reflecting the direct loss of coal output and with the

effect on manufacturing remaining small. After allowing for the impact of the coal strike, output of the production industries was broadly flat in 1984 up to August, but has since shown good growth. Manufacturing output, after remaining broadly unchanged between the

EARNINGS: Average earnings index: underlying rate of change*



* Adjusted for seasonal and temporary factors: for description see Employment Gazette, April 1981, pages 193-6

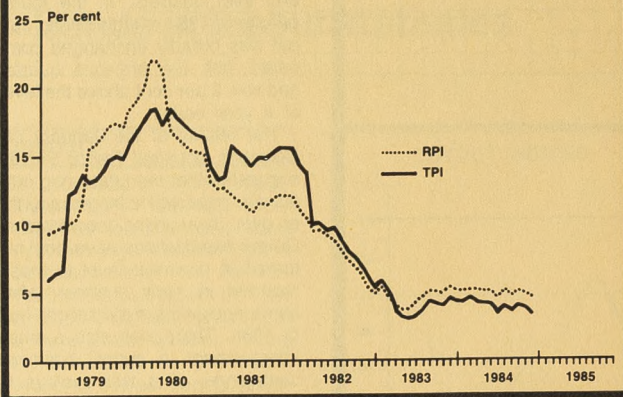
fourth quarter of 1983 and the first quarter of 1984, rose in the second and third quarters. In the fourth quarter of 1984 manufacturing output was broadly unchanged compared with the previous quarter and was 2 per cent above the level of a year earlier.

The results of the January *CBI Quarterly Industrial Trends Survey* suggested that manufacturing output was expected to increase further over the coming four months. Output expectations have now returned to a similar level to those reported in early summer, after some slackening in the second half of 1984. There was also a small improvement in overall business confidence, after two surveys in which small falls in optimism were reported, and an improvement in expected export orders—possibly reflecting the decline in sterling.

Consumers' expenditure, on provisional estimates, increased by 2 per cent in the fourth quarter of 1984, following four quarters of little overall change. The growth in consumer spending in the fourth quarter reflected an increase in the volume of retail sales and also increased vehicle sales. In 1984 as a whole, consumers' expenditure was 2 per cent higher than in 1983: spending on durable goods, including cars, was little changed, while spending on other goods and services continued to rise at just over 2 per cent. The volume of retail sales, which accounts for about half of consumers' expenditure, rose by 1½ per cent in the three months January 1985 to a level 4½ per cent higher than a year earlier.

Real personal disposable income was little changed between the first and third quarters of 1984 after rising through much of 1983.

RPI and TPI: increases over previous year



In the third quarter of 1984 real personal disposable income was 1 per cent higher than in the same period a year earlier. The personal savings ratio at between 10 and 12 per cent has been little changed for about two years.

The total volume of stocks fell in the first three quarters of 1984 largely reflecting the effects of the miners' strike. In the third quarter there was destocking of £0.2 billion, following destocking of £0.8 billion in the first half of the year. Within the total, manufacturing stocks rose by about £30 million in the third quarter, following a fall of about £105 million the previous six months.

Total fixed investment fell by 2 per cent in the third quarter of 1984, and by 1 per cent in the six months to September compared with the previous six months. However, investment was 7 per cent higher than in the six months to September 1983. Manufacturing investment continued to rise, although the 4½ per cent increase in the six months to September was below the 11 per cent increase achieved in the previous six months; manufacturing investments was 16 per cent higher than in the six months to September 1983. Investment by the construction, distribution and financial industries rose by 3 per cent in the six months to September 1984 and was 12½ per cent higher than in the six months to September 1983. Recent economic forecasts generally expect a slower rate of investment growth in 1985 than the likely 7 per cent in 1984.

The results of the December DTI Investment Intentions Survey suggested a slackening in the rate of growth of manufacturing investment from 12 per cent last year to 7 per cent in 1985. Investment by the construction, distribution and selected service industries was expected to rise by 9 per cent this year, following an increase of 10 per cent in 1984.

The two target monetary aggregates, sterling M3 and M0, are estimated to have increased at annual rates of 10 per cent and 5¾ per cent respectively over the 11 months to January 1985, the re-

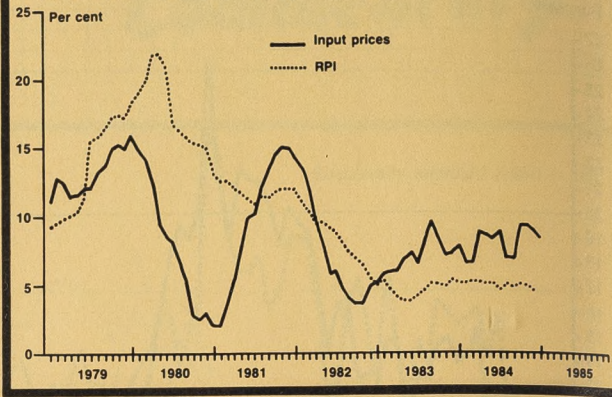
spective 1984/85 targets ranges are 6-10 per cent for sterling M3, and 4-8 per cent for M0.

Sterling's effective exchange rate fell markedly in early January mainly because of the strength of the US dollar and concern about the outlook for oil prices. This forced market interest rates up—clearing bank base rates were raised by 1 per cent and 1½ per cent on January 11 and January 14 respectively. Following a further period of pressure on sterling at the end of the month, the clearing banks raised interest rates by 2 per cent to 14 per cent on January 28, the highest level since February 1982. In January, sterling's effective exchange rate averaged 71.5 (1975=100), 3½ per cent below the average for December and 12½ per cent below the average for January 1984.

The current account of the balance of payments is estimated to have been in surplus by £0.2 billion in 1984. There was a widening of £3.4 billion to £11.4 billion in the deficit on non-oil trade in 1984. On the other hand, the surplus on trade in oil increased by £0.4 billion to £7.3 billion and there was an estimated rise of £0.9 billion to £4.3 billion in the surplus on invisibles. In the fourth quarter of 1984 there was a current account surplus of £0.5 billion, compared with a deficit of £0.5 billion in the third quarter. There was a deficit on visible trade of £1.2 billion in the fourth quarter, following a deficit of £1.6 billion the previous quarter. The surplus on trade in oil fell by £0.1 billion, but the deficit on non-oil trade decreased by £0.5 billion. The surplus on invisibles is estimated to have risen by £0.6 billion in the fourth quarter, largely reflecting the EC budget refund in October.

The volume of total exports increased by 11 per cent in the fourth quarter, with exports of manufacturing goods rising by 14 per cent. Having been relatively stable during the first half of 1984, the underlying level of non-oil export volume has been rising in recent months. Import volume was 7 per cent higher in the fourth quarter than in the third: the largest rises were in

The Retail Prices Index and movements in manufacturers' input prices: increases over previous year



imports of basic materials (up 20 per cent) and fuels (up 16 per cent). The underlying level of non-oil import volume continues to rise. In recent months this has been rising at a slower rate than the underlying rise in non-oil export volume.

World outlook

The performance of the OECD economy in 1984, in terms of both output growth and the rate of inflation, seems likely to have been better than for several years. It is generally expected that OECD output increased by around 4¾ per cent in the year as a whole, the most rapid rate of increase since 1976. At the same time the rate of consumer price inflation remained close to its lowest level for 11 years.

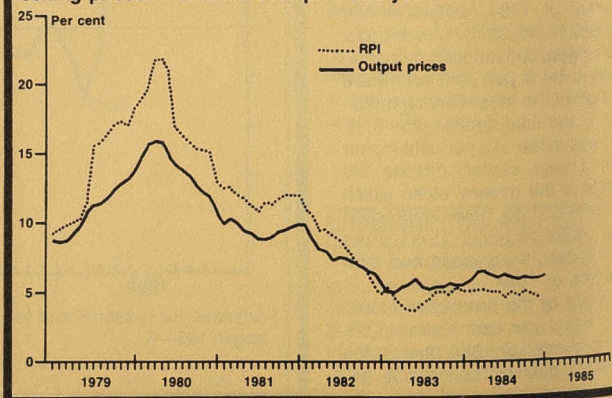
The second half of 1984 was notable for the convergence of growth rates between different countries. This primarily reflected a slowdown in US growth and, to a lesser extent, in Japan, while the more modest recovery in Europe continued at about the same pace. The US growth rate peaked at 8.3 per cent per annum in the first half of 1984, slowing to under 4 per cent in the second half. In Japan the annual rate of growth was 6.3 per cent in the first half of the year and 5¼ per cent in the second,

while in Europe growth of around 2¼ per cent was achieved in both halves of the year.

All components of US domestic demand showed strong growth in 1984. Business investment excluding housing was particularly buoyant and personal consumption was boosted by growth in real personal disposable incomes, both of these components are expected to be less buoyant in 1985. The major contribution to growth in Japan and West Germany last year came from exports, largely reflecting the strength of US demand. In 1985 domestic demand in both these countries is likely to provide a relatively more important stimulus to output growth, with stronger rises in personal consumption and fixed investment.

Growth in France in 1984 lagged behind that of the other main OECD countries. Domestic demand was depressed by the government's austerity measures, but exports were helped by increased demand in the US and Europe. Largely as a result of the austerity measures the French deficit on current account was virtually eliminated by the end of 1984, a surplus on the current account in 1985 is forecast by the OECD. In 1985 the current account surpluses in West Germany and Japan are also expected to increase, being a counterpart to an expected continued increase in the US current account deficit.

The Retail Prices Index and movements in manufacturers' selling prices: increases over previous year



Recent economic forecasts suggest a further slowdown in US and Japanese growth rates in 1985. Both the December OECD Economic Outlook and the January London Business School Economic Outlook expect overall OECD growth of 3 per cent in 1985. Within the total, the US, UK and West Germany are forecast to achieve growth of around 3 per cent. In Japan a higher than average rate of about 5 per cent is expected, while output in France is forecast to grow more slowly, at between 1½-2 per cent.

Average earnings

The underlying increase in average earnings in the year to December was about 7½ per cent, similar to the increase in the year to November.

The actual increase in the year to December, 6.5 per cent, was below the underlying increase because of the combined effect of a number of temporary factors. Industrial action in the coal industry depressed the level of average earnings recorded for the whole economy to a greater extent than in December 1983, reducing the actual increase by about ¾ per cent. Delays in the settlements for local authority non-manual employees and coal-mining manuals reduced the actual increase by about ¼ per cent.

The underlying monthly rate of increase in average weekly earnings was about ¾ per cent in the three months ending December.

In production industries and manufacturing industries, the underlying increases in average weekly earnings in the year to December were about 8 per cent and 8½ per cent respectively, similar to the corresponding increases in the year to November. These increases reflected higher overtime working in December 1984 than a year earlier.

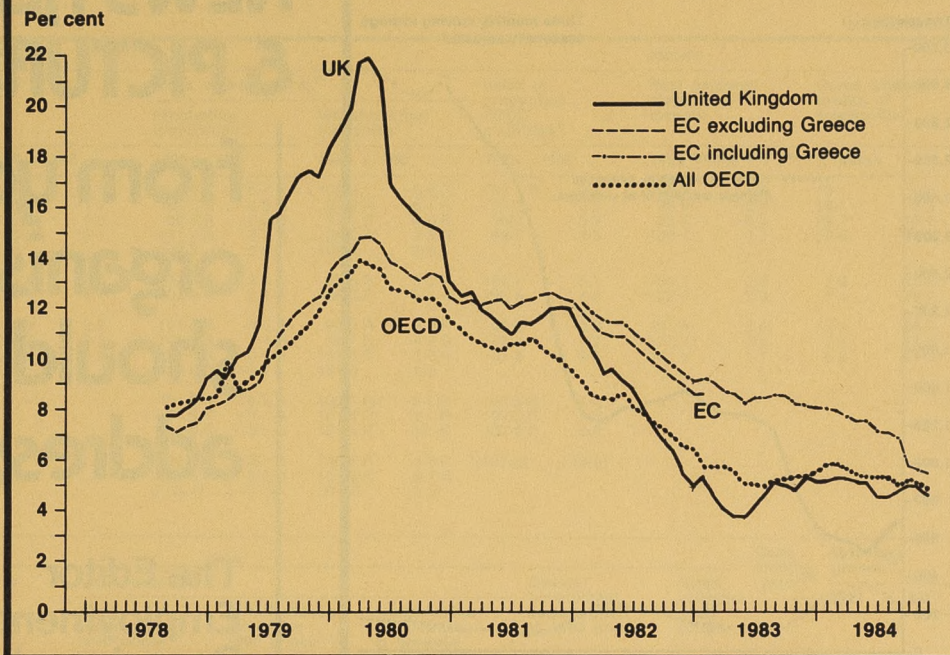
The actual increases in the year to December for production and manufacturing industries were 5.5 per cent and 8.0 per cent respectively, the increase for production industries being significantly depressed by the effect of the industrial action in the coal industry.

In the three months to December, wages and salaries per unit of output in manufacturing were 5.6 per cent higher than a year earlier.

Retail prices

The rate of inflation, as measured by the 12-month increase in the retail prices index (RPI), was 5.0 per cent in January compared with 4.6 per cent in December. This rise was due to increases in the prices of food (particularly fruit and vegetables), wines and spirits, rail fares and some miscellaneous goods

Consumer prices indices: increase over previous year



and services, together with decreases in the prices of some clothing and durable goods.

The comparable rates of increase in the producer price indices remain somewhat higher: 8.4 per cent in the case of the price index for materials and fuel purchased by manufacturing industries and 6.2 per cent in that of the price index for home sales of manufactured products (compared with 9.0 and 6.0 per cent respectively in December).

Unemployment

The seasonally-adjusted level of unemployment in the United Kingdom (excluding school leavers) was 3,126,000 in January, an increase of 18,000 on December. In the three months to January there was an average increase of 9,000 a month, compared with 15,000 a month in the three months to October. During the six months to January the rise averaged 12,000 a month, compared with 13,000 in the six months to July.

The recorded total in January increased by nearly 122,000 to 3,341,000 (13.9 per cent of all employees). This increase of 122,000 reflects an increase of over 123,000 in adults offset by a fall of nearly 2,000 in school leavers. Normal seasonal influences are estimated to have contributed about 105,000 to the rise in adult unemployment over the month.

The January total included 109,000 school leavers aged under 18, compared with 117,000 in January 1984. The fall of nearly 2,000 between December and January was similar to the small

fall over the same period a year ago.

The number of people assisted by the special employment and training measures at the end of December was 662,000, compared with 679,000 at the end of November. The fall mainly reflects reduced numbers on the Youth Training Scheme and the Young Workers Scheme. It is estimated that at the end of December, about 475,000 people were in jobs, training or early retirement as a result of the schemes, instead of claiming unemployment benefit.

Male and female unemployment rates (seasonally adjusted) both increased by 0.1 percentage points in the three months to January, compared with the three months to October.

The regional pattern in the three months to January compared with the three months to October show that only in Northern Ireland (-0.2 percentage points) was the change in unemployment significantly different from the national average (+0.1 percentage points). There were increases of 0.2 points in the South West, the North and Wales. All other regions had increases of 0.1, except the West Midlands where there was virtually no change.

International comparisons of unemployment indicate that seasonally adjusted national unemployment rates (latest three months compared with the previous three months) increased in France (+0.2 percentage points) and the United Kingdom and Sweden (both +0.1). There was no change in Japan and falls in Germany (-0.2), the United States (-0.3), Belgium (-0.6) and the Netherlands (-0.7).

In January, the number unem-

ployed for over a year was 1,316,000 compared with 1,277,000 in October and 1,188,000 in January 1984. The increase of 39,000 since October is lower than the increase over the corresponding period a year ago. In January, 603,000 people had been unemployed for between 13 and 26 weeks and 581,000 for between 26 and 52 weeks. This compares with 590,000 in each category in January 1984.

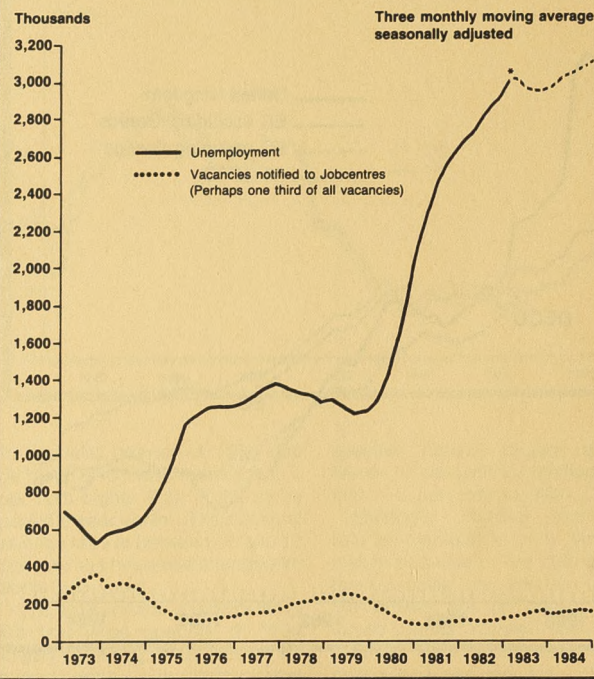
The number of unemployed aged under 25 was 1,286,000 in January, the same as in October, compared with 1,260,000 in January 1984. About one-third of unemployed males and about one-half of unemployed females were in this group.

The stock of unfilled vacancies at Jobcentres (seasonally-adjusted) in January was 157,000, a decrease of 4,000 on the December level. This is the third consecutive monthly fall and in the three months to January the stock of vacancies averaged 162,000 a month, compared with 167,000 in the three months to October. The latest figures on inflows of vacancies indicate a halt in the upward trend seen since March. The average inflow in the three months to January (seasonally adjusted) was 206,000 compared with 214,000 in the three months to December.

Employment

The revised (see note on page 000) employment estimates shows the employed labour force (which includes employees in employment, the self employed and HM Forces), increasing by 65,000 (sea-

Unemployment and vacancies: United Kingdom



*Figures affected by Budget provisions for men aged 60 and over.

sonally adjusted) in the third quarter of 1984. This follows increases of 79,000 and 62,000 in the first and second quarters respectively. This fairly steady rate of growth follows faster increases in the second half of 1983.

The employees in employment estimates show an increase of 31,000 in the September quarter. This was the net result of an increase of 50,000 in service industries and decreases of 12,000 in manufacturing industries and 7,000 in energy and water supply industries.

Later figures for employees employed in manufacturing industries show a decrease of 2,000 in the fourth quarter. This continues the slow downward trend in manufacturing employment since March 1984 following the faster declines of previous years.

Overtime working, by operatives in manufacturing industries, was 12.58 million hours a week in December (seasonally adjusted) slightly higher than the 11.95 esti-

imated for November. The average of 12.2 million hours a week in the fourth quarter of 1984 compares with the average 11.6 for the third quarter.

0.44 million hours a week were lost through short-time working in December (seasonally adjusted). The average of 0.50 million hours a week lost during the fourth quarter of 1984 compares with 0.83 million hours a week in the previous quarter.

Industrial stoppages

The number of working days lost through stoppages of work due to industrial disputes in January, is provisionally estimated as 1,806,000. This compares with a monthly average during 1984 of 2,214,000. Included in the January figure is an estimated 1.7 million days lost because of coalmining strike.

NEWS RELEASES & PICTURES

from your organisation should be addressed to

The Editor
Employment Gazette
Department of Employment
Caxton House Tothill Street
London SW1H 9NF

Revised employment estimates

As foreshadowed in the article 'Revised Employment Estimates' in the July 1984 issue of *Employment Gazette* (page 319), the employment estimates presented in tables 1.1 and 1.2 have been revised to incorporate data now available from the 1984 sample Labour Force Survey (LFS). In the course of the preparation of the 1984 LFS data the results of the 1981 and 1983 surveys have been reviewed and the adjustments resulting from that review are also reflected in the revised employment series.

As the revised series are not yet available in full industry detail, table 1.3 is omitted from this edition of the *Gazette* and table 1.2 is presented in reduced form. Also it has not yet been possible to produce revised unemployment rates or indices of total hours worked using the new employment series. The productivity series in table 1.8 and the labour costs per unit of output in table 5.7 incorporate the revised employment estimates.

Fully detailed employment estimates, a revised index of total hours and revised unemployment rates will appear in the March issue of *Employment Gazette*. That issue will also carry articles describing in detail the derivation of the revised employment estimates and presenting some revised results from the 1983 LFS.

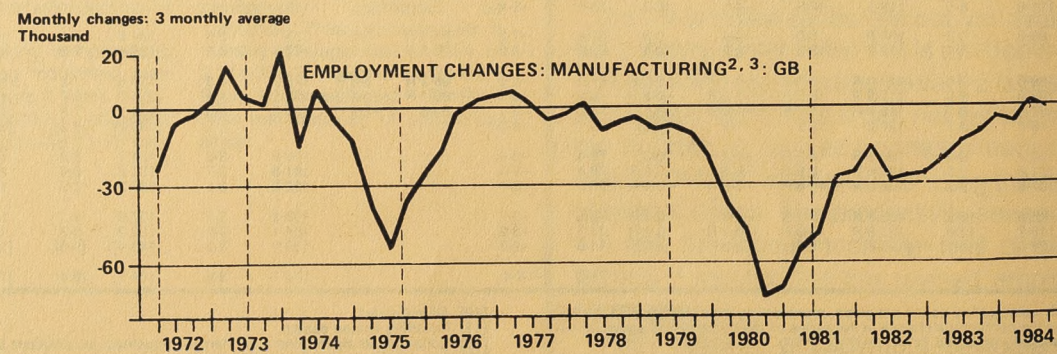
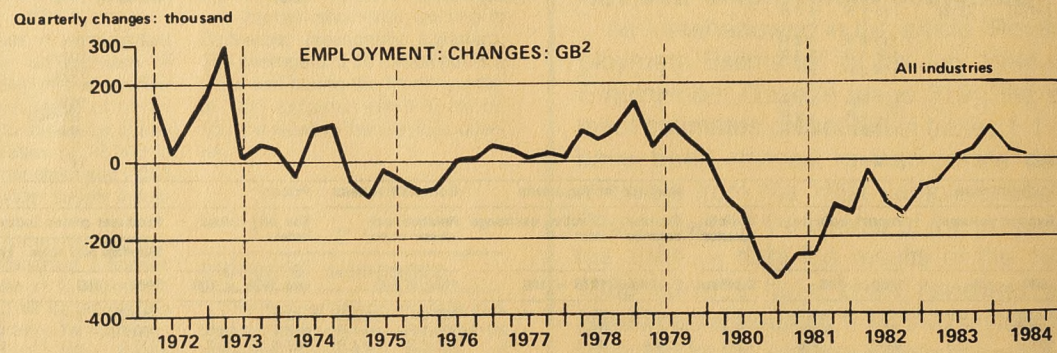
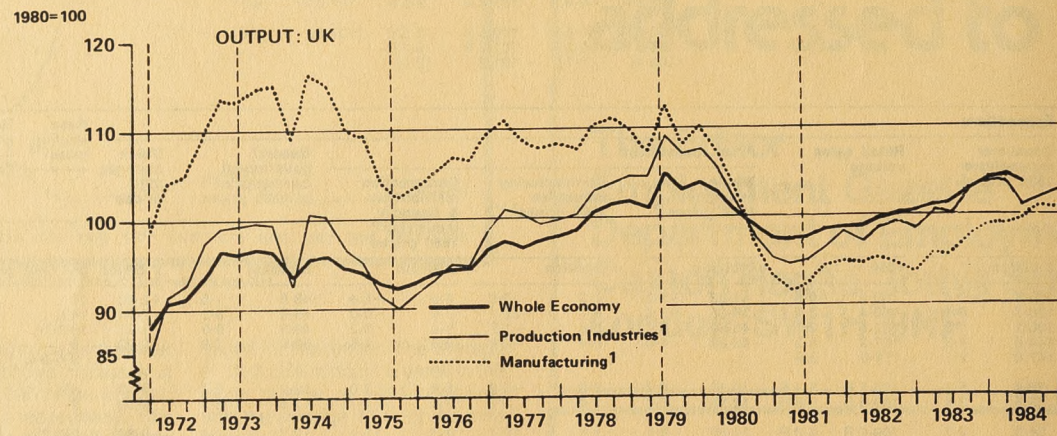
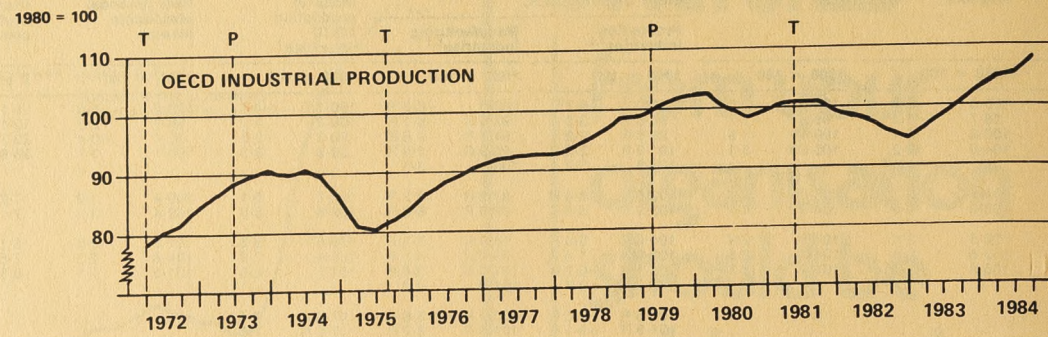
BACKGROUND ECONOMIC INDICATORS* 0.1

UNITED KINGDOM

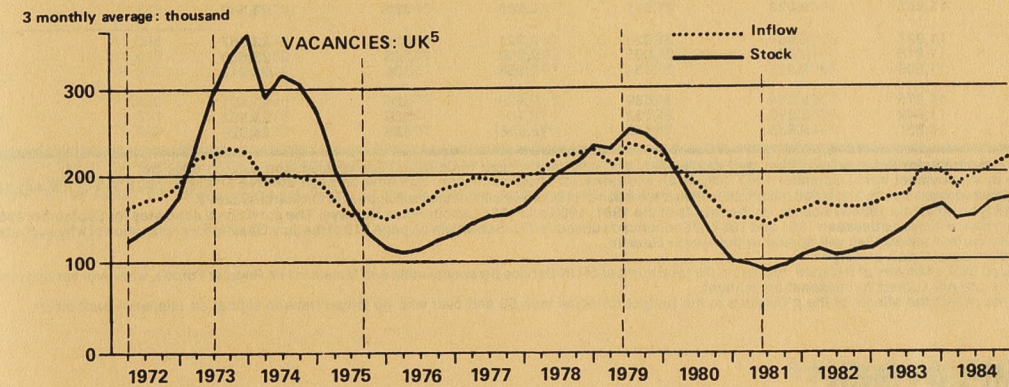
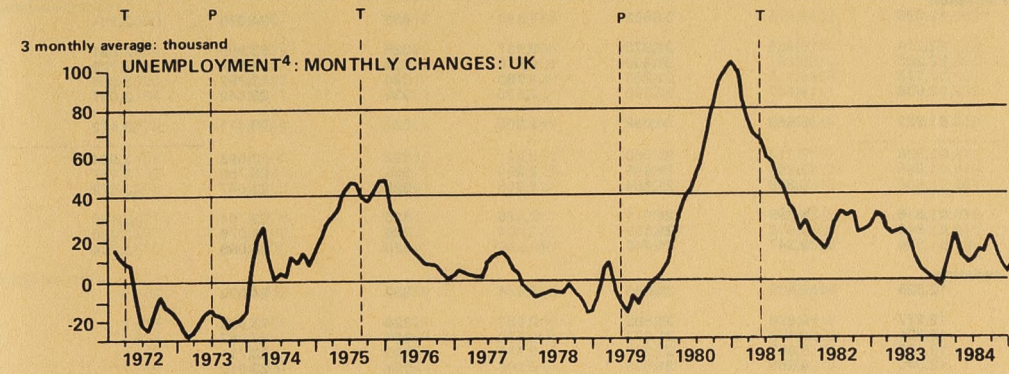
Seasonally adjusted	GDP average measure ^{1,2}		Output GDP ^{1,3,4}				Index of output U.K. ⁵		Index of production OECD countries ¹		Income		Gross trading profits of companies ⁸			
					Production industries ⁶		Manufacturing industries ⁷				Real personal disposable income		£ billion			
	1980 = 100		1980 = 100		1980 = 100		1980 = 100		1980 = 100		1980 = 100					
1980	100.0	-2.3	100.0	-2.9	100.0	-6.7 R	100.0	-8.8 R	100.1 R	-0.7	100.0	1.0	18.1	0.8		
1981	98.7	-1.3	98.3	-1.7	96.5 R	-3.5 R	93.9 R	-6.1 R	100.2	0.2	98.0	-2.0	19.1	5.8		
1982	100.8	2.1	100.1	1.8	98.6 R	2.2 R	94.5 R	0.6 R	96.3	-3.9	98.4	+0.4	22.7	18.6		
1983	104.0	3.2	103.2	3.1	101.9 R	3.3 R	96.9 R	2.5 R	99.5	3.3	100.1	1.7	26.9	18.7		
1984	..	..	..	..	102.8	0.9	100.1	3.3	..	..	..	..	..	..
1983 Q3	104.4	3.7	103.8	3.3	102.8 R	3.4 R	97.5 R	3.2 R	100.7	5.1	100.4	2.8	7.2	23.2		
Q4	105.8	4.0	104.9	4.1	103.9 R	5.4 R	98.8 R	5.8 R	102.8	8.8	102.4	3.9	7.1	19.2		
1984 Q1	106.5	3.4	104.8	2.9	104.0 R	3.5 R	98.9 R	3.2 R	105.0	9.3	101.3	2.8	8.1	28.0		
Q2	105.6	2.5	104.7	2.5	101.8 R	1.4 R	99.7 R	4.5 R	105.4	7.2	101.6	2.3	7.5	17.3		
Q3	105.9	1.4	105.2	1.3	102.1 R	-0.7 R	101.0 R	3.6 R	107.5	6.8	101.5	1.1	8.5	19.2		
Q4	..	..	..	..	103.2	-0.7	101.0	2.2	..	..	..	..	..	..
1984 July	..	..	..	..	101.6 R	+0.5 R	100.1 R	3.6 R	107.5 R	7.4	..	..	..	..
Aug	..	..	..	..	101.9 R	+0.1 R	101.4 R	3.7 R	107.9 R	7.0	..	..	..	..
Sep	..	..	..	..	102.8 R	-0.6 R	101.4 R	3.5 R	107.2 R	6.8	..	..	..	..
Oct	..	..	..	..	102.9 R	-0.5 R	100.5 R	3.6 R	[107.5]	[6.0]	..	..	..	..
Nov	..	..	..	..	103.3 R	-0.3 R	101.2 R	3.1 R	..	..	..	..	..	..
Dec	..	..	..	..	[103.4]	[-0.7]	101.2	[2.2]	..	..	..	..	..	..
1985 Jan	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Expenditure													Base lending rates¹³	Monetary growth¹⁴		
Consumer expenditure 1980 prices		Retail sales volume¹	Fixed investment⁹			General government consumption at 1980 prices			Stock changes 1980 prices		£M3	M0¹⁵	per cent	per cent	per cent	
			Whole economy 1980 prices¹⁰	Manufacturing industries 1980 prices^{7,11}	Construction distribution & financial industries¹² 1980 prices											
£ billion		1980 = 100	£ billion	£ billion	£ billion	£ billion		£ billion		£ billion	£ billion	per cent	per cent	per cent		
1980	136.8	-0.4	100.0	-0.6	41.63	-5.2	7.3	-10.9	8.6	-1.4	48.8	1.5	-2.90	14	..	
1981	136.7	0.1	100.4	0.4	38.08	-8.5	5.7	-22.1	8.6	-0.0	48.9	0.2	-2.74	14½	..	
1982	138.1	1.0	102.5	2.1	40.65	6.7	5.6	-1.7	9.4	8.2	49.3	0.9	-1.25	10-10¼	..	
1983	144.0	4.3	107.9	5.3	42.29	4.0	5.4	-2.9	9.8	4.5	50.8	2.9	0.22	9	..	
1984	147.0	2.1	112.0	3.8	9½-9¾	..	
1983 Q3	36.4	5.1	108.5 R	5.4 R	10.43	0.7	1.3	-5.9	2.4	2.0	12.7	2.7	0.19	9½	1.0 R	
Q4	36.5	3.8	109.9 R	5.8 R	10.95	5.0	1.4	-3.7	2.6	7.7	12.8	2.6	0.10	9	2.4 R	
1984 Q1	36.3	2.7	109.0 R	3.0 R	11.60	9.5	1.5	12.7	2.7	13.4	12.7	1.4	-0.36	8½-8¾	2.0 R	
Q2	36.7	2.8	111.6 R	4.1	11.26	9.2	1.5	14.9	2.7	13.1	12.7	0.1	-0.41	9½	1.5	
Q3	36.6	0.6	112.5 R	3.7 R	11.01	5.5	1.6	[16.8]	[2.7]	[11.1]	12.8	0.8	-0.19	10½	2.8	
Q4	[37.3]	[2.2]	115.1 R	4.7 R	9½-9¾	1.1	
1984 July	111.6 R	3.8 R	12	-1.0	
Aug	111.3 R	3.8 R	10½	0.7	
Sep	114.3 R	3.7	10½	1.3	
Oct	113.6 R	3.9 R	10½	0.3	
Nov	114.4 R	3.9 R	9½-9¾	2.7	
Dec	117.0 R	4.7 R	9½-9¾	-0.5	
1985 Jan	[112.6]	[4.7]	14	0.7	
Visible trade													Balance of payments	Competitiveness	Prices	
Export volume		Import volume	Visible balance¹⁶	Current balance¹⁶	Effective exchange rate¹⁷	Relative unit labour costs^{1, 18}		Tax and prices index¹⁹		Producer prices index^{17, 19, 20}		Materials and fuels		Home sales		
1980 = 100		1980 = 100	£ billion	£ billion	1975 = 100	1980 = 100		Jan 1978 = 100		1980 = 100		1980 = 100				
1980	100.0	0.9	100.0	-5.4	1.5	3.6	96.1	10.1	100.0	19.2 R	132.8	17.3	100.0	8.5	100.0	14.0
1981	99.2	-0.8	96.1	-3.9	3.4	6.9	95.3	-1.2	104.1 R	4.1 R	152.5	14.8	109.2	9.2	109.5	9.5
1982	101.5	2.3	100.7	4.8	2.1	4.9	90.7	-4.8	100.6 R	-3.4 R	167.4	9.8	117.2	7.3	118.0	7.8
1983	102.3	0.8	107.7 R	7.0	-1.1	2.3	83.3	-8.2	95.3 R	-5.3 R	174.1	4.0	125.4	7.0	124.5	5.5
1984	111.0	8.5	119.3	10.8	-4.1	[0.2]	78.8	-5.4
1983 Q3	99.2	0.3	106.6	8.0	-0.4	0.8	84.9	-7.2	97.4 R	-3.9 R	175.1	3.6	124.8	8.1	125.1	5.4
Q4	107.3	4.1	112.9	10.5	-0.2	0.4	83.2	-6.6	96.8 R	-2.6 R	177.4	4.1	128.4	7.5	126.8	5.6
1984 Q1	109.5	7.0	113.0 R	8.1 R	-0.1 R	0.5 R	81.7	-1.5	96.3 R	6.8 R	178.7	4.3	133.6	7.2	129.0	5.9
Q2	108.3	8.0	117.9 R	10.6 R	-1.2 R	-0.3 R	79.8	-5.3	95.1 R	-1.5	179.5	4.1	134.3	8.7	132.0	6.3
Q3	107.4	8.3	119.0 R	11.6 R	-1.6 R	-0.5	78.0	-8.1	94.6	-2.9	181.3	3.5	134.1	7.5	132.8	6.2
Q4	118.8	10.7	127.2	12.7	-1.2	[0.5]	75.1	-9.7	[140.2]	[9.2]	[134.4]	[6.0]
1984 July	102.7	8.0	108.5 R	6.2 R	-0.2	0.2	78.4	-5.4	179.9	3.3	134.0	8.8	132.5	6.3
Aug	111.6	8.9	123.6 R	9.9 R	-0.6	-0.2 R	78.4	-7.4	181.8	3.7	133.2	6.9	132.6	6.2
Sep	107.9	8.2	124.9 R	11.6 R	-0.8	-0.4 R	77.3	-8.1	182.2	3.5	135.2	6.9	133.2	6.0
Oct	115.6	10.2	133.1 R	15.1 R	-0.9	0.1 R	75.6	-8.7	183.5	3.7	137.9	9.3	134.0 R	[6.2] R
Nov	118.7	10.6	121.8 R	13.6 R	-0.2 R	0.2 R	75.7	-9.2	184.1	3.7	139.2	9.3	134.4	[6.0]
Dec	[122.0]	[10.7]	[126.6]	[12.7]	-0.2	[0.2]	74.0	-9.7	183.9	3.3	[143.4]	[9.0]	[134.9]	[6.0]
1985 Jan	71.5	-10.8	184.7	3.8	[144.7]	[8.4]	[135.9]	[6.2]

Notes: * For each indicator two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
† Not seasonally adjusted.
(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
(2) For details of GDP measures see Economic Trends November 1981.
(3) For details of the accuracy of this series see Economic Trends, July 1984 p. 72.
(4) GDP at factor cost.
(5) Output index numbers include adjustments as necessary to compensate for the use of sales indicators.
(6) Production industries: sic divisions 1 to 4.
(7) Manufacturing industries: sic divisions 2 to 4.
(8) Industrial and commercial companies excluding North Sea oil companies net of stock appreciation.
(9) Gross domestic fixed capital formation.

(10) All industries.
(11) Including leased assets.
(12) Construction distribution and financial industries: sic divisions 5, 6 and 8.
(13) Base lending rate of the London clearing banks on the last Friday of the period shown.
(14) Series show the percentage changes relative to the immediately preceding period.
(15) Quarterly figures are products of monthly changes.
(16) No percentage change series is given as this is not meaningful for series taking positive and negative values.
(17) Averages of daily rates.
(18) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further details see Economic Trends 304, February 1979 p. 80.
(19) Annual and quarterly figures are averages of monthly indices.
(20) Replaces Wholesale Price Index.



NOTES The vertical lines indicate peaks and troughs in the economy as given by the CSO Index of coincident indicators.
All data is seasonally adjusted unless otherwise stated.
1 SIC 1980



4 Unemployment figures are on the new (claimant) basis, and excludes school leavers. They take account of the effects of 1983 Budget provisions. See notes to table 2.1.
5 Notified to Jobcentres.

1.1 EMPLOYMENT Working population

THOUSAND

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces‡	Employed labour force‡	Unemployed||	Working population‡
	Male	Female	All					
A UNITED KINGDOM								
Unadjusted for seasonal variation								
1981 Dec	12,326	9,275	21,602	2,144	332	24,078	2,764	26,842
1982 Mar	12,214	9,156	21,370	2,157	328	23,855	2,821	26,676
June	12,203	9,197	21,400	2,170	324	23,894	2,770	26,663
Sep	12,176	9,110	21,286	2,183	323	23,792	3,066	26,858
Dec	12,038	9,087	21,126	2,195	321	23,642	3,097	26,739
1983 Mar	11,923	8,959	20,882	2,208	321	23,411	3,172	26,583
June	11,938	9,112	21,050	2,221	322	23,593	2,984	26,577
Sep	11,985	9,160	21,145	2,290	325	23,760	3,167	26,927
Dec	11,906	9,258	21,164	2,358	325	23,847	3,079	26,926
1984 Mar	11,816	9,195	21,011	2,426	326	23,764	3,143	26,906
June	11,843	9,316	21,159	2,494	326	23,979	3,030	27,009
Sep	11,898	9,347	21,245	[2,526]	328	24,098	3,284	27,382
Adjusted for seasonal variation								
1981 Dec	12,325	9,238	21,563	2,144	332	24,039		26,799
1982 Mar	12,277	9,226	21,503	2,157	328	23,988		26,786
June	12,201	9,173	21,373	2,170	324	23,867		26,745
Sep	12,109	9,097	21,206	2,183	323	23,711		26,707
Dec	12,040	9,053	21,093	2,195	321	23,610		26,699
1983 Mar	11,983	9,028	21,011	2,208	321	23,540		26,686
June	11,937	9,087	21,023	2,221	322	23,567		26,669
Sep	11,918	9,148	21,065	2,290	325	23,680		26,772
Dec	11,909	9,225	21,134	2,358	325	23,817		26,888
1984 Mar	11,875	9,264	21,139	2,426	326	23,891		27,004
June	11,842	9,290	21,132	2,494	326	23,952		27,105
Sep	11,831	9,335	21,166	[2,526]	328	24,020		27,227

Employment estimates including employees in employment, self employment and employed labour force have been revised, see note on page S6.
 * Estimates of employees in employment from December 1981 include an allowance for underestimation. See note on page S6. See article on page 319 of the July 1984 Gazette for an explanation of why such allowances are made; a detailed description of the derivation of the current allowances will appear in the March Gazette.
 † Estimates of the self-employed up to mid 1984 are based on the results of the 1981, 1983 and 1984 Labour Force Surveys. The provisional estimates for September 1984 are based on the assumption that the average rate of increase between 1981 and 1984 has continued subsequently. See article on page 319 of the July Gazette for explanation of why such allowances are made; a detailed description of the current allowances will appear in the March Gazette.
 ‡ See notes above on employees and self-employed.
 § HM Forces figures, provided by the Ministry of Defence, represent the total number of UK Service personnel male and female in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
 || From April 1983 the figures reflect the effects of the provisions in the Budget for some men 60 and over who no longer have to sign at an unemployment office.

1.1 EMPLOYMENT Working population

THOUSAND

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces‡	Employed labour force‡	Unemployed||	Working population‡
	Male	Female	All					
B. GREAT BRITAIN								
Unadjusted for seasonal variation								
1981 Dec	12,060	9,057	21,117	2,083	332	23,532	2,663	26,195
1982 Mar	11,952	8,939	20,892	2,096	328	23,315	2,718	26,033
June	11,945	8,982	20,927	2,109	324	23,360	2,664	26,023
Sep	11,920	8,893	20,813	2,122	323	23,258	2,950	26,208
Dec	11,784	8,871	20,655	2,134	321	23,111	2,985	26,095
1983 Mar	11,673	8,744	20,417	2,147	321	22,885	3,059	25,944
June	11,689	8,896	20,585	2,160	322	23,067	2,871	25,937
Sep	11,735	8,943	20,678	2,229	325	23,232	3,044	26,275
Dec	11,658	9,039	20,697	2,297	325	23,318	2,961	26,279
1984 Mar	11,571	8,978	20,549	2,365	326	23,240	3,022	26,262
June	11,597	9,100	20,697	2,433	326	23,456	2,911	26,367
Sep	11,650	9,130	20,780	[2,465]	328	23,573	3,157	26,729
Adjusted for seasonal variation								
1981 Dec	12,059	9,019	21,079	2,083	332	23,494		26,153
1982 Mar	12,015	9,009	21,024	2,096	328	23,448		26,143
June	11,943	8,957	20,900	2,109	324	23,333		26,105
Sep	11,852	8,881	20,733	2,122	323	23,178		26,058
Dec	11,786	8,837	20,623	2,134	321	23,078		26,056
1983 Mar	11,733	8,813	20,546	2,147	321	23,014		26,046
June	11,688	8,870	20,558	2,160	322	23,040		26,029
Sep	11,669	8,930	20,598	2,229	325	23,152		26,121
Dec	11,661	9,006	20,667	2,297	325	23,288		26,241
1984 Mar	11,630	9,046	20,676	2,365	326	23,367		26,360
June	11,596	9,073	20,670	2,434	326	23,429		26,463
Sep	11,583	9,118	20,701	[2,465]	328	23,494		26,574

§ HM Forces figures, provided by the Ministry of Defence, represent the total number of UK Service personnel male and female in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
 || From April 1983 the figures reflect the effects of the provisions in the Budget for some men 60 and over who no longer have to sign at an unemployment office.

1.2 EMPLOYMENT Employees in employment: industry*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services		Energy and water supply		Manufacturing industries		Service industries		Other industries	
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted
Divisions	0-9		1		2-4		6-9		0,5	
	R	R	R	R	R	R	R	R	R	R
1980 June	22,458	22,436	716	717	6,804	6,816	13,370	13,331	1,568	1,572
1981 June	21,386	21,360	699	700	6,100	6,109	13,132	13,089	1,455	1,462
1981 Sep	21,314	21,237	695	694	6,057	6,028	13,101	13,084	1,461	1,431
Oct			693	693	6,027	6,004				
Nov			691	690	5,989	5,972				
Dec	21,117	21,079	688	688	5,952	5,943	13,078	13,048	1,399	1,400
1982 Jan			686	686	5,891	5,919				
Feb			683	683	5,878	5,904				
Mar	20,892	21,024	682	683	5,870	5,889	12,976	13,066	1,364	1,386
April			680	681	5,830	5,854				
May			677	679	5,813	5,830				
June	20,927	20,900	675	676	5,788	5,797	13,088	13,042	1,376	1,385
July			673	674	5,783	5,765				
Aug			673	673	5,765	5,736				
Sep	20,813	20,733	671	670	5,741	5,710	12,998	12,979	1,403	1,374
Oct			670	669	5,708	5,685				
Nov			667	666	5,666	5,650				
Dec	20,655	20,623	665	665	5,630	5,623	12,987	12,962	1,373	1,373

Estimates of employees in employment, have been revised, see note on page S6.
 * Estimates of employees in employment from October 1981 include an allowance for underestimation. See note on page S6.
 Note: For dates prior to those given in tables 1.1 and 1.2 see Historical Supplement No 1 issued with August 1984 Gazette.

EMPLOYMENT Employees in employment: industry*

1.2
THOUSAND

GREAT BRITAIN SIC 1980	All industries and services		Energy and water supply		Manufacturing industries		Service industries		Other industries	
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted
Divisions	0-9		1		2-4		6-9		0,5	
	R	R	R	R	R	R	R	R	R	R
1983 Jan					5,566	5,596				
Feb					5,555	5,581				
Mar	20,417	20,546	659	659	5,540	5,559	12,890	12,978	1,328	1,350
April			656	657	5,523	5,545				
May			652	653	5,507	5,523				
June	20,585	20,558	650	651	5,502	5,510	13,107	13,061	1,326	1,336
July			648	649	5,515	5,499				
Aug			647	646	5,522	5,494				
Sep	20,678	20,598	645	643	5,504	5,473	13,165	13,147	1,364	1,335
Oct			641	640	5,483	5,459				
Nov			638	637	5,485	5,468				
Dec	20,697	20,667	637	637	5,460	5,455	13,265	13,242	1,335	1,333
1984 Jan			631	631	5,415	5,447				
Feb			630	630	5,406	5,433				
Mar	20,549	20,676	627	627	5,410	5,427	13,209	13,297	1,303	1,325
April			625	626	5,403	5,425				
May			623	624	5,408	5,424				
June	20,697	20,670	621	622	5,415	5,424	13,370	13,322	1,291	1,302
July			619	620	5,431	5,415				
Aug			617	617	5,432	5,404				
Sep	20,780	20,701	616	615	5,443	5,412	13,388	13,372	1,333	1,302
Oct			615	614	5,439	5,415				
Nov			615	614	5,432	5,414				
Dec					5,414	5,410				

1.8 EMPLOYMENT Indices † of output, employment and productivity

seasonally adjusted (1980 = 100)

UNITED KINGDOM	Whole economy			Production Industries Divisions 1 to 4			Manufacturing Industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1978	99.9	99.4	100.5	103.3 R	105.4 R	98.0 R	109.8 R	106.1	103.5 R	100.9 R
1979	103.0	100.7	102.3	107.2 R	104.7 R	102.3 R	109.6 R	105.3	104.1 R	101.5 R
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	98.3	96.6	101.8	96.5 R	91.6 R	105.5 R	93.9 R	91.0	103.3 R	104.7 R
1982	100.3 R	94.6 R	106.0 R	98.6 R	86.8	113.7 R	94.5 R	86.0 R	109.9 R	110.0 R
1983	103.3 R	93.9 R	110.1 R	101.9 R	83.0 R	122.9 R	96.9 R	82.2 R	118.0 R	117.2 R
1984	105.9			102.8			100.1	81.2	123.3	121.8
1978 Q1	97.7	98.9	98.9	100.4 R	105.6 R	95.0 R	108.0 R	106.4	101.6 R	98.8 R
Q2	99.7	99.2	100.6	103.4 R	105.4 R	98.0 R	110.5 R	106.2	104.2 R	101.7 R
Q3	100.8	99.5	101.4	104.6 R	105.3 R	99.4 R	110.8 R	106.0	104.6 R	102.1 R
Q4	101.1	100.0	101.2	104.6 R	105.2 R	99.5 R	109.9 R	105.9	103.8 R	101.2 R
1979 Q1	100.6	100.3	100.3	104.7 R	105.1 R	99.6 R	107.5 R	105.7	101.7 R	99.2 R
Q2	104.5	100.6	103.9	109.2	104.9 R	104.1 R	112.4 R	105.6	106.6 R	103.7 R
Q3	103.1	100.9	102.2	107.2 R	104.7 R	102.4 R	108.3 R	105.4	102.8 R	100.7 R
Q4	103.7	101.1	102.6	107.5 R	104.2 R	103.2 R	110.1 R	104.7	105.2 R	102.5 R
1980 Q1	102.6	101.0	101.6	105.2 R	103.1 R	102.1 R	106.8 R	103.5	103.2	101.2
Q2	100.7	100.6	100.1	101.2 R	101.5 R	99.7 R	102.4 R	101.6	100.8 R	100.0
Q3	99.1	99.8	99.3	97.8 R	99.1 R	98.8 R	97.5 R	98.9	98.6 R	99.2 R
Q4	97.7	98.7	99.0	95.8 R	96.4 R	99.4 R	93.4	95.9	97.4	99.6
1981 Q1	97.6	97.7	99.9	95.1 R	94.0 R	101.1 R	92.5	93.5	99.0 R	101.6
Q2	97.8	96.8	101.0	95.6	92.0 R	103.9 R	93.0 R	91.5	101.7 R	103.4 R
Q3	98.8	96.2	102.7	97.1 R	90.7 R	107.2	94.8 R	90.0	105.5 R	106.1 R
Q4	99.0	95.7 R	103.5 R	98.4 R	89.5 R	109.9	95.3 R	88.8 R	107.3 R	107.6 R
1982 Q1	99.3 R	95.3 R	104.3 R	97.4 R	88.5 R	110.2 R	94.9 R	87.8 R	108.1 R	108.1 R
Q2	100.2 R	94.9 R	105.6 R	98.9 R	87.4	113.2 R	95.1 R	86.7 R	109.8 R	109.9 R
Q3	100.7 R	94.4 R	106.7 R	99.4 R	86.2	115.3 R	94.5 R	85.4 R	110.7 R	110.9 R
Q4	100.9 R	93.9 R	107.5 R	98.6 R	84.9 R	116.2 R	93.4 R	84.1 R	111.1 R	111.0 R
1983 Q1	101.9 R	93.6 R	108.9 R	100.5 R	83.9 R	119.8 R	95.8 R	83.1 R	115.4 R	115.1 R
Q2	102.2 R	93.6 R	109.2 R	100.4 R	83.1 R	120.8 R	95.4 R	82.3 R	115.9 R	115.6 R
Q3	104.1 R	93.9 R	110.9 R	102.8 R	82.6 R	124.6 R	97.5 R	81.9 R	119.3 R	118.5 R
Q4	104.9	94.4 R	111.2 R	103.9 R	82.3 R	126.3 R	98.8 R	81.6 R	121.2 R	119.6 R
1984 Q1	105.3 R	94.8 R	111.1 R	104.0 R	81.9 R	126.9 R	98.9 R	81.3 R	121.7 R	120.1 R
Q2	105.0 R	95.0 R	110.6 R	101.8 R	81.8 R	124.5 R	99.7 R	81.3 R	122.7 R	121.3 R
Q3	106.0 R	95.3 R	111.3 R	102.1 R	81.7 R	125.0 R	101.0 R	81.2 R	124.5 R	123.3 R
Q4	107.1			103.2			101.0	81.2	124.4	122.6

‡ Gross domestic product for whole economy.

* Estimates of the employed labour force include an allowance for underestimation and have been revised; see note on page S6.

