

Employment Gazette

January 1981 Volume 89 No 1
Department of Employment

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OF POLITICAL AND
ECONOMIC SCIENCE



Carry on working: older workers in the economy

Contents

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OF POLITICAL AND
ECONOMIC SCIENCE



Cover picture
Many older people opt to continue working when faced with the choice of retirement. *Employment Gazette* looks at their motives and, in a second article, examines how they are regarded as members of the country's workforce (pp. 7 and 10).

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Free Department of Employment leaflets

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

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

Orders for bulk supplies of leaflets (10 or more) should be sent to General Office, Information 4, Department of Employment at the above address.

Note: This list does not include the publications of the Manpower Services Commission or its associated divisions, nor does it include any priced publications of the Department of Employment.

Employment legislation

A series of leaflets giving guidance on current employment legislation. It deals with the *Employment Protection (Consolidation) Act 1978*, which came into effect on 1 November 1978 and brought together in one enactment the provisions on the employment rights previously contained in the:

Redundancy Payments Act 1965,
Contracts of Employment Act 1972,
Trade Unions and Labour Relations Acts 1974 and 1976, and the

Employment Protection Act 1975.
The series deals also with the *Employment Act 1980*, which makes a number of amendments to the *Trade Union and Labour Relations Acts 1974 and 1976*.

Employment Protection Act 1975, and the *Employment Protection (Consolidation) Act 1978*.
No 10 in the series has been withdrawn as the provisions no longer apply.

- | | | |
|----|--|-------|
| 1 | Written statement of main terms and conditions of employment | PL631 |
| 2 | Procedure for handling redundancies | PL624 |
| 3 | Employees' rights on insolvency of employer | PL619 |
| 4 | Employment rights for the expectant mother | PL652 |
| 5 | Suspension on medical grounds under health and safety regulations | PL618 |
| 6 | Facing redundancy? Time off for job hunting or to arrange training | PL620 |
| 7 | Union membership rights and the closed shop | PL658 |
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| 12 | Time off for public duties | PL626 |
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| 14 | Rights on termination of employment | PL632 |
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Individual rights of employees—a guide for employers

Briefly explains the rights for individuals in employment and sets out the corresponding obligations on employers

Fair and unfair dismissal—a guide for employers

Recoupment regulations—guidance for employers

Guidance on procedure for recoupment of unemployment and supplementary benefits for employers in cases where an employee has received benefit and has subsequently received an award from an industrial tribunal

Employment Act 1980—an outline

RCP1
PL651

Other related publications

Dismissal—employees' rights
Information on the remedies for unfair dismissal and the right to written reasons for dismissal

Employees' rights on insolvency of employer
Operational guidance for liquidators, trustees, receivers and managers, and the Official Receiver

IL1 (rev)

Insolvency of employers

Safeguard of occupational pension scheme contributions

Time off with pay for safety representatives

A summary of the regulations governing the entitlement of authorised safety representatives to time off with pay in connection with their duties

IL2
PL634

Redundancy payments

The Redundancy Payments Scheme—March 1980
General guide for employers and employees about their rights and obligations under the redundancy payments provisions of the *Employment Protection (Consolidation) Act 1978*

The Redundancy Payments Scheme—A leaflet outlining aspects of the Redundancy Payments Scheme of particular interest to employees

RPL6

The Redundancy Payments Scheme—offsetting pensions against redundancy payments
Information for employers on the rules for offsetting pensions and lump sum payments under occupational pension schemes against redundancy payments

RPL1

Industrial tribunals

Industrial tribunals procedure
For parties concerned in industrial tribunal proceedings

ITL1

Industrial tribunals
For appellants with particular reference to industrial training board levy assessments

ITL5

Determination of question by industrial tribunals
For appellants and respondents, with particular reference to the Health and Safety at Work etc Act 1974

ITL19

Overseas workers

Employment of overseas workers in the United Kingdom from 1 January 1980
Information on the work permit scheme—not applicable to nationals of EEC member states or Gibraltar

OW5(1980)

Employment in the United Kingdom
A guide for workers from non EEC countries

OW17(1980)

Employment of overseas workers in the United Kingdom from 1 January 1980
Training and work experience schemes

OW21(1980)

Employers and employees covered by Wages Councils

Are you entitled to a minimum wage and paid holidays?
Contains a brief description of the work of wages councils which fix statutory minimum pay, holidays and holiday pay for employees in certain occupations

EDL504

Statutory minimum wages and holidays with pay
The Wages Council Act briefly explained

WBCL1

Guide to the toy manufacturing wages order

EDL506

Guide to the hairdressing wages order

EDL505

Other wages legislation

The Fair Wages Resolution
Information for government contractors

The Truck Acts
Leaflet on the main provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with the payment of wages

PL538

Payment of Wages Act 1960
Guide to the legislation on methods of payment of wages for manual workers (in particular those to whom the Truck Acts apply)

Special employment measures

Temporary Short Time Working Compensation Scheme
For firms faced with making workers redundant

PL636(2nd rev)

Job Release Scheme
Information on the scheme for employees aged 64 (men) and 59 (women)

PL646

Job Release Scheme
Information on the scheme for disabled men aged 60 to 63

PL647

Young people

The work of the Careers Service
A general guide

PL585

Employing young people
For employers

PL604

What's your job going to be?
For young people making a career choice

PL603

Careers help for your son or daughter
For parents of school leavers

PL596

How did you get on when you started work?
Career advice for young people in employment

PL601

Finding employment for handicapped young people
Advice to parents

PL614

The Long Term
A leaflet about a new film for parents, showing the importance of combined parental and Careers Service guidance for young people about to leave school

PL659

We get around
A leaflet describing a film which shows how the Careers Service helps young people find the right job

PL586

Quality of working life

Work Research Unit
A brief description of the role of the Unit, which can provide practical advice and help to all those in industry, commerce and the public services who want to improve the quality of working life

PL661

Work Research Unit—Future Programme 1980 and 1981
A summary of the future programme of the Unit, supported by the Tripartite Steering Group on Job Satisfaction

PL662

Employment agencies

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

PL594 (rev)

Equal pay

Equal pay
A guide to the Equal Pay Act 1970

EDL504

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

PL573 (rev)

Race relations

The Race Relations Employment Advisory Service
How this service can help the employer with a multi-racial work force

PL615

Background information about some immigrant groups in Britain
Filmstrips for better race relations

PL577

Miscellaneous

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

PL538

EMPLOYMENT BRIEF

Training and job services face cuts

Commission draws up plan and warns: the final levels could be inadequate

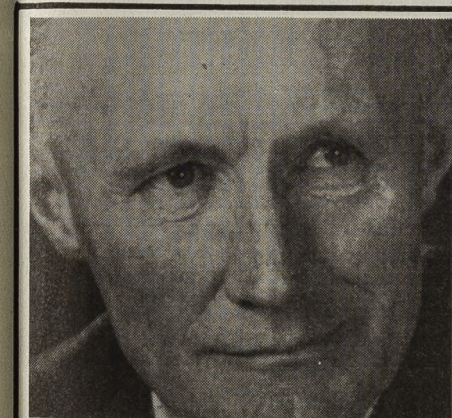
Expenditure on the employment and training services of the Manpower Services Commission will fall by about £94 million (18½ per cent) between 1979-80 and 1984-85 as part of cuts required by the Government. Between April 1979 and April 1984, the number of staff in these services will drop by about a fifth.

In submitting its Corporate Plan for 1981-85, the Commission says the requirement to make staffing cuts of 1,710 by April 1984, and expenditure cuts of £20 million in 1980-81 and £30 million in each of the following two years, has created great difficulties for it.

Exceedingly uneasy

It has had to plan reductions in the employment and training services to levels which it believes are inadequate and not in the interests of the labour market from either the economic or a social point of view.

The Commission adds: "We are exceed-



ingly uneasy at having to reduce the employment and training services whose main job is to help unemployed people back to work and sustain an adequate skill base at a time when unemployment is rising sharply."

Among other changes and developments announced are:

- a reduction of 4,750 in 1983-84 in the number of people trained, mainly in clerical and commercial skills under the Training Opportunities Scheme;

- a decision in principle, subject to consultation with the staff side, not to proceed with the CAPITAL system of computer-assisted placing in London and end the pilot programme, but to set in hand an urgent study of a computerised vacancy job bank which, if successful, could also apply to other conurbations;

- an examination by the Commission, at the request of the Secretary of State for Employment, of "voluntary registration" (that is a system whereby unemployed people wishing to claim unemployment benefit would no longer be required to register with the employment service). The Commission says that it remains uncommitted on this matter and that a change in this direction raises many difficult issues and would require very careful study before adoption. While it might reduce the workload on the MSC there is, in the Commission's view, no prospect that it would make still further staff cuts possible—as it is, it is very difficult for the employment service to do an adequate job within the resource constraints imposed on it. Should voluntary registration be impracticable or undesirable, the Commission intends to reconsider the whole staff position and may well seek substantial restoration of cuts.

MSC chairman Sir Richard O'Brien, commenting on the Corporate Plan, said the Commission had done its best to maintain the infrastructure of its services to allow a quick response to economic recovery when it comes, and had tried to mitigate the effect of the cuts in some areas: for example Skillcentre training and services to disabled people.

The MSC would continue to improve the efficiency of its services and within the limits of its resources promote a forward-looking manpower policy to meet the needs of the economy in the longer term.

Sir Richard added that the Commission was particularly concerned about apprentice training. It intended to try to avoid reductions in the level of support to such training in 1981-82, but if the present level of support for apprentice training was maintained, the Commission feared this might not be sufficient to sustain apprentice intakes at an adequate level in future.

- A fuller summary of the MSC Corporate Plan can be found on p. 39 of this issue.

Union immunities: Prior publishes Green Paper

Employment Secretary James Prior has published a Green Paper on trade union immunities.

The purpose of the Green Paper, described more fully on p. 41, is to provide the basis for a wide and informed public debate on possible changes in the law governing industrial action and the operation of trades unions and employers' associations.

The Government is inviting views on the issues raised before June 30, 1981.

Commenting on the Green Paper Mr Prior said:

"It explains the background to the present legal immunities of trade unions and identifies areas where changes might be considered.

"It discusses the arguments for and against change in such areas as the immunity for secondary industrial action, legally enforceable collective agreements and the closed shop and discusses whether trade unions themselves still need the wide immunity from legal actions which they have enjoyed since 1906.

"It also considers whether we should move away from our present system based on immunities from civil proceedings which has operated for the last 75 years, to a system based on positive legal right to strike, such as exists in many other countries.

"On a wider front, the Green Paper points to the need for thinking about what changes trade unions may need to make to their internal organisation, to their structure and in collective bargaining procedures and about how the management of industry might be improved by developments in employee involvement and other means.

"And, as the concluding passages of the introduction emphasise, the continuing absence of a well-defined, stable and accepted relationship between Government on the one hand, and trade unions and employers associations on the other, has contributed to damaging dissension.

"All the relevant parties therefore need to consider how this gap can be filled, and we shall welcome their views on this issue too."

Reporting accidents: practical guidance on new procedure

Practical guidance in booklet form* to employers on the new simplified procedures for notifying accidents and dangerous occurrences at work which came into operation in Great Britain on January 1, 1981, has been published by the Health and Safety Executive.

The effect of the new Notification of Accidents and Dangerous Occurrences Regulations 1980 (SI 1980/804, HMSO £1.25) will generally be to eliminate the present costly and time-consuming system whereby employers are required to notify accidents twice, to different departments.

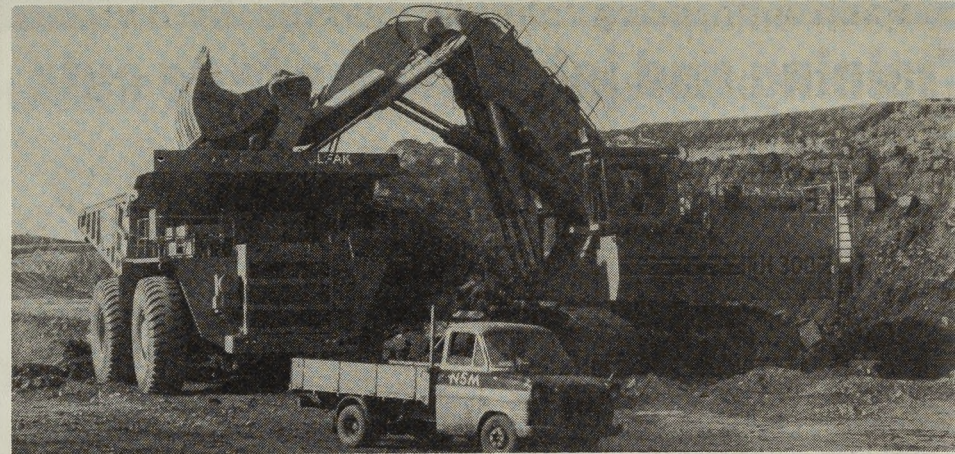
Employers will no longer have to report accidents direct to HSE unless they are fatal or cause major injury or are defined "dangerous occurrences". HSE will be notified by the Department of Health and Social Security about other less serious accidents—the majority—which result in absence from work for more than three days, when employees claim industrial injury benefit and the employer concerned makes his report to DHSS.

However, notification in the case of fatal and major accidents and dangerous occurrences will have to be given by the quickest practicable means (usually the telephone) to HSE or appropriate enforcing authority to enable any necessary investigation to begin promptly. Written confirmation of such accidents will have to be given within seven days on a separate direct reporting form.

The new procedures apply to all work activities and bring seven to eight million "new entrants" to health and safety at work legislation within the scope of accident reporting requirements for the first time. For many employers (particularly those in service industries) the obligation to notify accidents and dangerous occurrences is new.

Also, for the first time, serious accidents to members of the public resulting from work activities will be reportable.

* The Notification of Accidents and Dangerous Occurrences Regulations 1980 (HS(R)5), HMSO, £1.50 plus postage.



Quarry safety: a lack of self-inspection

Two big problems still hit quarry safety says chief inspector's report

Half of all quarry accidents in 1979 were caused by two problems: lack of discipline or ordinary caution, and unsuitable systems. And in his report for that year, HM Chief Inspector of Mines and Quarries says he is aware of the industry's continuing failure to prevent such accidents.

Commenting on these inter-related problems, the report (*Quarries: Health and Safety 1979*, HMSO, £3.50) points out that quarry workforces have not taken the same advantage as people in other industries of the provisions for self-inspection of the workplace.

It emphasises that particular effort must be made in this area, because experience elsewhere has shown much progress made through increased co-operation between management and workers.

Main categories

There was a drop in the number of people killed at opencast coal quarries, from nine in 1978 to two in 1979, but this was offset by an increase in reportable accidents from 12 to 25. In quarries other than coal, fatal accidents increased from six in 1978 to ten, and serious reportable accidents from 55 to 65.

The two main categories of accidents are: transport operations, and stumbling, falling and slipping.

Safety procedures during vehicle operations must have a high priority at all quarries, the report says. Improvements can best be achieved by management designing high standard, safe, one-way transport systems and operating methods, maintaining equipment properly and ensuring adequate supervision.

A major national problem involving dumpers was discovered during 1979 because of an accident at the Kielder reservoir project. A driver of a 45-tonnes capacity truck was killed when the chassis of his truck failed where weld repairs had been made.

Operations were suspended and checks were made on 34 other vehicles on the site. Subsequently, the manufacturers' agent carried out a survey of more than 500 similar vehicles throughout the country and defects were repaired to a prepared schedule.

It is important, says the report, that users of vehicles refer major repairs on load-carrying parts of trucks to the manufacturer so that the original design requirements are not altered.

The report covers the whole range of quarry health and safety. The statistics presented include fatal and serious reportable accidents at quarries for 1979 but all other information, including over-three-day accidents, relates to 1978 because it is normally not available for the year under review.

Tables also include information on the basis of the different mineral sectors.

Guide to HSW Act

A comprehensive guide to the Health and Safety at Work Act 1974 has been published by the Health and Safety Commission (HSC).

The guide is a simple explanation of the Act's main provisions, designed to help safety representatives, members of safety committees, supervisors and managers, the self-employed and the public to better understand its scope and how it affects them.

A guide to the HSW Act (HMSO, £2.75) is in booklet form and relates to the Act as amended up to October 31, 1980.

Each enterprise 'should develop its own method of involving workers in decisions'

British industry would not break out of the whirlpool of decline until it developed the procedures and standards needed to achieve a real sense of common purpose and participation in a business, the then Employment Under-Secretary Patrick Mayhew told the Hertfordshire Chamber of Commerce.



Miss Fenella Hume

Womens' award goes to design project leader

Girl Technician Engineer of the Year for 1980 is Miss Fenella Hume, 23, a development project leader from Cambridge. Her prize, £250 and a rose bowl, was presented by the Prince of Wales at a ceremony in London.

A special award was also made to the runner-up, Miss Sally Buswell, 25, an assistant instrument engineer from Pinner, Middlesex.

Sponsored by The Caroline Haslett Memorial Trust and The Institution of Electrical and Electronics Technician Engineers, the award aims to focus attention on electrical and electronic engineering as a worthwhile professional career for women.

Miss Hume works for Kent Industrial Measurements Ltd at Eaton Socon, St Neots, Cambridgeshire. She organises design projects, allocates work to technicians and apprentices, and is responsible for the detailed design of controller indicators and chart recorders.

Miss Sally Buswell works for Glaxo Production & Engineering Services Ltd at Greenford, Middlesex, on new projects and plant modification within the Glaxo pharmaceuticals group of companies.

"The only way is for each enterprise to develop its own method of involving employees in the major as well as the minor decisions which affect the company," he said.

Mr Mayhew pointed out that the Government had taken a major step in the Employment Act in providing fair and practical ground rules for relationships within industry.

"Ultimately as an industrial society we are dependent on the will of employers and managers, unions and individual workers, to work together to develop the procedures and standards that are needed to achieve a real sense of common purpose and common participation in a business," he said.

Urging managers

"We are not saying that there is one right way, and one alone, of involving employees; nor are we as a Government proposing legislation to make a particular form of involvement compulsory," he said.

"But what we are urging is that managers must commit themselves now, where they have not already done so, to developing a systematic and professional programme for consulting and involving employees. The initiative rests with them—they must take it with imagination and sincerity. There will never be a better opportunity than the present."

He reminded employers that if they did not do so, then there was a danger that in time they would find a system, perhaps inappropriate, imposed upon them from outside.

Merger approved

The Secretary of State for Trade has decided not to refer the following mergers to the Monopolies and Mergers Commission:

Proposed acquisition by Hanson Trust Ltd of Central Manufacturing and Trading Group Ltd; AAH Ltd/Renwick Group Ltd; Sears Holdings Ltd/certain assets of Zale Corporation; Brooke Bond Liebig Ltd/Mallinson-Denny Ltd; Unigate Ltd/Giltspur Ltd; Guest, Keen and Nettelfolds Ltd and Brambles Industries Ltd/Redland Purl Ltd; Guthrie Corporation Ltd/certain assets of Dunlop Holdings Ltd.

Short-time payment

The daily limit on the statutory amount of guarantee payment to workers on short time or temporary lay-off under the Employment Protection (Consolidation) Act 1978 will be raised from £8 to £8.75 from February 1, 1981.

On the same day, the weekly limit on the amount covered by the insolvency provisions of the Act for such matters as arrears of pay or similar payments will rise from £120 to £130.

And the limit on weekly pay used for calculating redundancy payments and some unfair dismissal awards will also go up from £120 to £130. These awards are the basic award of compensation for unfair dismissal and the additional award for an employer's failure to comply with an order for reinstatement or re-engagement.

The order enabling these changes (*Employment Protection (Variations of limits) draft Order 1980*) is subject to the approval of both Houses of Parliament.

Mr Prior had decided that all the limits under review should be increased, except two concerned with the duration of guarantee payments. This means that guarantee payments will continue to be payable for up to five days without work in any three-month period.

A report giving his reasons for not varying these limits has also been laid before Parliament (House of Commons. Paper: *Limits on Guarantee Payments: A Report by the Secretary of State*).

'Yes' to shipping rules

The Government has ratified International Labour Organisation (ILO) Convention No. 147 on minimum standards of safety, social security, conditions of employment and living arrangements in merchant ships. Safety standards include standards of competency, hours of work and manning.

Total share

Article 6 of the Convention provides for it to come into force 12 months after registration of ratification by 10 member states with a total share in world shipping gross tonnage of 25 per cent. Because the UK has become the tenth state, its action will bring the Convention into effect for all ILO member states which have ratified it.

New DE ministers

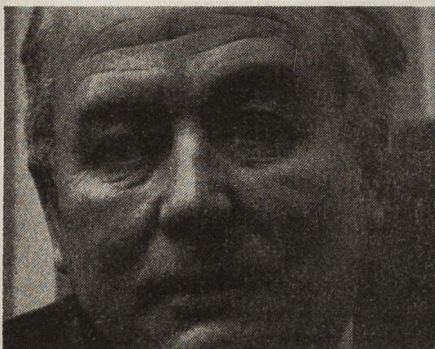


Mr Peter Morrison, newly-appointed Parliamentary Under-Secretary of State for Employment, has been a Member of Parliament for the City of Chester since February 1974.

Born in June 1944, he was educated at Eton and Keble College, Oxford.

He has had business and farming experience and was joint secretary of the Conservative Parliamentary Committee dealing with problems facing smaller businesses and secretary of the Conservative Members' North West Group. He is a member of the North West Industrial Development Association.

Mr Morrison was an Opposition Whip from 1976 onwards and in 1979 was appointed a Lord Commissioner of the Treasury and a Government pairing Whip.



Mr David Waddington, newly-appointed Parliamentary Under-Secretary of State for Employment, is Member of Parliament for Clitheroe.

He was born in August 1929 and educated at Sedbergh School and Hertford College, Oxford. He was a president of the Oxford Union Conservative Association.

Mr Waddington was called to the Bar by Gray's Inn in 1951. In 1971 he became a QC and has been a Recorder of the Crown Court since 1972.

He was Member of Parliament for Nelson & Colne from June 1968 to October 1974, and returned to Parliament as Member for Clitheroe after a by-election in March 1979.

From 1970-1972 he was Parliamentary Private Secretary to the Attorney General, and he was appointed a Lord Commissioner of the Treasury (Government Whip) in April 1979.

Changed attitudes help industrial relations as much as changed law—Prior

Legislation was not some magic fix-it which could deal with all our industrial relations problems; if the country was to achieve the high road to industrial peace and economic success, then a change in attitudes as much as a change in the law was needed, Employment Secretary James Prior told the Institution of Industrial Managers.

There was a school of thought which believed that the Government had to choose between a voluntary and a statutory approach to solving our industrial relations problems. "It is not a school of thought to which I subscribe," he said.

There could be no improvement in industrial relations without the right legal framework but the Government had got it right in the Employment Act with its practical remedies for correcting specific abuses. However, the Act had to be given time to work.

Voluntary efforts

Now the voluntary efforts of management and unions had to supplement those changes because there was a limit to the extent to which the law could be used to regulate individual behaviour and attitudes. "Equally important" Mr Prior said "are sensible and practical guidelines. These must be flexible enough to suit individual circumstances, but the codes of practice do set the standards of tolerance and behaviour which society expects to be followed."

Mr Prior replied to critics who said the codes would be just as ineffective as the trade unions' own voluntary guidance by saying that: "to make the provisions of the codes legally enforceable, even if it were possible to draft legislation to do so, would be far too inflexible. In some cases I believe it would be a positive hindrance to getting the changes in attitude which we all want to see".

Responsibilities

"These changes in attitude," he said, "can be brought about only if individual companies recognise that the main responsibility lies with them: that they must take the initiative which can lead to radical improvements in their own industrial relations—but managers can only take this initiative if they themselves change their attitudes; if they accept that the days of authoritarian management are long since gone and that it is their responsibility to make the fullest use of their human resources as well as physical assets.

"To do that requires successful employee involvement. I will not pretend that this is easy but the prizes to be won in terms of maximising co-operation and minimising conflict should be plain for all to see."

£500 bursaries offered to women engineers

Bursaries worth £500 per annum tax free, are being offered by the Engineering Industry Training Board (EITB) to selected young women starting first-degree engineering courses in 1981. The awards, for three- or four-year courses, will be tenable at universities, polytechnics and other UK higher education establishments.

The courses, full-time or sandwich, must be recognised by the Council of Engineering Institutions as granting exemption from both parts of their professional examinations. They must be relevant to engineering sectors in scope to the EITB: aerospace, automobile, electrical, electronic, and heavy and light mechanical engineering.

Applications for the awards are being invited from candidates who intend to begin an appropriate course in 1981 and who are seeking, or have obtained, sponsorship by a company in the engineering industry. The EITB will assist suitable candidates who fail to find a sponsor.

Further information and an application form from: EITB Engineering Awards, Engineering Industry Training Board, 54 Clarendon Road, Watford, Herts WD1 1LB.

Research paper on age and jobs

Age as a factor in employment is the title of a new research paper just published by the Department of Employment. It covers several topics including: age qualifications in relation to job vacancies and entry to occupations; age and redundancy; and age and retirement.

The study, which presents work carried out in the late 1970s by the Department's Unit for Manpower Studies, also looks at the variation of earnings with age, and at US legislation on age discrimination.

Free copies are available from: Unit for Manpower Studies, Level 1, Caxton House, London SW1H 9NF (01-213 6828).

Carry on working!

by S. R. Parker Office of Population Censuses and Surveys

Special features

In the second article based on the findings of the Government survey of older workers and retirement carried out in 1977, the focus is turned away from those people who opt for early retirement and on to those who choose to continue working, sometimes beyond the statutory pension age, often in jobs quite different to their major life's work.

The survey took a sample of older workers consisting of men aged 55-72 and women 50-72. Nearly half considered that they had done different kinds of work during their working lives. Part-time workers—especially women under pension age—were more likely to have done different kinds of work than other groups.

About a third of all the workers interviewed were in a job that was not the same as they had been doing for most of their working lives (table 1). Men part-timers (nearly all over pension age) were much more likely to have left their main life work than were other groups. The main reasons people gave for leaving their main life work were quite varied. Among men working full-time under pension age, health and redundancy figured prominently; part-time men workers over pension age were more likely to have "retired" from one job and then taken the part-time job. Among women working part-time under pension age, marriage and pregnancy were important reasons for leaving what they described as their main life work, which in some cases was at quite a young age.

A comparison of the details of main life jobs with the jobs held by workers who had a different type of work at the time of interview shows how some older workers tend to move into different types of job. Proportionately more jobs taken after the main life work were as junior non-manual and unskilled manual workers, and proportionately fewer as skilled and semi-skilled manual workers. Particular occupations which were more likely to be post-main than main life work included clerks, cashiers, charwomen and cleaners, and the industries involved were likely to be services and distributive trades.

Strain of work

Just over a quarter of all older workers said they found their work a strain in some ways (table 2). Strain was felt about equally by men and women but more often by those under pension age than over. Probably some workers who do find their job a strain take the opportunity of retiring at state pension age.

Reasons for working after pension age

Various answers connected with money were the most frequent among spontaneous reasons given for working after pension age, but liking the work and wanting to avoid

boredom were each mentioned by about a quarter of both men and women (table 3). A fifth of the women said they liked the companionship of their fellow workers, and 18 per cent of the men said they worked to keep well and active.

As a result of prompting, the most popular answers emerged as liking the work, needing the money and avoiding boredom. An analysis of main or sole reasons confirms that these three are indeed the most popular, but underlines the primacy of money as a motive for working. Differences between men and women and between full-time and part-time workers were generally small.

A few examples of verbatim answers show the importance of money as a motive but also the mixture of reasons that many older people have for going on working:

"I've always been used to working—I like working. My health is very good so I feel I might as well work as long as I can. The main reason is the money. I like a drink at night—I wouldn't be able to afford it and would have to change my way of life."

Man, 66, full-time fitter

"I need the money—and I enjoy the work. I don't think I would be happy at home all the time because I would be lonely and bored."

Woman, 61, full-time secretary/receptionist

"When you've got your health and strength you have to keep on the go or you get bored."

Man, 67, part-time farm labourer

Elderly unemployment

Of the original total household sample, only four per cent of individuals were identified and interviewed as actively seeking work (six per cent of men 55-64, three per cent 65-73; five per cent of women 50-59, one per cent 60-73). But from the pilot interviews and some of the main survey interviews with the "retired" it was clear that many older people who would like work have given up looking for it through lack of success. The situation has no doubt become more difficult for elderly job-seekers since the survey was carried out in 1977.

Eight per cent of the "retired" had a period after their

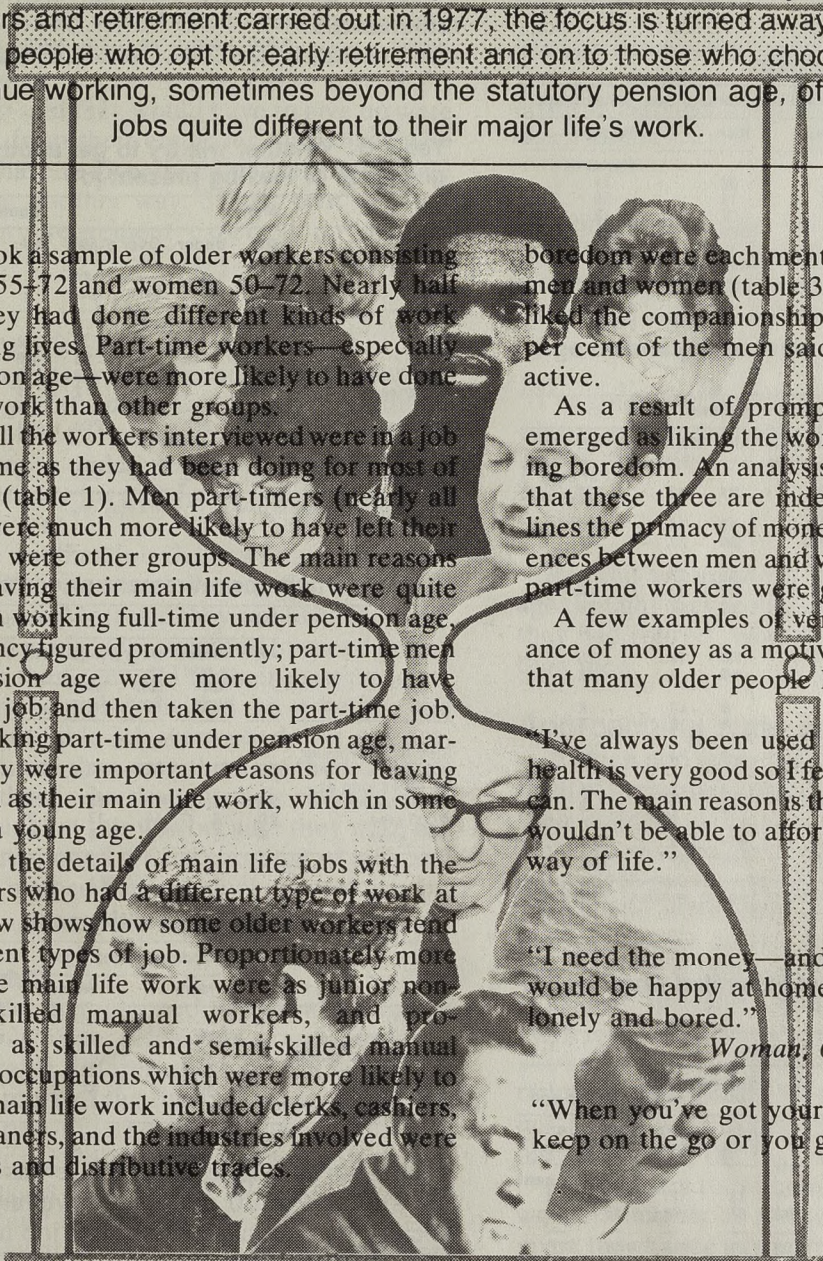


Table 1 Whether present job same as main life work

	Men			Women				Per cent	
	All	Under p.age full-time	Over p.age full-time part-time	All	Under p.age full-time part-time	Over p.age full-time part-time			
Yes	65	70	63	36	69	83	62	75	61
No	35	30	37	64	31	17	38	25	39
(% base, interviews)	960	362	163	343	653	82	108	109	314
National estimates (thou)	2,790	2,140	110	290	2,370	740	920	130	460

Table 2 Whether present job a strain

	Workers under pension age		Workers over pension age		Per cent
	Men	Women	Men	Women	
Do the work easily	63	71	82	71	71
Find it a strain	33	26	11	26	26
Don't know/neither	4	3	6	3	3
(% base, interviews)	339	199	561	454	
National estimates (thou)	2,350	1,730	440	640	

Table 3 Reasons for continuing work after pension age (spontaneous)

	Men			Women			Per cent
	All	Full-time	Part-time	All	Full-time	Part-time	
Like the money	27	24	30	21	12	24	24
Cannot afford to live on pension	25	23	28	19	18	19	19
Need the money	12	15	11	20	27	17	17
Total income reasons*	64	62	69	60	57	60	60
Like the work/the job	25	31	21	27	32	26	26
Would be bored otherwise	28	19	33	22	17	24	24
Like/need companionship/company	10	10	10	20	18	20	20
To keep well/active/fit	18	15	18	10	4	12	12
Well/active/fit enough to go on	11	20	8	8	13	6	6
Spouse not yet retired	0	1	—	6	12	3	3
Was asked to stay on/don't want to leave employer	5	6	4	9	4	11	11
Prefer working to being supported by welfare state	5	2	6	4	2	4	4
Other reasons	5	6	2	4	7	3	3
(% base, interviews)	561	163	343	454	109	314	
National estimates (thou)	440	110	290	640	130	460	

* Priority single coded in the order "Cannot afford to live on pension", "Need the money", "Like the money".

Table 4 Whether a period after last job ended when looked for paid work

	Men			Women				Per cent	
	All	Retired when under p.age full-time	over p.age full-time part-time	All	Retired when under p.age full-time part-time	over p.age full-time part-time			
Yes	10	16	7	4	7	13	11	4	2
No	89	81	93	96	93	87	89	96	98
Not answered	1	3	—	—	—	—	—	—	—
(% base, interviews)	906	359	366	99	788	170	185	158	217
National estimates (thou)	1,730	690	700	190	2,200	480	520	440	610

last job ended when they were looking for paid work (table 4). Among men whose last job ended when they were under pension age, the figure was one in six (one in eight for women), which suggests that quite a number of the early retired do not immediately abandon the idea of getting alternative work.

Most men retirees under pension age were likely to have been looking for full-time work but most of the men over pension age and the women in both age groups had been

Table 5 Whether having to give up present job when reaching a certain age

	Men				Women				Per cent
	All	Under p.age full-time	Over p.age full-time part-time	Over p.age full-time part-time	All	Under p.age full-time part-time	Over p.age full-time part-time		
Have to give up	49	56	23	6	34	47	34	34	18
Allowed to stay on	43	36	60	78	52	41	51	50	68
Don't know/not answered	8	7	16	16	14	12	15	16	14
(% base, interviews)*	823	339	118	311	609	80	104	101	293
National estimates (thou)*	2,520	1,990	80	270	2,270	730	880	120	430

* Employed, ie, excluding self-employed.

Table 6 Whether will try to get another job after giving up or leaving present job

	Men			Women			Per cent		
	All	Under p.age full-time	Over p.age full-time part-time	All	Under p.age full-time part-time	Over p.age full-time part-time			
Yes	33	40	17	29	21	19	24	28	18
No	52	49	74	61	65	65	63	58	71
Don't know	13	9	7	8	13	14	14	10	9
Not answered	2	1	2	2	1	2	—	4	2
(% base, interviews)*	713	282	127	268	461	54	71	67	137
National estimates (thou)*	2,190	1,850	70	100	1,570	610	610	80	200

* Those who have to give up or won't stay on.

Table 7 Plans for retirement or continued work

	Men			Women			Per cent		
	All	Under p.age full-time	Over p.age full-time part-time	All	Under p.age full-time part-time	Over p.age full-time part-time			
Stop at a particular age	52	61	32	12	38	62	30	41	22
Go on as long as health allows	32	26	52	67	46	25	53	47	60
Won't stop	10	8	14	17	7	4	10	7	10
Don't know	6	5	3	5	8	10	8	5	8

Table 8 Feelings about retirement

	Under pension age		Over pension age		Per cent
	Men	Women	Men	Women	
Looking forward to it	46	26	28	27	
Not happy about the prospect	9	11	15	13	
Mixed feelings	40	52	46	53	
Don't know/not answered	5	11	11	7	

looking for part-time work. There was a marked preference for jobs within 20 minutes' travelling time of home, especially among those whose last job had ended when they were over pension age.

It was put to people who had been looking for work that difficulty in getting a suitable job might be for various specific reasons. "Too old" was the reason given by 64 per cent, with "health" some way behind at 26 per cent.

Employers' retirement policies

More than half of the men working full-time under pension age and nearly half of the women thought that they would have to give up their present job when they reached a certain age (mostly state pension age). But most part-timers over pension age thought they would be allowed to stay on (table 5).

Compulsory retirement was attributed to the policy of employers by 74 per cent, the policy of a trade union by two per cent, and to both by 21 per cent.

Of those who thought they would be allowed to stay on, nearly two-thirds said they would decide to do so. Men full-time workers under pension age were, however, less likely to want to continue, whereas most part-timers said they would prefer to carry on working. A third of those who thought they would have to give up at a certain age said that if they had the chance they would like to continue in their present job. Among women part-timers over pension age the figure rose to 64 per cent.

More of those who said they would have to give up were expecting a pension from their employer than those who said they would not have to give up (62 per cent against 23 per cent). Looked at another way, 38 per cent of those expecting compulsory retirement expected no occupational pension.

Plans for future work

Of those who thought they would eventually have to give up their job or who preferred not to stay on, more than a quarter said they would try to get another job (table 6). Among men full-timers under pension age 40 per cent thought this, but the figure for men full-timers over pension age was only 17 per cent.

In thinking about another job there was a very strong preference among both men and women for a working week of around 20 hours. Most said they would like to work all the year round and many were prepared to spend longer in travelling to work than they did in their existing job.

Opinion was fairly equally divided on whether the chances of getting a suitable job were good, fair or poor, with rather fewer women than men thinking their chances were good. Among those who thought their chances were poor, three in five said that this was because they were too old. But a quarter mentioned a local shortage of jobs and the same proportion blamed high national unemployment.

Plans for retirement

Just over half of the men planned to stop working at a particular age, but only 38 per cent of the women (table 7). There were considerable differences according to age and hours of work, with more of the full-timers under pension age, but fewer of the part-timers over pension age, planning to stop at a particular age. Most of the remainder said they would go on as long as their health allowed, but some insisted that they would never stop.

Those who did say they planned to stop work were strongly influenced by present state pension ages: four-fifths of the men and nearly three-quarters of the women planned to stop working at those ages. Three-fifths of the men over pension age said they planned to go on at least until they were 70, but few women thought they would go on after 65.

Attitudes to retirement

Nearly half of the men workers under pension age but only a quarter of the women said that they were looking forward to retirement (table 8). One in ten were not happy about the prospect and nearly half had mixed feelings.

Among workers over pension age just over a quarter were looking forward to retirement, one-in-seven were not happy about the prospect and about a half had mixed feelings.

The high proportion of those who expressed mixed feelings suggests that often both the gains and the losses—material and psychological—are to some degree anticipated. Some actual answers from the pilot survey give a flavour of the various mixtures of feelings:

"Retirement means finishing your work and taking it easy. But you've got to have some interests—we all wish we could finish work but when it actually comes to stopping we don't like it."

Labourer, 61

"I think if you retire your health would deteriorate with it—you'd just get into the way of sitting about and not occupying your mind—there'll come a time when I have to retire so I suppose I'll find some interest somewhere."

Man, 70, caretaker

"I've got mixed feelings—it is really up to yourself. You can always join clubs or do voluntary work, and there are the public libraries . . . you need never have time on your hands."

Women, 54, shop assistant

Around a third of workers both under and over pension age thought they would find it difficult to settle down once they had retired. Women slightly more often thought this than men.

Approaching state pension

As men and women approach state pension age about a third of them are likely to be working in a job different from their main life work—and over pension age this is increasingly the case, especially for men part-timers. Older workers tend to move into less skilled and less responsible jobs. Those who work after pension age do so mainly for the money, but the motive for substantial minorities is liking the work or wanting to avoid boredom.

Elderly unemployment measured as actively seeking work is to some extent cushioned by those who would like work but faced with failure have given up looking. Most older job-seekers are looking for part-time work, but they are generally not optimistic about finding it. Being "too old" is seen as the biggest handicap in getting work.

Compulsory retirement will affect about half of all older workers, mostly as a result of the policy of employers. If given the chance to stay on, nearly two-thirds would do so. An occupational pension often accompanies compulsory retirement, but more than a third of those expecting compulsory retirement also expect no occupational pension. A quarter or more said they would want other work after leaving their present job, and they mostly wanted it to be part-time all the year round.

About a half of older workers plan to stop at a particular (mostly state pension) age—others say they will go on as long as their health allows or not stop at all. A majority of men over pension age plan to go on at least until 70, but most women will stop by 65. Fewer than half of them look forward to retirement and many have mixed feelings about it.

Older workers in the economy

by Peter Makeham

Department of
Employment

Different economic and social pressures affect the way older people are regarded as members of the workforce. A recent research paper* published by the Department of Employment reviewed the available evidence on the employment of older workers and examined their experience within the economic framework.

The focus of interest in the role of older workers in the labour force has changed in recent years. In the early 1970s, there was concern that a significant number of older workers may have been prevented from working by institutional pressures and that their greater participation in employment might help meet the demand for labour. Levels of high unemployment have reversed this concern and brought consideration of policies, such as early retirement through the Job Release Scheme†, which would release jobs for younger workers.

Older workers (defined as those aged over 55) made up 17 per cent of the GB labour force in 1977. Over a period, older people have increased as a percentage of the population while the proportion of them working has declined. The most striking long-term change in labour force participation has been the steady withdrawal of men aged over 65 from the labour market; the economic activity rate of men aged 65 to 69 fell from 80 per cent in 1921 to 30 per cent in 1971. This phenomenon has been spreading to men aged 60-64 whose activity rate fell from 91 per cent in 1961 to 79 per cent in 1977. The present recession has seen an acceleration in the long-term trend to earlier retirement for men, and to a lesser extent for women‡.

Those older workers aged over 65 are characterised by a high degree of industrial and occupational concentration, in particular in distribution and miscellaneous services. Part-time employment and self-employment, which are features of these industries, are also characteristic of older workers.

Distinctive group

They are identified as a distinctive group in the labour market by other features of their employment experience—unemployment, earnings and mobility, and they generally experience more difficulty in obtaining employment, particularly after the age of 55. Surveys and statistical analyses show age to be the most significant determinant of becoming unemployed for long periods.