EMPLOYMENT 1.12

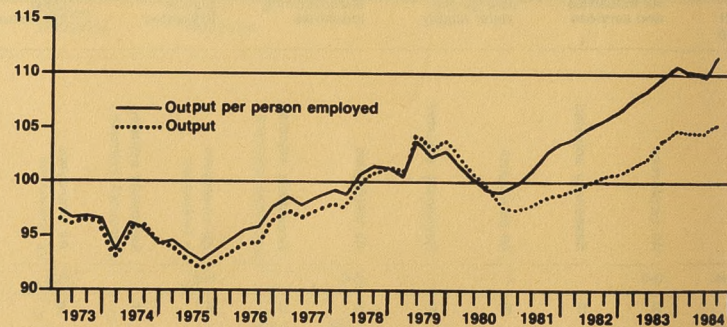
Hours of work—Operatives: manufacturing industries

Seasonally adjusted
1980 AVERAGE = 100

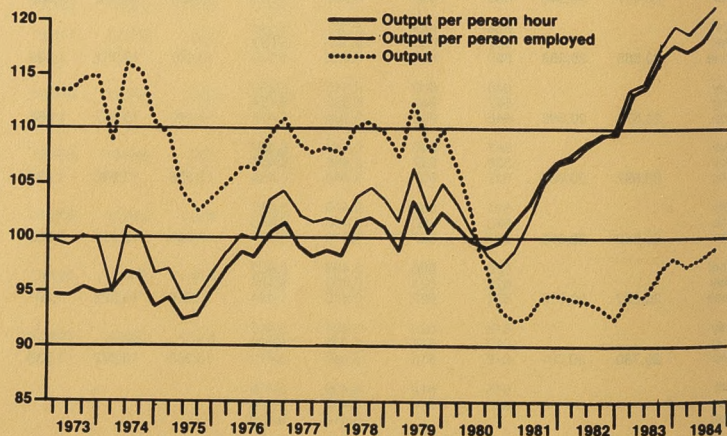
GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
SIC 1980 classes	21-49					21-49				
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	89.1	89.2	86.8	89.5	93.8	98.7	98.9	98.9	101.5	99.1
1982	84.2	84.0	80.9	85.8	90.0	100.5	100.9	100.9	103.9	99.6
1983	81.8	81.9	76.5	86.5	88.0	101.5	102.0	103.1	105.5	100.2
1984	81.7	83.0	75.0	88.5	84.6	102.4	103.5	104.3	105.6	100.4
Week ended										
1982 Nov 13	82.2					100.7				
Dec 11	81.9	81.8	78.8	84.8	88.4	100.8	101.2	100.8	104.6	99.7
1983 Jan 15	81.7					100.9				
Feb 12	81.7					100.9				
Mar 12	81.6	81.6	77.7	85.3	88.9	101.2	101.4	102.3	104.9	100.0
Apr 16	81.2					101.0				
May 14	81.4					101.1				
June 11	80.9	80.8	75.9	85.2	87.3	100.9	101.0	101.3	105.2	99.8
July 16	81.3					101.3				
Aug 13	81.8					101.6				
Sep 10	82.1	82.3	76.8	87.5	88.3	101.8	102.0	103.8	105.8	100.6
Oct 15	82.5					102.2 R				
Nov 12	82.8 R					102.7				
Dec 15	82.3 R	83.1 R	76.1	88.2	87.1 R	102.6	103.4 R	104.9	106.2	100.6 R
1984 Jan 14	82.0 R					102.6				
Feb 11	82.0 R					102.7				
Mar 10	81.8 R	83.2 R	75.1	88.2	85.4 R	102.5	103.7	104.4	106.2	100.2 R
Apr 14	81.6 R					102.5				
May 19	81.5 R					102.3				
Jun 16	81.3 R	82.7 R	72.9	87.4	84.9 R	102.2 R	103.1 R	102.4	105.8	100.4 R
July 14	81.1 R					102.0 R				
Aug 18	80.8 R					102.0 R				
Sep 15	81.6	82.5	76.5	88.9	84.7 R	102.1	102.7	104.0	105.2	100.6 R
Oct 13	82.3					102.6				
Nov 10	82.3					102.6				
Dec 8	82.1	83.6	75.4	89.6	83.3	103.1	104.6	106.5	105.2	100.2

* The figures have not yet been revised to take account of new estimates of the number of employees in manufacturing industries. See note on page S6.

Output and productivity
Whole economy



Manufacturing industries (SIC 1980)



Seasonally adjusted.
(1980 = 100)

EMPLOYMENT

Selected countries: national definitions

1
6

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)(7)	Canada	Denmark (6)	France (7)	Germany (FR)	Greece (8)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Netherlands (6)(11)	Norway (5)	Spain (12)	Sweden (5)	Switzerland (2)(5)	United States	
QUARTERLY FIGURES: seasonally adjusted unless stated																			Thousand
Civilian labour force																			
1982 Q1	26,458 R	6,873	3,306	..	11,903	..	..	26,951	..	..	22,668	57,510	..	1,983	12,975	4,340	3,055	109,414
Q2	26,421 R	6,881	3,282	..	11,942	..	..	26,921	..	..	22,657	57,593	..	2,008	12,953	4,351	3,049	110,192
Q3	26,384 R	6,889	3,317	..	12,016	..	..	26,909	..	..	22,557	57,620	..	1,996	13,037	4,375	3,033	110,517
Q4	26,378 R	6,936	3,309	..	12,033	..	22,860	26,925	..	..	22,560	58,226	..	2,005	13,135	4,359	3,039	110,829
1983 Q1	26,365 R	6,965	3,296	..	12,048	..	..	26,965	..	..	22,716	58,852	..	1,997	13,102	4,367	3,029	110,700
Q2	26,347 R	6,979	3,293	..	12,186	..	..	28,909	..	..	22,897	58,778	..	2,032	13,106	4,378	3,015	111,277
Q3	26,447 R	6,977	3,297	..	12,245	..	..	28,879	..	..	22,791	58,953	..	2,035	13,210	4,386	3,012	112,057
Q4	26,563 R	7,016	3,288	..	12,227	..	22,596	26,847	..	..	22,933	59,000	..	2,032	13,265	4,371	3,018	112,012
1984 Q1	26,678 R	7,055	..	..	12,270	..	..	26,864	..	..	..	58,987	..	2,042	13,260	4,370	3,016	112,607
Q2	26,779 R	7,114	..	..	12,341	..	..	26,813	..	..	..	59,090	..	2,027	13,177	4,356	3,012	113,642
Civilian employment																			Thousand
1982 Q1	23,660 R	6,445	3,208	..	10,846	..	..	25,274	..	..	20,577	56,235	..	1,943	10,890	4,211	3,046	99,749
Q2	23,543 R	6,428	3,179	..	10,696	..	..	25,167	..	..	20,647	56,252	..	1,959	10,892	4,219	3,035	99,810
Q3	23,388 R	6,398	3,195	..	10,555	..	..	25,048	..	..	20,481	56,275	..	1,946	10,879	4,225	3,017	99,493
Q4	23,289 R	6,342	3,177	..	10,499	..	20,997	24,889	..	..	20,485	56,787	..	1,937	10,876	4,225	3,017	99,054
1983 Q1	23,219 R	6,277	3,146	..	10,546	..	..	24,722	..	..	20,497	57,247	..	1,923	10,757	4,224	3,003	99,214
Q2	23,245 R	6,260	3,160	..	10,893	..	..	24,655	..	..	20,578	57,215	..	1,963	10,825	4,225	2,990	100,037
Q3	23,355 R	6,260	3,162	..	10,824	..	..	24,607	..	..	20,576	57,383	..	1,966	10,848	4,224	2,984	101,528
Q4	23,492 R	6,359	3,168	..	10,864	..	20,732	24,611	..	..	20,577	57,489	..	1,975	10,805	4,226	2,988	102,506
1984 Q1	23,565 R	6,379	..	..	10,881	..	..	24,581	..	..	..	57,312	..	1,979	10,592	4,234	2,982	103,741
Q2	23,626 R	6,478	..	..	10,935	..	..	24,567	..	..	..	57,497	..	1,966	10,503	4,218	2,981	105,146
LATEST ANNUAL FIGURES: 1983 unless stated																			Thousand
Civilian Labour Force: Male	15,794	4,361	2,016	2,494	7,098	1,463	13,580	16,363	2,505	899	14,824	35,640	3,685	1,156	9,197	2,337	1,953	63,047	
Female	10,461	2,624	1,277	1,594	5,084	1,207	9,152	10,544	1,173	369	8,011	23,240	1,902	868	4,068	2,038	1,067	48,503	
All	26,255	6,984	3,294	4,088	12,183	2,670	22,732	26,907	3,678	1,268	22,835	58,886	5,587	2,024	13,265	4,375	3,020	111,550	
Civilian Employment: Male	13,649	3,935	1,946	..	6,240	..	12,752	15,090	..	..	13,823	34,690	..	1,122	7,606	2,258	1,937	56,787
Female	9,622	2,351	1,213	..	4,495	..	8,116	9,559	..	..	6,734	22,630	..	835	3,199	1,966	1,057	44,047
All	23,271	6,289	3,159	3,620	10,734	2,437	20,868	24,649	3,529	1,131	20,557	57,330	4,984	1,957	10,805	4,224	2,994	100,834	
Civilian employment: proportions by sector																			Per cent
Male: Agriculture	3.7	8.0	8.3	..	7.1	..	..	4.7	..	..	11.9	8.0	..	9.3	18.7	7.6	8.0	5.0
Industry	44.0	36.4	49.3	..	33.8	..	..	51.6	..	..	41.0	38.9	..	39.9	40.1	43.5	45.8	36.7
Services	52.2	55.7	42.2	..	59.1	..	..	43.8	..	..	47.1	53.1	..	50.7	41.3	48.9	46.2	58.3
Female: Agriculture	1.2	4.3	12.4	..	3.2	..	..	7.0	..	..	13.3	11.3	..	5.0	16.5	3.0	5.4	1.6
Industry	19.0	15.2	21.8	..	14.0	..	..	26.9	..	..	25.8	28.4	..	12.2	18.0	14.3	22.6	16.8
Services	79.8	80.4	65.6	..	82.7	..	..	66.2	..	..	60.8	60.3	..	82.5	65.5	82.8	72.0	81.6
All: Agriculture	2.7	6.6	9.9	3.0	5.5	8.5	8.1	5.6	30.7	17.3	12.4	9.3	5.0	7.5	18.0	5.4	7.1	3.5	
Industry	33.7	28.5	38.8	32.3	25.5	26.3	33.9	42.0	29.0	31.1	36.0	34.8	28.8	28.1	33.5	29.9	37.6	28.0	
Services	63.6	64.9	51.3	64.7	69.0	65.1	58.0	52.4	40.3	51.5	51.6	56.0	66.3	64.3	48.4	64.7	55.3	68.5	

Sources and definitions: The international data are taken from publications of the *Organisation for Economic Co-operation and Development* ("Quarterly Labour Force Statistics") and the *Statistical Office of the European Communities* ("Employment and Unemployment"). They are intended to conform to the internationally agreed definitions, namely: **Civilian Labour Force:** Employees in employment; the self-employed, employers and some family workers; and the unemployed. **Civilian Employment:** Civilian Labour Force excluding the unemployed. **Agriculture, Industry and Services:** Major divisions 1, 2-5, and 6-0 respectively of the International Standard Industrial Classification. However, differences exist between countries in general concepts, classification and methods of compilation, and international comparisons must be approached with caution. Some of the differences are indicated in the footnotes below, but for details of the definitions, and of the national sources of the data, the reader is referred to the OECD and SOEC publications.

Notes: [1] For the UK, the Civilian Labour Force figures refer to working population excluding HM Forces, civilian employment to employed labour force excluding HM Forces, and industry to production and construction industries. See also footnotes to table 1.1.

[2] Quarterly figures relate to March, June, September and December.

[3] Annual figures relate to June.

[4] Quarterly figures relate to February, May, August and November, and annual figures to August.

[5] Civilian labour force and employment figures include armed forces.

[6] Annual figures relate to 1982.

[7] Civilian employment figures include apprentices in professional training.

[8] Annual figures relate to 1981.

[9] Annual figures relate to April.

[10] Quarterly figures relate to January, April, July and October.

[11] Annual figures relate to January.

[12] Quarterly figures not seasonally adjusted, annual figures relate to fourth quarter.

EMPLOYMENT 1.11

Overtime and short-time operatives in manufacturing industries*

GREAT BRITAIN	OVERTIME						SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week					
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Seasonally adjusted	Average per operative on short-time	
																Actual (million)	Seasonally adjusted	Actual (Thou)	Seasonally adjusted	Average per operative working part of the week
1979	1,744	34.2	8.7	15.07		8	320	42	460	10.6	51	1.0	781		15.0	
1980	1,422	29.5	8.3	11.76		21	823	258	3,183	12.1	279	5.9	4,006		14.3	
1981	1,137	26.6	8.2	9.37		16	621	320	3,720	11.4	335	7.8	4,352		12.6	
1982	1,198	29.8	8.3	9.98		8	320	134	1,438	10.7	142	3.5	1,769		12.4	
1983	1,209	31.5	8.5	10.30		6	244	71	741	10.2	77	2.0	985		12.9	
1984	1,314	34.4	8.9	11.60		6	232	38	386	10.4	43	1.1	619		14.4	
Week ended																
1983 Mar 12	1,189	31.3	8.2	9.80	9.68	6	238	119	1,260	10.6	125	3.3	1,498	1,261	12.0	
June 11	1,168	30.9	8.4	9.85	9.60	7	297	69	714	10.4	76	2.0	1,011	1,170	13.3	
Sep 10	1,238	31.9	8.9	10.98	11.03	5	199	39	372	9.6	44	1.1	571	644	13.0	
Oct 15	1,326	33.7	8.9	11.74	11.45	4	152	36	325	9.0	40	0.9	477	471	12.0	
Nov 12	1,345	34.5	8.7	11.68	11.38	5	180	37	341	9.2	42	1.1	521	446	12.5	
Dec 10	1,327	34.5	8.9	11.78	11.36	4	161	35	341	9.9	39	1.0	502	459	13.0	
1984 Jan 14	1,185	31.1	8.4	9.89	10.97	6	245	42	493	11.9	48	1.3	738	623	15.5	
Feb 11	1,305	34.3	8.7	11.24	11.25	8	306	44	437	9.9	51	1.4	742	593	14.5	
Mar 10	1,294	34.0	8.7	11.21	11.11	4	174	47	528	11.2	52	1.4	702	590	13.6	
April 14	1,311	34.5	8.7	11.36	11.50	4	144	44	395	9.2	48	1.3	554	530	11.5	
May 19	1,335	35.1	8.9	11.79	11.43	4	179	41	361	8.8	45	1.2	540	605	11.7	
June 16	1,328	34.9	8.9	11.79	11.54	7	281	39	394	10.2	46	1.2	675	774	14.8	
July 14	1,304	34.1	9.0	11.71	11.56	7	271	33	317	9.7	39	1.0	587	858	15.1	
Aug 18	1,234	32.2	9.0	11.05	11.64	8	316	31	333	10.8	39	1.0	649	906	16.6	
Sept 15	1,290	33.6	9.0	11.55	11.59	7	284	32	334	10.6	39	1.0	618	705	16.0	
Oct 13 R	1,377	35.6	9.0	12.36	12.04	5	190	31	341	11.2	35	0.8	530	525	15.1	
Nov 10 R	1,382	35.9	8.8	12.23	11.95	7	267	35	344	9.9	41	1.1	611	522	14.8	
Dec 8 R	1,422	37.2	9.1	12.97	12.58	3	122	32	359	11.1	35	0.9	481	437	13.6	
SIC 1980																
Week ended																
Dec 12 1984																
Metal manufacturing	58.5	37.3	10.0	582.8			1.4	1.4	11.2	8.1	1.4	0.9	12.6		8.9	
Iron and steel (221)	19.4	28.5	9.2	178.9				0.2	3.3	14.4	0.2	0.3	3.3		14.4	
Non-ferrous metals (224)	19.3	40.3	9.6	185.9				0.3	2.4	8.0	0.3	0.6	2.4		8.0	
Non-metallic mineral products	64.2	40.1	9.6	615.6	0.1	5.9	0.9	7.8	8.3	1.1	0.7	13.7		12.7		
Chemical industry	63.1	33.6	9.8	620.9		1.8	0.2	2.8	16.5	0.2	0.1	4.6		21.3		
Basic industrial chemicals (251)	26.0	35.2	10.0	259.9		0.2	0.1	1.1	13.3	0.1	0.1	1.3		15.1		
Metal goods nes	118.8	41.9	9.1	1,085.4	0.2	6.9	2.4	27.2	11.6	2.5	0.9	34.1		13.5		
Foundries (311)	27.6	52.8	8.9	245.9	0.1	2.1	0.7	8.3	11.7	0.8	1.5	10.4		13.6		
Hand tools, finished metal goods (316)	67.1	40.9	9.4	633.7		1.6	0.9	10.1	11.6	0.9	0.6	11.7		12.9		
Mechanical engineering	220.6	43.1	10.5	2,310.4	0.9	34.0	4.4	62.8	14.2	5.3	1.0	96.8		18.3		
Metal-working machine tools etc (322)	29.1	51.0	8.8	257.0	0.1	2.2	0.3	5.1	17.0	0.4	0.6	7.4		20.6		
Other machinery and mechanical equipment (328)	105.5	43.4	9.2	970.5	0.4	14.1	1.2	24.9	20.2	1.6	0.7	39.0		24.6		
Electrical and electronic engineering	144.1	36.4	8.6	1,233.3	0.3	13.0	2.1	22.6	10.6	2.5	0.6	35.5		14.4		
Basic electrical equipment (342)	36.5	51.7	7.2	263.9		0.3	0.3	3.0	9.4	0.3	0.5	3.3		10.1		
Industrial equipment, batteries etc (343)	23.8	37.1	8.2	195.5			0.4	2.3	6.4	0.4	0.6	2.3		6.4		
Telecommunication equipment (344)	33.9	34.3	8.6	292.7	0.3	12.0	1.3	15.1	12.0	1.6	1.6	27.1		17.4		
Motor vehicles	81.8	37.4	7.6	620.4	0.1	3.2	4.0	71.8	17.9	4.1	1.9	75.1		18.3		
Motor vehicles and engines (351)	31.5	37.3	7.2	228.1			2.4	55.1	22.8	2.4	2.9	55.1		22.8		
Vehicle parts (353)	34.8	36.0	8.6	299.6	0.1	3.2	1.6	16.7	10.5	1.7	1.7	20.0		11.9		
Other transport equipment	76.2	40.7	10.3	784.4	0.5	18.0	0.1	0.7	6.5	0.6	0.3	18.7		33.7		
Shipbuilding and repairing (361)	35.5	49.4	11.0	389.7	0.4	16.7	0.1	0.5	6.0	0.5	0.7	17.2		34.4		
Aerospace equipment (364)	35.8	44.7	9.8	349.3				0.2	8.1			0.2		8.1		
Instrument engineering	22.9	33.3	7.8	178.4				0.7	0.5	7.6	14.0	0.6	8.3		14.8	
Food, drink and tobacco (411-429)	177.4	38.8	10.0	1,773.8	0.2	7.0	0.9	9.9	10.7	1.1	0.2	16.8		15.3		
Textile industry	89.9	42.5	6.3	564.8	0.2	6.8	3.5	27.8	8.0	3.7	1.7	34.6		9.4		
Footwear and clothing (453)	39.8	15.5	6.3	250.8	0.1	5.3	8.4	74.9	8.9	8.6	3.3	80.3		9.4		
Timber and wooden furniture	22.6	12.1	6.0	135.1	0.1	4.3	2.0	22.9	11.2	2.2	1.2	27.2		12.6		
Paper, printing and publishing	111.3	35.5	9.0	999.1		0.5	0.4	4.3	10.6	0.4	0.1	4.8		11.5		
Paper and paper products (471-472)	38.9	37.3	9.6	375.5		0.5	0.2	3.1	14.6	0.2	0.2	3.6		15.9		
Printing and publishing (475)	72.4	34.6	8.6	623.6			0.2	1.2	6.2	0.2	0.1	1.2		6.2		
Rubber and plastics	48.2	35.5	9.5	456.9	0.2	8.0	1.3	10.1	7.7	1.5	1.1	18.1		12.0		
Other manufacturing industries	13.3	25.8	8.0	105.6	0.1	5.6	1.2	13.7	11.8	1.3	2.5	19.4		14.8		
All manufacturing industries	1,422.2	37.2	9.1	12,970.1		3.0	121.7	32.3	358.9	11.1	35.4	0.9	480.6		13.6	

Notes: Figures from October 1981 are provisional.
 Figures in brackets after the industrial headings show the Standard Industrial Classification group numbers of the industries included.
 * The figures have not yet been revised to take account of new estimates of the numbers of employees in manufacturing industries. See note on page S6.

1.13 Overtime and Short-time Operatives in manufacturing industries: Regions

Week ended Dec 8, 1984	OVERTIME				SHORT-TIME								
	Opera- tives (Thou)	Percent- age of all opera- tives	Hours of overtime worked		Stood off for whole week		Working part of week		Stood off for whole or part of week		Hours lost		
			Average per opera- tive working over- time (Thou)	Opera- tives (Thou)	Hours lost (Thou)	Opera- tives (Thou)	Hours lost		Opera- tives (Thou)	Percent- age of all opera- tives	Hours lost		
							Average per opera- tive working part of the week (Thou)	Average per opera- tive on short- time (Thou)					
Analysis by region													
South East	355.1	36.4	9.2	3,266.5	0.2	9.8	5.6	90.6	16.2	5.9	0.6	100.4	17.0
Greater London *	121.6	32.3	9.2	1,124.0	—	1.3	0.4	4.7	11.0	0.5	0.1	6.0	13.0
East Anglia	52.2	41.3	9.5	497.5	0.1	4.5	0.7	6.0	8.5	0.8	0.7	10.5	12.8
South West	102.1	41.3	8.9	911.9	—	0.2	2.1	19.3	9.2	2.1	0.9	19.6	9.2
West Midlands	202.1	38.4	10.6	2,142.4	0.3	11.5	4.2	44.5	10.5	4.5	0.9	56.0	12.4
East Midlands	120.0	33.6	8.8	1,056.9	0.4	15.9	6.3	49.1	7.8	6.7	1.9	65.0	9.8
Yorkshire and Humberside	145.0	36.6	9.0	1,309.1	0.2	7.7	3.7	39.6	10.8	3.8	1.0	47.3	12.3
North West	219.0	43.2	7.8	1,698.7	0.1	4.1	2.9	31.9	11.2	3.0	0.6	36.0	12.2
North	66.7	30.7	9.3	620.3	0.7	26.7	2.0	17.7	8.8	2.7	1.2	44.4	16.6
Wales	46.1	29.1	9.1	417.7	0.6	22.8	1.2	10.3	8.6	1.8	1.1	33.0	18.7
Scotland	114.0	35.9	9.2	1,049.1	0.5	18.5	3.7	49.8	13.4	4.2	1.3	68.3	16.3

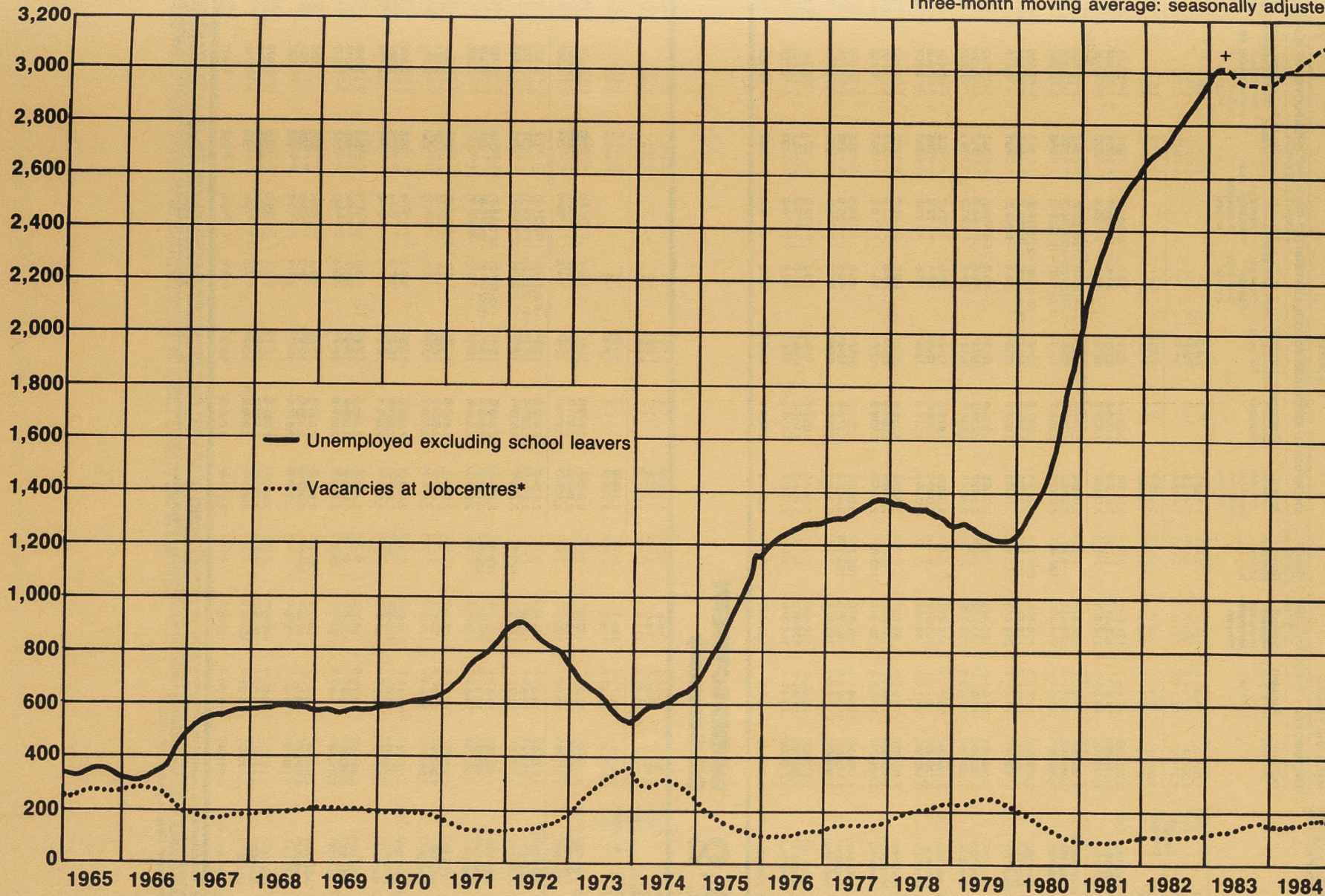
* Included in South East.

Note: The statistics given for Greater London in versions of table 1.13 appearing during the period November 1983 to August 1984 inclusive were incorrect. The correct figures may be obtained by telephoning Watford 28500 extension 403.

Unemployment and vacancies: United Kingdom 1965—1984

THOUSAND

Three-month moving average: seasonally adjusted



*Vacancies at Jobcentres are only about a third of total vacancies. + Figures affected by Budget provisions for men aged 60 and over.

2.1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE										UNITED KINGDOM			
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			MARRIED		
	Number	Per cent	School leavers included in unemployment	Non-claimant school leavers ‡	Actual	Seasonally adjusted	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	
1980	1,664.9	6.8	104.1	..	1,560.8	6.4	..	..	..	..	..	1980	..	
1981	2,520.4	10.4	100.6	..	2,419.8	9.9	..	..	..	..	..	1981	..	
1982	2,916.0	12.1	123.5	..	2,793.4	11.5	..	..	..	..	..	1982	..	
1983††	3,104.7	12.9	134.9	..	2,969.7	12.3	..	..	..	..	..	1983††	..	
1984	3,159.8	13.1	113.0	..	3,046.8	12.7	..	..	..	..	..	1984	..	
1983 Jan 13	3,225.2	13.4	137.8	..	3,087.4	2,982.7	12.4	33.9	32.4	311	2,675	240	1983 Jan 13	..
Feb 10	3,199.4	13.3	123.8	..	3,075.6	3,000.6	12.5	17.9	31.7	296	2,664	239	Feb 10	..
Mar 10	3,172.4	13.2	112.2	..	3,060.2	3,025.7	12.6	25.1	25.6	272	2,656	245	Mar 10	..
April 14††	3,169.9	13.2	134.5	..	3,035.4	3,021.1	12.6	-4.6(24.8)	12.8(22.6)	323	2,629	218	April 14††	..
May 12	3,049.4	12.7	125.6	..	2,923.7	2,969.9	12.3	-51.2(23.0)	-10.2(24.3)	275	2,626	148	May 12	..
June 9	2,983.9	12.4	118.9	128.4	2,865.0	2,967.7	12.3	-2.2(26.7)	-19.3(24.8)	266	2,596	122	June 9	..
July 14	3,020.6	12.6	115.5	211.1	2,905.0	2,957.3	12.3	-10.4(9.8)	-21.3(19.8)	352	2,565	103	July 14	..
Aug 11	3,009.9	12.5	112.1	211.9	2,897.8	2,940.9	12.2	-16.4(-7.3)	-9.7(9.7)	304	2,611	95	Aug 11	..
Sep 8	3,167.4	13.2	214.6	..	2,952.8	2,951.3	12.3	10.4	-5.5(4.3)	461	2,613	94	Sep 8	..
Oct 13	3,094.0	12.9	168.1	..	2,925.9	2,941.0	12.2	-10.3	-5.4(-2.4)	361	2,642	91	Oct 13	..
Nov 10	3,084.4	12.8	137.7	..	2,946.7	2,938.5	12.2	-2.5	-0.8	317	2,680	87	Nov 10	..
Dec 8	3,079.4	12.8	118.1	..	2,961.3	2,946.1	12.2	7.6	-1.7	291	2,703	86	Dec 8	..
1984 Jan 12	3,199.7	13.3	116.8	..	3,082.9	2,976.0	12.4	29.9	11.7	308	2,084	87	1984 Jan 12	..
Feb 9	3,186.4	13.2	105.5	..	3,080.9	3,005.1	12.5	29.1	22.2	295	2,809	87	Feb 9	..
Mar 8	3,142.8	13.1	94.8	..	3,048.0	3,011.6	12.5	6.5	21.8	260	2,801	82	Mar 8	..
April 5	3,107.7	12.9	85.3	..	3,022.4	3,010.9	12.5	-0.7	11.6	272	2,755	80	April 5	..
May 10	3,084.5	12.8	104.2	..	2,980.3	3,027.9	12.6	17.0	7.6	277	2,730	78	May 10	..
June 14	3,029.7	12.6	95.3	123.6	2,934.5	3,038.0	12.6	10.1	8.8	267	2,688	75	June 14	..
July 12	3,100.5	12.9	92.4	166.7	3,008.1	3,054.6	12.7	16.6	14.6	365	2,660	75	July 12	..
Aug 9	3,115.9	12.9	89.9	160.1	3,025.9	3,073.9	12.8	19.3	15.3	308	2,735	73	Aug 9	..
Sep 13	3,283.6	13.6	181.9	..	3,101.7	3,096.5	12.9	22.6	19.5	478	2,731	74	Sep 13	..
Oct 11	3,225.1	13.4	150.6	..	3,074.6	3,099.7	12.9	3.2	15.0	371	2,781	74	Oct 11	..
Nov 8	3,222.6	13.4	127.9	..	3,094.7	3,101.6	12.9	1.9	9.2	325	2,826	71	Nov 8	..
Dec 6	3,219.4	13.4	111.3	..	3,108.1	3,108.2 R	12.9	6.6	3.9	293	2,856	70	Dec 6	..
1985 Jan 10	3,341.0	13.9	109.4	..	3,231.5	3,126.4	13.0	18.2	8.9	302	2,965	74	1985 Jan 10	..

2.2 UNEMPLOYMENT GB Summary

UNITED KINGDOM	MALE AND FEMALE										UNITED KINGDOM			
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			MARRIED		
	Number	Per cent	School leavers included in unemployment	Non-claimant school leavers ‡	Actual	Seasonally adjusted	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	
1980	1,590.5	6.7	97.8	..	1,492.7	6.3	..	..	..	..	..	1980	..	
1981	2,422.4	10.2	94.0	..	2,328.4	9.8	..	..	..	..	..	1981	..	
1982	2,808.5	11.9	117.3	..	2,691.3	11.4	..	..	..	..	..	1982	..	
1983††	2,987.6	12.7	130.7	..	2,856.8	12.2	..	..	..	..	..	1983††	..	
1984	3,038.4	12.9	109.7	..	2,928.7	12.5	..	..	..	..	..	1984	..	
1983 Jan 13	3,109.0	13.2	133.4	..	2,975.6	2,873.4	12.2	32.7	31.0	303	2,570	237	1983 Jan 13	..
Feb 10	3,084.7	13.1	119.8	..	2,964.8	2,891.1	12.3	17.7	30.9	288	2,561	236	Feb 10	..
Mar 10	3,058.7	13.0	108.8	..	2,950.0	2,915.7	12.4	24.6	25.0	264	2,553	242	Mar 10	..
April 14††	3,053.3	13.0	129.8	..	2,923.7	2,909.2	12.4	-6.5(22.9)	11.9(21.7)	312	2,526	215	April 14††	..
May 12	2,934.4	12.5	121.6	..	2,812.8	2,857.3	12.2	-51.9(22.3)	-11.3(23.3)	267	2,522	145	May 12	..
June 9	2,870.5	12.2	115.3	125.6	2,755.2	2,855.4	12.2	-1.9(25.9)	-20.1(23.7)	258	2,493	120	June 9	..
July 14	2,903.5	12.4	112.2	206.6	2,791.3	2,843.3	12.1	-12.1(7.8)	-22.0(18.7)	343	2,458	102	July 14	..
Aug 11	2,892.9	12.3	109.0	206.1	2,783.9	2,826.4	12.0	-16.9(-7.9)	-10.3(8.6)	295	2,504	93	Aug 11	..
Sep 8	3,043.7	13.0	208.5	..	2,835.2	2,834.6	12.1	8.2	-6.9(2.7)	447	2,505	92	Sep 8	..
Oct 13	2,974.2	12.7	162.8	..	2,811.4	2,826.5	12.0	-8.1	-5.6(-2.6)	351	2,534	89	Oct 13	..
Nov 10	2,964.7	12.6	133.1	..	2,831.6	2,822.8	12.0	-3.7	-1.2	308	2,571	86	Nov 10	..
Dec 8	2,960.9	12.6	114.3	..	2,846.7	2,830.7	12.1	7.9	-1.3	283	2,594	84	Dec 8	..
1984 Jan 12	3,077.4	13.1	113.2	..	2,964.3	2,859.8	12.2	29.1	11.1	299	2,692	86	1984 Jan 12	..
Feb 9	3,063.8	13.0	102.2	..	2,961.7	2,887.1	12.3	27.3	21.4	286	2,697	81	Feb 9	..
Mar 8	3,021.9	12.9	91.9	..	2,930.0	2,893.6	12.3	6.5	21.0	252	2,689	80	Mar 8	..
April 5	2,987.6	12.7	82.7	..	2,904.9	2,893.0	12.3	-0.6	11.1	264	2,645	79	April 5	..
May 10	2,963.9	12.6	100.6	..	2,863.3	2,909.4	12.4	16.4	7.4	268	2,619	76	May 10	..
June 14	2,910.8	12.4	92.3	120.9	2,818.6	2,919.8	12.4	10.4	8.7	258	2,579	74	June 14	..
July 12	2,978.9	12.7	89.7	163.0	2,889.2	2,936.2	12.5	16.4	14.4	355	2,550	74	July 12	..
Aug 9	2,995.2	12.8	87.4	156.0	2,907.8	2,955.2	12.6	19.0	15.3	300	2,624	71	Aug 9	..
Sep 13	3,156.6	13.4	176.6	..	2,979.9	2,977.1	12.7	21.9	19.1	462	2,622	72	Sep 13	..
Oct 11	3,103.2	13.2	146.5	..	2,956.7	2,981.2	12.7	4.1	15.0	360	2,670	73	Oct 11	..
Nov 8	3,101.6	13.2	124.5	..	2,977.0	2,983.4	12.7	2.2	9.4	316	2,716	70	Nov 8	..
Dec 6	3,100.0	13.2	108.6	..	2,991.4	2,990.4 R	12.7	7.0	4.4	285	2,746	69	Dec 6	..
1985 Jan 10	3,217.9	13.7	107.0	..	3,110.9	3,008.3	12.8	17.9	9.0	294	2,851	73	1985 Jan 10	..

Note: The national and regional unemployment series are seasonally adjusted using a large degree estimated data for periods before mid 1982. For a while there will be an element of uncertainty in these figures until experience of seasonal movement is gained. As a result, the latest figures for national and regional seasonally adjusted unemployment are provisional and subject to revision, mainly in the following month. The figures for Great Britain prior to May 1982 and for Northern Ireland prior to November 1982 are estimates. See article on page S20 of Employment Gazette December 1982.

UNEMPLOYMENT 2.1 UK summary

THOUSAND

MALE										FEMALE										UNITED KINGDOM				
UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			MARRIED	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS								
Number	Per cent	School leavers included in unemployment	Non-claimant school leavers ‡	Actual	Seasonally adjusted	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		Number	Per cent	School leavers included in unemployment	Non-claimant school leavers ‡	Actual	Seasonally adjusted	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	
1,180.6	8.3	55.0	..	1,125.6	7.9	..	..	..	..	..	484.3	4.8	49.1	..	435.2	4.3	..	..	..	..	..	..	1980	..
1,843.3	12.9	55.6	..	1,787.8	12.4	..	..	..	..	..	677.0	6.8	45.0	..	632.0	6.3	..	..	..	..	..	..	1981	..
2,133.2	15.0	70.1	..	2,063.2	14.5	..	..	..	..	..	783.6	7.8	53.4	..	730.2	7.3	..	..	..	..	..	..	1982	..
2,218.6	15.9	77.2	..	2,141.4	15.3	..	..	..	..	..	886.0	8.8	57.7	..	828.3	8.2	..	..	..	..	..	..	1983††	..
2,197.4	15.7	65.0	..	2,132.4	15.3	..	..	..	..	..	962.5	9.5	48.0	..	914.5	9.1	..	..	..	..	..	..	1984	..
2,354.9	16.8	77.5	..	2,277.4	2,199.5	15.7	..	..	..	..	870.4	8.6	60.3	..	810.0	783.2	7.8	..	..	..	..	..	1983 Jan 13	..
2,336.6	16.7	70.1	..	2,266.6	2,208.5	15.8	..	..	..	..	862.8	8.6	53.7	..	809.1	792.1	7.9	..	..	..	..

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS											
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual				Seasonally adjusted							
								Number	Per cent	Change since previous month	Average change over 3 months ended	Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female		
SOUTH EAST																			
1980	328.1	241.0	87.1	14.6	4.2	5.4	2.8	313.5	4.1										
1981	547.6	407.5	140.1	16.5	7.0	9.0	4.3	531.0	6.8										
1982	664.6	490.8	173.8	22.4	8.5	10.9	5.3	642.3	8.3										
1983††	721.4	514.5	206.9	24.5	9.3	11.6	6.3	696.9	9.0										
1984	748.0	511.3	236.7	20.1	9.6	11.5	7.2	727.9	9.4										
1984 Jan 12	750.9	522.0	228.9	20.9	9.7	11.7	6.9	730.0	707.8	9.1	7.1	4.7	492.9	214.9					
Feb 9	748.7	519.3	229.4	18.8	9.7	11.7	6.9	729.8	713.4	9.2	5.6	5.5	495.5	217.9					
Mar 8	740.1	513.0	227.1	16.9	9.5	11.5	6.9	723.2	715.7	9.2	2.3	5.0	495.7	220.1					
Apr 5	732.6	507.2	225.4	15.0	9.5	11.4	6.8	717.6	715.8	9.2	0.1	2.7	494.4	221.4					
May 10	725.4	500.3	225.1	17.8	9.6	11.2	6.8	707.6	719.2	9.3	3.4	1.9	494.7	224.5					
Jun 14	716.6	493.1	223.5	16.8	9.2	11.1	6.8	699.8	724.4	9.3	5.2	2.9	497.4	227.0					
Jul 12	735.9	501.3	234.6	16.2	9.5	11.3	7.1	719.7	729.4	9.4	5.0	4.5	499.6	239.8					
Aug 9	745.1	503.5	241.5	15.4	9.6	11.3	7.3	729.7	735.0	9.5	5.6	5.3	502.3	232.7					
Sep 13	778.2	521.8	256.3	31.5	10.0	11.7	7.7	746.6	743.7	9.6	8.7	6.4	507.8	235.9					
Oct 11	767.9	516.8	251.1	27.9	9.9	11.6	7.6	740.0	743.4	9.6	-0.3	7.7	508.0	235.4					
Nov 8	768.0	517.6	250.4	23.8	9.9	11.6	7.6	744.2	745.9	9.6	2.5	3.6	508.6	237.3					
Dec 6	766.7	519.8	246.8	20.4	9.9	11.7	7.5	746.3	748.1	9.6	2.2	1.5	509.0	239.1					
1985 Jan 10	796.1	542.0	254.1	18.5	10.3	12.2	7.7	777.6	755.4	9.7	7.3	4.0	514.6	240.8					
GREATER LONDON (included in South East)																			
1980	157.5	117.1	40.4	6.0	4.2	5.4	2.6	151.5	4.1										
1981	263.5	195.8	67.6	9.0	7.0	8.7	4.3	254.5	6.7										
1982	323.3	238.5	84.8	10.7	8.5	10.6	5.4	312.6	8.2										
1983††	359.9	258.8	101.1	12.0	9.5	11.8	6.3	347.9	9.2										
1984	380.9	265.6	115.3	10.2	10.0	12.1	7.2	370.7	9.8										
1984 Jan 12	375.6	264.7	110.9	10.9	9.9	12.0	7.0	364.7	358.9	9.5	2.5	2.5	253.8	105.1					
Feb 9	375.5	264.2	111.3	9.8	9.9	12.0	7.0	365.7	361.6	9.5	2.7	2.6	255.2	106.4					
Mar 8	373.5	263.0	110.6	9.0	9.8	12.0	6.9	364.6	363.4	9.6	1.8	2.3	256.0	107.9					
Apr 5	371.9	261.8	110.0	7.9	9.8	11.9	6.9	363.9	363.9	9.6	0.5	1.7	256.0	107.9					
May 10	370.5	260.2	110.3	8.9	9.8	11.8	6.9	361.6	364.7	9.6	0.8	1.0	255.6	109.1					
Jun 14	369.6	259.5	110.1	8.6	9.7	11.8	6.9	361.0	370.4	9.8	5.7	2.3	259.9	116.0					
Jul 12	378.1	263.3	114.8	8.3	10.0	12.0	7.2	369.8	372.5	9.8	2.1	2.9	260.6	111.9					
Aug 9	383.5	265.2	118.4	8.0	10.1	12.1	7.4	375.5	375.3	9.9	2.8	3.5	262.2	113.1					
Sep 13	397.6	273.1	124.6	14.5	10.5	12.4	7.8	383.1	380.3	10.0	5.0	3.3	265.5	114.8					
Oct 11	392.6	270.6	122.0	13.6	10.3	12.3	7.7	378.9	381.2	10.0	0.9	2.9	266.5	114.7					
Nov 8	391.5	270.5	121.0	12.1	10.3	12.3	7.6	379.4	382.6	10.1	1.4	2.4	267.3	115.3					
Dec 6	391.2	271.5	119.7	10.6	10.3	12.3	7.5	380.7	384.9	10.1	2.3	1.5	268.7	116.2					
1985 Jan 10	400.4	278.3	122.2	9.6	10.6	12.6	7.7	390.9	385.5	10.2	0.6	1.4	268.6	116.9					
EAST ANGLIA																			
1980	39.2	28.5	10.7	2.0	5.3	6.5	3.6	37.2	5.0										
1981	61.4	45.9	15.5	2.0	8.3	10.3	5.2	59.4	8.0										
1982	72.2	53.2	19.0	2.4	9.7	12.0	6.3	69.8	9.4										
1983††	77.5	54.8	22.6	2.7	10.2	12.3	7.2	74.7	9.9										
1984	77.0	51.8	25.2	2.2	10.1	11.6	8.0	74.8	9.9										
1984 Jan 12	80.0	54.9	25.0	2.3	10.5	12.3	8.0	77.7	74.0	9.7	1.0	0.2	50.9	23.1					
Feb 9	80.7	55.6	25.1	2.0	10.6	12.5	8.0	78.6	74.9	9.9	0.9	0.6	51.5	23.4					
Mar 8	79.1	54.4	24.7	1.8	10.4	12.2	7.9	77.2	74.4	9.8	-0.5	0.5	51.0	23.4					
Apr 5	77.5	53.1	24.4	1.6	10.2	11.9	7.8	75.8	74.0	9.7	-0.4	0.5	50.6	23.4					
May 10	76.1	51.7	24.4	2.1	10.0	11.6	7.8	74.0	74.5	9.8	0.5	-0.1	50.8	23.7					
Jun 14	73.1	49.4	23.7	1.9	9.6	11.1	7.5	71.2	74.6	9.8	0.1	0.1	50.6	24.0					
Jul 12	74.0	49.4	24.6	1.9	9.7	11.1	7.8	72.1	75.2	9.9	0.6	0.4	50.8	24.4					
Aug 9	74.0	49.1	24.9	1.7	9.7	11.0	7.9	72.2	75.6	10.0	0.4	0.4	50.8	24.8					
Sep 13	77.2	50.6	26.6	3.6	10.2	11.4	8.5	73.6	76.0	10.0	0.4	0.5	50.9	25.1					
Oct 11	76.8	50.4	26.3	2.9	10.1	11.3	8.4	73.9	75.0	9.9	-1.0	-0.1	50.3	24.7					
Nov 8	77.3	51.0	26.3	2.4	10.2	11.5	8.4	74.9	75.5	9.9	0.5	0.5	50.5	25.0					
Dec 6	78.1	51.9	26.3	2.1	10.3	11.6	8.4	76.0	75.6	10.0	0.1	-0.1	50.3	25.3					
1985 Jan 10	82.8	55.0	27.8	1.9	10.9	12.4	8.9	80.9	77.3	10.2	1.7	0.8	51.3	26.0					
SOUTH WEST																			
1980	106.9	75.3	31.6	5.5	6.4	7.7	4.5	101.5	6.0										
1981	155.6	112.0	43.6	4.4	9.2	11.5	6.3	151.2	9.0										
1982	179.0	128.0	51.0	5.7	10.6	13.1	7.2	173.3	10.2										
1983††	188.6	129.3	59.3	6.2	11.2	13.4	8.3	182.3	10.8										
1984	193.9	127.3	66.6	5.0	11.5	13.2	9.3	188.9	11.2										
1984 Jan 12	199.3	132.1	67.2	5.1	11.8	13.7	9.4	194.3	182.8	10.9	2.0	0.9	121.5	61.3					
Feb 9	198.6	131.3	67.3	4.6	11.8	13.6	9.4	194.0	185.1	11.0	2.3	1.7	122.8	62.3					
Mar 8	195.1	129.0	66.0	4.0	11.6	13.3	9.2	191.0	185.5	11.0	0.4	1.6	122.9	62.6					
Apr 5	191.2	126.5	64.7	3.6	11.3	13.1	9.0	187.6	185.6	11.0	0.1	0.9	122.6	63.0					
May 10	185.7	123.0	62.7	4.5	11.0	12.7	8.7	181.3	185.9	11.0	0.3	0.3	122.8	63.1					
Jun 14	179.3	118.9	60.4	4.1	10.6	12.3	8.4	175.2	186.9	11.1	1.0	0.5	123.3	63.6					
Jul 12	183.9	120.7	63.2	4.0	10.9	12.5	8.8	180.0	188.1	11.2	1.2	0.8	123.6	64.5					
Aug 9	186.1	121.5	64.6	3.8	11.0	12.6	9.0	182.3	190.1	11.3	2.0	1.4	124.8	65.3					
Sep 13	198.9	128.8	70.1	8.5	11.8	13.3	9.8	190.5	193.8	11.5	3.7	2.3	127.1	66.7					
Oct 11	200.5	130.0	70.5	7.1	11.9	13.4													

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	Number			Per cent	Change since previous month	Average change over 3 months ended
NORTH															
1980	140.8	99.9	40.8	9.8	10.4	12.3	7.6	130.9	9.7						
1981	192.0	141.0	50.9	8.9	14.7	17.9	9.9	183.0	14.0						
1982	214.6	158.8	55.8	10.9	16.5	20.3	10.9	203.9	15.7						
1983††	225.7	164.7	61.0	11.8	17.7	21.6	11.9	213.9	16.8						
1984	231.3	166.4	64.9	9.8	18.1	21.8	12.7	221.5	17.4						
1984 Jan 12	230.9	166.8	64.1	9.3	18.1	21.9	12.5	221.5	213.0	16.7	0.5	0.7	154.5	58.5	
Feb 9	228.8	165.5	63.3	8.4	17.9	21.7	12.4	220.5	215.4	16.9	2.4	1.1	156.3	59.1	
Mar 8	226.8	164.4	62.3	7.6	17.8	21.5	12.2	219.2	218.0	17.1	2.6	1.8	158.6	59.4	
Apr 5	225.6	163.9	61.7	6.9	17.7	21.5	12.2	218.7	218.6	17.1	0.6	1.9	159.1	59.5	
May 10	226.7	164.4	62.3	8.8	17.8	21.5	12.2	217.9	221.2	17.3	2.6	1.9	161.0	60.2	
Jun 14	223.9	162.3	61.6	8.1	17.6	21.3	12.0	215.8	222.6	17.5	1.4	1.5	161.9	60.7	
Jul 12	227.8	164.1	63.7	8.2	17.9	21.5	12.4	219.7	223.3	17.5	0.7	1.6	162.2	61.1	
Aug 9	227.5	163.0	64.5	8.3	17.8	21.4	12.6	219.2	223.6	17.5	0.3	0.8	161.9	61.7	
Sep 13	244.0	172.3	71.7	17.2	19.1	22.6	14.0	226.8	225.3	17.7	1.7	0.9	162.9	62.4	
Oct 11	237.5	169.0	68.5	13.4	18.6	22.1	13.4	224.1	225.5	17.7	0.2	0.7	163.0	62.5	
Nov 8	238.9	170.6	68.3	11.5	18.7	22.4	13.3	227.4	227.5	17.8	2.0	1.3	164.6	62.9	
Dec 6	237.5	170.4	67.1	10.0	18.6	22.3	13.1	227.5	227.2	17.8	-0.3	0.6	164.0	63.2	
1985 Jan 10	243.5	174.6	68.9	9.2	19.1	22.9	13.5	234.3	226.5	17.8	-0.7	0.3	163.1	63.4	
WALES															
1980	102.7	72.0	30.7	7.4	9.4	10.9	7.1	95.3	8.7						
1981	145.9	106.8	39.1	6.5	13.5	16.3	9.2	139.4	12.9						
1982	164.8	120.9	43.8	7.7	15.4	18.8	10.3	157.1	14.7						
1983††	170.4	122.9	47.5	8.3	15.9	19.4	10.9	162.1	15.2						
1984	173.0	123.0	50.0	6.8	16.2	19.4	11.5	166.3	15.6						
1984 Jan 12	174.7	124.5	50.2	6.5	16.3	19.7	11.5	168.2	160.8	15.0	1.7	0.6	115.3	45.5	
Feb 9	173.9	124.3	49.6	5.8	16.3	19.7	11.4	168.1	163.2	15.3	2.4	1.6	117.3	45.9	
Mar 8	171.6	122.7	48.9	5.2	16.1	19.4	11.2	166.5	163.9	15.3	0.7	1.6	117.8	46.1	
Apr 5	169.6	121.5	48.1	4.6	15.9	19.2	11.0	165.0	164.1	15.4	0.2	1.1	117.7	46.1	
May 10	168.8	121.0	47.8	6.6	15.8	19.1	10.9	162.2	165.5	15.5	1.4	0.8	119.1	46.4	
Jun 14	162.9	116.9	46.0	5.5	15.2	18.5	10.6	157.5	164.4	15.4	-1.1	0.2	118.0	46.4	
Jul 12	167.2	119.0	48.2	5.3	15.6	18.8	11.0	161.9	165.9	15.5	1.5	0.6	118.8	47.1	
Aug 9	167.4	118.7	48.7	5.1	15.7	18.8	11.2	162.3	167.1	15.6	1.2	0.5	119.5	47.6	
Sep 13	181.9	127.1	54.8	12.0	17.0	20.1	12.6	169.9	170.2	15.9	3.1	1.9	121.6	48.6	
Oct 11	178.6	125.8	52.7	9.6	16.7	19.9	12.1	169.0	170.1	15.9	-0.1	1.4	121.7	48.4	
Nov 8	179.6	126.8	52.9	8.0	16.8	20.0	12.1	171.7	171.0	16.0	0.9	1.3	122.0	49.0	
Dec 6	180.1	127.9	52.2	6.9	16.8	20.2	12.0	173.2	171.5	16.0	0.5	0.4	122.5	49.0	
1985 Jan 10	185.5	131.7	53.8	6.6	17.4	20.8	12.3	179.0	172.0	16.1	0.5	0.6	122.7	49.3	
SCOTLAND															
1980	207.9	140.3	67.6	13.2	9.1	10.7	7.1	194.7	8.6						
1981	282.8	197.6	85.2	14.6	12.4	15.0	8.9	268.2	11.8						
1982	318.0	223.9	94.1	17.8	14.0	17.1	9.8	300.2	13.2						
1983††	335.6	232.1	103.4	20.6	14.9	18.0	10.7	315.0	14.0						
1984	341.4	235.1	106.3	18.4	15.2	18.3	11.0	323.0	14.3						
1984 Jan 12	353.4	243.1	110.3	23.6	15.7	18.9	11.4	329.8	318.6	14.1	5.9	2.2	220.6	98.0	
Feb 9	351.1	242.3	108.8	21.1	15.6	18.8	11.3	329.9	322.3	14.3	3.7	3.3	224.0	98.3	
Mar 8	343.3	236.3	107.0	19.2	15.2	18.4	11.1	324.1	321.7	14.3	-0.6	3.0	223.5	98.2	
Apr 5	337.2	232.4	104.9	17.3	15.0	18.1	10.9	320.0	319.7	14.2	-2.0	0.4	221.8	97.9	
May 10	331.6	230.0	101.6	16.0	14.7	17.9	10.5	315.6	322.7	14.3	3.0	0.1	225.1	97.6	
Jun 14	329.1	227.7	101.4	15.1	14.6	17.7	10.5	314.0	323.3	14.3	0.6	0.5	225.3	98.0	
Jul 12	336.5	230.3	106.1	14.7	14.9	17.9	11.0	321.9	323.5	14.4	0.2	1.3	224.9	98.6	
Aug 9	336.6	230.3	106.3	14.5	14.9	17.9	11.0	322.1	324.1	14.4	0.6	0.5	224.6	99.5	
Sep 13	349.0	238.3	110.7	25.2	15.5	18.5	11.4	323.8	326.3	14.5	2.2	1.0	226.2	100.1	
Oct 11	342.9	235.6	107.3	20.6	15.2	18.3	11.1	322.3	325.9	14.5	-0.4	0.8	225.8	100.1	
Nov 8	343.2	236.5	106.6	17.8	15.2	18.4	11.0	325.4	325.9	14.5	—	0.6	226.3	99.6	
Dec 6	342.9	237.7	105.2	15.8	15.2	18.5	10.9	327.1	325.9	14.5	—	-0.1	226.3	99.6	
1985 Jan 10	362.0	249.5	112.5	21.5	16.1	19.4	11.6	340.4	329.0	14.6	3.1	1.0	227.4	101.6	
NORTHERN IRELAND															
1980	74.5	51.5	22.9	6.4	12.8	15.3	9.3	68.1	11.7						
1981	98.0	70.0	27.9	6.6	16.8	20.7	11.5	91.4	15.7						
1982	108.3	77.3	31.0	6.2	18.7	23.2	12.6	102.1	17.7						
1983††	117.1	85.1	32.0	4.2	20.2	25.5	13.0	112.9	19.5						
1984	121.4	87.7	33.7	3.3	21.0	26.3	13.7	118.1	20.4						
1984 Jan 12	122.5	88.8	33.5	3.6	21.1	26.7	13.6	118.7	116.2	20.1	0.8	0.6	84.6	31.6	
Feb 9	122.2	89.5	33.0	3.3	21.2	26.9	13.4	119.2	118.0	20.4	1.8	0.8	85.9	32.1	
Mar 8	120.9	88.4	32.4	2.9	20.9	26.6	13.2	118.0	118.0	20.4	—	0.9	86.0	32.0	
Apr 5	120.1	87.6	32.5	2.6	20.7	26.3	13.2	117.5	117.9	20.4	-0.1	0.6	85.7	32.2	
May 10	120.6	87.7	32.8	3.6	20.8	26.4	13.4	117.0	118.5	20.5	0.6	0.2	86.0	32.5	
Jun 14	118.9	86.1	32.8	3.0	20.5	25.9	13.3	115.9	118.2	20.4	-0.3	0.1	85.4	32.8	
Jul 12	121.6	87.0	34.7	2.8	21.0	26.1	14.1	118.9	118.4	20.4	0.2	0.2	85.4	33.0	
Aug 9	120.7	86.5	34.2	2.5	20.9	26.0	13.9	118.2	118.7	20.5	0.3	0.1	85.7	33.0	
Sep 13	127.1	90.0	37.1	5.3	21.9	27.0	15.1	121.8	119.4	20.6	0.7	0.4	86.2	33.2	
Oct 11	122.0	87.2	34.8	4.1	21.1	26.2	14.1	117.9	118.5	20.5	-0.9	—	85.6	32.9	
Nov 8	121.0	87.0	34.0	3.3	20.9	26.1	13.8	117.7	118.2	20.4	-0.3	-0.2	85.4	32.8	
Dec 6	119.4	86.7	32.7	2.7	20.6	26.0	13.3	116.7	117.8	20.3	-0.4	-0.5	85.4	32.4	
1985 Jan 10	123.1	89.2	33.9	2.5	21.3	26.8	13.8	120.6	118.1	20.4	0.3	-0.1	85.7	32.4	

See footnotes to table 2.1.

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status† and in local areas at January 10, 1985

	Male	Female	All unemployed	Rate	per cent			
					Male	Female	All unemployed	Rate
ASSISTED REGIONS								
South West	9,928	4,855	14,783	23.9				
Development Areas	1,418	569	2,000	15.9				
Intermediate Areas	17,159	10,057	27,216	11.8				
Unassisted	112,593	58,902	171,495	12.7				
All	139,680	73,814	213,494	12.7				
West Midlands	201,100	81,288	282,388	17.0				
Development Areas	49,512	25,398	74,910					

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status† and in local areas at January 10, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
Melton Mowbray	1,340	814	2,154	10.6	Wigan and St Helens	24,369	11,443	35,812	19.4
Middlesborough	24,073	7,898	31,971	24.4	Winchester and Eastleigh	2,502	1,375	3,877	5.3
Milton Keynes	6,340	3,236	9,576	13.7	Widmermore	479	327	806	13.5
Minehead	868	579	1,447	16.7	Wirral and Chester	28,506	11,563	40,069	18.8
Morpeth and Ashington	5,663	2,314	7,977	16.2	Wisbech	2,022	776	2,798	16.7
Newark	2,117	1,084	3,201	14.1	Wolverhampton	18,919	7,239	26,158	18.9
Newbury	1,567	924	2,491	8.3	Woodbridge and Leiston	1,000	470	1,470	8.2
Newcastle upon Tyne	48,351	18,249	66,600	18.5	Worcester	4,885	2,300	7,185	12.6
Newmarket	1,379	853	2,232	9.6	Workington	1,711	525	2,236	20.3
Newquay	1,671	1,092	2,763	29.3	Worksop	2,479	1,192	3,671	15.2
Newton Abbot	2,123	1,131	3,254	14.3	Worthing	4,114	1,895	6,009	9.1
Northallerton	717	386	1,103	9.2	Yeovil	2,070	1,395	3,465	8.8
Northampton	7,106	3,405	10,511	13.2	York	5,683	3,310	8,993	10.0
Northwich	4,413	2,318	6,731	14.7					
Norwich	9,611	4,412	14,023	10.5	Wales				
Nottingham	31,726	12,668	44,394	13.7	Aberdare	2,955	1,111	4,066	21.9
Okehampton	367	198	565	13.1	Aberystwyth	867	482	1,349	11.7
Oldham	8,588	3,894	12,482	14.9	Bangor and Caernarfon	3,810	1,463	5,273	19.5
Oswestry	1,148	584	1,732	14.1	Brecon	596	276	872	11.5
Oxford	8,928	5,059	13,987	8.3	Bridgend	6,358	2,724	9,082	16.8
Pendle	3,070	1,648	4,718	15.0	Cardiff	21,891	7,994	29,885	15.0
Penrith	785	581	1,366	10.5	Cardigan	1,097	494	1,591	26.6
Penzance and St Ives	2,734	1,186	3,920	24.3	Carmarthen	1,099	559	1,658	9.9
Peterborough	8,385	3,780	12,165	13.9	Conwy and Colwyn	3,286	1,682	4,968	16.5
Pickering and Helmsley	369	219	588	9.1	Denbigh	825	437	1,262	14.8
Plymouth	11,311	6,730	18,041	14.9	Dolgellau and Barmouth	490	249	739	16.9
Poole	4,155	2,001	6,156	11.2	Ebbw Vale and				
Portsmouth	13,842	5,714	19,556	12.6	Abergavenny	5,285	2,004	7,289	20.2
Preston	12,841	6,293	19,134	12.3	Fishguard	454	215	669	21.4
Reading	7,289	3,531	10,820	8.1	Haverfordwest	2,743	1,165	3,908	18.5
Redruth and Camborne	2,937	1,283	4,220	20.9	Holyhead	2,823	1,140	3,963	23.0
Retford	1,695	1,024	2,719	13.5	Lampeter and Aberaeron	800	310	1,110	24.9
Richmondshire	905	749	1,654	14.0	Llandeilo	332	158	490	15.3
Ripon	500	334	834	8.2	Llandrindod Wells	711	406	1,117	15.3
Rochdale	7,543	3,484	11,027	17.7	Llanelli	4,162	1,791	5,953	18.0
Rotherham and					Machynlleth	425	171	596	19.7
Mexborough	15,481	6,422	21,903	20.6	Merthyr and Rhymney	8,018	2,881	10,899	20.7
Rugby and Daventry	3,577	2,069	5,646	11.9	Monmouth	431	213	644	13.3
Salisbury	2,449	1,417	3,866	9.8	Neath and Port Talbot	6,003	2,582	8,585	16.7
Scarborough and Filey	3,147	1,623	4,770	16.1	Newport	9,474	3,698	13,172	16.2
Scunthorpe	7,402	2,758	10,160	19.1	Newtown	795	344	1,139	13.5
Settle	259	207	466	8.9	Pontypool and Cwmbran	4,448	1,879	6,327	16.5
Shaftesbury	787	457	1,244	8.9	Pontypridd and Rhondda	8,499	3,209	11,708	18.2
Sheffield	31,352	12,566	43,918	15.2	Porthmadoc and Ffestiniog	739	398	1,137	18.6
Shrewsbury	3,387	1,484	4,871	11.7	Pwllheli	865	363	1,228	23.0
Sittingbourne and Sheerness	3,941	2,046	5,987	15.7	Shotton, Flint and Rhyl				
					(Formerly Flint and Rhyl)	9,156	4,361	13,517	19.7
Skegness	1,907	854	2,761	25.7	South Pembrokeshire	2,229	925	3,154	23.2
Skipton	567	346	913	8.6	Swansea	13,816	5,419	19,235	17.1
Sleaford	825	525	1,350	12.7	Welshpool	637	324	961	14.7
Slough	7,826	4,073	11,899	7.1	Wrexham	5,814	2,492	8,306	18.3
South Molton	315	185	500	12.5					
South Tyneside	11,218	4,398	15,616	25.5	Scotland				
Southampton	13,938	5,952	19,890	11.3	Aberdeen	6,757	3,842	10,599	6.7
Southeast	25,365	10,766	36,131	15.2	Alloa	2,384	1,092	3,476	19.7
Spalding and Holbeach	1,729	1,077	2,806	13.0	Annan	910	548	1,458	18.2
St Austell	2,038	1,137	3,175	14.8	Arbroath	1,115	613	1,728	18.9
Stafford	4,007	2,393	6,400	9.7	Ayr	4,747	2,380	7,127	14.7
Stamford	1,289	848	2,137	13.2	Badenoch	422	298	720	20.4
Stockton-on-Tees	11,737	4,373	16,110	21.1	Banff	550	290	840	10.6
Stoke	16,722	8,375	25,097	12.9	Bathgate	7,337	3,343	10,680	22.5
Stroud	2,471	1,371	3,842	11.0	Berwickshire	446	261	707	14.6
Sudbury	1,092	579	1,671	11.2	Blairgowrie and				
Sunderland	27,972	10,691	38,663	22.2	Pitlochry	1,005	571	1,576	16.2
Swindon	6,422	3,640	10,062	11.4	Brechin and Montrose	987	699	1,686	13.3
Taunton	2,617	1,429	4,046	10.2	Buckie	374	222	596	15.3
Telford and Bridgnorth	9,412	3,678	13,090	21.5	Campbeltown	531	273	804	18.3
Thanet	5,782	2,524	8,306	21.1	Crieff	324	183	507	14.9
Thefford	1,636	982	2,618	13.4	Cumnock and Sanquhar	3,042	1,119	4,161	24.3
Thirsk	363	223	586	13.5	Dumbarton	4,009	2,275	6,284	21.6
Tiverton	748	401	1,149	12.3	Dumfries	1,708	868	2,576	10.6
Torbay	5,819	3,029	8,848	20.9	Dumfries	11,771	5,505	17,276	17.7
Torrington	408	256	664	17.9	Dunfermline	4,885	2,874	7,759	15.1
Totnes	588	358	946	15.5	Dunoon and Bute	1,071	576	1,647	21.3
Trowbridge and Frome	2,672	1,658	4,330	10.2	Edinburgh	23,754	10,973	34,727	11.6
Truro	1,777	856	2,633	12.7	Elgin	1,068	758	1,826	12.0
Tunbridge Wells	3,727	1,979	5,706	6.8	Falkirk	7,527	3,848	11,375	18.6
Uttoxeter and Ashbourne	715	439	1,154	11.2	Forfar	736	531	1,267	11.5
Wakefield and Dewsbury	11,652	5,151	16,803	14.6	Forres	406	260	666	23.7
Walsall	19,599	7,520	27,119	17.8	Fraserburgh	656	276	932	14.8
Wareham and Swanage	602	459	1,061	11.4	Galashiels	760	414	1,174	7.6
Warminster	361	332	693	11.1	Girvan	600	262	862	23.4
Warrington	7,249	3,192	10,441	13.6	Glasgow	83,057	32,205	115,262	17.7
Warwick	4,825	2,755	7,580	9.8	Greenock	6,469	2,525	8,994	18.8
Watford and Luton	19,522	9,620	29,142	9.2	Haddington	692	443	1,135	9.7
Wellingborough and Rushden	3,503	1,892	5,395	12.8	Hawick	547	313	860	10.3
Wells	1,294	758	2,052	8.5	Huntly	242	150	392	12.8
Weston-super-Mare	3,626	2,073	5,699	16.0	Invergordon and Dingwall	2,657	865	3,522	25.0
Whitby	1,133	500	1,633	25.5	Inverness	3,108	1,484	4,592	12.6
Whitchurch and					Irvine	8,725	3,511	12,236	26.2
Market Drayton	1,276	639	1,915	14.2	Islay/Mid Argyll	464	253	717	15.8
Whitehaven	2,896	1,451	4,347	14.0	Keith	414	260	674	12.9
Widnes and Runcorn	8,516	3,294	11,810	19.7	Kelso and Jedburgh	294	182	476	9.3
					Kilmarnock	4,196	1,729	5,925	19.2

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status† and in local areas at January 10, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
Kirkcaldy	7,207	3,619	10,826	16.5	Southampton	9,818	3,738	13,556	
Lanarkshire	23,918	10,252	34,170	21.7	Test Valley	1,640	995	2,635	
Lochaber	1,041	758	1,799	22.7	Winchester	1,658	739	2,397	
Lockerbie	342	232	574	14.4	Hertfordshire	20,264	10,787	31,051	7.6
Newton Stewart	501	296	797	24.4	Broxbourne	1,759	966	2,725	
North East Fife					Dacorum	2,858	1,594	4,452	
(Formerly St Andrews)	1,278	853	2,131	12.9	East Hertfordshire	1,571	1,059	2,630	
Oban	684	504	1,188	16.7	Hertsmere	1,734	760	2,494	
Orkney Islands	549	259	808	12.1	North Hertfordshire	2,506	1,319	3,825	
Peebles	371	190	561	12.0	St Albans	2,096	1,089	3,185	
Perth	2,330	1,067	3,397	10.5	Stevenage	2,461	1,517	3,978	
Peterhead	1,198	697	1,895	14.1	Three Rivers	1,378	629	2,007	
Shetland Islands	521	277	798	6.8	Watford	1,944	872	2,816	
Skye and Wester Ross	701	414	1,115	25.2	Welwyn Hatfield	1,957	982	2,939	
Stewartry	694	446	1,140	15.2	Isle of Wight	4,831	2,555	7,386	17.1
Stirling	3,175	1,787	4,962	12.1	Medina	2,548	1,304	3,852	
Stranraer	986	426	1,412	16.6	South Wight	2,283	1,251	3,534	
Sutherland	710	303	1,013	27.2	Kent	47,516	23		

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status† and in local areas at January 10, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
EAST ANGLIA									
Cambridgeshire	16,731	8,385	25,116	10.2	Shropshire	16,150	6,843	22,993	16.7
Cambridge	2,738	1,257	3,995		Bridgnorth	1,559	861	2,420	
East Cambridgeshire	2,717	562	3,279		North Shropshire	1,455	752	2,207	
Fenland	870	1,180	2,050		Oswestry	976	482	1,458	
Huntingdon	2,585	1,711	4,296		Shrewsbury and Atcham	3,066	1,304	4,370	
Peterborough	6,551	2,774	9,325		South Shropshire	1,066	516	1,582	
South Cambridgeshire	1,270	901	2,171		The Wrekin	8,028	2,928	10,956	
Norfolk	23,383	11,646	35,029	12.6	Staffordshire	36,603	18,887	55,490	14.0
Breckland	2,868	1,670	4,538		Cannock Chase	3,782	1,998	5,780	
Broadland	1,829	1,061	2,890		East Staffordshire	3,251	1,701	4,952	
Great Yarmouth	4,034	2,001	6,035		Lichfield	2,800	1,480	4,280	
Norwich	6,136	2,443	8,579		Newcastle-under-Lyme	3,943	1,970	5,913	
North Norfolk	2,419	1,290	3,709		South Staffordshire	3,554	1,853	5,407	
South Norfolk	2,001	1,097	3,098		Stafford	3,005	1,758	4,763	
West Norfolk	4,096	2,084	6,180		Staffordshire Moorlands	2,379	1,516	3,895	
Suffolk	15,119	7,948	23,067	9.8	Stoke-on-Trent	10,597	4,932	15,529	
Babergh	1,558	834	2,392		Tamworth	3,292	1,679	4,971	
Forest Heath	945	549	1,494		Warwickshire	15,385	8,579	23,964	12.8
Ipswich	3,967	1,646	5,613		North Warwickshire	1,898	1,137	3,035	
Mid Suffolk	1,371	742	2,113		Nuneaton and Bedworth	5,057	2,518	7,575	
St Edmundsbury	1,763	1,173	2,936		Rugby	2,687	1,599	4,286	
Suffolk Coastal	1,829	960	2,789		Stratford-on-Avon	2,191	1,379	3,570	
Waveney	3,666	2,039	5,705		Warwick	3,552	1,946	5,498	
SOUTH WEST					West Midlands	160,106	61,140	221,246	16.8
Avon	32,372	15,448	47,820	11.7	Birmingham	67,868	24,453	92,321	
Bath	2,601	1,279	3,880		Coventry	18,776	8,152	26,928	
Bristol	18,812	7,667	26,479		Dudley	14,427	6,281	20,708	
Kingswood	1,967	1,205	3,172		Sandwell	19,300	7,572	26,872	
Northavon	2,737	1,744	4,481		Solihull	7,966	3,378	11,344	
Wansdyke	1,662	913	2,575		Walsall	15,077	5,216	20,293	
Woodspring	4,593	2,640	7,233		Wolverhampton	16,692	6,088	22,780	
Cornwall	17,958	9,398	27,356	19.8	EAST MIDLANDS				
Caradon	2,002	1,304	3,306		Derbyshire	34,516	15,345	49,861	13.8
Carrick	3,238	1,548	4,786		Amber Valley	3,201	1,547	4,748	
Kerrier	3,763	1,770	5,533		Bolsover	2,898	1,236	4,134	
North Cornwall	2,256	1,291	3,547		Chesterfield	4,380	1,945	6,325	
Penwith	3,095	1,313	4,408		Derby	10,933	3,974	14,907	
Restormel	3,546	2,111	5,657		Erewash	3,988	1,711	5,699	
Scilly Isles	58	61	119		High Peak	2,478	1,425	3,903	
Devon	32,667	17,856	50,523	14.4	North East Derbyshire	3,498	1,742	5,240	
East Devon	2,653	1,455	4,108		South Derbyshire	1,782	945	2,727	
Exeter	3,356	1,669	5,025		West Derbyshire	1,358	820	2,178	
Mid Devon	1,335	762	2,097		Leicestershire	27,715	13,462	41,177	10.8
North Devon	2,945	1,516	4,461		Blaby	1,449	895	2,344	
Plymouth	9,477	5,363	14,840		Hinkley and Bosworth	2,171	1,328	3,499	
South Hams	1,652	1,129	2,781		Charnwood	3,424	1,794	5,218	
Teignbridge	2,978	1,567	4,545		Harborough	1,114	629	1,743	
Torbay	5,631	2,922	8,553		Leicester	14,661	6,029	20,690	
Torridge	1,665	892	2,557		Melton	1,052	614	1,666	
West Devon	975	581	1,556		North West Leicestershire	2,349	1,210	3,559	
Dorset	17,589	8,867	26,456	12.3	Oadby and Wigston	892	553	1,445	
Bournemouth	6,809	3,042	9,851		Rutland	603	410	1,013	
Christchurch	1,067	474	1,541		Lincolnshire	20,174	9,736	29,910	14.9
North Dorset	728	524	1,252		Boston	2,065	959	3,024	
Poole	3,640	1,687	5,327		East Lindsey	4,495	2,131	6,626	
Purbeck	807	575	1,382		Lincoln	4,418	1,516	5,934	
West Dorset	1,456	784	2,240		North Kesteven	1,927	1,129	3,056	
Weymouth and Portland	1,794	1,107	2,901		South Holland	1,778	1,123	2,901	
Wimborne	1,288	674	1,962		South Kesteven	3,118	1,643	4,761	
Gloucestershire	14,773	7,589	22,362	10.4	West Lindsey	2,373	1,235	3,608	
Cheltenham	2,837	1,286	4,123		Northamptonshire	18,020	9,011	27,031	12.7
Cotswold	1,258	725	1,983		Corby	3,580	1,506	5,086	
Forest of Dean	2,556	1,521	4,077		Daventry	1,294	855	2,149	
Gloucester	3,904	1,646	5,550		East Northamptonshire	1,412	880	2,292	
Stroud	2,478	1,410	3,888		Kettering	2,113	1,022	3,135	
Tewkesbury	1,740	1,001	2,741		Northampton	6,322	2,843	9,165	
Somerset	10,960	6,365	17,325	10.8	South Northamptonshire	993	755	1,748	
Mendip	2,047	1,157	3,204		Wellingborough	2,306	1,150	3,456	
Sedgemoor	2,828	1,470	4,298		Nottinghamshire	41,656	17,469	59,125	13.2
Taunton Deane	2,517	1,376	3,893		Ashfield	4,115	1,627	5,742	
West Somerset	943	595	1,538		Bassetlaw	3,915	2,052	5,967	
Yeovil	2,625	1,767	4,392		Broxtowe	3,271	1,531	4,802	
Wiltshire	13,203	8,161	21,364	10.3	Gedling	3,088	1,526	4,614	
Kennet	1,199	867	2,066		Mansfield	4,137	1,752	5,889	
North Wiltshire	2,247	1,565	3,812		Newark	3,259	1,749	5,008	
Salisbury	2,342	1,363	3,705		Nottingham	17,316	5,937	23,253	
Thamesdown	5,239	2,831	8,070		Rushcliffe	2,555	1,295	3,850	
West Wiltshire	2,176	1,535	3,711		YORKSHIRE AND HUMBERSIDE				
WEST MIDLANDS					Humberside	43,274	16,401	59,675	17.5
Hereford and Worcester	22,282	11,118	33,400	14.1	Beverly	2,533	1,479	4,012	
Bromsgrove	2,973	1,433	4,406		Boothferry	2,419	1,183	3,602	
Hereford	1,760	1,004	2,764		Cleethorpes	3,479	1,345	4,824	
Leominster	1,155	568	1,723		East Yorkshire	2,274	1,239	3,513	
Malvern Hills	2,379	1,084	3,463		Glanford	2,428	1,139	3,567	
Redditch	3,258	1,623	4,881		Great Grimsby	6,045	1,777	7,822	
South Herefordshire	1,320	725	2,045		Holderness	1,513	812	2,325	
Worcester	3,449	1,466	4,915		Kingston-upon-Hull	18,103	6,052	24,155	
Wychavon	2,482	1,426	3,908		Scunthorpe	4,480	1,375	5,855	
Wyre Forest	3,506	1,789	5,295		North Yorkshire	17,767	10,263	28,030	11.0
					Craven	914	605	1,519	
					Hambleton	1,722	990	2,712	
					Harrogate	2,798	1,609	4,407	
					Richmondshire	922	757	1,679	

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status† and in local areas at January 10, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
Ryedale	1,521	956	2,477		Wales				
Scarborough	4,245	2,103	6,348		Ciwyd	17,130	7,975	25,105	18.6
Selby	1,931	1,250	3,181		Alyn and Deeside	3,103	1,524	4,627	
York	3,714	1,993	5,707		Colwyn	1,815	906	2,721	
South Yorkshire	68,275	28,813	97,088	17.1	Delyn	3,115	1,426	4,541	
Barnsley	10,794	4,694	15,488		Glyndwr	1,185	612	1,797	
Doncaster	15,369	7,163	22,532		Rhuddlan	2,705	1,283	3,988	
Rotherham	12,894	5,657	18,551		Wrexham Maelor	5,207	2,224	7,431	
Sheffield	29,218	11,299	40,517		Dyfed	14,138	6,245	20,383	17.9
West Yorkshire	88,056	36,731	124,787	14.0	Carmarthen	1,706	807	2,513	
Bradford	22,832	8,017	30,849		Ceredigion	2,166	1,031	3,197	
Calderdale	7,058	3,340	10,398		Dinewid	1,332	634	1,966	
Kirkstiles	13,765	6,613	20,378		Llanelli	3,318	1,370	4,688	
Leeds	31,318	12,710	44,028		Preseli	3,437	1,478	4,915	
Wakefield	13,083	6,051	19,134		South Pembrokeshire	2,229	925	3,154	
NORTH WEST					Gwent	21,228	8,374	29,602	17.2
Cheshire	36,975	17,581	54,556	13.8	Blaenau Gwent	4,412	1,576	5,988	
Chester	4,918	2,191	7,109		Islwyn	2,654	1,085	3,739	
Congleton	1,819	1,283	3,102		Monmouth	2,331	1,209	3,540	
Crewe and Nantwich	3,025	1,806	4,831		Newport	7,550	2,730	10,280	
Ellesmere Port and Neston	4,185	1,899	6,084		Torfaen	4,281	1,774	6,055	
Halton	8,011	2,992	11,003		Gwynedd	10,968	4,724	15,692	19.7
Macclesfield	3,554	2,010	5,564		Aberconwy	1,951	997	2,948	

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status† and in local areas at January 10, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed
	per cent							
Cumbernauld and Kilsyth	8,741	3,561	12,302		Chelmsford	2,058	1,212	3,270
Cumnock and Doon Valley	3,079	1,073	4,152		Epping Forest	2,009	1,069	3,078
Cunninghame	3,125	1,554	4,679		Harlow	2,955	1,717	4,672
Dumbarton	4,009	2,275	6,284		Harwich	3,532	1,425	4,957
East Kilbride	3,279	1,983	5,262		North Colchester	2,891	1,488	4,379
East Wood	997	679	1,676		Rochford	2,051	1,046	3,097
Hamilton	5,952	2,645	8,597		Saffron Walden	1,613	903	2,516
Inverclyde	6,279	2,367	8,646		South Colchester and Maldon	3,028	1,737	4,765
Kilmarnock and Loudoun	4,196	1,729	5,925		Southend East	3,758	1,341	5,099
Kyle and Carrick	5,013	2,522	7,535		Southend West	2,723	1,160	3,883
Monklands	6,968	2,737	9,705		Thurrock	4,364	1,615	5,979
Motherwell	8,795	3,671	12,466		Hampshire			
Renfrew	11,311	4,731	16,042		Aldershot	1,883	1,309	3,192
Strathkelvin	3,264	1,732	4,996		Basingstoke	2,339	1,282	3,621
Tayside region	18,066	8,979	27,045	15.5	East Hampshire	1,615	940	2,555
Angus	2,977	1,897	4,874		Eastleigh	2,559	1,510	4,069
City of Dundee	11,269	5,143	16,412		Fareham	2,189	1,223	3,412
Perth and Kinross	3,820	1,939	5,759		Gosport	2,333	1,657	3,990
Orkney Islands	549	259	808	11.4	Havant	3,960	1,480	5,440
Shetland Islands	521	277	798	5.9	Isle of Wight	4,831	2,555	7,386
Western Isles	1,489	518	2,007	20.7	New Forest	1,744	781	2,525
					North West Hampshire	1,572	993	2,565
					Portsmouth North	3,539	1,393	4,932
					Portsmouth South	5,212	2,222	7,434
					Romsey and Waterside	2,284	1,205	3,489
					Southampton Itchen	4,762	1,815	6,577
					Southampton Test	4,324	1,594	5,918
					Winchester	1,593	706	2,299
NORTHERN IRELAND					Hertfordshire			
District Council area					Broxbourne	1,919	1,050	2,969
Antrim	2,466	908	3,374		Hertford and Stortford	1,337	891	2,228
Ards	2,078	1,099	3,177		Hertsmere	1,848	832	2,680
Armagh	2,487	1,129	3,616		North Hertfordshire	2,399	1,248	3,647
Ballymena	2,088	961	3,049		South West Hertfordshire	1,736	853	2,589
Ballymoney	1,282	338	1,620		St Albans	1,739	857	2,596
Banbridge	1,134	606	1,740		Stevenage	2,703	1,698	4,401
Belfast	22,377	7,740	30,117		Watford	2,255	1,045	3,300
Carrickfergus	1,575	787	2,362		Welwyn Hatfield	1,961	1,008	2,969
Castlereagh	1,829	1,003	2,832		West Hertfordshire	2,367	1,305	3,672
Coleraine	2,767	994	3,761		Kent			
Cookstown	1,910	751	2,661		Ashford	2,686	1,296	3,982
Craigavon	4,174	1,716	5,890		Canterbury	2,831	1,350	4,181
Derry	7,831	2,061	9,892		Dartford	2,433	1,241	3,674
Down	2,077	998	3,075		Dover	2,730	1,574	4,304
Dungannon	2,836	1,073	3,909		Faversham	3,750	1,913	5,663
Fermanagh	3,249	1,110	4,359		Folkestone and Hythe	3,261	1,491	4,752
Larne	1,599	716	2,315		Gillingham	3,770	1,863	5,633
Limavady	1,976	579	2,555		Gravesham	3,617	1,673	5,290
Lisburn	3,836	1,870	5,706		Maidstone	2,644	1,231	3,875
Magherafelt	2,031	767	2,798		Medway	3,866	1,833	5,719
Moyle	1,051	304	1,355		Mid Kent	3,492	1,727	5,219
Newry and Mourne	5,552	2,044	7,596		North Thanet	3,813	1,654	5,467
Newtownabbey	3,522	1,573	5,095		Sevenoaks	1,668	853	2,521
North Down	1,785	1,167	2,952		South Thanet	3,221	1,588	4,809
Omagh	2,424	840	3,264		Tonbridge and Malling	1,919	1,044	2,963
Strabane	3,280	755	4,035		Tunbridge Wells	1,795	873	2,668
Northern Ireland	89,216	33,889	123,105		Oxfordshire			
					Banbury	2,124	1,385	3,509
					Henley	1,341	778	2,119
					Oxford East	2,929	1,325	4,254
					Oxford West and Abingdon	2,062	1,146	3,208
					Wantage	1,630	1,017	2,647
					Witney	1,777	1,318	3,095
					Surrey			
					Chertsey and Walton	1,461	785	2,246
					East Surrey	1,113	626	1,739
					Epsom and Ewell	1,305	651	1,956
					Esher	1,083	522	1,605
					Guildford	1,495	668	2,163
					Mole Valley	1,180	597	1,777
					North West Surrey	1,581	878	2,459
					Reigate	1,447	729	2,176
					South West Surrey	1,159	581	1,740
					Spelthorne	1,601	846	2,447
					Woking	1,583	933	2,516
					West Sussex			
					Arundel	2,329	1,173	3,502
					Chichester	1,736	926	2,662
					Crawley	1,812	1,174	2,986
					Horsham	1,518	923	2,441
					Mid Sussex	1,314	820	2,134
					Shoreham	1,600	751	2,351
					Worthing	1,948	875	2,823
					Greater London			
					Barking	3,019	1,062	4,081
					Battersea	4,888	1,930	6,818
					Beckenham	2,229	1,026	3,255
					Bethnal Green and Stepney	5,820	1,673	7,493
					Bexley Heath	1,468	924	2,392
					Bow and Poplar	6,211	2,165	8,376
					Brent East	4,409	1,974	6,383
					Brent North	2,137	1,096	3,233
					Brent South	4,677	2,037	6,714
					Brentford and Isleworth	2,795	1,444	4,239

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status† and in local areas at January 10, 1985

	Male	Female	All unemployed		Male	Female	All unemployed
Carshalton and Wallington	2,097	988	3,085	Suffolk			
Chelsea	2,992	1,299	4,291	Bury St Edmunds	2,030	1,284	3,314
Chingford	1,759	897	2,656	Central Suffolk	2,252	1,105	3,357
Chipping Barnet	1,378	790	2,168	Ipswich	3,076	1,283	4,359
Chislehurst	1,578	728	2,306	South Suffolk	2,256	1,277	3,533
Croydon Central	2,781	1,110	3,891	Suffolk Coastal	1,829	960	2,789
Croydon North East	2,542	1,334	3,876	Waveney	3,666	2,039	5,705
Croydon North West	2,591	1,398	3,989	SOUTH WEST			
Croydon South	1,317	794	2,111	Avon			
Dagenham	3,222	1,355	4,577	Bath	2,601	1,279	3,880
Dulwich	3,420	1,535	4,955	Bristol East	3,381	1,562	4,943
Ealing North	2,554	1,263	3,817	Bristol North West	3,806	1,458	5,264
Ealing Acton	3,161	1,486	4,647	Bristol South	5,575	2,014	7,589
Ealing Southall	3,656	2,323	5,979	Bristol West	5,099	2,151	7,250
Edmonton	2,898	1,216	4,114	Kingswood	2,565	1,422	3,987
Eltham	2,570	1,112	3,682	Northavon	2,341	1,499	3,840
Enfield North	1,816	886	2,702	Wansdyke	1,964	1,190	3,154
Enfield Southgate	2,776	1,450	4,226	Weston-Super-Mare	3,103	1,628	4,731
Feltham and Heston	3,111	1,757	4,868	Woodspring	1,937	1,245	3,182
Finchley	1,860	1,067	2,927	Cornwall			
Fulham	3,657	1,687	5,344	Falmouth and Camborne	4,300	1,908	6,208
Greenwich	3,276	1,325	4,601	North Cornwall	3,768	2,288	6,056
Hackney North and				South East Cornwall	2,511	1,611	4,122
Stoke Newington	7,224	2,737	9,961	St Ives	4,178	1,953	6,131
Hackney South and Shoreditch	7,567	2,976	10,543	Truro	3,201	1,638	4,839
Hammersmith	4,752	1,769	6,521	Devon			
Hampstead and Highgate	4,107	2,120	6,227	Exeter	3,356	1,669	5,025
Harrow East	2,321	1,303	3,624	Hornilton	2,310	1,264	3,574
Harrow West	1,698	932	2,630	North Devon	3,032	1,563	4,595
Hayes and Harlington	1,819	1,086	2,905	Plymouth Devonport	3,274	1,810	5,084
Hendon North	1,980	946	2,926	Plymouth Drake	3,919	2,035	5,954
Hendon South	1,921	1,007	2,928	Plymouth Sutton	2,284	1,518	3,802
Holborn and St Pancras	6,437	2,523	8,960	South Hams	2,752	1,736	4,488
Hornchurch	2,187	1,102	3,289	Teignbridge	2,702	1,471	4,173
Hornsey and Wood Green	5,033	2,528	7,561	Tiverton	1,898	1,017	2,915
Ilford North	1,886	972	2,858	Torbay	4,500	2,300	6,800
Ilford South	2,669	1,317	3,986	Torridge and West Devon	2,640	1,473	4,113
Islington North	6,452	2,631	9,083	Dorset			
Islington South and Finsbury	5,154	2,059	7,213	Bournemouth East	4,198	1,864	6,062
Kensington	3,792	1,748	5,540	Bournemouth West	3,357	1,516	4,873
Kingston-upon-Thames	1,792	793	2,585	Christchurch	1,849	2,683	4,532
Lewisham East	3,337	1,341	4,678	North Dorset	1,415	935	2,350
Lewisham West	3,604	1,534	5,138	Poole	2,894	1,349	4,243
Lewisham Deptford	5,414	1,979	7,393	South Dorset	2,458	1,614	4,072
Leyton	3,716	1,427</					

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status† and in local areas at January 10, 1985

	Male	Female	All unemployed		Male	Female	All unemployed				
West Midlands											
Aldridge—Brownhills	3,197	1,253	4,450	North Yorkshire							
Birmingham Edgbaston	3,797	1,635	5,432	Harrogate	2,121	1,149	3,270				
Birmingham Erdington	6,287	2,350	8,637	Richmond	2,454	1,606	4,060				
Birmingham Hall Green	4,384	1,789	6,173	Ryedale	1,952	1,231	3,183				
Birmingham Hodge Hill	5,966	1,975	7,941	Scarborough	3,882	1,913	5,795				
				Selby	2,053	1,306	3,359				
Birmingham Ladywood	7,647	2,718	10,365	Skipton and Ripon	1,591	1,065	2,656				
Birmingham Northfield	6,428	2,317	8,745	York	3,714	1,993	5,707				
Birmingham Perry Barr	6,345	2,339	8,684	South Yorkshire							
Birmingham Small Heath	8,447	2,395	10,842	Barnsley Central	3,963	1,588	5,551				
Birmingham Sparkbrook	7,546	2,103	9,649	Barnsley East	3,562	1,464	5,026				
				Barnsley West and Penistone	3,269	1,642	4,911				
Birmingham Yardley	3,860	1,627	5,487	Don Valley	4,600	2,234	6,834				
Birmingham Selly Oak	4,686	1,887	6,573	Doncaster Central	5,311	2,369	7,680				
Coventry North East	6,629	2,644	9,273	Doncaster North	5,458	2,560	8,018				
Coventry North West	3,582	1,760	5,362	Rother Valley	3,651	1,858	5,509				
Coventry South East	5,201	1,988	7,189	Rotherham	5,026	1,927	6,953				
				Sheffield Central	7,557	2,305	9,862				
Coventry South West	3,364	1,740	5,104	Sheffield Attercliffe	4,147	1,700	5,847				
Dudley East	6,023	2,391	8,414	Sheffield Brightside	5,770	1,984	7,754				
Dudley West	4,749	2,222	6,971	Sheffield Hallam	3,100	1,648	4,748				
Halesowen and Stourbridge	3,655	1,668	5,323	Sheffield Heeley	4,780	1,874	6,654				
Meriden	5,474	2,083	7,557	Sheffield Hillsborough	3,864	1,788	5,652				
				Wentworth	4,217	1,872	6,089				
Solihull	2,492	1,295	3,787	West Yorkshire							
Sutton Coldfield	2,475	1,318	3,793	Batley and Spen	3,790	1,625	5,415				
Walsall North	6,245	1,923	8,168	Bradford North	5,872	1,827	7,699				
Walsall South	5,635	2,040	7,675	Bradford South	4,752	1,696	6,448				
Warley East	5,231	2,064	7,295	Bradford West	6,735	2,022	8,757				
				Calder Valley	2,726	1,604	4,330				
Warley West	4,311	1,818	6,129	Colne Valley	2,503	1,484	3,987				
West Bromwich East	4,555	1,755	6,310	Dewsbury	3,612	1,666	5,278				
West Bromwich West	5,203	1,935	7,138	Elmet	2,388	1,233	3,621				
Wolverhampton North East	6,517	2,319	8,836	Halifax	4,332	1,736	6,068				
Wolverhampton South East	5,542	1,751	7,293	Hemsworth	3,295	1,657	4,952				
Wolverhampton South West	4,633	2,018	6,651	Huddersfield	3,860	1,838	5,698				
				Keighley	2,837	1,323	4,160				
EAST MIDLANDS											
Derbyshire											
Amber Valley	2,817	1,330	4,147	Leeds Central	5,873	2,006	7,879				
Bolsover	3,448	1,466	4,914	Leeds East	6,018	2,009	8,027				
Chesterfield	3,954	1,745	5,699	Leeds North East	3,386	1,498	4,884				
Derby North	3,864	1,414	5,278	Leeds North West	2,992	1,295	4,287				
Derby South	6,032	2,069	8,101	Leeds West	4,354	1,675	6,029				
				Morley and Leeds South	3,594	1,430	5,024				
Erewash	3,818	1,632	5,450	Normanton	2,503	1,420	3,923				
High Peak	2,574	1,511	4,085	Pontefract and Castleford	4,006	1,694	5,700				
North East Derbyshire	3,374	1,712	5,086	Pudsey	2,168	1,241	3,409				
South Derbyshire	2,819	1,436	4,255	Shipley	2,636	1,149	3,785				
West Derbyshire	1,816	1,030	2,846	Wakefield	3,824	1,603	5,427				
Leicestershire											
Blaby	1,885	1,120	3,005	NORTH WEST							
Bosworth	2,322	1,393	3,715	Cheshire							
Harborough	1,570	957	2,527	City of Chester	4,144	1,708	5,852				
Leicester East	3,965	1,914	5,879	City of Congleton	1,926	1,375	3,301				
Leicester South	5,381	2,105	7,486	Congleton	2,918	1,714	4,632				
				Crewe and Nantwich	3,462	1,762	5,224				
Leicester West	5,315	2,010	7,325	Eddisbury	4,524	2,132	6,656				
Loughborough	2,552	1,193	3,745	Ellesmere Port and Neston	4,524	2,132	6,656				
North West Leicestershire	2,597	1,384	3,981	Halton	5,985	2,410	8,395				
Rutland and Melton	2,128	1,386	3,514	Macclesfield	2,163	1,326	3,489				
Lincolnshire											
East Lindsey	4,190	1,953	6,143	Tatton	2,578	1,380	3,958				
Gainsborough and Horncastle	2,678	1,413	4,091	Warrington North	4,909	1,929	6,838				
Grantham	3,030	1,551	4,581	Warrington South	4,366	1,845	6,211				
Holland with Boston	2,979	1,399	4,378	Lancashire							
Lincoln	4,945	1,816	6,761	Blackburn	5,714	2,069	7,783				
Stamford and Spalding	2,352	1,604	3,956	Blackpool North	4,154	1,895	6,049				
				Blackpool South	4,322	2,129	6,451				
Northamptonshire											
Corby	4,317	1,975	6,292	Burnley	3,995	1,898	5,893				
Daventry	1,765	1,236	3,001	Chorley	3,099	1,795	4,894				
Kettering	2,296	1,147	3,443	Fylde	1,896	1,090	2,986				
Northampton North	3,623	1,621	5,244	Hyndburn	2,831	1,416	4,247				
Northampton South	3,038	1,471	4,509	Lancaster	2,474	1,200	3,674				
Wellingborough	2,981	1,561	4,542	Morecambe and Lunesdale	2,716	1,477	4,193				
				Pendle	3,070	1,648	4,718				
Nottinghamshire											
Ashfield	3,715	1,423	5,138	Preston	5,840	2,108	7,948				
Bassetlaw	3,442	1,720	5,162	Ribble Valley	1,263	909	2,172				
Broxtowe	2,675	1,276	3,951	Rossendale and Darwen	3,159	1,739	4,898				
Gedling	2,616	1,267	3,883	South Ribble	3,051	1,817	4,868				
Mansfield	3,665	1,517	5,182	West Lancashire	5,252	2,100	7,352				
Newark	2,943	1,585	4,528	Wyre	2,993	1,379	4,372				
Nottingham East	7,187	2,579	9,766	Greater Manchester							
Nottingham North	5,311	1,659	6,970	Altrincham and Sale	2,355	1,059	3,414				
Nottingham South	4,818	1,699	6,517	Ashton-under-Lyne	3,512	1,668	5,180				
Rushcliffe	2,555	1,295	3,850	Bolton North East	4,192	1,575	5,767				
Sherwood	2,729	1,449	4,178	Bolton North West	4,905	2,022	6,927				
				Bolton South East	3,452	1,664	5,116				
YORKSHIRE AND HUMBERSIDE											
Humberside											
Beverley	2,377	1,350	3,727	Bury North	3,162	1,482	4,644				
Booth Ferry	2,984	1,584	4,568	Bury South	3,173	1,689	4,862				
Bridlington	3,378	1,779	5,157	Cheadle	1,824	1,061	2,885				
Brigg and Cleethorpes	4,839	1,996	6,835	Davyhulme	3,519	1,380	4,899				
Glanford and Scunthorpe	5,548	1,863	7,411	Denton and Reddish	4,213	1,818	6,031				
				Eccles	4,006	1,747	5,753				
Great Grimsby	6,045	1,777	7,822	Hazel Grove	2,434	1,223	3,657				
Kingston-upon-Hull East	6,280	1,863	8,143	Heywood and Middleton	4,400	1,897	6,297				
Kingston-upon-Hull North	6,360	2,210	8,570	Leigh	4,147	1,885	6,032				
Kingston-upon-Hull West	5,463	1,979	7,442	Littleborough and Saddleworth	2,425	1,420	3,845				

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status† and in local areas at January 10, 1985

	Male	Female	All unemployed		Male	Female	All unemployed				
Makerfield	4,305	2,476	6,781	Gwent							
Manchester Central	9,170	2,730	11,900	Blaenau Gwent	4,227	1,500	5,727				
Manchester Blackley	4,955	1,691	6,646	Islwyn	2,654	1,085	3,739				
Manchester Gorton	5,202	1,770	6,972	Monmouth	2,362	1,177	3,539				
Manchester Withington	4,932	2,082	7,014	Newport East	3,943	1,473	5,416				
				Newport West	4,020	1,501	5,521				
Manchester Wythenshawe	5,561	1,742	7,303	Torfaen	4,022	1,638	5,660				
Oldham Central and Royton	4,582	1,912	6,494	Gwynedd							
Oldham West	3,208	1,650	4,858	Caernarfon	2,990	1,190	4,180				
Rochdale	4,881	2,057	6,938	Conwy	2,923	1,275	4,198				
Salford East	7,136	2,026	9,162	Meirionnydd nant Conwy	1,536	827	2,363				
				Ynys Mon	3,519	1,432	4,951				
Stalybridge and Hyde	4,181	1,821	6,002	Mid Glamorgan							
Stockport	3,525	1,489	5,014	Bridgend	2,874	1,293	4,167				
Stratford	6,831	2,256	9,087	Caerphilly	4,550	1,634	6,184				
Wigan	4,638	2,449	7,087	Cynon Valley	3,337	1,258	4,595				
Worsley	4,242	1,873	6,115	Merthyr Tydfil and Rhymney	4,338	1,511	5,849				
				Ogmore	3,434	1,234	4,668				
Merseyside											
Birkenhead	7,747	2,438	10,185	Pontypridd	3,602	1,435	5,037				
Bootle	8,785	2,851	11,636	Rhondda	4,129	1,519	5,648				
Crosby	3,664	1,858	5,522	Powys							
Knowsley North	7,824	2,405	10,229	Brecon and Radnor	1,760	979	2,739				
Knowsley South	7,573	2,936	10,509	Montgomery	1,567	725	2,292				
				South Glamorgan							
Liverpool Broadgreen	5,784	2,528	8,312	Cardiff Central	4,540	1,902	6,442				
Liverpool Garston	6,033	2,129	8,162	Cardiff North	2,037	785	2,822				
Liverpool Mossley Hill	4,991	2,041	7,032	Cardiff South and Penarth	4,549	1,464	6,013				
Liverpool Riverside	9,388	3,029	12,417	Cardiff West	4,842	1,531	6,373				
Liverpool Walton	7,709	2,871	10,580	Vale of Glamorgan	3,794	1,694	5,488				
				West Glamorgan							
Liverpool West Derby	7,535	2,557	10,092	Aberavon	3,716	1,397	5,113				
Southport	3,368	1,742	5,110	Gower	2,677	1,258	3,935				
St Helens North	4,989	2,200	7,189	Neath	3,116	1,620	4,736				
St Helens South	5,719	2,159	7,878	Swansea East	4,879	1,637	6,516				
Wallasey	5,502	2,296	7,798	Swansea West	4,728	1,725	6,453				
Wirral South	2,984	1,383	4,367	SCOTLAND							
Wirral West	3,277	1,413	4,690	Borders region							
				Roxborough and Berwickshire	1,287	756	2,043				
NORTH											
Cleveland											
Hartlepool	7,698	2,561	10,259	Tweeddale, Ettrick and Lauderdale	1,131	604	1,735				
Langbaugh	6,347	2,328	8,675	Central region							
Middlesbrough	8,805	2,577	11,382	Clackmannan	3,184	1,518	4,702				

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status† and in local areas at January 10, 1985

	Male			Female			All unemployed		
	Male	Female	All unemployed	Male	Female	All unemployed	Male	Female	All unemployed
Glasgow Hillhead	3,617	1,801	5,418						
Glasgow Maryhill	5,684	2,057	7,741						
Glasgow Pollock	5,909	1,816	7,725						
Glasgow Provan	7,362	2,188	9,550						
Glasgow Rutherglen	5,247	1,985	7,232						
Glasgow Shettleston	5,071	1,715	6,786						
Glasgow Springburn	6,537	2,198	8,735						
Greenock and Port Glasgow	5,787	2,075	7,862						
Hamilton	4,808	2,129	6,937						
Kilmarnock and Loudoun	4,196	1,729	5,925						
Monklands East	4,529	1,802	6,331						
Monklands West	3,611	1,581	5,192						
Motherwell North	4,668	1,989	6,657						
Motherwell South	4,127	1,682	5,809						
Paisley North	3,994	1,700	5,694						
Paisley South	4,166	1,670	5,836						
Renfrew West and Inverclyde	2,392	1,214	3,606						
Strathkelvin and Bearsden	2,472	1,359	3,831						
Tayside region									
Angus East	2,577	1,597	4,174						
Dundee East	5,989	2,534	8,523						
Dundee West	4,836	2,322	7,158						
North Tayside	1,930	1,192	3,122						
Perth and Kinross	2,734	1,334	4,068						
Orkney and Shetland Islands				1,070	536	1,606			
Western Isles				1,489	518	2,007			
Northern Ireland									
Belfast East				3,028	1,359	4,387			
Belfast North				6,377	2,190	8,567			
Belfast South				3,733	1,775	5,508			
Belfast West				9,622	2,588	12,210			
East Antrim				4,888	2,152	7,040			
East Londonderry				6,361	2,165	8,526			
Fermanagh and South Tyrone				6,085	2,183	8,268			
Foyle				9,569	2,464	12,033			
Lagan Valley				3,949	1,929	5,878			
Mid-Ulster				6,289	2,118	8,407			
Newry and Armagh				6,319	2,384	8,703			
North Antrim				4,421	1,603	6,024			
North Down				2,560	1,497	4,057			
South Antrim				4,274	1,832	6,106			
South Down				4,291	2,026	6,317			
Strangford				2,636	1,541	4,177			
Upper Bann				4,814	2,083	6,897			

* Unemployment rates are calculated for counties and for travel-to-work areas which are broadly self-contained labour markets. The boundaries of the travel-to-work areas have been redefined and the denominators used to calculate the unemployment rates up-dated using mid-1983 estimates of employees in employment plus the unemployed—the same basis as the national and regional rates. The denominators do not yet reflect recent revisions to employment estimates. The county figures are now aggregated by electoral wards whereas they were only available previously on the basis of the best fit of Jobcentre areas. For further details see the article "Revised travel-to-work areas" in the supplement

to the September issue and "Unemployment statistics for small areas" on pp 398-409 of the same issue. The ward-based figures of the new TTWAs, counties and local authority districts are provisional.

** Unemployment rate is not given for Surrey since it does not meet the self-containment criteria for a local labour market as used for the definition of travel-to-work areas.

† Assisted area status as designated on November 29, 1984. These figures by assisted area status now relate to aggregations of new TTWAs, with rates using a 1983 denominator.