Older workers tend on average to have lower earnings after the age of 55, although this varies with occupation and educational qualifications. Older manual workers work less overtime and on average receive lower payment from payments by results and shift premia. Mobility decreases with age; this applies to occupational, geographical and inter-firm mobility. There appears to be a tendency

towards downgrading by occupation, following a change of job by older workers.

Such comparative experiences have been described in terms of averages and tendencies, but it needs to be stressed that older workers are not a homogeneous group.

Supply and demand

The differences between the labour market experience of older workers and other workers can be judged in terms of the demand for older workers and their supply of labour. Such differences can be considered as demand side phenomena if they stem from lower productivity on the part of older workers or employer discrimination against older workers, or as supply side phenomena if they stem from differences in the degree and nature of labour force attachment or in the amount of education and training or from institutional barriers which limit the supply of older workers.

Relative productivity can be approached by considering various aspects of employment—the physical/mental ability to undertake a task, the incidence of absenteeism and accidents, and adaptability to changes in job content. Studies suggest that the incidence of illness increases with age and may be linked with the difficulty in obtaining re-employment; ability to do a job may in some respects decline with age but is subject to considerable personal variance depending on health, skills and type of job. Older workers may compensate for some decline in work ability through experience gained and training received, but may also be less adaptable to change. All these factors would have a significant effect on productivity.

The use of age limits in employment has been studied by Jolly, Creigh and Mingay** and although they found extensive use of age qualifications for vacancies, they concluded that such restriction did not appear to affect adversely the employment prospects of the old. There is an important distinction between the attitudes of firms to older workers already in their employment, whom they assist by adjusting the nature of their work, and to older workers seeking

* *Economic Aspects of the Employment of Older Workers* by Peter Makeham, Research Paper No. 14, is available from Department of Employment EC A1, Caxton House, Tothill Street, London SW1.

† See *Employment Gazette*, July 1980, pages 720-726.

‡ See "An increase in earlier retirement for men", *Employment Gazette*, April 1980.

** *Age as a factor in employment*, J. Jolly, S. Creigh and A. Mingay. DE Research Paper No. 11. See also *Employment Gazette*, February 1978.

employment, for whom they may not wish to make the same arrangements. As part of the same paradox, practices which protect older workers in employment such as seniority provisions may inhibit the hiring of those seeking work.

Employers may be influenced by institutional rigidities, for example, occupational pension schemes usually include a compulsory retirement age and may specify maximum age limits for entry. The state of the economy will be a major influence, particularly on the employment of workers above state pensionable age who may be regarded by employers as marginal workers. Age has become a major criterion in redundancy selection. In the long run, changes in technology will alter employers requirements and this may be particularly detrimental to older workers who possess fewer qualifications and skills, and who may be viewed as unsuitable for retraining.

Less flexible

Characteristics of labour supply are often cumulative in their effect. A redundant older worker from a declining industry may have to overcome both geographical and occupational immobility to obtain employment. Older workers are less flexible in their attitudes to both geographical mobility and retraining than younger workers. Flexibility to changes in the labour market appears to be inversely related to age; this may in part reflect an unwillingness to accept a reduction in wages once the advantages of seniority within one firm have been lost. Such inflexibility may be part of the reason why older workers perform relatively less well on normal training programmes, although poor performances can be improved considerably by adapting teaching methods to the learning abilities of older workers. Fewer formal educational qualifications among older workers may inhibit re-training and re-employment.

The choice between work and retirement is inevitably influenced by a number of factors. In particular, state pensionable ages have become a norm at which many people are compulsorily retired in line with the agreed retirement arrangements for their occupation. Retirement income and state of health are key influences in retirement decisions. The lack of homogeneity among older workers is illustrated by the different preferences of two groups. Some people wish to continue at work beyond the age of compulsory retirement; one third of those in the OPCS survey* who thought they would have to give up work said they would like to continue in their present job. Others wish to retire early; the Job Release Scheme induced early retirement by about 10 per cent of those eligible for the scheme.

There is a desire for much greater flexibility in the transition from work to retirement which is apparent from much survey evidence. Many older workers would prefer gradual retirement through part-time working and this contrasts with the sharp decrease in male economic activity at 65.

Appraisal

Lower earnings and higher unemployment among older workers may result from a lower demand by employers for the services of older workers in relation to other workers and/or from a lower supply of labour by older workers in relation to other workers.

Some of the most important causes of the distinctive

labour market experience of older workers may not be those which are most immediately apparent to the casual observer. For example, one may observe employers preferring younger workers, and treating older workers as a marginal group. This may reflect irrational employer discrimination, but it may equally well reflect the lower productivity of older workers or institutional and economic pressures on employers. Similarly, older workers may seem less willing than younger workers to obtain employment. This may not only be because older workers differ from younger workers in the amount and type of work they are willing to undertake, but it may also reflect real institutional barriers such as pension arrangements, or a lack of education and training for particular jobs.

The research paper identified some distinctive features in the labour market for older workers which help to explain their employment experience. Fewer formal educational qualifications and inflexible attitudes to retraining are important influences on older workers' employment. These restrictions on job opportunities are exacerbated by the pace of technological change and one sign of this may be the relatively higher concentration of older workers in the service sector where in the past the pace of technical advance has been slower.

Job opportunities available to older workers who lose their jobs through redundancy will tend to be limited by the distinction which employers appear to make between older workers already in their employment and those seeking employment.

Less demanding work

Work and leisure preferences of older workers have an important bearing on their employment. It appears that as workers become older they seek less demanding work which involves fewer hours and a more self-determined pace. Certainly, the gradual nature of the ageing process may lead to an expectation that older workers would wish gradually to reduce their labour input. The desire for a gradual move to retirement through part-time work and for flexibility of choice has been shown by survey evidence.

The issues posed by the transition from work to retirement have been the subject of discussion in the European Community, which has issued guidelines on flexible retirement†. The European Commission's proposals seek to encourage flexible retirement, so that workers may exercise greater choice, and phased retirement, so that the transition to retirement is gradual. Such changes are likely to be the subject of negotiation between unions and managements. The proposals also recognise the need to adapt policy on retirement to overall economic conditions by encouraging flexible early retirement through financial inducement when unemployment is high, but by stressing the continuation of work when there is full employment. Such proposals are consistent with the evidence of the wide variety of work and leisure preferences of older workers, and with the way in which both employers and older workers themselves respond to changing labour market conditions.

* "Older Workers and Retirement" by S. R. Parker. OPCS 1980. See also *Employment Gazette*, December 1980.

† *Community guidelines on flexible retirement*. COM (80) 393. July 1980.

Labour costs in 1978

This second article based on the survey carried out by member states of the European Community (see *Employment Gazette*, September 1980, pp. 956-972) analyses the results for manual and non-manual workers in the main production sectors (manufacturing, mining and quarrying, construction, and gas, water and electricity) and for manufacturing industry in each region.

Although there remain substantial differences in average labour costs of manual workers and of non-manual workers, some differences have lessened in recent years as proportionately more manual workers have received benefits in forms other than pay for hours worked (like payments for sickness absence and participation in private pension schemes). Between 1975 and 1978 costs additional to pay for hours worked for manual workers rose nearly 7 per cent faster than pay for hours worked and nearly one per cent more than the corresponding rise for non-manual workers. This is one of the features illustrated in some further analyses of the results of the labour cost survey presented below.

Presentation of analyses

Labour costs of manual workers are analysed in four ways in tables 9 to 16. Tables 9 and 10 cover total labour costs in nine broad categories both in pence per hour and as percentages of total labour costs.

Pay, distinguishing between wages and salaries paid for hours not worked and periodical bonuses, is examined in tables 11 and 12. Tables 13 and 14 analyse labour costs additional to pay for hours worked in greater detail. Annual labour costs per employee are dealt with in tables 15 and 16.

Table 17 analyses labour costs for all manufacturing industry for the ten standard regions of Great Britain, as well as giving the corresponding figures for Northern Ireland and the United Kingdom.

The purpose of labour cost surveys is to measure the costs, both statutory and voluntary, which are incurred by employers because they employ labour. The technical note at the end of this article describes the background to the 1978 survey, its scope and the methods used. It also draws attention to those factors which have a bearing on the interpretation of the figures. In addition, not all employees would be affected by every type of labour cost and that the average for different industries will be affected by variations in the structure of the labour force.

Manual and non-manual workers were distinguished as follows:

Manual—all manual workers, including operatives on production, transport work or employed in stores or warehouses; inspectors, viewers and similar workers, maintenance workers; canteen workers (if employed by the company); foremen (other than works foremen). Workers

doing work at home on material supplied by the employer and female cleaners working only a few hours a week were excluded.

Non-manual—directors (except those paid by fee only); managers, superintendents and works or general foremen, that is foremen with other foremen under their control; professional, scientific, technical and design employees; draughtsmen and tracers; sales representatives; office (including works office) employees.

Separate details for manual and non-manual workers were not obtained for the distributive and financial sectors.

Most of the analyses are presented in terms of pence per hour worked. For manual workers the amounts have been calculated by dividing employers' total annual expenditure on this category of worker by the total hours actually worked by manual workers during the year.

The same procedure has been adopted to produce averages for non-manual workers, except that the total hours used as the divisor related to hours normally worked. These excluded hours corresponding to annual and public holidays, but included hours relating to other paid absences, such as sickness absence. For the purpose of this article the term "wages" has been used for the pay received by manual workers and "salaries" for the pay received by non-manual workers. However, some manual workers are now paid on a monthly basis and this distinction should not be assumed to equate precisely to the distinction between weekly and monthly paid staff.

Summary of results

In manufacturing industry as a whole, total labour costs in 1978 averaged 220.64 pence per hour for manual workers and 305.84 pence per hour for non-manual workers, increases of 50.9 per cent and 50.4 per cent since 1975. The increases in wages and salaries between 1975 and 1978 were significantly lower, at 44.1 per cent for manual workers and 44.5 per cent for non-manual workers. Costs other than wages and salaries, however, doubled during this period, mainly because of higher national insurance contributions, with a rise of 107 per cent for manual workers and 87 per cent for non-manual workers.

The tendency for labour costs other than wages and salaries to grow at a faster rate than wages and salaries, seen between 1975 and 1978, is part of a longer term trend as the following table shows.

Index of production industries: components of labour costs as a percentage of total labour costs

	1964	1968	1973	1975	1978
Wages and salaries					
Manual employees	92.3	92.1	90.7	88.4	84.7
Non-manual employees	89.2	88.5	86.9	85.6	82.3
Statutory national insurance					
Manual employees	3.8	4.7	5.2	6.6	8.8
Non-manual employees	2.9	3.5	4.3	5.9	7.7
Voluntary social welfare					
Manual employees	1.6	1.6	2.0	3.0	3.8
Non-manual employees	6.6	6.5	6.8	6.8	7.6
Other costs*					
Manual employees	2.3	1.6	2.1	2.0	2.7
Non-manual employees	1.3	1.5	2.0	1.7	2.4
All	100	100	100	100	100

* For subsidised services and training separate details for manual and for non-manual employees were not obtained in 1964 and 1968 and such costs have been spread pro rata to employee numbers for this analysis.

Many of the contrasts between the labour costs of manual and non-manual workers shown in earlier surveys were still evident in the 1978 survey with non-manual costs proportionately higher than manual costs whether expressed in £ per hour worked (as in tables 9 and 10) or as £ per head (as in tables 13 and 14) and comprising proportionately higher non-pay items.

There has, however, been a gradual tendency for manual costs to move closer to non-manual costs, as manual workers increasingly receive benefits previously associated mainly with non-manual workers, especially in the fields of sickness pay and private pension funds. The following table (based on tables 11 and 12) identifies the main items where manual labour costs grew relatively to non-manual labour costs between 1975 and 1978.

Increase in ratio of additional costs to pay for hours worked between 1975 and 1978

	Manual workers	Non-manual workers	Relative increase of manual workers (1) less (2)
	(1)	(2)	Per cent
Payments and provisions for sickness and accidents	0.58	0.39	0.19
Statutory national insurance contributions	3.37	2.91	0.46
Superannuation and pension funds	1.61	1.40	0.21
Benefits in kind and subsidised services	0.44	0.41	0.03

The slower rise in statutory national insurance contributions among non-manual workers compared with that among manual workers mainly reflects the larger proportion paying the reduced "contracted out" rate which in turn reflects the greater prevalence of private pension schemes. The faster rise in payments, etc, for sickness and pension fund contributions among manual workers continues the tendency shown in earlier surveys as schemes for sickness benefits and pension funds for manual workers become more prevalent.

The variation in average labour costs for manufacturing industry as a whole between regions in 1978 (shown in Table 17) was very similar to the variation in average wages and salaries. Differences in industrial structure account for a major part of this variation. The South East region, Northern region and Wales show average labour costs significantly above the United Kingdom average, with Eastern region and Northern Ireland showing general labour costs well below the average.

Costs other than wages and salaries tended to be proportionately higher in Wales and proportionately lower in the Eastern region and Northern Ireland. These differences can be examined in greater detail with additional tables available on request (see "Further analyses").

Further analyses

A number of more detailed analyses are available on request. These are linked to the tables in this article.

Tables 9A and 10A give the information in tables 9 and 10 for six groups of establishments arranged according to size, that is, establishments with 10-49, 50-59, 100-199, 200-499, 500-999 and 1,000 and over respectively.

Tables 15A and 16A give the information in tables 15 and 16 also for each of six groups of establishments arranged according to size as described above.

Tables 17A to 17M give the information in table 17 for each major sector within manufacturing, together with details on the composition of the labour force, for each standard region and for Great Britain and for the United Kingdom.

Technical note

Scope and coverage of the survey

The reference period used was the calendar year 1978. However, employers were permitted to use an alternative 12 month period (for example tax year or company accounting year) which ended between April 6 1978 and April 5 1979. About 70 per cent of firms reported in respect of the calendar year and most of the remainder covered later periods, mainly the year ending 31 March.

The survey was conducted under the Statistics of Trade Act 1947. As the inquiry forms were lengthy and detailed, specimen copies were sent to employers at the end of 1977. The Department of Employment inquiry related to firms in Great Britain, and in Northern Ireland a parallel survey was conducted by the Department of Manpower Services.

All employees in the sectors covered, that is, both male and female workers, manuals and non-manuals and full-time and part-time workers were surveyed. However, people working at home and female cleaners working only a few hours a week, together with directors paid by fee only, were excluded. Employers were asked to state the average number of employees during the year under review.

The inquiry for manufacturing industry was conducted on an establishment basis, whereas for the other sectors covered the reporting unit was the company or organisation. It was a sample inquiry, the sampling frame for manufacturing industries being the annual Census of Employment register while for other production industries the sampling frame was a register, on an enterprise basis, maintained by the Department of Employment for various inquiries. For manufacturing industry, forms were sent to all establishments with 500 or more employees, to 1 in 3 of those with 200-499 employees, to 1 in 5 of those with 100-199 employees, to 1 in 8 of those with 50-99 employees and to 1 in 30 of those with 10-49 employees.

For the construction industry, forms were sent to all enterprises with 500 or more employees, to 1 in 3 of those with 200-499 employees, to 1 in 5 of those with 100-199 employees, to 1 in 20 of those with 50-99 employees and 1 in 50 of those with 10-49 employees. For mining and quarrying and gas, electricity and water much of the information was available from central sources.

Firms with an estimated labour force of less than 10 employees were excluded from the sample. It was assumed that the pattern of labour costs of the firms rendering returns was representative of the pattern in all firms in the same size-range in the same industry, and the results of the sampled

* Copies of these tables may be obtained by applying to Statistics A3, Department of Employment, Orphanage Road, Watford, Herts (Tel: 92 28500 ext 526).

Table 9 Labour costs per hour in 1978*: manual workers

GREAT BRITAIN	Total labour costs		Wages †		Statutory National insurance contributions		Provision for redundancy § (net)		Employers' liability insurance		Voluntary social welfare payments	
	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs
SIC 1968												
All manufacturing industries **	220.64	85.1	187.76	85.1	19.58	8.9	1.11	0.5	1.10	0.5	8.16	3.7
Food, drink and tobacco	207.36	84.2	174.67	84.2	18.06	8.7	0.69	0.3	0.67	0.3	8.60	4.1
Coal and petroleum products	329.02	74.7	254.72	74.7	22.24	6.8	1.85	0.6	1.26	0.4	42.90	13.0
Chemicals and allied industries	257.42	82.0	211.14	82.0	20.38	7.9	0.60	0.2	1.07	0.4	17.49	6.8
Metal manufacture	260.03	82.5	214.58	82.5	20.94	8.1	4.28	1.6	2.71	1.0	13.67	5.3
Mechanical engineering	233.53	84.9	198.34	84.9	20.86	8.9	1.10	0.5	1.52	0.6	7.95	3.4
Instrument engineering	208.06	84.5	175.72	84.5	18.35	8.8	1.09	0.5	0.43	0.2	9.05	4.3
Electrical engineering	215.53	85.2	183.53	85.2	19.78	9.2	0.98	0.5	0.66	0.3	6.87	3.2
Shipbuilding and marine engineering	235.77	86.8	204.66	86.8	21.28	9.0	1.71	0.7	2.36	1.0	3.51	1.5
Vehicles	254.91	84.3	214.77	84.3	20.91	8.2	2.20	0.9	1.03	0.4	12.40	4.9
Metal goods not elsewhere specified	213.88	85.5	182.77	85.5	19.72	9.2	1.02	0.5	1.30	0.6	6.05	2.8
Textiles	181.36	88.4	160.25	88.4	18.23	10.1	0.64	0.4	0.82	0.5	2.91	1.6
Leather, leather goods and fur	159.76	80.2	144.12	80.2	16.32	10.2	0.05	—	0.90	0.6	1.75	1.1
Clothing and footwear	145.73	90.0	131.21	90.0	15.17	10.4	0.22	0.2	0.24	0.2	1.03	0.7
Bricks, pottery, glass, cement, etc	244.30	85.5	191.76	85.5	20.93	9.3	0.51	0.2	1.10	0.5	6.40	2.9
Timber, furniture, etc	195.23	87.5	170.56	87.5	18.75	9.6	0.43	0.2	1.03	0.5	3.52	1.8
Paper, printing and publishing	240.56	85.8	206.33	85.8	20.67	8.6	0.65	0.3	0.92	0.4	9.58	4.0
Other manufacturing industries	202.23	85.8	173.54	85.8	18.34	9.1	0.52	0.3	0.98	0.5	5.92	2.9
Mining and quarrying ††	355.47	76.6	272.11	76.6	24.15	6.8	4.46	1.3	2.79	0.8	30.41	8.6
Construction †††	203.54	87.9	178.85	87.9	19.48	9.6	0.33	0.2	1.88	0.9	1.43	0.7
Gas, electricity and water †††	282.39	80.4	226.92	80.4	20.96	7.4	0.95	0.3	0.34	0.1	26.78	9.5
Index of Production Industries	225.81	84.7	191.29	84.7	19.81	8.8	1.18	0.5	1.28	0.6	8.63	3.8

Table 10 Labour costs per hour in 1978*: non-manual workers

GREAT BRITAIN	Total labour costs		Salaries †		Statutory National insurance contributions		Provision for redundancy § (net)		Employers' liability insurance		Voluntary social welfare payments	
	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs
SIC 1968												
All manufacturing industries **	305.84	82.9	253.57	82.9	23.82	7.8	1.82	0.6	0.63	0.2	20.83	6.8
Food, drink and tobacco	295.91	81.7	241.77	81.7	22.22	7.5	2.04	0.7	0.57	0.2	22.94	7.8
Coal and petroleum products	433.71	74.2	321.96	74.2	26.00	6.0	3.39	0.8	1.08	0.2	67.93	15.7
Chemicals and allied industries	354.54	80.4	284.91	80.4	24.73	7.0	2.53	0.7	0.72	0.2	32.81	9.3
Metal manufacture	341.71	80.2	273.90	80.2	24.89	7.3	4.65	1.4	0.93	0.3	31.44	9.2
Mechanical engineering	298.25	83.4	248.82	83.4	23.48	7.9	0.91	0.3	0.86	0.3	19.50	6.5
Instrument engineering	286.66	83.1	238.27	83.1	23.08	8.1	2.65	0.9	0.36	0.1	17.84	6.2
Electrical engineering	309.96	84.4	261.67	84.4	26.34	8.5	1.12	0.4	0.39	0.1	14.44	4.7
Shipbuilding and marine engineering	316.74	83.3	263.71	83.3	23.69	7.5	1.47	0.5	1.15	0.4	22.35	7.1
Vehicles	315.58	84.0	265.11	84.0	23.74	7.5	1.31	0.4	0.50	0.2	20.35	6.4
Metal goods not elsewhere specified	290.49	83.6	242.72	83.6	23.58	8.1	1.42	0.5	0.82	0.3	17.58	6.1
Textiles	276.45	83.4	230.52	83.4	22.09	8.0	3.14	1.1	0.63	0.2	18.98	6.9
Leather, leather goods and fur	279.19	85.5	238.63	85.5	23.19	8.3	0.16	0.1	0.54	0.2	15.30	5.5
Clothing and footwear	240.12	85.7	205.74	85.7	20.83	8.7	0.26	0.1	0.26	0.1	11.07	4.6
Bricks, pottery, glass, cement, etc	304.53	82.4	250.90	82.4	23.56	7.7	0.73	0.2	0.82	0.3	23.30	7.6
Timber, furniture, etc	277.23	83.5	231.53	83.5	22.47	8.1	0.71	0.3	0.80	0.3	18.76	6.8
Paper, printing and publishing	295.99	83.2	246.19	83.2	23.12	7.8	3.50	1.2	0.49	0.2	18.06	6.1
Other manufacturing industries	296.64	83.4	247.47	83.4	23.67	8.0	0.92	0.3	0.81	0.3	18.97	6.4
Mining and quarrying †††	423.66	74.6	316.23	74.6	26.50	6.3	0.29	0.1	1.06	0.2	57.75	13.6
Construction †††	292.80	84.2	246.56	84.2	23.49	8.0	0.51	0.2	1.09	0.4	18.31	6.3
Gas, electricity and water †††	368.99	76.5	282.17	76.5	23.64	6.4	1.91	0.5	0.61	0.2	53.62	14.5
Index of Production Industries	311.09	82.3	256.04	82.3	23.82	7.7	1.66	0.5	0.70	0.2	23.51	7.6

GREAT BRITAIN	Benefits in kind		Subsidised services † (excluding wages and salaries for administration)		Training ‡ || (excluding wage elements)		Training ‡ || (including wages of apprentices and full-time trainees which are also included in wages)		Government subsidies ¶ (negative cost)	
	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs
SIC 1968										
All manufacturing industries **	0.21	0.1	3.06	1.4	0.68	0.3	4.88	2.2	-1.02	-0.5
Food, drink and tobacco	0.56	0.3	4.27	2.1	0.44	0.2	1.50	0.7	-0.59	-0.3
Coal and petroleum products	4.20	1.3	10.18	3.1	1.35	0.4	5.97	1.8	-0.66	-0.2
Chemicals and allied industries	0.23	0.1	5.85	2.3	0.78	0.3	3.43	1.3	-0.13	-0.1
Metal manufacture	0.78	0.3	2.46	0.9	1.37	0.5	5.18	2.0	-0.76	-0.3
Mechanical engineering	0.11	—	3.17	1.4	1.13	0.5	8.86	3.8	-0.64	-0.3
Instrument engineering	0.13	0.1	2.64	1.3	0.87	0.4	6.95	3.3	-0.22	-0.1
Electrical engineering	0.07	—	3.25	1.5	0.65	0.3	4.86	2.3	-0.26	-0.1
Shipbuilding and marine engineering	0.02	—	1.93	0.8	0.60	0.3	14.13	6.0	-0.28	-0.1
Vehicles	0.09	—	3.13	1.2	0.62	0.2	5.70	2.2	-0.23	-0.1
Metal goods not elsewhere specified	0.09	—	2.79	1.3	0.64	0.3	4.90	2.3	-0.49	-0.2
Textiles	0.04	—	1.93	1.1	0.23	0.1	2.31	1.3	-3.68	-2.0
Leather, leather goods and fur	0.09	0.1	1.76	1.1	0.23	0.1	2.92	1.8	-5.47	-3.4
Clothing and footwear	0.09	0.1	1.41	1.0	0.29	0.2	3.61	2.5	-3.94	-2.7
Bricks, pottery, glass, cement, etc	0.14	0.1	3.52	1.6	0.55	0.2	3.06	1.4	-0.63	-0.3
Timber, furniture, etc	0.07	—	1.60	0.8	0.68	0.3	6.65	3.4	-1.60	-0.8
Paper, printing and publishing	0.05	—	2.75	1.1	0.57	0.2	4.47	1.9	-0.95	-0.4
Other manufacturing industries	0.10	—	2.93	1.5	0.67	0.3	2.62	1.3	-0.77	-0.4
Mining and quarrying †††	12.28	3.5	9.88	2.8	0.91	0.3	1.35	0.4	-1.51	-0.4
Construction †††	0.03	—	1.58	0.8	0.46	0.2	7.83	3.8	-0.49	-0.2
Gas, electricity and water †††	0.03	—	3.93	1.4	2.52	0.9	8.56	3.0	-0.05	—
Index of Production Industries	0.70	0.3	3.15	1.4	0.71	0.3	5.28	2.3	-0.93	-0.4

GREAT BRITAIN	Benefits in kind		Subsidised services † (excluding salaries for administration)		Training ‡ || (excluding salary elements)		Training ‡ || (including salaries of apprentices and full-time trainees which are also included in salaries)		Government subsidies ¶ (negative cost)	
	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs
SIC 1968										
All manufacturing industries **	0.50	0.2	3.84	1.3	1.21	0.4	3.25	1.1	-0.37	-0.1
Food, drink and tobacco	1.00	0.3	4.60	1.6	1.12	0.4	1.85	0.6	-0.36	-0.1
Coal and petroleum products	1.47	0.3	9.31	2.1	2.60	0.6	4.38	1.0	-0.02	—
Chemicals and allied industries	0.54	0.2	6.49	1.8	1.86	0.5	2.61	0.7	-0.04	—
Metal manufacture	1.43	0.4	2.64	0.8	2.19	0.6	5.91	1.7	-0.35	-0.1
Mechanical engineering	0.41	0.1	3.31	1.1	1.14	0.4	3.25	1.1	-0.18	-0.1
Instrument engineering	0.30	0.1	3.17	1.1	1.10	0.4	2.84	1.0	-0.10	—
Electrical engineering	0.17	0.1	4.53	1.5	1.74	0.6	4.65	1.5	-0.44	-0.1
Shipbuilding and marine engineering	0.35	0.1	3.76	1.2	0.47	0.1	3.78	1.2	-0.20	-0.1
Vehicles	0.20	0.1	3.65	1.2	0.83	0.3	4.78	1.5	-0.10	—
Metal goods not elsewhere specified	0.41	0.1	3.45	1.2	0.81	0.3	1.85	0.6	-0.31	-0.1
Textiles	0.36	0.1	2.41	0.9	0.43	0.2	1.20	0.4	-2.11	-0.8
Leather, leather goods and fur	0.63	0.2	1.22	0.4	0.35	0.1	0.74	0.3	-0.84	-0.3
Clothing and footwear	0.56	0.2	2.13	0.9	0.44	0.2	1.15	0.5	-1.17	-0.5
Bricks, pottery, glass, cement, etc	0.40	0.1	3.83	1.3	1.04	0.3	2.61	0.9	-0.03	—
Timber, furniture, etc	0.25	0.1	2.90	1.0	0.70	0.3	2.25	0.8	-0.90	-0.3
Paper, printing and publishing	0.68	0.2	3.07	1.0	1.08	0.4	3.36	1.1	-0.20	-0.1
Other manufacturing industries	0.39	0.1	3.92	1.3	1.14	0.4	1.74	0.6	-0.63	-0.2
Mining and quarrying †††	5.29	1.3	15.64	3.7	5.30	1.3	5.95	1.4	-4.40	-1.0
Construction †††	0.36	0.1	2.05	0.7	0.94	0.3	5.08	1.7	-	

Table 14 Labour costs additional to salaries for hours worked in 1978*: non-manual workers

GREAT BRITAIN	PER CENT							
	Salaries for		Statutory National insurance contributions	Provision for redundancy (net)‡	Employers' liability insurance	Voluntary social welfare		
	Holidays † and other time off with pay	Sickness				Super-annuation and pension funds	Provision for sickness and industrial accidents	Lump sum and ex-gratia payments
SIC 1968								
All manufacturing industries**	11.30	2.18	10.66	0.81	0.28	(8.96)	(0.07)	(0.24)
Food, drink and tobacco	10.85	1.90	10.36	0.95	0.27	(9.93)	(0.15)	(0.52)
Coal and petroleum products	10.97	1.96	9.12	1.19	0.38	(23.27)	(0.04)	(0.50)
Chemicals and allied industries	11.44	2.30	9.87	1.01	0.29	(12.54)	(0.06)	(0.44)
Metal manufacture	11.56	2.67	10.38	1.94	0.39	(12.91)	(0.07)	(0.11)
Mechanical engineering	11.13	2.06	10.68	0.41	0.39	(8.62)	(0.09)	(0.13)
Instrument engineering	10.71	2.13	10.93	1.26	0.17	(8.19)	(0.08)	(0.15)
Electrical engineering	11.37	2.81	11.49	0.49	0.17	(6.06)	(0.05)	(0.15)
Shipbuilding and marine engineering	11.02	1.95	10.15	0.63	0.49	(9.34)	(0.09)	(0.12)
Vehicles	12.38	3.00	10.33	0.57	0.22	(8.72)	(0.01)	(0.11)
Metal goods not elsewhere specified	11.10	1.80	10.97	0.66	0.38	(7.99)	(0.05)	(0.10)
Textiles	10.85	1.46	10.76	1.53	0.31	(8.85)	(0.07)	(0.22)
Leather, leather goods and fur	9.65	0.95	10.75	0.08	0.25	(6.70)	(0.07)	(0.31)
Clothing and footwear	10.06	1.00	11.24	0.14	0.14	(5.53)	(0.08)	(0.32)
Bricks, pottery, glass, cement, etc	11.43	1.80	10.63	0.33	0.37	(10.05)	(0.07)	(0.25)
Timber, furniture, etc	13.39	1.00	11.10	0.35	0.40	(8.30)	(0.03)	(0.89)
Paper, printing and publishing	10.70	1.56	10.54	1.59	0.22	(7.78)	(0.08)	(0.32)
Other manufacturing industries	10.96	1.90	10.79	0.42	0.37	(8.25)	(0.13)	(0.23)
Mining and quarrying†††	9.23	1.85	9.31	0.10	0.37	(18.57)	(0.02)	(1.56)
Construction††	9.31	1.18	10.53	0.23	0.49	(7.81)	(0.16)	(0.19)
Gas, electricity and water ††	13.39	3.46	9.79	0.79	0.25	(20.65)	(0.04)	(1.50)
Index of Production Industries	11.19	2.16	10.55	0.74	0.31	(9.92)	(0.08)	(0.36)

GREAT BRITAIN	PER CENT							
	Voluntary social welfare (continued)		Benefits in kind	Subsidised services	Assistance with housing (included in subsidised services)	Training‡	Government subsidies (negative cost)	Total additional costs
	Other voluntary payments	Total voluntary social welfare						
SIC 1968								
All manufacturing industries**	(0.05)	9.32	0.22	1.72	(0.10)	0.54	-0.17	36.86
Food, drink and tobacco	(0.10)	10.70	0.47	2.15	(0.10)	0.52	-0.17	37.99
Coal and petroleum products	(0.03)	23.83	0.52	3.27	(0.11)	0.91	-0.01	52.13
Chemicals and allied industries	(0.06)	13.10	0.21	2.59	(0.37)	0.74	-0.02	41.54
Metal manufacture	(0.03)	13.11	0.60	1.10	(0.04)	0.91	-0.15	42.51
Mechanical engineering	(0.04)	8.87	0.19	1.51	(0.06)	0.52	-0.08	35.67
Instrument engineering	(0.04)	8.45	0.14	1.50	(0.09)	0.52	-0.05	35.76
Electrical engineering	(0.04)	6.30	0.08	1.98	(0.04)	0.76	-0.19	35.25
Shipbuilding and marine engineering	(0.03)	9.58	0.15	1.61	(0.09)	0.20	-0.08	35.69
Vehicles	(0.02)	8.86	0.09	1.59	(0.04)	0.36	-0.04	37.35
Metal goods not elsewhere specified	(0.04)	8.18	0.19	1.61	(0.11)	0.38	-0.14	35.11
Textiles	(0.10)	9.25	0.17	1.17	(0.03)	0.21	-1.03	34.68
Leather, leather goods and fur	(0.02)	7.09	0.29	0.57	(0.03)	0.16	-0.39	29.40
Clothing and footwear	(0.04)	5.98	0.30	1.15	(0.07)	0.24	-0.63	29.61
Bricks, pottery, glass, cement, etc	(0.14)	10.51	0.18	1.73	(0.02)	0.47	-0.01	37.43
Timber, furniture, etc	(0.05)	9.27	0.13	1.43	(0.08)	0.34	-0.44	36.96
Paper, printing and publishing	(0.05)	8.24	0.31	1.40	(0.13)	0.49	-0.09	34.96
Other manufacturing industries	(0.04)	8.65	0.18	1.79	(0.09)	0.52	-0.29	35.28
Mining and quarrying†††	(0.13)	20.28	1.86	5.50	(1.85)	1.86	-1.55	48.81
Construction††	(0.05)	8.20	0.16	0.92	(0.02)	0.42	-0.23	31.21
Gas, electricity and water††	(0.01)	22.20	0.03	1.79	(0.15)	1.13	-0.04	52.81
Index of Production Industries	(0.05)	10.41	0.24	1.73	(0.14)	0.60	-0.20	37.72

* † † † † See footnotes to table 13.

sickness and other reasons, were not to be deducted. Costs per hour worked were obtained by dividing employers' labour costs for the year (both the total and each individual item of cost) by the total hours worked in the year.

Details of the items included under each category of cost were:

Wages and salaries: The gross amount paid to employees before deduction of income tax and national insurance contributions and superannuation contributions. It included payment for overtime, shift supplements, earnings under payment-by-results schemes, bonuses and gratuities, including production, profit sharing and cost of living bonuses, payments in lieu of notice, commission payments and payments under a guaranteed wage agreement. For manufacturing, mining and quarrying, construction, gas, electricity and water, wages and salaries paid under the following headings were also listed separately; (i) bonuses not payable regularly at each pay period (eg Christmas holiday); (ii) days of annual and public holiday (excluding holiday bonuses) and other time off with pay; (iii) days of absence caused by sickness, injury or maternity; (iv) wages and salaries of

apprentices and full-time trainees. In distribution, banking, finance and insurance only items (i) and (iv) were collected separately.

There was an important change in definition between the 1975 and 1978 surveys in respect of **holiday bonuses**. As indicated above, holiday bonuses were included with periodical bonuses in 1978 (item (i)). In 1975, however, holiday bonuses appeared as part of the payment for holidays (item (ii)). This point must be borne in mind in comparing the results of the two surveys.

Statutory national insurance contributions. Employers' total national insurance contributions for the year.

Provision for redundancy. Separate information was obtained about (i) redundancy payments of any kind, statutory or voluntary, paid to redundant employees and (ii) rebates received by employers from the redundancy fund under the Redundancy Payments Act. Also included under this heading is an assessment of the statutory contribution under the Redundancy Payments Act paid with the national insurance contribution.

Employers' liability insurance. Premiums paid to insurance companies, employers' liability, mutual associations, etc in respect of the risk of

Table 15 Annual labour costs per employee in 1978*: manual workers

GREAT BRITAIN	£ per annum									
	Total labour costs		Wages‡		Statutory National insurance contributions (excluding Redundancy Fund contributions)		Provision for redundancy (net)§		Employers' liability insurance	
	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units
SIC 1968										
All manufacturing industries**	4,132.4	4,309.8	3,516.6	3,667.5	366.6	382.4	20.8	21.7	20.7	21.6
Food, drink and tobacco	3,897.1	4,257.7	3,282.7	3,586.5	339.3	370.7	13.0	14.2	12.7	13.8
Coal and petroleum products	6,318.8	6,369.0	4,719.0	4,756.5	427.0	430.4	35.5	35.8	24.1	24.3
Chemicals and allied industries	4,990.0	5,197.5	4,093.0	4,263.2	395.0	411.5	11.7	12.2	20.7	21.6
Metal manufacture	5,030.2	5,096.1	4,151.0	4,205.4	405.1	410.4	82.8	83.8	52.4	53.1
Mechanical engineering	4,556.5	4,623.1	3,869.9	3,926.5	407.0	412.9	21.4	21.7	29.6	30.0
Instrument engineering	3,851.6	4,071.0	3,253.0	3,438.3	339.6	359.0	20.1	21.2	8.0	8.5
Electrical engineering	3,902.2	4,104.3	3,322.9	3,495.0	358.1	376.7	17.8	18.7	11.9	12.6
Shipbuilding and marine engineering	4,609.7	4,642.8	4,001.4	4,030.1	416.1	419.1	33.4	33.6	46.1	46.4
Vehicles	4,651.7	4,689.0	3,919.2	3,956.9	354.7	361.6	40.1	40.4	18.8	18.9
Metal goods not elsewhere specified	3,975.1	4,150.8	3,270.5	3,471.9	2,889.8	3,067.7	366.5	382.7	18.9	19.7
Textiles	3,270.5	3,471.9	2,889.8	3,067.7	354.7	361.6	40.1	40.4	18.8	18.9
Leather, leather goods and fur	2,975.6	3,090.1	2,684.3	2,787.6	304.0	315.7	11.4	12.2	14.8	15.7
Clothing and footwear	2,468.5	2,686.1	2,222.6	2,418.5	257.0	279.6	1.0	1.0	16.8	17.4
Bricks, pottery, glass, cement, etc	4,437.6	4,542.4	3,794.0	3,883.5	414.2	423.9	10.2	10.4	4.1	4.5
Timber, furniture, etc	3,888.8	3,985.2	3,401.3	3,485.6	373.5	382.8	8.6	8.8	20.5	22.3
Paper, printing and publishing	4,581.7	4,822.2	3,929.7	4,136.0	393.7	414.4	13.0	13.0	17.4	18.4
Other manufacturing industries	3,696.2	3,917.8	3,171.8	3,361.9	335.1	355.2	9.5	10.1	18.0	19.1
Mining and quarrying†††	5,884.0	5,917.0	4,504.2	4,529.4	399.7	401.9	73.9	74.3	46.1	46.4
Construction††	4,363.4	4,390.0	3,834.1	3,857.5	417.5	420.1	7.1	7.2	40.3	40.5
Gas, electricity and water††	5,428.0	5,544.1	4,361.8	4,455.1	403.0	411.6	18.3	18.7	6.5	6.6
Index of Production Industries	4,289.5	4,440.4	3,633.8	3,761.6	376.2	389.5	22.3	23.1	24.3	25.1

GREAT BRITAIN	£ per annum											
	Voluntary social welfare payments		Benefits in kind		Subsidised services‡ (excluding wages and salaries for administration)		Training‡ (excluding wage elements)		Training‡ (including wages of apprentices and full-time trainees which are also included in wages)		Government subsidies§ (negative cost)	
	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units
SIC 1968												
All manufacturing industries**	152.8	159.4	3.9	4.1	57.3	59.7	12.8	13.3	91.4	95.4	-19.0	-19.9
Food, drink and tobacco	161.6	176.6	10.5	11.4	80.3	87.7	8.2	8.9	28.2	30.8	-11.2	-12.2
Coal and petroleum products	823.8	830.4	80.6	81.3	195.4	197.0	25.9	26.1	114.7	115.6	-12.7	-12.8
Chemicals and allied industries	339.1	353.2	4.5	4.7	113.5	118.2	15.1	15.8	66.5	69.2	-2.6	-2.7
Metal manufacture	264.5	268.0	15.0	15.2	47.5	48.2	26.6	26.9	100.3	101.6	-14.7	-14.8
Mechanical engineering	155.0	157.3	2.2	2.3	61.9	62.8	22.0	22.3	172.9	175.4	-12.5	-12.7
Instrument engineering	167.5	177.0	2.5	2.6	48.9	51.7	16.2	17.1	128.7	136.1	-4.8	-5.0
Electrical engineering	124.4	130.8	1.2	1.3	58.8	61.9	11.8	12.4	88.0	92.6	-4.1	-4.3
Shipbuilding and marine engineering	68.6	69.1	0.3	0.3	37.8	38.1	11.7	11.7	276.2	278.2	-5.5	-5.5
Vehicles	226.2	228.1	1.6	1.6	57.1	57.6	11.3	11.4	104.1	104.9	-4.1	-4.2
Metal goods not elsewhere specified	112.5	117.5	1.7	1.8	51.8	54.1	11.9	12.4	91.1	95.2	-9.2	-9.6
Textiles	52.5	55.8	0.7	0.7	34.8	36.9	4.2	4.5	41.6	44.2	-66.4	-70.5
Leather, leather goods and fur	32.5	33.8	1.8	1.8	32.7	34.0	4.3	4.5	54.4	56.5	-101.8	-105.7
Clothing and footwear	17.5	19.0	1.5	1.6	23.9	26.0	5.0	5.4	61.1	66.5	-66.7	-72.6
Bricks, pottery, glass, cement, etc	126.7	129.7	2.8	2.8	69.7	71.3	11.0	11.2	60.6	62.0	-12.5	-12.8
Timber, furniture, etc	70.1	71.8	1.3	1.4	31.9	32.7	13.5	13.8	132.5	135.8	-31.9	-32.7
Paper, printing and publishing	182.4	191.9	1.0	1.0	52.4	55.1	10.8	11.3	85.1	89.6	-18.0	-19.0
Other manufacturing industries	108.1	114.6	1.8	1.9	53.6	56.8	12.3	13.0	47.9	50.8	-14.0	-14.8
Mining and quarrying†††	503.3	506.1	203.2	204.3	163.6	164.5	15.1	15.1	22.3	22.4	-25.0	-25.1</