2.5 UNEMPLOYMENT Age and duration

THOUSAND

UNITED KINGDOM	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
	MALE AND FEMALE															
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
1981 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
1981 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
1981 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
1982 Jan	662.0	255.8	235.8	1,153.6	655.4	333.2	478.2	1,466.8	149.7	109.4	191.1	450.2	1,467.1	698.5	905.1	3,070.6
1982 April	564.4	283.0	256.6	1,104.1	595.7	327.8	530.3	1,453.8	133.0	109.5	207.5	450.0	1,293.1	720.3	994.4	3,007.8
1982 July	760.9	257.3	278.8	1,297.0	560.7	315.8	566.7	1,443.3	122.5	102.8	225.1	450.4	1,444.1	676.0	1,070.5	3,190.6
1982 Oct	758.0	233.1	312.0	1,303.1	603.9	305.5	611.0	1,520.5	130.8	94.3	246.5	471.6	1,492.7	632.9	1,169.6	3,295.1
Oct *	721.6	217.5	257.6	1,196.3	587.3	293.3	494.7	1,375.3	138.9	101.2	237.5	477.5	1,447.7	612.1 †	989.3 †	3,049.0
1983 Jan	691.6	248.8	285.5	1,226.0	643.5	293.2	557.4	1,494.1	145.5	95.8	263.9	505.2	1,480.6	637.8	1,106.8	3,225.2
April †	583.0	307.7	301.1	1,191.8	589.3	313.0	591.6	1,493.8	135.3	98.2	250.8	484.3	1,307.6	718.8	1,143.4	3,169.9
1983 July	602.8	272.6	321.0	1,196.4	548.7	297.3	618.0	1,463.9	114.8	81.8	163.6	360.2	1,266.3	651.7	1,102.6	3,020.6
1983 Oct	701.3	221.0	339.0	1,261.3	561.4	273.6	638.9	1,473.9	117.0	76.8	165.0	358.8	1,379.7	571.4	1,142.9	3,094.0
1984 Jan	674.9	237.7	347.1	1,259.7	625.6	277.3	670.2	1,573.0	121.3	74.9	170.7	366.9	1,421.7	589.9	1,188.0	3,199.7
1984 Apr	530.2	300.9	349.4	1,180.5	574.5	296.0	690.4	1,560.9	108.9	78.9	178.4	366.3	1,213.7	675.8	1,218.2	3,107.7
1984 July	586.5	264.0	352.9	1,203.4	549.8	290.9	705.6	1,543.3	98.6	76.4	175.9	350.8	1,234.9	631.3	1,234.4	3,100.5
1984 Oct	719.5	200.7	366.2	1,286.4	578.2	275.0	727.6	1,580.9	104.4	70.4	183.1	357.9	1,402.1	546.2	1,276.9	3,225.1
1985 Jan	693.2	227.9	365.0	1,286.2	642.3	287.2	758.2	1,687.7	108.3	66.0	192.7	367.1	1,443.8	581.2	1,316.0	3,341.0
MALE																
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
1981 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
1981 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
1981 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
1982 Jan	388.6	156.6	162.8	708.0	471.1	240.2	385.9	1,097.1	132.0	97.9	168.3	398.2	991.8	494.6	716.9	2,203.3
1982 April	334.5	170.3	178.9	683.7	418.7	233.4	428.5	1,080.6	117.3	97.3	183.0	397.6	870.5	501.1	790.4	2,162.0
1982 July	434.6	155.9	193.0	783.5	386.3	223.0	456.6	1,065.9	107.6	91.4	198.7	397.7	928.5	470.2	848.4	2,247.1
1982 Oct	433.2	142.1	212.5	787.8	415.5	211.2	488.3	1,115.1	114.6	83.7	217.5	415.7	963.4	437.0	918.3	2,318.7
Oct *	418.1	135.5	182.5	735.8	419.1	212.2	417.0	1,047.9	122.6	90.3	211.2	424.0	959.4	438.0 †	810.2 †	2,207.4
1983 Jan	405.3	154.4	202.9	762.6	464.3	208.5	470.1	1,143.0	128.8	85.1	235.3	449.2	998.4	448.1	908.4	2,354.9
April †	344.2	187.1	213.4	744.5	415.1	222.5	496.5	1,134.1	120.0	86.5	220.9	427.5	879.4	496.1	930.8	2,306.4
1983 July	351.4	163.5	225.6	740.5	373.7	209.1	516.4	1,099.3	100.5	70.6	133.1	304.2	825.6	443.2	875.2	2,144.0
1983 Oct	400.3	131.7	233.7	765.7	379.2	186.2	531.2	1,096.6	101.7	66.5	131.9	300.1	881.2	384.4	896.8	2,162.4
1984 Jan	390.2	142.4	238.2	770.8	428.5	185.1	555.2	1,168.8	105.3	64.8	135.7	305.8	924.0	392.2	929.1	2,245.4
1984 Apr	310.8	176.0	238.8	725.7	387.1	195.4	569.1	1,151.6	94.5	67.7	140.6	302.8	792.5	439.1	948.5	2,180.1
1984 July	342.7	153.4	239.4	735.5	357.7	190.8	577.9	1,126.4	84.9	65.4	137.9	288.2	785.3	409.6	955.2	2,150.1
1984 Oct	417.5	118.7	245.2	781.4	375.4	177.3	591.6	1,144.3	89.0	60.4	142.9	292.3	881.9	356.4	979.7	2,218.0
1985 Jan	408.9	137.7	245.3	791.9	427.8	182.6	615.2	1,225.7	92.1	56.2	150.1	298.5	928.9	376.5	1,010.7	2,316.0
FEMALE																
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
1981 April	220.6	93.2	38.4	352.2	176.9	78.3	54.9	310.2	17.0	10.0	18.1	43.1	414.5	181.5	109.5	705.5
1981 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
1981 Oct	323.3															

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									
1984 Jan	204.3	391.1	664.4	718.3	451.0	403.8	269.9	97.0	3,199.7
Apr	160.6	368.6	651.3	711.5	445.9	403.5	276.0	90.3	3,107.7
Jul	164.1	350.9	688.3	709.6	439.8	397.0	267.3	83.5	3,100.5
Oct	234.0	374.9	677.5	725.5	449.7	405.7	274.0	83.9	3,225.1
1985 Jan	197.7	374.0	714.5	776.5	483.0	428.2	284.4	82.6	3,341.0
Proportion of number unemployed									
1984 Jan	6.4	12.2	20.8	22.4	14.1	12.6	8.4	3.0	100.0
Apr	5.2	11.9	21.0	22.9	14.3	13.0	8.9	2.9	100.0
Jul	5.3	11.3	22.2	22.9	14.2	12.8	8.6	2.7	100.0
Oct	7.3	11.6	21.0	22.5	13.9	12.6	8.5	2.6	100.0
1985 Jan	5.9	11.2	21.4	23.2	14.5	12.8	8.5	2.5	100.0
MALE									
1984 Jan	115.9	226.9	428.0	512.4	354.5	301.9	209.4	96.4	2,245.4
Apr	91.5	215.6	418.6	503.1	348.5	300.0	213.2	89.6	2,180.1
Jul	94.7	205.4	435.4	494.1	339.5	292.8	205.6	82.6	2,150.1
Oct	134.0	215.4	432.0	501.4	345.5	297.4	209.3	83.0	2,218.0
1985 Jan	113.9	218.9	459.1	539.6	371.9	314.1	217.1	81.4	2,316.0
Proportion of number unemployed									
1984 Jan	5.2	10.1	19.1	22.8	15.8	13.4	9.3	4.3	100.0
Apr	4.2	9.9	19.2	23.1	16.0	13.8	9.8	4.1	100.0
Jul	4.4	9.6	20.2	23.0	15.8	13.6	9.6	3.8	100.0
Oct	6.0	9.7	19.5	22.6	15.6	13.4	9.4	3.7	100.0
1985 Jan	4.9	9.5	19.8	23.3	16.1	13.6	9.4	3.5	100.0
FEMALE									
1984 Jan	88.4	164.2	236.4	205.9	96.5	101.9	60.4	0.7	954.3
Apr	69.1	153.0	232.7	208.4	97.4	103.5	62.7	0.7	927.6
Jul	69.4	145.5	252.9	215.5	100.2	104.2	61.7	0.9	950.4
Oct	99.9	159.5	245.5	224.1	104.2	108.3	64.6	1.0	1,007.1
1985 Jan	83.8	155.0	255.4	236.8	111.1	114.1	67.3	1.3	1,024.9
Proportion of number unemployed									
1984 Jan	9.3	17.2	24.8	21.6	10.1	10.7	6.3	0.1	100.0
Apr	7.4	16.5	25.1	22.5	10.5	11.2	6.5	0.1	100.0
Jul	7.3	15.3	26.6	22.7	10.5	11.0	6.5	0.1	100.0
Oct	9.9	15.8	24.4	22.2	10.3	10.8	6.4	0.1	100.0
1985 Jan	8.2	15.1	24.9	23.1	10.8	11.1	6.6	0.1	100.0

From April 1983 the figures are affected by the provisions announced in the 1983 Budget (see footnotes †† to tables 2.1/2.2). By April 1983 the numbers affected in the 60 and over category were 27,000; the total over all groups was 29,000. A further 123,000 and 9,000 were affected between April and July and July and October respectively.

2.8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
MALE AND FEMALE								
1984 Jan	192.9	115.4	248.3	275.5	589.6	589.9	1,188.0	3,199.7
Apr	156.9	116.4	206.8	248.3	485.3	675.8	1,218.2	3,107.7
Jul	214.8	150.4	214.7	222.5	432.4	631.2	1,234.4	3,100.5
Oct	205.2	165.3	346.4	232.5	452.7	546.2	1,276.9	3,225.1
1985 Jan	192.2	110.1	253.3	284.7	603.5	581.2	1,316.0	3,341.0
Proportion of number unemployed								
1984 Jan	6.0	3.6	7.8	8.6	18.4	18.4	37.1	100.0
Apr	5.0	3.7	6.7	8.0	15.6	21.7	39.2	100.0
Jul	6.9	4.8	6.9	7.2	13.9	20.4	39.8	100.0
Oct	6.4	5.1	10.7	7.2	14.0	16.9	39.6	100.0
1985 Jan	5.8	3.3	7.6	8.5	18.1	17.4	39.4	100.0
MALE								
1984 Jan	118.5	75.5	168.2	183.0	378.8	392.2	929.1	2,245.4
Apr	103.0	75.8	134.8	157.9	321.0	439.1	948.5	2,180.1
Jul	132.0	94.0	138.2	142.2	279.2	409.6	955.2	2,150.1
Oct	130.8	103.6	208.5	149.6	289.4	356.4	979.7	2,218.0
1985 Jan	120.0	71.9	108.2	186.1	382.7	376.5	1,010.7	2,316.0
Proportion of number unemployed								
1984 Jan	5.3	3.4	7.5	8.2	16.9	17.5	41.4	100.0
Apr	4.7	3.5	6.2	7.2	14.7	20.1	43.5	100.0
Jul	6.1	4.4	6.4	6.6	13.0	19.1	44.4	100.0
Oct	5.9	4.7	9.4	6.7	13.0	16.1	44.2	100.0
1985 Jan	5.2	3.1	7.3	8.0	16.5	16.3	43.6	100.0
FEMALE								
1984 Jan	74.4	40.0	80.1	92.5	210.8	197.7	258.9	954.3
Apr	53.9	40.6	72.0	90.4	164.3	236.8	269.7	927.6
Jul	82.9	56.4	76.5	80.6	153.2	221.7	279.2	950.4
Oct	74.4	61.8	137.9	82.9	163.3	189.8	297.1	1,007.1
1985 Jan	72.2	38.2	85.1	98.6	220.8	204.7	305.3	1,024.9
Proportion of number unemployed								
1984 Jan	7.8	4.2	8.4	9.7	22.1	20.7	27.1	100.0
Apr	5.8	4.4	7.8	9.7	17.7	25.5	29.1	100.0
Jul	8.7	5.9	8.0	8.5	16.1	23.3	29.4	100.0
Oct	7.4	6.1	13.7	8.2	16.2	18.8	29.5	100.0
1985 Jan	7.0	3.7	8.3	9.6	21.5	20.0	29.8	100.0

See footnote to tables 2.1, 2.2 and 2.5.

UNEMPLOYMENT 2.13 Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1984 Jan 12	8,939	3,415	719	3,166	2,211	1,936	3,304	3,730	806	1,129	958	26,898	618	27,516
Feb 9	814	327	44	184	121	173	135	193	67	102	297	2,130	—	2,130
Mar 8	421	216	31	106	104	79	109	153	74	86	155	1,298	—	1,298
Apr 5	14,571	5,643	1,631	2,697	2,034	2,561	3,909	3,540	1,092	2,615	4,358	39,008	552	39,560
May 10	1,870	1,116	131	526	534	507	878	958	299	256	918	6,877	—	6,877
Jun 14	2,273	1,207	247	563	826	485	918	1,608	681	428	8,558	16,579	6,325	22,904
Jul 12	44,130	18,116	4,409	10,777	15,228	9,787	16,843	24,086	9,279	11,252	23,237	169,028	8,888	177,916
Aug 12	51,510	22,797	4,634	12,942	17,090	11,145	17,470	25,894	9,448	11,916	23,587	185,636	9,023	194,659
Sep 13	61,789	26,183	5,449	15,534	19,383	14,043	20,670	30,168	11,825	13,945	26,147	218,953	9,945	228,898
Oct 11	9,868	5,266	799	2,046	2,634	1,651	2,090	3,402	1,141	1,297	3,818	28,746	2,043	30,789
Nov 8	2,321	1,476	213	360	555	447	433	863	227	295	773	6,487	—	6,487
Dec 6	1,600	1,225	46	171	169	141	139	213	96	121	217	2,913	—	2,913
1985 Jan 10	7,074	2,985	669	1,975	1,147	884	2,895	2,127	820	1,098	1,064	19,753	567	20,320

Note: Students seeking vocational employment are not included in the totals 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 Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1984 Jan 12	913	176	130	721	1,363	1,410	1,463	1,316	460	483	3,228	11,487	1,213	12,700
Feb 9	947	199	161	683	1,481	1,768	2,473	1,680	1,650	666	4,737	16,246	1,728	17,974
Mar 8	892	224	176	400	1,615	1,769	1,676	1,262	650	511	1,722	10,673	1,385	12,058
Apr 5	877	246	210	379	1,759	1,764	4,514	1,253	945	1,346	1,691	14,738	1,129	15,867
May 10	727	208	108	327	1,672	920	5,226	905	905	965	2,524	14,279	1,048	15,327
Jun 14	1,038	243	131	308	8,220	1,157	5,334	1,071	922	1,391	1,538	21,110	1,194	22,304
Jul 12	1,137	549	57	209	3,208	827	4,838	991	941	1,314	2,043	15,565	1,159	16,724
Aug 9	741	176	54	231	1,187	924	3,907	1,195	697	1,009	1,772	11,717	1,051	12,768
Sep 13	939	412	49	249	1,035	1,116	2,967	847	701	758	1,638	10,299	1,028	11,327
Oct 11	1,307	1,099	62	386	1,702	919	3,118	1,024	772	892	1,764	11,946	756	12,702
Nov 8	1,107	530	114	229	1,037	1,200	3,179	965	925	976	2,015	11,747	907	12,654
Dec 6	1,255	181	172	372	1,202	1,213	3,307	4,669	850	887	2,309	16,236	943	17,179
1985 Jan 10	723	201	390	261	1,453	1,154	3,223	1,312	940	1,067	2,500	13,023	1,123	14,146

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

UNEMPLOYMENT 2.18

Selected countries: national definitions

THOUSAND

	United Kingdom [†]		Austra- lia xx	Austria*	Bel- gium‡	Canada xx	Den- mark‡	France*	Germany (FR)*	Greece*	Irish Republic*	Italy||	Japan¶	Nether- lands*	Norway*	Spain*	Sweden*	Switzer- land*	United Statesxx
	Incl. school leavers	Excl. school leavers																	
NUMBERS UNEMPLOYED																			
Annual averages																			
1980	1,665	1,561	406	53	322	865	184	1,451	889	37	102	1,776	1,140	325	22.3	1,277	86**	6.3	7,637
1981	2,520	2,420	390	69	392	898	241	1,773	1,272	42	128	1,993	1,260	480	28.4	1,566	108	5.9	8,273
1982	2,917	2,793	491	105	457	1,314	258	2,008	1,833	51	157	2,379	1,360	655	41.4	1,873	137	13.2	10,678
1983	3,105	2,970	697	127	505	1,448	281	2,042	2,258	62	193	2,707	1,560	801	63.6	2,207	151	26.3	10,717
1984	3,160	3,047	642	130	513	1,399		2,309	2,265	70	214	2,953		822			137		8,539
Quarterly averages																			
1983 Q4																			
	3,086	2,945	656	137	509	1,295	281	2,205	2,230	70	201	2,797	1,460	839	64.9	2,302	146	28.3	9,168
1984 Q1																			
	3,176	3,071	719	179	520	1,497	319	2,252	2,490	85	215	2,992	1,710	852	75.6	2,443	145	34.2	9,406
Q2	3,074	2,979	649	112	502	1,430	269	2,183	2,166	58	211	2,924	1,640	813	63.3	2,413	127	32.4	8,420
Q3	3,167	3,045	607	93	518	1,345	251	2,280	2,183	49	213	2,866	1,580	826	66.4	2,455	147	31.9	8,382
Q4	3,222	3,092	592	138	509	1,325		2,522	2,220	86	218	3,018		799			129		7,945
Monthly																			
Mar	3,143	3,048	701	158	515	1,541	309	2,247	2,393	77	214	3,012	1,780	835	70.3	2,442	134	33.5	9,057
Apr	3,108	3,022	677	133	509	1,468	288	2,235	2,253	68	214	2,960	1,680	815	69.0	2,444	137	33.5	8,525
May	3,084	2,980	637	110	504	1,460	266	2,168	2,133	54	208	2,930	1,600	807	59.2	2,404	115	32.3	8,154
Jun	3,030	2,934	634	92	494	1,362	252	2,148	2,113	52	211	2,915	1,630	816	61.6	2,391	128	31.4	8,592
Jul	3,101	3,008	596	91	519	1,326	240	2,184	2,202	49	212	2,859	1,570	818	64.9	2,404	147	30.5	8,714
Aug	3,116	3,026	605	92	524	1,347	258	2,202	2,202	50	214	2,838	1,570	840	72.1	2,449	153	32.9	8,382
Sep	3,284	3,102	621	96	512	1,363	256	2,416	2,144	48	212	2,901	1,590	821	62.3	2,512	140	32.2	8,051
Oct	3,225	3,075	579	117	511	1,355	257	2,515	2,145	61	212	2,968	1,590	803		2,577	138	33.1	7,989
Nov	3,223	3,095	570	139	510	1,355		2,525	2,189	89	217	3,033		798			125		7,869
Dec	3,219	3,108	627	157	506	1,316		2,525	2,325	108	225	3,053		797			123		7,978
1985 Jan	3,341	3,232						2,619			234								9,131
Percentage rate latest month																			
	13.9		8.6	5.4	18.4	10.7	9.8	13.2	10.6	6.4	18.1	13.5	2.7	17.0	3.1 e	21.5 e	2.8	1.1	8.0
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages																			
1983 Q4																			
		2,941	680	123	508	1,348	278	2,084	2,250	67	202	2,328	1,520	828	64.1	2,280	150		9,507
1984 Q1																			
		2,998	663	122	505	1,389	281	2,191	2,230	64	209	2,543	1,600	838	70.5	2,383	142		8,866
Q2		3,026	659	144	513	1,406	276	2,306	2,281	66	212	2,519	1,590	841	66.7	2,435	135		8,496
Q3		3,075	630	153	525	1,408	274	2,354	2,305	65	216	2,192	1,600	825	68.6	2,536	135		8,510
Q4		3,103	615	124 e	508	1,398		2,383	2,255	83 e	219			793			135		8,233
Monthly																			
1984 Mar																			
		3,012	662	135	510	1,399	284	2,244	2,251	63	210		1,580	841	67.5	2,398	137		8,772
Apr		3,011	679	137	511	1,397	276	2,296	2,270	66	213	2,519	1,540	842	68.2	2,417	151		8,843
May		3,028	635	141	514	1,442	274	2,296	2,278	67	211		1,570	848	63.8	2,427	127		8,514
Jun		3,038	664	155	513	1,379	277	2,325	2,294	66	214		1,660	834	67.5	2,460	127		8,130
Jul		3,055	629	153	521	1,361	275	2,343	2,307	64	215	2,192	1,650	822	69.6	2,490	146		8,543
Aug		3,074	634	158	533	1,391	278	2,360	2,307	67	216		1,650	833	71.8	2,546	135		8,526
Sep		3,097	628	147 e	521	1,472	269	2,359	2,297	64 e	217		1,660	819	65.6	2,573	124		8,460
Oct		3,100	617	132 e	516	1,418	264	2,367	2,272	73 e	216		1,650 e	807		2,578	144		8,431
Nov		3,102	621	126 e	513 e	1,422		2,381	2,255	84 e	219			795			134		8,154
Dec		3,108	606	115 e	494 e	1,354		2,401	2,238	92 e	222			777			128		8,191
1985 Jan		3,126						2,285			226								8,484
Percentage rate:																			
latest month	13.0	8.5	4.0 e	18.0 e	10.8	10.0	12.5	9.2	5.5 e	17.4	9.6	2.8 e	16.6	3.3	21.5 e	2.9			7.4
latest three months																			
change on previous																			
three months	+0.1	-0.2	-1.0	-0.6	-0.1	-0.2	+0.2	-0.1	+1.0	+0.5	-1.4	—	-0.7	+0.2	+0.9 e	+0.1			-0.2

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 counts based on registration or insurance systems.
 (ii) by conducting a labour force survey from a sample number of households.
 (2) Source: SOEC Statistical telegram for Italy, OECD Main Economic Indicators for remainder, except United Kingdom, supplemented by labour attaché reports. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.
 † Numbers registered at employment offices. Rates are calculated as percentages of total employees. Irish rate published by SOEC, calculated as a percentage of the civilian labour force.

‡ See footnotes to table 2.1.

§ 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.

§§ Seasonally adjusted figures are available only for the first month of each quarter and taken from OECD sources.

§§§ 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.

xx Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.

UNEMPLOYMENT 2.19

Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM Month ending		INFLOW†											
		Male and Female				Male				Female			
		All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1984 Jan 12	354.3	17.4	337.0	+11.4	225.2	9.5	215.7	+2.0	129.1	49.3	7.9	121.2	+9.4
Feb 9	362.3	14.8	347.5	+9.9	234.9	8.3	226.6	+3.4	127.4	52.2	6.4	121.0	+6.5
Mar 8	318.5	10.6	307.9	-6.6	206.8	6.1	200.7	-10.5	111.6	48.8	4.4	107.2	+3.8
Apr 5	328.7	9.0	319.8	+3.9	215.2	5.2	210.0	-7.5	113.5	50.3	3.7	109.8	+3.6
May 10	336.3	31.1	305.2	+3.9	215.4	18.1	197.3	-7.5	120.8	50.9	13.0	107.9	+3.6
June 14	316.6	13.3	303.3	-0.1	204.9	7.7	197.2	-4.9	111.7	47.2	5.7	106.1	+4.8
July 12	419.1	14.7	404.3	+22.5	260.8	8.2	252.6	+9.4	158.3	52.1	6.6	151.7	+13.1
Aug 9	363.8	13.8	350.0	-0.6	227.9	8.1	219.9	-6.3	135.8	53.4	5.7	130.1	+5.8
Sep 13	511.0	100.3	410.7	+11.0	308.7	56.5	252.3	+4.1	202.3	54.5	43.9	158.4	+7.0
Oct 11	446.3	32.0	414.3	-4.7	281.2	17.9	263.3	-3.7	165.1	57.5	14.1	151.0	-1.0
Nov 8	391.0	15.0	376.0	+3.9	250.1	8.4	241.6	0.0	140.9	55.4	6.5	134.4	+3.9
Dec 6	353.8	10.7	343.1	+3.5	231.6	6.1	225.6	-1.1	122.2	50.7	4.6	117.6	+4.7
1985 Jan 10	343.4	13.8	329.6	-7.3	217.8	7.9	209.9	-5.9	125.6	50.7	5.9	119.8	-1.5

UNITED KINGDOM Month ending		OUTFLOW†											
		Male and Female				Male				Female			
		All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1984 Jan 12	250.1	11.9	238.2	+11.6	157.3	6.6	150.6	+5.7	92.8	36.0	5.2	87.6	+5.9
Feb 9	376.7	19.2	357.6	-0.5	244.1	10.7	233.4	-6.0	132.6	51.1	8.4	124.2	+5.5
Mar 8	365.7	15.0	350.7	+12.2	241.3	8.5	232.8	+5.6	124.4	47.8	6.5	117.9	+6.7
Apr 5	366.8	12.3	354.5	+8.9	242.3	6.8	235.5	+1.7	124.5	48.6	5.5	119.0	+7.2
May 10	356.4	10.2	346.2	+8.9	231.8	5.9	225.9	+1.7	124.6	49.3	4.3	120.3	+7.2
June 14	364.0	14.7	349.4	+7.0	240.9	8.4	232.5	+2.6	123.2	48.2	6.3	116.9	+4.4
July 12	342.3	12.6	329.8	-6.6	227.7	7.0	220.7	-8.1	114.6	44.7	5.5	109.1	+1.5
Aug 9	347.1	11.0	336.2	-19.6	226.9	5.9	220.9	-18.6	120.3	44.2	5.0	115.2	-1.0
Sep 13	365.6	21.7	343.9	+9.3	226.9	12.3	214.5	-5.2	138.8	51.3	9.4	129.4	+14.5
Oct 11	509.7	54.5	455.1	-4.9	311.0	30.6	280.4	-11.2	198.6	55.1	23.9	174.8	+6.0
Nov 8	393.8	30.7	363.1	+3.9	245.0	17.0	228.0	-4.6	148.8	51.8	13.7	135.1	+8.6
Dec 6	357.3	20.7	336.6	+4.5	221.0	11.4	209.6	-1.6	136.2	49.9	9.3	126.9	+6.1
1985 Jan 10	238.0	9.3	228.8	-9.4	145.3	5.1	140.2	-10.4	92.7	37.5	4.2	88.5	+1.0

* The unemployment flow statistics on the new basis (claimants) are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.

† The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.

‡ While these assumptions are reasonable in most months, the inflows tend to be understated a little in September and after Easter when there are many school leavers joining the register and consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected.

§ The change in the count of school leavers between one month and the next reflects some of them reaching the age of 18 as well as the excess of their inflow over their outflow.

†† Change since the same month in the previous year gives the best indication of the trend of the series' excluding school leavers. Adjustments were made to the April to August 1983 outflows to allow for the effects of the provisions announced in the 1983 Budget for certain older men; see footnote †† to table 2.1.

2.20 UNEMPLOYMENT

Flows by age; standardised**; not seasonally adjusted, computerised records only

Great Britain Month ending	Age group										THOUSAND
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59†‡	60 and over†‡	All ages	
MALE											
1984											
January	21.3	23.3	45.7	28.0	21.4	32.2	23.7	12.7	10.5	218.8	
February	21.6	25.3	47.8	29.9	22.7	34.3	24.3	11.8	9.5	227.2	
March	17.3	21.4	42.0	26.7	20.2	30.7	22.2	11.0	8.9	200.4	
April	16.0	21.9	44.6	27.6	21.0	31.5	23.6	12.9	10.2	209.2	
May	27.6	20.4	42.1	26.4	19.8	30.2	21.9	11.2	9.2	208.9	
June	18.4	21.9	43.9	26.0	19.2	29.1	20.8	10.6	8.5	198.4	
July	19.5	29.7	78.2	31.0	21.3	31.3	22.4	11.3	9.3	254.1	
August	19.6	25.7	55.6	28.6	20.4	30.6	21.5	10.6	8.9	221.6	
September	70.5	46.7	55.6	29.2	21.1	31.6	22.6	12.3	9.3	298.8	
October	32.9	35.5	62.0	33.4	23.4	35.4	25.3	13.7	11.6	273.2	
November	23.2	28.5	54.1	31.7	23.1	35.4	25.2	12.1	9.8	243.0	
December	19.7	25.3	49.8	30.5	22.6	34.2	23.8	11.0	8.6	225.5	
1985											
January	19.2	23.2	46.8	27.7	20.7	31.8	22.0	11.1	9.2	211.7	
FEMALE											
1984											
January	18.5	21.0	32.2	17.5	9.9	13.3	9.0	3.2	—	124.7	
February	16.7	19.6	32.0	18.6	10.3	13.4	9.1	3.1	—	122.9	
March	12.7	16.2	28.1	16.6	9.5	12.8	8.8	3.0	—	107.7	
April	11.4	16.1	29.0	17.3	9.8	13.3	9.0	3.2	—	109.5	
May	20.0	15.1	28.2	17.8	9.9	13.3	9.3	3.0	—	116.3	
June	13.0	16.0	29.2	16.6	9.1	12.0	8.3	2.9	—	107.1	
July	14.6	24.2	57.2	19.5	10.6	14.1	9.0	3.0	—	152.3	
August	14.0	19.8	39.9	19.4	10.8	14.8	10.5	3.2	—	131.5	
September	54.5	43.5	37.3	19.4	10.9	14.8	10.0	4.1	—	194.4	
October	26.3	29.9	41.2	21.3	11.6	15.0	10.5	3.9	—	159.6	
November	17.9	22.3	36.5	20.3	10.9	14.7	10.4	3.6	—	136.5	
December	14.5	18.4	31.8	18.5	9.8	13.2	9.1	2.9	—	118.3	
1985											
January	15.3	19.0	32.3	17.9	10.4	14.3	9.2	3.0	—	121.4	
Changes on a year earlier											
MALE											
1984											
January	-6.6	+1.3	+2.5	+0.4	-0.3	-0.6	-0.1	-0.1	-1.4	-5.4	
February	-4.4	+1.7	+3.4	+0.7	-0.3	-0.4	-1.0	-0.6	-1.9	-2.8	
March	-4.9	+0.1	+0.3	-0.9	-1.3	-2.6	-2.4	-1.0	-2.8	-15.4	
April*	-7.3	-0.1	+1.5	0.0	-0.9	-1.3	-1.5	-1.2	-2.7	-13.7	
May*	-7.3	-0.1	+1.5	0.0	-0.9	-1.3	-1.5	-1.2	-2.7	-13.7	
June	-1.7	+0.2	+3.1	-0.2	-1.1	-1.4	-1.6	-1.8	-2.2	-7.7	
July	-1.8	+2.0	+8.3	+1.4	-0.2	-0.1	-0.4	-1.2	-1.3	+6.8	
August	-2.4	-0.3	+3.6	-0.1	-1.1	-0.5	-0.9	-2.1	-1.5	-7.3	
September	-9.8	+1.0	+4.0	+0.9	-0.4	-0.4	-0.8	-0.9	-0.9	-6.8	
October	-10.3	+1.8	+4.3	+0.6	-0.5	-1.0	-1.5	-1.3	-0.3	-11.9	
November	-0.9	+1.6	+2.6	+0.2	-0.4	-1.0	-1.0	-1.3	-1.5	-0.9	
December	-0.5	+1.4	+2.9	+0.8	-0.2	-1.0	-1.5	-1.8	-1.8	-1.7	
1985											
January	-2.1	-0.1	+1.1	-0.3	-0.7	-0.4	-1.7	-1.6	-1.3	-7.1	
FEMALE											
1984											
January	-6.8	+1.4	+3.1	+2.0	+1.1	+1.5	+0.5	-0.1	—	+2.7	
February	-5.1	-0.1	+1.8	+2.2	+1.3	+1.2	+0.2	-0.3	—	+1.5	
March	-4.5	-0.6	+1.3	+1.5	+0.9	+1.3	0.0	-0.2	—	-0.3	
April*	-6.0	-1.1	+1.4	+1.7	+1.0	+1.3	+0.5	-0.2	—	-1.5	
May*	-6.0	-1.1	+1.4	+1.7	+1.0	+1.3	+0.5	-0.2	—	-1.5	
June	-1.9	-0.6	+2.3	+1.8	+0.8	+0.7	+0.1	0.0	—	+3.2	
July	-1.6	+0.5	+6.5	+2.1	+0.6	+0.8	-0.1	-0.1	—	+10.7	
August	-1.9	-1.0	+3.6	+1.7	+0.8	+1.5	+0.4	+0.1	—	+5.3	
September	-11.4	-0.4	+1.9	+1.5	+1.1	+1.8	+0.7	+0.2	—	-4.7	
October	-9.3	-3.8	+1.8	+1.4	+0.9	+1.0	+0.5	0.0	—	-7.7	
November	-1.4	+0.4	+1.1	+1.1	+0.8	+1.1	+0.5	-0.1	—	+3.4	
December	-0.9	+0.4	+1.8	+1.3	+0.5	+0.9	+0.3	-0.2	—	+4.2	
1985											
January	-3.2	-2.0	+0.1	+0.4	+0.5	+1.0	+0.2	-0.2	—	+3.3	

UNEMPLOYMENT 2.20

Flows by age; standardised**; not seasonally adjusted, computerised records only

Great Britain Month ending	Age group										THOUSAND
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54‡	55-59†‡	60 and over†‡	All ages	
MALE											
1984											
January	12.3	15.5	30.6	18.1	13.5	20.5	14.3	6.3	8.8	139.8	
February	20.6	23.8	46.3	29.1	21.8	32.4	21.5	8.7	12.2	216.4	
March	18.1	25.2	48.9	29.6	22.3	33.7	21.7	8.6	10.9	219.0	
April	15.7	26.2	48.9	30.0	22.6	34.5	22.5	8.7	10.3	220.8	
May	12.7	24.3	46.3	27.5	20.5	31.6	20.9	8.7	10.9	220.3	
June	15.3	26.4	50.2	30.0	22.4	34.0	22.3	8.9	10.1	210.4	
July	13.9	25.7	50.3	28.8	20.8	31.9	20.8	8.2	10.1	210.4	
August	12.2	24.4	53.1	27.6	20.1	29.6	19.8	7.5	9.2	203.6	
September	20.0	25.4	55.9	27.8	19.5	29.1	18.8	7.5	8.8	213.0	
October	40.3	47.5	67.8	31.6	21.7	31.9	20.1	8.3	10.1	279.2	
November	26.9	28.6	51.2	27.4	19.6	29.2	19.1	7.7	10.5	220.1	
December	20.9	25.5	46.8	25.5	18.2	27.5	18.0	7.3	10.4	200.2	
1985											
January	10.3	15.4	31.0	17.2	12.4	18.9	12.7	5.3	7.5	130.6	
FEMALE											
1984											
January	10.0	14.9	23.3	12.5	7.2	9.1	5.8	2.0	0.1	84.8	
February	16.3	20.6	32.5	18.0	10.0	12.6	7.9	2.5	0.1	120.6	
March	13.8	20.2	31.1	17.0	9.5	12.1	7.7	2.4	0.1	114.0	
April	12.4	20.4	31.8	17.3	9.6	12.3	7.9	2.4	0.1	114.1	
May	10.1	20.3	32.3	17.4	9.9	12.7	8.1	2.6	0.1	113.4	
June	11.7	20.5	32.3	17.7	9.5	12.2	7.8	2.4	0.1	114.3	
July	10.5	19.5	32.2	16.9	8.9	11.2	7.2	2.2	0.1	108.6	
August	9.7	19.4	35.1	16.8	8.6	8.7	6.7	2.1	0.1	110.1	
September	15.3	21.6	42.5	18.5	10.7	14.2	8.1	2.3	0.1	133.3	
October	31.7	41.6	48.0	20.9	11.6	14.6	8.4	2.6	0.1	179.6	
November	21.8	25.6	36.9	18.9	10.6	12.9	7.8	2.4	0.1	137.0	
December	16.9	22.7	35.1	18.1	10.0	12.4	7.4	2.2	0.1	125.0	
1985											
January	8.5	14.0	23.6	13.6	7.5	9.5	5.7	1.7	0.1	84.3	
Changes on a year earlier											
MALE											
1984											
January	-3.6	+1.1	+0.7	0.0	0.0	+0.4	-0.1	+0.1	+2.4	+1.0	
February	-7.0	+1.5	-0.5	-0.7	-0.8	-1.4	-1.6	-0.3	+3.6	-7.1	
March	-4.5	+2.9	+2.3	+0.1	+0.3	+0.2	-1.4	-0.4	+2.7	+1.5	
April*	-2.3	+2.7	+1.4	-0.1	-0.4	-0.3	-1.0	-0.8	-0.5	-3.3	
May*	-2.3	+2.7	+1.4	-0.1	-0.4	-0.3	-1.0	-0.8	-0.5	-3.3	
June	-0.6	+3.4	+2.3	+0.3	+0.1	+0.2	-0.9	-1.2	-13.3	-9.8	
July	-0.4	+1.4	+0.1	-0.8	-1.5	-2.1	-2.0	-1.2	-2.7	-12.0	
August	-1.9	-0.6	-3.5	-2.6	-1.8	-3.8	-2.8	-1.9	-3.6	-22.4	
September	-3.6	+0.9	+0.7	-1.1	-0.9	-2.8	-2.7	-1.5	-2.2	-7.0	
October	-10.7	+2.8	+1.7	-1.3	-1.8	-1.9	-1.9	-1.1	-1.3	-16.0	
November	-5.8	+0.6	+1.6	-0.4	-1.2	-1.9	-2.3	-1.3	-1.7	-12.5	
December	-2.7	+1.0	+1.8	-0.1	-0.6	-0.7	-1.5	-0.9	-1.4	-5.0	
1985											
January	-2.0	-0.1	+0.4	-0.9	-1.1	-1.6	-1.6	-1.0	-1.3	-9.2	
FEMALE											
1984											
January	-3.7	+0.7	+1.3	+0.9	+0.6	+1.2	+0.5	0.0	0.0	+1.3	
February	-8.1	+0.7	+2.2	+2.0	+1.0	+1.5	+0.6	-0.1	0.0	-0.1	
March	-5.5	+1.0	+2.0	+1.3	+1.0	+1.3	+0.4	-0.1	0.0	+1.4	
April*	-4.1	+1.3	+1.8	+1.4	+1.1	+1.4	+0.6	-0.2	0.0	+3.3	
May*	-4.1	+1.3	+1.8	+1.4	+1.1	+1.4	+0.6	-0.2	0.0	+3.3	
June	-1.2	+0.9	+1.3	+1.1	+0.8	+1.0	0.0	-0.4	0.0	+4.4	
July	-1.3	+0.3	+1.7	+1.6	+0.4	+0.5	-0.1	-0.3	0.0	+2.6	
August	-1.8	-0.5	+0.8	+1.2	+0.3	0.0	-0.3	-0.3	0.0	-0.8	
September	+2.4	+1.4	+3.7	+1.9	+1.2	+1.5	+0.5	-0.2	0.0	+12.2	
October	-10.1	+3.3	+3.5	+2.0	+0.7	+0.8	-0.2	-0.2	0.0	-0.1	
November	-4.9	+0.5	+2.4	+1.9	+1.2	+0.7	+0.1	-0.2	0.0	+1.8	
December	-2.9	+0.3	+2.3	+1.6	+1.1	+1.1	+0.4	-0.3	0.0	+3.6	
1985											
January	-1.5	-0.9	+0.3	+1.1	+0.3						

2.30 CONFIRMED REDUNDANCIES* Region

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1977	24,510	7,602	2,866	12,651	6,135	5,658	13,258	31,736	18,840	115,654	11,931	30,775	158,360
1978	25,741	9,183	4,405	11,968	10,006	6,346	15,150	37,617	18,648	129,881	18,914	23,768	172,563
1979	26,798	15,179	2,981	11,031	19,320	8,449	17,832	40,705	14,985	142,107	11,663	33,014	186,784
1980	70,015	33,951	7,554	26,598	69,436	40,957	50,879	92,596	33,276	391,311	45,215	57,240	493,766
1981	105,878	54,998	11,463	30,998	59,556	33,720	63,102	91,739	40,103	436,559	36,432	59,039	532,030
1982	80,300	49,396	6,471	24,898	40,229	29,429	45,957	67,117	32,424	326,825	24,647	48,944	400,416
1983	58,345	34,078	4,165	23,777	40,413	23,259	37,807	51,019	30,274	269,059	16,041	41,538	326,638
1984 †	(42,292)	(24,197)	(2,356)	(14,542)	(22,099)	(17,731)	(26,017)	(37,646)	(25,182)	(187,865)	(11,286)	(31,061)	(230,212)
1983 Q3	14,175	7,512	732	4,940	10,322	5,191	8,008	11,700	7,824	62,892	3,271	11,975	78,138
Q4	15,325	8,596	933	7,167	7,604	6,014	9,875	11,994	7,411	66,323	4,499	8,448	79,270
1984 Q1	8,458	4,106	814	3,286	5,910	4,451	8,388	10,138	6,074	47,519	3,031	7,763	58,313
Q2	11,691	5,129	824	3,917	6,550	4,840	6,537	9,175	9,299	52,291	2,319	9,942	64,552
Q3	11,980	8,525	974	3,785	7,302	5,478	6,088	8,274	5,588	49,469	3,356	7,255	60,080
1984 Jan	2,839	1,758	197	980	1,275	1,002	2,487	3,459	1,733	13,972	1,014	3,357	18,343
Feb	2,445	1,228	419	854	1,422	1,190	2,894	2,451	2,012	13,687	948	1,957	16,592
Mar	3,174	1,120	198	1,452	3,213	2,259	3,007	4,228	2,329	19,860	1,069	2,449	23,378
Apr	5,047	2,162	119	1,144	2,324	1,606	2,120	2,937	3,225	18,522	794	4,484	23,800
May	2,747	1,091	68	1,172	2,160	1,483	1,925	2,817	2,666	15,038	759	3,443	19,240
June	3,897	1,876	95	1,601	2,066	1,751	2,492	3,421	3,408	18,731	766	2,015	21,512
July	3,872	2,709	94	1,118	2,470	1,864	1,855	3,070	2,387	16,730	1,126	3,470	21,326
Aug	4,062	3,116	232	1,587	2,544	2,087	1,672	16,322	1,672	16,322	1,161	2,733	20,216
Sep	4,046	2,700	648	1,080	2,288	1,527	2,501	2,798	1,529	16,417	1,069	1,052	18,538
Oct	3,475	2,661	14	931	1,054	1,516	1,739	3,168	833	12,730	943	1,252	14,925
Nov	2,648	1,591	21	1,197	681	725	1,323	3,293	1,352	11,240	649	1,813	13,702
Dec†	(4,040)	(2,185)	(251)	(1,426)	(602)	(721)	(1,942)	(3,598)	(2,036)	(14,616)	(988)	(3,036)	(18,640)
1985 Jan†	(2,889)	(1,632)	(16)	(570)	(188)	(385)	(872)	(1,717)	(1,287)	(7,924)	(584)	(1,897)	(10,405)

2.31 CONFIRMED REDUNDANCIES* Industry

SIC 1980	Division	Class or Group	1983††		1984		1984		1984		1985	
			Q3††	Q4††	Q1	Q2	Q3	Nov	Dec†	Jan†		
Agriculture, forestry and fishing												
0												
Agriculture, forestry and fishing												
0												
Coal extraction and coke												
11-12												
Mineral oil and natural extraction												
13												
Mineral oil processing												
14												
Nuclear fuel production												
15												
Gas, electricity and water												
16-17												
Energy and water supply industries												
1												
Extraction of other minerals and ores												
21, 23												
Metal manufacture												
22												
Manufacture of non-metallic products												
24												
Chemical industry												
25												
Production of man-made fibres												
26												
Extraction of minerals and ores other than fuel; manufacture of metal mineral products and chemicals												
2												
Shipbuilding and repairing												
30												
Manufacture of metal goods												
31												
Mechanical engineering												
32												
Manufacture of office machinery and data processing equipment												
33												
Electrical and electronic engineering												
34												
Manufacture of motor vehicles												
35												
Manufacture of aerospace and other transport equipment												
36												
Instrument engineering												
37												
Metal goods and engineering and vehicles industries												
3												
Food, drink and tobacco												
41-42												
Textiles												
43												
Leather, footwear and clothing												
44-45												
Timber and furniture												
46												
Paper, printing and publishing												
47												
Other manufacturing												
48-49												
Other manufacturing industries												
4												
Construction												
50												
Construction												
5												
Wholesale distribution												
61-63												
Retail distribution												
64-65												
Hotel and catering												
66												
Repair of consumer goods and vehicles												
67												
Distribution, hotels and catering, repairs												
6												
Transport												
71-77												
Telecommunications												
79												
Transport and communication												
7												
Insurance, banking, finance and business services												
81-85												
Banking, finance, insurance business services and leasing												
8												
Public administration and defence												
91-94												
Medical and other health services												
95												
Other services n.e.s.												
96-99, 00												
Other services												
9												
All production industries												
1-4												
All manufacturing industries												
2-4												
All service industries												
6-9												
ALL INDUSTRIES AND SERVICES												
0-9												

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 required to notify only impending redundancies involving ten or more workers. A full description of these Manpower Services Commission figures is given in an article on page 245 of the June 1983 issue of *Employment Gazette*.
** Included in the South East.
† Provisional figures as at February 1, 1985; final figures are expected to be higher than this. The final total for Great Britain is projected to be about 21,000 in December and 16,000 in January.
†† These figures for 1983 are estimated because of the change in the industrial classification system made in January 1984.

VACANCIES 3.1 Regions: notified to Jobcentres: seasonally adjusted* THOUSAND

	South East	Greater London†	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1984 Jan 6	55.2	24.3	4.9	12.7	11.6	8.2	10.0	14.6	7.2	7.1	15.1	146.4	1.2	147.6
Feb 3	54.7	24.4	5.1	12.7	10.8	8.0	9.6	14.7	6.9	7.0	14.6	144.2	1.2	145.4
Mar 2	54.8	24.5	5.4	12.9	10.3	8.3	9.8	15.3	7.5	7.1	15.0	146.0	1.3	147.3
Mar 30	54.7	25.3	5.3	12.7	10.7	8.6	9.3	14.8	7.6	6.9	15.8	146.6	1.3	147.9
May 4	57.8	25.7	5.7	14.5	11.0	8.0	9.8	16.1	8.0	7.6	15.7	154.2	1.5	155.7
Jun 8	60.3	27.1	5.6	13.4	12.1	7.9	10.0	16.8	8.5	7.9	15.1	157.0	1.7	158.7
Jul 6	62.8	27.9	5.4	14.9	12.5	8.5	10.2	16.3	8.8	7.8	15.2	162.5	1.7	164.2
Aug 3	61.1	27.7	5.2	13.9	12.3	8.4	10.3	16.1	8.3	8.1	16.1	159.9	1.7	161.6
Sep 7	62.8	28.7	5.7	15.3	12.8	9.9	10.7	17.4	8.9	8.1	16.3	168.0	1.6	169.6
Oct 5	62.0	27.2	5.5	15.5	13.5	10.2	10.6	17.3	8.3	8.0	17.7	168.8	1.7	170.5
Nov 2	63.1	27.8	5.7	14.8	13.0	9.1	10.2	17.5	8.0	7.7	16.7	165.8	1.8	167.6
Nov 30	62.8	28.3	5.5	14.3	11.8	8.8	9.7	16.2	7.8	7.3	15.6	159.8	1.5	161.3
1985 Jan 4	60.1	27.4	5.2	14.0	11.9	8.5	9.1	15.9	7.5	8.0	15.8	155.8	1.3	157.2

VACANCIES 3.2 Regions: notified to Jobcentres and careers offices THOUSAND

	South East	Greater London†	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to Jobcentres														
1980	62.5	31.4	4.9	10.4	8.0	8.0	8.1	11.4	6.1	6.1	16.5	142.0	1.0	143.0
1981	36.8	17.5	3.5	7.7	6.0	5.8	5.7	8.8	4.3	5.2	12.6	96.3	0.7	97.0
1982	41.3	19.9	4.1	9.9	6.9	7.0	7.0	10.2	5.1	5.7	13.2	110.3	1.0	111.3
1983	50.5	22.4	4.8	12.6	11.3	8.4	10.1	15.2	7.4	7.2	16.4	143.9	1.2	145.1
1984	59.3	26.6	5.4	13.9	11.9	8.7	10.0	16.1	8.0	7.5	15.7	156.6	1.5	158.1
1984 Jan 6	49.7	21.9	4.6	10.6	10.9	7.5	9.3	13.3	6.5	6.1	13.1	131.7	1.1	132.8
Feb 3	49.9	22.5	4.8	11.5	10.3	7.5	9.1	13.8	6.5	6.4	13.3	133.2	1.2	134.4
Mar 2	52.1	23.0	5.3	12.6	10.2	8.3	9.6	15.2	7.5	7.0	14.4	142.4	1.3	143.7
Mar 30	56.3	25.5	5.5	13.9	10.9	8.8	9.5	16.1	8.2	8.1	16.3	153.8	1.3	155.1
May 4	62.2	27.4	6.1	16.4	11.5	9.0	10.5	17.7	8.4	8.9	17.0	167.8	1.5	169.4
Jun 8	65.4	29.3	6.0	15.7	12.3	8.6	10.7	18.0	9.0	8.8	16.7	171.0	1.8	172.8
Jul 6	64.5	28.4	5.6	15.3	12.4	8.3	10.5	16.6	8.9	8.0	15.7	165.8	1.8	167.6
Aug 3	61.1	26.9	5.2	13.9	12.3	8.4	10.1	15.9	8.4	8.0	16.4	159.6	1.7	161.3
Sep 7	65.4	29.7	5.9	15.6	13.2	9.9	10.9	17.1	9.0	7.9	16.9	171.7	1.6	173.4
Oct 5	66.3	30.5	5.6	15.1	14.0	10.3	11.0	17.4	8.5	7.7	18.0	174.0	1.7	175.7
Nov 2	62.0	28.2	5.5	13.7	13.2	9.0	10.0	16.9	7.9	7.1	16.6	161.9	1.8	163.7
Nov 30	57.2	25.7	5.2	12.5	11.3	8.2	8.9	15.1	7.1	6.4	14.6	146.4	1.4	147.8
1985 Jan 4	54.5	25.1	4.9	12.0	11.2	7.8	8.4	14.7	6.8	7.1	13.8	141.2	1.2	142.4
Notified to careers offices														
1980	8.4	5.2	0.5	0.7	1.2	0.8	0.9	0.7	0.3	0.3	0.6	14.2	0.1	14.4
1981	2.4	1.4	0.2	0.2	0.6	0.3	0.3	0.2	0.2	0.1	0.2	4.7	0.1	4.8
1982	2.9	1.6	0.2	0.4	0.6	0.4	0.4	0.3	0.2	0.3	0.3	5.9	0.2	6.1
1983	3.6	1.9	0.2	0.5	0.7	0.5	0.5	0.5	0.3	0.2	0.3	7.2	0.3	7.4
1984	4.3	2.1	0.3	0.6	0.9	0.6	0.6	0.5	0.3	0.2	0.3	8.5	0.5	9.0
1984 Jan 6	3.1	1.4	0.2	0.4	0.6	0.4	0.4	0.3	0.2	0.1	0.2	5.9	0.3	6.3
Feb 3	3.5	1.8	0.2	0.5	0.7	0.4	0.5	0.4	0.2	0.2	0.2	6.7	0.3	7.1
Mar 2	3.7	1.8	0.3	0.4	0.7	0.5	0.4	0.4	0.2	0.2	0.2	7.0	0.4	7.4
Mar 30	3.8	1.8	0.3	0.6	0.9	0.5	0.6	0.5	0.2	0.3	0.3	8.1	0.4	8.5
May 4	5.2	2.6	0.3	0.7	1.0	0.6	0.6	0.6	0.3	0.2	0.4	10.0	0.5	

3.4 VACANCIES Occupation: notified to Jobcentres

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	
1980 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	
Jun	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	
Dec	14.0	14.5	15.2	13.6	2.4	32.6	92.2	
1982 Mar	14.9	17.5	15.9	15.4	3.6	38.3	105.6	
Jun	16.5	20.1	18.6	17.4	4.3	46.8	123.7	
Sep	15.7	18.2	18.4	18.1	3.4	40.8	114.6	
Dec	14.6	17.2	16.4	15.4	2.8	36.1	102.5	
1983 Mar	16.4	22.0	16.7	18.4	4.5	43.1	121.1	
Jun	10.4	26.0	19.4	21.0	4.4	55.6	136.8	
Sep	11.0	23.7	21.2	24.9	4.5	56.6	141.8	
Dec	9.0	20.4	18.9	21.2	3.3	47.4	120.1	
1984 Mar	9.9	23.6	18.3	21.8	3.9	49.2	126.7	
Jun	13.3	27.8	22.0	23.9	4.9	62.2	154.1	
Sep*	13.6	25.9	24.3	24.2	5.5	60.4	153.9	
Dec	12.9	23.6	20.5	20.3	3.8	51.1	132.2	
	Proportion of vacancies in all occupations							Per cent
1980 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	
Jun	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	
Dec	15.2	15.7	16.5	14.8	2.6	35.4	100.0	
1982 Mar	14.1	16.6	15.1	14.6	3.4	36.3	100.0	
Jun	13.3	16.2	15.0	14.1	3.5	37.8	100.0	
Sep	13.7	15.9	16.1	15.8	3.0	35.6	100.0	
Dec	14.2	16.8	16.0	15.0	2.7	35.2	100.0	
1983 Mar	13.5	18.2	13.8	15.2	3.7	35.6	100.0	
Jun	7.6	19.0	14.2	15.4	3.2	40.6	100.0	
Sep	7.7	16.7	14.9	17.6	3.1	39.9	100.0	
Dec	7.5	17.0	15.7	17.6	2.8	39.5	100.0	
1984 Mar	7.8	18.6	14.4	17.2	3.1	38.8	100.0	
Jun	8.6	18.1	14.3	15.5	3.2	40.4	100.0	
Sep*	8.8	16.9	15.8	15.7	3.6	39.3	100.0	
Dec	9.7	17.9	15.5	15.4	2.9	38.7	100.0	

Note: About one-third of all vacancies are notified to Jobcentres. The figures represent only the number of vacancies notified to jobcentres and remaining unfilled on the day of the count. * Figures do not include Community Programme vacancies; in December 1984 these totalled 15,655.

3.5 VACANCIES Flows at Jobcentres: seasonally adjusted *

GREAT BRITAIN	Average of 3 months ended											
	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
Inflow												
1978	202	208	213	217	217	221	225	227	229	232	234	234
1979	226	219	215	223	231	238	238	236	232	228	225	224
1980	214	207	202	201	197	188	181	171	167	160	154	149
1981	152	150	147	142	142	144	144	147	151	155	157	157
1982	160	162	164	164	165	164	164	164	163	162	162	164
1983	166	170	171	172	172	178	185	198	201	203	200	200
1984	193	188	184	190	195	198	201	205	206	208	211	214
1985	206											
Outflow												
1978	195	200	205	211	213	216	219	222	224	225	228	230
1979	227	222	217	221	225	230	234	238	237	234	230	233
1980	227	222	215	212	208	199	194	183	176	168	161	152
1981	152	150	148	144	143	147	145	145	146	152	155	155
1982	157	160	163	164	165	164	164	163	163	161	162	163
1983	165	167	167	170	172	176	180	189	194	198	200	205
1984	199	192	185	189	191	194	198	204	205	207	210	217
1985	210											
Excess inflow over outflow												
1978	7	9	8	6	4	5	5	5	5	7	6	4
1979	-1	-3	-3	2	7	8	4	-2	-4	-6	-5	-9
1980	-13	-15	-14	-11	-11	-11	-13	-11	-10	-8	-7	-4
1981	0	0	-1	-2	-1	-3	-1	2	5	3	2	2
1982	3	2	1	0	0	0	0	1	0	1	0	1
1983	1	3	4	2	0	2	5	9	7	5	0	-5
1984	-6	-4	-1	2	4	4	3	1	1	1	1	-3
1985	-4											

* The vacancy 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 vacancies notified to Jobcentres, the movements in the respective series are closely related. Flow figures are collected for four or five-week periods between count dates; the figures in this table are converted to a standard 4½ week month.

VACANCIES Regions: occupations Notified to Jobcentres: December 1984†

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Table 1 Summary														
Managerial and professional	4,433	1,805	476	1,345	871	681	861	1,441	615	800	1,146	12,669	181	12,850
Clerical and related	10,216	5,233	754	2,009	1,681	1,095	1,205	2,330	1,144	873	2,079	23,386	201	23,587
Other non-manual occupations	8,732	4,179	617	1,878	1,442	1,016	1,060	1,973	807	821	1,988	20,334	172	20,506
Craft and similar occupations, including foremen, in processing, production, repairing, etc	7,624	3,240	763	1,427	1,710	1,771	1,015	1,745	867	753	2,376	20,051	281	20,332
General labourers	1,208	465	150	240	237	237	251	395	180	248	537	3,683	154	3,837
Other manual occupations	21,569	9,091	1,971	4,303	3,589	2,745	2,710	4,905	2,130	2,069	4,658	50,649	430	51,079
All occupations	53,782	24,013	4,731	11,202	9,530	7,545	7,102	12,789	5,743	5,564	12,784	130,772	1,419	132,191
Table 2 Occupational groups														
I Managerial (General management)	45	42	—	2	5	7	1	10	1	5	—	76	—	76
II Professional and related supporting management and administration	489	228	70	91	68	107	123	143	47	118	71	1,327	30	1,357
III Professional and related in education, welfare and health	1,608	556	139	643	295	198	323	635	239	287	493	4,860	80	4,940
IV Literary, artistic and sports	329	140	35	78	69	57	59	119	53	41	77	917	12	929
V Professional and related in science, engineering technology and similar fields	874	300	124	278	193	132	150	241	102	163	264	2,521	32	2,553
VI Managerial (excluding general management)	1,088	539	108	253	241	180	205	293	173	186	241	2,968	27	2,995
VII Clerical and related	10,864	5,526	771	2,085	1,769	1,109	1,254	2,451	1,171	902	2,383	24,759	220	24,979
VIII Selling	8,035	3,725	614	1,830	1,406	985	1,026	1,895	756	809	1,841	19,197	136	19,333
IX Security and protective services	1,152	660	46	126	101	76	100	153	99	72	240	2,165	37	2,202
X Catering, cleaning, hairdressing and other personal service	14,155	5,774	1,338	2,983	2,246	1,810	1,957	3,499	1,625	1,494	2,963	34,070	259	34,329
XI Farming, fishing and related	409	89	83	108	74	103	39	38	19	44	88	1,005	16	1,021
XII Materials processing (excluding metal, (Hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	605	237	126	149	131	158	127	220	82	58	283	1,939	16	1,955
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	2,837	1,547	230	464	607	999	439	941	411	258	765	7,951	144	8,095
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metal, engineering (including installation and maintenance), vehicles and shipbuilding)	4,726	1,686	456	940	1,192	664	487	747	360	435	1,287	11,294	85	11,379
XV Painting, repetitive assembling, product inspecting, packaging and related	1,516	634	152	336	368	211	179	361	126	140	355	3,744	25	3,769
XVI Construction, mining and related not identified elsewhere	945	397	102	180	136	184	127	202	132	125	422	2,555	82	2,637
XVII Transport operating, materials moving and storing and related	2,840	1,446	170	399	366	309	243	408	139	157	434	5,465	44	5,509
XVIII Miscellaneous	1,265	487	167	257	263	256	263	433	208	270	577	3,959	174	4,133
All occupations	53,782	24,013	4,731	11,202	9,530	7,545	7,102	12,789	5,743	5,564	12,784	130,772	1,419	132,191

* Included in South East.