Table 16 Annual labour costs per employee in 1978*: non-manual workers

GREAT BRITAIN	Total labour costs		Salaries†		Statutory National insurance contributions (excluding Redundancy Fund contributions)		Provision for redundancy (net)‡		Employers' liability insurance	
	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units
SIC 1968										
All manufacturing industries**	5,423.4	5,576.1	4,496.5	4,623.1	422.3	434.2	32.2	33.1	11.2	11.6
Food, drink and tobacco	5,234.7	5,462.1	4,277.1	4,462.8	393.1	410.2	36.1	37.6	10.1	10.5
Coal and petroleum products	7,712.3	7,782.4	5,725.1	5,777.2	462.3	466.5	60.3	60.8	19.1	19.3
Chemicals and allied industries	6,359.5	6,439.3	5,070.3	5,174.6	440.1	449.1	45.0	45.9	12.8	13.1
Metal manufacture	5,951.5	6,023.3	4,770.5	4,828.1	433.5	438.7	81.0	81.9	16.2	16.4
Mechanical engineering	5,335.7	5,477.3	4,451.4	4,569.5	420.1	431.3	16.2	16.6	15.4	15.8
Instrument engineering	5,178.3	5,346.7	4,304.0	4,444.0	416.9	430.4	47.9	49.5	6.5	6.7
Electrical engineering	5,528.9	5,633.7	4,667.5	4,756.1	469.8	478.8	20.0	20.3	7.0	7.1
Shipbuilding and marine engineering	5,794.7	5,881.9	4,824.5	4,897.1	433.4	439.9	26.9	27.3	20.9	21.3
Vehicles	5,643.7	5,694.9	4,741.1	4,784.1	424.5	428.3	23.4	23.6	8.9	8.9
Metal goods not elsewhere specified	5,025.8	5,252.6	4,199.4	4,388.9	408.0	426.4	24.6	25.7	14.1	14.7
Textiles	4,855.7	5,019.7	4,049.0	4,185.8	387.9	401.0	55.2	57.1	11.1	11.4
Leather, leather goods and fur	4,875.7	5,192.9	4,167.5	4,438.6	404.9	431.2	2.9	3.0	9.4	4.8
Clothing and footwear	4,136.8	4,342.5	3,544.5	3,720.9	358.9	376.7	4.5	4.7	4.5	4.8
Bricks, pottery, glass, cement, etc	5,415.2	5,595.4	4,461.4	4,609.9	418.9	432.8	12.9	13.3	14.6	15.1
Timber, furniture, etc	4,907.0	5,132.1	4,098.1	4,286.1	397.8	418.0	12.6	13.2	14.2	14.9
Paper, printing and publishing	5,217.7	5,453.7	4,339.9	4,536.2	407.5	425.9	61.6	64.4	8.7	9.1
Other manufacturing industries	5,253.2	5,406.8	4,382.3	4,510.5	419.1	431.4	16.2	16.7	14.3	14.8
Mining and quarrying††	7,305.9	7,387.7	5,453.3	5,514.4	457.0	462.1	5.0	5.0	18.2	18.4
Construction††	5,192.2	5,443.3	4,372.2	4,583.6	416.6	436.8	9.1	9.5	19.3	20.2
Gas, electricity and water††	6,538.8	6,704.3	5,000.3	5,126.9	418.9	429.6	33.8	34.6	10.8	11.1
Index of Production Industries	5,513.3	5,677.2	4,537.6	4,672.5	422.2	434.7	29.5	30.3	12.4	12.7

£ per annum

GREAT BRITAIN	Voluntary social welfare payments		Benefits in kind		Subsidised services† (excluding salaries for administration)		Training‡ (excluding salary elements)		Training‡ (including salaries of apprentices and full-time trainees which are also included in salaries)		Government subsidies† (negative cost)	
	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units	All employees	Part-time employees converted to whole units
SIC 1968												
All manufacturing industries**	369.4	379.8	8.8	9.1	68.1	70.0	21.4	22.1	57.6	59.3	-6.6	-6.8
Food, drink and tobacco	405.7	423.3	17.8	18.5	81.4	84.9	19.8	20.7	32.7	34.1	-6.3	-6.6
Coal and petroleum products	1,207.9	1,218.9	26.2	26.5	165.6	167.1	46.1	46.6	77.9	78.6	-0.4	-0.4
Chemicals and allied industries	584.0	596.0	9.6	9.8	115.5	117.8	33.1	33.7	46.5	47.4	-0.7	-0.7
Metal manufacture	547.6	554.2	24.9	25.2	45.9	46.5	38.1	38.5	102.9	104.2	-6.0	-6.1
Mechanical engineering	348.8	358.0	7.4	7.6	59.2	60.8	28.4	21.0	58.1	59.6	-3.2	-3.3
Instrument engineering	322.3	332.8	5.4	5.5	57.3	59.1	19.9	20.6	51.2	52.9	-1.8	-1.9
Electrical engineering	257.6	262.5	3.1	3.1	80.8	82.3	31.1	31.6	82.9	84.5	-7.9	-8.1
Shipbuilding and marine engineering	408.9	415.0	6.3	6.4	68.8	69.8	8.6	8.7	69.1	70.2	-3.6	-3.7
Vehicles	363.9	367.2	3.6	3.7	65.2	65.8	14.9	15.0	85.4	86.2	-1.7	-1.8
Metal goods not elsewhere specified	304.2	317.9	7.1	7.4	49.7	62.4	14.0	14.6	32.0	33.4	-5.4	-5.6
Textiles	333.4	344.6	6.2	6.5	42.3	43.8	7.6	7.9	21.1	21.8	-37.1	-38.3
Leather, leather goods and fur	267.2	284.6	10.9	11.6	21.4	22.8	6.2	6.6	12.9	13.7	-14.6	-15.5
Clothing and footwear	190.7	200.2	9.6	10.0	36.7	38.5	7.6	7.9	19.8	20.7	-20.1	-21.1
Bricks, pottery, glass, cement, etc	414.2	428.0	7.0	7.3	68.1	70.4	18.5	19.1	46.3	47.9	-0.5	-0.5
Timber, furniture, etc	332.0	347.2	4.5	4.7	51.4	53.7	12.3	12.9	39.9	41.7	-15.9	-16.6
Paper, printing and publishing	318.4	332.8	12.0	12.6	54.0	56.5	19.0	19.9	59.2	61.9	-3.5	-3.6
Other manufacturing industries	335.9	345.7	6.9	7.1	69.4	71.4	20.2	20.8	30.8	31.7	-11.2	-11.5
Mining and quarrying††	995.8	1,007.0	91.3	92.3	269.8	272.8	91.3	92.3	102.6	103.8	-75.8	-76.7
Construction††	324.7	340.4	6.4	6.7	36.3	38.1	16.7	17.5	90.0	94.3	-9.1	-9.5
Gas, electricity and water††	950.1	974.2	1.3	1.4	76.6	78.6	48.4	49.6	102.7	105.3	-1.5	-1.5
Index of Production Industries	416.7	429.1	9.6	9.9	69.1	71.2	24.2	24.9	65.2	67.1	-7.8	-8.1

* Average annual figures were calculated by dividing employers' expenditure in respect of non-manual workers for the year by the average number of these workers on the pay-rolls during the year. The employees included both males and females and full-time and part-time workers. In the first column for each category of cost (all employees) part-time workers have been treated as "full" units whereas the second column gives averages after part-time workers have been converted to whole units. Two part-time workers have been taken as equaling one full-time worker. Variations in the composition of the labour force must be borne in mind when figures for different industries are compared.

†† See footnotes to table 9.

— Nil or negligible.

Government subsidies were treated as negative labour costs. The 1978 survey included receipts in respect of the special employment measures, for example the temporary employment subsidy. The previous survey covers the Regional Employment Premium (REP) in this category.

Response

In manufacturing industries about 7,400 establishments with 10 or more employees were approached and forms suitable for tabulation were received from 81 per cent. The completed returns (before grossing up) gave details for 2,033,000 employees in establishments with 1,000 or more employees, for 764,000 in establishments with 500-999 employees, for 370,000 in establishments with 200-499 employees, for 136,000 in establishments with 100-199 employees, for 79,000 in establishments

with 50-99 employees and for 25,000 in establishments with 10-49 employees. The overall total of 3,407,000 employees represents about 50 per cent of the estimated total numbers employed in manufacturing industries in 1978 in establishments with 10 or more employees.

Questionnaires were sent to about 1,000 enterprises in the construction industry and forms suitable for tabulation were received from 76 per cent. The completed returns (before grossing up) gave details for 256,000 employees or about 25 per cent of the estimated number of firms with 10 or more employees in 1975.

In the distribution sector, questionnaires were sent to some 3,400 companies—1,400 in wholesale and 2,000 in retail distribution. Returns suitable for tabulation were received from 85 per cent of companies in wholesale and 80 per cent in retail. Before grossing up, the completed returns gave details for some 1,287,000 employees or about 56 per cent of

Table 17 Labour costs per hour in 1978*: manufacturing industries by region

SIC 1968	Total labour costs		Wages and salaries †		Statutory national insurance contributions (excluding Redundancy Fund contributions)		Provision for redundancy § (net)		Employers' liability insurance		Voluntary social welfare payments	
	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs
All manufacturing industries	257.13	84.2	216.47	83.3	21.47	8.3	1.14	0.4	0.75	0.3	12.54	4.9
South East	257.13	84.2	216.47	83.3	21.47	8.3	1.14	0.4	0.75	0.3	12.54	4.9
East Anglia	229.33	84.1	192.80	84.1	20.45	8.9	0.45	0.2	0.76	0.3	10.43	4.5
South West	239.12	84.2	201.42	84.2	20.25	8.5	1.11	0.5	0.65	0.3	11.60	4.9
West Midlands	244.59	84.5	206.74	84.5	20.70	8.5	1.74	0.7	1.03	0.4	11.46	4.7
East Midlands	228.59	85.6	195.64	85.6	20.36	8.9	0.89	0.4	0.82	0.4	8.37	3.7
Yorkshire and Humberside	234.39	84.2	197.43	84.2	20.22	8.6	0.90	0.4	1.31	0.6	11.35	4.8
North West	238.98	84.6	202.19	84.6	20.56	8.6	1.24	0.5	0.96	0.4	11.33	4.7
Northern	250.99	84.1	211.07	84.1	21.31	8.5	1.70	0.7	1.30	0.5	12.39	4.9
Wales	262.21	82.8	217.06	82.8	21.33	8.1	3.17	1.2	1.49	0.6	15.73	6.0
Scotland	237.58	84.1	199.86	84.1	19.90	8.4	1.35	0.6	1.14	0.5	11.98	5.0
Northern Ireland	207.34	86.7	179.80	86.7	19.20	9.3	1.14	0.5	3.18	1.5	8.05	3.9
United Kingdom	244.01	84.4	205.86	84.4	20.74	8.5	1.31	0.5	1.01	0.4	11.66	4.8

Table 18 Labour costs per hour in 1978*: manufacturing industries by region

SIC 1968	Benefits in kind		Subsidised services † (excluding wages and salaries for administration)		Training † † (excluding wage and salary elements)		Training † † (including wages and salaries of apprentices and full-time trainees which are also included in wages and salaries)		Government subsidies † (negative cost)	
	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs	pence per hour	per cent of total labour costs
All manufacturing industries	0.32	0.1	3.78	1.5	0.97	0.4	4.29	1.7	-0.30	-0.1
South East	0.32	0.1	3.78	1.5	0.97	0.4	4.29	1.7	-0.30	-0.1
East Anglia	0.31	0.1	3.70	1.6	0.85	0.4	3.54	1.5	-0.43	-0.2
South West	0.31	0.1	3.47	1.5	0.98	0.4	4.86	2.0	-0.67	-0.3
West Midlands	0.29	0.1	2.75	1.1	0.66	0.3	4.00	1.6	-0.77	-0.3
East Midlands	0.18	0.1	2.83	1.2	0.66	0.3	4.06	1.8	-1.15	-0.5
Yorkshire and Humberside	0.46	0.2	2.89	1.2	0.78	0.3	4.60	2.0	-0.95	-0.4
North West	0.16	0.1	3.32	1.4	0.68	0.3	4.14	1.7	-1.46	-0.6
Northern	0.23	0.1	2.90	1.2	1.15	0.5	6.05	2.4	-1.07	-0.4
Wales	0.37	0.1	3.27	1.2	0.96	0.4	3.59	1.4	-1.17	-0.4
Scotland	0.32	0.1	3.36	1.4	0.74	0.3	5.38	2.3	-1.06	-0.4
Northern Ireland	0.14	0.1	2.79	1.3	0.21	0.1	2.74	1.3	-7.16	-3.5
United Kingdom	0.29	0.1	3.27	1.3	0.82	0.3	4.40	1.8	-0.94	-0.4

* The averages relate to all employees viz, males and females, full-time and part-time workers, manual and non-manual workers. Not all employees, however, would have been affected by every type of expenditure. The variations in the composition of the labour force must be borne in mind when figures for different regions are compared.

† Wages and salaries paid to persons administering subsidised services and training and to trainers, apprentices and full-time trainees are included under wages and salaries and not in the separate items for "Subsidised Services" and "Training (excluding wage and salary elements)".

‡ Statutory contributions under the Redundancy Payments Act, plus statutory and voluntary payments made to redundant employees/less rebates received under the Redundancy Payments Act.

†† Including levies paid to, less grants received from, industrial training boards.

‡‡ Amounts received during the year under special employment measures, eg Temporary Employment Subsidy.

the estimated number of employees in companies with 10 or more employees.

For mining and quarrying; gas, electricity and water; insurance, banking and other financial institutions the coverage was virtually complete.

Earlier labour cost surveys

Membership of trade unions in 1979

This article gives details of the aggregate membership of trade unions in the United Kingdom in 1979 and compares the figures with previous years. All the figures given are provisional and are subject to revision as later information becomes available, while figures for previous years have been revised as necessary in accordance with the latest information.

The aggregate membership of trade unions in the United Kingdom at the end of 1979 was about 13,498,000. This was 386,000 more than at the end of 1978. The number of trade unions at the end of 1979 was 454 compared with 462 at the end of 1978.

Certification Office

The statistics for 1979 have been compiled by the Department from data supplied by the Certification Office for Trade Unions and Employers' Associations about trade unions with head offices in Great Britain supplemented by information supplied directly to the Department. They relate however only to those organisations of workers which, as far as it has been possible to determine, fall within the definition of a trade union as laid down in section 28(1) of the Trade Union and Labour Relations Act 1974. The figures cover the total membership, including members in branches overseas, of all such organisations known to the Department to have their head offices situated in the United Kingdom. They do not include members of organisations which have their head offices outside the United Kingdom.

All the figures given in this article are provisional and subject to revision as later information becomes available, while figures previously published for earlier years have been revised as necessary in accordance with the latest information. As some workers belong to more than one union there is an element of duplication in the aggregates, but it is believed to be relatively insignificant.

Legislative provisions

Lists of trade unions and employers' associations are maintained by the Certification Office for Trade Unions and Employers' Associations in accordance with section 8 of the Trade Union and Labour Relations Act 1974.

To be entered in the statutory list of trade unions a body must satisfy the definition in section 28 of the 1974 Act, the essential requirement being that it is an organisation of workers which has the regulation of relations between workers and employers as one of its principal purposes. The Certification Office also maintains records of other bodies which appear to satisfy the statutory definition of a trade union but which have not applied for entry in the list.

Whereas application for entry in the lists is entirely voluntary, all listed and unlisted trade unions and employers' associations (unless they consist wholly or mainly of representatives of constituent or affiliated organisations, or they have been in existence for less than twelve months) are

required under Section 11 of the Trade Union and Labour Relations Act to submit annual returns which include membership figures, to the Certification Officer. The Department, with the co-operation of the Certification Office, has been able to use this information about membership and thus avoid having a separate survey except for those unions with their head offices in Northern Ireland, those unions which at the time of compiling the statistics had not rendered returns for 1979 to the Certification Officer and those which had no obligation to render such returns.

Number of trade unions

The number of trade unions at the end of 1979 was 454 (including 13 with headquarters in Northern Ireland), a decrease of eight on the comparable figure for 1978. During the year 25 unions were merged with other unions or otherwise ceased to function. The Annual Report of the Certification Officer stated that at December 31, 1979 the statutory list of trade unions comprised 477 organisations and that the Certification Office knew of about 85 others which, though unlisted, probably satisfied the statutory definition of trade union.

The figure of 454 given above does not correspond with those in the Certification Officer's Report. One reason for this is that, as already stated, the Department's statistics include trade unions with headquarters in Northern Ireland, while the Certification Office figures do not. Another is that sections of certain unions (for example, areas of the National Union of Mineworkers) are listed as separate trade unions by the Certification Office, whereas the Department has continued its previous practice of counting only the "parent" union in the total number of trade unions.

Membership

Total membership of trade unions at the end of 1979 was approximately 13,498,000 compared with 13,112,000 at the end of 1978, an increase of 2.9 per cent. Some trade unions were unable to give precise numbers of male and female members, however, figures supplied by trade unions representing 95 per cent of the total trade union membership show nearly nine million members were male and nearly four million female. Between 1978 and 1979 the membership figures of comparable trade unions showed an increase of two per cent in male membership and 5.3 per cent in female membership.

Table 1 Membership of trade unions at end 1979

Number of members	Number of unions	All membership (thousand)	Percentage of	
			Number of unions	Membership of all unions
Under 100	73	4	16.0	0.0
100-499	124	30	27.3	0.2
500-999	47	34	10.4	0.3
1,000-2,499	58	93	12.8	0.7
2,500-4,999	43	154	9.5	1.1
5,000-9,999	24	158	5.3	1.2
10,000-14,999	7	84	1.6	0.6
15,000-24,999	19	364	4.2	2.7
25,000-49,999	17	633	3.7	4.7
50,000-99,999	15	933	3.3	6.9
100,000-249,999	16	2,387	3.5	17.7
250,000 and more	11	8,624	2.4	63.9
All members	454	13,498	100.0	100.0

Table 2 Changes in membership 1969-79

Year	Number of unions at end of year	Membership at end year (thousand)			Percentage change in membership since previous year
		Male	Female	All	
1969	565	7,972	2,507	10,479	+2.7
1970	543	8,444	2,743	11,187	+6.8
1971	525	8,382	2,753	11,135	-0.5
1972	507	8,452	2,907	11,359	+2.0
1973	519	8,450	3,006	11,456	+0.9
1974	507	8,586	3,178	11,764	+2.7
1975	501	8,729	3,464	12,193	+3.6
1975*	470	8,600	3,427	12,026	—
1976	473	8,825	3,561	12,386	+3.0
1977	481	9,071	3,775	12,846	+3.7
1978†	462	8,791	3,692	13,112	+2.1
1979	454	8,963	3,888	13,498	+2.9

* These notional figures exclude 31 organisations previously regarded as trade unions (see article on page 1203 of the November 1977 issue of *Employment Gazette*).
† Prior to 1978 figures for trade union members not clearly identified as male/female were included proportionately in the appropriate totals.

Table 3 Number of trade unions analysed by size of union

	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	
Under 100 members	111	108	100	83	84	80	80	69	74	72	73	
100-499	134	134	129	136	137	138	138	143	145	135	124	
500-999	66	57	60	45	52	52	54	47	45	48	47	
1,000-2,499	74	66	64	67	74	69	66	60	66	62	58	
2,500-4,999	58	55	54	56	51	52	45	45	41	37	43	
5,000-9,999	33	34	34	33	36	31	30	30	28	26	24	
10,000-14,999	12	14	11	13	11	11	11	8	10	9	7	
15,000-24,999	24	22	19	18	18	18	17	15	13	14	19	
25,000-49,999	14	13	16	18	18	17	20	17	18	19	17	
50,000-99,999	17	17	15	13	14	14	15	14	15	14	15	
100,000-249,999	13	14	12	14	13	14	14	14	15	15	16	
250,000 and more	9	9	11	11	11	11	11	11	11	11	11	
Number of unions at end of year	565	543	525	507	519	507	501	(470)*	473	481	462	454

* See article on page 1203 of the November 1977 issue of *Employment Gazette*.

The total membership figures at the end of 1979 included 78,947 members in branches in the Irish Republic and 35,477 in other branches outside the United Kingdom.

Size of unions

At the end of 1979 there were 244 unions each with fewer than 1,000 members, including 197 with under 500 members. These 197 smaller unions together accounted for 0.3 per cent of the total membership of all unions. In contrast, the 27 largest unions, each with 100,000 or more members, together accounted for 81.6 per cent of the total membership of all unions. An analysis of the membership and the number of unions by size of union at the end of 1979 is given in table 1.

Growth of membership 1969-79

Over the last ten years trade union membership has increased by about 28.8 per cent, while the number of separate unions has declined by 24.4 per cent. The average membership per union has therefore increased from 19,000 in 1969 to 30,000 in 1979. Table 2 summarises the annual changes in membership and in the number of unions for the period 1969-79. For the year 1975 two sets of figures are shown; the first gives the figures on the original basis for comparison with earlier years, while the second gives adjusted figures for comparison with later years and excludes organisations falling outside the statutory definition of a trade union given in section 28 of the Trade Union and Labour Relations Act 1974.

Table 3 and 4 give more detailed analyses of the membership and number of trade unions for each of the last eleven years.

Federations of trade unions

At the end of 1979 there were 44 federations of trade unions in the United Kingdom. Although a large proportion of trade unions are affiliated to federations, some are not affiliated and others are affiliated in respect of only a part of their total membership. On the other hand, many trade unions, or branches of trade unions, are affiliated to more than one federation.

Table 4 Membership of trade unions analysed by size of union

	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	
Under 100 members	5	5	5	4	4	4	4	3	4	4	4	
100- 499	33	34	31	36	35	36	35	36	37	34	30	
500- 999	46	40	41	31	37	37	39	35	32	34	34	
1,000- 2,499	121	111	106	101	114	107	105	99	109	103	93	
2,500- 4,999	203	189	179	182	171	173	147	153	144	134	154	
5,000- 9,999	223	226	233	221	238	201	200	201	178	169	158	
10,000- 14,999	145	166	130	150	129	135	129	100	123	112	84	
15,000- 24,999	447	419	342	333	335	343	327	296	256	267	364	
25,000- 49,999	492	452	540	609	624	609	664	621	642	711	633	
50,000- 99,999	1,205	1,202	1,101	912	997	948	1,045	997	1,015	947	933	
100,000-249,999	1,875	2,188	1,718	1,879	1,810	1,958	1,995	2,053	2,199	2,263	2,587	
250,000 and more	5,684	6,155	6,709	6,901	6,963	7,213	7,503	7,790	8,107	8,335	8,424	
All at end of year	10,479	11,187	11,135	11,359	11,456	11,764	12,193	(12,026)*	12,386	12,846	13,112	13,498
Male	7,972	8,444	8,382	8,452	8,450	8,586	8,729	(8,600)*	8,825	9,071	8,791†	8,963†
Female	2,507	2,743	2,753	2,907	3,006	3,178	3,464	(3,427)*	3,561	3,775	3,692†	3,888†
Average membership per union	19	21	21	22	22	23	24	26	26	28	30	

* See article on page 1203 of the November 1977 issue of *Employment Gazette*.
† See table 2.

Further information about trade unions

The Annual Report of the Certification Officer 1979 obtainable free of charge from the Certification Office was published in May 1980. It contains, inter alia, the names of those trade unions and employers' associations listed at December 1979 and a statistical summary of the annual returns of membership and finances submitted by both listed and unlisted bodies for the year 1978. Both the lists and the returns are open to public inspection at the Certification Office, Cleland House, Page Street, London SW1P 4ND and in the case of organisations having their head

office in Scotland at the office of the Assistant Certification Officer for Scotland, 19 Heriot Row, Edinburgh EH3 6HT. A 'Directory of Employers' Associations, Trade Unions, Joint Organisations, etc*' giving names, office addresses, telephone numbers, names of secretaries and other information is published by HMSO in the form of quarterly reprints (of a fourth part of the whole), any four consecutive issues together comprising the complete Directory in loose-leaf form.

* *Directory of Employers' Associations, Trade Unions, Joint Organisations, etc.*, HMSO, price per quarterly issue, £2.25 net.

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LABOUR MARKET DATA

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Trends in labour statistics

Commentary

Summary

It is not yet clear whether there was a further fall in output in the closing months of last year after the continued and steep decline in the third quarter. The pattern of demand has still been dominated by reductions in stocks, with little change in consumers' expenditure. Some forward-looking forecasts suggest the decline may soon slow down and then level out, perhaps during the first half of this year. There is usually a lag of some months between a change of trend in output and a change in employment and unemployment trends.

The fall in output in the second half of last year was accompanied by a substantial fall in employment, particularly in manufacturing industry. Unemployment has continued to rise strongly. Vacancies are probably close to minimum levels.

It is now clear that pay settlements are running at markedly lower levels than in the previous pay round. Prices are also rising much less fast, with month to month increases for some time averaging under 10 per cent at an annual rate and the year on year increase likely to fall in January by some 2 percentage points from the 15.1 per cent in December. Industrial disputes are at levels amongst the lowest since the war.

The balance of payments surplus is much influenced by low

imports on account of the fall in output and the large destocking. Export volume has fallen a little; a bigger decline has been predicted for this year, reflecting with a time lag the large decline in competitiveness over the last two years.

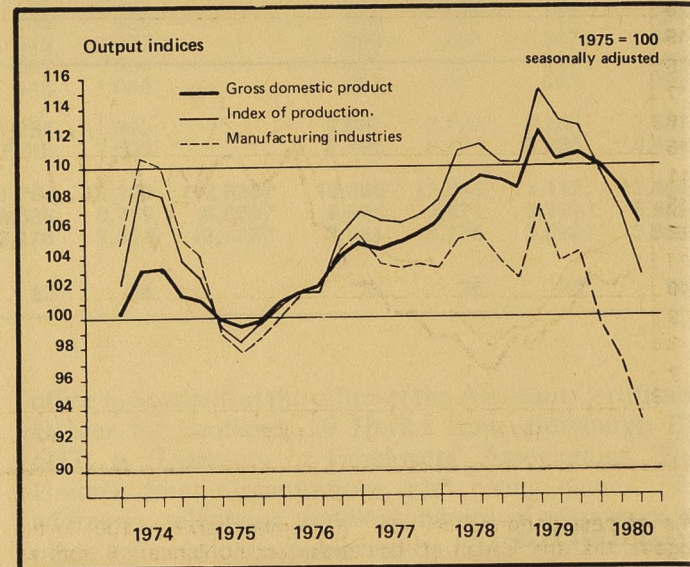
Economic background

Gross Domestic Product fell by 2 per cent in the third quarter of 1980 on both the output and expenditure measures, to stand at about 4½ per cent below the average level for 1979. The fall was the result of continued heavy destocking and a 2½ per cent drop in fixed investment. *Consumer's expenditure* was steady compared with the second quarter as was *government consumption*.

The *Index of Industrial Production* was virtually unchanged from the September level in October. *Manufacturing output*, however, fell by a further 1 per cent. In the first ten months of 1980 industrial output was 6 per cent lower and manufacturing output 8 per cent lower than the average level in 1979. This fall was spread across almost all sectors but with marked differences in size. In metal manufacture, output in the first ten months of 1980 was 28 per cent below the average level in 1979. UK oil production, however, rose by 2½ per cent in the three months to November.

Consumer's expenditure in the first nine months of 1980 was

Chart 2



about ½ per cent above the average 1979 level and was fairly steady in the third quarter compared with the second. *Retail sales* in October-November were about ½ per cent above the third quarter level but over 1980 as a whole sales have been about 1 per cent up on 1979. The underlying level of trade appears to have been little changed since March 1980.

Revised estimates of *investment by manufacturers* show a 4 per cent fall in the third quarter of 1980. The Department of Industry's November *Investment Intentions Survey* suggests a fall of between 15 and 20 per cent in the volume of manufacturing industry investment in 1981. *Investment by distributive and service industries (excluding shipping)* rose slightly in the third quarter of 1980. In 1981 little change is expected.

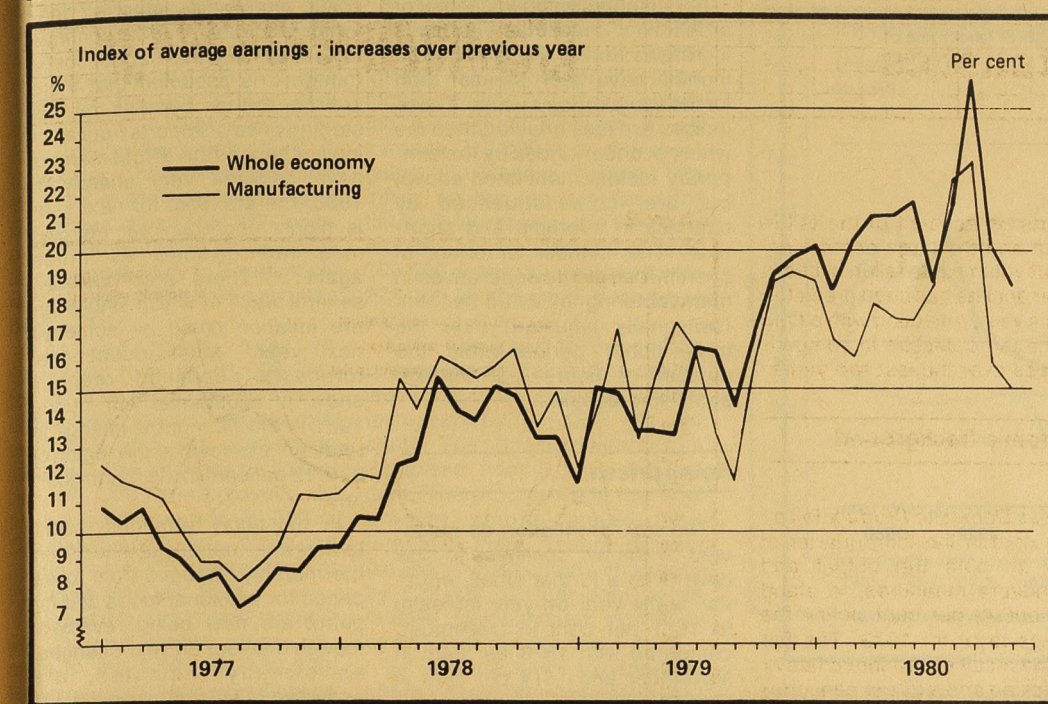
Revised figures for *manufacturers', wholesalers' and retail stocks* indicate a larger fall (£370 million, seasonally adjusted at 1975 prices) in the third quarter than the already substantial rate of destocking in the first half year. *Manufacturers' stocks* fell by £270 million seasonally adjusted at 1975 prices. Over two-thirds of the fall was accounted for by the fall in stocks of materials and fuel. Stocks of finished goods fell by only £15 million. While all industry groups experienced reductions in materials and fuel and work in pro-

gress, only textiles, chemicals and metals had falls in finished goods in the third quarter. Other sectors, particularly engineering, showed offsetting rises. The *stock/output ratio* rose again during the third quarter from 108.1 at end-June to 111.1 at end-September. This is the third consecutive quarter in which the fall in output has more than offset the fall in stocks.

The current account of the *balance of payments* was in surplus by £1.9 billion in the first 11 months of 1980. In the three months to November, balances improved for most major commodity groups. The surplus on finished manufactures rose by nearly £400 million compared with the previous three months. In volume terms, *exports* fell by 1½ per cent in the three months to November. This is the result of sharp falls in September and October, and a rise of 4½ per cent in November. The underlying trend in exports may still be downwards, but is difficult to assess. In the three months to November *import* volumes fell by 10 per cent and reductions were spread across most commodity groups. November import volumes showed a 4½ per cent rise from the low October level, the main contributions coming from oil and semi-manufactures other than chemicals.

The *CSO's Index of Longer Leading Indicators* has been rising since November 1979. On the

Chart 3



basis of past performance this suggests that the trough of the recession may be reached in the Spring of 1981 but the lead time of this index is variable. Coincident and lagging indicators continue to fall.

The *money supply* £M3 rose by just over 2 per cent in the month to mid-November. Preliminary indications suggest it may have risen by ½ per cent in the month to mid-December (seasonally adjusted). The annual rate of growth since the beginning of the current target period in February 1980 has been about 21 per cent, although the underlying rate has been rather less. In November, the level of sterling lending to the UK private sector showed the first monthly fall for four years.

The effective exchange rate of *sterling* had risen to 78.9

(December 1971 = 100) in the week ending January 8 from an average level of 77.5 two weeks earlier, thus recovering from the reductions of November 1979.

The level of competitiveness is estimated to have been some 40-50 per cent less favourable in 1980 than in 1978, on the basis of relative labour costs. About three-fifths of this decline has been caused by UK unit labour costs increasing faster than those of our competitors and the remaining two-fifths by exchange rate appreciation.

World prospects

The outlook for 1981 is for slow improvements in inflation rates in OECD countries and a recovery in

output, particularly in the second half of the year. Unemployment, however, may continue rising, since the growth in output is unlikely to be sufficient to absorb the expected increases in the labour force. There is concern in many OECD countries about the high levels of unemployment among new entrants to the labour force, particularly young people, and about the increasing proportion of unemployed people who have been out of work for several months.

World trade, although likely to improve compared with the low levels experienced in the later part of 1980 is still expected to be depressed for much of this year. OECD imports should remain sluggish, while less developed countries are still hampered by a lack of finance.

The oil-producing countries, at their meeting in December 1980, agreed to increases in the price of oil which should average around 9 per cent. While this is likely to have adverse effects on both major industrial and less developed countries, the increase is modest in comparison to the 150 per cent rise which took place between the end of 1978 and the middle of 1980.

The recession induced by this second major oil price rise may now be near its trough in the industrial countries as a group. The OECD have recently estimated that GNP in the OECD countries will be 6½ per cent lower by the end of 1981 than it would have been without the oil price shock. Part of this loss of GNP has

taken the form of a direct transfer of purchasing power to oil-producing countries. This transfer of purchasing power is reflected in the surplus on the current account of the balance of payments of the OPEC countries. In 1978 it was \$4½ billion; in 1979 it was \$68 billion and in 1980 it is estimated to have been around \$115 billion.

Average earnings

The average earnings index is now showing clear signs of the lower level of settlements negotiated in recent months. A deceleration in the rate of increase reflects not only a sharp drop in the average level of the new pay settlements entering the index but also a continuing decline in the number of hours worked through less overtime and more short-time.

Average earnings in November, up 18.7 per cent on a year earlier, were temporarily inflated by back-pay in the public sector and by exceptional bonuses in some manufacturing industries, which added about 1 index point to the whole economy index. On the other hand the index was depressed by a similar amount by the effect of local authority non-manual workers having not yet received their July 1980 pay increase. Allowing for both factors the underlying whole economy index showed an increase of about 19 per cent over the corresponding figure for November 1979 (adjusted for back-pay in some public corporations in that month). This compares with underlying increases over the previous year of 21½ and 20 per cent in September and October respectively.

These 12-month increases predominantly reflect pay settlements in the 1979-80 pay round as only about 5 per cent of employees had new round settlements in payment by November.

A clearer pointer to trends in recent settlements is provided by the wage rates index, though this only covers national agreements for manual workers. In the three months to November the average increase in basic rates from agreements becoming effective was 9.4 per cent compared with 19.2 per cent for the three months to August 1980. In September-November there was a wide range of variation around the average, from 8½ to 16½ per cent, but the increases were consistently lower than in 1979 when the average for the same agreements was 21.2 per cent. This general pattern is borne out by settlements information published by

Chart 1

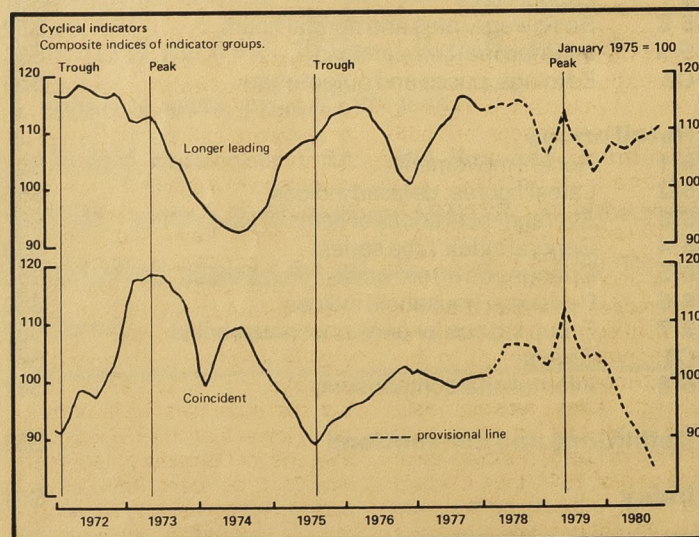


Chart 4

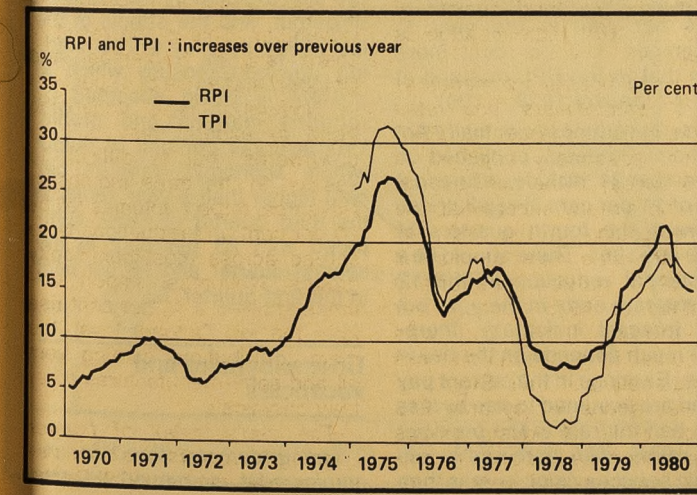


Chart 5

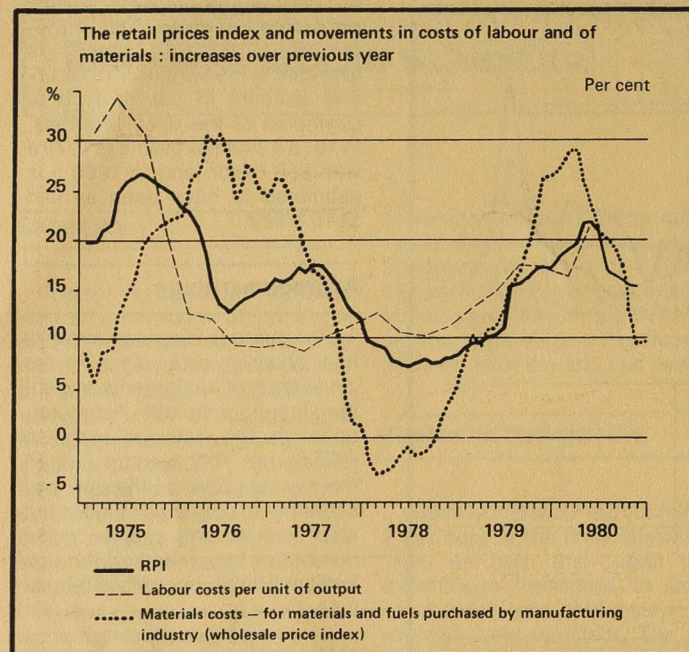


Chart 6

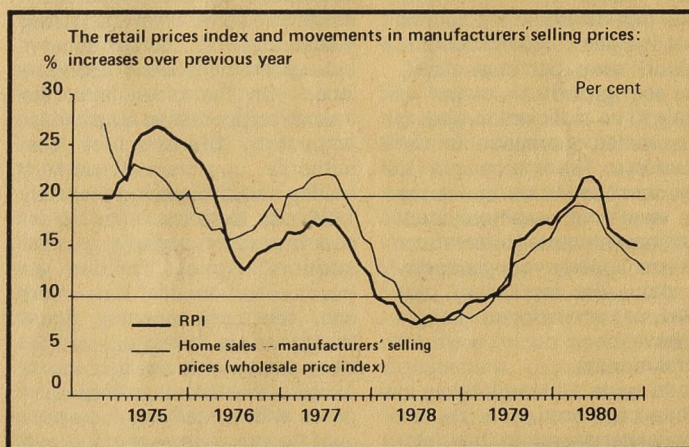
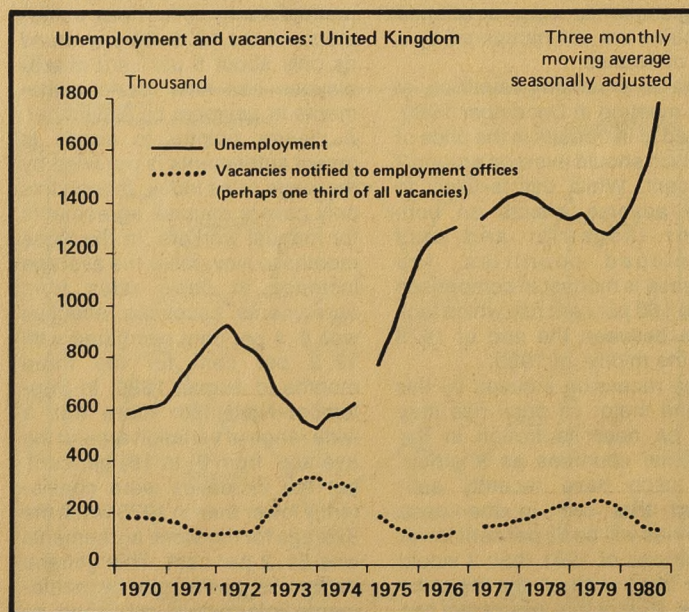


Chart 7



the CBI and others.

For manufacturing and index of production industries earnings increases during the latest three months have been smaller than for the economy as a whole. These indices are less affected than the whole economy index by the temporary factors mentioned above, but are more influenced by changes in overtime and short-time. The number of hours of overtime worked by operatives in manufacturing fell by 25 per cent (seasonally adjusted) over the three-month period while the number of hours lost through short-time doubled.

Retail prices

The rate of inflation as measured by the RPI, continues to slow down with a further small reduction in the year-on-year increase to 15.1 per cent in December, compared with 15.3 per cent in November and 15.4 per cent in October.

A sharp fall is expected in the first quarter because the large monthly increases in early 1980 will drop out of the 12 month period (2.5, 1.4, 1.4 per cent in January, February and March, respectively) and at the same time the recent trend of smaller monthly increases is likely broadly to continue.

In December, the monthly increase, after excluding the temporary effects of seasonal food prices, was 0.5 per cent, compared with 0.8 per cent in November, 0.7 per cent in October and an average of 0.6 per cent in the third quarter. In December, the increase over six months fell to 3.9 per cent, compared with the 4.4 per cent recorded in November.

The rise of 0.5 per cent in the RPI in December came mainly from increases in rail fares and food prices with smaller increases in a range of other items.

The tax and price index rose by 16.4 per cent in the year to December, 1.3 per cent more than that in the RPI, to stand at 139.4 (January 1978 = 100).

The Government's Industry Act economic forecast, published on November 24, includes a forecast rise of 11 per cent in retail prices between the fourth quarters of 1980 and 1981. There should be a substantial reduction in the 12 months rate early in the year but (the forecast indicates) "thereafter much depends on the rise in costs. Earnings in the current pay round are assumed to rise by less than half the rate in the previous pay round, with earnings in the public services rising by less than

in the rest of the economy. Other costs, especially imported materials and fuels, should continue to rise less fast than labour costs, though it is assumed that there are no further benefits on the sterling price of imports from a rising exchange rate. Profit margins have declined very sharply in 1980: the prospect for next year is highly uncertain but margins may not decline as much again... There are, however, several ways in which single figure inflation could be achieved next year." Most independent forecasts published recently show a substantial fall during 1981 in the 12 months change in retail prices, down to the region of 9½ to 12 per cent in the fourth quarter.

In the short term, the recent temporarily beneficial effects on the monthly changes from lower prices for seasonal foods and for petrol are now being reversed, though the year on year changes, as already indicated, are expected to fall sharply in the first quarter.

Manufacturers' selling prices (as measured by the wholesale price index for home sales) continue to show very small monthly increases, rising by only ½ per cent in December and by only 2½ per cent over the six months up to December; this compares with the peak of 9½ per cent for the six months to June.

Among indicators of influences on retail prices, manufacturers' materials prices rose in December partly because of a dip in the sterling exchange rate but they had been almost stable over the previous half year. The WPI for materials and fuels purchased by manufacturing industry rose by 1½ per cent in December but by only 2½ per cent in the six months up to December.

The sharp fall in the level of pay settlements in the new round will clearly be helpful to labour costs and to prices, though unit costs are also affected by the low level of output, and the effects of the last pay round may still be exerting upward pressure which at present is being absorbed by reduced margins and profits. Labour costs per unit of output (whole economy) were 21 per cent higher than a year earlier in the third quarter of 1980, compared with 23 per cent in the second quarter and 16 per cent in the first quarter.

Unemployment and vacancies

The underlying trend in unemployment continued to rise

strongly in December. The increase of 105,000 taking the United Kingdom total to 2,133,000 excluding school leavers and seasonally adjusted, was similar to that in October and, after making an allowance for the effect of the five week count, in November. The average monthly increase in the three months to December was 116,000 compared with 83,000 in the previous three months (July to September) and 41,000 in the three months before that.

The recorded level in December rose by 81,000 in the fall of 15,000 in the number of unemployed school leavers offsetting a little the underlying increase. The number of school leavers still unemployed, at 95,000 compares with 39,000 in December 1979; the fall in the month was 4,000 greater than at the same time last year.

Vacancies (seasonally adjusted) at employment offices increased by 5,000 to 102,000. However, too much significance should not be attached to this first increase for 18 months. Vacancies are probably near minimum levels and some fluctuation is to be expected, especially as the adjustments are based on past seasonal patterns which may not apply fully at very low levels of vacancies.

But for the *Special Employment Measures*, the recent underlying rise in unemployment would have been a little steeper by very roughly 8,000 a month during the three months to the end of November.

The flow figures indicate that the outflow from the register (at employment offices in Great Britain) continues to be maintained, the figures for the three months ending November showing a marginal increase to an average 272,000 a month, most going into jobs or training. The inflow on the register has continued to increase and in the three months ending November was 363,000 a month compared with 272,000 for the same period last year.

Over the year to December, unemployment (excluding school leavers and seasonally adjusted) increased by 836,000 (64 per cent). The unemployment rate increased from 5.4 to 8.8 per cent. The proportionate rise was greater among males than females: male unemployment (seasonally adjusted) increased by 622,000 (69 per cent) while female unemployment increased by 213,000 (54 per cent).

All regions have experienced sharp rises in unemployment (seasonally adjusted) throughout 1980. The largest increases in the unemployment rate over the year were in Northern Ireland and West Midlands, up 4.7 percentage points. In the South East, East Anglia and Scotland, the increases in the rate were below the national average of 3.5 percentage points. The largest increases in percentage terms were in West Midlands (90 per cent), East Midlands (78 per cent), Yorkshire and Humberside (75 per cent), the South East (74 per cent) and East Anglia (73 per

Chart 9

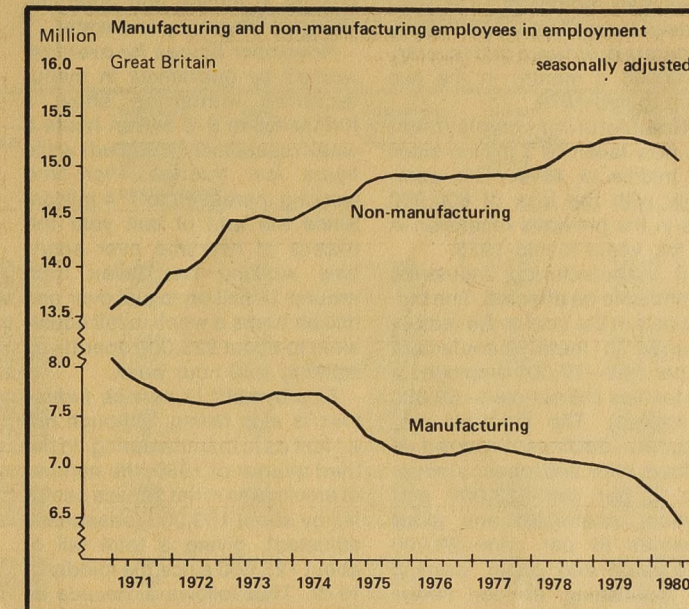
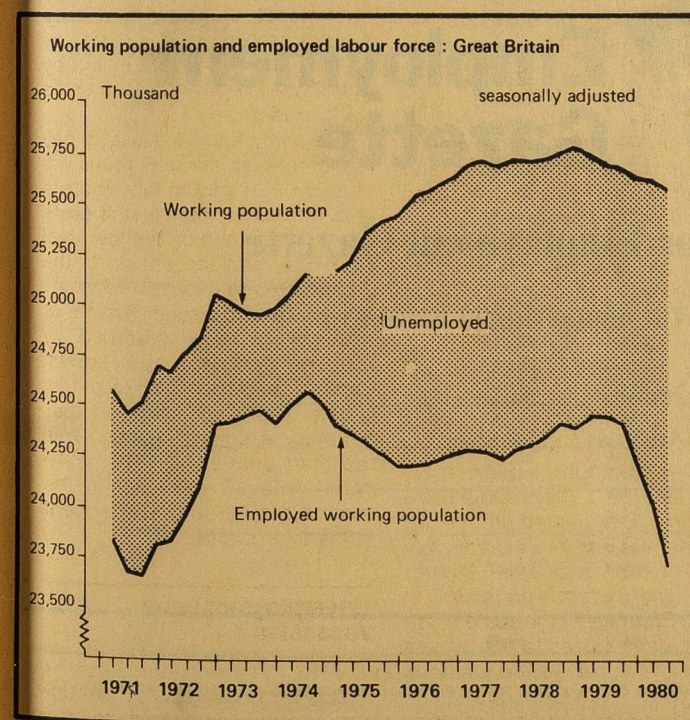


Chart 8



cent). The smallest were Scotland and Northern Ireland (44 per cent) and the North (49 per cent).

Over the year to December 1980, vacancies (notified to employment offices, seasonally adjusted) have decreased by 120,000 (54 per cent). Since vacancies at employment offices account for about one-third of all vacancies in the economy as a whole, it is estimated that there were between 200,000 and 250,000 vacancies in December 1980 compared with between 525,000 and 575,000 in December 1979.

In the three months to September, there were 400,000 *placings by the employment services*; over the year to September these were almost 1.7 million. These figures relate to all placings made by employment offices, Job Centres and Professional and Executive Recruitment offices, whether the person placed was unemployed or not. About 10 per cent of those placed were in employment.

Unemployment has continued to rise in most other industrialised countries but not so fast as in the United Kingdom. In the year to November 1980 seasonally adjusted unemployment increased by 58 per cent in the United Kingdom compared with 34 per cent in the Netherlands, 31 per cent in the United States, 20 per cent in Belgium and 9 per cent in France.

Industrial stoppages

Industrial stoppages were at an exceptionally low level in

December, continuing the run of very small figures over the second half of 1980.

The provisional estimates of 42,000 working days lost and 20 new stoppages reported in December are the lowest monthly figures for many years. During the second half of last year, the number of working days lost was lower than for any comparable period since 1966 and the number of stoppages reported over the period was the lowest for over 40 years.

The provisional total of working days lost in 1980 as a whole now stands at nearly 12 million, which is markedly less than the particularly high total of 29.5 million days lost in 1979. The national steel dispute early in 1980 accounted for nearly 9 million days lost. Further details of the provisional figures for 1980 are provided in an article on page 25 of this issue.

A majority of the working days lost in December were accounted for by a stoppage in a car plant in the Midlands.

The latest international comparisons of industrial stoppages contained in an article on page 27 show that the strike record in the United Kingdom remains broadly middle-ranking when compared with other countries.

Employment

Manufacturing employment fell by a further 85,000 (seasonally adjusted) in November, the same as in October. These follow average monthly falls of 75,000 in the third quarter, 39,000 in the first

THOUSAND

Quarter	Employees in employment			Self-employed persons (with or without employees)*	HM Forces	Employed labour force	Unemployed excluding adult students	Working population	
	Male	Female	All						
A. UNITED KINGDOM									
Unadjusted for seasonal variation									
1976	June	13,392	9,152	22,543	1,886	336	24,765	1,332	26,097
	Sep	13,438	9,163	22,601	1,886	338	24,825	1,456	26,281
	Dec	13,407	9,234	22,641	1,886	334	24,861	1,371 e	26,232
1977	Mar	13,307	9,155	22,462	1,886	330	24,678	1,383	26,061
	June	13,363	9,255	22,619	1,886	327	24,832	1,450	26,282
	Sep	13,407	9,258	22,665	1,886	328	24,879	1,609	26,488
1978	Dec	13,348	9,308	22,657	1,886	324	24,867	1,481	26,348
	Mar	13,273	9,231	22,503	1,886	321	24,710	1,461	26,171
	June	13,332	9,334	22,666	1,886	318	24,870	1,446	26,316
1979	Sep	13,392	9,378	22,770	1,886	320	24,976	1,518	26,494
	Dec	13,374	9,482	22,856	1,886	317	25,059	1,364	26,423
	Mar	13,267	9,373	22,641	1,886	315	24,842	1,402	26,244
1980	June	13,324	9,501	22,825	1,886	314	25,025	1,344	26,369
	Sep	13,376	9,489	22,865	1,886	319	25,070	1,395	26,465
	Dec	13,262	9,526	22,788	1,886	319	24,993	1,355†	26,348†
1980	Mar	13,098	9,352	22,450	1,886	321	24,657	1,478† e	26,135†
	June	13,044	9,365	22,409	1,886	323	24,618	1,660†	26,278†
	Sep	12,878	9,229	22,107	1,886	332	24,325	2,040†	26,365†
Adjusted for seasonal variation									
1976	June	13,402	9,139	22,541	1,886	336	24,763		26,132
	Sep	13,382	9,156	22,538	1,886	338	24,762		26,152
	Dec	13,388	9,191	22,579	1,886	334	24,799		26,189
1977	Mar	13,375	9,220	22,595	1,886	330	24,811		26,211
	June	13,370	9,241	22,611	1,886	327	24,824		26,305
	Sep	13,350	9,252	22,602	1,886	328	24,816		26,351
1978	Dec	13,332	9,260	22,592	1,886	324	24,802		26,307
	Mar	13,340	9,300	22,640	1,886	321	24,847		26,330
	June	13,337	9,319	22,656	1,886	318	24,860		26,333
1979	Sep	13,335	9,373	22,708	1,886	320	24,914		26,353
	Dec	13,359	9,433	22,792	1,886	317	24,995		26,389
	Mar	13,334	9,442	22,776	1,886	315	24,977		26,405
1980	June	13,329	9,486	22,815	1,886	314	25,015		26,383
	Sep	13,319	9,484	22,803	1,886	319	25,008		26,325
	Dec	13,247	9,477	22,724	1,886	319	24,929		26,296†
1980	Mar	13,166	9,421	22,587	1,886	321	24,794		26,278†
	June	13,048	9,350	22,398	1,886	323	24,607		26,269†
	Sep	12,821	9,224	22,045	1,886	332	24,263		26,205†
B. GREAT BRITAIN									
Unadjusted for seasonal variation									
1976	June	13,097	8,951	22,048	1,825	336	24,209	1,278	25,487
	Sep	13,145	8,961	22,106	1,825	338	24,269	1,395	25,664
	Dec	13,116	9,031	22,146	1,825	334	24,305	1,316 e	25,621
1977	Mar	13,018	8,951	21,968	1,825	330	24,123	1,328	25,451
	June	13,076	9,050	22,126	1,825	327	24,278	1,390	25,668
	Sep	13,116	9,049	22,165	1,825	328	24,318	1,542	25,860
1978	Dec	13,057	9,095	22,151	1,825	324	24,300	1,420	25,720
	Mar	12,984	9,017	22,001	1,825	321	24,147	1,399	25,546
	June	13,043	9,120	22,163	1,825	318	24,306	1,381	25,687
1979	Sep	13,102	9,160	22,262	1,825	320	24,407	1,447	25,854
	Dec	13,084	9,260	22,344	1,825	317	24,486	1,303	25,789
	Mar	12,980	9,151	22,131	1,825	315	24,271	1,340	25,611
1980	June	13,036	9,276	22,311	1,825	314	24,450	1,261	25,731
	Sep	13,089	9,265	22,355	1,825	319	24,499	1,325	25,824
	Dec	12,977	9,300	22,277	1,825	319	24,421	1,292†	25,713†
1980	Mar	12,817	9,127	21,944	1,825	321	24,090	1,412† e	25,502†
	June	12,765	9,141	21,906	1,825	323	24,054	1,587†	25,641†
	Sep	12,603	9,008	21,611	1,825	332	23,768	1,950†	25,718†
Adjusted for seasonal variation									
1976	June	13,106	8,937	22,043	1,825	336	24,204		25,520
	Sep	13,089	8,954	22,043	1,825	338	24,206		25,540
	Dec	13,098	8,989	22,087	1,825	334	24,246		25,579
1977	Mar	13,085	9,016	22,101	1,825	330	24,256		25,600
	June	13,082	9,035	22,117	1,825	327	24,269		25,690
	Sep	13,060	9,043	22,102	1,825	328	24,255		25,727
1978	Dec	13,041	9,048	22,089	1,825	324	24,238		25,680
	Mar	13,051	9,086	22,137	1,825	321	24,283		25,703
	June	13,048	9,104	22,152	1,825	318	24,295		25,702
1979	Sep	13,046	9,155	22,201	1,825	320	24,346		25,719
	Dec	13,070	9,212	22,282	1,825	317	24,424		25,753
	Mar	13,047	9,219	22,266	1,825	315	24,406		25,768
1980	June	13,040	9,261	22,300	1,825	314	24,439		25,742
	Sep	13,033	9,260	22,293	1,825	319	24,437		25,689
	Dec	12,963	9,252	22,215	1,825	319	24,359		25,659†
1980	Mar	12,884	9,195	22,079	1,825	321	24,225		25,640†
	June	12,768	9,126	21,894	1,825	323	24,042		25,631†
	Sep	12,547	9,003	21,550	1,825	332	23,707		25,564†

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

half year and of 20,000 a month in the last six months of 1979. Previously there had been only a moderate downward drift (averaging 5,000 a month) in the two years to mid-1979.

Manufacturing employment has now fallen by 3 million since the middle of 1979. This compares with the loss of 600,000 jobs in the previous recession in the two years to mid-1976.

All manufacturing industries continued to be affected. The biggest falls in the year to November occurred in metal manufacture (17 per cent—77,000 employees) and textiles (16 per cent—69,000 employees). The smallest proportionate declines occurred in the food, drink and tobacco industries (5 per cent—33,000 employees), chemicals and allied industries (6 per cent—26,000 employees) and paper, printing and publishing (6 per cent—31,000 employees). Amongst other production industries, employment in construction fell by 6 per cent (71,000 em-

ployees) but there was little change in mining and quarrying and gas, electricity and water.

November figures for overtime worked by operatives in manufacturing industries show a further fall to 8.6 million hours a week (seasonally adjusted) while hours lost through short-time working increased to 7.4 million. Since the end of last year the excess of overtime over short-time working has fallen from around 14 million to just over one million hours a week, a fall equivalent to about 325,000 operatives working a 40 hour week.

Employment in service industries is also falling, although not as fast as in manufacturing. In the third quarter of 1980, the number of employees in the service sector fell by about 100,000 (seasonally adjusted), giving a total fall of about 125,000 since the middle of 1979. This follows a decade of almost continuous steady growth during which employment grew by over 1½ million.

Within the service sector, em-

ployment in the distributive trades fell by 3 per cent (87,000 employees) in the year to September 1980 and there were also falls of over one per cent in transport and communication (19,000 employees) and public administration (18,000 employees). In contrast, employment in insurance, banking, finance and business services increased by over one per cent (16,000 employees).

Total employment fell substantially in the third quarter of 1980, by 344,000 (seasonally adjusted)—more than twice the rate of decline in the first half of the year. Male employment declined by 221,000 in the quarter, bringing the cumulative fall to nearly half a million between June 1979 and September 1980. Female employment also fell during the third quarter, by 123,000, bringing the total fall between June 1979 and September 1980 to just over ½ million.

All regions suffered a decline in employment in the year to September. However, the biggest

relative declines, of around 5 per cent, occurred in the West Midlands (102,000 employees), the North of England (59,000 employees) and Wales (53,000 employees). The smallest relative fall—of two per cent—occurred in the South East even though, at 161,000 employees, the region suffered the biggest drop in absolute terms.

The working population fell by 67,000 (seasonally adjusted) in the third quarter of 1980, by which time it was 178,000 below its June 1979 level. Despite the increase in the population of working age and the slow growth and then downturn in employment, there has not been a corresponding increase in unemployment. Earlier retirement, particularly among men, is thought to have been one of the main reasons accounting for these "missing" workers. But the female labour supply, which increased rapidly throughout the 1970s, has also started to fall, by about 50,000 in the third quarter of 1980.



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1.2 EMPLOYMENT

Employees in employment: industry

THOUSAND

GREAT BRITAIN	Index of Production Industries* II-XXI				Manufacturing Industries III-XIX			I	II	III	IV	V	VI	VII	VIII	IX	X	XI
	All industries and services†	All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicle*
1976 Mar	21,920	9,070	9,110	88.9	7,104	7,132	87.1	358	346	683	39	419	475	921	148	734	176	732
April		9,042	9,085	88.6	7,089	7,123	87.0		346	684	38	420	472	921	148	732	176	731
May		9,040	9,078	88.6	7,082	7,118	86.9		346	685	38	420	471	918	148	729	176	729
June	22,048	9,056	9,081	88.6	7,099	7,127	87.0	382	346	691	37	421	469	919	148	730	175	733
July		9,093	9,078	88.6	7,137	7,130	87.0		346	708	38	423	471	919	148	733	176	734
Aug		9,102	9,073	88.5	7,147	7,126	87.0		346	710	37	426	473	918	148	733	175	735
Sep	22,106	9,106	9,077	88.6	7,158	7,134	87.1	389	345	701	37	427	477	923	148	737	176	741
Oct		9,128	9,090	88.7	7,179	7,149	87.3		345	703	37	428	479	922	149	741	176	742
Nov		9,131	9,090	88.7	7,186	7,148	87.3		345	702	37	429	479	921	149	745	175	743
Dec	22,146	9,120	9,086	88.6	7,180	7,147	87.2	376	344	699	37	429	481	919	148	746	175	744
1977 Jan		9,069	9,085	88.6	7,139	7,151	87.3		345	689	37	429	481	915	147	743	173	743
Feb		9,054	9,082	88.6	7,143	7,164	87.4		345	685	37	431	481	916	148	743	174	745
Mar	21,968	9,049	9,086	88.6	7,140	7,167	87.5	358	346	682	37	431	481	916	148	744	173	743
April		9,053	9,097	88.7	7,139	7,173	87.6		347	681	37	431	482	917	148	745	173	741
May		9,052	9,090	88.7	7,139	7,174	87.6		347	682	36	433	482	916	148	744	173	740
June	22,126	9,067	9,089	88.7	7,150	7,175	87.6	378	348	689	36	433	483	915	148	745	173	739
July		9,103	9,083	88.6	7,183	7,172	87.5		347	703	37	435	484	918	149	750	172	742
Aug		9,095	9,066	88.4	7,182	7,160	87.4		345	704	37	437	484	920	149	750	173	741
Sep	22,165	9,088	9,060	88.4	7,182	7,158	87.4	388	343	694	37	437	486	925	149	749	174	747
Oct		9,083	9,048	88.3	7,182	7,153	87.3		343	691	37	437	484	926	148	750	174	751
Nov		9,078	9,041	88.2	7,177	7,143	87.2		343	692	37	437	484	923	148	752	174	751
Dec	22,151	9,072	9,040	88.2	7,173	7,143	87.2	367	342	689	36	437	482	925	148	752	173	753
1978 Jan		9,029	9,045	88.2	7,129	7,143	87.2		342	681	36	435	478	923	148	748	172	750
Feb		9,023	9,050	88.3	7,124	7,145	87.2		343	675	36	435	478	921	148	750	172	751
Mar	22,001	9,012	9,048	88.3	7,116	7,142	87.2	356	343	676	36	435	475	920	147	749	172	750
April		8,994	9,038	88.2	7,097	7,130	87.0		344	677	36	435	472	917	146	748	171	747
May		8,985	9,023	88.0	7,083	7,118	86.9		343	677	36	435	468	916	146	746	172	746
June	22,163	9,000	9,019	88.0	7,093	7,115	86.8	374	343	683	36	435	464	914	146	747	171	745
July		9,039	9,015	87.9	7,124	7,109	86.8		341	694	36	438	464	915	146	750	171	746
Aug		9,039	9,011	87.9	7,124	7,102	86.7		338	695	36	440	463	914	147	750	171	745
Sep	22,262	9,033	9,006	87.9	7,119	7,095	86.6	390	336	687	36	440	463	919	147	752	171	748
Oct		9,029	8,997	87.8	7,111	7,084	86.5		336	686	36	439	460	915	147	754	171	748
Nov		9,028	8,993	87.7	7,109	7,078	86.4		335	685	36	439	459	914	148	754	171	746
Dec	22,344	9,019	8,990	87.7	7,101	7,072	86.3	372	334	682	36	439	459	913	148	752	170	745
1979 Jan		8,976	8,992	87.7	7,054	7,069	86.3		335	670	35	436	457	909	148	749	169	742
Feb		8,951	8,978	87.6	7,034	7,054	86.1		335	664	35	436	454	907	148	748	168	740
Mar	22,131	8,937	8,971	87.5	7,025	7,050	86.1	355	335	665	35	436	454	904	148	747	166	740
April		8,917	8,960	87.4	7,011	7,044	86.0		335	667	35	437	452	901	147	743	166	741
May		8,930	8,967	87.5	7,008	7,043	86.0		335	669	35	437	451	900	147	742	165	741
June	22,311	8,949	8,967	87.5	7,015	7,035	85.9	356	335	676	35	438	449	895	147	741	163	741
July		8,998	8,972	87.5	7,047	7,030	85.8		336	687	35	439	450	896	148	744	162	743
Aug		8,994	8,966	87.5	7,042	7,019	85.7		333	691	35	441	448	892	148	743	162	742
Sep	22,355	8,973	8,946	87.3	7,017	6,993	85.4	383	334	684	35	439	448	890	147	742	162	745
Oct		8,946	8,915	87.0	6,985	6,959	84.9		335	683	35	438	443	884	146	740	160	743
Nov		8,913	8,879	86.5	6,967	6,937	84.7		335	682	35	438	442	882	146	741	158	742
Dec	22,277	8,872	8,843	86.3	6,944	6,915	84.4	365	335	681	35	437	439	879	146	741	156	740
1980 Jan		8,798	8,814	86.0	6,878	6,894	84.2		335	669	35	434	435	875	145	736	155	734
Feb		8,747	8,774	85.6	6,831	6,851	83.6		336	664	35	434	434	870	144	732	153	731
Mar	21,944	8,704	8,738	85.2	6,793	6,818	83.2	350	336	660	35	433	430	866	143	728	151	728
April		8,648	8,690	84.8	6,740	6,772	82.7		335	656	35	430	424	863	142	722	150	721
May		8,603	8,641	84.3	6,696	6,730	82.1		334	658	35	428	415	857	141	719	149	718
June	21,906	8,568	8,585	83.7	6,660	6,680	81.5	357	334	662	35	427	406	850	142	718	147	713
July R		8,526	8,499	82.9	6,616	6,598	80.5		334	668	35	426	397	845	141	715	145	706
Aug R		8,447	8,419	82.1	6,546	6,524	79.6		333	664	35	423	392	835	139	708	144	700
Sep R	21,611	8,370	8,344	81.4	6,478	6,455	78.8	383	333	655	35	420	389	827	137	702	144	695
Oct R		8,275	8,244	80.4	6,394	6,370	77.8		332	653	35	416	374	815	135	695	144	689
Nov		8,183	8,151	79.5	6,314	6,285	76.7		331	649	34	412	365	802	134	690	144	679

Note: Figures for July 1977 and later are subject to revision when the 1978 and subsequent censuses of employment become available.

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

EMPLOYMENT 1.2

Employees in employment: industry

THOUSAND

GREAT BRITAIN	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII
	Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services	Miscellaneous services*	Public administration and defence†
1976 Mar	521	478	40	365	257	260	537	318	1,274	346	1,450	2,671	1,069	3,565	2,154	1,583
April		477	40	361	258	259	535	319	1,261	345	1,453	2,669	1,087	3,559	2,252	1,581
May	518	478	40	361	258	258	534	321	1,268	344						
June	519	480	40	364	258	259	536	321	1,269	343						
July	523	481	40	364	260	261	536	325	1,268	343						
Aug	526	481	40	364	261	261	535	325	1,266	343						

1.3 EMPLOYMENT

Employees in employment: index of production industries

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[Nov 1980]			GREAT BRITAIN SIC 1968	Order or MLH of SIC	[Nov 1980]		
		Male	Female	All			Male	Female	All
Total, Index of Production Industries	II-XXI	6,191.1	1,992.2	8,183.3	Metal goods not elsewhere specified	XII	341.5	119.7	461.2
Total, All manufacturing industries	III-XIX	4,510.6	1,803.4	6,313.9	Engineers' small tools and gauges	390	47.5	11.4	59.0
Mining and quarrying	II	315.6	15.3	330.9	Hand tools and implements	391	10.9	4.3	15.2
Coal mining	101	271.1	10.6	281.7	Cutlery, spoons, forks and plated tableware etc.	392	5.4	4.0	9.5
Food, drink and tobacco	III	391.3	257.2	648.5	Bolts, nuts, screws, rivets, etc.	393	18.5	7.1	25.6
Grain milling	211	14.7	4.5	19.2	Wire and wire manufactures	394	23.9	6.6	30.5
Bread and flour confectionery	212	59.7	33.2	92.9	Cans and metal boxes	395	17.0	10.1	27.1
Biscuits	213	14.1	24.3	38.4	Jewellery and precious metals	396	13.9	7.0	20.9
Bacon curing, meat and fish products	214	51.4	48.9	100.4	Metal industries n.e.s.	399	204.2	69.2	273.5
Milk and milk products	215	37.6	13.7	51.4	Textiles	XIII	197.1	167.6	364.7
Sugar	216	10.2	2.9	13.0	Production of man-made fibres	411	19.1	3.4	22.5
Cocoa, chocolate and sugar confectionery	217	31.9	34.9	66.8	Spinning and doubling on the cotton and flax systems	412	18.1	14.6	32.7
Fruit and vegetable products	218	24.7	28.4	53.1	Weaving of cotton, linen and man-made fibres	413	16.3	12.0	28.3
Animal and poultry foods	219	19.6	4.5	24.1	Woolen and worsted	414	34.5	26.4	60.9
Vegetable and animal oils and fats	221	5.0	1.4	6.5	Jute	415	3.8	1.8	5.6
Food industries n.e.s.	229	19.1	14.0	33.1	Rope, twine and net	416	2.4	2.4	4.8
Brewing and malting	231	52.9	12.1	65.0	Hosiery and other knitted goods	417	30.2	64.0	94.2
Soft drinks	232	15.8	7.3	23.1	Lace	418	2.2	2.6	4.7
Other drinks industries	239	20.6	13.0	33.6	Carpets	419	16.6	7.6	24.3
Tobacco	240	13.9	14.1	28.0	Narrow fabrics (not more than 30 cm wide)	421	5.1	5.7	10.8
Coal and petroleum products	IV	30.6	3.8	34.4	Made-up textiles	422	6.4	10.6	17.0
Coke ovens and manufactured fuel	261	9.1	0.4	9.5	Textile finishing	423	25.8	11.8	37.6
Mineral oil refining	262	15.9	1.9	17.7	Other textile industries	429	16.4	4.9	21.2
Lubricating oils and greases	263	5.7	1.5	7.2	Leather, leather goods and fur	XIV	18.3	15.0	33.3
Chemicals and allied industries	V	299.7	112.3	412.0	Leather (tanning and dressing) and fellmongery	431	12.0	3.8	15.8
General chemicals	271	112.7	20.9	133.6	Leather goods	432	4.9	9.9	14.8
Pharmaceutical chemicals and preparations	272	41.5	31.0	72.5	Fur	433	1.4	1.3	2.7
Toilet preparations	273	8.7	12.9	21.6	Clothing and footwear	XV	75.6	242.2	317.8
Paint	274	18.3	6.6	24.9	Weatherproof outerwear	441	3.2	12.9	16.2
Soap and detergents	275	10.3	5.5	15.9	Men's and boys' tailored outerwear	442	11.2	43.7	54.9
Synthetic resins and plastics materials and synthetic rubber	276	40.8	8.4	49.2	Women's and girls' tailored outerwear	443	8.8	25.2	34.0
Dyestuffs and pigments	277	16.2	2.7	18.9	Overalls and men's shirts, underwear, etc.	444	5.1	26.5	31.6
Fertilisers	278	9.5	1.6	11.1	Dresses, lingerie, infants' wear, etc.	445	11.7	69.6	81.3
Other chemical industries	279	41.7	22.6	64.3	Hats, caps and millinery	446	1.3	2.9	4.2
Metal manufacture	VI	323.8	40.8	364.5	Dress industries n.e.s.	449	5.6	23.5	29.2
Iron and steel (general)	311	149.7	13.6	163.3	Footwear	450	28.6	37.9	66.5
Steel tubes	312	29.8	4.8	34.7	Bricks, pottery, glass, cement, etc.	XVI	173.2	50.2	223.4
Iron castings, etc.	313	58.4	6.3	64.7	Bricks, fireclay and refractory goods	461	29.4	3.7	33.1
Aluminium and aluminium alloys	321	38.8	6.1	44.9	Pottery	462	26.4	23.2	49.7
Copper, brass and other copper alloys	322	30.5	6.6	37.1	Glass	463	45.7	12.0	57.7
Other base metals	323	16.5	3.4	19.9	Cement	464	12.3	1.3	13.7
Mechanical engineering	VII	681.7	120.3	802.0	Abrasives and building materials, etc. n.e.s.	469	59.3	10.0	69.2
Agricultural machinery (except tractors)	331	21.6	3.2	24.8	Timber, furniture, etc.	XVII	186.4	43.7	230.2
Metal-working machine tools	332	47.9	7.2	55.0	Timber	471	67.7	10.5	78.2
Pumps, valves and compressors	333	63.9	12.7	76.5	Furniture and upholstery	472	62.9	15.3	78.2
Industrial engines	334	19.7	2.9	22.6	Bedding, etc.	473	9.2	7.8	17.0
Textile machinery and accessories	335	16.3	3.0	19.3	Shop and office fitting	474	22.4	4.0	26.4
Construction and earth-moving equipment	336	32.8	3.6	36.4	Wooden containers and baskets	475	9.9	2.9	12.8
Mechanical handling equipment	337	46.4	7.1	53.5	Miscellaneous wood and cork manufactures	479	14.2	3.3	17.5
Office machinery	338	15.1	5.7	20.8	Paper, printing and publishing	XVIII	344.3	163.3	507.6
Other machinery	339	157.7	29.8	187.5	Paper and board	481	44.5	10.7	55.2
Industrial (including process) plant and steelwork	341	120.2	14.6	134.7	Packaging products of paper, board and associated materials	482	46.9	24.4	71.3
Ordnance and small arms	342	14.3	3.9	18.3	Manufactured stationery	483	18.7	13.8	32.5
Other mechanical engineering n.e.s.	349	125.8	26.7	152.5	Manufactures of paper and board n.e.s.	484	11.8	7.2	18.9
Instrument engineering	VIII	89.0	45.4	134.4	Printing and publishing of newspapers	485	64.2	19.5	83.7
Photographic and document copying equipment	351	7.8	2.5	10.3	Printing and publishing of periodicals	486	36.8	19.3	56.1
Watches and clocks	352	3.1	3.6	6.7	Other printing, publishing, bookbinding, engraving, etc.	489	121.3	68.4	189.8
Surgical instruments and appliances	353	14.8	10.0	24.9	Other manufacturing industries	XIX	176.8	90.9	267.7
Scientific and industrial instruments and systems	354	63.3	29.3	92.6	Rubber	491	64.0	17.7	81.7
Electrical engineering	IX	450.5	239.4	689.9	Linoleum, plastics floor-covering, leather cloth, etc.	492	9.0	1.7	10.7
Electrical machinery	361	92.0	27.7	119.7	Brushes and brooms	493	3.9	4.2	8.1
Insulated wires and cables	362	28.0	10.0	38.1	Toys, games, children's carriages and sports equipment	494	12.4	14.9	27.2
Telegraph and telephone apparatus and equipment	363	39.6	24.7	64.3	Miscellaneous stationers' goods	495	3.9	3.8	7.7
Radio and electronic components	364	60.6	52.3	112.9	Plastics products n.e.s.	496	71.4	38.7	110.1
Broadcast receiving and sound reproducing equipment	365	20.2	19.1	39.4	Miscellaneous manufacturing industries	499	12.2	9.8	22.1
Electronic computers	366	35.1	11.7	46.8	Construction	500	1,088.4	103.3	1,191.7
Radio, radar and electronic capital goods	367	74.3	26.4	100.7	Gas, electricity and water	XXI	276.5	70.3	346.8
Electric appliances primarily for domestic use	368	35.4	19.2	54.6	Gas	601	79.2	27.6	106.8
Other electrical goods	369	65.2	48.2	113.4	Electricity	602	141.9	33.1	175.0
Shipbuilding and marine engineering	X	133.0	10.7	143.7	Water	603	55.4	9.6	65.0
Vehicles	XI	597.8	80.7	678.6	Gas, electricity and water	XXI	276.5	70.3	346.8
Wheeled tractor manufacturing	380	26.8	2.0	28.8	Gas	601	79.2	27.6	106.8
Motor vehicle manufacturing	381	342.7	45.1	387.8	Electricity	602	141.9	33.1	175.0
Motor cycle, tricycle and pedal cycle manufacturing	382	9.2	2.8	12.0	Water	603	55.4	9.6	65.0
Aerospace equipment manufacturing and repairing	383	176.5	28.6	205.1	Shipbuilding and marine engineering	X	149.5	12.2	161.7
Locomotives and railway track equipment	384	17.4	1.0	18.4	Vehicles	XI	653.4	91.3	744.7
Railway carriages and wagons and trams	385	25.3	1.2	26.5	Wheeled tractor manufacturing	380	31.6	2.5	34.0

EMPLOYMENT 1.4

Employees in employment: Sep 1980

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[Sep 1979]			[June 1980]			[Sep 1980]			THOUSAND
		Male	Female	All	Male	Female	All	Male	Female	All	
All industries and services*		13,089	9,265	22,355	12,765	9,141	21,906	12,603	9,008	21,611	
Agriculture, forestry and fishing	I	289.6	92.9	382.5	266.8	90.0	356.8	287.4	95.3	382.7	
Index of Production Industries	II-XXI	6,717.9	2,254.7	8,972.6	6,451.5	2,116.5	8,568.0	6,321.7	2,048.4	8,370.0	
of which, manufacturing industries	III-XIX	4,949.5	2,067.2	7,016.7	4,730.8	1,929.3	6,660.1	4,617.5	1,860.8	6,478.3	
Service Industries*	XXII-XXVII	6,081.8	6,917.6	12,999.6	6,046.2	6,934.9	12,981.0	5,994.4	6,864.0	12,858.4	
Agriculture, forestry and fishing	I	289.6	92.9	382.5	266.8	90.0	356.8	287.4	95.3	382.7	
Agriculture and horticulture	001	271.1	90.9	361.9	248.3	88.0	336.3	268.9	93.3	362.1	
Mining and quarrying	II	318.8	15.3	334.1	318.8	15.3	334.1	317.6	15.3	332.8	
Coal mining	101	274.3	10.6	284.9	274.3	10.6	284.9	273.1	10.6	283.7	
Food, drink and tobacco	III	406.8	276.8	683.6	398.7	263.0	661.6	395.4	259.6	655.0	
Grain milling	211	15.8	4.8	20.6	15.5	4.7	20.2	15.2	4.6	19.7	
Bread and flour confectionery	212	61.2	35.8	96.9	61.0	33.5	94.5	61.1	33.4	94.4	
Biscuits	213	15.0	26.2	41.2	14.2	24.1	38.3	14.2	24.8	39.1	
Bacon curing, meat and fish products	214	52.6	50.9	103.5	52.2	50.7	102.9	51.5	48.7	100.1	
Milk and milk products	215	39.2	14.5	53.7	39.3	14.9	54.2	38.4	14.0	52.5	
Sugar	216	8.5	2.8	11.3	8.2	2.7	10.9	8.3	2.7	11.0	
Cocoa, chocolate and sugar confectionery	217	34.4	40.7	75.1	32.3	36.0	68.3	32.3	35.6	67.9	
Fruit and vegetable products	218	26.4	29.5	55.9	24.8	27.3	52.1	25.6	28.7	54.3	
Animal and poultry foods	219	20.2	4.7	24.8	19.8	4.6	24.4	19.7	4.6	24.3	
Vegetable and animal oils and fats	221	5.7	1.8	7.4	5.4	1.7	7.1	5.2	1.5	6.6	
Food industries n.e.s.	229	20.3	14.3	34.7	19.7	13.9	33.6	19.5	13.8	33.3	
Brewing and malting	231	55.2	12.4	67.6	53.9						