† The above figures do not include Community Programme vacancies, these totalled 15,655.

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

4.1 INDUSTRIAL DISPUTES

Stoppages of work*

Stoppages: January 1985

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress in month of which:	56	140,900	1,806,000
Beginning in month continuing from earlier months	43	103,000†	40,000
	13	127,900	1,766,000

† Includes 12,800 directly involved.

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 January 1985	
	Stoppages	Workers directly involved
Pay-wage-rates and earnings levels—extra-wage and fringe benefits	21	2,600
Duration and pattern of hours worked	2	400
Redundancy questions	4	5,600
Trade union matters	4	2,200
Working conditions and supervision	2	900
Manning and work allocation	6	700
Dismissal and other disciplinary measures	4	400
All causes	43	12,800

4.2 Stoppages of work*: summary

United Kingdom	Number of 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 (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services (All other orders)
SIC 1968											
1976	2,016	2,034	666‡	668‡	3,284	78	1,977	65	570	132	461
1977	2,703	2,737	1,155	1,166	10,142	97	6,133	264	297	301	3,050
1978	2,471	2,498	1,041	1,041	9,405	201	5,985	179	416	360	2,264
1979	2,080	2,125	4,583	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830‡	834‡	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,499	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101‡	2,103‡	5,313	374	1,458	66	44	1,675	1,697
SIC 1980											
1982	1,528	1,538	2,101‡	2,103‡	5,313	380	1,457	61	41	1,675	1,699
1983	1,352	1,364	573‡	574‡	3,754	591	1,420	32	68	295	1,348
1984	1,154	1,169	1,375	1,405	26,564	22,265	2,024	64	93	660	1,458
1983											
Jan	97	109	69	70	327	10	73	1	2	6	236
Feb	99	129	56	96	746	46	93	2	10	5	590
Mar	150	182	76	97	527	167	283	5	6	30	35
Apr	119	154	41	65	386	10	278	3	4	54	37
May	118	153	36	44	139	29	81	1	3	19	25
June	119	137	28	30	118	3	61	1	5	12	37
July	108	146	34	48	186	11	59	7	17	14	75
Aug	109	139	41	47	206	13	116	2	14	2	60
Sep	114	159	41	59	298	90	141	1	2	8	56
Oct	118	153	47	70	303	62	141	1	2	45	53
Nov	147	195	71	89	366	109	101	6	5	61	83
Dec	54	86	32	68	153	40	15	2	1	34	61
1984											
Jan	144	159	127	156	298	96	66	3	5	12	117
Feb	137	183	331	399	531	149	98	3	6	26	230
Mar	126	172	282	282	2,151	1,808	149	9	14	53	119
Apr	103	137	122	275	2,642	2,401	101	2	7	24	107
May	96	130	175	398	2,959	2,602	95	4	2	58	198
June	104	145	50	234	2,717	2,302	166	3	7	61	179
July	84	124	58	211	2,511	2,101	110	4	6	219	71
Aug	78	110	61	220	2,316	2,002	208	1	1	66	39
Sep	90	122	56	216	2,583	2,201	204	2	—	125	51
Oct	104	143	61	221	3,042	2,604	258	1	22	3	153
Nov	64	102	65	231	2,910	2,300	438	2	23	8	138
Dec	24	47	6	146	1,903	1,700	141	—	—	5	56
1985											
Jan	43	56	13	141	1,806	1,701	13	—	8	14	70

* See page of "Definitions and Conventions" from notes on coverage. Figures from 1984 are provisional.

† Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.

‡ Figures exclude workers becoming involved after the end of the year in which the stoppages began.

Stoppages—industry*

United Kingdom	Jan 1985			Jan 1984		
	Stoppages beginning in period	Stoppages in progress	Working days lost	Stoppages beginning in period	Stoppages in progress	Working days lost
SIC 1980						
Agriculture, forestry and fishing	—	—	—	1	300	1,000
Coal extraction	—	118,000	1,700,000	32	66,800	96,000
Coke, mineral oil and natural gas	1	200	1,000	—	—	—
Electricity, gas, other energy and water	—	—	—	3	2,100	12,000
Metal processing and manufacture	4	400	2,000	—	—	—
Mineral processing and manufacture	1	—	—	3	800	3,000
Chemicals and man-made fibres	1	—	—	4	7,800	10,000
Metal goods not elsewhere specified	5	900	6,000	6	700	3,000
Engineering	6	1,200	5,000	22	14,700	41,000
Motor vehicles	—	—	—	9	2,300	12,000
Other transport equipment	2	500	—	3	6,800	11,000
Food, drink and tobacco	—	800	12,000	5	2,000	10,000
Textiles	—	—	—	—	—	—
Footwear and clothing	—	—	—	2	800	3,000
Timber and wooden furniture	1	200	2,000	—	—	—
Paper, printing and publishing	—	900	4,000	3	2,500	22,000
Other manufacturing industries	1	200	2,000	4	700	8,000
Construction	3	1,000	8,000	5	1,300	5,000
Distribution, hotels and catering, repairs and communication	2	100	—	4	100	1,000
Supporting and miscellaneous transport services	2	700	10,000	6	500	2,000
Banking, finance, insurance, business services and leasing	1	2,000	2,000	2	8,500	13,000
Public administration, education and health services	6	10,400	44,000	9	24,900	31,000
Other services	—	200	4,000	5	600	6,000
All industries and services	43	140,900	1,806,000	144‡	155,900	298,000

‡ Some stoppages involved workers in more than one industry group but have each been counted as only one stoppage in the total for all industries.

EARNINGS 5.1

Average earnings index: all employees; main industrial sectors

GREAT BRITAIN	Whole economy (Divisions 0-9)				Manufacturing industries (Revised definition) (Divisions 2-4)				Production industries (Revised definition) (Divisions 1-4)			
	Actual	Seasonally adjusted	% change over previous 12 months	Underlying % change over previous 12 months†	Actual	Seasonally adjusted	% change over previous 12 months	Underlying % change over previous 12 months†	Actual	Seasonally adjusted	% change over previous 12 months	Underlying % change over previous 12 months†
SIC 1980												
1980 Annual averages	111.4	101.1	—	—	109.1	100.5	—	—	109.4	100.6	—	—
1981	125.8	102.6	16.4	15½	123.6	101.2	14.0	14	124.1	101.1	16.6	14½
1982	137.6	105.9	14.5	15½	137.4	104.4	14.0	14	138.2	105.5	13.6	14½
1983	149.2	105.9	12.0	12½	149.7	105.7	11.5	13½	150.0	106.1	12.1	14
1980												
Jan*	100.0	101.1	1.1	1½	100.0	100.5	0.5	0.5	100.0	100.6	0.6	0.6
Feb*	102.6	103.7	3.1	3½	101.2	101.9	0.7	0.7	101.1	101.8	0.7	0.7
Mar*	105.9	105.9	0.0	0.0	104.4	104.3	-0.1	-0.1	105.5	105.1	-0.4	-0.4
Apr	107.1	107.7	0.6	0.6	105.7	106.1	0.4	0.4	106.1	106.3	0.2	0.2
May	109.2	109.2	0.0	0.0	108.3	107.3	-1.0	-1.0	108.6	107.5	-1.1	-1.1
June	112.5	111.4	-1.1	-1.1	111.6	110.0	-1.6	-1.6	111.7	110.2	-1.5	-1.5
July	113.3	112.2	-1.0	-1.0	112.5	111.5	-1.0	-1.0	112.7	111.6	-1.1	-1.1
Aug	114.0	114.1	0.1	0.1	110.8	111.9	1.1	1.1	111.1	112.1	1.0	1.0
Sep	117.9	118.0	0.1	0.1	111.7	112.8	1.1	1.1	111.9	113.1	1.2	1.2
Oct	116.0	116.2	0.2	0.2	112.2	113.0	0.8	0.8	112.5	113.4	0.9	0.9
Nov	117.8	117.3	-0.5	-0.5	115.2	114.5	-0.7	-0.7	115.2	114.5	-0.7	-0.7
Dec	120.8	119.6	-1.2	-1.2	116.1	115.5	-0.6	-0.6	115.9	115.5	-0.4	-0.4
1981												
Jan	118.2	119.7	1.5	1.7	115.7	116.5	0.8	1½	116.4	117.3	0.9	1.5
Feb	119.3	120.7	1.1	1.5½	117.3	118.2	0.9	1.4	117.8	118.7	0.9	1.4½
Mar	121.2	121.3	0.1	1.5½	118.9	118.9	0.0	1.4	119.9	119.4	-0.5	1.4½
Apr	121.9	122.6	0.7	1.4	118.4	119.2	0.8	1.4	119.1	119.7	0.6	1.4½
May	123.5	123.6	0.1	1.3½	121.0	120.0	-1.0	1.3½	121.5	120.5	-1.0	1.4
June	126.0	124.8	-1.2	1.2½	124.5	122.6	-1.9	1.3½	125.2	123.5	-1.7	1.4
July	126.9	125.8	-1.1	1.1½	125.4	124.2	-1.2	1.3½	126.2	124.8	-1.4	1.4
Aug	129.0	128.9	-0.1	1.1½	126.0	126.9	0.9	1.3½	126.3	127.3	1.0	1.3½
Sep	129.4	129.5	0.1	1.1½	126.2	127.4	1.2	1.3½	126.6	127.9	1.3	1.3½
Oct	130.0	130.2	0.2	1.1½	128.6	129.4	0.8	1.3½	128.9	129.9	1.0	1.3½
Nov	131.4	130.8	-0.6	1.1	130.8	129.9	-0.9	1.3½	130.9	130.0	-0.9	1.3½
Dec	133.1	131.7	-1.4	1.1	130.8	130.2	-0.6	1.3	130.9	130.5	-0.4	1.3
1982												
Jan	131.2	132.8	1.6	1.1	131.1	132.0	0.9	1.2½	131.6			

GREAT BRITAIN	Agri- culture and forestry *	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing **	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical and electronic engineering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco	Textiles
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)	(43)
JAN 1980 = 100														
1980 } Annual averages	117.7	106.1	104.4	116.2	**	109.2	109.8	106.9	109.0	100.5	111.4	103.7	109.0	107.3
1981 } Annual averages	131.8	118.6	119.8	133.5	124.9	121.6	124.8	117.3	123.4	111.4	124.0	116.8	123.8	120.2
1982 } Annual averages	144.2	131.1	135.8	147.8	137.3	136.8	138.9	130.6	139.2	125.3	137.3	129.3	136.7	131.7
1983 } Annual averages	157.5	134.7	147.8	159.2	150.7	148.5	152.0	142.3	152.9	138.6	143.2	140.3	149.6	143.5
1980 Jan	100.0	100.0	100.0	100.0	**	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1980 Feb	108.3	100.1	106.4	100.2	**	101.6	100.6	101.9	101.2	99.2	103.2	99.4	101.1	102.7
1980 Mar	111.4	109.5	100.8	120.7	**	102.0	104.5	104.0	105.2	99.9	121.5	99.2	107.0	104.2
1980 April	117.9	106.9	100.5	112.1	100.0	106.0	102.5	104.9	105.8	98.7	108.8	101.3	104.2	105.0
1980 May	117.2	103.0	99.8	117.8	117.1	108.9	103.3	106.1	107.4	99.5	106.8	103.0	106.7	105.9
1980 June	118.5	106.0	105.0	119.4	112.5	114.3	114.5	107.8	109.8	103.6	111.5	104.3	109.9	109.2
1980 July	117.5	107.9	105.6	121.6	117.9	111.8	113.7	108.5	112.6	102.6	113.5	105.3	109.6	109.0
1980 Aug	124.0	106.1	105.9	119.6	109.4	110.3	111.9	108.3	110.9	98.3	113.0	103.7	110.2	107.2
1980 Sep	131.6	107.6	104.8	119.7	109.5	111.8	113.4	108.9	111.6	99.3	111.5	104.8	110.7	109.3
1980 Oct	127.9	108.8	106.2	121.8	107.2	111.7	111.9	109.5	113.3	98.9	114.5	105.5	112.9	111.0
1980 Nov	120.1	108.8	106.9	121.6	114.1	114.0	119.2	110.5	114.8	103.0	117.2	108.9	116.3	113.2
1980 Dec	118.5	108.5	110.4	119.5	115.0	116.7	121.9	112.3	115.5	102.4	115.2	108.6	119.4	111.0
1981 Jan	118.1	120.5	114.0	120.4	110.1	113.3	114.8	111.3	115.8	102.8	116.3	109.7	117.4	114.4
1981 Feb	119.9	118.5	116.7	121.9	116.6	113.4	115.8	112.3	116.6	109.5	118.9	110.8	116.8	116.8
1981 Mar	125.9	120.7	116.4	130.5	118.4	116.0	119.2	114.0	119.6	109.7	118.4	113.3	117.3	117.1
1981 April	132.9	117.0	116.9	128.9	118.3	116.0	117.4	113.7	118.9	108.2	119.5	111.1	118.7	112.8
1981 May	130.2	113.7	120.2	132.4	121.6	119.7	120.9	115.7	121.7	101.9	124.0	114.4	121.7	118.0
1981 June	131.7	116.3	117.9	140.7	123.0	125.3	124.3	117.0	123.9	112.1	123.8	116.3	126.0	122.6
1981 July	130.0	118.8	123.3	140.6	131.8	123.7	123.7	117.0	126.5	114.6	126.7	116.7	125.2	122.4
1981 Aug	143.8	117.5	121.0	135.5	128.4	124.1	134.4	117.7	124.5	112.3	129.2	117.7	125.9	122.7
1981 Sep	147.7	118.4	121.1	136.7	131.3	123.9	126.9	119.9	125.3	112.2	123.5	119.7	126.1	122.5
1981 Oct	143.0	120.3	121.1	138.1	133.8	125.0	131.0	122.0	127.8	113.7	133.9	121.1	126.9	124.8
1981 Nov	131.4	121.0	123.0	138.5	133.9	127.2	133.2	122.9	129.3	121.4	127.7	126.4	131.6	126.1
1981 Dec	126.5	120.2	126.2	138.3	132.2	131.9	135.6	123.8	131.3	117.8	126.1	124.8	132.6	122.6
1982 Jan	125.1	120.6	133.8	141.7	136.4	126.7	132.5	123.9	131.8	120.4	130.2	123.2	129.9	127.2
1982 Feb	134.6	146.6	131.7	142.0	134.3	130.4	131.1	125.7	132.5	121.4	131.0	125.2	129.9	127.5
1982 Mar	138.9	132.7	132.7	140.7	134.6	134.6	133.0	128.0	136.7	123.7	133.4	128.6	131.5	130.0
1982 April	144.2	128.8	132.0	139.3	137.4	134.8	134.4	127.7	136.9	119.7	137.4	127.3	133.6	130.0
1982 May	140.6	130.7	132.8	141.3	136.9	137.6	135.0	130.1	137.6	124.9	137.8	131.0	139.3	133.2
1982 June	144.0	128.0	135.6	153.2	135.7	141.6	140.8	131.6	140.5	125.7	141.4	129.5	137.9	134.1
1982 July	152.2	129.1	142.4	154.5	145.9	138.9	140.9	132.9	140.7	128.3	137.4	129.8	136.5	133.2
1982 Aug	154.0	130.2	135.3	150.0	136.3	137.2	139.0	130.8	139.6	124.8	136.3	128.7	137.8	131.6
1982 Sep	160.8	128.6	137.4	151.5	135.0	138.5	139.0	131.1	140.2	121.7	138.9	130.0	139.4	131.3
1982 Oct	152.8	117.6	137.0	151.8	140.8	139.2	140.8	133.2	143.2	125.7	141.2	131.0	139.1	133.1
1982 Nov	143.4	139.6	138.2	157.2	136.1	140.5	149.5	135.5	144.1	129.5	142.3	133.9	142.7	135.5
1982 Dec	139.5	140.5	140.7	150.4	138.1	142.0	150.9	136.5	146.3	137.8	140.0	132.9	143.0	134.7
1983 Jan	138.0	141.3	146.3	146.2	140.9	141.2	143.7	135.1	147.0	133.9	138.5	133.5	142.2	137.9
1983 Feb	145.2	139.5	146.1	145.9	140.4	141.9	145.0	136.0	147.1	134.6	139.5	134.1	142.6	139.0
1983 Mar	145.1	139.0	146.1	156.0	141.8	142.7	143.3	138.1	150.1	134.7	143.7	144.1	140.6	140.6
1983 April	155.1	136.5	147.3	158.9	146.2	144.9	146.2	138.8	150.6	133.7	142.7	136.4	146.6	141.7
1983 May	151.0	131.2	146.3	158.2	147.4	146.5	149.4	141.7	152.2	139.0	144.0	141.0	149.4	144.0
1983 June	156.7	133.7	148.6	160.1	147.6	152.3	150.3	143.2	154.0	139.0	144.5	139.2	150.9	144.6
1983 July	167.2	135.4	156.7	164.9	166.3	147.7	151.9	143.4	154.8	140.1	141.5	140.3	151.1	145.1
1983 Aug	162.7	135.5	149.0	161.8	151.7	149.7	157.1	141.8	152.8	137.1	149.7	140.7	149.7	143.7
1983 Sep	178.0	137.0	150.9	162.6	152.1	151.3	152.9	143.2	153.3	137.8	142.4	142.1	150.8	145.5
1983 Oct	173.6	140.1	143.9	169.7	163.8	150.2	153.1	145.3	157.5	139.8	146.1	144.1	152.0	146.6
1983 Nov	160.4	123.9	140.9	165.1	154.3	156.8	164.7	148.6	146.0	150.6	147.9	155.5	147.2	147.2
1983 Dec	156.7	123.6	151.9	161.5	155.8	156.6	166.1	152.8	158.7	147.2	147.4	146.6	159.7	146.1
1984 Jan	155.3	121.5	158.1	162.7	167.3	151.4	155.8	148.8	158.3	145.7	148.4	145.2	153.9	149.8
1984 Feb	158.6	125.2	159.9	163.0	159.3	153.8	158.1	151.3	160.0	147.4	154.5	149.0	155.5	151.6
1984 Mar	156.6	54.4	161.6	164.9	162.6	155.5	158.2	153.7	163.4	147.0	154.2	151.2	155.5	153.4
1984 April	165.2	55.7	164.0	167.0	171.2	154.1	157.6	150.5	166.9	148.0	151.9	147.9	155.7	145.2
1984 May	163.1	51.0	158.4	171.1	161.4	158.5	159.9	153.6	165.1	149.6	152.3	151.4	158.2	155.1
1984 June	171.2	51.6	162.0	170.1	162.6	162.3	164.8	157.0	167.5	147.7	163.4	151.7	162.1	156.7
1984 July	177.4	51.3	167.2	175.8	181.6	160.0	164.2	158.8	169.6	152.2	153.7	153.0	162.4	157.0
1984 Aug	186.1	51.0	162.1	172.3	164.6	158.6	171.3	155.3	166.2	147.0	152.6	150.6	159.4	152.6
1984 Sep	188.6	57.5	163.9	174.0	163.7	164.2	164.8	156.5	168.3	151.3	158.3	153.0	162.8	155.5
1984 Oct	181.3	57.6	162.7	177.0	176.1	162.6	166.0	161.2	170.7	147.7	174.1	154.7	164.2	158.2
1984 Nov	168.2	67.1	164.3	176.6	164.4	165.2	179.0	162.7	172.9	153.1	161.7	157.3	169.5	159.5
1984 Dec	168.2	68.5	165.5	170.3	171.0	168.6	180.0	163.4	176.8	151.6	162.9	157.6	170.6	157.8

* England and Wales only.
† Excluding sea transport.
‡ Excluding private domestic and personal services.

Leather, footwear and clothing	Timber and wooden furniture	Paper products printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication†	Banking, finance and insurance	Public administration	Education and health services	Other services ‡	Whole economy	GREAT BRITAIN
(44-45)	(46)	(47)	(48-49)	(50)	(61-65, 67)	(66)	(71-72, 75-77,79)	(81-82 83pt.-84pt.)	(91-92pt.)	(93,95)	(97pt.-98pt.)	(97pt.-98pt.)	SIC 1980 CLASS
JAN 1980 = 100													
1980 } Annual averages	107.6	105.9	110.4	107.6	111.5	107.2	107.9	108.4	112.7	114.2	123.8	113.4	111.4
1981 } Annual averages	121.4	115.2	128.3	121.1	125.8	120.3	120.4	120.6	129.6	140.8	128.0	128.0	125.8

5.4 EARNINGS AND HOURS

Average earnings and hours: manual workers: by industry

UNITED KINGDOM (a) SIC 1968 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	Textiles	Leather, goods and fur
MALE (full-time on adult rates)												
Weekly earnings												
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
1981	126.36	151.26	138.48	132.96	119.51	114.17	118.31	127.04	119.08	114.64	106.60	105.39
1982	138.28	175.01	148.46	139.01	130.01	121.30	128.47	141.81	132.73	123.74	113.78	107.12
1983	148.55	196.68	163.53	154.23	140.70	133.83	138.54	148.55	146.81	136.90	126.47	115.09
Hours worked												
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
1981	44.8	42.4	43.1	42.3	41.5	41.6	41.6	43.2	39.9	41.8	42.4	43.3
1982	44.9	43.2	43.1	41.4	41.4	41.4	41.8	43.7	39.7	41.3	42.5	42.3
1983	45.3	45.3	43.0	42.2	41.9	41.4	41.9	42.8	40.7	42.1	43.8	43.1
Hourly earnings												
1980	254.1	307.9	287.6	284.1	263.5	243.3	258.2	262.3	272.8	250.7	232.0	pence 218.2
1981	282.1	356.7	321.3	314.3	288.0	274.4	284.4	294.1	298.4	274.3	251.4	243.4
1982	308.0	405.1	344.5	335.8	314.0	293.0	307.3	324.5	334.3	299.6	267.7	253.2
1983	327.9	434.2	380.3	365.5	335.8	323.3	330.6	347.1	360.7	325.2	288.7	267.0
FEMALE (full-time on adult rates)												
Weekly earnings												
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
1981	83.06	94.69	87.62	79.07	82.67	81.21	81.18	85.06	89.97	77.34	65.96	67.16
1982	90.76	120.04	94.36	88.12	90.39	87.73	89.32	94.02	97.67	84.27	71.35	71.39
1983	99.56	108.61	101.13	96.16	99.14	97.63	97.77	100.20	108.62	91.40	77.75	74.41
Hours worked												
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
1981	38.1	39.3	39.1	37.1	38.5	38.7	38.1	38.0	37.6	37.8	37.1	37.7
1982	38.4	41.3	39.0	37.8	38.4	38.4	37.6	38.2	37.6	37.4	37.6	37.6
1983	39.0	39.4	38.4	38.3	39.0	39.3	38.0	37.4	38.3	37.9	38.1	37.6
Hourly earnings												
1980	196.8	224.7	199.7	193.8	199.2	189.1	196.2	201.0	214.1	188.6	164.6	pence 163.2
1981	218.0	240.9	224.1	213.1	214.7	209.8	213.1	223.8	239.3	204.6	177.8	178.1
1982	236.4	290.7	241.9	233.1	235.4	228.5	237.6	246.1	259.8	225.3	189.8	189.9
1983	255.3	275.7	263.4	251.1	254.2	248.4	257.3	267.9	283.6	241.2	204.1	197.9

(b) SIC 1980 Class	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
MALE (full-time on adult rates)										
Weekly earnings										
1983	156.30	152.57	162.13	139.45	137.78	146.96	146.82	137.93	148.17	£ 120.66
1984	168.84	162.96	173.63	152.37	145.73	159.01	159.05	148.45	161.86	128.59
Hours worked										
1983	41.7	45.1	42.8	41.7	41.9	41.0	41.1	42.4	45.2	43.9
1984	42.2	45.1	43.0	42.4	41.9	41.3	41.6	42.8	45.3	44.0
Hourly earnings										
1983	374.7	338.6	379.1	334.3	328.5	358.0	357.6	325.3	327.5	pence 274.7
1984	400.3	361.4	403.5	359.3	347.9	385.1	382.4	347.0	356.9	292.2
FEMALE (full-time on adult rates)										
Weekly earnings										
1983	92.82	92.40	101.21	97.96	97.18	109.56	101.72	94.00	99.58	£ 77.56
1984	103.02	99.79	110.09	106.16	102.51	117.14	110.70	99.41	106.35	82.97
Hours worked										
1983	38.5	38.4	38.2	38.7	38.1	38.5	37.7	38.3	39.1	38.1
1984	38.8	38.5	38.5	38.5	38.3	38.5	38.3	37.9	38.8	38.4
Hourly earnings										
1983	240.8	240.7	264.7	253.1	254.8	284.7	269.8	245.7	254.9	pence 203.7
1984	265.4	259.0	286.1	275.6	267.9	304.6	288.9	262.4	274.2	215.8

* Except sea transport.

EARNINGS AND HOURS

Average earnings and hours: manual workers: by industry

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	All industries covered (a) SIC 1968
90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	£ 113.06
98.57	127.96	111.31	154.22	113.15	123.23	126.08	121.55	142.28	138.19	125.58
106.59	141.91	124.38	162.63	124.08	134.26	138.54	131.53	157.69	150.67	137.06
113.70	154.28	135.47	183.28	138.06	147.23	150.14	140.40	169.12	162.46	149.13
Hours worked										
40.1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1	43.0
41.1	43.6	42.2	41.9	41.8	42.0	46.0	43.8	40.1	46.9	43.0
41.4	44.2	43.0	41.2	41.8	42.0	47.9	43.8	40.0	46.7	42.9
41.5	44.5	43.5	42.1	43.0	42.6	47.4	43.6	40.8	46.7	43.3
Hourly earnings										
226.0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8	pence 252.9
240.1	293.5	263.8	368.1	270.7	293.4	274.1	277.5	354.8	294.6	292.0
257.5	321.1	289.3	394.7	296.8	319.7	289.2	300.3	394.2	322.6	319.5
274.0	346.7	311.4	435.3	321.1	345.6	316.8	322.0	414.5	347.9	344.4
Hours worked										
58.62	71.01	74.01	82.15	64.95	68.40	—	61.45	81.75	92.14	£ 68.73
64.02	79.13	81.55	92.83	70.58	75.71	—	66.49	99.07	105.76	76.44
69.58	85.78	90.75	102.44	78.51	83.17	—	69.33	103.22	114.12	83.96
73.22	92.51	99.65	111.70	86.80	90.29	—	78.57	111.72	123.32	91.18
Hourly earnings										
36.4	37.3	36.8	38.2	37.3	37.3	—	38.5	37.0	42.3	37.5
36.5	37.5	37.6	37.4	37.5	37.5	—	39.1	36.3	42.8	37.7
37.5	38.3	38.2	37.7	38.1	37.8	—	37.9	35.1	42.6	38.0
37.0	38.4	38.2	38.4	38.6	38.1	—	39.2	35.8	41.7	38.2
Hourly earnings										
161.0	190.4	201.1	215.1	174.1	183.4	—	159.6	220.9	217.8	pence 183.3
175.4	211.0	216.9	248.2	188.2	201.9	—	170.1	272.9	247.1	202.8
185.5	224.0	237.6	271.7	206.1	220.0	—	182.9	294.1	267.9	220.9
197.9	240.9	260.9	290.9	224.9	237.0	—	200.4	312.1	295.7	238.7

Leather, footwear and clothing	Timber and wooden furniture	Paper products printing and publishing	Rubber, plastics and other manufacturing	All manufacturing industries	Electricity, gas, other energy and	Construction water supply	Transport and communication*	All industries covered (b) SIC 1980
(44-45)	(46)	(47)	(48-49)	(21-49)	(15-17)	(50)	75-77,79)	(71-72, (b) SIC 1980
£ 113.94	133.35	184.22	140.51	146.19	169.13	139.99	162.43	148.63
119.69	139.92	198.43	151.41	157.50	179.77	147.80	173.32	159.30
42.0	43.0	42.1	43.1	42.5	40.8	43.6	46.5	43.3
41.8	42.9	42.5	43.3	42.8	40.7	43.3	46.7	43.4
Hourly earnings								
271.6	309.8	437.7	325.9	343.6	415.0	321.2	349.5	pence 343.5
286.5	326.3	467.1	349.7	367.7	441.5	341.4	371.2	366.7
Hours worked								
73.60	97.36	112.07	87.52	90.32	112.46	77.98	118.08	£ 91.26
78.58	102.63	119.71	92.48	96.30	126.00	87.81	126.69	97.34
Hourly earnings								
37.1	38.4	38.6	38.6	38.1	36.1	39.2	40.8	38.2
37.0	38.4	38.8	38.6	38.1	37.5	38.8	41.5	38.2
Hourly earnings								
198.6	253.7	290.6	226.6	237.2	311.4	199.0	289.4	pence 239.1
212.6	267.2	308.3	239.8	252.9	336.1	226.6	305.4	254.9

5.5 EARNINGS

Index of average earnings: non-manual workers

Full-time adults*

Great Britain April of each year	Manufacturing Industries								
	Weights	1977	1978	1979	1980	1981	1982	1983†	1984†
Men	689	248.0	287.3	328.5	404.0	451.4	506.2	547.3	604.5
Women	311	310.0	353.4	402.4	494.1	559.5	625.3	681.4	743.9
Men and women	1,000	258.1	298.1	340.6	418.7	469.1	525.6	569.3	627.3

* Men aged 21 and over, and women aged 18 and over, whose pay was not affected by absence.
† Adjusted for change in Standard Industrial Classification.
Source: New Earnings Survey.

EARNINGS

Index of average earnings: non-manual workers

Fixed weighted: April 1970 = 100

All Industries and Services	Weights	1977	1978	1979	1980	1981	1982	1983	1984
Men	575	253.6	287.2	322.4	403.1	465.2	510.4	556.0	604.4
Women	425	304.5	334.5	373.5	468.3	547.4	594.1	651.6	697.5
Men and women	1,000	267.3	300.0	336.2	420.7	487.4	533.0	581.9	629.6

Note: These series were published in *Employment Gazette* as Table 124 until September 1980, and are described in detail in articles in the issues of May 1972 (pages 431 to 434) and April 1976 (page 19).

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)	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	
April of each year										
FULL-TIME MEN†										
Manual occupations										
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
1982*	134.8	138.1	43.8	315.1	307.9	131.4	133.8	44.3	302.0	294.7
1983†	142.8	147.4	43.7	336.7	329.2	140.3	143.6	43.9	326.5	319.0
1984	153.6	158.9	44.4	358.1	348.5	148.8	152.7	44.3	345.0	336.1
Non-manual occupations										
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
1982*	180.1	181.4	38.8	457.9	457.0	177.9	178.9	38.2	462.5	462.3
1983†	193.2	194.6	39.1	491.6	491.0	193.7	194.9	38.4	503.4	502.9
1984	211.7	213.5	39.3	537.8	536.6	207.3	209.0	38.5	537.4	536.4
All occupations										
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
1982*	148.8	152.6	42.2	357.0	354.0	151.5	154.5	41.7	365.6	364.6
1983†	158.6	163.3	42.2	383.0	380.0	163.8	167.5	41.5	399.1	398.0
1984	171.2	176.8	42.8	409.9	406.2	174.3	178.8	41.7	423.0	421.4
FULL-TIME WOMEN†										
Manual occupations										
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
1982*	79.9	82.9	39.6	209.5	207.1	78.3	80.1	39.3	205.0	202.7
1983†	86.7	90.3	39.7	227.3	224.9	85.6	87.9	39.3	224.9	222.0
1984	91.9	96.0	39.9	240.9	238.1	90.8	93.5	39.4	238.0	235.1
Non-manual occupations										
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
1982*	97.2	97.6	37.2	260.3	259.0	104.3	104.9	36.5	283.0	282.2
1983†	105.5	106.2	37.2	283.3	281.9	114.2	115.1	36.5	310.0	309.0
1984	115.8	117.2	37.4	310.8	308.7	123.0	124.3	36.5	334.3	333.1
All occupations										
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	87.1	89.7	38.5	231.4	229.7	91.4	94.4	37.2	241.8	241.2
1982*	94.5	97.6	38.6	251.8	250.1	97.5	99.0	37.1	263.1	262.1
1983†	101.7	105.5	38.8	270.9	268.8	114.9	117.2	37.2	310.3	309.1
FULL-TIME ADULTS										
(a) MEN, 21 years and over AND WOMEN, 18 years and over										
All occupations										
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	213.6
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
1982*	134.0	138.0	41.3	329.6	325.4	134.1	136.5	40.2	334.6	332.1
1983†	143.2	148.0	41.4	354.1	349.9	145.4	148.3	40.0	365.1	362.5
(b) MALES AND FEMALES, 18 years and over										
All occupations										
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
1982*	132.0	135.9	41.3	324.6	320.3	132.1	134.5	40.2	329.3	326.7
1983†	141.2	146.0	41.4	349.1	344.8	143.2	146.1	40.1	359.5	356.8
(c) MALES AND FEMALES on adult rates										
1983	142.2	147.0	41.4	351.5	347.3	144.5	147.4	40.1	362.6	360.0
1984	155.2	160.8	41.9	380.6	375.4	155.8	159.3	40.3	389.9	386.7

Notes: * New Earnings Survey estimates.
 † Results for manufacturing industries for 1978-81 inclusive and the first row of figures for 1982 relate to orders III to XIX inclusive of the 1968 Standard Industrial Classification (SIC). Results for manufacturing industries for 1983 and 1984 and the second row of figures for 1982 relate to divisions 2, 3 and 4 of the 1980 SIC.
 ‡ Results for 1978-82 inclusive and the first row of figures for 1983 relate to men aged 21 and over or women aged 18 and over. Results for 1984 and the second row of figures for 1983 relate to males or females on adult rates.

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

SIC 1968		Manu-	Mining and	Construction	Gas, electricity	Index of	Whole
		facturing	quarrying		and water	production	economy
		Pence per hour					
Labour costs	1973	106.90	143.45	107.32	129.61	109.37	...
	1975	161.68	249.36	156.95	217.22	166.76	...
	1978	244.54	365.12	222.46	324.00	249.14	...
	1979	295.1	431.1	263.9	377.1	298.9	...
	1980	361.0	532.7	333.6	495.1	368.6	...
	1981	394.34	603.34	357.43	595.10	405.57	...
	1982	432.8	691.1	386.8	682.0	446.6	...
	1983	466.1	736.4	416.1	731.6	480.5	...
Percentage shares of labour costs *		Percent					
Wages and salaries †	1973	89.9	82.5	91.1	84.7	89.3	...
	1978	84.3	76.2	86.8	78.2	83.9	...
	1981	82.1	73.3	85.0	75.8	81.6	...
	1982	82.7	72.3	85.5	75.8	82.0	...
	1983	83.1	71.4	86.0	75.5	82.3	...
of which Holiday, sickness, injury and maternity pay	1973	8.4	12.0	6.4	9.8	9.2	...
	1978	9.2	9.3	6.8	11.2	9.0	...
	1981	10.0	8.7	7.8	11.5	9.7	...
	1982	10.2	8.5	7.9	11.9	9.9	...
	1983	10.4	8.4	8.0	11.8	10.1	...
Statutory National Insurance contributions	1973	4.9	4.3	4.9	4.5	4.9	...
	1978	8.5	6.7	9.1	6.9	8.4	...
	1981	9.0	7.0	9.9	7.0	8.9	...
	1982	8.3	6.3	9.1	6.4	8.1	...
	1983	7.6	5.7	8.4	5.8	7.5	...
Private social welfare payments	1973	3.5	5.9	1.6	8.0	3.7	...
	1978	4.8	9.4	2.3	12.2	5.1	...
	1981	5.2	10.1	2.8	13.1	5.6	...
	1982	5.3	10.3	3.0	13.5	5.9	...
	1983	5.5	10.7	3.1	13.9	6.0	...
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡	1973	1.6	7.3	2.4	2.9	2.2	...
	1978	2.3	7.7	1.9	2.6	2.6	...
	1981	3.7	9.6	2.3	4.1	3.9	...
	1982	3.7	11.1	2.4	4.3	4.0	...
	1983	3.8	12.2	2.5	4.8	4.1	...
		Manufacturing	Energy and water supply	Production industries	Construction	Production and construction industries††	Whole economy
SIC 1980							
Labour costs per unit of output §			% change over a year earlier				% change over a year earlier
							1980 = 100
	1978	70.5	14.8	78.2	73.6	71.0	71.9
	1979	82.6	17.2	79.0	83.1	82.2	82.9
	1980	100.0	21.1	100.0	100.0	100.0	100.0
	1981	107.6	7.6	106.5	105.9	112.0	106.8
	1982	112.4	4.5	106.6	109.0	110.8	109.4
	1983	113.3	0.8	101.4	108.5	110.8	108.8
	1982 Q2	..	..	..	..	..	111.7
	Q3	..	..	..	..	..	112.5
	Q4	..	..	..	..	..	113.7
	1983 Q1	..	..	..	..	..	115.7
	Q2	..	..	..	..	..	116.0
	Q3	..	..	..	..	..	117.0
	Q4	..	..	..	..	..	117.4
	1984 Q1	..	..	..	..	..	117.6
	Q2	..	..	..	..	..	119.1
	Q3	..	..	..	..	..	119.6
Wages and salaries per unit of output §	1978	71.0	13.2	79.2	74.5	71.9	74.1
	1979	81.8	15.2	79.5	83.5	82.7	83.3
	1980	100.0	22.2	100.0	100.0	100.0	100.0

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

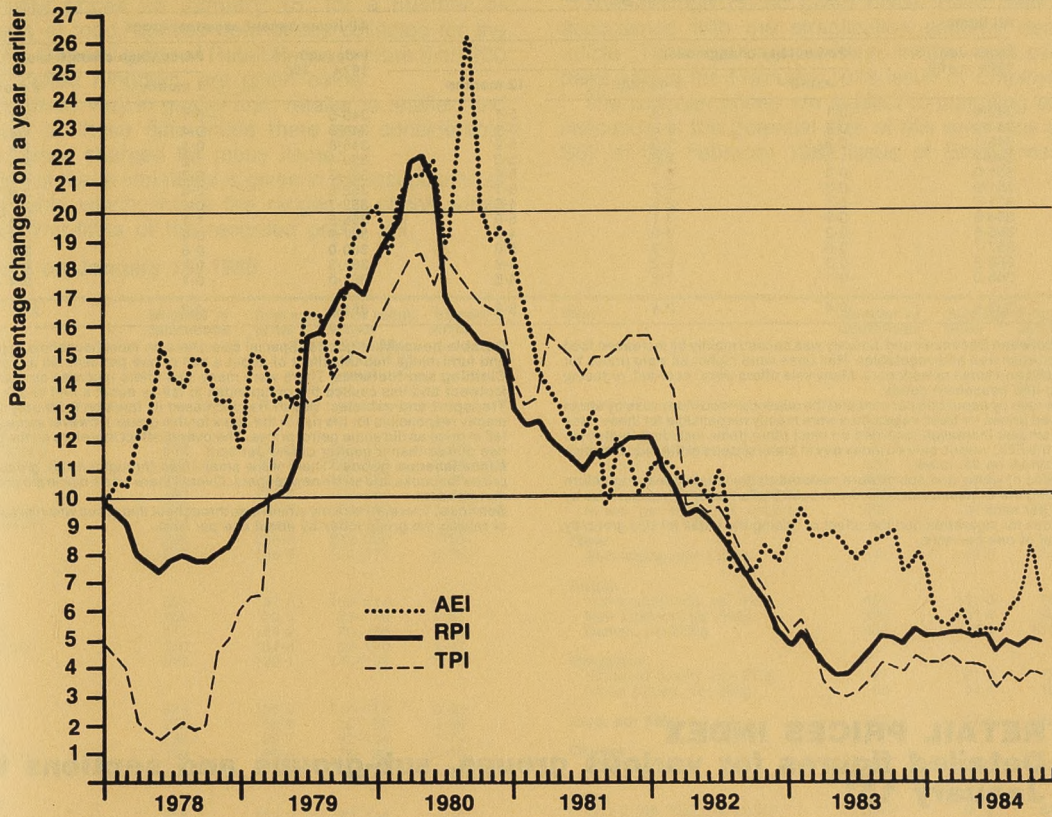
EARNINGS

5.6

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1)(2)	(2)(5)(6)	(7)(8)	(8)	(6)(8)	(4)	(8)	(8)	(8)	(4)	(2)(5)	(4)	(3)(8)	(2)(8)(9)	(6)(8)	(5)	(8)(10)
Indices 1980 = 100																	
Annual averages																	
1974	39.5	61.8	54	53	49.4	45.2	68	27	36	30.1	60.3	66	53	..	54.4	81.1	61
1975	49.9	70.0	65	62	58.9	53.0	74	34	46	38.2	67.2	78	64	..	62.4	87.1	66
1976	58.2	76.3	73	70	66.4	60.4	79	44	54	46.2	75.5	81	75	..	73.6	88.5	72
1977	64.2	82.9	79	78	73.2	68.1	84	53	62	59.1	81.9	87	82	..	78.5	90.0	78
1978	73.4	87.6	85	83	80.7	76.9	89	65	71	68.6	86.8	92	89	..	85.3	93.1	85
1979	84.9	92.1	92	91	89.9	86.9	94	79	83	81.9	93.0	96	91	..	91.9	95.1	92
1980	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
1981	113.3	106.2	110	112	109.5	114.5	105	127	116	123.7	105.6	103	110	119.9	110.5	105.1	110
1982	126.0	112.7	117	125	120.4	131.9	110	170	133	144.9	110.7	110	121	138.1	119.2	111.6	117
1983	137.4	117.8	122	130	128.3	146.7	114	203 R	149	172.3 R	115.0	113	132	158.8	128.6	119.2	121
Quarterly averages																	
1983 Q2	135.7	118.6	120	128	128.7	143.4	114	197	145	162.7	114.4	113	131	163.0	129.0	118.5	121
Q3	138.5	118.4	122	129	129.5	147.1	115	206	150	169.2	114.7	113	133	155.6	128.5	119.5	122
Q4	142.6	118.4	126	132	130.5	150.1	115	219	157	173.5	116.8	113	136	157.4	129.9	119.1	123
1984 Q1	145.2	122.3	125	135	130.5	153.0	115	235	159	180.0	119.4	114	136	183.0	130.9	..	125
Q2	146.8	124.4	127	136	135.6	155.3	116	254	162	182.6	120.4	114	141	186.7	137.3	..	125
Q3	150.6	..	127	137	135.3	158.3	118	..	..	..	119.4	114	..	..	..	..	126
Monthly																	
1984 May	146.3	128.2	..	136	135.4	..	..	..	..	183.4	117.7	114	..	..	137.4	..	125
Jun	147.7	121.8	127	136	135.7	..	..	..	162	183.4	123.0	114	..	..	140.3	..	126
Jul	149.4	120.5	..	136	138.2	158.3	118	..	..	..	120.2	114	..	..	142.6	..	126
Aug	150.1	125.4	..	136	132.6	..	..	..	..	..	116.4	114	..	..	139.1	..	126
Sep	152.3	..	127	138	135.1	..	..	..	..	..	121.6	114	..	..	..	..	127
Oct	154.3	..	..	137	136.1	..	..	..	..	..	..	115	..	..	..	..	127
Nov	154.1	..	..	..	..	..	..	..	..	..	..	115	..	..	..	..	128
Increases on a year earlier																	
Annual averages																	Per cent
1974	17	16	20	13	21	19	10	26	20	22	26	19	18	..	11	14	8
1975	26	13	20	16	19	17	9	25	28	27	11	14	20	..	15	7	9
1976	17	9	11	14	13	14	7	29	17	21	12	9	17	..	18	2	8
1977	10	9	9	11	10	13	7	21	15	28	9	7	10	..	7	2	9
1978	14	6	7	7	10	13	5	24	16	16	6	5	8	..	8	3	8
1979	16	6	8	9	11	13	6	20	15	19	7	4	3	..	8	2	9
1980	18	8	9	10	11	15	6	27	21	22	7	5	10	..	9	5	9
1981	13	6	10	12	9	15	5	27	16	24	6	3	10	20	11	5	9
1982	11	6	11	12	10	15	5	33	15	17	5	7	10	15	8	6	7
1983	9	5	4	4	7	11	3	19 R	12	20 R	4	3	9	15	8	7	4
Quarterly averages																	
1983 Q2	9	5	3	3	8	11	3	16	10	15	4	4	9	13	5	7	4
Q3	9	5	5	2	7	10	3	16	11	15	2	1	6	18	7	7	3
Q4	10	4	4	2	4	12	3	19	12	13	4	1	7	17	8	6	4
1984 Q1	10	6	6	4	4	10	3	29	12	13	4	1	7	15	3	..	4
Q2	8	5	6	6	5	8	2	29	12	12	5	1	8	15	6	..	4
Q3	9	..	4	6	4	8	..	..	..	..	4	1	..	..	..	..	3
Monthly																	
1984 May	8	8	..	6	5	..	..	..	..	12	5	..	..	..	6	..	4
Jun	9	1	6	6	6	..	..	..	12	12	5	..	..	..	9	..	4
Jul	9	6	..	6	4	8	3	..	..	..	6	1	..	..	9	..	4
Aug	9	3	..	6	4	..	..	..	..	..	2	1	..	..	10	..	4
Sept	9	..	4	6	5	..	..	..	..	..	5	1	..	..	..	..	4
Oct	9	..	..	5	5	..	..	..	..	..	..	2	..	..	..	..	4
Nov	8	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	4

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.



6.1 RETAIL PRICES

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

	All items				All items except seasonal foods			
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1984 Jan	342.6	-0.1	1.8	5.1	343.5	-0.1	1.4	1.4
Feb	344.0	0.4	1.8	5.1	344.8	0.4	1.4	1.4
Mar	345.1	0.3	1.6	5.2	345.8	0.3	1.4	1.4
Apr	349.7	1.3	2.6	5.2	350.1	1.2	2.3	2.3
May	351.0	0.4	2.7	5.1	351.3	0.3	2.6	2.6
June	351.9	0.3	2.7	4.5	352.5	0.1	2.7	2.7
July	351.5	-0.1	2.6	5.0	356.5	1.1	3.4	3.4
Aug	354.8	0.9	3.0	4.7	357.9	0.4	3.5	3.5
Sep	355.5	0.2	3.1	5.0	360.0	0.6	2.8	2.8
Oct	357.7	0.6	2.9	4.9	361.3	0.4	2.8	2.8
Nov	358.8	0.3	2.2	4.6	361.0	-0.1	2.4	2.4
Dec	358.5	-0.1	1.9					
1985 Jan	359.8	0.4	2.4	5.0	361.8	0.2	2.6	2.6

The rise in the index between December and January was caused mainly by increased food prices, particularly for fresh fruit and vegetables. Rail fares were higher as were prices for wines and spirits, books and some newspapers. Many sale offers were recorded, reducing the prices of clothing and household goods.

Food: The food index rose by about one per cent and the seasonal food index rose by about five per cent. Increased prices for fresh vegetables were mainly responsible for these rises although there were smaller increases recorded on most other items including fresh fruit. Butter subsidised by the EEC was on sale on index day in many shops but the reduced price had only a marginal effect on the index.

Alcoholic drink: Prices of wines and spirits were restored to the levels prevailing before the special offers during the Christmas season. As a result the index for this group rose by rather less than one per cent.

Tobacco: Higher prices for cigarettes had the effect of raising the index for this group by rather less than a half of one per cent.

Durable household goods: Special sale offers on most household appliances, furniture and furnishings had the effect of about a half of one per cent fall in the group index.

Clothing and footwear: There were many sale offers recorded on items of clothing and footwear and this caused the group index to fall by about a half of one per cent.

Transport and vehicles: British Rail increased its fares on 6 January 1985 and this was mainly responsible for the rise in the index for this group. However some second-hand cars fell in price as did some petrol prices. The overall effect therefore on the group index was a rise of less than a quarter of one per cent.

Miscellaneous goods: There were small rises throughout this group including higher prices for books and some newspapers. Overall there was a rise in the group index of about one per cent.

Services: There were many small rises throughout this group which together had the effect of raising the group index by about one per cent.

6.2 RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for January 15*

	Index Jan 1974 = 100	Percentage change over (months)		Index Jan 1974 = 100	Percentage change over (months)	
		1	12		1	12
		All items	359.8		0.4	5.0
All items excluding food	367.8	0.2	5.4			
Seasonal food	306.9	4.9	-4.5			
Food excluding seasonal	335.6	0.4	4.9			
I Food	330.6	0.9	3.4			
Bread, flour, cereals, biscuits and cakes	342.9	4	3			
Bread	324.0	0	3			
Flour	262.4	0	8			
Other cereals	415.4	8	4			
Biscuits	321.9	4	3			
Meat and bacon	269.9	3	0			
Beef	321.8	0	7			
Lamb	261.5	7	10			
Pork	255.6	10	5			
Bacon	250.5	5	1			
Ham (cooked)	244.3	5	5			
Other meat and meat products	244.8	1	5			
Fish	280.4	5	10			
Butter, margarine, lard and other cooking fats	361.4	10	6			
Butter	437.2	6	12			
Margarine	274.6	12	18			
Lard and other cooking fats	258.2	18	4			
Milk, cheese and eggs	333.2	4	3			
Cheese	374.6	3	2			
Eggs	188.6	2	5			
Milk, fresh	396.4	5	-1			
Milk, canned, dried etc	408.6	-1	17			
Tea, coffee, cocoa, soft drinks etc	413.9	17	42			
Tea	545.5	42	14			
Coffee, cocoa, proprietary drinks	440.8	14	3			
Soft drinks	342.9	3	5			
Sugar, preserves and confectionery	441.5	5	-1			
Sugar	428.0	-1	2			
Jam, marmalade and syrup	330.3	2	6			
Sweets and chocolates	439.5	6	-7			
Vegetables, fresh, canned and frozen	373.2	-7	-20			
Potatoes	421.8	-20	4			
Other vegetables	339.2	4	4			
Fruit, fresh, dried and canned	307.9	4	4			
Other food	339.3	4	2			
Food for animals	280.6	2	0.7			
II Alcoholic drink	397.9	0.7	5.8			
Beer	473.3	8	13			
Spirits, wines etc	301.2	2	10			
III Tobacco	508.1	0.3	12.7			
Cigarettes	509.7	13	8			
Tobacco	488.6	10	0.0			
IV Housing	416.4	0.0	8.8			
Rent	389.2	7	16			
Owner-occupiers' mortgage interest payments	386.0	16	6			
Rates and water charges	491.2	6	5			
Materials and charges for repairs and maintenance	405.8	5				
V Fuel and light	487.5	0.0	3.9			
Coal and smokeless fuels	523.0	9	10			
Coal	533.6	10	7			
Smokeless fuels	495.9	7	4			
Gas	390.1	4	2			
Electricity	502.2	2	7			
Oil and other fuel and light	680.3	7	2.1			
VI Durable household goods	257.7	-0.5	2.1			
Furniture, floor coverings and soft furnishings	275.2	4	3			
Radio, television and other household appliances	206.4	-1	6			
Pottery, glassware and hardware	377.1	6	3.3			
VII Clothing and footwear	217.4	-0.5	3.3			
Men's outer clothing	233.1	3	8			
Men's underclothing	301.2	8	2			
Women's outer clothing	158.5	2	2			
Women's underclothing	285.1	2	7			
Children's clothing	259.5	7	3			
Other clothing, including hose, haberdashery, hats and materials	241.3	3	2			
Footwear	224.9	2	2.4			
VIII Transport and vehicles	379.6	0.2	2.4			
Motoring and cycling	365.8	2	-1			
Purchase of motor vehicles	308.8	-1	6			
Maintenance of motor vehicles	421.0	6	3			
Petrol and oil	456.2	3	3			
Motor licences	358.4	3	5			
Motor insurance	338.2	3	5			
Fares	485.9	5	6			
Rail transport	510.1	6	5			
Road transport	474.4	5	7.1			
IX Miscellaneous goods	378.4	0.9	7.1			
Books, newspapers and periodicals	541.4	10	12			
Books	580.8	10	6			
Newspapers and periodicals	528.7	6	7			
Medicines, surgical etc goods and toiletries	371.8	6	7			
Soap, detergents, polishes, matches, etc	398.5	7	8			
Soap and detergents	349.7	8	5			
Soda and polishes	471.4	5	6			
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	312.2	6	5.4			
X Services	369.7	0.9	5.4			
Postage and telephones	395.1	5	5			
Postage	478.4	7	2			
Telephones, telemessages, etc	370.0	2	5			
Entertainment	288.7	5	8			
Entertainment (other than TV)	444.8	8	4			
Other services	459.2	8	7			
Domestic help	470.9	4	3			
Hairdressing	462.7	7	7			
Boot and shoe repairing	429.3	3	6.2			
Laundry	422.6	7				
XI Meals bought and consumed outside the home	401.8	0.0	6.2			

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.
* A time series of this table from January 1974-December 1983 can be found in "Retail Prices, 1914-1983" obtainable from Government Bookshops, price £4.50.