1.4 EMPLOYMENT

Employees in employment: Sep 1980

GREAT BRITAIN	Order or MLH of SIC	THOUSAND								
		[Sep 1979]			[June 1980]			[Sep 1980]		
		Male	Female	All	Male	Female	All	Male	Female	All
SIC 1968										
Metal goods not elsewhere specified	XII	378.2	141.4	519.5	365.0	132.7	497.7	350.4	124.3	474.7
Engineers' small tools and gauges	390	49.6	12.4	62.0	49.0	12.5	61.6	48.4	12.1	60.5
Hand tools and implements	391	12.3	5.5	17.9	11.6	5.0	16.6	11.3	4.5	15.8
Cutlery, spoons, forks and plated tableware, etc	392	6.4	4.6	11.0	5.5	4.3	9.8	5.4	4.2	9.6
Bolts, nuts, screws, rivets, etc	393	21.9	8.9	30.8	21.2	8.3	29.6	19.9	7.6	27.5
Wire and wire manufactures	394	27.3	7.7	34.9	26.2	7.4	33.6	24.9	6.9	31.8
Cans and metal boxes	395	18.5	12.2	30.6	17.8	11.1	28.9	17.5	10.5	28.1
Jewellery and precious metals	396	14.3	7.5	21.8	14.1	7.1	21.2	13.9	7.1	21.0
Metal industries n.e.s.	399	228.0	82.7	310.7	219.6	76.9	296.5	209.1	71.4	280.5
Textiles	XIII	240.0	203.2	443.3	215.8	184.5	400.3	203.6	174.4	378.1
Production of man-made fibres	411	24.6	4.4	29.0	21.5	3.8	25.3	20.5	3.6	24.0
Spinning and doubling on the cotton and flax systems	412	22.1	18.7	40.7	20.7	17.1	37.8	19.2	16.0	35.2
Weaving of cotton, linen and man-made fibres	413	20.7	14.9	35.7	18.4	13.4	31.7	16.8	12.5	29.4
Woolen and worsted	414	41.9	33.0	74.9	37.4	29.3	66.7	35.5	27.6	63.1
Jute	415	5.1	2.5	7.5	4.4	2.1	6.5	3.9	1.9	5.7
Rope, twine and net	416	2.9	2.9	5.8	2.5	2.7	5.2	2.4	2.6	4.9
Hosiery and other knitted goods	417	36.1	72.8	108.9	32.6	67.9	100.4	31.0	65.6	96.6
Lace	418	2.4	2.9	5.3	2.2	2.7	4.9	2.1	2.5	4.7
Carpets	419	21.2	10.9	32.0	18.0	8.6	26.5	16.9	7.8	24.7
Narrow fabrics (not more than 30 cm wide)	421	5.8	7.1	12.9	5.6	6.5	12.1	5.3	6.0	11.3
Made-up textiles	422	7.8	13.8	21.6	7.3	12.4	19.7	6.7	11.3	18.0
Textile finishing	423	30.9	13.7	44.6	28.0	12.9	40.9	26.6	12.2	38.9
Other textile industries	429	18.5	5.7	24.2	17.4	5.1	22.6	16.7	4.9	21.6
Leather, leather goods and fur	XIV	20.5	16.7	37.3	18.8	15.3	34.1	18.5	14.7	33.2
Leather (tanning and dressing) and fellmongery	431	13.2	4.4	17.6	12.4	4.0	16.4	12.3	3.8	16.1
Leather goods	432	5.6	10.7	16.3	5.0	10.1	15.2	4.9	9.6	14.5
Fur	433	1.7	1.7	3.4	1.4	1.2	2.6	1.4	1.3	2.7
Clothing and footwear	XV	83.9	278.4	362.3	78.9	258.4	337.4	77.0	251.0	328.0
Weatherproof outerwear	441	3.5	14.0	17.5	3.4	13.4	16.8	3.3	13.2	16.5
Men's and boys' tailored outerwear	442	13.5	53.1	66.6	12.0	48.0	60.0	11.7	46.2	57.9
Women's and girls' tailored outerwear	443	9.6	29.1	38.7	9.0	26.2	35.2	8.8	26.0	34.8
Overalls and men's shirts, underwear, etc	444	5.7	30.8	36.5	5.5	29.2	34.6	5.2	27.1	32.3
Dresses, lingerie, infants' wear, etc	445	13.0	79.9	92.9	12.2	73.8	86.0	12.1	72.5	84.6
Hats, caps and millinery	446	1.4	3.4	4.8	1.4	3.0	4.4	1.3	2.9	4.2
Dress industries n.e.s.	449	6.1	26.3	32.4	5.7	24.6	30.4	5.7	24.1	29.8
Footwear	450	31.1	41.7	72.8	29.8	40.2	69.9	28.9	39.0	67.9
Bricks, pottery, glass, cement, etc	XVI	195.1	58.8	253.9	185.3	54.4	239.7	180.3	52.3	232.6
Bricks, fireclay and refractory goods	461	34.3	4.4	38.7	31.6	4.1	35.7	31.0	3.9	34.9
Pottery	462	29.6	27.1	56.6	28.3	25.0	53.3	27.5	23.8	51.3
Glass	463	53.0	15.1	68.1	49.6	13.6	63.2	47.7	12.8	60.5
Cement	464	12.2	1.4	13.5	12.3	1.4	13.7	12.5	1.4	13.9
Abrasives and building materials, etc n.e.s.	469	66.1	10.9	77.0	63.4	10.4	73.9	61.7	10.3	72.0
Timber, furniture, etc	XVII	206.4	49.6	256.0	195.2	45.8	241.0	190.2	44.6	234.8
Timber	471	73.7	11.8	85.5	71.3	11.4	82.7	69.7	11.0	80.7
Furniture and upholstery	472	71.3	16.9	88.1	66.3	15.6	82.0	63.5	15.2	78.7
Bedding, etc	473	10.3	9.5	19.8	9.4	8.2	17.6	9.3	8.1	17.4
Shop and office fitting	474	24.0	4.1	28.0	23.0	4.2	27.2	23.1	4.2	27.3
Wooden containers and baskets	475	11.2	3.2	14.4	10.2	3.0	13.2	10.1	2.9	13.0
Miscellaneous wood and cork manufactures	479	16.0	4.1	20.2	14.9	3.4	18.4	14.4	3.3	17.7
Paper, printing and publishing	XVIII	359.9	179.6	539.5	353.1	169.4	522.6	348.4	166.8	515.2
Paper and board	481	48.1	13.7	61.8	47.2	10.5	57.7	45.4	10.6	56.0
Packaging products of paper, board and associated materials	482	50.8	28.7	79.4	49.1	26.5	75.6	47.9	25.7	73.5
Manufactured stationery	483	20.0	16.1	36.1	19.7	15.4	35.1	19.2	14.5	33.7
Manufactures of paper and board n.e.s.	484	12.7	8.3	20.9	12.1	7.8	20.0	12.1	7.6	19.7
Printing, publishing of newspapers	485	63.6	16.6	80.2	64.0	19.2	83.2	64.3	19.6	83.9
Printing, publishing of periodicals	486	37.5	19.7	57.2	36.8	19.3	56.2	36.8	19.5	56.3
Other printing, publishing, bookbinding, engraving, etc	489	127.3	74.5	201.8	124.2	70.6	194.9	122.6	69.5	192.1
Other manufacturing industries	XIX	199.7	114.3	314.0	188.0	100.2	288.2	181.2	95.2	276.4
Rubber	491	71.3	21.6	92.9	68.1	19.8	87.9	65.8	18.6	84.4
Linoleum, plastics, floor-covering, leather-cloth, etc	492	10.4	2.2	12.6	9.5	2.0	11.5	9.1	1.8	11.0
Brushes and brooms	493	4.3	4.9	9.2	4.0	4.4	8.4	4.0	4.2	8.2
Toys, games, children's carriages and sports equipment	494	16.6	22.7	39.3	13.4	16.3	29.7	12.9	15.8	28.6
Miscellaneous stationers' goods	495	4.0	4.6	8.6	4.0	4.2	8.3	4.0	4.3	8.3
Plastics products n.e.s.	496	79.0	46.5	125.5	75.8	42.9	118.7	73.0	40.2	113.3
Miscellaneous manufacturing industries	499	14.2	11.9	26.1	13.1	10.6	23.7	12.4	10.3	22.7
Construction	500	1,171.8	103.3	1,275.1	1,125.6	103.3	1,228.9	1,108.3	103.3	1,211.6
Gas, electricity and water	XXI	277.8	68.9	346.7	276.3	68.6	344.9	278.3	69.0	347.3
Gas	601	78.1	26.8	104.9	78.1	27.0	105.2	79.8	27.4	107.2
Electricity	602	143.8	32.8	176.6	142.4	32.0	174.5	143.1	32.0	175.1
Water supply	603	55.9	9.3	65.2	55.7	9.6	65.3	55.4	9.6	65.0
Transport and communication	XXII	1,190.8	281.0	1,471.9	1,178.3	280.6	1,458.9	1,172.4	280.7	1,453.0
Railways	701	188.5	14.8	203.3	187.7	14.7	202.5	188.4	14.9	203.3
Road passenger transport	702	175.9	31.1	207.1	174.2	30.3	204.5	173.1	29.0	202.1
Road haulage contracting for general hire or reward	703	176.4	21.6	198.0	170.0	21.6	191.6	165.6	20.8	186.4
Other road haulage	704	19.3	3.2	22.6	19.5	3.2	22.7	19.0	3.1	22.1
Sea transport	705	136.1	13.3	149.4	134.3	13.3	147.5	133.4	13.3	146.6
Port and inland water transport	706									
Air transport	707	65.2	26.5	91.6	64.1	26.2	90.3	64.1	26.5	90.6
Postal services and telecommunications	708	321.8	104.5	426.3	321.5	104.5	426.0	322.3	105.0	427.3
Miscellaneous transport services and storage	709	107.6	66.0	173.6	107.0	66.8	173.8	106.5	68.1	174.6
Distributive trades	XXIII	1,217.7	1,540.3	2,758.0	1,206.3	1,513.0	2,719.2	1,184.5	1,486.3	2,670.8
Wholesale distribution of food and drink	810	152.9	72.6	225.5	153.1	70.6	223.7	151.7	71.5	223.1
Wholesale distribution of petroleum products	811	26.5	6.1	32.6	26.0	5.9	32.0	25.7	6.0	31.6
Other wholesale distribution	812	172.5	118.2	290.7	169.1	114.8	283.9	166.0	112.7	278.7
Retail distribution of food and drink	820	224.6	386.4	611.0	225.7	389.5	615.2	221.1	379.7	600.8
Other retail distribution	821	413.1	879.6	1,292.7	401.3	851.6	1,252.9	395.8	837.7	1,233.4
Dealing in coal, oil, builders' materials, grain and agricultural supplies	831	84.9	31.4	116.4	84.4	31.7	116.1	82.8	30.9	113.6
Dealing in other industrial materials and machinery	832	143.2	46.0	189.2	146.6	48.8	195.4	141.5	48.0	189.5

EMPLOYMENT 1.4

Employees in employment: Sep 1980

GREAT BRITAIN	Order or MLH of SIC	THOUSAND								
		[Sep 1979]			[June 1980]			[Sep 1980]		
		Male	Female	All	Male	Female	All	Male	Female	All
SIC 1968										
Insurance, banking, finance and business services	XXIV	569.9	632.9	1,202.8	563.8	639.3	1,203.2	569.1	649.3	1,218.6
Insurance	860	145.2	124.5	269.6	146.6	125.5	272.1	148.9	127.9	276.8
Banking and bill discounting	861	150.3	197.0	347.3	149.5	196.9	346.4	152.6	206.7	359.4
Other financial institutions	862	50.0	58.9	108.9	50.8	60.9	111.7	50.6	62.3	112.9
Property owning and managing, etc	863	42.6	41.5	84.1	40.4	42.2	82.6	40.9	41.5	82.4
Advertising and market research	864	20.1	17.3	37.4	19.9	18.2</				

1.5 EMPLOYMENT

Employees in employment by region

Standard region	All industries and services			Index (June 1974 = 100)	Index of Production Industries		Manufacturing Industries		Service Industries		Agriculture, forestry and fishing		Mining and quarrying	
	Male	Female	All employees		II-XXI	Index (June 1974 = 100)	III-XIX	Index (June 1974 = 100)	XXII-XXVII	Index (June 1974 = 100)	I	II		
South East														
1979														
June	4,224	3,088	7,311	99.2	2,310	92.0	1,831	90.6	4,928	103.3	74	12		
Sep	4,245	3,083	7,328	99.5	2,319	92.4	1,834	90.7	4,928	103.3	80	12		
Dec	4,218	3,112	7,330	99.5	2,295	91.4	1,819	90.0	4,961	104.0	74	12		
1980														
Mar	4,175	3,062	7,237	98.2	2,254	89.7	1,782	88.2	4,911	102.9	72	12		
June	4,166	3,063	7,230	98.1	2,232	88.9	1,761	87.1	4,923	103.2	75	12		
Sep	4,130	3,037	7,167	97.3	2,193	87.3	1,726	85.4	4,893	102.6	81	12		
East Anglia														
1979														
June	408	283	691	103.9	256	97.7	201	98.1	394	110.5	41	2		
Sep	415	285	700	105.3	258	98.5	203	99.1	398	111.6	44	2		
Dec	409	284	693	104.2	258	98.5	203	99.1	393	110.2	43	2		
1980														
Mar	402	275	677	101.8	251	95.6	196	95.9	387	108.6	40	2		
June	404	283	686	103.2	249	94.9	195	95.0	396	111.0	42	2		
Sep	402	276	679	102.1	243	92.8	190	92.6	391	109.6	45	2		
South West														
1979														
June	916	661	1,577	103.8	556	95.0	425	94.8	976	110.5	46	11		
Sep	922	661	1,582	104.1	558	95.3	426	95.1	974	110.3	50	11		
Dec	908	652	1,560	102.7	555	94.8	425	94.8	959	108.6	47	11		
1980														
Mar	896	638	1,535	101.1	546	93.3	418	93.2	943	106.7	46	11		
June	906	656	1,562	102.8	544	92.8	415	92.6	972	110.1	47	11		
Sep	897	641	1,538	101.3	532	90.9	405	90.3	955	108.2	51	11		
West Midlands														
1979														
June	1,323	889	2,212	98.4	1,126	90.6	967	89.5	1,056	108.8	30	25		
Sep	1,326	888	2,214	98.5	1,125	90.5	964	89.2	1,057	108.9	32	25		
Dec	1,319	897	2,216	98.6	1,114	89.6	955	88.4	1,073	110.5	30	25		
1980														
Mar	1,303	878	2,181	97.1	1,097	88.2	939	86.9	1,056	108.8	29	25		
June	1,290	871	2,161	96.2	1,073	86.3	916	84.7	1,059	109.1	29	25		
Sep	1,259	852	2,112	94.0	1,033	83.1	877	81.2	1,046	107.7	33	25		
East Midlands														
1979														
June	906	626	1,532	103.3	766	97.2	592	96.0	734	111.9	31	72		
Sep	914	628	1,542	104.0	771	97.8	596	96.7	735	112.1	36	72		
Dec	909	628	1,536	103.6	763	96.8	588	95.4	739	112.7	34	72		
1980														
Mar	896	617	1,513	102.0	749	95.1	575	93.3	731	111.5	33	73		
June	892	614	1,506	101.6	736	93.4	562	91.2	738	112.5	32	73		
Sep	886	603	1,489	100.4	724	91.9	551	89.4	730	111.3	35	73		
Yorkshire and Humberside														
1979														
June	1,187	806	1,994	100.2	927	93.5	699	91.4	1,035	107.3	32	80		
Sep	1,190	802	1,992	100.1	928	93.6	698	91.3	1,030	106.8	34	81		
Dec	1,177	807	1,984	99.6	916	92.4	688	90.0	1,035	107.3	33	81		
1980														
Mar	1,163	794	1,957	98.3	899	90.7	673	88.0	1,027	106.5	31	81		
June	1,155	795	1,950	97.9	883	89.0	657	86.0	1,036	107.4	32	80		
Sep	1,135	780	1,915	96.2	863	87.1	639	83.6	1,019	105.7	33	80		
North West														
1979														
June	1,528	1,123	2,651	98.1	1,163	90.2	972	89.1	1,473	105.6	16	14		
Sep	1,531	1,120	2,651	98.1	1,165	90.4	972	89.1	1,468	105.3	18	13		
Dec	1,519	1,123	2,642	97.8	1,147	89.0	957	87.8	1,478	106.0	17	13		
1980														
Mar	1,500	1,104	2,604	96.4	1,127	87.4	938	86.1	1,461	104.8	16	13		
June	1,488	1,102	2,590	95.9	1,110	86.1	922	84.6	1,464	105.0	16	13		
Sep	1,468	1,084	2,552	94.5	1,084	84.1	898	82.4	1,450	104.0	18	13		
North														
1979														
June	753	509	1,263	101.4	586	92.3	421	90.1	660	111.3	17	47		
Sep	756	507	1,263	101.4	588	92.6	422	90.3	659	111.1	17	46		
Dec	749	510	1,259	101.1	579	91.2	416	89.1	664	112.0	16	47		
1980														
Mar	737	497	1,234	99.1	567	89.3	405	86.7	652	109.9	15	47		
June	729	494	1,223	98.2	559	88.0	397	85.0	649	109.5	15	47		
Sep	716	488	1,204	96.7	545	85.9	385	82.4	643	108.4	16	46		
Wales														
1979														
June	601	401	1,002	101.0	427	91.9	304	90.6	554	110.8	22	37		
Sep	604	402	1,006	101.4	429	92.4	305	90.9	553	110.6	24	37		
Dec	596	406	1,002	101.0	426	91.7	304	90.6	551	110.2	25	37		
1980														
Mar	587	393	981	98.9	417	89.7	296	88.2	542	108.4	22	36		
June	579	391	970	97.8	401	86.3	281	83.6	546	109.2	23	36		
Sep	570	383	953	96.1	389	83.8	270	80.4	540	107.9	24	36		
Scotland														
1979														
June	1,188	889	2,077	99.7	833	91.7	602	89.0	1,197	106.4	48	35		
Sep	1,188	890	2,078	99.7	831	91.4	598	88.4	1,198	106.5	49	35		
Dec	1,174	881	2,054	98.6	819	90.1	590	87.3	1,188	105.6	47	35		
1980														
Mar	1,158	868	2,025	97.2	798	87.8	570	84.4	1,181	105.0	47	35		
June	1,154	873	2,027	97.3	782	86.1	555	82.1	1,198	106.5	47	35		
Sep	1,140	862	2,001	96.0	762	83.9	537	79.5	1,192	105.9	48	34		
Great Britain														
1979														
June	13,036	9,276	22,311	100.1	8,949	92.5	7,015	91.0	13,006	106.5	356	335		
Sep	13,089	9,265	22,355	100.3	8,973	92.7	7,017	91.1	13,000	106.4	383	334		
Dec	12,977	9,300	22,277	99.9	8,872	91.7	6,944	90.1	13,040	106.8	365	335		
1980														
Mar	12,817	9,127	21,944	98.4	8,704	89.9	6,793	88.2	12,891	105.5	350	336		
June	12,765	9,141	21,906	98.2	8,568	88.5	6,660	86.4	12,981	106.3	357	334		
Sep	12,603	9,008	21,611	96.9	8,370	86.5	6,478	84.1	12,858	105.3	383	333		

Note: Figures are subject to revision when the 1978 and subsequent censuses of employment become available.

EMPLOYMENT 1.5

Employees in employment by region

THOUSAND

1.8 EMPLOYMENT

Indices † of output, employment and output per person employed

(1975 = 100)

UNITED KINGDOM	Whole economy		Index of production industries		Manufacturing industries	Mining and quarrying excluding MLH 104*	Food, drink and tobacco	Chemicals, coal and petroleum products	Metal manufacture	Engineering and allied industries	Textiles, leather and clothing	Other manufacturing	Construction	Gas, electricity and water
	including MLH 104*	excluding MLH 104*	including MLH 104*	excluding MLH 104*										
	R	R	R	R										
Output ‡	R	R	R	R	R	R	R	R	R	R	R	R	R	R
1969	92.2	92.2	99.9	99.9	98.0	125.1	93.0	85.5	126.6	97.0	102.0	97.5	113.5	80.9
1970	93.8	93.8	100.0	99.9	98.4	118.1	94.3	90.3	126.3	96.7	101.6	97.2	111.4	84.1
1971	95.2	95.1	99.7	99.6	97.3	116.1	95.1	92.3	113.9	94.3	104.0	98.2	113.3	87.3
1972	98.1	98.0	101.7	101.5	99.7	113.4	98.9	96.7	113.4	94.7	105.2	104.3	115.4	93.6
1973	103.8	103.7	109.8	109.6	108.8	106.3	103.8	108.0	126.1	103.6	111.8	115.7	118.2	98.6
1974	102.0	102.0	105.7	105.8	107.5	90.2	103.0	112.2	114.9	105.6	104.6	110.4	105.8	98.5
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	102.3	101.7	102.4	101.1	102.0	93.2	103.2	112.2	106.3	98.0	100.9	104.3	98.6	102.3
1977	104.9	103.3	106.5	102.6	103.9	91.0	104.6	115.0	104.3	100.3	102.8	106.3	98.3	106.4
1978	108.4	106.0	110.2	104.4	104.4	92.0	107.0	116.3	102.6	99.9	101.4	108.8	105.0	109.7
1979	110.7	107.3	112.8	104.5	104.5	92.4	108.2	118.5	105.2	98.5	100.6	110.2	102.1	116.1
1978 Q3	109.2	106.8	111.4	105.5	105.4	92.4	106.6	117.4	100.3	101.6	102.6	110.2	105.9	112.4
Q4	109.1	106.4	110.4	103.8	103.7	93.8	106.3	117.3	100.8	98.0	101.9	109.7	104.4	108.7
1979 Q1	108.7	105.5	110.3	102.6	102.6	89.4	106.0	112.6	98.2	99.1	100.3	105.8	97.8	120.4
Q2	112.5	109.1	115.1	106.7	107.4	91.5	108.6	121.1	113.2	101.8	103.7	112.1	102.7	116.7
Q3	110.5	106.9	113.1	104.3	103.7	94.3	109.3	120.7	105.7	94.8	101.1	112.1	104.1	115.2
Q4	111.0	107.7	112.7	104.4	104.3	94.4	108.8	119.5	103.8	98.4	97.1	110.7	103.7	112.2
1980 Q1	110.1	106.6	109.6	101.0	99.6	95.1	109.4	118.1	56.9	97.5	91.2	108.3	102.4	113.0
Q2	108.3	104.9	106.8	98.4	97.1	92.5	106.3	106.3	94.0	93.6	85.0	101.7	98.9	112.4
Q3	106.2	102.9	102.7	94.6	93.2	91.9	106.1	98.3	78.8	91.3	82.2	97.7	93.1	111.6
Employed labour force														
1969	99.7	99.7	110.3	110.4	111.3	125.3	107.8	103.7	118.2	109.1	126.6	108.2	102.1	114.3
1970	99.3	99.3	108.7	108.7	111.1	117.9	108.3	104.1	118.9	110.0	121.6	107.7	95.9	110.0
1971	97.7	97.7	105.4	105.5	107.5	113.9	105.4	102.2	112.2	106.7	116.0	104.8	94.6	105.6
1972	98.1	98.1	103.1	103.1	104.0	108.8	103.7	99.5	104.0	102.3	112.8	103.7	98.5	100.4
1973	100.2	100.2	104.5	104.5	104.5	103.5	103.5	99.4	103.9	103.1	110.9	105.8	106.2	97.5
1974	100.6	100.6	104.1	104.1	104.7	99.6	104.6	101.3	102.2	104.3	107.9	105.6	103.5	98.2
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	99.4	99.4	97.5	97.5	96.9	98.4	97.8	98.1	95.2	96.7	96.2	97.3	99.5	99.8
1977	99.6	99.5	97.2	97.2	97.1	97.9	97.1	100.2	96.7	97.3	96.0	96.5	97.2	98.4
1978	99.9	99.9	96.7	96.6	96.4	96.3	96.1	100.7	93.6	97.3	93.6	96.2	97.2	99.0
1979	100.2	100.2	95.9	95.9	95.1	94.9	95.2	100.7	90.0	95.7	91.7	95.9	98.6	100.3
1978 Q3	99.9	99.9	96.6	96.5	96.3	95.9	95.8	100.8	92.8	97.2	93.3	96.3	97.2	99.3
Q4	100.2	100.2	96.4	96.4	96.0	95.3	95.5	100.8	91.8	96.8	92.8	96.3	97.7	99.8
1979 Q1	100.2	100.2	96.2	96.2	95.7	94.9	95.0	100.7	91.1	96.4	92.6	96.2	98.0	100.1
Q2	100.3	100.3	96.1	96.0	95.5	94.5	95.3	100.9	90.6	96.1	92.2	96.1	98.2	100.1
Q3	100.3	100.3	96.1	96.0	95.1	94.8	95.2	100.8	89.9	95.6	92.0	96.1	99.3	100.4
Q4	100.1	100.1	95.2	95.2	94.1	95.2	95.3	100.4	88.2	94.6	90.0	95.1	99.0	100.4
1980 Q1	99.7	99.6	94.1	94.1	92.9	95.0	94.8	100.1	86.7	93.7	87.6	93.8	97.7	100.1
Q2	99.0	99.0	92.7	92.7	91.2	94.3	93.5	99.0	83.5	92.3	84.6	92.2	97.3	100.3
Q3	97.8 R	97.8 R	90.6	90.5 R	88.6	94.5	91.6 R	97.0	78.7	89.7 R	81.5 R	89.7	96.4 R	100.2 R
Output per person employed														
1969	R	R	R	R	R	R	R	R	R	R	R	R	R	R
1969	92.5	92.5	90.6	90.5	88.0	99.8	86.3	82.4	107.2	88.9	80.6	90.1	111.3	70.7
1970	94.5	94.4	92.0	91.9	88.6	100.2	87.1	86.9	106.3	88.0	83.6	90.3	116.2	76.4
1971	97.4	97.4	94.6	94.5	90.6	102.0	90.3	90.3	101.5	88.4	89.7	93.7	119.9	82.7
1972	100.1	100.0	98.7	98.5	95.8	88.0	95.4	97.2	109.2	92.6	93.3	100.6	117.3	93.3
1973	103.6	103.6	105.0	104.9	104.1	102.7	100.3	108.6	121.4	100.5	100.9	109.4	111.4	101.1
1974	101.4	101.4	101.6	101.6	102.6	90.6	98.5	110.8	112.5	101.3	97.0	104.6	102.3	100.4
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	103.0	102.4	105.1	103.7	105.4	94.8	105.5	114.4	111.7	101.4	105.0	107.2	99.1	102.6
1977	105.4	103.8	109.6	105.6	107.1	93.0	107.8	114.9	107.9	103.1	107.0	110.2	101.2	108.2
1978	108.5	106.2	114.0	108.1	108.3	95.6	111.3	115.5	109.6	102.7	108.5	113.2	108.1	110.9
1979	110.4	107.1	117.6	109.0	109.9	97.4	113.6	117.6	117.0	103.0	109.6	115.0	103.5	115.9
1978 Q3	109.3	106.9	115.3	109.4	109.5	96.4	111.2	116.5	108.1	104.5	110.0	114.5	109.0	113.2
Q4	108.8	106.2	114.6	107.7	108.0	98.4	111.3	116.4	109.8	101.2	109.3	113.9	106.9	109.0
1979 Q1	108.4	105.3	114.7	106.6	107.2	94.2	111.6	111.8	107.8	102.8	108.3	110.0	99.8	120.3
Q2	112.2	108.8	119.7	111.1	112.5	96.8	113.9	120.0	124.9	105.9	112.5	116.7	104.6	116.6
Q3	110.1	106.6	117.6	108.7	109.0	99.5	114.8	119.7	117.6	99.1	109.9	116.7	104.9	114.7
Q4	110.9	107.6	118.3	109.7	110.8	99.2	114.1	119.0	117.7	104.1	107.8	116.4	104.7	111.8
1980 Q1	110.5	107.0	116.5	107.3	107.2	100.1	115.4	118.0	65.7	104.1	104.1	115.4	104.8	112.9
Q2	109.4	105.9	115.2	106.2	106.4	98.1	113.7	107.4	112.5	101.4	100.4	110.4	101.6	112.0
Q3	108.6	105.2	113.4	104.5	105.2	97.3	115.9	101.3	100.2	101.8	100.9	108.9	96.5	111.3

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

† Quarterly indices are seasonally adjusted.

‡ Gross domestic product for whole economy.

EMPLOYMENT

Selected countries: national definitions

	United Kingdom (1) (2)	Australia (2) (3) (4)	Austria (2) (5)	Belgium (1)	Canada (2)	Denmark	France	Germany (FR) (2)	Irish Republic (6)	Italy (2) (7)	Japan (2) (5)	Netherlands (8)	Norway (2) (5)	Spain (5) (9) (10)	Sweden (2)	Switzerland	United States (2)	
Indices: 1975 = 100																		
CIVILIAN EMPLOYMENT																		
Years																		
1970	99.1	91.8	101.0	97.8	85.3	99.3	98.3	105.5	100.8	98.0	97.5	100.7	..	97.7	94.9	103.5	92.7	
1971	97.7	94.0	101.0	98.8	87.3	100.3	98.8	105.8	101.0	97.8	98.1	101.3	..	98.2	95.0	105.0	93.3	
1972	97.7	95.5	101.7	98.6	89.9	101.0	99.3	105.4	100.4	96.2	98.1	100.4	96.6	98.8	95.1	105.7	96.4	
1973	100.1	98.3	102.3	99.9	94.4	102.3	100.6	105.7	101.0	97.2	100.7	100.5	96.9	101.3	95.5	106.2	99.6	
1974	100.5	100.4	102.3	101.4	98.3	101.0	101.3	103.6	101.8	99.4	100.3	100.6	97.2	101.8	97.5	105.6	101.4	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1976	99.3	101.3	100.1	99.2	102.1	102.6	100.5	99.0	98.4	100.8	100.9	99.9	104.8	98.8	100.6	96.7	103.2	
1977	99.6	102.3	101.6	99.0	103.9	103.5	101.1	98.8	98.6	101.8	102.3	100.2	106.9	98.0	100.9	96.9	106.8	
1978	99.8	101.8	102.4	99.0	107.4	106.0	101.1	99.6	99.6	102.3	103.5	100.4	108.6	95.3	101.3	97.5	111.3	
1979	100.5	103.4	103.7	..	111.7	..	101.9	100.9	..	103.5	104.9	..	109.7	93.3	102.9	..	114.3	
Quarters																		
1979 Q1	100.3	102.6	102.3	..	110.4	..	..	100.6	..	102.6	104.6	..	108.7	94.5	102.0	..	113.7
Q2	100.4	102.7	103.8	..	110.8	..	..	100.7	..	103.0	104.8	..	108.6	93.8	102.9	..	113.8
Q3	100.4	103.4	104.3	..	112.0	..	..	100.9	..	103.8	105.1	..	110.5	93.8	103.1	..	114.7
Q4	100.1	104.7	104.2	..	113.4	..	101.9	101.4	..	104.8	105.3	..	110.7	93.3	103.7	..	115.2	
1980 Q1	99.5	105.2	..	..	114.3	..	..	101.9	..	104.3	105.7	..	112.1	91.9	104.0	..	115.4
Q2	98.7	106.0	..	..	114.3	..	..	101.8	..	104.7	105.8	..	111.2	..	104.9	..	114.3
Q3	97.3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
CIVILIAN EMPLOYMENT																		
1975	24,596	5,867	2,943	3,748	9,284	2,332	20,691	24,798	1,037	19,594	52,230	4,552	1,707	12,692	4,062	3,017	84,783	
1979	24,711	6,064	3,051	3,711*	10,369	2,479*	21,108	25,017	1,033*	20,287	54,790	4,569*	1,872	11,837	4,180	2,943*	96,945	
Civilian employment: proportions by sector																		
1979	Agriculture†																	Per cent
	2.6	6.5	10.7	3.2*	5.7	8.7*	8.8	6.2	22.2*	14.8	11.2	6.2*	8.6	19.5	5.8	7.6*	3.6	
	Industry††																	Per cent
	39.0	31.3	40.5	36.6*	28.9	30.3*	36.2	44.9	30.9*	37.7	34.9	32.5*	30.1	36.4	32.5	39.9*	31.4	
	Services																	Per cent
	58.4	62.2	48.8	60.2*	65.4	61.0*	54.9	48.9	47.0*	47.5	53.9	61.3*	61.3	44.1	61.7	52.5*	65.1	
	All																	Per cent
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
Manufacturing																		
1970	34.7	..	30.0	32.7	22.3	..	27.9	..	20.4	..	27.0	26.2	..	..	27.6	..	28.2
1971	34.0	..	29.7	32.3	21.8	..	28.1	..	20.4	..	27.0	25.7	..	..	27.3	..	25.4
1972	32.9	..	29.7	31.9	21.8	..	28.2	36.6	..	..	27.0	25.1	23.8	25.1	27.1	..	25.0
1973	32.3	..	..	31.8	22.0	..	24.7	36.4	..	..	27.4	24.7	23.5	25.6	27.5	..	25.6
1974	32.3	23.5	30.2	31.5	21.7	..	28.4	36.6	21.0	..	27.2	24.6	23.6	25.8	28.3	..	25.1	
1975	30.9	21.6	30.1	30.1	20.2	..	27.9	35.8	20.3	..	25.8	23.9	24.1	26.7	28.0	..	23.6	
1976	30.2	21.7	29.6	29.1	20.3	..	27.5	35.8	20.0	..	25.5	22.9	23.2	26.9	26.9	..	23.8	
1977	30.3	21.3	29.8	28.1	19.6	..	27.2	35.7	20.5	27.6	25.1	22.3	22.4	26.9	25.9	..	23.7	
1978	30.0	20.0	29.7	27.0	19.6	..	26.7	35.4	20.7	27.2	24.5	21.7	21.3	27.0	24.9	..	23.7	

Source: OECD—Labour Force Statistics.
Eurostat—Employment and Unemployment 1972–1978.

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

* 1978.
† Including hunting, forestry and fishing.
†† 'Industry' includes manufacturing, construction, mining and quarrying, electricity, gas and water.
(6) Annual figures relate to April.
(7) Employment in manufacturing includes mining and quarrying.
(8) Data in terms of man-years.
(9) Annual data relate to the 4th quarter.
(10) From 1976, Figures in employment in manufacturing include mining and quarrying (about 0.8 per cent).

1.11 EMPLOYMENT

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 week		
			Average per operative working overtime	Actual (millions)	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)	Average per operative on short-time
1975	1,629	30.3	8.3	13.55	15	585	159	1,602	10.1	174	3.2	2,187	12.8
1976	1,661	32.2	8.4	14.00	5	183	81	784	9.9	85	1.6	966	11.7
1977	1,800	34.6	8.7	15.57	13	495	35	362	10.2	47	0.9	856	17.4
1978	1,787	34.8	8.6	15.45	5	198	32	354	11.0	37	0.7	552	15.1
1979	1,715	34.2	8.7	14.82	8	315	42	452	10.6	49	1.0	767	15.0
Week ended													
1978 Sep 16	1,776	34.4	8.7	15.49	9	355	22	193	9.1	31	0.6	548	18.1
Dec 9	1,865	36.7	8.7	16.20	4	137	35	430	12.5	38	0.7	567	15.0
1979 Mar 10	1,834	36.5	8.7	15.88	6	223	33	364	11.0	39	0.8	587	15.2
June 9	1,821	36.3	8.6	15.61	2	73	29	264	9.0	31	0.6	336	10.9
Sept 8	1,399	27.8	9.0	12.57	9	361	42	420	10.1	51	1.0	780	15.4
1979 Nov 10	1,825	36.7	8.6	15.70	8	297	56	644	11.4	64	1.3	941	14.7
Dec 8	1,850	37.3	8.6	15.95	4	154	61	708	11.5	65	1.3	863	13.2
1980 Jan 12	1,820	37.0	8.3	13.39	5	181	80	992	12.4	85	1.7	1,173	13.8
Feb 16	1,692	34.7	8.4	14.20	13	535	106	1,190	11.2	119	2.4	1,726	14.5
Mar 15	1,633	33.7	8.4	13.68	22	868	152	1,851	12.2	174	3.6	2,719	15.6
Apr 19	1,520	31.7	8.3	12.61	13	522	143	1,574	11.0	156	3.3	2,096	13.4
May 17	1,522	31.8	8.3	12.68	16	648	153	1,685	11.0	170	3.5	2,333	13.8
June 14	1,496	31.4	8.3	12.43	14	544	191	2,211	11.6	205	4.3	2,755	13.5
July 12	1,359	28.7	8.5	11.50	11	436	210	2,501	11.9	221	4.7	2,937	13.3
Aug 16	1,164	24.9	8.4	9.76	11	768	244	2,993	12.3	263	5.6	3,761	14.3
Sept 13	1,200	25.9	8.2	9.88	33	1,301	335	4,073	12.1	368	8.0	5,374	14.6
Oct 11	1,165	26.0	8.1	9.41	38	1,511	430	5,683	13.2	467	10.4	7,193	15.4
Nov 15	1,141	25.8	8.1	9.19	26	1,051	502	6,360	12.7	528	12.0	7,410	14.0
SIC 1968													
Week ended November 15, 1980				Thou									
Food, drink and tobacco	167.1	34.0	9.4	1,568.3	0.4	15.9	13.4	116.4	8.7	13.8	2.8	132.3	9.6
Food industries (211-229)	132.3	33.8	9.6	1,274.8	0.4	15.8	12.3	106.2	8.6	12.7	3.2	122.0	9.6
Drink industries (231-239)	30.6	38.0	8.5	260.9	—	—	1.1	10.2	9.2	1.1	1.4	10.2	9.2
Tobacco (240)	4.3	20.6	7.6	32.7	—	—	—	—	—	—	—	—	—
Coal and petroleum products	7.6	31.3	9.3	70.6	—	—	0.6	5.1	9.1	0.6	2.3	5.1	9.1
Chemical and allied industries	63.1	26.1	8.7	549.5	0.2	6.5	9.2	135.6	14.7	9.4	3.9	142.1	15.1
General chemicals (271)	21.6	27.7	9.6	208.1	—	0.8	2.3	26.3	11.5	2.3	3.0	27.1	11.7
Metal manufacture	66.9	24.9	8.0	537.8	3.1	124.3	52.2	657.2	12.6	55.3	20.5	781.5	14.1
Iron and steel (general) (311)	23.4	20.0	7.6	177.6	2.3	93.6	17.9	238.0	13.3	20.2	17.2	331.6	16.4
Other iron and steel (312-313)	24.3	31.4	8.3	201.6	0.4	15.5	19.9	250.9	12.6	20.3	26.3	266.4	13.1
Non-ferrous metals (321-323)	19.2	25.7	8.2	158.6	0.4	15.2	14.4	168.2	11.7	14.8	19.8	183.5	12.4
Mechanical engineering	161.8	31.7	7.9	1,279.8	2.5	101.4	58.2	715.6	12.3	60.7	11.9	817.0	13.5
Instrument engineering	20.3	25.7	6.5	132.0	0.1	5.4	5.5	60.7	11.0	5.7	7.1	66.1	11.7
Electrical engineering	108.8	25.8	7.7	833.2	3.1	124.4	44.0	571.2	13.0	47.1	11.2	695.6	14.8
Electrical machinery (361)	22.2	29.7	7.7	170.1	0.2	9.8	7.9	93.1	11.7	8.2	11.0	102.9	12.6
Shipbuilding and marine engineering	38.0	36.1	10.1	382.8	0.3	11.0	0.5	10.8	21.6	0.8	0.7	21.9	28.2
Vehicles	107.0	22.6	6.9	734.3	6.8	272.4	99.0	1,408.7	14.2	105.8	22.3	1,681.1	15.9
Motor vehicle manufacturing (381)	44.7	15.1	7.1	316.3	6.8	271.6	92.4	1,323.0	14.3	99.2	33.5	1,594.6	16.1
Aerospace equipment manufacturing and repairing (383)	47.0	42.6	7.0	328.9	—	0.7	0.2	2.1	9.5	0.2	0.2	2.9	11.8
Metal goods	80.1	23.5	7.2	575.3	3.6	143.1	60.6	737.3	12.2	64.1	18.8	880.4	13.7
Textiles	54.2	18.7	7.5	407.6	3.2	126.2	41.2	576.8	14.0	44.4	15.3	703.0	15.8
Production of man-made fibres (411)	3.2	20.2	10.2	32.8	0.2	6.1	0.8	13.1	16.4	1.0	6.0	19.2	20.2
Spinning and weaving of cotton, flax, linen and man-made fibres (412-413)	8.0	15.6	6.9	55.6	0.8	30.9	13.3	197.2	14.8	14.1	27.5	228.2	16.2
Woolen and worsted (414)	13.7	27.5	8.7	119.4	0.5	19.5	6.6	97.0	14.7	7.1	14.2	116.5	16.4
Hosiery and other knitted goods (417)	7.5	9.6	5.9	44.0	0.2	9.0	7.4	90.4	12.3	7.6	9.8	99.4	13.1
Leather, leather goods and fur	4.4	16.5	7.8	34.1	—	1.1	3.4	46.1	13.6	3.4	12.9	47.2	13.8
Clothing and footwear	14.9	5.6	5.5	82.6	0.5	19.2	39.5	468.3	11.9	39.9	14.9	487.5	12.2
Clothing industries (441-449)	10.8	5.1	5.7	61.8	0.4	14.1	23.9	317.4	13.3	24.3	11.5	331.5	13.6
Footwear (450)	4.2	7.4	5.0	20.8	0.1	5.1	15.5	151.0	9.7	15.6	27.9	156.1	10.0
Bricks, pottery, glass, cement, etc	47.4	27.8	8.5	402.7	0.6	26.0	15.1	161.8	10.7	15.8	9.3	187.7	11.9
Timber, furniture, etc	50.4	28.9	7.8	390.5	0.2	8.1	18.4	241.0	13.1	18.6	10.7	249.1	13.4
Paper, printing and publishing	102.9	30.9	8.1	830.8	0.6	23.8	14.4	159.5	11.1	15.0	4.5	183.3	12.2
Paper and paper manufactures (481-484)	40.4	30.2	8.5	343.4	0.5	20.1	11.4	120.6	10.6	11.9	8.9	140.7	11.8
Printing and publishing (485-489)	62.5	31.4	7.8	487.4	0.1	3.7	3.0	38.9	12.9	3.1	1.6	42.6	13.7
Other manufacturing industries	46.3	23.3	8.1	375.9	1.0	42.0	27.1	287.7	10.6	28.1	14.2	329.7	11.7
Rubber (491)	13.8	22.8	7.4	102.7	0.2	8.4	13.1	134.7	10.3	13.3	22.0	143.1	10.8
All manufacturing industries	1,141.0	25.8	8.1	9,187.6	26.3	1,050.6	502.2	6,359.8	12.7	528.4	12.0	7,410.3	14.0

Note: Figures in brackets after the industrial headings show the Standard Industrial Classification minimum list numbers of the industries included.