6.3 RETAIL PRICES

Average retail prices of items of food

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

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

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

Average prices on January 15, 1985

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Standard error	Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Standard error
Beef: home-killed		p	p	p	Bread		p	p	p
Chuck (braising steak)	592	170.0	150-189	0.68	White, per 800g wrapped and sliced loaf	522	39.4	32-46	0.25
Sirloin (without bone)	553	295.7	226-350	2.03	White, per 800g unwrapped loaf	286	47.0	43-52	0.23
Silverside (without bone) †	601	214.8	198-238	0.68	White, per 400g loaf, unsliced	339	30.9	28-33	0.15
Best beef mince	583	121.6	98-150	0.81	Brown, per 400g loaf, unsliced	405	32.4	31-34	0.09
Fore ribs (with bone)	477	151.5	122-180	1.12	Flour				
Brisket (without bone)	564	148.9	125-177	1.04	Self-raising, per 1½ kg	547	42.0	34-52	0.29
Rump steak †	598	286.0	242-320	1.23	Butter				
Stewing steak	589	150.6	132-171	0.65	Home-produced, per 500g	451	100.3	72-114	0.64
Lamb: home-killed					New Zealand, per 500g	388	101.4	96-108	0.30
Loin (with bone)	521	187.8	159-214	0.99	Danish, per 500g	482	115.4	110-124	0.28
Breast †	459	50.5	36-78	0.68	Margarine				
Best end of neck	417	124.2	70-186	1.96	Standard quality, per 250g	97	21.5	19-24	0.24
Shoulder (with bone)	500	104.8	82-140	1.07	Lower priced, per 250g	83	19.9	19-21	0.14
Leg (with bone)	512	169.1	148-189	0.72	Lard, per 500g	547	37.7	32-43	0.19
Lamb: imported					Cheese				
Loin (with bone)	324	139.2	114-159	0.88	Cheddar type	580	120.4	102-136	0.59
Breast †	273	38.8	29-50	0.58	Eggs				
Best end of neck	259	99.7	62-144	1.74	Size 2 (65-70g), per dozen	385	96.9	88-106	0.37
Shoulder (with bone)	309	86.4	75-96	0.49	Size 4 (55-60g), per dozen	369	81.3	74-92	0.36
Leg (with bone)	325	145.9	136-162	0.63	Size 6 (45-50g), per dozen	70	69.1	52-80	1.26
Pork: home-killed					Milk				
Leg (foot off)	526	113.2	92-148	0.90	per pint	466	21.8		
Belly †	538	82.5	72-94	0.39	Tea				
Loin (with bone)	579	142.7	128-171	0.69	Higher priced, per 125g	240	56.2	54-60	0.19
Fillet (without bone)	421	182.8	132-270	2.44	Medium priced, per 125g	1,046	53.8	52-58	0.13
Bacon					Lower priced, per 125g	550	49.3	48-56	0.21
Collar †	274	112.9	92-138	1.04	Coffee				
Gammon †	348	167.0	138-198	1.16	Pure, instant, per 100g	553	135.3	126-144	0.35
Middle cut †, smoked	305	132.4	116-144	0.72	Sugar				
Back, smoked	283</								

6.4 RETAIL PRICES

General index of retail prices†

UNITED KINGDOM	ALL ITEMS	FOOD*						All items except food	All items except items of food the prices of which show significant seasonal variations	
		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	Primarily from imported raw materials	All			
Weights 1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	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	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	772	958.0-960.8
1977	1,000	247	44.2-46.7	200.9-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	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	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	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	786	966.8-969.6
1981	1,000	207	28.1-30.8	176.2-178.9	34.3-35.3	56.8-57.2	91.1-92.5	48.4	793	969.2-971.9
1982	1,000	206	32.4-34.3	171.7-173.6	33.9-34.9	52.8-53.3	87.0-88.2	47.7	794	965.7-967.6
1983	1,000	203	25.9-28.5	174.5-177.1	35.8-36.5	56.7-57.0	92.7-93.6	46.8	797	971.5-974.1
1984	1,000	201	31.3-33.9	167.1-169.7	33.7-34.3	54.7-55.3	88.4-89.4	45.4	799	966.1-968.7

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	157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5
1977	182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6	179.7	181.5
1978	197.1	203.8	180.1	208.4	210.8	231.2	222.9	197.8	187.6	195.2	187.8
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
1981	295.0	277.5	244.7	283.9	296.7	317.1	308.9	274.8	241.3	299.8	296.9
1982	320.4	299.3	276.9	303.5	315.8	331.9	325.4	299.6	258.3	326.2	322.0
1983	335.1	308.8	282.8	313.8	330.0	346.3	339.7	306.5	264.4	342.4	337.1
1984	351.8	326.1	319.0	327.8	342.2	362.4	354.3	317.2	280.7	358.9	353.1

Annual averages											
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	183.1	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
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
1982 Jan 12	310.6	296.1	287.6	297.5	306.2	323.4	316.4	296.1	255.4	314.6	311.5
1983 Jan 11	325.9	301.8	256.8	310.3	325.6	341.0	334.8	305.8	260.8	332.6	328.5
Feb 15	327.3	302.1	258.2	310.4	325.6	342.9	335.9	303.8	261.2	334.2	329.8
Mar 15	327.9	302.4	260.6	310.4	326.6	342.9	336.3	302.2	261.8	335.0	330.4
Apr 12	332.5	304.6	270.8	311.0	327.7	343.8	337.3	302.3	262.3	340.3	334.8
May 17	333.9	305.6	270.8	312.2	328.6	345.3	338.5	303.2	263.7	341.7	336.2
June 14	334.7	308.8	281.5	314.0	329.1	346.6	339.5	306.8	264.9	341.9	336.7
July 12	336.5	308.7	279.9	314.0	330.0	346.1	339.6	307.2	264.7	344.3	338.7
Aug 16	338.0	309.4	279.7	315.0	330.7	348.7	341.4	307.6	264.6	345.9	340.2
Sep 13	339.5	313.0	298.2	315.7	331.4	348.9	341.8	308.6	265.8	346.9	341.0
Oct 11	340.7	314.5	304.4	316.7	333.7	348.6	342.5	309.2	267.3	347.9	342.1
Nov 15	341.9	316.1	311.0	317.5	335.5	349.1	343.6	310.1	267.6	349.0	343.1
Dec 13	342.8	318.5	321.1	318.7	335.1	351.7	345.0	311.5	268.3	349.4	343.7
1984 Jan 10	342.6	319.8	321.3	319.8	335.5	353.1	346.0	312.1	270.3	348.9	343.5
Feb 14	344.0	321.4	327.0	320.7	334.0	355.5	346.9	311.2	273.0	350.3	344.8
Mar 13	345.1	323.8	331.9	322.6	338.7	358.8	349.5	312.1	274.8	351.0	345.8
Apr 10	349.7	327.3	343.8	324.5	341.0	358.6	351.5	312.9	277.5	355.9	350.1
May 15	351.0	329.4	347.7	326.2	342.0	361.1	353.4	313.4	280.2	357.0	351.3
June 12	351.9	330.6	339.9	329.2	342.8	363.2	355.0	320.1	282.1	357.8	352.5
July 17	351.5	328.5	325.3	329.5	342.5	364.9	355.9	319.8	281.6	358.0	352.7
Aug 14	354.8	326.9	311.5	330.3	344.2	365.6	357.0	319.8	282.9	362.5	356.5
Sep 11	355.5	324.9	295.8	330.9	344.6	365.9	357.3	320.5	283.8	364.0	357.9
Oct 16	357.7	326.2	296.9	332.1	347.3	367.0	359.1	320.8	284.8	366.4	360.0
Nov 13	358.8	326.6	294.0	333.2	347.1	367.7	359.4	321.4	287.8	367.6	361.3
Dec 11	358.5	327.6	292.6	334.4	346.7	369.1	360.1	322.8	289.7	367.0	361.0
1985 Jan 15	359.8	330.6	306.9	335.6	348.7	371.6	362.4	321.6	291.7	367.8	361.8

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. Excludes telephones from December 1984.

‡ Indices prior to 1974 are published in "Retail Prices Indices - 1914-1983" obtainable from Government Bookshops, price £4.50.

6.4 RETAIL PRICES

General index of retail prices

UNITED KINGDOM	Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	UNITED KINGDOM	
												1974	Weights 1975
80	70	43	124	52	64	91	135	63	54	51		1974	Weights
77	82	46	108	53	70	89	149	71	52	48		1975	
90	81	46	112	56	75	84	140	74	57	47		1976	
91	83	46	112	58	63	82	139	71	54	45		1977	
96	85	48	113	60	64	80	140	70	56	51		1978	
93	77	44	120	59	64	82	143	69	59	51		1979	
93	82	40	124	59	69	84	151	74	62	41		1980	
104	79	36	135	62	65	81	152	75	66	42		1981	
99	77	41	144	62	64	77	154	72	65	38		1982	
109	78	39	137	69	64	74	159	75	63	39		1983	
102 Feb-Nov	75	36	149	65	69	70	158	76	65	36		1984	
87 Dec-Jan													

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	
208.1	183.4	209.7	161.8	211.3	166.8	157.4	190.3	188.3	173.3	185.7		1977	
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	282.7	290.0		1980	
368.0	306.1	358.2	318.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0		1981	
417.6	341.0	413.3	358.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7		1982	
440.9	366.5	440.9	367.1	465.4	250.4	214.8	366.3	345.6	342.9	364.0		1983	
454.9	387.7	489.0	400.7	478.8	256.7	214.6	374.7	364.7	357.3	390.8		1984	
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			

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
1981 Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	27
1982 Jan 12	12	11	16	32	23	13	4	0	10	7	13	7	11
1983 Jan 11	5	2	10	9	-1	16	3	2	7	8	4	7	15
1984 Jan 10	5	6	6	6	10	1	3	-0	5	5	4	7	1
Feb 14	5	6	6	6	10	2	3	-0	4	6	4	7	2
Mar 13	5	7	6	6	10	2	3	-0	3	6	4	7	2
Apr 10	5	8	6	11	8	2	2	-0	2	6	4	7	2
May 15	5	8	6	12	7	3	2	0	2	5	4	8	3
June 12	5	7	5	13	7	4	2	-0	3	5	4	8	4
July 17	4	6	5	13	5	4	2	0	1	5	4	8	4
Aug 14	5	6	5	13	10	3	3	-0	1	5	4	8	4
Sep 11	5	4	6	13	11	3	3	0	1	5	4	7	4
Oct 16	5	4	6	14	11	3	3	-0	2	6	4	7	4
Nov 13	5	3	6	13	11	4	3	-1	2	6	5	7	4
Dec 11	5	3	6	13	9	4	2	1	2	6	5	7	4
1985 Jan 15	5	3	6	13	9	4	2	3	2	7	5	6	5

*These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones. Excluding telephones from December 1984.

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 (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	JAN 15, 1974 = 100	
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	231.1	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	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.5	344.3	345.3	348.5

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											
1980	264.2	248.1	263.8	290.5	316.9	230.6	206.1	322.5	298.4	248.8	JAN 15, 1974 = 100
1981	294.3	269.2	307.5	358.9	381.6	241.4	208.0	363.3	333.6	276.6	288.3
1982	321.7	291.5	341.6	414.1	430.6	248.2	211.6	398.8	370.8	305.5	313.6
1983	336.2	300.7	336.7	441.6	462.3	255.3	215.3	422.3	393.9	311.5	336.3
1984	352.9	320.2	386.6	489.8	479.2	263.0	215.5	438.3	417.3	321.3	358.2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3
1981	292.3	265.5	314.5	358.1	383.4	242.3	216.8	343.9	327.3	284.1	313.6
1982	318.8	287.8	350.7	413.1	430.5	249.4	219.9	369.6	362.3	314.1	336.3
1983	333.3	296.7	377.3	440.6	461.2	257.4	223.8	393.1	383.9	320.6	358.2
1984	350.4	315.6	399.9	488.5	479.2	264.3	223.9	407.0	405.8	331.1	384.3
GENERAL INDEX OF RETAIL PRICES											
1980	262.5	255.9	261.8	290.1	313.2	226.3	205.4	288.7	276.9	262.7	290.0
1981	291.2	277.5	306.1	358.2	380.0	237.2	208.3	322.6	300.7	300.8	313.6
1982	314.3	299.3	341.0	413.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7
1983	329.8	308.8	366.5	440.9	465.4	250.4	214.8	366.3	345.6	342.9	364.0
1984	343.9	326.1	387.7	489.0	478.8	256.7	214.6	374.7	364.7	357.3	390.8

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

RETAIL PRICES

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)	
Indices 1980 = 100																				
Annual averages																				
1974	41.1	52.6	71.3	65.2	59.4	56	54.4	77.2	41.5	42.8	40.1	65.2	67.8	60	36.5	55	83.5	59.9	56.8	
1975	51.1	60.5	77.3	73.5	65.8	61	60.8	81.8	47.1	51.8	46.9	72.9	74.7	67	42.6	61	89.1	65.3	63.2	
1976	59.6	68.7	83.0	80.2	70.7	66	66.7	85.5	53.3	61.1	54.8	79.7	81.3	73	50.2	67	90.7	69.1	68.7	
1977	69.0	77.1	87.6	85.9	76.4	74	72.9	88.6	59.8	69.4	64.1	86.1	86.6	80	62.5	75	91.8	73.5	74.8	
1978	74.7	83.2	90.7	89.8	83.2	81	79.5	91.0	67.3	74.7	71.9	89.4	86.6	86	74.8	82	92.8	79.2	80.7	
1979	84.8	90.8	94.0	93.8	90.8	89	88.1	94.8	80.1	84.6	82.5	92.6	93.9	90	86.6	88	96.1	88.1	88.6	
1980	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1981	111.9	109.6	106.8	107.6	112.5	112	113.4	106.3	124.5	120.4	117.8	104.9	106.7	114	114.6	112	106.5	110.4	110.5	
1982	121.5	121.8	112.6	117.0	124.6	123	126.8	111.9	150.6	141.1	137.3	107.7	113.1	127	131.1	122	112.5	117.1	119.1	
1983	127.1	134.2	116.3	126.0	131.9	132	139.0	115.6	181.5	155.8	157.3	109.7	116.2	137	147.0	133	115.9	120.9	125.4	
Quarterly averages																				
1983 Q3	128.2	135.1	116.8	127.5	133.1	132	140.3	116.2	182.4	158.3	158.8	109.5	116.6	138	148.0	134	116.0	121.7	126.2	
Q4	129.6	138.3	118.0	129.1	134.2	135	143.0	116.7	193.1	161.2	164.3	110.7	117.8	140	153.4	137	117.0	122.8	127.9	
1984 Q1	130.4	137.8	121.8	131.5	135.8	137	145.4	117.7	201.0	165.0	169.1	111.2	118.8	143	158.3	140	118.2	124.1	129.6	
Q2	133.0	138.0	122.4	133.4	137.0	139	148.1	118.3	212.9	168.8	173.0	112.1	119.8	145	161.5	142	119.0	125.5	131.5 R	
Q3	134.2	139.9	123.4	134.9 R	138.3 R	141 R	150.6	118.3	216.4	170.9	175.5 R	111.9	120.0	147 R	165.9	144	119.2	126.9 R	132.8 R	
Q4	135.9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																				
1984 Aug	134.5	139.9	123.9	135.0	138.2	140	150.6	118.2	213.9	170.9	175.3	111.0	119.9	146	166.1	144	119.4	126.8	132.6	
Sep	134.8	..	123.7	135.4	138.3	141	151.3	118.3	220.1	..	176.7	112.8	120.4	147	166.5	145	119.3	127.4	133.4 R	
Oct	135.6	..	123.9	136.0	138.6	142	152.3	119.0	225.6	..	178.4 R	113.7	121.2	148	167.5	146	120.1 R	127.8	134.2 R	
Nov	136.1	143.3	124.2 R	136.1 R	139.5	143	152.8 R	119.2	228.4	172.1 R	179.8 R	113.0	121.4	148 R	168.3	146	120.7 R	127.8 R	134.4	
Dec	135.9	..	124.2	136.3	139.6	143	153.1	119.3	228.0	..	180.9	113.2	121.2	149	169.4	149.3	120.6	127.9	134.6	
1985 Jan	136.4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																				
Annual averages																				
1974	16.1	15.4	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.0	24.5	9.6	9.4	15.7	9.9	9.8	11.1	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	13.6	7.3	9.2	7.4	9.0	9.7	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.8	5.8	8.7	
1977	15.8	12.3	5.5	7.1	8.1	11.1	9.4	3.7	12.1	13.6	17.0	8.1	6.5	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	8.9	10.0	9.1	2.7	12.6	7.6	12.1	4.1	3.8	8.1	19.8	10.0	1.1	7.7	8.0	
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	
1981	11.9	9.6	6.8	7.6	12.5	11.7	13.4	6.3	24.5	20.4	17.8	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.5	
1982	8.6	11.1	5.5	8.7	10.8	10.1	11.8	5.3	20.9	17.1	16.6	2.7	6.0	11.2	14.4	8.6	5.6	6.1	7.8	
1983	4.6	10.2	3.3	7.7	5.9	6.9	9.6	3.3	20.5	10.5	14.6	1.9	2.7	8.6	12.1	8.9	3.0	3.2	5.3	
Quarterly averages																				
1983 Q3	4.6	9.3	3.1	7.6	5.4	5.6	9.8	2.8	20.0	10.0	13.9	1.4	2.4	7.8	11.0	9.3	1.8	2.6	4.7	
Q4	5.0	8.7	3.7	6.9	4.5	5.6	9.8	2.6	20.2	10.3	11.0	1.7	2.8	7.2	12.5	8.9	1.7	3.3	5.1	
1984 Q1	5.2	5.9	5.6	7.0	5.2	6.3	8.8	3.1	18.7	10.1	12.1	2.4	3.6	6.5	11.9	8.2	3.0	4.5	5.7	
Q2	5.1	3.9	6.1	7.1	4.6	6.7	7.8	2.9	17.6	9.7	11.4	2.1	3.7	6.6	11.4	8.4	2.9	4.3	5.5	
Q3	4.7	3.6	5.7	5.9	3.8	6.4	7.3	1.8	18.6	7.9	10.5	2.2	2.9	6.5 R	12.1	7.6	2.8	4.2	5.2	
Q4	4.8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																				
1984 Aug	5.0	3.6	6.0	5.7	3.7	6.5	7.4	1.7	18.9	7.9	10.6	1.9	2.8	6.2	12.0	7.7	2.9	4.2	5.3	
Sep	4.7	..	5.6	5.3	3.8	6.2	7.1	1.5	17.8	..	9.9	2.3	2.8	6.1	11.3	7.7	2.7	4.2	5.0	
Oct	5.0	..	5.2	5.8	3.4	6.0	7.0	2.1	18.4	..	9.4	2.2	3.1	6.1	10.5	7.3	3.2 R	4.2	5.1	
Nov	4.9	3.6	5.3	5.3	4.0	5.8	6.9	2.1	18.4	6.7	9.2	2.2	3.0	6.0	10.0	7.3	2.9	4.0	5.1	
Dec	4.6	..	5.0	5.3	3.8	5.6	6.7	2.0	18.2	..	9.4	2.6	2.8	5.9	9.0	8.2	2.9	4.0	4.9	
1985 Jan	5.0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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.

7.1 HOUSEHOLD SPENDING

All expenditure: per household and per person

UNITED KINGDOM	Average weekly expenditure per household				Average weekly expenditure per person					
	At current prices		At constant prices		At current prices		At constant prices			
	Actual	Seasonally adjusted	Seasonally adjusted	Percentage increase on a year earlier	Actual	Seasonally adjusted	Seasonally adjusted	Percentage increase on a year earlier		
	£	£	Index (1975=100)	£	£	Index (1975=100)	£	£		
Annual averages										
1978	80.26	11.7	100.4	3.2	29.54	13.6	104.0	5.0		
1979	94.17	17.3	104.3	3.8	34.85	18.0	108.6	4.4		
1980	110.60	17.4	104.9	0.6	40.81	17.1	108.7	0.1		
1981	125.41	13.4	105.5	0.6	45.96	12.6	108.7	0.0		
1982*	133.92 [134.01]	6.9	103.4	-2.0	49.69 [49.73]	8.2	107.9	-0.7		
1983*	141.03 [142.59]	6.4	104.5	1.0	53.06 [53.65]	8.0	110.6	2.5		
Quarterly averages										
1981 Q4	131.53	11.4	128.4	103.6	-0.8	48.61	12.2	46.9	106.6	-0.4
1982 Q1	125.04	4.7	129.1	102.1	-6.3	46.06	6.2	47.7	106.2	-4.8
Q2	135.08	8.0	134.9	104.6	-1.4	48.66	7.4	49.0	106.8	-2.0
Q3	137.56	9.4	136.7	104.8	1.4	50.95	9.5	50.6	109.2	1.3
Q4*	138.11 [138.51]	5.3	135.0 [135.4]	102.1	-1.4	53.28 [53.44]	9.9	51.5 [51.6]	109.5	2.8
1983 Q1*	132.61 [133.56]	6.8	136.8 [137.8]	102.4	0.3	49.30 [49.65]	7.8	51.1 [51.4]	107.5	1.2
Q2*	138.87 [140.71]	4.2	138.5 [140.2]	104.2	-0.5	52.60 [53.30]	9.5	52.9 [53.6]	112.0	4.9
Q3*	141.90 [143.49]	4.3	141.3 [142.9]	104.3	-0.5	53.39 [53.98]	6.0	53.0 [53.7]	110.2	1.0
Q4*	150.36 [152.23]	9.9	147.0 [148.8]	107.2	5.0	56.89 [57.60]	7.8	54.9 [55.6]	112.6	2.9

Source: Family Expenditure Survey **
 * See note to table 7.2
 ** For a brief note on the Survey, the availability of reports and discussion of response rates see *Employment Gazette* for Dec 83 (pp. 517-523) and Sep 84 (p. 425).

7.2 HOUSEHOLD SPENDING

Composition of expenditure

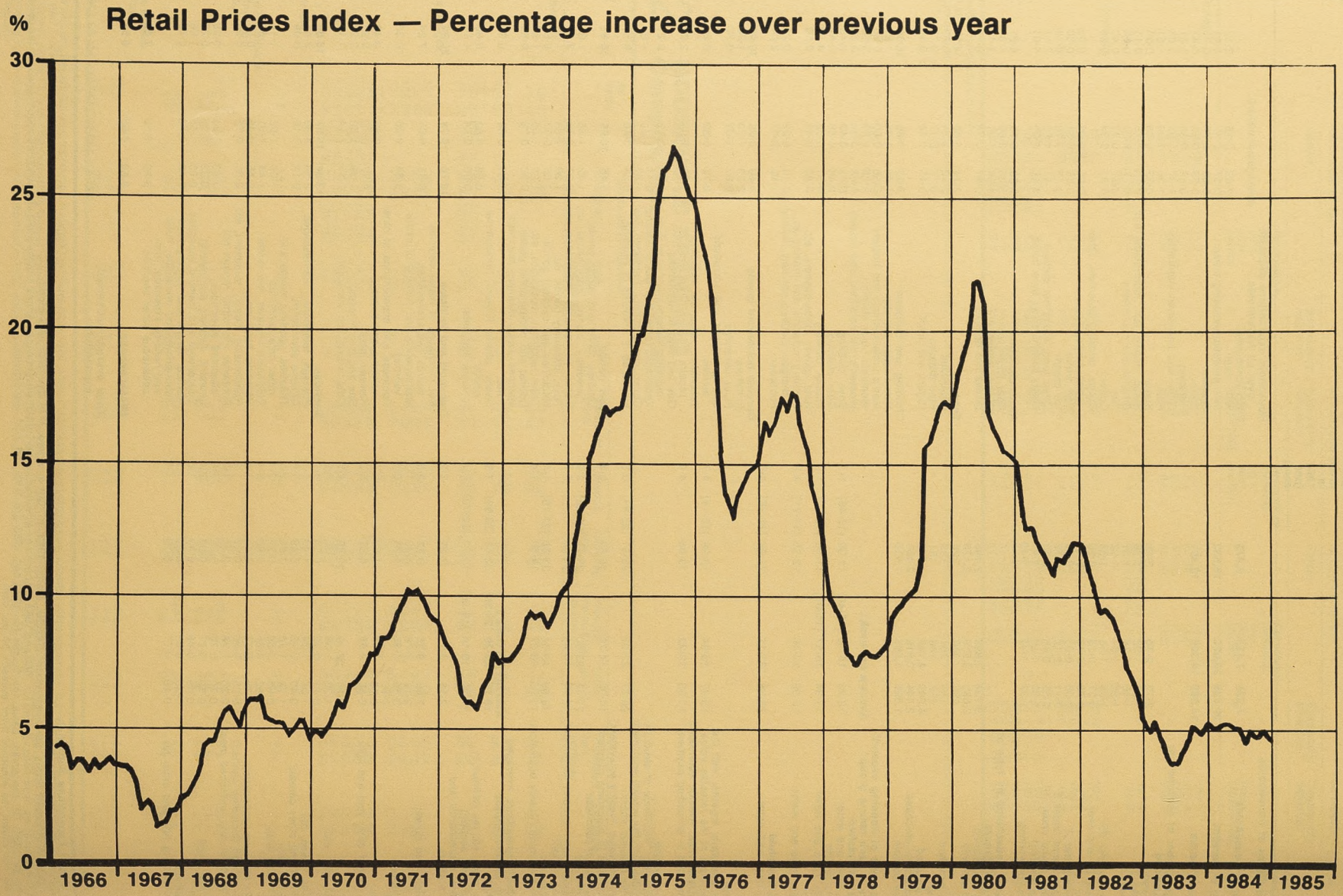
UNITED KINGDOM	All items	Commodity or service										
		Housing*	Fuel, light and power	Food	Alcoholic drink	Tobacco	Clothing and footwear	Durable household goods	Other goods	Transport and vehicles	Services	Miscellaneous**
		£ per week per household	£ per week per household	£ per week per household	£ per week per household	£ per week per household	£ per week per household	£ per week per household	£ per week per household	£ per week per household	£ per week per household	£ per week per household
Annual averages												
1978	80.26	11.87	4.76	19.31	3.92	2.72	6.78	5.66	5.99	10.90	7.66	0.69
1979	94.17	13.72	5.25	21.83	4.56	2.85	7.79	7.05	7.28	13.13	9.74	0.97
1980	110.60	16.56	6.15	25.15	5.34	3.32	8.99	7.70	8.75	16.15	11.96	0.53
1981	125.41	19.76	7.46	27.20	6.06	3.74	9.23	9.40	9.45	18.70	13.84	0.58
1982*	133.92 [134.01]	22.29 [22.39]	8.35	28.19	6.13	3.85	9.69	9.65	10.06	19.79	15.37	0.53
1983*	141.03 [142.59]	22.43 [23.99]	9.22	29.56	6.91	4.21	10.00	10.26	10.81	20.96	16.09	0.58
Quarterly averages												
1981 Q4	131.53	20.46	7.19	28.60	6.96	4.11	11.01	11.72	11.74	16.54	12.49	0.70
1982 Q1	125.04	20.45	8.92	27.41	5.29	3.78	7.98	9.00	8.78	18.72	14.26	0.45
Q2	135.08	22.30	9.41	29.01	6.08	3.68	9.49	8.10	9.33	19.99	17.29	0.41
Q3	137.56	23.83	7.39	28.12	6.27	3.96	9.21	9.94	10.08	21.19	17.04	0.53
Q4*	138.11 [138.51]	22.63 [23.03]	7.66	28.24	6.90	3.99	12.11	11.56	12.05	19.29	12.95	0.74
1983 Q1*	132.61 [133.56]	22.13 [23.08]	9.72	28.26	6.08	4.15	8.05	9.87	9.44	19.42	14.97	0.53
Q2*	138.87 [140.71]	21.38 [23.21]	10.41	29.16	6.81	4.36	9.05	10.01	10.22	20.66	16.36	0.47
Q3*	141.90 [143.49]	22.83 [24.42]	8.35	29.61	6.86	4.12	9.80	9.10	10.28	22.24	18.24	0.47
Q4*	150.36 [152.23]	23.33 [25.20]	8.46	31.17	7.86	4.19	13.01	12.05	13.21	21.50	14.78	0.83
Standard error: percent												
1983 Q4	1.8	3.7	2.0	1.4	3.5	3.6	3.7	6.9	2.9	3.5	5.1	9.4
Percentage increase in expenditure on a year earlier												
1981	13.4	19.3	21.3	8.2	13.4	12.7	2.7	22.0	8.0	15.8	15.7	9.4
1982	6.9	13.3	11.8	3.6	1.3	3.0	5.0	2.7	6.5	5.8	11.1	-18.6
1983	6.4	7.1	10.5	4.9	12.7	9.3	3.2	6.3	7.4	5.9	4.7	8.3
1983 Q3	4.3	2.5	13.0	5.3	9.5	4.1	6.4	-8.5	2.0	5.0	7.0	-10.8
Q4	9.9	9.4	10.4	10.4	13.9	5.1	7.5	4.2	9.7	11.2	14.2	13.1
Percentage of total expenditure												
1981	100	15.8	5.9	21.7	4.8	3.0	7.4	7.5	7.5	14.9	11.0	0.5
1982	100	16.7	6.2	21.0	4.6	2.9	7.2	7.2	7.5	14.8	11.5	0.4
1983	100	16.8	6.5	20.7	4.8	3.0	7.0	7.2	7.6	14.7	11.3	0.4

Source: Family Expenditure Survey.
 * Under the Housing Benefit Scheme introduced in stages from November 1982, some cash transactions previously recorded in the survey by households in receipt of supplementary benefit were eliminated, leading to identically reduced levels of both recorded income and recorded expenditure. To avoid the discontinuity arising from the changed administrative arrangements, the figures in brackets attempt to show the underlying level of housing expenditure, covering the same transactions whether or not expressed as cash expenditure. The bracketed figures have been used to derive the related indices, changes from a year earlier, standard errors and compositions shown in this table and in table 7.1.
 ** A discontinuity in miscellaneous expenditure occurred in 1980 when the classification of credit card expenditure was revised (see *Employment Gazette*, Nov 81, p. 469 or annex A of the 1982 FES Report).
 † For notes on standard errors see *Employment Gazette*, Mar 83, p. 122 or annex A of the 1983 FES Report.

HOUSEHOLD CHARACTERISTICS AND SPENDING

Detailed composition of expenditure per household

UNITED KINGDOM	1981	1982*	1983*	Standard error** in 1983 (per cent)	UNITED KINGDOM			
					1981	1982*	1983*	Standard error** in 1983 (per cent)
					£	£	£	£
Characteristics of households								
Number of households	7,525	7,428	6,973					
Number of persons	20,535	20,022	18,532					
Number of adults	14,685	14,386	13,401					
Average number of persons per household								
All persons	2.73	2.70	2.66					
Males	1.33	1.32	1.29					
Females	1.40	1.38	1.37					
Adults	1.95	1.94	1.92					
Persons under 65	1.59	1.58	1.56					
Persons 65 and over	0.37	0.35	0.36					
Children	0.78	0.76	0.74					
Children under 2	0.08	0.08	0.08					
Children 2 and under 5	0.11	0.12	0.12					
Children 5 and under 18	0.59	0.56	0.53					
Persons working†	1.36	1.22	1.17					
Persons not working	1.37	1.47	1.49					
Number of households by type of housing tenure								
Rented unfurnished	3,134	2,899	2,498					
Local authority	2,696	2,519	2,178					
Other	438	380	320					
Rented furnished	184	201	199					
Rent-free	167	146	151					
Owner-occupied	4,040	4,182	4,125					
In process of purchase	2,444	2,619	2,499					
Owned outright	1,596	1,563	1,626					
Certain items of housing expenditure in each tenure group*								
Rented unfurnished								
Rent, rates and water	12.88	15.15 [15.40]	11.39 [15.49]	1.1				
Local authority								
Rent, rates and water	13.34	15.57 [15.86]	11.08 [15.60]	1.0				
Other								
Rent, rates and water	10.09	12.36	13.55 [14.71]	4.3				
Rented furnished								
Rent, rates and water	22.84	21.17	21.94 [23.48]	4.8				
Rent-free								
Rates and water together with the equivalent of the rateable value	15.37	13.94	15.98 [16.14]	4.7				
Rateable value (weekly equivalent) included in preceding payment	11.83	12.22	13.88	4.4				
Owner-occupied								
Rates, water, insurance of structure together with the weekly equivalent of the rateable value	20.37	22.02	23.81 [23.89]	0.8				
Rateable value (weekly equivalent) included in preceding payment	14.02	14.79	15.89	0.8				
In process of purchase								
Rates, etc	21.47	23.50	25.21 [25.26]	0.9				
Rateable value (weekly equivalent)	14.66	15.64	16.68	1.0				
Owned outright								
Rates, etc	18.69	19.54	21.66 [21.78]	1.4				
Rateable value (weekly equivalent)	13.03	13.37	14.68	1.4				
Household expenditure averaged over all households								
Housing*	19.76	22.29 [22.39]	22.43 [23.99]	1.3				
Rent, rates, etc (as defined in preceding section)	17.20	19.16 [19.26]	19.14 [20.70]	0.7				
Repairs, maintenance and decorations	2.56	3.14	3.29	7.9				
Fuel, light and power	7.46	8.35	9.22	0.8				
Gas	2.17	2.78	3.42	1.2				
Electricity	3.65	3.85	4.24	0.8				
Coal	0.89	1.06	1.00	5.1				
Coke	0.18	0.66	0.57	5.3				
Fuel oil and other fuel and light	0.58	0.66	0.57	5.3				
Food	27.20	28.19	29.56	0.7				
Bread, rolls, etc	1.33	1.35	1.35	0.9				
Flour	0.11	0.12	0.10	4.1				
Biscuits, cakes, etc	1.34	1.34	1.40	1.1				
Breakfast and other cereals	0.40	0.45	0.49	1.6				
Beef and veal	1.72	1.70	1.66	2.0				
Mutton and lamb	0.68	0.69	0.72	2.4				
Pork	0.62	0.65	0.66	2.4				
Bacon and ham (uncooked)	0.75	0.77	0.75	1.5				
Ham, cooked (including canned)	0.25	0.26	0.27	1.9				
Poultry, other and undefined meat	2.20	2.38	2.38	1.0				
Fish	0.70	0.70	0.75	1.6				
Fish and chips	0.39	0.27	0.34	2.4				
Butter	0.48	0.48	0.43	1.6				
Margarine	0.25	0.26	0.27	1.5				
Lard, cooking fats and other fat	0.16	0.17	0.16	1.9				
Household expenditure averaged over all households								
Food (continued)								
Milk, fresh	2.03	2.15	2.17	1.1				
Milk products including cream	0.37	0.37	0.41	1.7				
Cheese	0.68	0.70	0.71	1.3				
Eggs	0.53	0.53	0.47	1.3				
Potatoes	0.82	0.98	1.01	1.2				
Other and undefined vegetables	1.47	1.53	1.63	1.0				
Fruit	1.30	1.36	1.51	1.3				
Sugar	0.33	0.35	0.35	1.4				
Syrup, honey, jam, marmalade, etc	0.15	0.15	0.15	2.0				
Sweets and chocolates	0.77	0.81	0.68	2.1				
Tea	0.37	0.37	0.40	1.2				
Coffee	0.33	0.34	0.38	1.8				
Cocoa, drinking chocolate, other food drinks	0.05	0.05	0.05	4.3				
Soft drinks</								



DEFINITIONS

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

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.

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

Employees in employment plus HM forces and self-employed.

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

All UK service personnel of HM Regular Forces, wherever serving, including those on release leave.

HOUSEHOLD SPENDING

Expenditure on housing (in the Family Expenditure Survey) includes, for owner-occupied and rent-free households, a notional (imputed) amount based on rateable values as an estimate of the rent which would have been payable if the dwelling had been rented; mortgage payments are therefore excluded.

INDEX OF PRODUCTION INDUSTRIES (SIC 1968)

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 affect the total number of stoppages much more than the number of working days lost.

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

SIC 1968 Orders III-XIX. SIC 1980 Divisions 2 to 4.

Conventions

The following standard symbols are used:

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

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.

PRODUCTION INDUSTRIES (SIC 1980)

Divisions 1 to 4 inclusive, i.e. excluding construction.

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 1968 Orders XXII-XXVII. SIC 1980 Divisions 6 to 9.

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.

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

The classification system used to provide a consistent industrial breakdown for UK official statistics. It was revised in 1968 and 1980.

TAX AND PRICE INDEX.

Measures the increase in gross taxable income needed to compensate taxpayers for any increase in retail prices, taking account of changes to direct taxes (including employees' National Insurance contributions). Annual and quarterly figures are averages of monthly indices.

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 claiming benefit. These people are not included in the unemployment figures.

UNEMPLOYED

People claiming benefit (that is unemployment benefit, supplementary benefits or national insurance credits) at Unemployment Benefit Offices on the day of the monthly count, who on that day were unemployed and able and willing to do any suitable work. (Students claiming benefit during a vacation and who intend to return to full-time education are excluded.)

UNEMPLOYED PERCENTAGE RATE

The number of 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 Jobcentre or careers service office, which remained unfilled on the day of the count.

WEEKLY HOURS WORKED

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

WORKING POPULATION

Employed labour force plus the unemployed.

- R revised
- e estimated
- MLH Minimum List Heading of the SIC 1968
- n.e.s. not elsewhere specified
- SIC UK Standard Industrial Classification, 1968 or 1980 edition
- 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	Redundancies (cont.) population	Frequency	Latest issue	Table number or page
Working population: GB and UK				<i>Detailed analysis</i>	A	May 84:	216
Quarterly series	M (Q)	Feb 85:	1-1	<i>Advance notifications</i>	Q (M)	Jan 85:	33
Labour force estimates, and projection		July 84:	322	<i>Payments:</i>			
Employees in employment				GB latest quarter	Q	Jan 85:	466
Industry: GB				Industry	A	May 84:	218
All industries: by Division class or group	Q	Jan 85:	1-4	Earnings and hours			
: time series, by order group	M	Feb 85:	1-2	Average earnings			
Manufacturing: by Division class or group	M	Jan 85:	1-3	<i>Whole economy (new series) index</i>			
Occupation				Main industrial sectors	M	Feb 85:	5-1
Administrative, technical and clerical in manufacturing	A	Nov 84:	1-10	Industry	M	Feb 85:	5-3
Local authorities manpower	Q	Dec 84:	1-7	Underlying trend		Feb 84:	82
Occupations in engineering	D	Oct 82:	421	New Earnings Survey (April estimates)			
Region: GB				Latest key results	A	Oct 84:	461
Sector: numbers and indices, self employed, 1981: by region	Q	Jan 85:	1-5	Time series	M (A)	Feb 85:	5-6
: by industry		July 84:	321	Average weekly and hourly earnings and hours worked (manual workers)			
Census of Employment: Sep 1981		June 83:	257	Manufacturing and certain other industries			
GB and regions by industry on SIC 1980 (provisional)		Feb 83:	61	Summary (Oct)	M (A)	Feb 85:	5-4
GB and regions by industry on SIC 1980 (final)		Dec 83:	Supp 2	Detailed results	A	Feb 85:	47
UK by industry on SIC 1980 (final)				Manufacturing			
International comparisons	M	Feb 85:	1-9	Indices of hours	D	Apr 84:	5-8
Apprentices and trainees by industry: Manufacturing industries	A	July 84:	1-14	International comparisons of wages per head	M	Feb 85:	5-9
Apprentices and trainees by region: Manufacturing industries	A	June 84:	1-15	Aerospace	A	Aug 84:	383
Registered disabled in the public sector	A	Feb 84:	72	Agriculture	A	June 84:	265
Exemption orders from restrictions to hours worked: women and young persons		July 83:	315	Coal mining	A	Feb 84:	82
Labour turnover in manufacturing	Q	Feb 85:	1-6	Average earnings: non-manual employees	M (A)	Feb 85:	5-5
Trade union membership	A	Jan 85:	28	Basic wage rates, (manual workers) wage rates and hours (index)	D	Apr 84:	5-8
Unemployment and vacancies				Normal weekly hours	A	Apr 84:	173
Unemployment				Holiday entitlements	A	Apr 84:	173
Summary: UK	M	Feb 85:	2-1	Overtime and short-time: manufacturing			
GB	M	Feb 85:	2-2	Latest figures: industry	M	Feb 85:	1-11
Age and duration: UK	M (Q)	Feb 85:	2-5	Region: summary	Q	Nov 84:	1-13
Broad category: UK	M	Feb 85:	2-1	Hours of work: manufacturing	M	Feb 85:	1-12
Broad category: GB	M	Feb 85:	2-2	Output per head			
Detailed category: GB, UK	Q	Dec 84:	2-6	Output per head: quarterly and annual indices	M (Q)	Feb 85:	1-8
Region: summary	Q	Dec 84:	2-6	Wages and salaries per unit of output			
Age time series UK	M (Q)	Feb 85:	2-7	Manufacturing index, time series	M	Feb 85:	5-7
: estimated rates	Q	Dec 84:	2-15	Quarterly and annual indices	M	Feb 85:	5-7
Duration: time series UK	M (Q)	Feb 85:	2-8	Labour costs			
Region and area				Survey results 1981	Triennial	May 83:	188
Time series summary: by region	M	Feb 85:	2-3	Per unit of output	M	Feb 85:	5-7
: assisted areas, counties, local areas				Retail prices			
Occupation	D	Nov 82:	2-12	General index (RPI)			
Age and duration: summary	Q	Dec 84:	2-6	Latest figures: detailed indices	M	Feb 85:	6-2
Industry				percentage changes	M	Feb 85:	6-2
Latest figures: GB, UK		Jul 82:	2-10	Recent movements and the index excluding seasonal foods	M	Feb 85:	6-1
Number unemployed and percentage rates: GB		Jul 82:	2-9	Main components: time series and weights	M	Feb 85:	6-4
Occupation:				Changes on a year earlier: time series	M	Feb 85:	6-5
Broad category: time series	D (Q)	Nov 82:	2-11	Annual summary	A	Mar 84:	113
Flows:				Revision of weights	A	Mar 84:	104
GB, time series	D	Mar 84:	2-19	<i>Pensioner household indices</i>	M (Q)	Feb 85:	6-8
UK, time series	M	Feb 85:	2-19	All items excluding housing	M (A)	Feb 85:	6-7
GB, Age time series	M	Feb 85:	2-20	Group indices: annual averages	A	May 84:	235
GB Regions	Q	Dec 84:	2-23/2-24/2-26	Revision of weights	M	Feb 85:	6-3
GB Age	Q	Dec 84:	2-21/2-22/2-25	<i>Food prices</i>	D	June 82:	267
Students: by region	M	Feb 85:	2-13	London weighting: cost indices	M	Feb 85:	6-8
Minority group workers: by region	D	Sep 82:	2-17	International comparisons			
Disabled workers: GB	M	Feb 85:	80	Household spending			
International comparisons	M	Feb 85:	2-18	All expenditure: per household	Q	Feb 85:	7-1
Ethnic Origin	M	June 84:	260	: per person	Q	Feb 85:	7-1
Temporarily stopped: UK				Composition of expenditure			
Latest figures: by region	M	Feb 85:	2-14	: quarterly summary	Q	Feb 85:	7-2
Vacancies (remaining unfilled)				: in detail	Q (A)	Feb 85:	7-3
Region				Household characteristics	Q (A)	Feb 85:	7-3
Time series: seasonally adjusted	M	Feb 85:	3-1	Industrial disputes: stoppages of work			
: unadjusted	M	Feb 85:	3-2	Summary: latest figures	M	Feb 85:	4-1
Industry: UK	Q	Dec 84:	3-3	: time series	M	Feb 85:	4-2
Occupation: by broad sector and unit groups: UK	Q (Q)	Feb 85:	3-4	Latest year and annual series	A	Jul 84:	310
Region summary	Q	Feb 85:	3-6	Industry			
Flows: GB, time series	M	Feb 85:	3-5	Monthly			
Redundancies				Broad sector: time series	M	Feb 85:	4-1
Confirmed:				Annual			
GB latest month	M	Feb 85:	2-30	Detailed	A	July 84:	308
Regions	M	Feb 85:	2-30	Prominent stoppages	A	July 84:	311
Industries	M	Feb 85:	2-31	Main causes of stoppage			
				Cumulative	M	Feb 85:	4-1
				Latest year for main industries	A	July 84:	309
				Size of stoppages	A	July 84:	309
				Days lost per 1,000 employees in recent years by industry	A	July 84:	308
				International comparisons	A	Mar 84:	101

Notes: * Frequency of publication, frequency of compilation shown in brackets (if different).

A Annual. Q Quarterly. M Monthly. D Discontinued.

SPECIAL FEATURE

ACAS ADVISORY CONCILIATION AND ARBITRATION SERVICE

Pre-hearing assessments in unfair dismissal cases

The work of ACAS conciliation officers

by P Wallace and R F Clifton,*

Advisory, Conciliation and Arbitration Service

In this article the authors explore the impact of pre-hearing assessments (PHAs) on the conciliation process and its outcome. The effect on the pattern of conciliation outcomes, in particular whether PHAs reduced the proportion of voluntary settlements is also assessed.

Industrial tribunals and the unfair dismissal protections they administer have long been an established part of British employment law and procedure¹. Indeed since the unfair dismissal jurisdiction was introduced in 1972, over a quarter of a million applications have been dealt with across all civilian industries and occupations and about 130,000 dismissed workers have been awarded a remedy or received payment or some other settlement². Judicial activity on this scale naturally entails costs. Over and above the costs of running the tribunal system which fall on the community as a whole, there are others which fall only on those directly involved. Obviously enough, applicants often incur costs in preparing and arguing their case. But it is sometimes too easy to forget that respondents—the employers of whom complaints are made—may also suffer. For them a complaint may involve a substantial expense of time, which could have been put to other uses, as well as other costs if they seek legal advice and representation.

In circumstances where an employer has in fact unfairly dismissed a worker, it will seem to many that this is as it should be. But in other instances where the evidence is more finely balanced, questions of equity and efficiency arise. It is sometimes asked whether it is right, for example, that employers should be forced to bear the costs of defending actions where it could be predicted beforehand that any reasonable tribunal would regard the applicant's case as hopeless. And is it right that employers should have to defend cases in which the applicant cannot succeed because he or she fails to meet the technical requirements, such as length of service, which define those eligible to claim a remedy?

Sifting "hopeless" cases

Over the lifetime of the jurisdiction successive governments have taken different views about these questions. But there has been general agreement that innocent employers who face claims which stand no chance of succeeding should not have to go through the complete procedure. A number of arrangements have been devised for such situations. One is to allow tribunals to award costs against the losing party. However to ensure that applicants with *bona fide* cases are not discouraged, it was decided that costs should be awarded only exceptionally, where one party has acted frivolously or vexatiously. The 1980 tribunal regulations extended these circumstances to "frivolously, vexatiously or otherwise unreasonably". In

practice awards of costs have been rare; in 1982 they arose in about two per cent of decisions against the applicant. And it is sometimes argued that as awards are retrospective they merely penalise the employee after the event and do nothing to discourage vexatious applicants from pursuing their cases.

To meet such criticisms other procedures were introduced, which attempted to reduce the chances of cases going to a full tribunal hearing. The principal method was the development of a cheap and rapid conciliation process, initially carried out by the Department of Employment, but since 1974 by ACAS. The duty of a conciliation officer is "to promote a settlement of a complaint without its being determined by an industrial tribunal". The success of individual conciliation has been dramatic. Each year about two-thirds of complaints are completed before a full tribunal hearing is held. Of these, about half result in a conciliated settlement reached with the involvement of an ACAS officer, in which the applicant receives some remedy, and the other half are withdrawn, again sometimes as a result of ACAS conciliation. Some 12-13,000 go on to a full tribunal hearing.

In addition the tribunals themselves operate a number of "sifting" procedures designed to discourage applicants with "hopeless" cases at an early stage. Thus a routine check is conducted when every application is received by the Central Office of Industrial Tribunals in England and Wales and the Central Office in Scotland, with a view to identifying cases which are very clearly outside jurisdiction. If such complaints are found, applicants are advised that they are unlikely to succeed but are entitled to disregard this advice. In 1981 about 1,500 individual rights complaints were not pursued as a result of this procedure. A second procedure operated by the tribunals is the preliminary hearing, in which a tribunal meets but restricts its discussion to that of technical entitlement. A preliminary hearing may be called, for example, if case papers indicate that the applicant does not have the minimum length of service required to qualify for consideration. No statistics are published on the number of cases completed as a result of preliminary hearings, but in relation to the total number of cases the numbers are not thought to be large.

* Patricia Wallace is a Senior Research Officer in the Advisory, Conciliation and Arbitration Service (ACAS). Richard Clifton has since transferred to the Department of Employment. The views expressed are those of the authors and not necessarily those of ACAS or the Department of Employment.

Over the 1970s some commentators remained concerned that these procedures failed to isolate and discourage all those applicants with unreasonable or "hopeless" cases and that as a result employers were still incurring a considerable unnecessary expense of time, money and effort in being forced to defend themselves³. In response to these concerns a third tribunal procedure was introduced in October 1980, the pre-hearing assessment or PHA. Under this procedure a tribunal was to meet in private, to decide whether "the application was unlikely to succeed or whether the contentions of a party appeared to have no reasonable prospect of success". In appropriate circumstances, the tribunal was empowered to indicate that costs might be awarded if the case were taken to a full hearing. PHAs were to arise in two ways. Tribunal chairmen could decide to call them after examining the case papers. And either party could request them. They required that a tribunal briefly review the papers and consider any observations offered by the parties. Neither the applicant nor respondent were normally to be required to attend. No formal evidence was to be taken but written representations could be made and oral argument advanced. Costs warnings, where given, were to be copied to the parties and to ACAS.

ACAS concern

In its first year of operation the PHA procedure was used on a relatively small scale. In 1980-81 PHAs arose in about five per cent of all unfair dismissal complaints. The procedure attracted little public comment but attention continued to be paid in government to the issues underlying its introduction⁴. There was also concern in ACAS about the ways in which PHAs might be affecting individual conciliation. These concerns arose in part from an earlier experiment with "pre-hearing reviews" which had been carried out by the Leeds Regional Office of Industrial Tribunals in 1979. Although in this case no costs warnings had been issued and the chairman sat without lay members being present, in other ways these reviews resembled PHAs. In practice the procedure proved difficult to operate and far from increasing the likelihood that poor cases would be withdrawn or settled before a full hearing was held, a greater proportion went to a tribunal. Apart from the Leeds experiment, more general ACAS experience suggested that the PHA procedure might pose problems for the conciliation process.

An ACAS investigation

It was therefore decided, after a suitable period of experience with the new procedure, to explore the impact of PHAs on the conciliation process and its outcome. We first investigated whether the parties deferred serious consideration of conciliation until after a PHA and whether each had a clearer idea of their position as a result of a PHA. We expected that if a costs warning was issued, the applicant might decide not to pursue his or her case. We also explored whether PHAs affected the pattern of conciliation outcomes, in particular whether PHAs reduced the proportion of voluntary settlements. In addition we investigated whether conciliation took longer to complete in PHA cases than it did normally.

Over and above these issues we considered whether some complaints might be more suitable for PHAs than others. For example we wondered whether likely candidates for PHAs might be those complaints where the case papers contained substantial written accounts provided by one or other party and where there seemed to be no room for argument about the reasons and circumstances of

dismissal. We considered how far such characteristics might be associated with particular reasons for dismissal, such as dismissal for absence where the respondent produced detailed absenteeism records. We also investigated whether respondents who acquired specialist representation, such as a solicitor or an employers' association official, might be more likely to request a PHA, simply because representatives would be more likely to know about the procedure⁵. If PHAs occurred in "special" sorts of cases, the impact on conciliation would be restricted accordingly. We also explored the extent to which PHAs were always called in "hopeless" cases or those likely to fail at a tribunal. If a PHA was called and the conciliation officer considered that the case was likely to be upheld, or that the evidence was finely balanced, we expected the impact on conciliation to be different from that in cases which were clearly "hopeless".

The questionnaire survey and interviews

Our main method of collecting information was a questionnaire survey but we also conducted a small number of interviews. As our interest was the impact of the PHA procedure on ACAS conciliation, we sought information from conciliation officers alone, not from others involved in the tribunal procedure⁶. We also concentrated on unfair dismissal cases and excluded other jurisdictions, primarily because unfair dismissal claims constitute the bulk of conciliation officers' work. The study was conducted in England and Wales only. The results may not apply to Scotland.

In the survey we collected information about complaints which did not involve PHAs as well as those which did, so that we could compare officers' experience in PHA cases with the general run of their work. Therefore, in November 1982 conciliation officers in two regions, the North West and the Midlands, filled in questionnaires for every case they completed. In all other regions in England and Wales questionnaires were completed for PHA cases only. In all we sampled 544 cases which did not involve PHAs (non PHA cases) and 156 complaints in which a PHA was requested. Of the complaints in which PHAs were requested, 142 were listed by chairmen for PHAs and the remainder were turned down. A proportion of complaints (18 per cent) were disposed of before a PHA took place, usually because they were withdrawn. One hundred and sixteen PHAs were actually held. Over half the PHAs were requested by respondents, just under half by chairmen and one was sought by an applicant⁷.

Factors affecting conciliation in PHA cases

We discussed in interviews whether PHAs were called in "special" sorts of cases. Some conciliation officers thought that PHAs tended to be called in cases where the respondent had provided a considerable amount of detailed documentation and where the reasons for dismissal appeared to be clear-cut and left no room for argument⁸. Some conciliation officers considered that PHAs were usually called in complaints involving gross misconduct or redundancy rather than in those involving an assessment of capability, although other officers thought there were no such patterns. Results from our survey showed that in PHA cases officers were no more likely than usual to deal with a specialist representative acting for the respondent, that is a solicitor or an employers' association official. There was however variation between and within the ACAS regions in the incidence of PHAs, because some tribunal chairmen called them more frequently than others. In some ACAS regions the majority

of PHAs were requested by respondents, while in others the majority were called by chairmen on their own initiative. Apart from these factors, in the questionnaire survey we asked officers to assess whether a tribunal would be likely to uphold the complaint. As questionnaires were completed by officers soon after cases had ended, their assessments were reached after they had usually had full discussions with the parties. When we examined the 205 non PHA cases which went to tribunal these assessments proved broadly accurate, for example cases predicted as having a "strong" chance of being upheld usually were. We then examined the 116 cases in which a PHA was held and found that three-quarters were considered "weak" or "very weak" but one-quarter (24 per cent) was thought to be "moderate" or "strong". Where these "moderate" or "strong" complaints went to a tribunal, they were usually upheld. We also found that under one-fifth of "weak" cases in fact involved PHAs⁹. It therefore appeared that from the conciliation officer's perspective some cases were selected for PHAs which were quite likely to be upheld by tribunals, although PHAs were not called in the majority of "weak" cases¹⁰.

The impact of the PHA procedure on the conciliation process

As we expected, survey results showed that PHAs delayed the early stages of conciliation. In only 13 per cent of cases did conciliation continue despite the parties receiving notification of a PHA. In just over one-third (36 per cent) conciliation was brought to a halt and in the remainder it had usually already broken down. Thus in the majority of cases (60 per cent) where conciliation had been progressing, it was stopped by PHA notification. If a respondent had requested the PHA, he or she was particularly likely to await its outcome before considering conciliation. Some officers wrote additional comments on the questionnaires; for example one noted that "the respondent was less willing to make an offer until the PHA outcome was known". And in interviews one officer recalled a case in which the applicant would have withdrawn at an early stage once the respondent's stance was communicated to him but awaited the PHA and then withdrew.

Our investigation showed that conciliation was also affected by the outcome of a PHA but the manner depended on whether a costs warning was given and whether the case was considered to have a "weak" chance of being upheld. In the survey we asked officers to indicate the initial position of both the applicant and the respondent towards conciliation, that is whether either

was determined to go to a tribunal, whether either was prepared to settle, or in the case of the applicant, whether he or she had decided to withdraw the complaint. We then asked officers to indicate the positions of the parties to conciliation after the PHA had taken place. Results showed that when the conciliation officer first discussed the case with the applicant, the vast majority indicated that they wanted to settle the complaint, rather than withdraw or go to a tribunal. However 61 per cent of those who initially wanted to settle, decided to withdraw after receiving a warning, as table 1 shows. Interviews also indicated that if warned, applicants usually withdrew very quickly after the PHA, often before the conciliation officer had recontacted them.

If applicants did not receive a warning, nearly all wanted to settle, as table 1 shows. All applicants who in the early stages of conciliation said they wanted to settle still held this view, and were prepared to go to a tribunal if they did not receive an offer or one they felt they could accept. As these complaints were usually considered to be "weak", conciliation became difficult as the applicant had not received a costs warning and so usually believed he or she had a good case. One officer whom we interviewed recalled a complaint where a union official representing the applicant had been sceptical about the merits of the case but decided to go to a tribunal because no warning was given at the PHA. The conciliation officer considered the case was unlikely to be upheld.

When we examined the position of respondents we found that the general pattern did not change as significantly as that of applicants' as a result of a PHA. A large majority (83 per cent) of respondents in PHA cases were determined to go to a tribunal at the outset. If a costs warning was given, virtually all these respondents (92 per cent) still took this view. If a warning was not given, a proportion (39 per cent) were prepared to settle. Conciliation was however often difficult in these cases where a warning was not given, as the applicant usually believed he or she had a good case and so felt he or she could not accept the offer made.

Conciliation also became more complicated than otherwise if the case was selected for a PHA but thought to be "moderate" or "strong", whether or not a warning was given. As one officer said:

"In all cases whatever the outcome, a PHA encourages one side or the other to believe that they have a sound case, making conciliation more difficult. This would be a reasonable and justified price to pay if indeed all the cases that went to a PHA were 'weak'. Unfortunately this is not so".

The impact of the PHA procedure on the outcome of conciliation

As expected our survey showed that the outcome of conciliation was different in PHA cases compared with ordinary cases. As table 2 below indicates, a voluntary settlement was less likely, withdrawal was more likely and similar proportions went to a tribunal. However the different pattern of outcomes in PHA cases also depended on whether a costs warning was given (in 53 per cent of PHA cases the applicant was warned about costs). If the applicant received a warning, he or she was much more likely than usual to withdraw. But if no warning was given, he or she was more likely to go to a tribunal than if a PHA had not been held. Conciliation was therefore less likely to be "successful", that is to achieve a conciliated settlement, in PHA cases.

Table 1 Initial position of applicant and position after PHA

	Per cent		
	PHA held	Costs warning	No costs warning
Initially determined to go to tribunal but after PHA			
remained so	1	—	3
prepared to settle	1	—	3
decided to withdraw	3	3	3
Initially prepared to settle but after PHA			
determined to go to tribunal	3	5	—
prepared to settle	61	33	91
decided to withdraw	31	60	—
	100 (N=71)	100 (N=37)	100 (N=34)

Note: Base excludes those applicants not contacted by the conciliation officer after the PHA.

Table 2 The final outcome of conciliation

	Per cent				
	All cases	PHA held	Costs warning	No costs warning	No PHA held
Case withdrawn (Out of scope/private settlement/other reasons)	32	45	74	11	29
Agreed settlement (Reinstatement/re-engagement/compensation)	30	16	2	31	33
Case proceeded to tribunal	38	40	24	57	38
	100 (N=660)	100 (N=116)	100 (N=62)	100 (N=54)	100 (N=544)

The impact of the PHA procedure on the duration of conciliation

Our study showed that conciliation in PHA cases took longer to complete. We measured the duration of conciliation by the time between the first contact and the time the complaint was withdrawn or settled, or if the case went to a tribunal, from first contact to the time conciliation was withdrawn. Over half (56 per cent) of the non PHA cases were completed in under 50 days, compared with under one-third (31 per cent) of PHA cases. The majority of PHA cases (51 per cent) took between 51 and 100 days to complete, whereas only 29 per cent of non PHA cases took this long (see table 3).

Conclusions

When the PHA procedure was first introduced, there were a number of concerns in ACAS about its potential

Table 3 The length of time conciliation lasted in PHA and non PHA cases

	Per cent		
	All	PHA held	Non PHA
50 days or under	52	31	56
51-100 days	33	51	29
101 days and over	14	16	14
	100 (N=660)	100 (N=116)	100 (N=544)

impact on conciliation. Since then use of the procedure has increased. In 1980-81, the first year of the procedure's operation, some 1,800 PHAs were called, or about five per cent of all unfair dismissal complaints; by 1982-83 about 3,500 complaints involved PHAs, or about eight per cent of all unfair dismissal complaints. And PHAs continue to receive comment in legal journals and industrial relations commentaries¹¹.

Our study showed that PHAs often delayed the early stages of conciliation and frequently lengthened its duration. They also encouraged less flexible attitudes to a settlement before a full hearing particularly if the applicant did not receive a costs warning.

We found that the outcome of conciliation differed in PHA complaints from the outcome normally achieved. In those cases where applicants received a costs warning they were likely to withdraw, and as a result a smaller proportion of such cases went to tribunal and a smaller proportion resulted in conciliated settlements compared with the usual pattern. By contrast applicants who did not receive a warning were more likely to proceed to a tribunal hearing than normal and a lower proportion of withdrawals and conciliated settlements were consequently achieved in these cases. The PHA procedure thus reduced the number of full hearings providing a warning was given. If a warning was not given, the reverse was true

and in these cases a larger proportion than usual went to tribunal. Overall the proportion of PHA cases which went to tribunal was similar to normal.

Finally we found that although the procedure was effective when costs warnings were given, from the conciliation officer's perspective "weak" or hopeless cases were not always selected for a PHA. The difficulties created for conciliation by the procedure would be minimised if complaints involving PHAs were usually confined to those cases which were so very clearly weak that the applicant was likely to receive a costs warning. In this way the procedure would also select "hopeless" cases and prevent them from reaching a full hearing.

References

- J Angel, *Industrial tribunals*, Tolley and Institute of Personnel Management, 1984.
- W Brown (ed), *The changing contours of British industrial relations*, Blackwell, 1980.
- B Capstick, *Industrial Tribunals—Weeding out the no-hope cases*, *Personnel Management*, August 1981.
- W W Daniel and N Millward, *Workplace Industrial Relations in Britain*, Heinemann, 1983.
- L Dickens, Unfair dismissal applications and the industrial tribunal system, *Industrial Relations Journal*, vol 9, No 4, 1978-79.
- L Dickens, M Hart, M Jones, B Weekes, Re-employment of

- unfairly dismissed workers—The Lost Remedy, *Industrial Law Journal*, vol 10, No 9, 1981.
- L Dickens, Do lay members influence tribunal decisions, *Personnel Management*, November 1983.
- Employment Protection (Consolidation) Act, 1978.
- J C Fernie, Defending an Unfair Dismissal Application: Use and Effect of the Pre-hearing Assessment, *Law Society Gazette*, Nov 2, 1983.
- S Gold, Industrial Tribunals—up with pre-hearing assessments!, *New Law Journal*, July 27, 1984.
- W R Hawes and G Smith, Patterns of representation of the parties in unfair dismissal cases: a review of the evidence, *Department of Employment Research Paper*, No 22, 1981.
- R Hepple, *Individual Labour Law in G S Bain (ed) Industrial Relations in Britain*, Blackwell, 1983.
- IDS Brief 228, Pre-hearing assessments, May 1982.
- Industrial Relations Review and Report*, No 257, 1981, No 274, 1982.
- Industrial Tribunals (Rules of Procedure) Regulations, 1980.
- P Lewis, An analysis of why legislation has failed to provide employment protection for unfairly dismissed employees, *British Journal of Industrial Relations*, vol XIX No 3, Nov 1981.
- R W Rideout, *Industrial Tribunal Law*, McGraw Hill, 1980.
- G Stephenson and I Brotherton (ed), *Industrial Relations, A Social Psychological Approach*, Wiley, 1979.
- J Theodorides, Industrial Tribunals—The Pre-hearing assessment, *New Law Journal*, Oct 15, 1981.
- K Williams and D Lewis, The aftermath of tribunal reinstatement and re-engagement, *Department of Employment Research Paper No 23*, 1981.

Notes

- (1) The impact of industrial tribunals on employment law has been widely noted, for example by Rideout (Rideout, 1980) and Hepple (Hepple, 1983). The growth of industrial relations procedures, particularly disciplinary procedures, in the 1970s, is seen by many as a response to the individual rights legislation, for example by Daniel and Millward (Daniel and Millward, 1983) and by Brown (Brown, 1980).
- (2) These settlements include those reached by conciliation, those reached privately and those awarded at a tribunal hearing.
- (3) For example pressure from small firms for a modification of the individual rights legislation was recognised in the Conservative Party manifesto in 1979.
- (4) The Central Office of Industrial Tribunals' statistics about the first year's operation of the PHA procedure drew some comment. It was concluded that costs warnings were leading to withdrawals (*Industrial Relations Review and Report* No. 257, 1981) and that the procedure generally appeared to be fulfilling its objectives (Capstick 1981; *IDS Brief*, 1982). The low proportion of cases in which costs were awarded at tribunal despite a PHA warning was also noted (*Industrial Relations Review and Report*, No. 274, 1982), as were the difficulties in assessing some cases at a PHA stage (Theodorides, 1981).
- (5) Applicants may also request a PHA, although in practice they seldom do. We therefore expected that where present, differences in the extent of representation between PHA and non PHA cases would be amongst respondents.
- (6) Some have examined conciliation as experienced by the parties (Dickens, 1978; 1981; Lewis, 1981). Others have explored the tribunal proceedings (Dickens, 1983), the result of tribunal outcomes (Williams and Lewis, 1981) and the patterns of representation in the tribunal procedure (Hawes and Smith, 1981). Another approach to the subject is the literature about third party intervention in the collective bargaining process (Stephenson and Brotherton, 1979), although the parallels with conciliation in individual rights complaints are limited.
- (7) A complaint was "completed" if it was disposed of before a full hearing took place, either because it was withdrawn or settled. If a complaint went to a full hearing, it was "completed" if a tribunal decision was reached during the survey period. Midlands was the only region to operate a slightly different procedure; there, a case was "completed" if a tribunal decision was received during the survey period regardless of whether the complaint went to a full hearing. When we compared characteristics of our samples with other information about PHAs (the statistics published by the Central Office of Industrial Tribunals) and other data about all unfair dismissal complaints (the statistics published in *Employment Gazette*), we found no great differences. The only one was the proportion of all complaints upheld at tribunal, which was higher in our sample (14 per cent vs 9-10 per cent of all unfair dismissal complaints), although we did not consider this would affect our conclusions. We therefore considered that representative samples of PHA and non PHA complaints were achieved.
- (8) We considered whether substantial documentation had been developed in these cases because the parties hoped for a PHA, but on the evidence this seemed implausible in the bulk of cases.
- (9) In the two regions in which both PHA and non PHA cases were sampled, officers considered that 266 out of a total of 544 non PHA cases were "weak". In addition 56 complaints were listed for PHAs. If all complaints listed for PHAs had been considered "weak", PHAs were called in only 17 per cent of all "weak" cases.
- (10) We did not have sufficient data or a large enough sample to compare the relative strengths of each factor, to see which was most important in affecting the likelihood of a complaint involving a PHA.
- (11) See for example an article in the *Law Society Gazette*, which describes the potential advantages of PHAs for employers (Fernie, 1983), comments in the *New Law Journal* (Gold, 1984) and the account given in Angel, 1984.

New Earnings Survey, 1984

Essential reading for all concerned with earnings, hours of work etc., in Great Britain. Published in six separate parts, price £8.10 net each.

To HM Stationery Office:
P.O. Box 276, London SW8 5DT

Enclosed please find £48 being a subscription (including postage) for all six monthly parts of the 1984 NEW EARNINGS SURVEY

The copies should be sent to

Name _____
Address _____

Work-related and other risks

Public attitudes, worries and concerns

by A V Cohen and
C J Mackay

Health and Safety Executive*

An earlier article¹ described the first findings of a Survey into attitudes toward acceptability of risks, conducted by Social and Community Planning Research (SCPR) and sponsored by the Health and Safety Executive (HSE). The present note briefly summarises the results of further, more detailed analyses.

The original survey was aimed at testing whether there were any significant variations among different sectors of the public in the way they regarded a variety of risks, some of which are known to be associated with differential salience of public concern.

The survey² consisted of household interviews of some 1,200 representative members of the adult population (not of course just the working population) of England and Wales. It was carried out in March and April 1981. In addition to some "personal descriptors" (such as age, sex, working status, nature of job, newspaper read) attitudes to six hazards were sought:

- Home based hazards
- Cigarette smoking
- Work-related hazards
- Air pollution
- Nuclear plant hazards
- Chemical and other major industrial plant hazards.

The last four of these relate to the direct interests of HSE: the others are "reference points"—risks experienced by most or many of the population. Some particular features of the survey are:

- (a) For each risk, questions are asked about perceived annual frequencies of the risk, about estimates on an ordinal scale of the likelihood of an event happening to an exposed person, whether the respondent was worried about any impact on himself, and if so the extent of that worry.
- (b) For work related risks, views were sought about injuries and occupational diseases, and previous experience of these.
- (c) Wherever possible, questions were asked about different risks in comparable terms. Examples are, questions about perception of being in control of certain risks, and about estimates of the national and the societal effects of nuclear plant and of chemical and other major industrial plant.
- (d) Some questions were asked about propensity or otherwise for trading off risks against cash benefits.

The further analyses

The earlier article noted that the results of the study were not intended to determine in any way decisions on risk management, but rather to increase understanding of public perceptions of risk. It was clear in 1982 that further conclusions might be drawn from deeper analysis.

HSE therefore gave contracts for follow-up analysis to:

- (a) SCPR, assisted by Professor Fox and Dr Renshaw of City University, for analysis of those categories of persons who accepted or rejected danger money, who showed a greater than average propensity to worry, or to over-estimate the likelihood or frequency of occurrence of each of the kinds of risk investigated.

* Dr Cohen is head, Resources & Planning Division, Branch C, Health & Safety Executive, Baynards House, 1 Chepstow Place, London W2 4TF and Dr Mackay is in Medical Division, Branch B2, Health & Safety Executive, Magdalen House, Stanley Precinct, Bootle, Merseyside L20 3QZ.

Retail Prices Indices 1914–1983

The Index of Retail Prices is compiled by the Department of Employment and published in *Employment Gazette* every month. It covers a large and representative selection of more than 600 separate goods and services for which prices movements are regularly measured in more than 200 towns throughout the country. Approximately 130,000 separate price quotations are used each month in compiling the Index.

Since 1956 the Index has been kept up-to-date by taking into account changes in the spending habits of the average household as revealed by the Family Expenditure Survey.

All the indices, going back to 1914, have now been compiled into a single volume, and is now available from HM Stationery Office, price £4.50.

(b) Professor Lee and his colleagues of the Psychology Department of the University of Surrey, to relate attitudes to nuclear risk, and to certain aspects of non-nuclear risks, with the degree to which respondents are worried, or express concern; and to investigate the personal characteristics of those who believe they have suffered illness or ill-health as a consequence of their work, and of those who consider themselves in control of personal or work-related and some other risks.

(c) Professor Cotgrove of the School of Humanities & Social Sciences of Bath University, to correlate findings with some sociological descriptions of the individuals concerned: for example, newspaper read, and so on.

Most of the conclusions show a high level of formal statistical significance. The exceptions are noted explicitly in the original articles.

A brief summary of the findings follows. The interested reader is recommended to write to the researchers concerned* for more detailed descriptions of their work, some of which has been, or is being published^{3, 4}.

The findings and views expressed in this article and in these studies are of course those of the authors and the researchers, and do not necessarily coincide with the views of the Health and Safety Executive.

The SCPR/City University Report comes to the following conclusions:

(a) *Danger money.* The survey had invited people to choose between a job of average risk, and better paid jobs with double or treble the risk. The following categories were more likely to choose, or to accept, higher wages to move to a riskier better paid job: men, particularly those who are heads of families, those presently in jobs perceived to have some risks and those with previous actual experience of injury or perceived damage to health. In contrast, the middle-aged, the unemployed and the retired expressed greater repugnance to accepting danger money as did those who expressed the view that it was not worth putting the public at risk from industry, for the sake of jobs and new and cheaper products.

(b) A danger money question might in principle have allowed some valuation of marginal changes to risks to life. Further analysis within HSE showed that the survey could not be used for this purpose. It was not geared to this, and to test this point further a specially structured survey would need to be mounted.

(c) *Estimated frequency of events or size of consequence.* Some salient findings of the SCPR/City University study were:

- (i) men, and the young of both sexes, estimate the frequency of work risk as higher than that observed.
- (ii) Women, non-manual workers, unskilled manual workers and those without work-experience, estimate a higher frequency of diseases caused by normal operation of nuclear power stations.

(iii) The old estimate the effects of air pollution higher than do the young.

(d) *Likelihood of hazard affecting the individual.* The SCPR/City University study finds that men are more likely than women to perceive a higher likelihood for risks from work, or from major chemical and industrial plant; and women from home risks. Younger people have a higher perception of likelihood than the old. This was particularly apparent for nuclear and for major chemical and industrial plant. Air pollution is (not surprisingly) considered more serious by those living in towns. The highest perception of likelihood of work risk affecting the individuals is held by those in skilled manual jobs, those in unskilled manual jobs the next highest, with professional and managerial people scoring slightly less, and those in non-manual jobs the lowest.

(e) *Worry.* Only a relatively small proportion (under 20 per cent) admitted to worry about any of these risks. For home risks, women worried more than men, and those who exaggerated the likelihood of a risk were more likely to worry. Propensity to worry about work risks varies significantly with the status of the current or last job held (SEG)—skilled manuals worry most and non-manuals least—but this does not seem to depend on the actual risk faced in the broad industry group of employment. Worries about possible nuclear plant malfunction (essentially a societal risk) were commoner among the young rather than among the old, and there was a strong correlation with propensity to worry about home and work risks.

The University of Surrey work considers the following aspects:

(a) The Surrey analysts used the answers to questions in the original interviews to *distinguish the concepts of worry* (the affective or personal impact of the risk upon the interviewee) *from concern* (a cognition, related perhaps to awareness, and in the questionnaire usually asked about implicitly as a public issue or as a likelihood). These are quite separate ideas and are expressed on different personal dimensions.

(b) There are very few "professional worriers" who worry about all or most of the risks: perhaps counter-intuitively the more risks that people express themselves in *control* of, the more issues they express *concern* about in one way or another.

(c) Six questions related to *perceived control* of different forms of risk. A cumulative index, of overall perception of being in control, was formed from these six questions, and then related to various personal and behavioural descriptors. Not surprisingly, people's perceived control over domestic and work-related hazards is greater than that over nuclear and chemical plant. Men seemed to feel more in control of their work and home environment than did women.

(d) There was little correlation between those who perceived societal risks, and those who saw threats to personal safety.

* Dr P Prescott-Clark, Social & Community Planning Research, 35 Northampton Square, London EC1V 0AX.
Professor J Fox & Dr A Renshaw, Statistical Laboratory, Dept of Mathematics, The City University, Northampton Square, London EC1V 0HB.
Professor T Lee & Dr J Brown, Dept of Psychology, University of Surrey, Guildford, Surrey GU2 5XH.
Professor S F Cotgrove, School of Humanities & Social Sciences, University of Bath, Claverton Down, Bath BA2 7AY.

(e) Some questions had explored the *tendency to take risks*. Men were more prone to take personal risks, and rather less strikingly prone to accept societal risks, than women. The young were more likely to take personal risks, but *not* societal risks. Readers of either *The Times* or *The Telegraph* were more likely to accept a risk to society than were readers of other papers.

(f) *Presence or absence of concern about nuclear risk*. At the start of the interview people were asked to list those risks which particularly worried or concerned them because of possible personal impact: and at the end they were asked, which of the risks that had been mentioned caused them most worry or concern. It seemed that nuclear power risks (contrasted with those of nuclear war) either are not present in the interviewee's mind at the *beginning* of the survey, or are latent but unexpressed. They assume much more significance at the *end*, after nuclear power had actually been mentioned by the interviewer, as one of a number of possible risks. It is a possible inference that people are more aware of these risks when prompted: but since the second question deals with issues already mentioned in the interview, it is possible that nuclear power risk, as one of those issues, might be mentioned more frequently in response to the second question than to the first.

(g) Analysis was made of the *frequency with which the interviewee mentioned risks* in the open-ended initial question, and *whether a person who mentioned one particular risk is likely to mention another*. Those interviewed were most likely to mention road accidents, and the large number of persons worrying about these and domestic accidents are less likely to be concerned about nuclear power risks. The person who is most likely to mention these at the beginning of the survey, is also likely to mention war, pollution and unemployment.

(h) While 21 per cent of the respondents had had a serious accident at work which had required them to go to hospital, and six per cent believed that their health had been seriously damaged at work, only a very small number (25 or two per cent) of respondents mentioned work risk in the initial open-ended question. It was therefore not formally possible to test whether those who mentioned work risks tended to mention other kinds of risk.

Professor Cotgrove's main finding reinforced a point he had made earlier^(5, 6) that values are key variables in explaining differing attitudes towards risk. The belief tested in one question, that "we should never put workers at risk even if it means going without some industries" is a measure of the value attached to industrial and economic goals.

It turns out to be a very strong predictor of whether the interviewee is likely later in the questionnaire to express views antipathetic to the development of nuclear power. This conclusion emerges automatically from the data, without any pre-conception being imposed on it: and seems to point in the same direction as a remark in the Sixth Report of the Royal Commission on Environmental Pollution (CMND 6618)⁷ that "some who attack (nuclear power) are primarily motivated by antipathy to the basic nature of industrial society".

Previous studies⁶ had demonstrated that differences in

values and attitudes towards environmental risks and dangers are also associated with occupation. First, those in market sector occupations attach more importance to economic goals and values, while those in non-market sectors (health, welfare, education) rate non-economic goals more highly. Voluntary risks are also known to be more acceptable than involuntary. Those in subordinate positions are therefore likely to be less favourable towards risks.

The present analysis confirms that those in subordinate non-market sector employment, especially in the personal and social services, stand out as giving least support to industrial and economic values and to be most anti-risk from industrial ventures. But senior men in public sector jobs tend to share the values of those in market occupations, and are more likely to believe that "industries are worth putting workers at risk provided all sensible safety precautions are taken", and to say that they would choose a riskier and better paid job.

Conclusions

The earlier analyses of this survey led to some interesting results, some to be expected and others perhaps more surprising. Subsequent analyses have confirmed our original view that further results of interest could be extracted from the data. We are fairly certain that the opportunities for this are by no means exhausted, and for that reason we have deposited the tapes of the survey data in the data archive of the Economic and Social Sciences Research Council, at the University of Essex*. Applications from interested researchers for access to these data (which requires HSE agreement) should be made in the first instance to the Archive, and will be sympathetically considered.

Amplifying a point made earlier, the results of this survey do not form a calculus for making decisions about risk management. Such decisions call for *judgements* by those who have to take risk management decisions, including the HSC and the HSE. But such judgements are assisted by an increased understanding of public attitudes to risk. It is that increased understanding which surveys of this kind can give.

References

- (1) A V Cohen, Private Fears and Public Risks. *Employment Gazette*, October 1982, pp 431-2.
- (2) P Prescott-Clark, *Public attitudes towards industrial, work-related and other risks*, 1982. Published by Social & Community Planning Research, 35 Northampton Square, London EC1V 0AX.
- (3) A Renshaw, J Fox and P Prescott-Clark, *Public attitudes towards risk, further analysis*, 1984. Published by Social and Community Planning Research.
- (4) J Brown, J Fielding, J Henderson and T Lee, *Public perception of risk, with special reference to nuclear energy*, 1985. To appear in the *Journal of Environmental Psychology*, vol 5 no 1, 1985.
- (5) S F Cotgrove, Risk, value conflict and political legitimacy. In *Dealing with risk* (ed. R Griffiths). Manchester: The University Press, 1981.
- (6) S F Cotgrove, *Catastrophe or cornucopia: the environment, politics and the future*. John Wiley & Sons, Chichester & New York, 1982.
- (7) Royal Commission on Environmental Pollution, Sixth Report, Nuclear Power and the Environment (Chairman, Lord, then Sir B Flowers). CMND 6618, HM Stationery Office, 1976.

* Economic and Social Sciences Research Council, Data Archive, University of Essex, Wivenhoe Park, Colchester, Essex CO4 3SU.

SPECIAL FEATURE

Registered disabled people in the public sector

The article shows the figures for a wide cross-section of public sector employers whose individual quota positions have been disclosed with their agreement. Quota figures are an incomplete guide to the employment of disabled people since they only recognise the employment of those disabled people who choose to register as such, and their number has declined in recent years.

Each year since 1976 the quota figures for a wide cross-section of employers in the public sector have been published with their agreement in *Employment Gazette*.

Figures for Government departments were prepared by the Treasury Management and Personnel Office and relate to June 1, 1984. The figures for other public sector employers were obtained during the annual enquiry into the quota positions of all employers subject to quota, carried out by the Manpower Services Commission (MSC) in May 1984.

The following factors should be borne in mind considering the figures:

- failure to satisfy the three per cent quota is not an offence, but the Disabled Persons (Employment) Act 1944 requires employers in this position to obtain permits from the MSC's Disablement Resettlement Officers before engaging staff who are not registered as disabled. The Act also required employers who are below quota not to discharge unreasonably a registered disabled employee.

- quota figures only reflect the employment of those disabled people who are registered under the terms of the 1944 Act, and because many disabled people who would be eligible to register choose not to do so, quota figures themselves do not give an accurate picture of the extent to which disabled people are employed.

- the number of registered disabled people has declined in recent years to such an extent that it is no longer possible for all employers covered by the quota scheme (that is those with 20 or more workers) to achieve the three per cent. Only about one-third of employers subject to quota now do so.

- quota figures should therefore be considered in the light of these limitations.

Following consultation on the MSC's report on its major review of the Quota Scheme, the Government asked the Commission to consider ways suggested by the House of Commons Select Committee on Employment, and others, of improving the effectiveness of the Scheme within the present legislation.

To help in this task the MSC set up a working group—comprising representatives of employers, workers, disabled people's organisations and the National Advisory Council on Employment of Disabled People—to consider the various suggestions in more depth. Their work is nearing completion and the Commission expects to report back to the Secretary of State for Employment in the Spring. ■

Notes

The 1944 Act is not binding on the Crown, but Government departments and the National Health Service has nevertheless agreed to accept the same responsibilities as other employers.

The figures of the British Steel Corporation do not include the employees of Redpath Dorman Long Ltd or of British Steel Corporation (Chemicals) Ltd which being separately registered companies are separate employers for quota purposes.

The column headed "registered disabled staff" in the tables shows in some cases 0.5 of a decimal place. This is because registered disabled people who are normally employed between 10-30 hours per week count as half a unit of staff for the purpose of calculating an employer's quota percentage. A similar rule applies to the total number of staff employed.

Public sector quota figures

Government departments

	Registered disabled staff	Per cent		Registered disabled staff	Per cent
Agriculture, Fisheries and Food	174.5	1.5	Foreign and Commonwealth Office	49.5	0.9
Management and Personnel Office	20	1.2	Health and Social Security	1,357.5	1.5
Customs and Excise	308	1.3	Home Office	196.5	0.5
Defence	1,912	1.2	Industry and Trade	151	1.2
Royal Ordnance Factories	202	1.0	Inland Revenue	1,083.5	1.6
Education and Science	48	2.0	Land Registry	141	2.1
Employment Group	1,388.5	2.5	Lord Chancellor's Office	157	1.6
Energy	8.5	0.8	National Savings	231	2.9
Environment (inc PSA and transport)	607	1.2	Ordnance Survey	43	1.4
Export Credits Guarantee Dept	24	1.3	Overseas Development	28	1.6
			Population, Censuses and Surveys	46	2.2
			Scottish Office	106.5	1.5
			Scottish Prison Service	8	0.3
			Stationery Office	87	2.4
			Treasury	49.5	1.4
			Welsh Office	40	1.8
			Other Government Departments	155	1.8

Local government

County councils

	Registered disabled staff	Per cent
Avon	139	0.6
Bedfordshire	96	0.6
Berkshire	116	0.6
Buckinghamshire	39	0.2
Cambridgeshire	97.5	0.6
Cheshire	104	0.4
Cleveland	77	0.4
Clwyd	192	2.0
Cornwall	161	1.5
Cumbria	99.5	0.7
Derbyshire	91	0.4
Devon	294.5	1.3
Dorset	105	0.8
Durham	103	0.5
Dyfed	146	1.4
East Sussex	137	1.1
Essex	147	0.5
Gloucestershire	161	1.5
Greater Manchester	68	1.5
Gwent	283.5	2.5
Gwynedd	149.5	2.0
Hampshire	171	0.6
Hereford and Worcester	111	0.9
Hertfordshire	51.5	0.2
Humberside	210	1.1
Isle of Wight	16.5	0.5
Kent	188	0.5
Lancashire	239.5	0.7
Leicestershire	86	0.3
Lincolnshire	91	0.7
Merseyside	46.5	0.9
Mid Glamorgan	128	0.8
Norfolk	163.5	1.1
Northamptonshire	86.5	0.6
Northumberland	50	0.7
North Yorkshire	141	0.8
Nottinghamshire	246.5	0.8
Oxfordshire	56	0.4
Powys	72	1.8
Salop	65	0.6
Somerset	103	1.3
South Glamorgan	56	0.5
South Yorkshire	49	1.1
Staffordshire	199	0.8
Suffolk	52	0.4
Surrey	142	0.8
Tyne and Wear	28	1.4
Warwickshire	70	0.4
West Glamorgan	142	1.2
West Midlands	44.5	0.7
West Sussex	59	0.5
West Yorkshire	102.5	1.5
Wiltshire	154	1.1

District councils

	Registered disabled staff	Per cent
Aberconwy	13	2.3
Adur	2	0.6
Afan	25	3.1
Allerdale	16	2.7
Alnwick	5.5	3.0
Alyn and Deeside	6	1.1
Amber Valley	15	2.5
Arlon	27	5.2
Arun	10	1.3
Ashfield	12	1.7
Ashford	15	2.8
Aylesbury Vale	7	1.1
Babergh	7	2.1
Barnsley	70	0.9
Barrow-in-Furness	12	1.2
Basildon	25.5	2.2
Basingstoke and Deane	15	1.6
Bassetlaw	16	2.0
Bath City	11	1.2
Beaconsfield	5	1.5
Berwick-upon Tweed	11	5.1
Beverley	10	1.8
Birmingham City	257.5	0.6
Blaby	1	0.3
Blackburn	70.5	3.4
Blackpool	32	1.5
Blaenau Gwent	16	1.6
Blyth Valley	13	1.7
Bolsover	23	4.3
Bolton	141	1.4
Boothferry	4	1.1
Boston	7	1.3
Bournemouth	5	2.1
Bournemouth	10	1.5
Bracknell	10	1.5
Bradford	133.5	0.7
Braintree	13	2.1
Breckland	5	1.1
Brecknock	4	1.7
Brentwood	8.5	2.0
Bridgnorth	4	2.0
Brighton	35	1.7
Bristol City	69	1.2
Broadland	3	1.0
Bromsgrove	3	0.8
Broxbourne	3	0.6
Broxtowe	10	1.4
Burnley	20	2.0
Bury	44	0.8
Calderdale	52	0.6
Cambridge City	21	2.2
Cannock Chase	16	2.4
Canterbury City	14.5	1.9
Caradon	11	3.2
Cardiff City	49	1.4
Carlisle	20	2.0
Cardiff	12	2.8
Carmarthen	15	3.2
Carrick	Nil	Nil
Castle Morpeth	Nil	Nil
Castle Point	11	2.5
Ceredigion	8	1.5
Charnwood	5.5	0.8
Chelmsford	11	1.4
Cheltenham	12	1.7
Cherwell	10	1.7
Chester City	21	2.1
Chesterfield	16	1.0
Chester-le-Street	4	0.7
Chichester	17	3.1
Chiltern	1	0.3
Chorley	21	2.8
Christchurch	2	0.6
Cleethorpes	18	3.3
Colchester	18	1.5
Colwyn Borough	5	1.2
Congleton	4	0.7
Copeland	11	1.7
Corby	13	2.2
Cotswold	11	3.4
Coventry City	96	0.7
Craven	6.5	2.4
Crawley	12	1.4
Crewe and Nantwich	20	2.5
Cynon Valley	21	2.5
Dacorum	12	1.3
Darlington	18.5	1.6
Dartford	3	0.4
Daventry	1	0.3
Dejyn	9	1.7
Derby	41	1.7
Derwentside	35	3.0
Dinefwr	11	3.1
Doncaster	131	1.2
Dover	12	1.5
Dudley	77	0.7
Durham City	37	3.3
Dwyfor	7	3.0
Easington	29	2.2
Eastbourne	20.5	2.3
East Cambridgeshire	Nil	Nil
East Devon	4	0.8
East Hampshire	4	0.9
East Hertfordshire	8	1.4
Eastleigh	4	0.7
East Lindsey	12	1.6
East Northamptonshire	9	3.1
East Staffordshire	20.5	3.2
East Yorkshire	9	1.1
Eden	2	0.9
Ellesmere Port and Neston	21	2.8
Elmbridge	11	1.6
Epping Forest	14	1.8
Epsom and Ewell	4	0.8
Erewash	10	1.5
Exeter City	30.5	3.8
Fareham	5	1.0
Fenland	8.5	2.1
Forest Heath	5	1.8
Forest of Dean	8	1.9
Fylde	19	3.7
Gateshead	84	0.8
Gedling	10	1.7
Gillingham	8	1.7
Glanford	10	3.3
Gloucester City	19.5	2.7
Glyndwr	7	2.4
Gosport	5	0.9
Gravesham	17	2.5
Great Yarmouth	32	3.7
Grimsby	24	2.5
Guildford	6	0.7
Halton	24	2.1
Hambleton	Nil	Nil
Harborough	5	1.8
Harlow	2	1.4
Harrogate	11	1.1
Hart	7	2.2
Hartlepool	20	1.6
Hastings	14	1.7
Havant	16	1.7
Hereford City	18	3.5
Hertsmere	8	1.2
High Peak	8	1.8
Hinckley and Bosworth	7	1.7
Holderness	1	0.4
Horsham	3	0.6
Hove	13	2.1
Huntingdon	7	1.3
Hyndburn	15	2.0
Ipswich	19	1.4
Islwyn	18	2.3
Kennet	4	1.2
Kerrier	12	2.2
Kettering	15	2.2
Kingston-upon-Hull	112	2.0
Kings Lynn and West Norfolk	10.5	1.8
Kingswood	3	0.6
Kirkcaldy	89	0.7
Knowsley	109	1.4
Lancaster City	28	2.7
Lanbaugh	16.5	1.1
Leeds City	153	0.6
Leicester City	40	1.0
Leominster	2	1.1
Lewes	3	0.7
Lichfield	14	3.4
Lincoln City	28	2.7
Liverpool City	348	1.4
Llanelli	26.5	3.7
Lliw Valley	8	1.7
Luton	28.5	1.4
Macclesfield	19	1.8
Maidstone	12	1.2
Maldon	5	2.2
Malvern Hills	6	1.2
Manchester City	223	0.7
Mansfield	13	1.1
Medina	6	1.9
Mendip	4	1.1
Medway	13	1.5
Meirionnydd	9	3.3
Melton Borough	5	2.4
Merthyr Tydfil	29	3.0
Mid Bedfordshire	5	1.5
Mid Devon	6	1.5
Middlesbrough	38.5	1.9
Mid Suffolk	7	1.9
Mid Sussex	6	1.0
Milton Keynes	12	1.2
Mole Valley	5	1.1
Monmouth	6	1.1
Montgomery	6	2.1
Neath	10.5	2.0
Newark	11	2.0
Newbury	2	0.4
Newcastle-under-Lyme	16.5	1.6
Newcastle upon Tyne	144	1.0
New Forest	12	1.4
Newport	17	1.1
Northampton	10.5	0.6
North Avon	2	0.4
North Bedford Borough	21	2.2
North Cornwall	12	3.1
North Devon	11	2.4
North Dorset	1	0.5
North East Derbyshire	10	1.4
North Hertfordshire	8	1.1
North Kesteven	10	2.6
North Norfolk	4	1.0
North Shropshire	5	2.2
North Tyneside	56	0.7
North Warwickshire	3	0.8
North West Leicestershire	7	1.8
North Wiltshire	Nil	Nil
Norwich City	43	2.1
Nottingham City	73	1.5
Nuneaton	24	2.4
Oadby and Wigston	4	1.7
Ogwr	44	3.7
Oldham	47	1.1
Oswestry	5	2.9
Oxford City	24.5	2.7
Pendle	145.5	2.0
Penwith	10	3.3
Peterborough City	14	1.4
Plymouth City	46	1.9
Poole	15	1.5
Portsmouth City	24	0.8
Presell	17	3.1
Preston	26	1.9
Purbeck	2	1.2
Radnor	3.5	2.3
Reading	26	1.6
Redditch	3	0.6
Reigate and Banstead	5	0.6
Restormel	20	4.2
Rhondda	14	1.4
Rhuddlan	4	0.9
Rhinymy Valley	23	1.6
Ribble Valley	6.5	2.6
Richmondshire	4	1.6
Rochdale	52.5	0.7
Rochford	4	0.9
Rossendale	16	2.1
Rother	5	1.0
Rotherham	56	0.6
Rugby	6	1.1
Rushmoredale	11	3.0
Rushcliffe	5	1.0
Rushmoor	7	1.0
Rutland	1	0.9
Ryedale	3	0.9
St Albans City	8	1.3
St Edmundsbury	9	1.3
St Helens	47	0.5
Salford City	168	2.1
Salisbury	11	2.0
Sandwell	121	0.8
Scarborough	48	4.7
Scunthorpe	15	1.6
Sedgely	16	1.3
Shepway	10	1.6
Shrewsbury and Atcham	8	1.3
Slough	10	0.9
Sothill	23	0.3
Southampton	27	1.1
South Bedfordshire	5	0.7
South Cambridgeshire	3	0.8
South Derbyshire	3	0.9
Southend-on-Sea	39	2.2
South Hams	9	2.2
South Herefordshire	3	1.4
South Holland	7	1.5
South Kesteven	9	1.7
South Lakeland	18	2.5
South Norfolk	3	1.3
South Northamptonshire	3	1.1
South Oxfordshire	6	1.2
South Pembrokeshire	3	0.9
South Ribble	8	1.4
South Shropshire	4	2.2
South Staffordshire	4	0.9
South Tyneside	57.5	0.8
South Wight	14.5	5.3
Spelthorne	8	1.5
Stafford	12.5	1.7
Staffordshire Moorlands	4	1.0
Stevenage	4	0.4
Stockport	52	0.5
Stockton-on-Tees	18	1.0
Stoke-on-Trent City	92	3.3
Stratford-on-Avon	8	1.5
Stroud	12	2.5
Suffolk Coastal	5	1.1
Sunderland	152	1.1
Surrey Heath	5.5	1.4
Swale	5	0.7
Swansea City	83	3.4
Taff Ely	29	3.0
Tameside	75	1.1
Tandridge	5	1.4
Tamworth	4	0.9
Taunton Deane	3	0.5
Teesdale	1	1.0
Telford	20.5	3.4
Tendring	12	2.0
Test Valley	8	1.6
Tewkesbury	Nil	Nil
Thamesdown	15	0.9
Thanet	46	3.9
Thurrock	39	2.1
Three Rivers	5	1.1
Tonbridge and Malling	10	1.8
Tonbridge	33.5	3.2
Torkey	15	1.5
Torrington	6	2.0
Traford	69	1.3
Tunbridge Wells	13	2.1
Tynedale	4	1.3
Utterford	2	0.8
Vale of Glamorgan	10	1.3
Vale of Whitehorse	2	0.5
Vale Royal	10	1.1
Wakefield City	94.5	0.8
Walsall	129	1.5
Wansbeck	17	2.5
Wansdyke	1	0.2
Warrington	19	1.2
Warwick	13	1.8
Warrford	12	1.6
Waveney	5	0.7
Waverley	2	0.3
Weldon	3	0.7
Wear Valley	25.5	3.1
Wellingborough	86	1.0
Welwyn Hatfield	17	1.7
West Derbyshire	6	1.4
West Devon	2	1.1
West Dorset	7	1.5
West Lancashire	6	1.0
West Lindsey	3	0.8
West Oxfordshire	2	0.7
West Somerset	Nil	Nil
West Wiltshire	5	1.1
Weymouth and Portland	21	2.9
Wigan	133	1.4
Wimborne	2	0.7
Winchester City	9	1.4
Wirral	114	1.2
Windsor and Maidenhead	9	1.2
Woking	4	0.6
Wokingham	5	1.1
Wolverhampton	88	0.8
Woodspring	14	1.3
Worcester City	10	1.6
Worthing	10	1.3
Wrexham Maelor	22	2.0
Wycharon	39	3.8
Wycombe	10	1.6
Wyre	6	0.7
Wyre Forest	12	1.4
Ynys Mon	12	1.8
York	15	1.5

Greater London Area councils

	Registered disabled staff	Per cent
Barking	45	0.8
Barnet	55	0.7
Bexley	38	0.7
Brent	98	1.2
Bromley	23	0.2
Camden	139	1.9
Corporation of London	43	1.6
Croydon	152.5	2.4
Ealing	65	0.6
Enfield	81	0.9
Greater London Council	382	0.4
Greenwich	59	1.1
Hackney	37	0.5
Hammersmith	23	0.5
Haringey	84	0.8
Harrow	36	

District health authorities (cont)

	Registered disabled staff	Per cent
Brent	14	0.3
Brighton	14	0.3
Bristol and Weston	24	0.3
Bromley	37	0.6
Bromsgrove and Redditch	8	0.4
Burnley, Pendle and Rossendale	30	0.6
Bury	14	0.5
Calderdale	17	0.5
Camberwell	14	0.3
Cambridge	12	0.2
Canterbury and Thanet	35.5	0.7
Central Birmingham	12	0.2
Central Manchester	19.5	0.4
Central Nottingham	55.5	0.5
Cheltenham	9	0.3
Chester	26	0.5
Chichester	23	0.8
Chorley and South Ribble	3	0.3
City and Hackney	20	0.3
Clwyd	28	0.4
Cornwall and Isles of Scilly	28	0.5
Coventry	17	0.3
Crewe	21	0.5
Croydon	27	0.6
Darlington	11	0.4
Dartford and Gravesham	12	0.3
Dewsbury	8	0.3
Doncaster	17	0.4
Dudley	29	0.7
Durham	9	0.3
East Berkshire	5	0.1
East Birmingham	2	0.1
East Cumbria	18	0.6
East Dorset	22	0.4
East Dyfed	21	0.4
East Hertfordshire	11	0.5
East Suffolk	24	0.4
East Yorkshire	28.5	1.0
Enfield	13	0.4
Exeter	49	0.7
Frenchley	22	0.5
Gateshead	23	0.8
Gloucester	17.5	0.4
Great Yarmouth and Waverly	15	0.6
Greenwich	27	0.4
Grimsby	11	0.5
Gwent	38	0.4
Gwynedd	33	0.8
Halton	6	0.5
Hammersmith and Fulham	9	0.3
Hampstead	21	0.4
Haringey	18	0.5
Harrogate	14	0.6
Harrow	18	0.6
Hartlepool	3.5	0.3
Hastings	18.5	0.7
Hillingdon	12	0.3
Hounslow and Spelthorne	22	0.5
Huddersfield	15	0.3
Hull	13	0.3
Huntingdon	7	0.5
Islington	11	0.3
Isle of Wight	10	0.5
Kidderminster	8	0.4
Kingston and Esher	16	0.5
Lancaster	45	1.4
Leeds Eastern	37	0.6
Leeds Western	25.5	0.4
Leicestershire	10	0.3
Lewisham and North Southwark	25	0.3
Liverpool	45	0.4
Macclesfield	17	0.5
Maidstone	19	0.6
Medway	8	0.3
Merton and Sutton	19	0.4
Mid Downs	16	0.6
Mid Essex	21	0.6
Mid Glamorgan	29	0.3
Mid Staffs	19	0.5
Mid Surrey	20	0.6
Milton Keynes	3	0.5
Newcastle	28	0.3
Newham	13	0.4
Northallerton	2	0.2
Northampton	18	0.4
Northumberland	15.5	0.3
North Bedfordshire	5	0.1
North Birmingham	3	0.1
North Derbyshire	38	0.8
North Devon	17	1.0
North West Durham	7	0.5
North East Essex	34	0.6
North Lincolnshire	26	0.6
North Manchester	13	0.3
North Staffordshire	35.5	0.5
North West Surrey	5.5	0.2

	Registered disabled staff	Per cent
North Tees	2	0.1
North Tyneside	10.5	0.6
North Warwickshire	9	0.4
North West Hertfordshire	46	2.1
Nottingham	55.5	0.5
Norwich	62	0.7
Oldham	28	1.0
Oxfordshire	35	0.4
Paddington and North Kensington	10	0.2
Pembrokeshire	10.5	0.8
Peterborough	12	0.3
Plymouth	17.5	0.3
Pontefract	7.5	0.4
Powys	28	1.1
Preston	34.5	0.6
Redbridge	10	0.4
Richmond, Twickenham and Roehampton	12	0.4
Rochdale	19	0.7
Rotherham	19	0.5
Rugby	5	0.6
St Helens and Knowsley	43	0.8
Salford	24	0.4
Salisbury	7	0.2
Sandwell	7	0.2
Scarborough	6	0.4
Scunthorpe	9	0.5
Sheffield	44	0.4
Shropshire	16	0.2
Solihull	10	0.5
Somerset	55	0.9
South Bedfordshire	8	0.2
South Birmingham	25.5	0.5
South Cumbria	9	0.4
South Glamorgan	101	0.8
South Lincolnshire	28.5	0.8
South Manchester	54	0.6
South Sefton	18	0.3
South Tees	22	0.4
South Tyneside	9	0.5
South Warwickshire	10	0.3
Southampton	5.5	0.1
Southend	26.5	0.7
South Mead	9.5	0.2
South East Kent	Nil	Nil
South East Staffordshire	18	0.5
Southport and Formby	6.5	0.2
Southern Derbyshire	39	0.5
South West Durham	14	0.5
South West Hertfordshire	21	0.5
Sunderland	28	0.5
Stockport	34	0.8
Swindon	11	0.3
Tameside and Glossop	14	0.6
Torbay	25	0.7
Tower Hamlets	33	0.6
Trafford	12	0.4
Victoria	15	0.3
Wakefield	32.5	0.8
Walsall	10	0.3
Waltham Forest	13	0.2
Wandsworth	30	0.5
Warrington	12	0.2
West Berkshire	10	0.1
West Birmingham	10	0.2
West Cumbria	17	0.8
West Dorset	16	0.4
West Essex	10	0.3
West Glamorgan	51	0.8
West Lambeth	33	0.5
West Lancashire	5	0.3
West Norfolk	20	0.7
West Suffolk	7	0.2
Wigan	6	0.2
Wirral	39	0.8
Wolverhampton	30	0.7
Worcester	21.5	0.5
Worthing	3.5	0.1
Wycombe	3	0.1
York	20	0.4

	Registered disabled staff	Per cent
Argyll and Clyde	35	0.3
Ayrshire and Arran	33	0.4
Borders	4	0.2
Dumfries and Galloway	32	0.9
Fife	12	0.2
Forth Valley	35	0.5
Grampian	52	0.5
Greater Glasgow	92	0.3
Highland	21	0.5
Lanarkshire	46.5	0.5

	Registered disabled staff	Per cent
Lothian	53	0.3
Orkney	Nil	Nil
Shetland	2	0.6
Tayside	81	0.7
Western Isles	3	0.6

Other bodies within the national health service

	Registered disabled staff	Per cent
Dental Estimates Board	41	2.7
Prescription Pricing Authority	11	0.6
Welsh Health Technical Services Organisation	8	1.3
Scottish Health Common Services Agency	16	0.4

Electricity boards

	Registered disabled staff	Per cent
Eastern	74.5	0.9
East Midlands	95	1.2
London	94	1.2
Merseyside and North Wales Midlands	64	1.3
North Eastern	76	1.4
North of Scotland Hydro	29	0.8
North West	83	1.0
South Eastern	62	0.9
Southern	67	0.8
South of Scotland	112	0.9
South Wales	59	1.4
South Western	54	1.0
Yorkshire	123	1.6
Central Electricity Generating Board	272	0.5

Regional water authorities

	Registered disabled staff	Per cent
Anglian	36.5	0.6
Northumbrian	8	0.4
North West	73	0.9
Severn-Trent	87	0.9
Southern	42	1.2
South West	35	1.6
Thames	49	0.5
Welsh National Water Authority	95	1.8
Wessex	42	2.1
Yorkshire	56	0.9

Nationalised industries and public authorities

	Registered disabled staff	Per cent
British Airports Authority	34	0.5
British Airways	134	0.4
British Broadcasting Corporation	110	0.4
British Gas Corporation	1,019.5	1.1
British Railways Board	1,860	1.0
British Steel Corporation	460	0.8
British Waterways Board	45	1.4
British National Oil Corporation	2	1.4
Civil Aviation Authority	39	0.6
Electricity Council	11	0.9
Independent Broadcasting Authority	10	0.7
National Coal Board	2,473	1.0
Post Office Corporation	1,900	1.6
UK Atomic Energy Authority	152	1.0

QUESTIONS IN PARLIAMENT

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between January 14 and February 12 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.

Youth training
 Mr Gordon Brown (Dunfermline East) asked how many young people had left youth training schemes before the completion of their first year training in: (a) the first six months of 1984 and (b) the second six months of 1984.

Mr Morrison: Final figures for 1984 are not yet available. However, it is provisionally estimated that there were about 85,000 young people who left the youth training scheme four weeks or more before their expected completion date in the first half of 1984 (not including "early leavers" from Construction Industry Training Board schemes between January and March 1984) and about 95,000 such "early leavers" between July and December 1984. These provisional estimates will be subject to upward revision once further information becomes available after the end of the financial year.

A sample survey of young people who left the scheme between April and July, which included a majority of "early leavers" among those who responded, showed that almost 60 per cent had gone into jobs. (January 14)

Equal opportunities
 Mr Charles Wardle (Bexhill and Battle) asked the Secretary of State for Employment, whether, in the light of the recommendation of the Select Committee on Employment, that he should approve the Equal Opportunities Commission's draft Code of Practice, he now intended to do so.

Mr King: I have today laid the draft Code before Parliament for its approval under the negative resolution procedure. I welcomed the Select Committee's report and I consider the draft Code to be a sensible and practical document which should be of help to employers in promoting equal opportunities and in avoiding claims of sex discrimination. (January 29)

Health and safety
 Mr Don Dixon (Jarrow) asked what were the current guidelines for monitoring the vibration levels of any vibrating surface which causes discomfort, numbness or dead-finger at UK workplaces.

Mr Dixon went on to ask the Secretary of State for Employment, what steps the Health

Department of Employment Ministers

Secretary of State: **Tom King**
 Minister of State: **Peter Morrison**
 Parliamentary Under-Secretaries of State: **Alan Clark**
Peter Bottomley

and Safety Executive were taking regarding the risk to workers from vibration diseases.

Mr Bottomley: The British Standards Institution (BSI) has published draft guidance on evaluation of the risk to health from vibration in BS DD 32 'Guide to the evaluation of human exposure to whole-body vibration' and BS DD 43 'Guide to the evaluation of exposure of the human hand-arm system to vibration'. 'Vibration Injuries of the Hand and Arm: their Occurrence and the Evolution of Standards and Limits' (HSE Research Paper 9); and in 1982 the Executive published guidance on the control of chain saw vibration in its Guidance Note PM 31 'Chain saws'. The Executive is preparing further guidance on injuries caused by hand-arm vibration and ways of controlling the risk.

Wherever vibration is a risk to the health of persons at work, the Health and Safety at Work etc Act 1974 requires that such action as is reasonably practicable be taken to minimise the risk. When considering whether action is needed in any particular case, HSE inspectors refer to the existing guidance and can seek expert advice from specialists and from the Employment Medical Advisory Service. The Health and Safety Executive is carrying out a survey to discover the extent to which tools and processes associated with vibration white finger are used in industry. The results are expected to be available by the end of 1986. (January 17)

Community programme
 Mr Archie Kirkwood (Roxburgh and Berwickshire) asked what provisions were made

by the Manpower Services Commission to insure equipment used in community programme schemes; what was the minimum sum insured against; and what had been the capital of Manpower Services Commission equipment lost, stolen or broken in the UK in the last year for which figures were available.