EMPLOYMENT 1.12

Operatives: manufacturing industries

1962 AVERAGE = 100

GREAT BRITAIN	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*				
	All manufacturing industries	Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufacturing industries	Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
1958	100.4	96.5	101.6	108.3	100.1	102.5	102.4	103.2	103.0	102.5
1959	100.9	96.3	104.9	108.6	99.1	103.3	102.8	104.9	104.5	102.0
1960	103.9	99.4	107.9	110.1	100.1	102.4	101.7	101.7	104.8	101.7
1961	102.9	101.9	102.9	104.7	100.1	101.0	101.3	100.6	101.1	100.4
1962	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1963	98.4	97.6	99.1	98.2	98.4	99.9	99.6	100.2	100.5	99.9
1964	100.7	101.7	99.1	98.8	97.3	100.7	100.7	100.8	101.4	99.9
1965	99.8	101.9	96.2	95.6	96.6	99.4	90.8	98.4	100.3	99.0
1966	97.3	101.0	91.5	91.7	95.2	97.8	97.4	95.7	98.5	98.1
1967	92.4	96.8	86.1	84.4	92.8	97.1	96.6	95.7	97.3	98.0
1968	91.5	94.6	87.0	83.3	90.4	97.9	96.8	96.9	98.3	98.3
1969	92.4	96.1	88.3	83.6	90.8	98.0	97.3	97.4	97.7	98.4
1970	90.2	94.3	86.7	78.3	89.3	97.0	96.1	95.4	96.9	97.5
1971	84.4	87.2	82.1	74.0	85.9	95.1	93.4	93.2	96.3	96.6
1972	81.3	82.7	79.8	71.7	84.5	94.7	92.6	92.8	95.6	96.7
1973	83.2	85.8	82.6	71.2	85.4	96.5	94.9	92.1	96.7	97.6
1974	81.0	84.7	79.3	66.1	82.2	93.8	92.4	91.8	94.8	96.8
1975	75.4	80.2	75.1	60.9	82.0	92.8	91.3	92.6	93.7	95.4
1976	73.8	76.5	74.3	58.8	79.8	93.1	91.1	93.7	93.8	95.1
1977	74.9	77.8	75.7	59.3	80.4	94.0	92.2	93.3	94.2	95.8
1978	73.8	77.0	76.4	57.8	79.8	93.8	92.0	93.4	94.0	95.6
1979	72.2	74.6	76.4	56.5	79.8	93.6	91.6	93.1	93.9	95.7
Week ended										
1978 Sep 16	75.4	73.6	78.4	77.9	58.9	93.7	93.9	91.9	92.1	95.7
Dec 9	75.0	73.0	78.1	77.8	58.9	94.0	93.6	92.3	92.3	95.6
1979 Mar 10	73.9	73.0	76.9	78.3	58.3	93.7	93.9	92.0	93.5	95.4
June 9	74.3	72.8	76.4	78.9	58.8	93.9	93.9	91.9	93.5	96.1
Sept 8	73.1	71.4	74.4	75.7	58.1	92.5	92.8	89.5	90.1	96.0
1979 Nov 10	73.5	71.7	76.0	78.8	56.7	93.8	93.7	92.3	93.5	96.0
Dec 8	73.3	71.3	76.0	79.2	55.8	94.1	93.7	92.7	94.5	96.4
1980 Jan 12	70.9	70.2	73.2	77.3	54.3	92.6	93.7	91.1	93.4	95.1
Feb 16	70.3	69.5	72.9	77.2	53.4	92.9	93.5	91.9	93.8	94.7
Mar 15	69.4	68.5	71.9	74.5	52.6	92.4	92.6			

2.1 UNEMPLOYMENT UK summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE										
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent	School leavers included in unem-ployed	Actual	Seasonally adjusted		Change		Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*
					Number	Per cent	Since previous month	Average over 3 months ended			
1975	977.6	4.1	48.6	929.0	3.9						
1976	1,359.4	5.7	85.9	1,273.5	5.3						
1977	1,483.6	6.2	105.4	1,378.2	5.7						
1978	1,475.0	6.1	99.4	1,375.7	5.7						
1979	1,390.5	5.8	83.2	1,307.3	5.4						
1980	1,794.7	7.4	127.1	1,667.6	6.8						
1975 Dec 11	1,200.8	5.1	35.0	1,165.8	4.9	37.1	45.5	216	865	120	
1976 Jan 8	1,303.2	5.5	40.7	1,262.6	5.0	30.1	36.0	213	966	124	
Feb 12	1,304.4	5.5	30.1	1,274.3	5.1	31.3	32.8	220	960	124	
Mar 11	1,284.9	5.4	23.4	1,261.5	5.2	15.7	25.7	199	962	124	
Apr 8	1,281.1	5.4	22.7	1,258.4	5.3	14.7	20.6	217	940	124	
May 13	1,271.8	5.3	37.8	1,234.1	5.3	12.6	14.3	194	954	124	
June 10	1,331.8	5.6	122.9	1,208.9	5.4	7.7	11.7	279	928	125	
July 8	1,463.5	6.1	208.5	1,255.0	5.4	2.9	7.7	370	968	125	
Aug 12	1,502.0	6.3	203.4	1,298.6	5.4	11.0	7.2	267	1,107	128	
Sep 9	1,455.7	6.1	149.8	1,305.9	5.4	5.2	6.4	246	1,082	128	
Oct 14	1,377.1	5.8	82.7	1,294.4	5.4	-0.8	5.1	258	992	127	
Nov 11e	1,366.5	5.7	58.0	1,308.5	5.5	10.6	5.0				
Dec 9e	1,371.0	5.7	51.0	1,320.0	5.5	10.0	6.6				
1977 Jan 13	1,448.2	6.0	51.0	1,397.2	5.5	11.7	10.8	213	1,103	132	
Feb 10	1,421.8	5.9	41.8	1,380.0	5.5	2.5	8.1	218	1,076	128	
Mar 10	1,383.5	5.7	33.3	1,350.1	5.5	2.0	5.4	200	1,057	127	
Apr 14	1,392.3	5.8	53.6	1,338.7	5.6	7.7	4.1	231	1,036	125	
May 12	1,341.7	5.6	45.1	1,296.6	5.6	-3.9	1.9	203	1,016	122	
June 9	1,450.1	6.0	149.0	1,301.1	5.7	41.1	15.0	299	1,030	122	
July 14	1,622.4	6.7	253.4	1,369.0	5.8	14.4	17.2	404	1,099	120	
Aug 11	1,635.8	6.8	231.4	1,404.4	5.8	0.2	18.6	277	1,237	122	
Sep 8	1,609.1	6.7	175.6	1,433.5	5.9	20.8	11.8	251	1,231	127	
Oct 13	1,518.3	6.3	98.6	1,419.7	5.9	5.7	8.9	261	1,130	127	
Nov 10	1,499.1	6.2	73.5	1,425.6	5.9	5.2	10.6	237	1,135	127	
Dec 8	1,480.8	6.2	58.4	1,422.4	5.9	-0.2	3.6	209	1,144	128	
1978 Jan 12	1,548.5	6.4	61.1	1,487.4	5.9	-3.3	0.6	206	1,211	132	
Feb 9	1,508.7	6.3	49.7	1,459.0	5.9	-7.9	-3.8	210	1,167	131	
Mar 9	1,461.0	6.1	40.2	1,420.7	5.9	-2.6	-4.6	196	1,135	130	
Apr 13	1,451.8	6.0	60.8	1,391.0	5.8	-7.9	-6.1	229	1,094	129	
May 11	1,386.8	5.8	48.2	1,338.6	5.7	-16.7	-9.1	191	1,069	127	
June 8	1,446.1	6.0	145.6	1,300.5	5.7	-6.7	-10.4	286	1,035	125	
July 6	1,585.8	6.6	243.3	1,342.5	5.7	-11.7	-11.7	383	1,078	125	
Aug 10	1,608.3	6.7	222.1	1,386.2	5.7	2.7	-5.2	260	1,222	127	
Sep 14	1,517.7	6.3	139.2	1,378.5	5.7	-13.4	-7.5	229	1,161	128	
Oct 12	1,429.5	5.9	82.0	1,347.5	5.6	-9.8	-6.8	243	1,060	127	
Nov 9	1,392.0	5.8	57.1	1,334.9	5.5	-14.1	-12.4	210	1,056	126	
Dec 7	1,364.3	5.7	43.2	1,321.1	5.5	-9.8	-11.2	199	1,040	126	
1979 Jan 11	1,455.3	6.0	47.4	1,407.8	5.5	17.4	-2.2	208	1,117	130	
Feb 8	1,451.9	6.0	39.4	1,412.5	5.7	25.1	10.9	207	1,115	130	
Mar 8	1,402.3	5.8	31.2	1,371.1	5.6	-5.7	12.3	183	1,090	129	
Apr 5	1,340.6	5.5	25.8	1,314.8	5.5	-35.0	-5.2	172	1,042	127	
May 10	1,299.3	5.4	39.3	1,260.0	5.4	-19.2	-20.0	167	1,008	124	
June 14	1,343.9	5.6	143.8	1,200.1	5.3	-24.3	-26.2	277	947	120	
July 12	1,464.0	6.1	215.4	1,248.6	5.3	-5.4	-16.3	351	994	119	
Aug 9	1,455.5	6.0	183.5	1,272.0	5.2	-14.4	-14.7	241	1,095	120	
Sep 13	1,394.5	5.8	114.3	1,280.2	5.2	-0.1	-6.6	221	1,053	121	
Oct 11†	1,367.6	5.7	69.4	1,298.3	5.3	16.9	0.8	239	1,007	120	
Nov 8	1,355.2	5.6	49.7	1,305.5	5.3	4.9	7.2	212	1,021	122	
Dec 6	1,355.5	5.6	39.2	1,316.3	5.4	14.0	11.9	206	1,027	123	
1980 Jan 10	1,470.6	6.1	45.9	1,424.7	5.5	39.0	19.3	209	1,135	127	
Feb 14	1,488.9	6.2	38.2	1,450.8	5.7	46.4	33.1	220	1,142	127	
Mar 13e	1,478.0	6.1	31.8	1,446.2	5.9	30.4	38.6	207	1,143	128	
Apr 10	1,522.9	6.3	53.7	1,469.2	6.0	44.6	40.5	240	1,153	130	
May 8	1,509.2	6.2	49.4	1,459.8	6.1	25.7	33.6	208	1,173	128	
June 12	1,659.7	6.9	186.4	1,473.3	6.4	51.3	40.5	352	1,180	128	
July 10	1,896.6	7.8	295.5	1,601.1	6.6	70.6	49.2	451	1,313	132	
Aug 14	2,001.2	8.3	264.9	1,736.3	7.0	89.7	70.5	311	1,551	139	
Sep 11	2,039.5	8.4	207.3	1,832.1	7.4	89.0	83.1	304	1,595	140	
Oct 9	2,062.9	8.5	145.8	1,917.1	7.8	108.2	95.6	341	1,575	147	
Nov 13	2,162.9	8.9	110.7	2,052.1	8.4	135.6	110.9	319	1,694	150	
Dec 11	2,244.2	9.3	95.4	2,148.8	8.8	105.1	116.3	293	1,799	152	

Note The seasonally adjusted series from January 1977 onwards have been calculated as described on page 281 of the March 1980 issue of *Employment Gazette*.
 * For those months where a full age analysis is not available, the division by age is estimated.
 † Fortnightly payment of benefit: from October 1979 seasonally adjusted figures have been adjusted by deducting the estimated increase arising from the introduction of fortnightly payment; see p 1151 of the November issue of *Employment Gazette*.

UNEMPLOYMENT 2.1 UK summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE										
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent	School leavers included in unem-ployed	Actual	Seasonally adjusted		Change		Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*
					Number	Per cent	Since previous month	Average over 3 months ended			
1975	777.1	5.5	27.5	749.5	5.3						
1976	1,023.5	7.1	147.0	976.5	6.8						
1977	1,069.2	7.4	54.4	1,014.8	7.0						
1978	1,040.2	7.2	51.3	988.9	6.9						
1979	963.9	6.8	43.7	920.2	6.4						
1980	1,233.6	8.7	66.9	1,166.7	8.1						
1975 Dec 11	940.5	6.6	18.8	921.7	6.5						
1976 Jan 8	1,017.4	7.1	22.1	995.3	6.5						
Feb 12	1,014.6	7.0	16.0	998.6	6.7						
Mar 11	1,284.9	6.9	12.4	985.4	6.7						
Apr 8	994.2	6.9	12.1	982.1	6.8						
May 13	982.9	6.8	21.2	961.7	6.8						
June 10	1,009.4	7.0	69.1	940.4	6.8						
July 8	1,071.2	7.4	113.8	957.4	6.8						
Aug 12	1,092.2	7.6	112.4	980.7	6.8						
Sep 9	1,059.8	7.4	78.7	981.1	6.8						
Oct 14	1,010.0	7.0	40.9	969.0	6.8						
Nov 11e	1,011.6	7.0	34.5	977.1	6.8						
Dec 9e	1,019.5	7.1	30.4	989.1	6.9						
1977 Jan 13	1,074.1	7.5	25.9	1,048.2	6.9						
Feb 10	1,055.5	7.3	21.0	1,034.5	6.9						
Mar 10	1,028.5	7.1	16.9	1,011.6	6.9						
Apr 14	1,032.4	7.2	28.8	1,003.6	6.9						
May 12	994.3	6.9	23.8	970.5	6.9						
June 9	1,050.8	7.3	80.4	970.4	7.1						
July 14	1,132.7	7.9	134.7	998.1	7.1						
Aug 11	1,143.5	7.9	123.7	1,019.9	7.1						
Sep 8	1,124.3	7.8	89.0	1,035.3	7.2						
Oct 13	1,070.8	7.4	46.5	1,024.2	7.2						
Nov 10	1,063.2	7.4	34.5	1,028.7	7.2						
Dec 8	1,060.7	7.4	27.6	1,033.1	7.2						
1978 Jan 12	1,114.8	7.8	29.4	1,085.3	7.2						
Feb 9	1,089.6	7.6	23.9	1,065.7	7.1						
Mar 9	1,058.4	7.4	19.4	1,039.0	7.1						
Apr 13	1,045.4	7.3	31.0	1,014.0	7.0						
May 11	1,001.1	7.0	24.2	976.9	7.0						
June 8	1,022.9	7.1	78.4	944.5	6.9						

2.2 UNEMPLOYMENT GB summary

THOUSAND

GREAT BRITAIN		MALE AND FEMALE										
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS					UNEMPLOYED BY DURATION		
		Number	Per cent	School leavers included in unem-ployed	Actual	Seasonally adjusted	Change	Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*		
			Number	Per cent	Since previous month	Average over 3 months ended						
1975	Annual averages	935.6	4.1	45.3	890.3	3.9						
1976	Annual averages	1,304.6	5.6	81.6	1,223.0	5.2						
1977	Annual averages	1,422.7	6.0	99.8	1,322.9	5.6						
1978	Annual averages	1,409.7	6.0	93.7	1,315.9	5.6						
1979	Annual averages	1,325.5	5.6	78.0	1,247.5	5.3						
1980	Annual averages	1,715.9	7.3	120.1	1,595.8	6.7						
1975	Dec 11	1,152.5	5.0	32.1	1,120.4	4.9	37.0	44.2	209	826	118	
1976	Jan 8	1,251.8	5.4	38.0	1,213.8	4.9	28.7	35.3	207	923	122	
	Feb 12	1,253.4	5.4	28.0	1,225.4	5.1	30.5	32.1	213	918	122	
	Mar 11	1,234.6	5.3	21.7	1,212.9	5.1	14.9	24.7	192	921	122	
	April 8	1,231.2	5.3	21.3	1,209.9	5.2	14.6	20.0	210	899	122	
	May 13	1,220.4	5.2	35.1	1,185.3	5.2	11.3	13.6	187	911	122	
	June 10	1,277.9	5.5	118.2	1,159.7	5.3	6.8	10.9	269	886	123	
	July 8	1,402.5	6.0	199.4	1,203.1	5.3	2.5	6.9	356	923	123	
	Aug 12	1,440.0	6.2	194.5	1,245.4	5.3	10.6	6.6	258	1,056	126	
	Sep 9	1,395.1	6.0	142.3	1,252.8	5.3	4.8	6.0	237	1,032	126	
	Oct 14	1,320.9	5.7	78.0	1,243.0	5.3	-1.0	4.8	250	946	125	
	Nov 11e	1,311.0	5.6	54.3	1,256.7	5.4	10.7	4.8	250	946	125	
	Dec 9e	1,316.0	5.6	48.0	1,268.0	5.4	9.7	6.5	250	946	125	
1977	Jan 13	1,390.2	5.9	48.2	1,342.0	5.4	10.7	10.4	207	1,053	130	
	Feb 10	1,365.2	5.8	39.4	1,325.8	5.4	2.7	7.7	211	1,028	126	
	Mar 10	1,328.1	5.6	31.3	1,296.8	5.4	1.7	5.0	193	1,010	125	
	April 14	1,335.6	5.7	50.4	1,285.3	5.5	7.6	4.0	223	989	123	
	May 12	1,285.7	5.5	42.0	1,243.7	5.5	-4.4	1.6	197	969	120	
	June 9	1,390.4	5.9	142.7	1,247.7	5.6	40.1	14.4	288	982	120	
	July 14	1,553.5	6.6	241.6	1,311.9	5.7	13.7	16.5	389	1,046	118	
	Aug 11	1,567.0	6.7	220.4	1,346.6	5.7	0.1	18.0	269	1,178	120	
	Sep 8	1,541.8	6.6	166.2	1,375.7	5.8	20.5	11.4	242	1,175	125	
	Oct 13	1,456.6	6.2	92.6	1,364.0	5.8	5.5	8.7	253	1,079	125	
	Nov 10	1,438.0	6.1	68.6	1,369.4	5.8	4.6	10.2	230	1,083	125	
	Dec 8	1,419.7	6.0	54.3	1,365.4	5.8	-1.0	3.0	201	1,092	126	
1978	Jan 12	1,484.7	6.3	57.4	1,427.3	5.8	-3.8	-0.1	199	1,156	130	
	Feb 9	1,445.9	6.1	46.6	1,399.2	5.8	-8.5	-4.4	203	1,114	129	
	Mar 9	1,399.0	5.9	37.6	1,361.3	5.7	-3.2	-5.2	189	1,082	128	
	April 13	1,387.5	5.9	56.7	1,330.8	5.7	-8.8	-6.8	220	1,041	127	
	May 11	1,324.9	5.6	44.7	1,280.2	5.6	-16.0	-9.3	185	1,015	125	
	June 8	1,381.4	5.9	139.2	1,242.2	5.6	-7.0	-10.6	276	983	123	
	July 6	1,512.5	6.4	231.7	1,280.8	5.6	-11.8	-11.6	366	1,024	122	
	Aug 10	1,534.4	6.5	210.9	1,323.6	5.6	-5.5	-5.5	250	1,160	124	
	Sep 14	1,446.7	6.1	130.7	1,316.0	5.5	-13.4	-7.6	220	1,102	125	
	Oct 12	1,364.9	5.8	76.4	1,288.5	5.5	-9.0	-6.7	235	1,006	124	
	Nov 9	1,330.8	5.7	52.9	1,277.9	5.4	-12.4	-11.6	203	1,004	124	
	Dec 7	1,303.2	5.5	39.8	1,263.4	5.4	-10.3	-10.6	191	988	124	
1979	Jan 11	1,391.2	5.9	44.4	1,346.9	5.4	16.7	-2.0	201	1,063	127	
	Feb 8	1,387.6	5.9	36.7	1,350.9	5.5	23.7	10.0	200	1,061	127	
	Mar 8	1,339.8	5.7	23.9	1,310.9	5.5	-5.4	11.7	176	1,038	126	
	April 5	1,279.8	5.4	23.9	1,255.9	5.4	-33.9	-5.2	166	989	125	
	May 10	1,238.5	5.2	36.2	1,202.3	5.3	-19.0	-19.4	160	957	121	
	June 14	1,281.1	5.4	137.1	1,144.0	5.2	-23.3	-25.4	266	898	117	
	July 12	1,392.0	5.9	204.2	1,187.8	5.2	-6.5	-16.3	335	941	117	
	Aug 9	1,383.9	5.9	173.1	1,210.8	5.1	-14.3	-14.7	232	1,035	117	
	Sep 13	1,325.0	5.6	106.0	1,219.0	5.1	-0.4	-7.1	212	995	118	
	Oct 11†	1,302.8	5.5	64.0	1,238.8	5.2	15.9	0.4	231	953	118	
	Nov 8	1,292.3	5.5	45.5	1,246.8	5.2	5.3	6.9	203	969	120	
	Dec 6	1,292.0	5.5	35.7	1,256.3	5.2	13.2	11.5	197	974	121	
1980	Jan 10	1,404.4	6.0	42.6	1,361.7	5.4	38.6	19.0	202	1,079	125	
	Feb 14	1,422.0	6.0	35.2	1,386.8	5.6	44.5	32.1	212	1,085	125	
	Mar 13e	1,411.7	6.0	29.3	1,382.4	5.7	29.6	37.6	199	1,087	125	
	April 10	1,454.7	6.2	50.0	1,404.6	5.9	43.5	39.2	231	1,097	127	
	May 8	1,441.4	6.1	45.8	1,395.6	6.0	25.0	32.7	199	1,116	126	
	June 12	1,586.6	6.7	178.3	1,408.3	6.2	50.0	39.5	338	1,123	126	
	July 10	1,811.9	7.7	282.1	1,529.9	6.5	67.9	47.6	433	1,249	129	
	Aug 14	1,913.1	8.1	252.0	1,661.1	6.9	86.3	68.1	300	1,476	137	
	Sep 11	1,950.2	8.3	196.3	1,753.8	7.2	85.7	80.0	292	1,520	138	
	Oct 9	1,973.0	8.4	137.2	1,835.8	7.7	102.4	91.5	329	1,500	144	
	Nov 13	2,071.2	8.8	103.4	1,967.8	8.1	132.2	106.8	309	1,616	147	
	Dec 11	2,150.5	9.1	88.6	2,061.8	8.7	102.8	112.5	283	1,718	149	

* † See footnotes to table 2.1

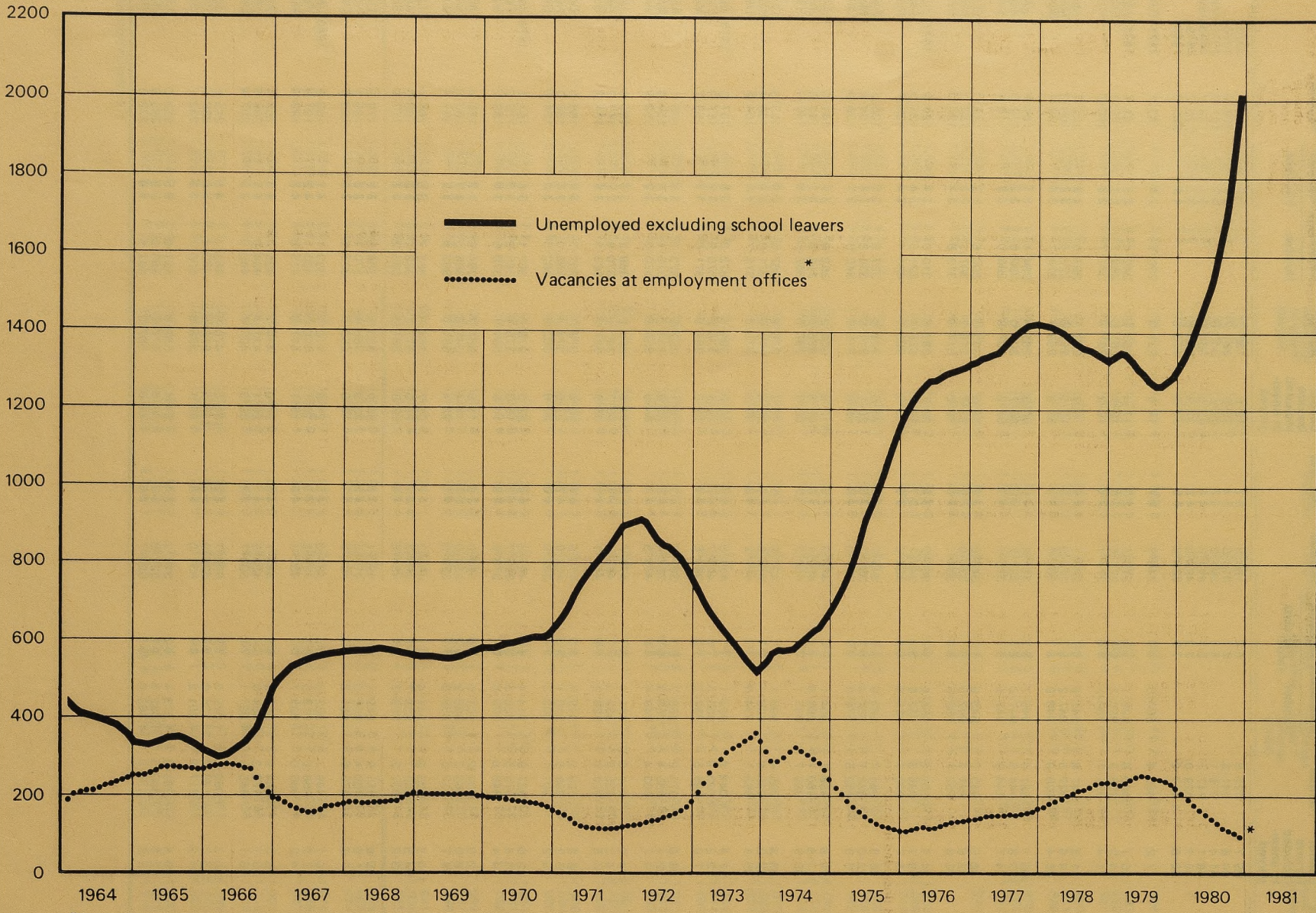
UNEMPLOYMENT GB summary 2.2

THOUSAND

GREAT BRITAIN		MALE AND FEMALE										
		MALE UNEMPLOYED			FEMALE UNEMPLOYED EXCLUDING SCHOOL LEAVERS					MARRIED		
		Number	Per cent	School leavers included in unem-ployed	Actual	Seasonally adjusted	Change	Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*		
			Number	Per cent	Since previous month	Average over 3 months ended						
1975	Annual averages	747.4	5.4	25.7	721.6	5.2						
1976	Annual averages	986.0	7.0	44.6	941.3	6.7						
1977	Annual averages	1,027.5	7.3	51.4	976.1	6.9						
1978	Annual averages	995.2	7.1	48.1	947.1	6.8						
1979	Annual averages	919.6	6.6	40.7	879.0	6.3						
1980	Annual averages	1,180.0	8.5	62.8	1,117.2	7.9						
1975	Dec 11	906.6	6.5	17.2	889.4	6.4						
1976	Jan 8	981.3	7.0	20.7	960.6	6.5						
	Feb 12	978.8	7.0	14.9	963.9	6.6						
	Mar 11	962.5	6.8	11.4	951.1	6.6						
	April 8	959.1	6.8	11.3	947.8	6.7						
	May 13	947.1	6.7	19.6	927.5	6.7						
	June 10	972.4	6.9	66.4	906.0	6.7						
	July 8	1,030.7	7.3	109.1	921.6	6.7						
	Aug 12	1,052.3	7.5	107.8	944.5	6.7						
	Sep 9	1,019.6	7.2	74.7	944.9	6.7						
	Oct 14	972.2	6.9	38.5	933.7	6.7						
	Nov 11e	974.1	6.9	32.6	941.5	6.7						
	Dec 9e	981.9	7.0	28.8	953.1	6.8						
1977	Jan 13	1,034.0	7.3	24.5	1,009.6	6.8						
	Feb 10	1,016.0	7.2	19.7	996.3	6.8						
	Mar 10	989.5	7.0	15.7	973.7	6.8						
	April 14	992.5	7.0	26.8	965.7	6.8						
	May 12	954.6	6.8	22.0	932.7	6.8						
	June 9	1,009.4	7.2	76.9	932.5	6.9						
	July 14	1,087.3	7.7	128.6	958.7	7.0						
	Aug 11	1,097.9	7.8	117.8	980.1	7.0						
	Sep 8	1,079.6	7.7	83.9	995.7	7.1						
	Oct 13	1,038.7	7.3	43.3	985.4	7.1						
	Nov 10	1,021.5	7.3	32.0	989.5	7.1						
	Dec 8	1,018.5	7.2	25.4	993.1	7.1						
1978	Jan 12	1,070.2	7.6	27.4	1,042.8	7.1						
	Feb 9	1,045.2	7.5	22.2	1,023.0	7.0						
	Mar 9	1,014.4	7.2	17.9	996.							

C1 UNEMPLOYMENT Unemployed and vacancies: United Kingdom

Three-month moving average: seasonally adjusted
THOUSAND



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

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Male	Female
									Number	Per cent				
SOUTH EAST														
1976	316.3	245.0	71.3	14.7	4.2	5.5	2.3	301.6		4.0			236.7	64.8
1977	342.9	256.4	86.5	17.1	4.5	5.7	2.8	325.8		4.3			247.3	78.4
1978	318.8	234.3	84.4	13.8	4.2	5.3	2.7	304.9		4.0			227.0	77.9
1979†	282.2	205.6	76.6	10.8	3.7	4.7	2.4	271.4		3.6			198.8	71.1
1980	363.1	260.9	102.2	19.8	4.8	5.9	3.2	343.4		4.5			245.9	91.4
1979 Dec 6	267.6	194.1	73.6	4.1	3.5	4.4	2.3	263.5	260.3	3.4	1.8	1.2	190.3	70.0
1980 Jan 10	294.3	214.1	80.3	3.9	3.9	4.8	2.5	290.4	267.4	3.5	7.1	2.7	194.4	73.0
Feb 14	296.8	216.2	80.5	3.4	3.9	4.9	2.5	293.3	277.2	3.7	9.8	6.2	201.8	75.4
Mar 13 e	292.4	213.4	79.0	2.8	3.9	4.8	2.5	289.7	282.6	3.7	5.4	7.4	205.5	77.1
April 10	299.0	218.8	80.2	6.3	3.9	5.0	2.5	292.7	289.4	3.8	6.8	7.3	210.4	79.0
May 8	297.5	218.0	79.4	6.5	3.9	4.9	2.5	291.0	295.9	3.9	6.5	6.2	215.5	80.4
June 12	322.1	232.2	90.0	28.6	4.3	5.3	2.9	293.6	308.0	4.1	12.1	8.5	224.1	83.9
July 10	376.8	264.2	112.6	49.8	5.0	6.0	3.6	327.0	327.4	4.3	19.4	12.7	238.1	89.3
Aug 14	410.0	287.8	122.1	46.3	5.4	6.5	3.9	363.7	351.8	4.6	24.4	18.6	255.7	96.1
Sep 11	421.7	296.5	125.2	35.3	5.6	6.7	4.0	386.5	371.8	4.9	20.0	21.3	270.4	101.4
Oct 9	425.6	302.3	123.3	23.5	5.6	6.8	3.9	402.1	395.2	5.2	23.4	22.6	287.9	107.3
Nov 13	451.6	324.9	126.8	16.9	6.0	7.4	4.0	434.8	429.3	5.7	34.1	25.8	314.4	114.9
Dec 11	469.7	342.3	127.4	14.0	6.2	7.7	4.0	455.7	452.5	6.0	23.2	26.9	333.1	119.4
GREATER LONDON (included in South East)														
1976	153.0	121.8	32.2	5.5	4.0	5.3	2.1	148.4		3.8			118.6	29.8
1977	164.7	126.0	38.7	6.6	4.3	5.5	2.5	158.1		4.1			122.4	35.6
1978	153.8	116.3	37.5	5.4	4.1	5.2	2.5	148.4		3.9			113.2	35.1
1979†	138.7	104.1	34.6	4.6	3.7	4.7	2.3	134.1		3.6			101.0	32.3
1980	175.5	128.5	47.0	8.1	4.7	5.8	3.1	167.4		4.4			121.9	42.6
1979 Dec 6	130.9	97.5	33.4	2.3	3.5	4.4	2.2	128.6	128.1	3.4	0.8	0.2	96.3	31.8
1980 Jan 10	143.4	106.7	36.8	1.9	3.8	4.8	2.4	141.5	131.8	3.5	3.7	1.3	98.2	33.6
Feb 14	144.6	107.7	36.9	1.7	3.9	4.9	2.4	142.9	136.3	3.6	4.5	3.0	101.5	34.8
Mar 13 e	144.5	107.7	36.8	1.4	3.9	4.9	2.4	143.1	140.8	3.8	4.5	4.2	105.0	35.8
April 10	147.5	110.2	37.4	2.8	3.9	5.0	2.4	144.7	142.6	3.8	1.8	3.6	105.9	36.7
May 8	148.5	111.0	37.5	3.1	4.0	5.0	2.4	145.4	147.1	3.9	4.5	3.6	109.4	37.7
June 12	154.8	115.0	39.8	8.0	4.1	5.2	2.6	146.8	151.5	4.0	4.4	3.6	112.7	38.8
July 10	179.3	129.3	50.0	18.5	4.8	5.8	3.3	160.9	160.3	4.3	8.8	5.9	118.7	41.6
Aug 14	196.3	140.4	55.9	18.9	5.2	6.4	3.6	177.4	171.2	4.6	10.9	8.0	126.4	44.8
Sep 11	204.8	146.4	58.4	15.5	5.5	6.6	3.8	189.3	181.2	4.8	10.0	9.9	133.5	47.7
Oct 9	205.4	147.9	57.5	10.8	5.5	6.7	3.8	194.6	190.7	5.1	9.5	10.1	140.2	50.5
Nov 13	214.7	156.4	58.3	8.0	5.7	7.1	3.8	206.7	204.4	5.5	13.7	11.1	151.5	52.9
Dec 11	222.2	163.0	59.2	6.6	5.9	7.4	3.9	215.7	215.1	5.7	10.7	11.3	159.4	55.7
EAST ANGLIA														
1976	33.9	26.1	7.8	1.6	4.8	6.1	2.8	32.2		4.6			25.2	7.0
1977	37.7	28.2	9.5	2.1	5.3	6.4	3.4	35.6		5.0			27.1	8.5
1978	35.9	26.1	9.8	1.8	5.0	6.0	3.4	34.1		4.7			25.2	8.9
1979†	32.4	23.1	9.3	1.3	4.5	5.4	3.2	31.1		4.3			22.4	8.6
1980	41.4	29.2	12.2	2.5	5.7	6.8	4.2	38.5		5.3			27.5	10.8
1979 Dec 6	30.7	21.5	9.2	0.5	4.2	5.0	3.2	30.2	29.7	4.1	—	0.2	21.1	8.6
1980 Jan 10	34.1	24.2	9.8	0.4	4.7	5.6	3.4	33.6	31.0	4.3	1.3	0.5	21.9	9.1
Feb 14	34.8	24.8	10.0	0.4	4.8	5.8	3.4	34.4	31.4	4.3	0.4	0.6	22.0	9.4
Mar 13	34.6	24.6	10.0	0.4	4.8	5.7	3.4	34.2	32.0	4.4	0.6	0.8	22.5	9.5
April 10	35.6	25.2	10.4	1.0	4.9	5.9	3.6	34.6	33.0	4.6	1.0	0.7	23.1	9.9
May 8	35.0	24.9	10.1	0.9	4.8	5.8	3.5	34.1	34.0	4.7	1.0	0.9	23.9	10.1
June 12	37.2	26.1	11.1	4.0	5.2	6.1	3.8	33.2	34.7	4.8	0.7	0.9	24.8	9.9
July 10	42.3	28.9	13.5	6.2	5.9	6.7	4.6	36.1	37.2	5.2	2.5	1.4	26.7	10.5
Aug 14	45.4	31.3	14.1	5.6	6.3	7.3	4.8	39.8	39.9	5.5	2.7	2.0	28.8	11.1
Sep 11	46.4	32.2	14.2	4.3	6.4	7.5	4.9	42.1	42.2	5.8	2.3	2.5	30.6	11.6
Oct 9	47.6	33.5	14.1	2.8	6.6	7.8	4.8	44.8	44.8	6.2	2.6	2.5	32.7	12.1
Nov 13	50.7	36.3	14.4	2.0	7.0	8.4	4.9	48.6	48.4	6.7	3.6	2.8	35.4	13.0
Dec 11	53.5	39.0	14.5	1.7	7.4	9.1	5.0	51.8	51.3	7.1	2.9	3.0	37.8	13.4

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female	
								Number	Per cent	Change since previous month	Average change over 3 months ended			
SOUTH WEST														
1976	102.9	78.3	5.3	24.7	6.4	8.1	3.8	97.6		6.1			75.3	22.3
1977	111.8	81.9	29.9	6.3	6.8	8.3	4.5	105.5		6.4			78.6	26.9
1978	107.3	76.3	31.0	5.9	6.5	7.7	4.6	101.5		6.1			73.3	28.2
1979†	95.4	66.2	29.3	4.5	5.7	6.8	4.3	90.9		5.4			63.5	27.0
1980	113.1	77.2	35.8	6.7	6.8	7.9	5.2	106.4		6.3			72.6	32.2
1979 Dec 6	93.4	63.5	29.9	1.8	5.6	6.5	4.4	91.7	87.2	5.2	0.3	-0.1	60.0	27.2
1980 Jan 10	99.9	67.9	32.0	1.8	6.0	6.9	4.7	98.1	88.4	5.3	1.2	0.4	60.3	28.1
Feb 14	100.6	68.6	32.0	1.5	6.0	7.0	4.7	99.1	90.7	5.4	2.3	1.3	62.0	28.7
Mar 13e	97.8	67.1	30.7	1.3	5.9	6.9	4.5	96.5	90.6	5.4	-0.1	1.1	62.1	28.5
April 10	98.0	67.5	30.5	2.5	5.9	6.9	4.4	95.5	93.0	5.6	2.4	1.5	63.9	29.1
May 8	94.3	65.4	28.9	2.1	5.7	6.7	4.2	92.2	94.8	5.7	1.8	1.4	65.1	29.7
June 12	100.8	69.1	31.7	12.1	6.1	7.1	4.6	88.7	96.7	5.8	1.9	2.0	66.7	30.0
July 10	114.2	76.4	37.7	17.3	6.9	7.8	5.5	96.9	102.2	6.1	5.5	3.1	70.8	31.4
Aug 14	120.7	81.1	39.6	14.8	7.2	8.3	5.8	105.9	108.1	6.5	5.9	4.4	74.8	33.3
Sep 11	122.8	82.9	39.9	10.7	7.4	8.5	5.8	112.1	112.7	6.8	4.6	5.3	78.2	34.5
Oct 9	128.3	87.5	40.8	7.1	7.7	8.9	5.9	121.2	119.1	7.1	6.4	5.6	83.5	35.6
Nov 13	136.8	93.8	43.0	5.1	8.2	9.6	6.3	131.8	127.2	7.6	8.1	6.4	89.1	38.1
Dec 11	142.9	99.5	43.4	4.1	8.6	10.2	6.3	138.8	134.3	8.1	7.1	7.2	94.7	39.6
WEST MIDLANDS														
1976	133.1	99.6	33.5	9.0	5.8	7.0	3.8	124.0		5.4			95.0	29.0
1977	134.3	95.1	39.2	10.6	5.8	6.7	4.3	123.6		5.3			90.2	33.4
1978	130.4	90.3	40.1	10.0	5.6	6.3	4.4	120.3		5.1			85.7	34.7
1979†	128.1	87.6	40.4	8.6	5.5	6.2	4.4	119.5		5.1			83.2	35.9
1980	181.6	123.2	58.4	14.2	7.8	8.8	6.3	167.4		7.1			114.9	50.8
1979 Dec 6	126.3	86.0	40.3	3.9	5.4	6.1	4.4	122.3	122.4	5.2	1.7	2.0	84.4	38.0
1980 Jan 10	133.3	91.0	42.3	3.7	5.7	6.5	4.6	129.5	124.6	5.3	2.2	1.8	85.5	39.1
Feb 14	135.3	92.1	43.3	2.9	5.8	6.5	4.7	132.4	129.5	5.5	4.9	2.9	88.2	41.3
Mar 13e	136.9	93.1	43.8	2.6	5.9	6.6	4.7	134.3	133.8	5.7	4.3	3.8	90.8	43.0
April 10	143.0	97.4	45.6	5.1	6.1	6.9	4.9	137.9	138.4	5.9	4.6	4.6	94.3	44.1
May 8	145.4	98.9	46.5	5.0	6.2	7.0	5.0	140.4	143.5	6.1	5.1	4.7	97.7	45.8
June 12	159.1	107.3	51.8	13.4	6.8	7.6	5.6	145.7	150.1	6.4	6.6	5.4	102.5	47.6
July 10	196.0	128.6	67.4	35.3	8.4	9.1	7.3	160.7	158.2	6.8	8.1	6.6	109.0	49.2
Aug 14	211.1	138.9	72.2	32.4	9.0	9.9	7.8	178.7	172.3	7.4	14.1	9.6	118.7	53.6
Sep 11	219.4	145.8	73.5	26.1	9.4	10.4	7.9	193.3	185.9	8.0	13.6	11.9	129.3	56.6
Oct 9	221.9	150.3	71.6	18.3	9.5	10.7	7.7	203.6	200.4	8.6	14.5	14.1	140.1	60.3
Nov 13	234.4	163.0	71.3	13.7	10.0	11.6	7.7	220.7	219.1	9.4	18.7	15.6	156.1	63.0
Dec 11	243.7	172.2	71.5	11.8	10.4	12.2	7.7	231.9	232.1	9.9	13.0	15.4	166.5	65.6
EAST MIDLANDS														
1976	73.6	55.7	17.9	4.2	4.7	5.8	2.9	69.4		4.4			53.5	16.0
1977	79.8	58.1	21.7	5.0	5.0	6.0	3.4	74.8		4.7			55.5	19.3
1978	80.2	57.3	22.9	4.5	5.0	6.0	3.6	75.7		4.7			55.0	20.6
1979†	75.3	53.6	21.8	3.7	4.7	5.6	3.4	71.6		4.4			51.5	19.9
1980	104.0	73.1	30.9	7.3	6.5	7.6	4.8	96.6		6.0			68.6	27.0
1979 Dec 6	73.8	52.6	21.2	1.3	4.6	5.5	3.3	72.5	72.4	4.5	1.2	1.6	52.0	20.4
1980 Jan 10	79.7	57.0	22.7	1.3	5.0	5.9	3.5	78.4	73.8	4.6	1.4	1.0	52.8	21.0
Feb 14	82.1	59.0	23.2	1.0	5.1	6.1	3.6	81.1	77.5	4.8	3.7	2.1	55.3	22.2
Mar 13e	80.7	57.7	23.0	0.9	5.0	6.0	3.6	79.8	77.8	4.8	0.3	1.8	55.2	22.6
April 10	85.4	61.1	24.3	2.6	5.3	6.4	3.8	82.8	82.2	5.1	4.4	2.8	58.7	23.5
May 8	85.3	60.9	24.4	2.4	5.3	6.3	3.8	83.0	84.5	5.3	2.3	2.3	60.2	24.3
June 12	99.5	69.0	30.5	13.6	6.2	7.2	4.7	85.9	89.3	5.6	4.8	3.8	63.6	25.7
July 10	112.4	75.9	36.5	19.4	7.0	7.9	5.6	93.0	92.8	5.8	3.5	3.5	66.3	26.5
Aug 14	118.1	80.2	38.0	15.9	7.4	8.4	5.9	102.2	99.4	6.2	6.6	5.0	70.8	28.6
Sep 11	120.9	82.7	38.2	12.3	7.5	8.6	5.9	108.6	106.1	6.6	6.7	5.6	75.6	30.5
Oct 9	122.3	85.5	36.8	8.2	7.6	8.9	5.7	114.1	113.6	7.1	7.5	6.9	82.1	31.5
Nov 13	127.7	91.3	36.4	5.7	7.9	9.5	5.6	122.0	121.9	7.6	8.3	7.5	88.8	33.5
Dec 11	133.6	96.7	36.9	4.7	8.3	10.1	5.7	128.9	128.8	8.0	6.9	7.6	94.2	34.6

UNEMPLOYMENT 2.3 Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female	
								Number	Per cent	Change since previous month	Average change over 3 months ended			
YORKSHIRE AND HUMBERSIDE														
1976	114.0	86.5	27.5	8.1	5.5	6.8	3.4	105.9		5.1			82.3	23.6
1977	120.8	87.3	33.5	9.3	5.8	6.8	4.1	111.5		5.3			82.8	28.6
1978	125.8	89.0	36.8	9.2	6.0	7.0	4.4	116.6		5.5			84.5	32.0
1979†	121.1	83.7	37.4	8.1	5.7	6.6	4.4	113.0		5.3			79.7	32.9
1980	163.6	112.7	51.0	13.8	7.8	8.9	6.0	149.8		7.0			104.7	43.4
1979 Dec 6	117.8	81.0	36.8	3.5	5.6	6.4	4.4	114.3	112.2	5.3	1.5	1.4	78.2	34.0
1980 Jan 10	127.7	88.4	39.3	3.5	6.1	7.0	4.7	124.2	116.6	5.5	4.4	2.3	80.9	35.7
Feb 14	130.5	90.9	39.7	2.9	6.2	7.2	4.7	127.6	121.4	5.8	4.8	3.6	84.6	36.8
Mar 13e	131.4	91.8	39.7	2.5	6.2	7.2	4.7	128.9	126.2	6.0	4.8	4.7	88.1	38.1
April 10	136.6	95.1	41.6	6.4	6.5	7.5	4.9	130.3	129.9	6.2	3.7	4.4	91.0	38.9
May 8	135.4	94.2	41.1	5.5	6.4	7.4	4.9	129.8	132.5	6.3	2.6	3.7	92.6	39.9
June 12	151.6	102.9	48.7	19.8	7.2	8.1	5.8	131.8	137.3	6.5	4.8	3.7	96.0	41.3
July 10	176.1	116.1	59.9	32.2	8.3	9.2	7.1	143.9	145.9	6.9	8.6	5.3	102.1	43.8
Aug 14	185.4	123.4	62.0	29.2	8.8	9.7	7.4	156.3	153.5	7.3	7.6	7.0	108.0	45.5
Sep 11	189.2	127.6	61.6	23.5	9.0	10.1	7.3	165.6	161.4	7.6	7.9	8.0	114.4	47.0
Oct 9	190.0	131.0	59.0	16.5	9.0	10.3	7.0	173.4	170.8	8.1	9.4	8.3	122.2	48.6
Nov 13	200.8	141.3	59.6	12.8	9.5	11.1	7.1	188.1	186.2	8.8	15.4	10.9	134.3	51.9
Dec 11	208.9	149.4	59.5	11.0	9.9	11.8	7.1	197.8	195.8	9.3	9.6	11.5	142.5	53.3
NORTH WEST														
1976	197.0	159.4	46.6	14.4	6.9	8.9	4.1	182.6		6.4			142.3	40.2
1977	212.0	153.5	58.5	17.7	7.4	9.0	5.0	194.2		6.8			144.1	50.1
1978	213.5	150.5	63.1	16.8	7.5	8.9	5.4	196.7		6.9			141.6	55.0
1979†	203.5	140.7	62.8	13.7	7.1	8.4	5.3	189.8		6.6			133.0	56.2
1980	264.5	180.3	84.1	18.9	9.3	10.8	7.1	245.6		8.5			168.7	74.3
1979 Dec 6	199.3													

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status†, in certain employment office areas and in counties at Dec 11, 1980

	Rate				Rate				
	Male	Female	All unemployed	per cent	Male	Female	All unemployed	per cent	
North									
*Almwick	833	458	1,291	12.0	Isle of Wight	2,921	1,232	4,153	10.0
*Carlisle	3,046	1,388	4,434	8.5	Kent	31,024	12,238	43,262	8.3
*Central Durham	5,328	2,570	7,898	11.4	Oxfordshire	8,442	3,759	12,201	6.0
*Consett	5,559	1,537	7,096	22.4	Surrey	10,502	3,444	13,946	4.4
*Darlington and S/West Durham	6,491	2,824	9,315	11.3	West Sussex	9,115	3,285	12,400	5.1
*Furness	2,502	1,721	4,223	9.5	East Anglia				
*Hartlepool	5,274	1,956	7,230	16.5	Cambridgeshire	10,825	4,331	15,156	6.7
*Morpeth	5,082	2,187	7,269	11.5	Norfolk	16,713	5,846	22,559	8.6
*North Tyne	21,142	7,356	28,498	10.4	Suffolk	11,462	4,336	15,798	6.8
*Peterlee	2,404	1,230	3,634	13.3	South West				
*South Tyne	19,023	7,191	26,214	14.5	Avon	23,460	8,834	32,294	7.8
*Teesside	25,299	9,308	34,607	15.3	Cornwall	12,981	6,234	19,215	14.0
*Wearside	16,044	6,831	22,875	16.1	Devon	23,997	11,045	35,042	10.5
*Whitehaven	1,969	1,186	3,155	10.7	Dorset	11,470	4,782	16,252	8.2
*Workington	2,074	1,504	3,578	11.4	Gloucestershire	9,903	4,303	14,206	6.9
					Somerset	7,298	3,126	10,424	6.7
					Wiltshire	10,382	5,074	15,456	7.7
Wales					West Midlands				
*Bargoed	2,785	1,439	4,224	16.2	West Midlands Metropolitan	112,495	43,875	156,370	11.3
*Cardiff	16,081	5,634	21,715	10.9	Hereford and Worcester	14,231	6,274	20,505	9.0
*Ebbw Vale	3,381	1,633	5,014	17.5	Salop	10,572	4,659	15,231	11.4
*Llanelli	2,938	2,081	5,019	13.5	Staffordshire	25,312	11,798	37,110	9.4
*Neath	2,430	1,262	3,692	13.7	†Warwickshire	9,553	4,940	14,493	..
*Newport	7,958	3,134	11,092	12.3	East Midlands				
*Pontypool	4,061	2,061	6,122	12.1	Derbyshire	21,948	8,015	29,963	7.4
*Pontypridd	5,794	3,228	9,022	13.2	Leicestershire	19,389	8,656	28,045	7.8
*Port Talbot	7,692	3,297	10,989	13.5	Lincolnshire	13,409	5,557	18,966	9.3
*Shotton	5,480	1,970	7,450	15.3	Northamptonshire	15,128	5,559	20,687	9.8
*Swansea	8,716	4,267	12,983	12.1	Nottinghamshire	26,809	9,160	35,969	8.3
*Wrexham	5,453	2,037	7,490	16.6	Yorkshire and Humberside				
					South Yorkshire Metropolitan	43,163	18,589	61,752	10.4
Scotland					West Yorkshire Metropolitan	63,885	25,219	89,104	9.7
*Aberdeen	4,761	1,937	6,698	5.1	Humberside	30,981	10,588	41,569	11.7
*Ayr	4,024	1,858	5,882	12.8	North Yorkshire	11,390	5,064	16,454	7.0
*Bathgate	4,406	2,633	7,039	14.2	North West				
*Dumbarton	3,061	1,820	4,881	16.1	Greater Manchester Metropolitan	86,053	36,351	122,404	10.1
*Dumfries	2,152	1,354	3,506	9.9	Merseyside Metropolitan	78,571	31,090	107,661	14.9
*Dundee	8,156	4,658	12,814	13.1	Cheshire	24,665	11,813	36,478	9.9
*Dunfermline	3,166	2,124	5,290	9.9	Lancashire	37,583	18,289	55,872	10.1
*Edinburgh	15,982	6,393	22,375	7.9	North				
*Falkirk	4,912	2,733	7,645	10.9	Cleveland	30,573	11,264	41,837	15.5
*Glasgow	55,178	22,529	77,707	13.1	Cumbria	11,381	6,678	18,059	9.2
*Greenock	4,766	2,441	7,207	14.0	Durham	22,675	9,520	32,195	13.0
*Irvine	5,216	2,495	7,711	18.8	Northumberland	7,463	3,382	10,845	10.8
*Kilmarnock	3,570	1,582	5,152	14.4	Tyne and Wear Metropolitan	53,217	19,796	73,013	13.0
*Kirkcaldy	4,795	2,702	7,497	11.3	Wales				
*North Lanarkshire	15,989	9,761	25,750	17.0	Clwyd	14,882	5,611	20,493	15.3
*Paisley	7,351	3,807	11,158	11.7	Dyfed	8,588	4,599	13,187	11.8
*Perth	2,048	867	2,915	7.6	Gwent	16,648	7,452	24,100	13.1
*Stirling	3,266	1,673	4,939	10.2	Gwynedd	7,397	3,077	10,474	13.3
					Mid-Glamorgan	17,686	8,892	26,578	13.8
Northern Ireland					Powys	1,557	663	2,220	7.9
*Armagh	1,456	675	2,131	16.7	South Glamorgan	14,158	4,773	18,931	10.9
*Ballymena	5,204	2,519	7,723	16.4	West Glamorgan	15,043	7,177	22,220	12.8
*Belfast	26,524	13,304	39,828	13.0	Scotland				
*Coleraine	3,908	1,398	5,306	20.5	Borders	1,793	680	2,473	6.3
*Cookstown	1,310	530	1,840	30.3	Central	8,178	4,406	12,584	10.6
*Craigavon	4,248	2,173	6,421	15.3	Dumfries and Galloway	3,960	2,493	6,453	11.6
*Downpatrick	2,282	1,049	3,331	18.8	Fife	8,837	5,411	14,248	10.4
*Dungannon	2,379	892	3,271	30.1	Grampian	7,976	3,799	11,775	6.3
*Enniskillen	2,409	992	3,401	20.9	Highlands	5,417	3,014	8,431	10.7
*Londonderry	7,164	2,493	9,657	23.1	Lothians	20,754	9,217	29,971	8.7
*Newry	3,775	1,242	5,017	26.9	Orkneys	380	140	520	8.4
*Omagh	1,909	870	2,779	21.6	Shetlands	234	109	343	3.9
*Strabane	2,404	643	3,047	32.9	Strathclyde	104,159	49,362	153,521	13.9
					Tayside	12,932	7,076	20,008	11.6
Counties (by region)					Western Isles	1,153	287	1,440	17.4
South East									
Bedfordshire	9,851	4,442	14,293	6.7					
Berkshire	11,976	4,488	16,464	5.2					
Buckinghamshire	8,217	3,354	11,571	6.1					
East Sussex	13,900	4,524	18,424	8.4					
Essex	30,201	10,508	40,709	8.4					
Greater London (GLC area)	163,042	59,186	222,228	5.9					
Hampshire	28,361	11,457	39,818	6.8					
Hertfordshire	14,730	5,524	20,254	4.7					

Note: Unemployment rates are calculated for areas which are broadly self-contained labour markets. In some cases rates can be calculated for single employment office areas. Otherwise they are calculated for travel-to-work areas which comprise two or more employment office areas. For the assisted areas and counties the numbers unemployed are for employment office areas and the rates are generally for the best fit of complete travel-to-work areas. The denominators used to calculate the rates at sub-regional level are the mid-1977 estimates of employees in employment plus the unemployed. National and regional rates are based on mid-1979 estimates.

* Travel-to-work area.

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

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

UNEMPLOYMENT 2.5 Age and duration

THOUSAND

GREAT BRITAIN	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks		Over 26 and up to 52 weeks		Up to 26 weeks		Over 26 and up to 52 weeks		Up to 26 weeks		Over 26 and up to 52 weeks		Up to 26 weeks		Over 26 and up to 52 weeks	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1978 July	543.9	78.3	57.2	679.4	320.7	117.6	170.8	609.1	76.5	47.1	100.4	224.0	941.1	243.0	328.4	1,512.5
Oct	395.6	71.2	55.8	522.7	331.2	108.7	171.5	611.5	84.6	40.5	105.7	230.8	811.4	220.4	333.1	1,364.9
1979 Jan	358.5	87.1	53.9	499.5	366.0	115.2	174.1	655.3	85.4	44.1	106.8	236.4	809.9	246.5	334.8	1,391.2
April	288.0	84.0	56.9	428.9	321.2	117.7	180.3	619.2	73.0	49.2	109.6	231.8	682.1	250.9	346.8	1,279.8
July	490.2	68.1	57.2	615.4	282.0	100.8	173.9	556.7	67.8	42.7	109.5	220.0	839.9	211.6	340.5	1,392.0
Oct*	377.0	62.8	54.4	494.3	317.3	94.7	169.5	581.5	77.3	36.7	113.1	227.1	771.6	194.2	337.0	1,302.8
1980 Jan	379.8	79.5	52.4	511.7	380.3	104.9	169.6	654.7	85.3	39.6	113.0	238.0	845.4	223.9	335.1	1,404.4
April	378.0	93.6	52.0	523.6	391.2	125.2	168.6	684.9	85.2	47.8	113.3	246.2	854.3	266.5	333.9	1,454.7
July	689.5	95.0	57.5	842.0	410.8	133.4	172.7	717.0	92.7	47.0	113.3	253.0	1,193.0	275.4	343.5	1,811.9
Oct	631.0	114.1	68.9	813.9	522.9	154.5	189.5	866.9	122.0	50.0	120.1	292.2	1,275.9	318.6	378.6	1,973.0
MALE																
1978 July	302.6	43.1	34.7	380.5	234.4	85.3	139.2	458.9	67.2	42.0	90.2	199.4	604.2	170.4	264.2	1,038.8
Oct	215.5	38.2	33.5	287.2	238.4	77.0	138.3	453.8	74.6	35.6	94.8	205.0	528.5	150.9	266.7	946.0
1979 Jan	206.2	46.4	32.8	285.4	272.7	81.5	140.5	494.7	75.2	39.1	95.5	209.8	554.1	166.9	268.8	989.9
April	166.8	45.6	34.6	247.0	235.9	83.3	144.7	463.8	64.2	43.6	97.6	205.4	466.9	172.5	276.9	916.2
July	267.0	36.2	34.3	337.4	195.1	69.6	137.5	402.2	59.3	37.8	97.0	194.0	521.4	143.5	268.8	933.7
Oct*	202.7	32.6	32.3	267.6	219.5	63.4	132.7	415.6	67.5	32.1	100.0	199.5	489.7	128.1	265.0	882.7
1980 Jan	214.3	40.8	31.4	286.5	272.6	69.5	133.0	475.0	74.2	34.7	99.9	208.8	561.1	145.1	264.2	970.4
April	218.2	50.0	31.4	299.6	278.8	84.7	131.5	494.9	74.3	42.						

2.7 UNEMPLOYMENT Age

GREAT BRITAIN		Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
Thousand										
MALE AND FEMALE										
1978	July	296.4	144.7	238.4	276.0	167.6	165.6	92.7	131.2	1,512.5
	Oct	141.9	135.5	245.3	279.4	165.9	166.2	96.5	134.2	1,364.9
1979	Jan	107.8	132.7	259.0	304.5	179.0	171.9	101.1	135.3	1,391.2
	April	73.3	117.5	238.2	284.2	169.0	165.9	100.3	131.5	1,279.8
	July	258.7	131.1	225.5	254.0	151.0	151.6	95.9	124.1	1,392.0
	Oct*	123.8	128.3	242.1	268.5	156.4	156.6	100.0	127.1	1,302.8
1980	Jan	105.7	134.8	271.3	306.6	177.3	170.9	105.8	132.2	1,404.4
	April	108.7	136.9	277.9	319.1	186.4	179.5	110.3	135.9	1,454.7
	July	353.5	178.5	309.9	333.4	196.1	187.5	113.3	139.7	1,811.9
	Oct	224.9	207.2	381.7	406.8	237.9	222.2	133.4	158.7	1,973.0
Per cent										
Proportion of number unemployed										
1978	July	19.6	9.6	15.8	18.2	11.1	10.9	6.1	8.7	100.0
	Oct	10.4	9.9	18.0	20.5	12.2	12.2	7.1	9.8	100.0
1979	Jan	7.7	9.5	18.6	21.9	12.9	12.4	7.3	9.7	100.0
	April	5.7	9.2	18.6	22.2	13.2	13.0	7.8	10.3	100.0
	July	15.6	9.4	16.2	18.2	10.8	10.9	6.9	8.9	100.0
	Oct*	9.5	9.8	18.6	20.6	12.0	12.0	7.7	9.8	100.0
1980	Jan	7.5	9.6	19.3	21.8	12.6	12.2	7.5	9.4	100.0
	April	7.5	9.4	19.1	21.9	12.8	12.3	7.6	9.3	100.0
	July	19.5	9.9	17.1	18.4	10.8	10.3	6.3	7.7	100.0
	Oct	11.4	10.5	19.3	20.6	12.1	11.3	6.8	8.0	100.0
MALE										
Thousand										
1978	July	159.3	75.9	145.2	203.3	132.1	123.4	69.5	129.9	1,038.8
	Oct	71.1	70.7	145.4	201.1	129.5	123.2	72.2	132.9	946.0
1979	Jan	55.3	71.9	158.1	223.3	142.2	129.2	75.8	134.0	989.9
	April	38.2	64.3	144.5	206.0	133.4	124.4	75.2	130.3	916.2
	July	140.0	67.3	130.2	175.2	115.6	111.5	71.2	122.8	933.7
	Oct*	62.0	66.6	139.0	182.1	118.6	114.8	73.8	125.7	882.7
1980	Jan	53.4	72.4	160.6	212.8	136.1	126.1	78.0	130.8	970.4
	April	57.3	75.3	167.0	221.2	141.7	132.0	82.0	134.4	1,011.0
	July	189.7	96.5	187.0	229.5	147.1	137.1	84.3	138.1	1,209.3
	Oct	118.9	114.8	234.5	284.4	180.0	163.5	100.2	156.9	1,353.1
Per cent										
Proportion of number unemployed										
1978	July	15.3	7.3	14.0	19.5	12.7	11.9	6.7	12.5	100.0
	Oct	7.5	7.5	15.4	21.3	13.7	13.0	7.5	14.0	100.0
1979	Jan	5.6	7.3	16.0	22.6	14.4	13.1	7.7	13.5	100.0
	April	4.2	7.0	15.8	22.5	14.6	13.6	8.2	14.2	100.0
	July	15.0	7.2	13.9	10.8	12.4	11.9	7.5	13.2	100.0
	Oct*	7.0	7.5	15.7	20.6	13.4	13.0	8.4	14.2	100.0
1980	Jan	5.5	7.5	16.5	21.9	14.0	13.0	8.0	13.5	100.0
	April	5.7	7.4	16.5	21.9	14.0	13.1	8.1	13.3	100.0
	July	15.7	8.0	15.5	19.0	12.2	11.3	7.0	11.4	100.0
	Oct	8.8	8.5	17.3	21.0	13.3	12.1	7.4	11.6	100.0
FEMALE										
Thousand										
1978	July	137.0	68.7	93.2	72.6	35.5	42.1	23.2	1.3	473.7
	Oct	70.8	64.7	99.9	78.3	36.4	43.0	24.4	1.4	418.9
1979	Jan	52.5	60.7	100.9	81.1	36.8	42.7	25.3	1.3	401.3
	April	35.1	53.1	93.7	78.2	35.6	41.5	25.1	1.2	363.6
	July	118.7	63.9	95.3	78.8	35.5	40.1	24.7	1.3	458.3
	Oct*	61.8	61.7	103.1	86.3	37.8	41.8	26.2	1.4	420.1
1980	Jan	52.2	62.3	110.6	93.7	41.3	44.7	27.7	1.4	434.0
	April	51.4	61.6	110.9	97.9	44.6	47.5	28.3	1.5	443.7
	July	163.8	82.1	123.0	103.8	48.9	50.4	29.0	1.6	602.7
	Oct	106.1	92.5	147.2	122.4	57.9	58.7	33.3	1.8	619.9
Per cent										
Proportion of number unemployed										
1978	July	28.9	14.5	19.7	15.3	7.5	8.9	4.9	0.3	100.0
	Oct	16.9	15.4	23.8	18.7	8.7	10.3	5.8	0.3	100.0
1979	Jan	13.1	15.1	25.1	20.2	9.2	10.6	6.3	0.3	100.0
	April	9.7	14.6	25.8	21.5	9.8	11.4	6.9	0.3	100.0
	July	25.9	13.9	20.8	17.2	7.7	8.7	5.4	0.3	100.0
	Oct*	14.7	14.7	24.5	20.5	9.0	10.0	6.2	0.3	100.0
1980	Jan	12.0	14.4	25.5	21.6	9.5	10.3	6.4	0.3	100.0
	April	11.6	13.9	25.0	22.1	10.1	10.7	6.4	0.3	100.0
	July	27.2	13.6	20.4	17.2	8.1	8.4	4.8	0.3	100.0
	Oct	17.1	14.9	23.7	19.7	9.3	9.5	5.4	0.3	100.0

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

UNEMPLOYMENT 2.8 Duration

GREAT BRITAIN		Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
Thousand									
MALE AND FEMALE									
1978	April	115.3	104.6	149.0	148.1	253.8	284.4	332.3	1,387.5
	July	214.9	151.3	214.1	133.8	226.9	214.0	328.4	1,512.5
	Oct	126.7	108.7	161.9	153.2	260.9	220.4	333.1	1,364.9
1979	Jan	121.7	79.8	173.1	169.6	265.8	246.5	334.8	1,391.2
	April	82.6	83.1	137.8	145.0	233.4	250.9	346.8	1,279.8
	July	164.3	170.4	204.3	112.0	188.9	211.6	340.5	1,392.0
	Oct*	121.8	109.7	164.7	145.1	230.4	194.2	337.0	1,302.8
1980	Jan	120.8	80.3	191.1	177.3	275.9	223.9	335.1	1,404.4
	April	125.9	104.9	176.8	174.7	272.0	266.5	333.9	1,454.7
	July	212.0	221.1	299.1	172.0	288.8	275.4	343.5	1,811.9
	Oct	170.3	158.7	263.0	252.0	431.8	318.6	378.6	1,973.0
Per cent									
Proportion of number unemployed									
1978	April	8.3	7.5	10.7	10.7	18.3	20.5	23.9	100.0
	July	14.2	10.0	14.2	8.8	15.0	16.1	21.7	100.0
	Oct	9.3	8.0	11.9	11.2	19.1	16.1	24.4	100.0
1979	Jan	8.7	5.7	12.4	12.2	19.1	17.7	24.1	100.0
	April	6.5	6.5	10.8	11.3	18.2	19.6	27.1	100.0
	July	11.8	12.2	14.7	8.0	13.6	15.2	24.5	100.0
	Oct*	9.3	8.4	12.6	11.1	17.7	14.9	25.9	100.0
1980	Jan	8.6	5.7	13.6	12.6	19.6	15.9	23.9	100.0
	April	8.7	7.2	12.2	12.0	18.7	18.3	23.0	100.0
	July	11.7	12.2	16.5	9.5	15.9	15.2	19.0	100.0
	Oct	8.6	8.0	13.3	12.8	21.9	16.1	19.2	100.0
MALE									
Thousand									
1978	April	79.3	69.4	102.8	101.7	177.7	198.5	270.4	999.9
	July	130.6	93.9	136.9	90.8	152.0	170.4	264.2	1,038.8
	Oct	84.3	71.2	104.9	100.2	167.9	150.9	266.7	946.0
1979	Jan	83.8	54.7	122.1	115.5	178.1	166.9	268.8	989.9
	April	57.1	56.7	93.1	97.2	162.7	172.5	276.9	916.2
	July	97.8	102.1	126.2	73.0	122.3	143.5	268.8	933.7
	Oct*	79.2	70.0	104.2	93.2	143.0	128.1	265.0	882.7
1980	Jan	77.5	54.4	130.6	118.6	179.9	145.1	264.2	970.4
	April	83.3	71.2	118.8	115.0	182.9	176.8	262.9	1,011.0
	July	129.0	134.0	185.8	113.9	191.6	186.3	268.7	1,209.3
	Oct	115.6	105.6	174.7	167.9	277.6	216.3	295.3	1,353.1
Per cent									
Proportion of number unemployed									
1978	April	7.9	6.9	10.3	10.2	17.8	19.9	27.0	100.0
	July	12.6	9.0	13.2	8.7	14.6	16.4	25.4	100.0
	Oct	8.9	7.5	11.1	10.6	17.7	16.0	28.2	100.0
1979	Jan	8.5	5.5	12.3	11.7	18.0	16.9	27.2	100.0
	April	6.2	6.2	10.2	10.6	17.8	18.8	30.2	100.0
	July	10.5	10.9	13.5	7.8	13.1	15.4	28.8	100.0
	Oct*	9.0	7.9	11.8	10.6	16.2	14.5	30.0	100.0
1980	Jan	8.0	5.6	13.5	12.2	18.5	15.0	27.2	100.0
	April	8.2	7.0	11.8	11.4	18.1	17.5	26.0	100.0
	July	10.7	11.1	15.4	9.4	15.8	15.4	22.2	100.0
	Oct	8.5	7.8	12.9	12.4	20.5	16.0	21.8	100.0

2.9 UNEMPLOYMENT Industry*: excluding school leavers

GREAT BRITAIN	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services XXIV-XXVI	Public administration and defence	Others not classified by industry	Unemployed excluding school leavers
SIC 1968	I	II	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		
Thousand											
Number											
1976 Aug	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
1976 Nov e	23.9	17.0	333.1	201.0	9.3	60.9	130.8	227.7	66.5	186.5	1,256.7
1977 Feb	26.7	17.0	342.3	227.4	9.6	64.1	141.0	234.9	70.0	192.6	1,325.8
1977 May	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
1977 Aug	21.1	16.6	342.3	196.0	9.4	58.2	137.7	223.2	73.5	262.4	1,346.6
1977 Nov	25.9	22.2	337.4	203.1	9.2	61.9	138.0	252.7	78.5	240.7	1,369.4
1978 Feb	28.8	22.7	344.8	221.8	8.9	64.2	145.9	249.8	80.2	232.0	1,399.2
1978 May	24.1	22.1	333.7	186.5	8.6	58.4	132.7	219.0	76.2	218.9	1,280.2
1978 Aug	22.3	24.1	337.2	168.3	8.5	54.9	132.8	218.2	76.4	280.6	1,323.6
1978 Nov	23.5	24.5	318.2	166.1	8.3	56.4	125.8	237.2	77.5	240.5	1,277.9
1979 Feb	27.2	24.7	331.4	205.0	8.7	61.0	137.9	241.8	79.8	233.4	1,350.9
1979 May	21.8	23.3	314.0	160.0	7.7	54.3	122.8	209.1	72.3	216.8	1,202.3
1979 Aug	19.6	24.1	310.9	139.2	7.3	50.8	122.0	209.3	69.9	257.8	1,210.8
1979 Nov †	21.3	24.5	317.9	152.2	7.4	55.0	124.8	239.5	74.7	229.4	1,246.8
1980 Feb	25.4	25.0	364.9	192.6	7.6	63.7	147.4	257.8	77.4	224.9	1,386.8
1980 May	22.7	24.8	399.7	189.6	7.6	63.4	146.7	245.0	77.0	219.0	1,395.6
1980 Aug	24.8	26.2	481.3	210.0	7.7	68.9	168.7	278.6	82.2	312.8	1,661.1
1980 Nov	31.7	28.9	592.5	274.3	8.5	85.3	192.7	353.0	94.8	306.0	1,967.8
Per cent											
Rate											
1976 Aug	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	...	5.3
1976 Nov e	5.9	4.7	4.5	13.7	2.6	4.0	4.7	3.2	4.1	...	5.4
1977 Feb	6.7	4.7	4.6	15.8	2.8	4.3	5.0	3.3	4.3	...	5.6
1977 May	5.9	4.5	4.4	14.2	2.7	4.0	4.7	2.9	4.2	...	5.3
1977 Aug	5.7	5.8	4.6	13.6	2.7	3.9	4.9	3.1	4.5	...	5.7
1977 Nov	6.4	6.1	4.5	14.1	2.6	4.1	4.9	3.5	4.8	...	5.8
1978 Feb	7.2	6.2	4.6	15.7	2.6	4.3	5.1	3.4	4.9	...	5.9
1978 May	6.1	6.1	4.5	13.2	2.5	3.9	4.7	3.0	4.6	...	5.4
1978 Aug	5.6	6.6	4.5	11.9	2.5	3.7	4.7	3.0	4.6	...	5.6
1978 Nov	5.9	6.7	4.3	11.8	2.4	3.8	4.4	3.3	4.7	...	5.4
1979 Feb	7.2	6.9	4.5	14.5	2.5	4.0	4.8	3.3	4.8	...	5.7
1979 May	5.8	6.5	4.3	11.3	2.2	3.6	4.3	2.8	4.4	...	5.1
1979 Aug	5.2	6.7	4.2	9.8	2.1	3.4	4.2	2.8	4.2	...	5.1
1979 Nov †	5.6	6.8	4.3	10.8	2.1	3.6	4.3	3.2	4.5	...	5.3
1980 Feb	6.7	7.0	5.0	13.6	2.2	4.2	5.1	3.5	4.7	...	5.9
1980 May	6.0	6.9	5.5	13.4	2.2	4.2	5.1	3.3	4.7	...	5.9
1980 Aug	6.6	7.3	6.6	14.8	2.2	4.5	5.9	3.8	5.0	...	7.0
1980 Nov	8.4	8.1	8.1	19.4	2.4	5.6	6.7	4.8	5.7	...	8.3
Thousand											
Number, seasonally adjusted†											
1976 Aug	23.6	16.8	348.1	203.8	9.3	61.5	131.8	212.1	61.9	171.8	1,240.7
1976 Nov e	23.9	16.7	340.6	207.0	9.3	61.0	133.7	217.5	65.2	180.3	1,255.2
1977 Feb	24.0	16.8	334.9	207.7	9.4	60.2	134.1	222.4	68.0	200.8	1,278.3
1977 May	24.5	17.5	332.7	206.3	9.4	60.6	134.7	224.7	70.6	202.2	1,283.2
1977 Aug	24.9	20.7	340.5	208.4	9.4	61.2	138.8	233.9	74.8	224.5	1,337.1
1977 Nov	25.9	21.8	343.9	208.9	9.2	61.9	140.9	241.2	77.3	236.7	1,367.7
1978 Feb	26.0	22.5	337.6	200.5	8.7	60.3	138.6	236.6	78.0	245.6	1,354.4
1978 May	25.0	32.1	336.4	189.1	8.8	59.4	136.0	233.2	78.2	237.2	1,326.4
1978 Aug	24.2	23.7	335.8	181.8	8.5	58.0	134.0	229.6	77.9	236.4	1,309.9
1978 Nov	23.4	24.0	323.6	171.6	8.3	56.2	128.4	224.7	76.2	238.7	1,275.1
1979 Feb	24.4	24.6	324.6	183.0	8.5	57.1	130.4	228.3	77.5	246.8	1,305.2
1979 May	22.8	24.4	317.0	162.9	7.9	55.3	126.4	223.7	74.4	232.1	1,246.9
1979 Aug	21.6	23.6	309.5	153.1	7.3	53.9	123.2	220.7	71.4	218.5	1,202.8
1979 Nov †	21.3	24.0	323.0	157.5	7.4	54.8	127.5	226.7	73.4	228.0	1,223.6
1980 Feb	22.5	24.9	358.2	170.2	7.4	59.8	139.9	244.2	75.1	237.7	1,319.9
1980 May	23.6	25.9	402.7	192.6	7.8	64.4	150.4	259.9	79.2	231.5	1,418.0
1980 Aug	26.8	25.7	480.0	224.1	7.7	72.0	169.9	290.1	83.7	262.2	1,622.2
1980 Nov	31.7	28.4	597.4	279.5	8.5	85.1	195.3	340.0	93.5	303.1	1,942.5

* Classified by industry in which last employed.

† The series from January 1977 onwards have been calculated as described on page 281 of the March 1980 issue of *Employment Gazette*.
‡ From November 1979 the figures are affected by the introduction of fortnightly payment of benefit. The all unemployed seasonally adjusted figures have been amended to take account of this.

UNEMPLOYMENT 2.11 Occupation: registrations at employment offices

GREAT BRITAIN	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
Thousand							
MALE AND FEMALE							
1978 June	93.5	173.6	70.5	137.1	440.1	287.1	1,201.8
1978 Sep	114.0	192.7	72.1	130.8	454.4	288.2	1,252.2
1978 Dec	105.7	178.7	71.9	128.5	444.3	290.0	1,219.2
1979 Mar	103.7	179.3	75.6	145.5	460.1	307.5	1,271.7
1979 June	92.3	165.1	66.0	115.5	413.5	258.0	1,110.3
1979 Sep	109.7	185.5	69.4	110.5	424.1	262.4	1,161.6
1979 Dec *	108.5	182.5	73.7	122.8	437.2	287.7	1,212.3
1980 Mar	107.3	193.7	84.7	148.5	479.4	326.5	1,340.2
1980 June	100.1	194.3	83.8	155.7	494.6	334.2	1,362.8
1980 Sep	145.0	240.7	100.0	199.9	576.3	409.2	1,671.1
Per cent							
Proportion of number unemployed							
1978 June	7.8	14.4	5.9	11.4	36.6	23.9	100.0
1978 Sep	9.1	15.4	5.8	10.4	36.3	23.0	100.0
1978 Dec	8.7	14.7	5.9	10.5	36.4	23.8	100.0
1979 Mar	8.2	14.1	5.9	11.4	36.2	24.2	100.0
1979 June	8.3	14.9	5.9	10.4	37.2	23.2	100.0
1979 Sep	9.4	16.0	6.0	9.5	36.5	22.6	100.0
1979 Dec *	8.9	15.1	6.1	10.1	36.1	23.7	100.0
1980 Mar	8.0	14.4	6.3	11.1	35.8	24.4	100.0
1980 June	7.3	14.3	6.2	11.4	36.3	24.5	100.0
1980 Sep	8.7	14.4	6.0	12.0	34.5	24.5	100.0
Thousand							
MALE							
1978 June	65.5	75.1	25.0	127.4	370.7	218.0	881.7
1978 Sep	75.1	80.5	25.1	120.9	379.2	214.2	895.1
1978 Dec	70.8	75.1	24.6	119.5	372.3	215.7	878.0
1979 Mar	70.3	75.0	25.6	136.2	387.0	231.8	925.9
1979 June	63.1	68.6	22.0	106.4	344.9	189.3	794.3
1979 Sep	71.3	72.9	22.3	101.2	350.7	188.8	807.2
1979 Dec *	71.1	70.4	23.5	112.7	364.2	208.9	850.7
1980 Mar	71.6	73.4	26.2	136.0	396.7	238.9	942.8
1980 June	68.1	73.5	26.5	141.7	407.2	244.8	961.7
1980 Sep	95.9	87.7	33.0	181.9	473.4	301.0	1,172.8
Per cent							
Proportion of number unemployed							
1978 June	7.4	8.5	2.8	14.4	42.0	24.7	100.0
1978 Sep	8.4	9.0	2.8	13.5	42.4	23.9	100.0
1978 Dec	8.1	8.6	2.8	13.6	42.4	24.6	100.0
1979 Mar	7.6	8.1	2.8	14.7	41.8	25.0	100.0
1979 June	7.9	8.6	2.8	13.4	43.4	23.8	100.0
1979 Sep	8.8	9.0	2.8	12.5	43.4	23.4	100.0
1979 Dec *	8.4	8.3	2.8	13.2	42.8	24.6	100.0
1980 Mar	7.6	7.8	2.8	14.4	42.1	25.3	100.0
1980 June	7.1	7.6	2.8	14.7	42.3	25.5	100.0
1980 Sep	8.2	7.5	2.8	15.5	40.4	25.7	100.0
Thousand							
FEMALE							
1978 June	27.9	98.5	45.5	9.7	69.1	69.1	320.1
1978 Sep	38.9	112.2	46.9	9.9	75.2	74.0	357.2
1978 Dec	34.9	103.6	47.4	9.0	72.0	74.3	341.2
1979 Mar	33.5	104.3	50.0	9.3	73.1	75.7	345.8
1979 June	29.3	96.5	44.0	9.0	68.6	68.6	316.0
1979 Sep	38.5	112.6	47.1	9.2	73.4	73.6	354.4
1979 Dec *	37.4	112.1	50.2	10.1	73.0	78.8	361.6
1980 Mar	35.8	120.3					

2.13 UNEMPLOYMENT Adult students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1979 Dec 6	59	31	1	13	32	140	13	32	210	6	—	506	6	512
1980 Jan 10	7,685	2,433	1,109	2,038	1,846	1,074	1,860	3,372	1,188	1,465	2,870	24,507	—	24,507
Feb 14	—	—	—	—	—	—	—	—	—	—	106	106	—	106
Mar 13	1	1	—	—	—	5	5	9	363	—	158	541	—	541
April 10	12,780	4,267	1,766	4,167	4,185	3,615	4,706	5,989	2,304	3,435	5,482	48,429	—	48,429
May 8	451	317	2	—	94	46	14	221	—	2	295	1,125	—	1,125
June 12	1,007	417	88	183	577	475	589	1,008	538	179	5,898	10,542	2,167	12,709
July 10	29,073	9,987	3,139	8,253	13,295	9,159	13,578	20,377	8,505	10,390	15,226	130,995	7,345	138,340
Aug 14	33,472	12,128	3,419	9,484	14,774	9,946	14,289	22,390	8,702	9,930	16,006	142,412	6,741	149,153
Sep 11	34,032	12,502	3,528	9,910	15,026	10,280	14,757	22,849	9,370	10,946	17,478	148,176	7,817	155,993
Oct 9	8,443	3,822	779	1,457	4,548	2,028	2,995	4,968	2,360	2,065	8,090	37,733	4,346	42,079
Nov 13	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Dec 11	1,293	436	240	229	105	268	355	139	155	44	95	2,923	2	2,925

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

2.14 Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1979 Dec 6	448	239	100	532	598	219	473	635	353	163	1,432	4,953	470	5,423
1980 Jan 10	944	541	213	904	781	700	623	694	637	1,017	2,366	8,879	880	9,759
Feb 14	1,339	870	825	992	12,347	1,952	7,073	1,311	2,762	4,060	2,537	35,198	1,089	36,287
Mar 13	2,978	1,421	1,873	1,108	6,835	3,697	4,501	2,248	3,193	4,240	3,432	34,105	828	34,933
April 10	2,452	846	1,307	1,056	2,427	1,335	3,042	2,434	2,068	2,947	3,342	22,410	1,127	23,537
May 8	1,570	686	259	662	1,065	530	676	1,523	651	364	1,518	8,818	647	9,465
June 12	1,225	635	151	527	1,717	431	1,013	1,553	1,078	292	1,555	9,542	710	10,252
July 10	1,284	531	236	336	3,075	628	1,028	3,961	409	349	2,225	13,531	716	14,247
Aug 14	1,376	647	217	587	2,660	408	632	1,304	429	247	1,984	9,844	672	10,516
Sep 11	1,597	584	245	747	5,148	934	1,260	1,401	768	298	1,438	13,836	707	14,543
Oct 9	2,134	859	318	946	5,361	708	1,779	1,514	2,965	703	2,135	18,563	856	19,419
Nov 13	4,712	951	434	1,065	2,794	916	2,407	1,468	1,062	512	1,847	17,217	884	18,101
Dec 11	2,989	1,091	409	1,364	2,932	1,303	2,005	1,858	1,202	665	1,799	16,526	807	17,333

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

UNEMPLOYMENT Rates by age 2.15

Using the quarterly age analysis of the unemployed, estimates of unemployment rates have now been made for October 1980. These are given in the table alongside those for earlier dates.

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

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

	Great Britain	Jan 1978	July 1978	Oct 1978	Jan 1979	April 1979	July 1979	Oct 1979	Jan 1980	April 1980	July 1980	Oct 1980
All												
Under 18	14.3	27.1	13.1	11.4	9.0	23.5	11.3	11.0	13.1	31.3	19.9	19.9
18-19	10.9	11.2	10.5	10.4	9.4	10.2	10.0	10.0	10.8	13.4	15.2	15.2
20-24	9.4	8.1	8.3	8.6	7.9	7.5	8.0	9.0	9.2	10.3	12.7	12.7
25-34	6.1	5.2	5.3	5.7	5.3	4.7	5.0	5.7	6.0	6.2	7.6	7.6
35-44	4.2	3.6	3.6	3.8	3.6	3.2	3.3	3.8	3.9	4.2	5.0	5.0
45-54	3.8	3.5	3.6	3.7	3.6	3.3	3.4	3.7	3.9	4.1	4.8	4.8
55-59	4.4	4.3	4.4	4.4	4.4	4.2	4.4	4.6	4.8	5.0	5.8	5.8
60 and over	8.2	7.7	7.9	8.9	8.7	8.2	8.4	8.7	9.0	9.2	10.5	10.5
All ages	6.3	6.4	5.8	5.9	5.4	5.9	5.5	6.0	6.2	7.7	8.4	8.4
Male												
Under 18	13.2	26.9	12.2	10.8	8.7	23.4	10.5	10.3	12.7	30.9	19.4	19.4
18-19	11.2	11.2	10.5	10.7	9.8	10.0	9.9	10.8	11.3	13.8	16.0	16.0
20-24	10.4	8.6	8.6	9.3	8.5	7.6	8.2	9.4	9.8	11.0	13.8	13.8
25-34	7.4	6.1	6.0	6.7	6.2	5.3	5.5	6.4	6.6	6.9	8.5	8.5
35-44	5.9	5.0	4.9	5.3	5.0	4.3	4.4	5.1	5.3	5.5	6.7	6.7
45-54	5.2	4.7	4.6	5.0	4.8	4.3	4.4	4.9	5.1	5.3	6.3	6.3
55-59	5.6	5.4	5.6	5.5	5.5	5.2	5.4	5.7	6.0	6.2	7.3	7.3
60 and over	11.2	10.6	10.8	12.1	11.7	11.1	11.3	11.8	12.1	12.4	14.1	14.1
All ages	7.6	7.4	6.7	7.1	6.6	6.7	6.3	7.0	7.3	8.7	9.7	9.7
Female												
Under 18	15.5	27.4	14.2	12.0	9.4	23.6	12.3	11.8	13.5	31.8	20.5	20.5
18-19	10.7	11.1	10.5	10.0	8.9	10.3	10.0	10.2	10.2	12.9	14.3	14.3
20-24	8.1	7.4	8.0	7.7	7.2	7.3	7.9	8.5	8.5	9.4	11.3	11.3
25-34	3.9	3.7	4.0	4.0	3.9	3.9	4.3	4.6	4.8	5.1	6.1	6.1
35-44	1.9	1.8	1.8	1.8	1.7	1.7	1.9	2.0	2.2	2.4	2.9	2.9
45-54	2.1	2.1	2.1	2.1	2.1	2.0	2.1	2.2	2.4	2.5	2.9	2.9
55-59	2.6	2.6	2.8	2.8	2.8	2.7	2.7	3.0	3.1	3.2	3.6	3.6
60 and over	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.4	0.4	0.4	0.4
All ages	4.4	5.0	4.4	4.2	3.8	4.7	4.3	4.5	4.6	6.2	6.4	6.4

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

Disabled people: non-claimants 2.16

GREAT BRITAIN		Disabled people		GREAT BRITAIN		Non-claimants to benefit seeking part-time work only†		
		Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions*		Male and female		
		Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled	Male	Female	
1979 Nov	50.8	69.5	8.2	3.7	1979 Nov	36.7	2.4	34.3
Dec	51.4	70.4	8.3	3.7	Dec	36.3	2.5	33.8
1980 Jan	52.0	73.4	8.0	3.7	1980 Jan	35.6	2.5	33.1
Feb	52.6	74.8	7.9	3.7	Feb	38.9	2.7	36.2
Mar	52.8	75.5	7.9	3.7	Mar	39.8	2.7	37.1
April	53.2	77.9	7.9	3.8	April	40.2	2.7	37.5
May	52.7	77.9	7.9	3.7	May	40.8	2.7	38.1
June	52.6	79.8	7.7	3.8	June	40.1	2.7	37.4
July	53.5	82.5	7.8	3.8	July	40.7	2.8	37.9
Aug	55.2	85.2	7.8	3.8	Aug	38.9	2.6	36.3
Sep	56.2	86.9	7.7	3.8	Sep	39.7	2.6	37.1
Oct	57.3	88.0	7.7	4.2	Oct	41.8	2.8	39.0
Nov	59.1	90.8	7.8	3.9	Nov	41.5	2.8	38.7

* Disabled people unlikely to obtain employment except under sheltered conditions are not included in the statistics of the unemployed.
† Seeking employment for less than 30 hours per week. Non-claimants to benefit seeking part-time work only are not included in the statistics of the unemployed.