Mr Morrison: Insurance of equipment used on community programme projects is the responsibility of the sponsor or agent mounting the project and not the Manpower Services Commission. The cost can be met from the refund of project operating costs. Sponsors or agents contract with the Commission that, in the event of the loss, theft or breakage of any equipment purchased with monies made available under the community programme, they will reimburse its market value. Information is not collated nationally about such reimbursements. (January 14)



Women in employment
 Mr Eric Deakins (Walthamstow) asked the Secretary of State for Employment, what had been the correlation over the past decade between the wages of women relative to those of men and the number of women in employment relative to the number of men in employment.

Mr Clark: Average weekly earnings of all full-time female employees increased from 47.2 per cent of all full-time male earnings in 1974 to 65.5 per cent in 1984 according to the New Earnings Survey. In the period from June 1974 to June 1984 the ratio of full-time female employees to male employees increased from 41.2 per cent to 42.4 per cent.

In addition a large number of women have joined the labour force on a part-time basis but it is difficult to provide comparable earnings data.

The positive correlation between full-time female relative earnings and employment can be attributed to the combined effects of equal pay legislation and the relative buoyancy of those sectors of the labour market which employ most female labour. (January 14)



Asbestos

Mr Bill Michie (Sheffield, Heeley) asked how many enforcement notices had been issued against asbestos removal organisations for each of the Health and Safety Executive's 21 areas up to October 31, 1984 following site visits made to asbestos removal operations.

Mr Bottomley: The Asbestos (Licensing) Regulations 1983 came into effect on August 1, 1984. From that date, until October 31, 1984, the number of enforcement notices issued, by HSE areas, is as follows:

Area 03: South East	15
Area 05: London North East	1
Area 06: London South	2
Area 08: Northern Home Counties	6
Area 09: East Midlands	1
Area 14: South Yorkshire and Humberside	3
Area 16: Greater Manchester	5
Area 17: Merseyside	1
Area 18: North West	1
Area 19: North East	5
Area 20: Scotland East	15

No enforcement notices have been issued in the remaining ten areas.

(January 24)

Mr Michie also asked what role the monitoring of organisations to which licences had been issued under the Asbestos (Licensing) Regulations 1983 play in the maintenance of safety in asbestos stripping operations.

Mr Bottomley: Licensees required to notify contracts have been advising enforcement authorities of their jobs in advance.

The majority of visits by enforcement authorities are made before the work of asbestos removal starts, which meets the intention behind the requirement for 28 days notification. Inspectors can then satisfy themselves that the work will be done in accordance with the Approved Code of Practice and Guidance Note on Work with Asbestos Insulation and Asbestos Coating.

Some visits are made during the stripping work. Inspectors can then check whether or not the Approved Code is being observed during the work. I am advised by the chairman of the Health and Safety Commission that this allows the enforcing authorities to identify those licensees who work well, and those who do not. The hon member will be aware of recent publicity following a prosecution in the Warrington area; other prosecutions have taken place.

(January 24)

Children at work

Mr Alfred Dubs (Battersea) asked what the latest available figures for fatal accidents

to children aged 16 years and under while at work, of major accidents among that age group at work, and of all reported accidents at work to children aged 16 years and under.

Mr Bottomley: There were six fatal injuries in 1983 to children aged 16 years and under, at work or on government training schemes, reported to inspectors of the Health and Safety Executive.

There were 510 major accidents and 3,604 reported accidents in 1982, the latest year for which figures are readily available. These figures may exclude some accidents on government training schemes. Figures for cases reported to local authorities could not be gathered without disproportionate cost.

(January 21)

Mr Dubs went on to ask how many employers had been prosecuted by the Health and Safety Inspectorate for the illegal employment of children; and how many cases and convictions had been involved for each year since 1979.

Mr Bottomley: The table below shows details of prosecutions for illegal employment of children taken by the Health and Safety Executive's Inspectors. Prosecutions taken by other authorities for the illegal employment of children are not reported to the Health and Safety Executive.

	Employers prosecuted	Informations laid*	Convictions
1979	9	14	13
1980	8	18	18
1981	4	5	5
1982	3	10	10
1983p	3	8	8

P=Provisional
*One case can cover several informations.

(January 16)



Check-off system

Mr Nicholas Winterton (Macclesfield) asked the Secretary of State for Employment, what information he had concerning the number of employees covered by union dues check-off systems in: (a) the public sector and (b) the private sector.

Mr Bottomley: Information on the number of employees covered by check-off arrangements is not available. However according to the 1980 Workplace Industrial Relations Survey 65 per cent of all public sector and 35 per cent of all private sector establishments employing manual workers operated check-off arrangements. The corresponding figures for non-manual workers were 62 per cent in the public sector and 18 per cent in the private sector. A TUC survey in 1979 suggested that some 50 per cent of union members were covered by check-off arrangements.

(January 21)

Mr Winterton went on to ask whether he had any plans to introduce legislation on the subject of the union dues check-off system.

Mr Winterton also asked what steps he intended to take to deal with abuses of the union dues check-off system.

Mr Winterton finally asked if he would introduce legislation to prohibit the automatic deduction by employers from the wages of employees of trade union subscriptions.

Mr Bottomley: The Trade Union Act 1984 has already dealt with a serious abuse of the check-off system by making it unlawful for employers to deduct the political levy from the pay of trade union members who have notified them that they have contracted out. My right hon Friend and I will be considering the whole question of deductions from pay as part of our current consultations on protection of wages.

(January 21)

Retirement projections

Mr Teddy Taylor (Southend East) asked the Secretary of State for Employment, if he had received the projections of the numbers of persons who would reach retirement age and the numbers who would leave school or full-time education this year; and what would be the consequences of these projections on the unemployment total.

Mr Clark: The latest projection of the number of persons reaching retirement age in Great Britain between mid-1984 and mid-1985 is 0.6 million. In the academic year 1984-85 it is estimated that about 0.9 million persons will leave school or full-time education. These factors are among many that may influence future levels of unemployment.

(January 18)

Young people

Mr Eric Deakins (Walthamstow) asked if, in evaluating the relationship between the earnings of young people relative to adults and their employment prospects, account was taken of the structure of employment demand and available labour supply.

Mr Bottomley: The conclusion that the employment prospects of young people are adversely affected by the high cost of their labour relative to adults was reached after evaluating the results of a number of studies including work on the structure of employment demand and available labour supply. Some studies do suggest that employment structure and labour supply affect demand for young workers. Such results are not, however, inconsistent with the findings on youth's labour costs.

(February 4)

Gas advice

Mrs Angela Rumbold (Mitcham and Morden) asked if, following the serious gas explosions in Mitcham and Morden, the Health and Safety Executive would review the nature of the advice given to householders when reporting a gas leak about minimising risk.

Mr Bottomley: It is the British Gas Corporation's responsibility to advise householders of the risks of the gas it supplies. I am advised that the Corporation runs a regular publicity campaign in the press and on television to stress the importance of reporting gas leaks promptly and to advise householders of the action to take in an emergency.

A leaflet for consumers, *Help Yourself to Gas Safety* is available from British Gas showrooms. The Health and Safety Executive will be putting out a revised leaflet, *The Gas Regulations for Everybody's Safety*. Its message is that people should report suspected gas leaks promptly, they should turn off the gas supply, open the windows and ensure there is no source of ignition.

(January 21)

Mrs Rumbold also asked if, following the two recent gas explosions, the Health and Safety Executive would review the extent of the smell in North Sea gas to establish whether it was strong enough to give sufficient warning of leaks.

Mr Bottomley: The Gas Quality Regulations which require gas to have a distinctive smell are administered by my right hon Friend, the Secretary of State for Energy.

The level and type of chemical stenching agent added to gas is such that gas leaks can

be detected by smell at a concentration of gas in air which is a fraction of the concentration which will burn or explode. Experience has shown that any increase in the smell results in false alarms which could divert resources from real emergencies. The conclusions of the King report of 1977 were that the odorant used is satisfactory with regard to smell, impact and intensity and that any increase in odour level would not increase safety. The Health and Safety Executive believe this view is still valid.

(January 21)



Bank guarantees

Mr David Penhaligan (Truro) asked the Secretary of State for Employment, if he would introduce legislation to enable the Manpower Services Commission to offer bank guarantees to former trainees intent on starting up in business.

Mr Clark: I have no plans to do so. The Government's loan guarantee scheme provides access to loan finance for those, including former trainees, who wish to set up or expand a small business and who may have difficulty in securing financial backing under conventional terms.

(January 14)

Social fund

Mr Max Madden (Bradford West) asked the Secretary of State for Employment, what had been the total allocation of funds within the 1983 European Economic Community Budget to the Social Fund to help with projects for young people; how much of this money had been spent on helping to give young people within the UK employment; what discussions he had had with the European Economic Community Commission about this matter; and if he would make a statement.

Mr Bottomley: The European Economic Community budget for 1983 had an allocation of about £531m available to the social fund to assist with projects for young people. The UK's share of this amount was £240.7m (45.2 per cent) and this money is being claimed when payments fall due. These allocations were discussed with officials of the European Commission at the time through normal procedures. They provide a very welcome contribution to employment and training measures for young people.

(February 11)

Decade for women

Ms J O Richardson (Barking) asked the Secretary of State for Employment, what consultations he had had with the Equal Opportunities Commission with a view to realising the goals of the United Nations Decade for Women.

Mr Clark: My right hon Friend and I have had consultations with the Equal Opportunities Commission about many issues relevant to the goals of the United Nations Decade for Women. For example, we had fruitful consultations about our proposals for legislation on equal pay for work of equal value; we have provided funding to assist them in their excellent current project 'Women into Science and Engineering'; and my right hon Friend has recently approved and laid before the House their draft Code of Practice on the elimination of sex discrimination and the promotion of equality of opportunity in employment.

(February 12)

Enterprise allowance

Mr Peter Pike (Burnley) asked the Secretary of State for Employment, if he would give, by region, the start-up figures under the enterprise allowance scheme at the latest available date.

Mr Clark: At December 31, 1984 the number of people by region who had entered the enterprise allowance scheme since it was introduced nationally on August 1, 1983 is as follows:

London	5,864
Southern	9,599
South West	5,008
Midlands	10,952
North West	12,075
Yorkshire and Humberside	5,755
Scotland	4,999
Wales	3,984
Northern	3,455
All	61,691

(February 13)

Wood treatment

Mr D N Campbell-Savours (Workington) asked the Secretary of State for Employment, what steps the Health and Safety Executive were taking to publish lists of active ingredients and products used in wood treatment.

Mr Bottomley: Information on active ingredients of wood preservatives is issued in the series "Chemical Compounds Used as Pesticides". These recommendation sheets are available from the Health and Safety Executive. There are no plans to publish this information in list form.

(February 12)

Disabled jobseekers

Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. Those eligible to register are 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.

The tables below relate to both registered disabled people and to those people who, although eligible, choose not to register. At April 16, 1984, the latest date for which figures are available, the number of people registered under the Acts was 420,475.

On October 18, 1982, the compulsory requirement to register for employment as a condition for the receipt of unemployment benefit was removed for people aged 18 years and over. The figures below relate to those disabled people who have chosen to register for employment at MSC jobcentres including those seeking a change of job.

Every quarter (May, August, November and February) *Employment Gazette* will provide updated information about disabled registrants at both MSC jobcentres and local authority careers offices, and more detailed information about their placings into employment.

Returns of disabled jobseekers Jobcentres (January 1985)*

Registered for employment at January 4, 1985	78,204
Employment registrations taken from November 30, 1984 to January 4, 1985	4,448
Placed into employment by jobcentre advisory service November 30, 1984 to January 4, 1985	2,297

* These numbers do not include placings through displayed vacancies or onto Community Programme.

Placed into employment by Jobcentres and local authority advisory services from September 9, 1984 to November 30, 1984§

	Open	Sheltered	Total
Section I	8,951	—	8,951
Section II	205	844	1,049
Total	9,156	844	10,000

§ Section I classifies those disabled people suitable for open or ordinary employment, while section II classifies those unlikely to obtain employment other than under sheltered conditions. Only registered disabled people can be placed in sheltered employment. These numbers do not include placings through displayed vacancies or on to Community Programme. Placings into Community Enterprise Programmes were included in the figures before 1983 but were not separately identified.

Disabled jobseekers and unemployed disabled people—jobcentres and local authority careers offices (quarterly)

Thousand

Great Britain	Disabled people			
	Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions	
	Registered disabled	Un-registered disabled	Registered disabled	Un-registered disabled
1983 Dec	56.8	90.7	6.7	3.8
of whom unemployed	49.7	76.5	5.9	3.2
1984 Mar	42.4	67.2	5.7	3.0
of whom unemployed	37.4	55.8	5.1	2.5
June	38.0	61.3	5.4	3.3
of whom unemployed	33.5	51.2	4.9	2.8
Sep	34.6	59.6	5.1	2.9
of whom unemployed	30.6	49.4	4.6	2.4
Dec	32.8	55.1	4.9	2.8
of whom unemployed	28.8	44.9	4.4	2.3

Forthcoming statistical articles

The March issue of *Employment Gazette* will include statistical articles on the following subjects.

- **Retail prices in 1984**
This article, continuing an annual series, will describe movements in the retail prices index during 1984, and influences underlying them, in comparison with earlier years.
- **Retail Prices Index—annual revision of the weights**
This article will relate to the weighting of the various components of the Retail Prices Index (RPI) and will include the weights to be used in 1985. It will describe this year's changes consequent upon adjustments to take account of the latest Family Expenditure Survey data available.

Articles in preparation

Future issues of *Employment Gazette* will include statistical articles on:

- **Pensioner households RPI weights revision**
A similar article will include the weights to be used in 1985 for the two special indices of retail prices which are compiled for one and two-person pensioner households.
- **International Comparisons of Industrial Stoppages Statistics**
This article, which updates the March 1984 article, will compare working days lost because of industrial disputes in the major OECD economies in 1983 and also compare methods of collection and compilation in different countries.
- **Recent Trends in Redundancies**
This article will present data on redundancies confirmed as due to occur in 1984 and analyse them by industry and region and updates the article which appeared in the May 1984 issue of *Employment Gazette*.

Youth Training Scheme

This article reports on progress towards planned entrants to YTS in 1984/85. It also shows the number of young people in training at the end of December 1984.

YTS planned entrants were based on assumptions about:

- the number of 16 and 17-year-olds likely to enter the labour market in 1984;
- the proportion likely to find employment and the proportion who would be without work;
- the number of young people in employers' normal intake of school leavers who would be brought within YTS.

It has also been necessary to

make assumptions about the number of young people who would leave further education or employment part way through their first year and thus require the balance of a year's training on YTS.

Between the beginning of April and the end of December, there were 341,560 entrants to YTS of whom 252,934 had entered Mode A schemes.

The Mode A entrants figure represents 74 per cent of the total number of entrants to training.

There were 301,896 young people in training at the end of December a decrease of 9,831 since the end of November. Of those in training, 228,411 (76 per cent) were on Mode A schemes.

Region	Planned entrants April 1984–March 1985	Entrants to training April 1984–Dec 1984	In training at Dec 31, 1984
Scotland	42,440	29,860	32,321
Northern	27,133	24,727	20,514
North West	59,208	54,744	45,487
Yorks & Humberside	40,268	37,299	31,680
Midlands	82,774	73,729	62,418
Wales	23,453	21,057	18,703
South West	31,192	25,704	22,889
South East	68,700	54,083	48,301
London	29,392	20,357	19,583
Great Britain	404,560	341,560	301,896

New technology

The Centre for Educational Development and Training at Manchester Polytechnic is embarking on a project on training in the new technologies, as a result of which it hopes to produce recommendations for the development of more accessible and flexible training systems. It also intends to develop guidelines for trainer training and retraining.

The project is concerned with small and medium-sized businesses and so the organisers are anxious to obtain assistance from firms of this size that have been or are involved with the introduction of new technologies into their organisations. They would also welcome assistance from people involved in training staff in the new technologies; from large organisations with experience of training staff in this field; from companies that are technology producers or suppliers of new technologies to small and medium-sized businesses; and from those involved in the provision of training or retraining relating to technological change—for example, private agencies or educational establishments.

In exchange they are offering the opportunity to contribute to the development and testing of new training systems and the option, if desired, to have one's own training systems monitored by the project organisers.

Further details are available from Mr Mike Dorsman or Ms Stephanie Oates, The Centre for Educational Development and Training, Manchester Polytechnic, Elizabeth Gaskell site, Hathersage Road, Manchester M13 0JA.

Electricity and asbestos proposals

New regulations covering the safe use of electricity at work and tightening control over asbestos in the workplace have been proposed by the Health and Safety Commission.

Comments on both sets of proposals are being invited; on the asbestos ones until April 12 and on the electricity ones until May 31. Unlike existing regulations on the use of electricity, which apply only to mines and quarries and to activities covered by the Factories Act, most of the proposed new electricity regulations will apply to all work activities.

It is intended that these proposals should ease the burden imposed on manufacturers and users by over-

Special Exemption Orders

The Factories Act 1961 and related legislation restricts 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 exemption may be continued by further orders granted in response to renewed applications.

January 1–March 31, 1984

During the quarter ended March 31, 1984 the Health and Safety Executive granted or renewed special exemption orders relating to the employment of 55,523 women and 4,066 young persons. At the end of the period 161,882 women and 17,495 young persons were covered by 3,703 orders.

April 1–June 30, 1984

During the quarter ended June 30, 1984 the Health and Safety Executive granted or renewed special exemption orders relating to the employment of 63,981 women and 3,668 young persons. At the end of the period 179,629 women and 17,456 young persons were covered by 3,905 orders.

July 1–September 30, 1984

During the quarter ended September 30, 1984 the Health and Safety Executive granted or renewed special exemption orders relating to the employment of 41,842 women and 3,638 young persons. At the end of the period 163,958 women and 16,312 young persons were covered by 3,762 orders.

October 1–December 31, 1984

During the quarter ended December 31, 1984 the Health and Safety Executive granted or renewed special exemption orders relating to the employment of 50,052 women and 4,794 young persons. At the end of the period 170,421 women and 16,723 young persons were covered by 3,900 orders.

Earnings in agriculture

Information about farm workers' pay is collected from regular inquiries conducted by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland. Separate details are given for men (20 years and over), youths (under 20 years) and for women and girls combined.

The average earnings of regular whole-time agricultural workers in Great Britain are shown here: total earnings are shown, including overtime, piecework, bonuses, premiums and perquisites valued, where applicable, in accordance with the Agricultural Wages Orders. The figures given are averages of earnings over a complete year or half-year, including weeks when earnings are lower on account of sickness, holidays or other absences.

Average weekly hours of hired regular whole-time agricultural workers in Great Britain are set out below. The figures of average weekly hours are defined as all hours

actually worked plus hours paid for in respect of statutory holidays and they exclude time lost from any other cause.

For details of earnings and hours for earlier dates see February 1983 and February 1984 issues of *Employment Gazette*.

Average weekly earnings

Date	£ per week		
	Men (20 years and over)	Youths (under 20 years)	Women and girls
Half-yearly periods			
1983 Apr–1983 Sep	120.72	78.34	90.34
1983 Oct–1984 Mar	116.18	74.44	89.11
1984 Apr–1984 Sep	126.66	81.58	94.46
Yearly period			
1983 Apr–1984 Mar	118.45	76.39	89.72

Average hours worked

Date	per week		
	Men (20 years and over)	Youths (under 20 years)	Women and girls
Half-yearly periods			
1983 Apr–1983 Sep	47.9	46.3	42.8
1983 Oct–1984 Mar	45.0	43.9	41.8
1984 Apr–1984 Sep	47.2	45.3	41.9
Yearly period			
1983 Apr–1984 Mar	46.5	45.1	42.3

Average hourly earnings

Date	pence per hour		
	Men (20 years and over)	Youths (under 20 years)	Women and girls
Half-yearly periods			
1983 Apr–1983 Sep	252.0	169.2	211.1
1983 Oct–1984 Mar	258.2	169.6	213.2
1984 Apr–1984 Sep	268.4	180.1	225.4
Yearly period			
1983 Apr–1984 Mar	254.7	169.4	212.1

Leaflets

Three new leaflets have been published by the Health and Safety Executive covering the Employment Medical Advisory Service, lifting and carrying in agriculture, and fires and explosions due to the misuse of oxygen. They are all available from HSE area offices and from the Library, HSE, St Hugh's House, Stanley Precinct, Bootle, Merseyside, L20 3QY.

Vocational training

The New Earnings Survey for April 1984 included for the first time since 1974 a question on whether the employee covered in the survey was working as an apprentice (whether indentured or not) or was receiving some other formal vocational training. Formal vocational training was taken to cover a commitment by the employer and employee to a programme of training (including associated education) and work experience lasting at least 12 months. Of the 135,000 full-time em-

ployees for whom returns were obtained in the survey, 5,421 (about four per cent) were said to be engaged in formal vocational training, of whom 1,573 (1.2 per cent) were working as apprentices. Among full-time male employees aged under 18, 46 per cent were said to be receiving formal vocational training, of whom 29 per cent were working as apprentices. Among full-time female employees aged under 18, 24 per cent were said to be receiving formal vocational training, of whom 7½ per cent were working as apprentices.

Part F of the report on the New Earnings Survey 1984 (published on January 31) contains a number of analyses of the relative numbers and average weekly earnings and hours of employees engaged in formal vocational training. It should be emphasised that these details only cover employees and will not reflect those engaged in training programmes within firms under the Youth

Training Scheme who do not have contracts of employment.

Among full-time male employees aged under 18 years, the average weekly earnings of those working as apprentices was £60, of those engaged in other formal vocational training was £55 and of those not engaged in formal vocational training was just under £68. For full-time female employees aged under 18 years, the corresponding figures were £42, £49 and £62 respectively.

Among full-time male employees of all ages, the average weekly earnings of those working as apprentices was £82, of those engaged in other formal vocational training was £121 and of those not engaged in formal vocational training was £178. For full-time female employees of all ages, the corresponding figures were £53, £90 and £116 respectively.

It is hoped that a fuller analysis of these figures will appear in a later issue of *Employment Gazette*.

Changes in average earnings

The following table shows recent changes in the underlying index of average earnings. This series incorporates adjustments for certain temporary influences like arrears of pay, variations in the timing of settlements, industrial disputes, the incidence of public holidays in relation to the survey period, and regular seasonal factors. The series remains, however, a measure of changes in average weekly earnings and the underlying series still reflects changes in hours worked and in bonuses and similar payments which are linked to the level of economic activity.

The underlying index was described in an article in the April 1981 issue of *Employment Gazette* (page 193). The time series in that article has been regularly updated in later issues of the *Gazette* the most recent issue being November 1984. The underlying percentage increase figures over the previous 12 months are included in table 5-1 of the Labour Market Data section of *Employment Gazette* with separate figures for the whole economy, manufacturing industries and production industries. Each month the most recent figures for the underlying increases over the latest 12 months are included in the *Commentary on Trends in Labour Statistics* (page S2 *et seq* of *Employment Gazette*) together with the underlying monthly increase for average earnings in the whole economy, averaged over the latest three months, which is also shown on an accompanying chart.

by industrial action in the coal industry, a little less than the effect in the third quarter. Most of the settlements outstanding at the end of the third quarter (for example, for civil servants and teachers) were paid in the fourth quarter, mainly in October, giving rise to a high level of pay arrears. The main settlements still outstanding at the end of the fourth quarter of 1984 were for local authority non-manuals and coal-mining manuals. The timing adjustment declined in the fourth quarter as some of the outstanding settlements were paid.

The increase in economic activity in the fourth quarter, seen for example in increased overtime working for operatives in manufacturing industries (table 1-11 of Labour Market Data), has helped to raise average earnings in the quarter. Higher overtime is estimated to have increased average weekly earnings by about ½ per cent in the year to the fourth quarter, similar to the effect in the year to the third quarter. The results of the October 1984 survey of earnings and hours of manual workers, given in an article on page 47, shows the effect of increased hours worked by manual workers on their average earnings in the 12 months from October 1983 to October 1984.

The monthly rate of increase in the underlying index between the third and fourth quarters was about ¾ per cent, a little higher than the increase between the second and third quarters, the rise being partly due to the increase in hours worked in the fourth quarter.

Recent temporary factors

In the fourth quarter of 1984, average earnings have continued to be depressed (by about 1 per cent)

Whole economy average earnings index: "underlying" series

	Seasonally adjusted index	Further adjustments (Index points)		Underlying index	Underlying (per cent) increase	
		Arrears	Timing* etc		Average in latest 3 months	Over latest 12 months
1982 Jan	132.8	-0.2	—	132.6	¾-1	11
Feb	134.3	-0.9	+0.1	133.5	¾-1	10¾
Mar	134.7	-0.5	+0.3	134.5	¾	10¾
Apr	135.4	-0.2	+0.4	135.6	¾	10½
May	136.7	-0.8	+1.0	136.9	¾	10¼
June	137.0	-0.8	+0.2	136.4	½	9½
July	139.5	-1.6	—	137.9	½	9¼
Aug	138.6	-0.6	+0.7	138.7	½	8¾
Sep	138.9	-0.6	+1.3	139.6	½-¾	8¾
Oct	139.8	-0.3	+1.0	140.5	½-¾	8¾
Nov	141.7	-1.0	+0.5	141.2	½	8½
Dec	142.0	-0.6	+0.7	142.1	½	8
1983 Jan	144.5	-1.5	+0.3	143.3	½-¾	8
Feb	147.2	-2.9	—	144.3	¾	8
Mar	146.3	-1.0	-0.4	144.9	¾	7¾
Apr	147.0	-0.6	-0.5	145.9	½-¾	7½
May	148.6	-0.7	-0.6	147.3	½-¾	7½
June	148.2	-0.8	-0.9	146.5	½	7½
July	150.3	-0.6	-1.3	148.4	½	7½
Aug	150.2	-0.4	-0.5	149.3	½	7¾
Sep	150.7	-0.3	+0.1	150.5	¾-1	7¾
Oct	152.0	-0.2	-0.3	151.5	¾	7¾
Nov	152.1	-0.2	+0.4	152.3	½-¾	7¾
Dec	153.4	-0.2	+0.4	153.6	¾	8
1984 Jan	154.7	-0.1	-0.1	154.5	¾	7¾
Feb	155.6	-0.4	+0.4	155.6	¾	7¾
Mar	154.4	-0.5	+2.3	156.2	½-¾	7¾
Apr	155.8	-0.2	+1.7	157.3	½-¾	7¾
May	156.0	-0.4	+3.2	158.8	½-¾	7¾
June	156.0	-0.3	+2.2	157.9	½	7¾
July	158.2	-1.0	+2.5	159.7	½	7½
Aug	159.0	-1.4	+3.0	160.6	¼-½	7½
Sep	160.2	-1.6	+3.0	161.6	¾	7½
Oct	164.5	-3.8	+2.0	162.7	½-¾	7½
Nov	162.0	-0.6	+2.3	163.7	½-¾	7½
(Dec)	163.4	-0.3	+2.2	165.3	¾	7½

() Provisional. * Includes the effect of industrial action. Note: The adjustments are expressed here to the nearest tenth of an index point in order to avoid the abrupt changes in level which would be introduced by further rounding, but they are not necessarily accurate to this degree of precision.

Effective payment

A three-day course will take place in London on May 21-23 for managers wishing to improve business productivity through effective payment systems. Called "Practical Payment Systems", it costs £300 plus VAT and aims to develop policy-making skills as well as providing the opportunity for practical productivity planning. It is being run by Employment Relations and Prof Angela Bowey, director of the Pay and Rewards Research Centre at Strathclyde University.

For further details or booking, contact Tracey Johnston of Employment Relations at 62 Hills Road, Cambridge CB2 1LA.

Industrial tribunals

The Government is to introduce changes to speed up industrial tribunal procedures and reduce legalism from March 1, 1985. Mr Peter Bottomley, Parliamentary Under Secretary of State for Employment, told the House of Commons in reply to a parliamentary question.

Regulations are to be laid before Parliament to enable most industrial tribunal decisions to be issued in summary form. Full reasons for tribunal decisions are very detailed and often run to many pages. The new procedure will mean that simpler, written decisions can be issued more quickly. Full decisions will be provided at the request of any of the parties involved in a case. The new procedure will not apply in cases involving sex or race discrimination, equal pay and dismissals connected with trade union membership or non-membership.

Studying by telephone

A £250,000 project that will help trainers in industry, commerce and the public sector to update their skills without disrupting their work is to be operated by a consortium of three colleges—Lancashire Polytechnic at Preston, St Martin's at Lancaster and Lancashire College, Chorley. They are producing 11 distance learning packages, six of them to be available only in the North West but will be offered nationally in 1986.

Funding is coming from the Manpower Services Commission's Open Tech Programme, which supports

learning projects aimed at helping people at technician and supervisor levels to update their skills at a time, place and pace that suits them.

Under this latest project, called the Training Technology Programme, students need not attend any of the three colleges but can obtain tutor help via a daily helpline telephone link.

"Materials in each package will begin at a very basic level and lead to a high level of skills," commented Mr Bob Wilson, head of the division of educational studies and technology at Lancashire Polytechnic. "They will be available on a pick and mix basis, allowing trainers to select a package and permute it with any other, to meet their particular needs."

Loan Guarantee Scheme

Announcing an extension of the Loan Guarantee Scheme for a further year to the end of 1985, Mr David Trippier, Small Firms Minister, said: "I have decided that, although the experimental scheme has not fulfilled its original goal of breaking even, it should be extended for a further year to the end of 1985. However, in order to contain costs, I am imposing a ceiling on lending in the calendar year 1985 of £50 million."

"The main terms of the scheme will remain unchanged, with the Government guaranteeing 70 per cent of loans made by participating lenders and charging a five per cent premium on the amount guaranteed."

"As now, no personal security will be taken on scheme loans, but in future where an applicant has such security which he is unwilling to pledge against a commercial loan he will not be eligible for a scheme loan. In order to improve the survival rate among scheme borrowers, I shall be asking lenders to insist on minimum standards of appraisal and financial reporting from all applicants."

In the six months to the end of November 703 guarantees were issued in respect of £22.8 million of bank lending.

Computer training

A home study course for people wanting to learn the skills of computer based training (CBT) will be developed by the Open University under a £154,000 deal with the Manpower Services Commission.

The contract is part of a major initiative by the MSC's training technology section to stimulate industry to use new technologies in training and to overcome a shortage of CBT experts.

The course, "An introduction to computer based training" should take 30-40 hours to study, and is aimed at managers, trainers, teachers and people who want to retrain for jobs in this growing area.

"It will cover not only current practice in CBT, with examples from several countries, but also some of the training uses of other new technologies, like artificial intelligence and videodiscs," said Dr Paul Lefrere, Open University course team chairman.

"It is intended to increase awareness of CBT's applications and costs, and, unusually, it will help managers and trainers to assess sales literature and demonstrations so their purchasing decisions are better informed."

The course will be available from October 1985 as a pack for individual or group use. It will contain course texts, a video cassette and an audio cassette.

Shipbuilding redundancy payments

The Shipbuilding Redundancy Payments Schemes are to be extended by 18 months to the end of 1986 to continue the provision of additional redundancy payments for those declared redundant by British Shipbuilders and Harland and Wolff.

This was announced by Mr Norman Lamont, Minister of State for Industry, in a written answer to a parliamentary question.

The schemes provide for benefits over and above those under employment legislation for those employed by British Shipbuilders and Harland and Wolff who are made redundant or transferred to less well paid work. Those made redundant receive a lump sum and, over 40s only, weekly support payments for up to two years based on previous earnings, age and service in the shipbuilding industry.

The 1978 Act provided for the schemes to be backdated to British Shipbuilders' Vesting Day (July 1, 1977) and for the schemes to last for initial periods of two years with the possibility of a two-year extension. Amendments to this legislation have enabled the schemes to operate for eight years.

Senior ILO appointments

Mr Elimane Mamadou Kane of Mauritania has been appointed director of the International Labour Office's International Institute for Labour Studies in Geneva. The Institute was set up in 1960 as the ILO's centre for advanced education and research on social and labour policy.

Mr Kane joined the ILO staff in 1968 and has been directing the organisation's programmes in the African region as an assistant director-general since 1980. During the 1960s he was Mauritania's Minister of Economic Development, and he also represented the Mauritanian workers at the International Labour Conference and the ILO Governing Body for several years.

Mr Faisal Mohamed Abdel-Rahman of the Sudan has now been named as ILO assistant director-general responsible for African affairs. He served the ILO in a variety of assignments in Geneva, New York and Cairo until his return to Khartoum in 1974 as Minister of State for Presidential Affairs.

From 1976 to 1983 he was legal advisor to the President of the Sudanese Socialist Union and director of administrative and financial affairs. Since 1983 he has served as Minister of State of the Council of Ministers.

Training

"We must banish for ever the idea that training is something which happens only at the beginning of working life," declared Mr Peter Morrison, Minister of State for Employment. "It needs renewing and updating throughout working life. It needs to be at the centre of national and company strategy for growth and development because unless we ensure our country's workforce is as competent and up-to-date as our competitors we cannot hope to match their economic success."

Mr Morrison was speaking at the launch of a £790,000 Open Tech project by insurance brokers, Stewart Wrightson Ltd, which is being funded by the Manpower Services Commission.

The two-stage project utilises computer-based techniques whereby an employee has constant access facilities, at his own work station, to an on-screen programme that provides training in Stewart Wrightson's operational computer systems.

Graduate competition

□ A competition for young graduates working in small firms to write about their experiences—and to share them with other graduates and with employers—is being organised by the Churchill Group, Cambridge.

The first prize will be worth up to £600 and the second prize up to £400; there will also be five other prizes.

The competition is for articles submitted by graduates who have joined small businesses which were not regular recruiters of graduates. The articles should be not more than 3,000 words long and may include illustrations. The writers should be under 32 on March 31, which is the competition's closing date.

The Churchill Group is an informal body, meeting three or four times a year in Churchill College, Cambridge, to discuss topics relating to the efficient use of graduates. Its regular membership is drawn from the Careers Service and related organisations, Churchill College itself, business, management consultancy, the Confederation of British Industry, the civil service and politics.

Further details are available from Dr R C Campbell, Churchill College, Cambridge CB3 0DS.

Clerical training aid

□ A publication aimed at helping providers of office-based training has been produced by the Manpower Services Commission.

Basic office skills exercises consists of a range of trainee exercises dealing with calculators, petty cash, stock records, buying/purchasing and sales/invoicing. Tutors' notes, marking keys, suggested lesson sequences and students' notes are also included.

The material does not attempt to dictate what must be included in a course, but rather seeks to improve the range of source material from which trainers can select.

As a companion guide to the MSC publication *Basic office skills—a trainer's guide*, published in April 1983, this new material can be used to complement, extend the range or increase the complexity level of the original exercises.

It may be obtained from the MSC, Room W449, Moorfoot Sheffield S1 4PO; price £10.25.

Also available from the same address are *Basic office skills—a trainer's guide* (£16.50) and *Basic distribution skills—a trainer's guide* (£18). All prices include postage and packing.

New technology and the demand for skills

□ In 1984 the Manpower Services Commission undertook a study into skill requirements and the nature of labour demand in the new technology sector. The research was focused on the South East Region. Two locations, Milton Keynes and Newbury, were selected; both had experienced recent and extensive industrial growth through the establishment or relocation of companies involved in new technology.

The overall aim of the study was to contribute to improvements in local training delivery systems by identifying the changing patterns of skill requirements. In all, 100 employing organisations representing a wide variety of interests and structures took part in an interview survey of their skill needs and skill shortfalls, recruitment methods and training provision.

Without doubt the emergence of radical innovations in product design and manufacture has had a profound impact on the nature of skills which are employed. Indications are that while the overall demand for labour within manufacturing industries may continue to decline, the trend is towards a more highly skilled workforce. Those with multi-disciplinary skills may be particularly in demand. In the field of micro-electronics, which covered the bulk of new technology development in the two areas, the clearest example of these trends was found in the growing demand for a mixture of hardware and software skills for design, testing and maintenance functions.

Skill definitions for the new technology sector were a problem because they involve both technical and behavioural attributes and because many traditional skill categories do not fit neatly with the division of labour in the emerging technologies. However, despite inconsistencies, a general hierarchy of skills was identified, occupations being grouped under five broad headings: Technologists; technicians; craft; skilled operator; semi-skilled operator.

The study covered both productive industries and a sub-set of commercial, educational, financial, public sector, retailing and training institutions involved in new technology either as major users or providers of skilled and qualified manpower. In the case of production three broad categories were identified: organisations designing, developing and manufacturing their own products, component manufacturers and suppliers and those engaged in the assembly, warehousing, distribution and servicing of products developed elsewhere. As might be expected, demand for high

level design and development skills was concentrated in the first category.

In both Milton Keynes and Newbury a major proportion of the enterprises sampled undertook research and development at the site visited. A significant capital investment had been made in computer aided design and test systems. Word-processing had been adopted almost everywhere and more than a quarter of organisations had access to large-scale data networks. In contrast, semi or fully automated processes or manufacture had not been so widely adopted.

Of the posts which employers were trying to fill, by far the largest number were at technologist/graduate engineer level. Twice as many technologists' vacancies were recorded as those for technicians and nearly three times the number of all vacancies at craft level and below. Just under three-quarters of longer duration vacancies were for technologists.

Design, research and development skills were much in demand, accounting for a quarter of all vacancies. The second largest category was technical sales/marketing followed by test and inspection. The greatest numbers of current vacancies reported as being particularly crucial were also located in the area of design, with production having the second greatest proportion. Overall patterns of skills demand revealed by the survey are not expected to change dramatically in the near future.

Most employers seemed to be in direct competition for labour. In cases where certain skills were in

very short supply, there was a tendency to opt for such practices as "head hunting" or "poaching" staff from other organisations rather than to adopt a training solution.

Employment opportunities for school and college leavers were limited. At the time the survey was made, engagement with the Youth Training Scheme had not been great. Few first-year apprenticeships had been incorporated into the Scheme. While a minority of employers had made a major commitment to training, the general impression to emerge from the survey was that too much reliance was being placed on the ability to recruit qualified and experienced workers. Without a much greater willingness on the part of employers to use training as a primary means of meeting their manpower requirements, shortages among skills in the intermediate range are likely to get worse.

In the two local labour markets studied it does not appear to be necessary to establish any fundamentally new structures of training. The most urgent task would seem to be for careful co-ordination of training provision in the skill areas where consistent shortfalls have been identified, allied to the development of higher levels of commitment to work-based or employer sponsored training throughout the new technology sector. At the local level the area in which intervention may be most urgently needed is that of technician training.

Copies of the report, *New technology and the demand for skills*, together with summary reports for Milton Keynes and Newbury may be obtained from Room E82124, Manpower Services Commission, Moorfoot, Sheffield S1 4PO.

Press brakes

□ Fresh impetus to the Health and Safety Executive's drive to make power presses safer for operators is being directed at press brakes, where many accidents have occurred in the past, some involving severe injuries which have led to amputations. These machines are primarily designed for the bending, folding and punching of sheet metal.

The HSE is strongly recommending firms voluntarily to extend the daily inspection system of mechanical press brakes (which is compulsory under Power Press Regulations) to hydraulic and other types.

The recommendation is contained in a new booklet of guidance on the design, safeguarding, maintenance and safe use of all types of press brakes. It is based on

the work of the press brake sub-committee of the Standing Joint Committee on Safety in the Use of Power Presses.

The publication should be of interest to designers, suppliers, importers, installers and users of press brakes as well as people involved in the manufacture, inspection and use of safeguarding systems recommended for this type of machine. Sections of the booklet deal with control systems, special guarding considerations, tool design, safe working methods, training and the installation and positioning of photoelectric safety systems.

Press brakes is available from HM Stationery Office or booksellers, price £3.20. ISBN 0 11 883734 2.

CASE STUDY

□ There has been a remarkable upsurge in recent years in the "re-cycling" of old buildings: churches into flats, warehouses into offices, mills into workshops. Predominantly seen as an urban phenomenon, it has been actively encouraged as far as workshop premises are concerned by the Development Commission, England's rural development agency.

Everyone is familiar with converted oast houses and other rural buildings now used as homes: what the Development Commission has been doing is to bring such buildings back into use as workspace.

Since 1909, when the Commission was first charged with improving conditions in rural areas, it has initiated many schemes aimed at stemming rural depopulation, providing employment and improving the social and cultural environment. Since

New jobs from old buildings

by Steve King, *The Development Commission*

1975, the main emphasis has been on employment creation through provision of advance factories and workshops.

Re-utilisation

A natural progression from new-build units has been the re-utilisation of under-used, disused or generally redundant buildings dotted about the countryside and in small towns and villages. In following this line, the Commission has responded to demand: new businesses have always found the supply of premises a key factor and, while the factories and workshops put up by the Commission have been occupied as soon as they are available, there has remained a need for smaller premises where rents and rates are lower and space requirements less.

As with many schemes, the idea of converting old farm buildings to industrial uses has had to await the right climate of opinion before being activated. This is especially important where planning permission for change of use is vital and where many district and local plans—largely structured on key settlements policies—have been designed to prevent spontaneous industry in the countryside. Many councils faced with rising unemployment, escalating new build costs and the realisation that viable communities need working as well as living space, have welcomed the current new impetus.

Grants

The Commission has been able to take advantage of this change to complete a number of conversions in partnership with local authorities. It has also converted a number of properties itself directly for potential tenants. However, the major initiative the Commission has taken in this field is the introduction of its redundant building grant scheme. A 25 per cent grant is now available towards the costs of conversion up to a total project cost of £50,000 provided the building concerned is in one of the Commission's priority areas. The scheme is administered by the Commission's agency, the Council for Small Industries in Rural Areas.

The scheme started in April 1982, confined initially to parts of the Less Favoured Areas (LFAs). This reflected the original impetus to bring old farm buildings back into use and

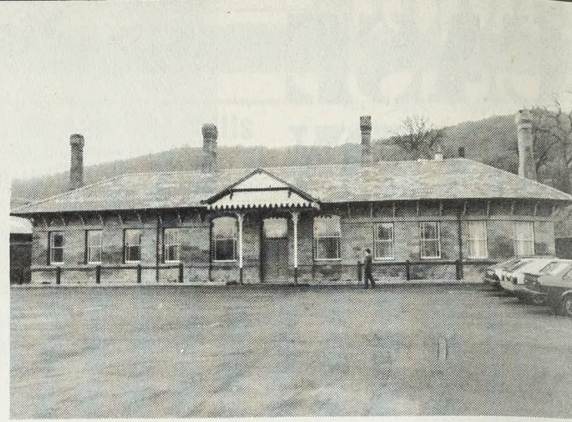


Bishop Tozer's Chapel: 35 per cent scheme conversion into flag-making workshop and gallery.

(continued) ▶



Bakewell Station: Before



After

the need, therefore, to involve the Ministry of Agriculture, Fisheries and Food and the Agricultural and Development Advisory Service.

This geographical restriction was soon found to be untenable and the scheme was extended in two stages: first, to all parts of the LFAs and to non-farming applicants; second, to the Commission's priority areas and to any employment—creating projects instead of solely the craft workshops/light industrial projects insisted upon previously. (The original scheme had a 35 per cent grant rate but this was reduced to 25 per cent in 1984 in order to satisfy the overwhelming demand.)

Since the scheme's inception, over 500 grants have been approved totalling some £2.7 million, of which

over £1 million has actually been paid out. Applications are running at over 300 a year and it has been estimated that every £1,000 of grants helps to provide one job opening.

Flag-making chapel

Once the Commission expanded the grant scheme, any redundant building in its priority areas became eligible for a grant. One successful scheme which has taken advantage of this is the conversion into a workshop of Bishop Tozer's chapel near Skegness in Lincolnshire. This derelict Victorian chapel was built in 1867 to serve outlying parishioners for whom the journey to the local church in Burgh-le-Marsh was too far or too difficult—the area is part of the Lincolnshire fens and very

marshy. "Bishop" Tozer was the local vicar who built the chapel and then became a missionary bishop in East Africa.

The chapel, a mission house and a school, before becoming redundant, had stood empty for nearly ten years when it was bought by Clifford and Georgina Newton. The couple had started a flag-making business some years before when Mr Newton had been made redundant, working from their house in a local village. In order to support himself and his wife while the business became established, Mr Newton took a Training Opportunities Scheme course to re-train as a men's hairdresser, setting up his own business which he is now in the process of selling as the flags venture becomes successful.

Converted

The chapel was bought and converted for some £22,000, which included a Commission grant of £5,500. At first, only Mrs Newton worked full-time in the business, with her husband part-time. Two other part-timers were taken on as outworkers, then the Newton's eldest daughter started working for



Combustion Developments Ltd, tenants of the Commission's 1,000th funded workshop at the converted station.

(continued) ▶

the business and now they are considering taking on two full-time trainees under the auspices of a Manpower Services Commission scheme. In the meantime, as well as running his hairdressing business, Mr Newton entered for and won a Winston Churchill Fellowship award, going to North America for six months to study flag-making there!

The couple, who have continued to receive help and advice from CoSIRA, now have a well-set business which has established a name for itself as a place to go for flags, to buy or to hire. Flags have been supplied to British Gas, British Steel, British Leyland and Rolls-Royce, to local authorities and government departments; the Commonwealth Secretariat recently took 43 national flags for a conference, while 24 went to the World Latin-American dancing championships. The Tall Ships Race acquired a whole range of flags last year and an £1,800 order has just been received from the Northern Lighthouse Board—Scotland's equivalent of Trinity House.

The successful conversion of Bishop Tozer's Chapel is typical of the projects being helped under the Redundant Building Grant scheme: small-scale, with those few extra jobs that can make a considerable difference to the community concerned. The businesses that have been helped are often as "unusual": they include an interior decoration service and a firm making laser guns for clay pigeon shooting in an old barn in Wensleydale, a leather workshop in an old smithy in Shropshire and a recording studio and music synthesizer manufacturer in a barn in Cornwall.

Factory conversions

The Development Commission has also carried out larger-scale conversions under its solely-funded factory programme or with local authorities. One recent example of the former is the old railway station at Bakewell in Derbyshire. Given a grand official opening in January as the Commission's 1,000th rural workshop, the station now houses Combustion Developments Ltd, a hi-tech firm producing equipment for testing industrial boilers and monitoring the levels of pollution emitted by power stations, including "acid rain".

The station was built 120 years

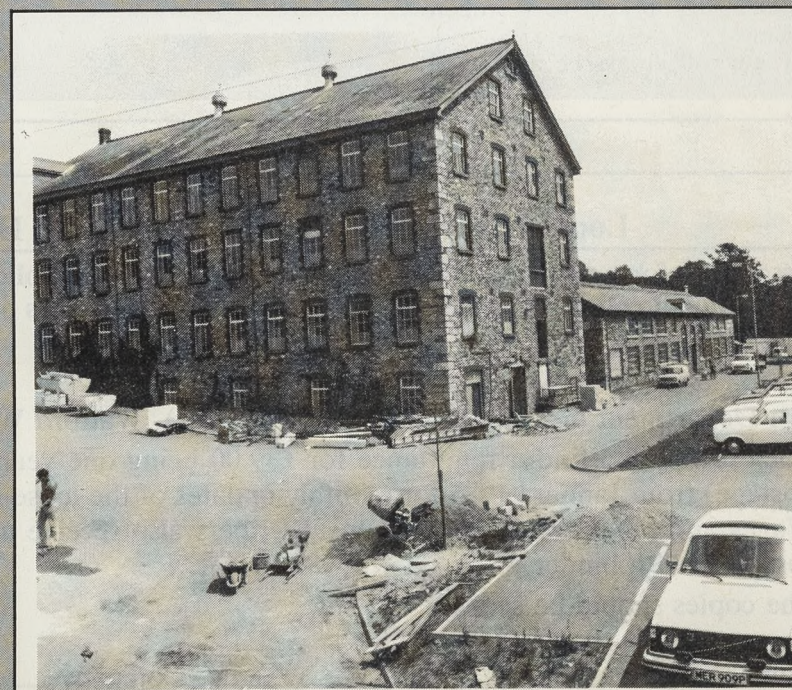
ago and the standard of building and design are particularly striking as a result of the insistence of the then Duke of Rutland, who had to give permission for the railway to cross his land. This high standard may have helped preserve the building after it was closed in 1967 and enabled the conversion to be carried out with the minimum of alteration. Combustion Developments in expanding into the station from a purpose-built unit in the old station yard, also constructed for the Development Commission.

A much larger conversion undertaken by the Commission is at Buckfastleigh in Devon. The local authority, Teignbridge District Council, was also involved on this one, and the finishing touches to the scheme were put in by a private firm.

Woollen mill conversion

Buckfastleigh's Victorian woollen mill closed in 1973—a major blow to the town's economy—and stood empty until the Commission acquired the whole site in 1978. The southern part of the site was sold to the Council for housing and the Commission made further contributions towards clearing the remainder of the site and putting in a new ac-

(continued) ▶



Buckfastleigh conversion in Devon.

to Dolphin. By this time Dolphin had become well-established itself and was able to spend £100,000 on converting the mill to create ten additional workshops.

Today, thanks to the Development Commission's original initiative, more than 150 jobs have been provided in a thriving workshop complex, 15 firms have good premises, 40 new houses have been built and what had rapidly grown into a derelict eyesore has now become an imposing focal point in the town.

Another focal point, and an example of a completely different kind of conversion, is what used to be known as the Royal Hotel, Crook. Situated in a prominent position in the old Durham market town, the hotel had fallen on hard times, latterly being used as a bingo hall. It was also fast developing into something of an eyesore.

Assistance

Commission assistance has enabled the district council to convert the building to shops and offices and throw in some environmental improvements besides.

Other conversions to offices have also been assisted by the Commission at Wirksworth and Ashbourne in Derbyshire—the former as part of an overall regeneration project which eventually won the *Europa Medal* for town conservation schemes.

There will always be a need to

construct new buildings, even on greenfield sites, where the provision of jobs and services are concerned. But the Development Commission has shown clearly that it is not necessary always to plan for new-build only, leaving derelict or rundown old buildings in small towns and villages to rot.

However, the establishment of new businesses, which are so important to the economy, depends enormously upon small suitable premises being available early in the life of the enterprise.

During the past ten years the Development Commission has demonstrated this convincingly, helping hundreds of firms provide thousands of jobs, both through its new-build programme and through its various other schemes to bring old buildings back to a working life. ■

Loose Leaf "Time Rates of Wages and Hours of Work"

Essential information on the basic rates of wages, hours and holiday entitlement provided for over 200 national collective agreements affecting manual workers or in statutory wages orders.

SUBSCRIPTION FORM

To: Department of Employment, (HQ Stats A1), Watford WD1 8FP (No stamp required)
Enclosed please find a remittance for £39.00 being one year's subscription (including UK postage) from January 1985 for monthly updates of the loose-leaf publication "Time Rates of Wages and Hours of Work". New subscribers also receive updated copy of the publication complete with binder.

The copies should be sent to:

Name _____ Company _____

Address _____

DE Research papers

The Department of Employment carries out a considerable programme of research, both internally and through external commissions with academic researchers and research institutes, on employment and industrial relations issues. The results of much of this research are published in the Department's Research Papers Series. A list of some publications expected in the next few months is given below.

Copies of research papers can be obtained, free of charge, on request from: Department of Employment, Research Administration, Steel House, 11 Tothill Street, London SW1H 9NF (telephone 01-213 4662). Papers will be sent as soon as they are available.

Employers' use of outwork: A study based on the 1980 Workplace Industrial Relations Survey
Dr C Hakim, Department of Employment and
Ms J Fields, Social and Community Planning
Research

An analysis of data on employers' use of outworkers collected in the 1980 Workplace Industrial Relations Survey, setting the results in the context of studies in the Department's research programme on homeworking.

Worker directors in private industry in Britain

B Towers, Dr E Chell and D Cox, University of Nottingham

Based on detailed case studies of seven organisations, this paper investigates the role, needs and problems of the worker director in private sector organisations and explores the relationship between the worker director and other participatory machinery within the same organisation.

Young women in atypical jobs

Dr G Breakwell, Nuffield College, Oxford

Information on the experiences of young women training to become engineering technicians has been collected. Their social characteristics, their relationships with supervisors and workmates, the nature of problems encountered and strategies adopted in coping with them are examined. An evaluation of the appropriateness of the training techniques used and a study of the women's employers' recruitment and selection policies are included.

Codetermination, Communication and Control in the Workplace: A study of participation in four midlands companies

Ray Loveridge, Paul Lloyd and Geoffrey Broad, Aston University Management Centre

The research paper reports on a study of the attitudes of shop-floor employees and management and on the role of stewards in four companies where participative initiatives had

been introduced alongside a traditional collective bargaining structure. The study examined the awareness of and commitment to the existing industrial relations arrangements and the impact on management and employees' frames of reference of the participative innovations.

Graduate Shortages in Science and Engineering

This paper reports the results of a survey, sponsored by the Departments of Employment and Education and Science, with shortages of graduate employees in science and engineering. The survey consisted of interviews with around 100 employers drawn from the full range of sizes and various activities. The report assesses the extent and reasons for shortages, and sets out the background to this part of the graduate labour market. The final chapter reports a follow-up telephone survey of these same companies some 12 months later in mid-1984.

Women's work histories: an analysis of the Women and Employment Survey

Dr S Dex, University of Keele

Analysis of the Women and Employment Survey was undertaken at the level of the individual to generate classifications of the variety of women's lifetime work history patterns. Disruptions to women's employment and the sequencing of their work and non work periods over the work cycle are described and the characteristics of women with different lifetime employment profiles are outlined.

Women and payment structures

F Wilkinson, Mrs C Craig, Mrs J Rubery and Mrs E Garnsey, Department of Applied Economics, University of Cambridge

This study, conducted in three localities amongst employers and employees in small establishments, examines the intra-organisational and extra-organisational factors that shape payment structures and compares the position of different groups of employees within them.