UNEMPLOYMENT

Selected countries: national definitions

2.18

THOUSAND

	United Kingdom* †		Austria*	Belgium‡	Canada¶	Denmark§	France*	Germany (FR)*	Greece*	Irish Republic‡	Italy||	Japan¶	Netherlands*	Norway*	Spain*	Sweden¶	Switzerland*	United States¶	
	Incl. school leavers	Excl. school leavers																	
NUMBERS UNEMPLOYED																			
Annual averages																			
1975	978	929	269	55	177	690	124	840	1,074	35	75	1,107	1,000	195	19.6	257	67	10.2	7,830
1976	1,359 e	1,274 e	282	55	229	727	126	933	1,060	28	84	1,182	1,080	211	19.9	376	66	20.7	7,288
1977	1,484	1,378	345	51	264	850	164	1,073	1,030	28	82	1,382	1,100	204	16.1	540	75	12.0	6,856
1978	1,475	1,376	406	59	282	911	190	1,167	993	31	75	1,529	1,240	206	20.0	817	94	10.5	6,047
1979	1,390	1,307	428**	57	294	838	159	1,350	876	32	66	1,653	1,170	210	24.1	1,037	88	10.3	5,963
Quarterly averages																			
1979 Q3																			
	1,438	1,267	399	34	288	761	137	1,328	780	18	64	1,602	1,140	214	20.2	1,070	92	8.1	6,013
Q4																			
	1,359	1,307	407	60	307	764	146	1,474	809	38	63	1,671	1,100	211	22.0	1,117	76	8.4	5,798
1980 Q1																			
	1,479	1,441	462	77	307	955	178	1,448	968	57	66	1,767	1,160	223	25.2	1,195	84	9.1	6,947
Q2																			
	1,564	1,467	...	39	297	909	157	1,336	791	26	68	1,712	1,110	210	17.6	1,243	...	5.7	7,485
Q3																			
	1,979	1,723	...	31	319	817	169	1,408	847	21	75	1,724	1,120	260	20.5	1,278	87	4.7	7,962
Monthly																			
1980 May																			
	1,509	1,460	431	38	297	904	152	1,337	767	22	68	1,702	1,090	205	16.5	1,242	70	5.7	7,318
June																			
	1,660	1,473	427	29	295	887	151	1,296	781	21	70	1,711	1,050	222	15.9	1,244	85	5.0	8,291
July																			
	1,897	1,602	424	30	313	852	153	1,330	853	21	72	1,681	1,120	248	17.4	1,254	80	4.7	8,410
Aug																			
	2,001	1,736	414	30	316	833	173	1,374	865	21	76	1,706	1,150	262	23.7	1,268	88	4.7	8,011
Sep																			
	2,040	1,832	...	34	327	765	181	1,519	823	22	78	1,785	1,090	269	20.4	1,313	92	4.6	7,464
Oct																			
	2,063	1,917	...	51	350	759	...	1,585	888	27	81	1,815 p	1,130	278	22.6	...	92	4.8	7,482
Nov																			
	2,163	2,052	...	66	365	787	...	1,613	968	...	...	...	...	297	22.4	...	96	...	7,486
Dec																			
	2,244	2,149	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Percentage rate latest month																			
	9.3		2.3	13.5	6.8	6.9	8.6	4.2	1.7	11.3	8.3	2.0	7.0	1.3	10.0	2.2	0.2	7.1	
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages																			
1979 Q3																			
		1,267	56	300	801	149	1,377	863	29	66		1,210	211	23.2	1,090	88		6,008	
Q4																			
		1,287	54	297	827	141	1,352	820	35	65		1,180	208	20.9	1,121	81		6,084	
1980 Q1																			
		1,378	52	295	853	147	1,395	802	42	62		1,030	212	20.3	1,182	75		6,390	
Q2																			
		1,492	49	308	886	161	1,457	863	33	68		1,110	227	20.6	1,249	...		7,808	
Q3																			
		1,695	51	332	873	182	1,458	929	...	...		1,180	256	23.5	1,302	82		8,018	
Monthly																			
1980 May																			
		1,484	50	306	897	157	1,473	861	32	67		1,110	224	20.6	1,236	86		8,154	
June																			
		1,535	49	315	904	166	1,460	894	32	72		1,060	237	20.9	1,266	88		8,006	
July																			
		1,606	50	323	868	172	1,470	921	32	75		1,210	249	23.0	1,279	79		8,207	
Aug																			
		1,695	51	330	885	182	1,457	930	32	77 e		1,190	254	24.9	1,288	74		8,019	
Sep																			
		1,784	52	343	865	191	1,446	937	31 e	81 Re		1,150	266	22.7	1,340	86		7,827	
Oct																			
		1,893	56	354 R	877	...	1,442	959 e	35 e	85 e		1,220	279	24.2	...	92		8,005	
Nov																			
		2,028	59 e	350 e	853	...	1,476	994 e	...	...		...	287 e	24.4 e	...	104 e		7,924	
Dec																			
		2,133	...	...	...	...	...	...	...	...		...	...	...	...	...	...	...	...
Percentage rate latest month																			
	8.8		2.1 e	12.9 e	7.3	7.3	7.8	4.3 e	2.2 e	11.8 e		2.1	6.7 e	1.3 e	10.2	2.3 e		7.5	

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

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

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

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

* Numbers registered at employment offices. Rates are calculated as percentages of total employees.

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

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

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

** Average of 11 months.

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

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

UNEMPLOYMENT AND VACANCIES

Flows at employment offices: seasonally adjusted * 2.19

THOUSAND

GREAT BRITAIN Average of 3 months ended		UNEMPLOYMENT									VACANCIES		
		Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
		Male	Female	All	Male	Female	All	Male	Female	All			
1975	Nov 13	236	88	325	212	79	290	25	10	34	153	158	-5
	Dec 11	231	86	318	204	75	280	27	11	38	148	153	-5
1976	Jan 8	228	88	316	203	76	279	26	11	37	151	152	-1
	Feb 12	226	87	313	205	76	282	21	11	31	154	153	1
	Mar 11	224	88	312	210	77	287	14	11	25	160	157	3
	April 8	223	88	310	211	77	288	12	11	22	163	161	2
	May 13	224	89	313	213	79	292	11	10	21	164	166	-2
	June 10	225	89	314	217	82	298	8	7	16	165	169	-4
	July 8	223	90	313	217	82	300	5	8	13	170	169	1
	Aug 12	217	89	306	217	83	300	0	6	6	177	171	5
	Sep 9	213	88	301	215	82	297	-2	6	4	182	175	7
	Oct 14	211	87	298	214	83	297	-4	4	0	182	180	3
	Nov 11 e	212	88	300	214	84	298	-2	4	2	184	184	0
	Dec 13 e	212	88	300	213	84	297	-1	5	4	185	186	-1
1977	Jan 13 e	212	88	300	212	84	296	0	5	4	189	189	0
	Feb 10 e	211	89	300	210	84	294	1	5	6	193	191	1
	Mar 10 e	210	88	298	212	84	295	-2	5	3	196	194	2
	April 14	208	87	295	210	83	293	-2	4	2	196 e	195 e	2 e
	May 12	206	86	292	208	83	291	-2	4	1	195	195	1
	June 9	204	86	290	196	81	277	8	5	13	192	194	-1
	July 14	203	87	290	195	81	277	8	6	14	189	188	1
	Aug 11	203	88	291	195	83	278	7	5	13	189	188	1
	Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
	Oct 13	204	88	291	201	84	285	2	4	6	193	192	1
	Nov 10	204	88	292	201	84	286	3	4	6	193	191	2
	Dec 8	202	88	290	204	87	290	-2	2	0	197	191	6
1978	Jan 12	198	87	285	202	87	288	-4	0	-4	201	194	7
	Feb 9	194	86	280	201	87	288	-7	-1	-8	208	199	9
	Mar 9	192	87	279	200	88	287	-7	-1	-8	214	205	9
	April 13	193	88	281	200	89	289	-7	-1	-8	217	210	7
	May 11	192	88	280	199	88	287	-7	0	-7	217	213	4
	June 8	191	89	280	198	88	286	-7	0	-7	221	216	5
	July 6	190	89	279	197	88	286	-7	0	-7	225	221	4
	Aug 10	189	89	278	196	88	284	-7	1	-6	227	223	4
	Sep 14	187	89	276	196	89	285	-9	0	-9	229	225	4
	Oct 12	186	90	277	195	90	285	-8	0	-8	232	226	6
	Nov 9	186	91	277	195	93	288	-9	-2	-11	234	228	6
	Dec 7	187	91	277	195	92	287	-8	-2	-10	233	230	3
1979	Jan 11	189	89	278	193	91	284	-4	-2	-6	225	225	0
	Feb 8	190	88	278	185	88	273	5	0	5	219	220	-1
	Mar 8	188	88	276	183	86	269	5	1	7	215	216	-1
	April 5	181	87	268	184	87	270	-3	1	-2	223	220	3
	May 10	174	86	261	190	87	277	-16	-1	-16	232	225	7
	June 14	173	88	261	190	89	279	-17	-1	-18	238	231	7
	July 12	174	89	263	187	89	276	-14	1	-13	238	236	2
	Aug 9	175	92	267	186	90	276	-11	1	-10	236	239	-3
	Sep 13	175	92	267	183	90	273	-8	2	-6	233	238	-5
	Oct 11 †	177	93	270	178	91	269	-1	2	1	229	235	-6
	Nov 8 †	178	94	272	174	91	265	4	3	7	226	231	-5
	Dec 6 †	183	96	279	176	92	267	8	4	12	223	232	-9
1980	Jan 10	188	97	285	180	90	270	8	7	15	214	225	-11
	Feb 14	192	100	293	177	90	267	15	10	25	207	220	-13
	Mar 13	194	102	296	175	90	266	19	12	30	202	214	-11
	April 10	197	104	301	172	93	266	24	11	35	199	210	-11
	May 8	198	104	302	172	94	266	26	10	36	197	208	-11
	June 12	200	106	306	169	95	264	32	11	42	188	201	-12
	July 10	207	110	317	168	95	263	40	15	54	182	196	-15
	Aug 14	215	112	327	169	95	264	45	18	63	171	184	-13
	Sep 11	225	115	340	171	94	265	54	21	75	167	178	-10
	Oct 9	234	115	349	173	95	268	61	20	81	161	170	-9
	Nov 13	245	118	363	174	98	272	70	21	91	155	162	-7

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

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

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

3.1 VACANCIES

Regions: notified to employment offices: seasonally adjusted *

THOUSAND

	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1975 Dec 5	43.0	20.7	3.5	7.9	5.3	6.3	8.0	10.3	7.9	4.5	14.7	110.8	2.3	113.1
1976 Jan 2	42.3	20.5	3.4	8.4	5.1	6.6	7.4	9.9	7.1	4.6	14.2	108.9	2.3	111.2
Feb 6	44.0	21.4	3.4	8.5	5.5	6.5	8.2	10.2	7.2	4.6	14.3	111.2	2.2	113.4
Mar 5	45.8	22.9	3.6	8.0	5.9	6.8	8.3	10.5	7.1	4.7	14.4	115.2	2.1	117.3
April 2	45.7	22.8	3.6	7.9	6.2	6.8	8.8	10.2	7.4	4.9	13.9	115.5	2.2	117.7
May 7	44.0	21.6	3.5	8.1	6.2	6.6	9.2	10.0	7.0	5.0	14.3	113.7	2.3	116.0
June 4	43.7	22.2	3.3	7.0	6.1	6.6	8.7	9.6	7.3	4.6	14.4	111.3	2.1	113.4
July 2	45.6	23.4	3.4	7.7	6.4	7.0	9.8	10.3	8.2	5.1	14.5	118.2	2.1	120.3
Aug 6	49.6	25.0	3.5	8.2	6.9	7.8	10.4	10.7	8.0	5.5	14.8	125.8	1.9	127.7
Sep 3	50.6	26.2	3.4	8.4	7.4	8.1	10.6	11.3	8.0	5.8	14.6	128.3	2.2	130.5
Oct 8	50.7	26.0	3.7	7.9	7.4	7.8	10.7	11.2	8.2	5.5	13.7	127.2	1.9	129.1
Nov 5 e	52.0	27.2	3.8	8.2	7.7	8.3	11.0	11.6	8.4	5.7	13.9	130.7	1.9	132.6
Dec 3 e	54.0	28.7	3.9	8.6	8.1	8.8	11.3	12.0	8.7	5.9	14.2	135.4	1.9	137.3
1977 Jan 7 e	56.0	30.3	4.0	8.8	8.6	9.3	11.5	12.3	9.0	6.1	14.5	139.7	2.1	141.8
Feb 4	60.0	32.1	4.1	9.1	9.1	9.8	11.9	12.7	9.2	6.2	14.8	146.0	1.8	147.8
Mar 4	61.7	33.2	3.9	9.3	9.5	10.1	12.1	12.7	9.0	6.0	15.1	149.3	1.8	151.1
April 6	62.3	33.7	4.1	8.8	9.2	10.6	11.8	12.4	8.8	6.0	15.8	149.6	1.8	151.4
May 6	64.6	36.3	4.0	8.4	9.4	10.5	12.7	12.5	9.2	5.9	15.4	152.9	1.7	154.6
June 1	63.2	35.8	4.3	8.2	9.2	10.3	12.5	12.4	8.6	6.0	16.3	151.1	1.9	153.0
July 8	62.9	35.2	4.8	8.3	9.4	10.7	12.5	13.2	8.7	6.1	16.6	153.4	2.0	155.4
Aug 5	64.2	34.8	4.9	8.7	9.9	10.5	12.3	12.6	8.8	6.1	16.7	154.9	2.1	157.0
Sep 2	60.6	33.2	4.9	8.3	9.9	10.1	12.1	12.0	9.0	5.9	16.9	149.7	2.0	151.7
Oct 7	64.7	35.1	4.6	9.0	10.4	10.5	12.6	12.8	9.2	6.4	17.7	157.6	2.1	159.7
Nov 4	68.2	37.1	4.9	9.5	10.1	10.2	12.7	12.8	9.3	6.6	15.9	160.8	2.0	162.8
Dec 2	70.9	38.2	5.4	10.1	10.9	10.7	12.8	13.6	9.2	7.0	17.7	168.3	2.0	170.3
1978 Jan 6	74.9	40.5	5.6	11.3	11.9	11.1	13.6	14.9	10.0	7.1	18.6	178.8	1.9	180.7
Feb 3	78.7	42.4	5.6	11.5	11.7	12.1	13.5	15.2	9.6	7.2	19.0	183.6	1.9	185.5
Mar 3	81.6	44.4	5.9	11.2	11.9	12.2	13.5	15.2	9.9	8.5	20.1	189.6	1.9	191.5
April 7	84.6	46.0	6.1	11.8	12.3	12.4	15.2	15.6	10.1	8.0	20.8	196.5	1.8	198.3
May 5	88.7	48.0	6.3	12.3	12.4	12.9	13.9	15.7	10.1	7.9	21.2	201.6	1.8	203.4
June 2	92.3	50.3	6.3	13.3	13.0	13.4	14.6	16.0	10.5	8.1	21.0	208.7	1.8	210.5
July 30	93.1	50.2	6.2	13.6	13.0	13.4	15.1	15.5	9.7	8.4	21.4	209.6	1.7	211.3
Aug 4	94.5	49.0	6.2	14.0	12.9	13.6	15.1	16.8	10.4	8.2	20.8	212.5	1.6	214.1
Sep 8	101.7	55.2	6.8	13.8	13.5	14.4	15.8	17.3	10.5	8.7	20.6	223.3	1.5	224.8
Oct 6	104.8	56.8	7.1	15.0	14.1	15.7	15.6	18.1	10.8	8.9	21.4	231.5	1.4	232.9
Nov 3	105.0	56.2	7.2	15.6	14.4	16.0	15.9	18.4	11.0	8.8	20.7	233.7	1.4	235.1
Dec 1	107.2	57.0	7.2	15.5	14.2	16.2	16.5	18.4	11.3	9.0	21.2	236.7	1.4	238.1
1979 Jan 5	107.1	55.9	7.1	15.6	14.0	16.2	16.4	18.6	10.8	8.2	21.1	234.9	1.3	236.2
Feb 2	106.0	56.0	6.8	15.1	13.2	15.0	15.3	17.7	10.0	8.5	20.5	227.8	1.2	229.0
Mar 2	108.1	56.7	6.7	14.8	13.6	14.9	15.6	18.5	10.1	8.9	19.7	230.7	1.3	232.0
Mar 30	110.9	58.3	7.8	16.4	15.4	16.0	16.2	20.4	10.5	9.0	20.0	242.1	1.5	243.6
May 4	113.4	58.5	8.2	17.6	15.9	16.2	17.0	20.8	11.0	10.7	22.1	253.1	1.5	254.6
June 8	114.9	58.2	9.1	18.4	16.0	16.1	17.3	21.1	11.4	10.7	22.3	257.4	1.4	258.8
July 6	113.2	57.3	8.6	17.5	15.6	15.7	16.6	20.6	11.2	10.3	22.0	251.5	1.4	252.9
Aug 3	109.8	54.3	8.6	16.9	15.6	15.6	16.8	20.6	10.7	10.2	22.3	247.3	1.3	248.6
Sep 7	109.2	54.2	8.3	17.5	14.8	15.4	16.1	20.7	10.3	9.8	22.5	244.6	1.3	245.9
Oct 5	106.4	52.8	8.3	17.2	14.0	14.5	15.8	19.4	10.0	9.6	21.8	237.1	1.3	238.4
Nov 2	104.4	52.2	8.3	16.5	14.0	14.4	15.0	18.6	9.8	9.5	22.1	233.3	1.3	234.6
Nov 30	100.3	51.1	7.8	15.8	13.1	13.0	13.5	17.0	9.7	9.1	21.6	221.0	1.3	222.3
1980 Jan 4	94.2	48.3	7.1	14.5	12.2	12.0	12.5	16.2	9.1	8.2	19.8	205.7	1.2	206.9
Feb 8	85.9	44.4	6.6	14.1	11.4	11.6	11.6	14.9	7.6	7.6	19.3	190.2	1.2	191.4
Mar 7	80.4	40.5	6.1	14.7	10.8	10.6	10.5	14.0	7.2	7.2	18.3	179.5	1.3	180.8
April 2	76.0	38.8	5.5	12.8	9.8	9.0	9.7	14.0	6.7	7.1	17.1	167.3	1.2	168.5
May 2	72.1	36.1	5.9	12.2	9.2	8.9	8.3	13.6	6.8	7.1	17.6	161.8	1.2	163.0
June 6	64.7	32.6	5.2	10.6	8.1	8.7	7.7	11.5	6.1	6.1	16.6	145.5	1.2	146.7
July 4	55.1	27.9	4.1	9.1	6.8	7.0	7.1	9.6	5.0	5.4	15.6	125.0	1.0	126.0
Aug 8	51.9	25.6	4.0	8.2	6.4	7.1	6.2	9.6	5.3	5.2	15.7	119.4	1.0	120.4
Sep 5	49.3	24.9	3.8	7.6	5.7	5.7	5.7	8.8	5.1	5.2	15.2	112.1	0.7	112.8
Oct 3	43.1	20.9	3.3	6.7	5.5	4.7	5.8	7.9	4.8	4.5	13.4	99.7	0.7	100.4
Nov 6	38.2	18.2	3.2	7.0	5.2	5.0	5.7	8.1	4.8	4.6	14.1	98.5	0.7	97.2
Dec 5	39.8	19.3	3.4	7.7	5.2	5.3	6.5	8.1	5.0	5.1	15.0	101.2	0.8	102.0

Note: The figures relate only to the number of vacancies notified to employment offices and remaining unfilled and include some that are suitable for young persons.
* The series from January 1977 onwards have been calculated as described on page 281 of the March 1980 issue of *Employment Gazette*.
† Included in South East.

VACANCIES 3.2

Regions: notified to employment offices and career offices

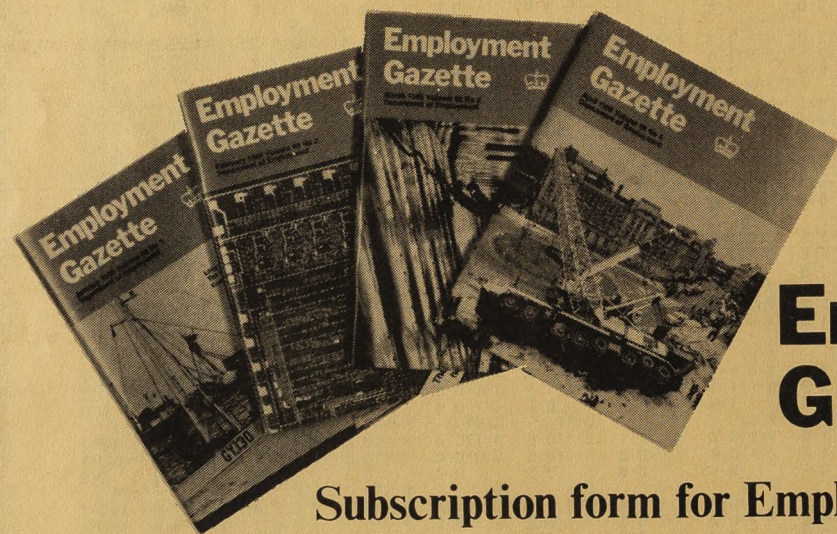
THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to employment offices														
1978 Oct 6	110.2	60.5	7.5	14.9	14.6	16.4	15.9	18.7	11.0	8.9	21.9	239.9	1.5	241.4
Nov 3	105.8	57.5	7.1	14.2	14.3	16.4	15.6	18.2	10.5	8.0	20.1	230.2	1.4	231.6
Dec 1	101.1	54.2	6.6	13.4	13.6	15.6	15.1	17.3	10.0	7.8	18.9	219.4	1.2	220.5
1979 Jan 5	98.4	51.8	6.2	13.0	13.6	15.4	14.9	16.9	9.6	7.3	18.1	213.6	1.1	214.7
Feb 2	100.7	53.9	6.1	13.4	12.9	14.6	14.2	16.8	9.6	7.9	18.6	214.8	1.2	216.0
Mar 2	104.8	55.2	6.4	14.5	13.6	14.6	15.1	18.3	10.4	8.8	19.7	226.1	1.2	227.3
Mar 30	111.6	58.2	7.8	17.4	15.5	16.4	16.6	20.8	10.9	9.8	21.7	248.6	1.5	250.1
May 4	118.5	60.6	8.5	19.6	16.1	16.8	18.2	21.8	11.5	11.6	23.9	266.4	1.6	267.9
June 8	122.4	61.9	9.6	21.3	16.2	16.4	18.7	22.5	12.1	11.9	24.3	275.4	1.5	277.0
July 6	116.5	58.4	9.3	18.7	15.2	15.6	17.4	20.8	11.8	10.9	22.6	258.9	1.4	260.3
Aug 3	108.0	52.8	8.9	17.4	15.5	15.2	16.9	20.6	11.0	10.2	22.5	246.3	1.3	247.6
Sep 7	111.5	54.5	8.9	18.1	15.4	15.4	16.6	21.3	10.7	9.9	23.7	251.5	1.4	252.9
Oct 5	111.7	56.3	8.6	17.2	14.5	15.3	16.1	20.0	10.1	9.6	22.4	245.4	1.3	246.7
Nov 2	105.1	53.4	8.2	15.1	13.9	14.8	14.7	18.3	9.3	8.7	21.4	229.5	1.2	230.7
Nov 30	94.0	48.1	7.2	13.6	12.5	12.3	12.2	15.7	8.4	7.9	19.2	203.0	1.	

3.4 VACANCIES Occupation: notified to employment offices

GREAT BRITAIN	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations	
								Thousand
1978 June	18.5	35.0	19.3	56.9	10.6	85.7	225.9	
Sep	19.2	32.8	21.0	61.8	11.1	85.2	231.2	
Dec	20.5	30.9	21.2	57.1	10.2	79.5	219.4	
1979 Mar	22.3	34.9	19.1	55.3	10.7	83.7	226.1	
June	22.5	38.3	23.3	66.1	14.8	110.5	275.4	
Sep	22.1	32.7	22.7	67.0	13.0	93.9	251.5	
Dec	19.6	27.0	19.6	52.3	8.8	75.6	203.0	
1980 Mar	19.4	27.8	17.2	38.9	6.7	65.3	175.3	
June	19.1	27.2	17.4	31.9	5.4	63.0	164.0	
Sep	16.4	18.1	15.4	21.1	3.6	43.8	118.5	
	Proportion of vacancies in all occupations							Per cent
1978 June	8.2	15.5	8.5	25.2	4.7	37.9	100.0	
Sep	8.3	14.2	9.1	26.7	4.8	36.9	100.0	
Dec	9.3	14.1	9.7	26.0	4.7	36.2	100.0	
1979 Mar	9.9	15.4	8.5	24.4	4.7	37.0	100.0	
June	8.2	13.9	8.4	24.0	5.4	40.1	100.0	
Sep	8.8	13.0	9.0	26.6	5.2	37.3	100.0	
Dec	9.6	13.3	9.7	25.8	4.4	37.2	100.0	
1980 Mar	11.0	15.9	9.8	22.2	3.8	37.2	100.0	
June	11.7	16.6	10.6	19.4	3.3	38.4	100.0	
Sep	13.8	15.3	13.0	17.8	3.0	37.0	100.0	

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



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4.1 INDUSTRIAL DISPUTES Stoppages of work*

The provisional number of stoppages in progress known to the Department in December totalled 39. Of these, 20 stoppages began in December, and the remaining 19 began earlier and were still in progress at the beginning of the month.

The number of workers involved at the establishments where stoppages were in progress is provisionally estimated at 18,500, which includes 16,100 who were involved for the first time in December. The latter figure consists of 11,000 workers involved in the new stoppages which commenced in December and 5,100 workers who were involved for the first time in stoppages which began in earlier months. The total number of workers involved in stoppages which began in earlier months was 7,500.

Of the 11,000 workers involved in stoppages which began in December, 6,200 were directly involved and 4,800 indirectly involved.

The aggregate of 42,000 working days lost in December includes 10,000 working days lost through stoppages which had continued from the previous month.

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

Causes of stoppages

Principal cause	Beginning in Dec 1980		Beginning in the twelve months of 1980	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay—wage-rates and earnings levels	8	600	576	380,800
—extra-wage and fringe benefits	—	—	31	9,300
Duration and pattern of hours worked	1	200	30	6,800
Redundancy questions	3	200	76	94,200
Trade union matters	2	1,600	69	51,200
Working conditions and supervision	4	1,600	104	38,200
Manning and work allocation	—	—	220	40,000
Dismissal and other disciplinary measures	2	2,000	156	43,300
All causes	20	6,200	1,262	663,700

Stoppages

Industry group	1980		1979			
	Stoppages beginning in period	Workers in-volved	Working days lost	Stoppages beginning in period	Workers in-volved	Working days lost
SIC 1968						
Agriculture, forestry, fishing	3	500	7,000	—	—	—
Coal mining	289	84,900	151,000	298	53,100	113,000
All other mining and quarrying	7	1,200	5,000	11	1,200	15,000
Food, drink and tobacco	70	21,300	153,000	98	64,100	806,000
Coal and petroleum products	—	—	—	5	2,400	45,000
Chemicals and allied industries	25	10,900	207,000	56	24,400	148,000
Metal manufacture	48	190,400	8,954,000	138	97,100	960,000
Engineering	136	39,900	548,000	352	1,259,300	13,341,000
Shipbuilding and marine engineering	25	17,600	191,000	42	74,200	303,000
Motor vehicles	84	101,600	427,000	165	366,600	3,071,000
Aerospace equipment	13	3,200	50,000	31	117,600	1,441,000
All other vehicles	3	4,400	5,000	16	24,900	323,000
Metal goods not elsewhere specified	40	7,500	49,000	124	91,700	950,000
Textiles	25	6,100	36,000	43	12,700	72,000
Clothing and footwear	10	1,100	8,000	27	7,300	38,000
Bricks, pottery, glass, cement, etc	25	5,300	23,000	47	22,500	112,000
Timber, furniture, etc	17	1,700	18,000	23	4,100	24,000
Paper, printing and publishing	29	36,700	279,000	47	24,000	715,000
All other manufacturing industries	19	2,200	17,000	62	43,700	203,000
Construction	101	29,300	222,000	170	301,800	834,000
Gas, electricity and water	10	1,800	19,000	20	9,700	38,000
Port and inland water transport	50	32,200	140,000	74	19,100	95,000
Other transport and communication	102	61,700	100,000	106	230,600	1,325,000
Distributive trades	27	2,900	15,000	46	10,200	75,000
Administrative, financial and professional services	86	121,900	250,000	109	1,728,200	3,787,000
Miscellaneous services	25	3,000	36,000	35	17,300	641,000
All industries	1,262†	789,400	11,910,000	2,080†	4,607,800	29,474,000

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

Prominent stoppages in quarter ending December 31, 1980

Industry and locality	Date when stoppage:		Workers involved		Working days lost in quarter	Cause or object
	Began	Ended	Directly	Indirectly		
Mining and quarrying						
Goldthorpe	30.9.80	8.10.80	1,295	—	5,100	Over incentive payment scheme (total working days lost, 5,800)
Doncaster	3.11.80	14.11.80	1,225	—	9,600	Over incentive payments and production targets
Food, drink and tobacco						
Banbury	26.9.80	14.10.80	180	1,600	17,800	Dispute over introduction of new shift patterns (total working days lost, 21,600)
Mechanical engineering						
West Kilbride	28.8.80	28.10.80	840	50	17,800	Over alleged breach of safety regulations followed by dismissals (total working days lost, 38,800)
Eccles	3.10.80	25.11.80	2,150	300	92,100	Against proposed redundancies
Shipbuilding and marine engineering						
Barrow-in-Furness	11.7.80	10.10.80	1,300	2,500	17,900	Over incentive bonus scheme (total working days lost, 83,200)
Wallsend	30.9.80	10.10.80	610	—	4,900	Protest against employee who worked during an overtime ban (total working days lost, 5,500)
Vehicles						
Sheffield	31.10.80	12.12.80	—	435	9,700	Dispute over bonus payments
Longbridge	20.11.80	25.11.80	2,400	2,200	14,200	Refusal to handle components made by an outside contractor
Longbridge	3.12.80	23.12.80	1,500	4,500	21,500	Protest over dismissal of workers over alleged industrial misconduct
Paper, printing and publishing						
South-east England	2.9.80	2.10.80	500	—	900	For increased London weighting allowance (total working days lost, 7,500)
Construction						
Various areas in Great Britain	15.9.80	2.10.80	2,840	2,330	7,900	For the re-instatement of crane drivers dismissed due to a previous dispute (total working days lost, 49,500)
Lerwick	5.11.80	23.11.80	400	1,100	14,400	Disagreement over work-loads following redundancies
Transport and communication						
Various areas in Great Britain	15.10.80	6.11.80	6,550	700	9,000	Fear of redundancies due to proposal to transfer ships to flags of convenience
London	24.10.80	22.11.80	280	—	5,900	Over proposed introduction of new shift rotas
Public administration and defence						
Manchester	4.11.80	20.11.80	1,500	—	7,300	Protest against the dismissal of employees for refusing extra work
Various areas in United Kingdom	24.11.80	1.12.80	30,000	—	15,000	Over suspension of the pay research agreement for civil servants

* See page of "Definitions and conventions" for notes on coverage. The figures for 1980 are provisional.

4.2 INDUSTRIAL DISPUTES * Stoppages of work: summary

UNITED KINGDOM	STOPPAGES			NUMBER OF WORKERS INVOLVED IN STOPPAGES (Thou)			WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD (Thou)			
	Beginning in period		In progress in period	Beginning in period†		In progress in period	All industries and services			
	Number	of which known official‡		Number	of which known official		Number	of which known official†		
			Number			Per cent		Number	Per cent	
1971	2,228	161	7.2	2,263	1,171	376	1,178	13,551	10,050	74.2
1972	2,497	160	6.4	2,530	1,722	635	1,734	23,909	18,228	76.2
1973§	2,873	132	4.6	2,902	1,513	396	1,528	7,197	2,009	27.9
1974§	2,922	125	4.3	2,946	1,622	467	1,626	14,750	7,040	47.7
1975	2,282	139	6.1	2,332	789	80	809	6,012	1,148	19.1
1976	2,016	69	3.4	2,034	666	46	668	3,284	472	14.4
1977	2,703	79	2.9	2,737	1,155	205	1,166	10,142	2,512	24.8
1978	2,471	90	3.6	2,498	1,001	123	1,041	9,405	4,052	43.1
1979	2,080	82	3.9	2,125	4,583	3,648	4,608	29,474	23,512	79.8
1980	1,262	+	+	1,279	785	789	789	11,910	+	+
1978 Dec	93	5	5.4	177	38	71	71	542	306	56.5
1979 Jan	206	14	6.8	251	1,674	1,694	1,694	2,966	2,510	84.6
Feb	206	6	2.9	297	241	579	579	2,425	1,811	74.7
Mar	224	8	3.6	314	203	334	334	1,333	690	51.8
Apr	165	3	1.8	247	214	403	403	867	430	49.6
May	139	5	3.6	204	55	79	79	485	168	34.6
June	185	8	4.3	235	216	245	245	613	263	42.9
July	185	7	3.8	245	68	121	121	662	336	50.8
Aug	218	9	4.1	291	1,306	1,358	1,358	4,103	3,452	84.1
Sep	172	7	4.1	274	358	1,614	1,614	11,716	10,969	93.6
Oct	196	9	4.6	282	74	1,334	1,334	3,508	2,808	80.0
Nov	131	2	1.5	202	100	139	139	606	64	10.6
Dec	53	4	7.5	84	77	92	92	190	11	5.8
1980 Jan	155	10	6.5	173	227	231	231	2,774	2,640	95.2
Feb	117	6	5.1	159	42	191	191	3,250	3,063	94.2
Mar	149	12	8.1	184	79	229	229	3,260	3,020	92.6
Apr	156	10	6.5	202	139	302	302	960	744	77.5
May	128	3	2.3	181	70	102	102	457	290	63.5
June	136	9	6.6	181	44	68	68	319	128	40.1
July	67	3	4.5	107	35	47	47	168	50	29.8
Aug	63	2	3.2	92	17	23	23	118	32	27.1
Sep	99	2	2.0	121	31	37	37	206	18	8.7
Oct	99	+	+	126	29	43	43	191	+	+
Nov	73	+	+	98	56	61	61	165	+	+
Dec	20	+	+	39	16	19	19	42	+	+

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

UNITED KINGDOM	THOUSAND											
	Mining and quarrying		Metals, engineering, shipbuilding and vehicles		Textiles, clothing and footwear		Construction		Transport and communication		All other industries and services	
	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official
SIC 1968												
1971	65	—	6,035	3,552	71	10	255	21	6,539	6,242	586	225
1972	10,800	10,726	6,836	2,854	274	129	4,188	3,842	876	576	1,135	301
1973§	91	—	4,799	923	193	82	176	15	331	102	1,608	887
1974§	5,628	5,567	5,837	602	255	23	252	22	705	33	2,072	794
1975	56	—	3,932	814	350	70	247	69	422	23	1,006	172
1976	78	—	1,977	209	65	4	570	185	132	5	461	71
1977	97	4	6,133	962	264	19	297	18	301	12	3,050	1,498
1978	201	2	5,985	2,735	179	27	416	15	360	16	2,264	1,256
1979	128	—	20,390	16,598	109	16	834	494	1,419	1,145	6,594	5,259
1980	156	+	10,224	+	44	+	222	+	240	+	1,024	+
1978 Dec	12	—	152	—	—	—	2	—	18	—	357	—
1979 Jan	5	—	362	—	4	—	217	—	1,038	—	1,338	—
Feb	3	—	512	—	48	—	221	—	48	—	1,635	—
Mar	7	—	376	—	89	—	89	—	33	—	803	—
Apr	17	—	300	—	21	—	29	—	29	—	488	—
May	11	—	206	—	14	—	43	—	43	—	204	—
June	17	—	255	—	23	—	65	—	65	—	243	—
July	16	—	281	—	9	—	47	—	26	—	283	—
Aug	15	—	3,566	—	18	—	58	—	23	—	424	—
Sep	6	—	11,055	—	7	—	37	—	12	—	599	—
Oct	19	—	3,026	—	9	—	34	—	22	—	398	—
Nov	8	—	398	—	2	—	48	—	6	—	144	—
Dec	3	—	52	—	24	—	24	—	75	—	36	—
1980 Jan	31	—	2,652	—	3	—	12	—	32	—	44	—
Feb	5	—	3,132	—	2	—	9	—	40	—	62	—
Mar	24	—	3,054	—	6	—	12	—	55	—	109	—
Apr	8	—	699	—	12	—	18	—	22	—	200	—
May	8	—	134	—	7	—	31	—	17	—	260	—
June	24	—	132	—	31	—	24	—	24	—	108	—
July	8	—	63	—	1	—	20	—	4	—	74	—
Aug	7	—	41	—	3	—	7	—	6	—	54	—
Sep	10	—	88	—	1	—	52	—	14	—	42	—
Oct	13	—	121	—	1	—	14	—	10	—	33	—
Nov	16	—	79	—	6	—	16	—	14	—	34	—
Dec	3	—	29	—	1	—	2	—	2	—	4	—

* See page of "Definitions and Conventions" for notes on coverage. The figures for 1980 are provisional.
 † Figures of stoppages known to have been official are compiled in arrears and this table does not include those for the last three months.
 ‡ Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.
 § Figures for stoppages in coal mining, other than for the national stoppage of February 10-March 8, 1974, are not available for December 1973-March 1974.
 ¶ Figures exclude workers becoming involved after the end of the year in which the stoppages began.

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

JAN 1976 = 100

GREAT BRITAIN	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
SIC 1968									
1976 Annual	106.0		106.2		106.2				
1977 Averages	115.6		117.2		117.1				
1978	130.6		134.3		134.0				
1979	150.9		154.9		154.9				
1976 Jan	100.0	100.7	100.0	100.6	100.0	100.2			
Feb	100.6	101.6	100.7	101.4	100.7	101.2			
Mar	102.2	102.3	103.1	102.7	102.8	102.5			
Apr	103.3	103.5	103.1	102.9	103.1	102.7			
May	105.5	104.8	105.8	104.5	106.2	104.7			
June	106.7	105.8	106.7	105.9	106.8	106.0			
July	107.8	106.6	107.9	107.0	107.7	107.1			
Aug	107.8	108.2	107.0	108.7	106.9	108.8			
Sep	108.3	108.6	108.2	109.3	107.8	109.3			
Oct	108.5	109.0	109.4	109.8	109.3	110.0			
Nov	110.6	110.6	111.3	110.8	111.3	110.7			
Dec	111.3	110.9	111.7	111.6	111.7	111.3			
1977 Jan	110.9	112.7	112.2	112.7	112.4	112.4	10.9	12.1	12.4
Feb	111.0	112.0	112.7	113.4	112.7	113.2	10.2	11.9	11.9
Mar	113.3	113.3	115.3	114.9	114.6	114.3	10.8	11.8	11.5
Apr	113.1	113.3	114.6	114.4	114.5	114.1	9.4	11.1	11.1
May	114.9	114.1	116.8	115.3	116.9	115.2	9.0	10.4	10.0
June	115.4	114.5	116.6	115.6	116.2	115.3	8.2	9.2	8.8
July	117.0	115.6	117.5	116.5	117.3	116.6	8.5	8.8	8.9
Aug	115.7	116.2	115.8	117.6	115.6	117.6	7.4	8.2	8.1
Sep	116.6	116.9	117.8	117.3	117.3	117.3	7.7	8.9	8.8
Oct	117.9	118.4	119.9	120.3	119.6	120.4	8.6	9.6	9.5
Nov	120.1	120.0	123.4	122.8	123.8	123.1	8.6	10.8	11.2
Dec	121.7	121.3	123.9	123.6	124.3	123.8	9.3	10.8	11.2
1978 Jan	121.5	122.3	124.2	124.9	125.3	125.3	9.6	10.8	11.3
Feb	122.7	123.8	125.8	126.7	126.2	126.8	10.5	11.7	12.0
Mar	125.0	125.1	128.1	127.7	128.2	127.9	10.4	11.1	11.9
Apr	127.2	127.4	131.7	131.5	132.2	131.8	12.4	14.9	15.5
May	129.4	128.6	134.2	132.6	133.6	131.7	12.6	14.9	14.3
June	133.1	132.1	136.1	135.0	135.1	134.1	15.4	16.7	16.3
July	133.6	132.0	136.6	135.4	135.9	135.1	14.2	16.2	15.9
Aug	131.7	132.3	134.4	136.4	133.5	135.8	13.9	16.0	15.5
Sep	134.2	134.5	137.1	138.6	135.9	137.8	15.0	16.4	15.8
Oct	135.2	135.7	139.7	140.2	139.1	140.0	14.7	16.5	16.3
Nov	136.1	136.0	141.1	140.3	140.6	139.8	13.3	14.3	13.5
Dec	138.0	137.5	142.8	142.4	142.8	142.8	13.4	15.2	14.8
1979 Jan	135.7	136.7	139.8	140.6	140.3	140.6	11.7	12.6	12.2
Feb	141.1	142.5	144.7	144.7	144.6	145.4	15.0	14.3	14.6
Mar	143.7	143.8	149.9	149.5	150.2	149.9	14.9	17.1	17.2
Apr	144.3	144.6	149.5	149.2	149.7	149.1	13.5	13.5	13.2
May	146.9	146.0	153.0	151.1	154.3	152.1	13.5	14.0	15.5
June	150.9	149.8	157.9	156.6	158.6	157.4	13.4	16.0	17.4
July	155.6	153.8	158.2	156.8	158.2	157.2	16.5	15.8	

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN	Agriculture*	Mining and quarrying	Food, drink and tobacco	Coal and petroleum	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrumental engineering	Electrical engineering	Ship-building and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur
SIC 1968														
JAN 1976 = 100														
1976 Annual averages	111.5	105.9	106.6	105.7	105.7	108.3	105.7	105.9	106.7	105.9	105.7	106.6	106.1	101.6
1977	120.7	114.5	117.5	114.8	116.2	119.2	117.6	118.0	116.4	113.9	119.1	116.9	114.4	114.4
1978	135.6	141.0	134.4	133.6	132.3	136.5	135.3	137.6	132.9	133.9	129.7	135.8	132.9	128.2
1979	153.2	165.7	157.3	155.5	156.3	155.0	155.0	160.1	152.1	147.9	148.4	156.5	151.2	147.0
1976 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	100.0
1976 Feb	105.5	100.1	99.4	100.1	100.0	103.3	99.8	100.5	100.7	102.7	101.6	100.1	100.4	97.4
1976 Mar	110.3	107.5	107.8	103.9	101.1	103.6	101.8	103.6	103.4	103.6	101.2	102.6	102.3	97.7
1976 April	112.6	106.7	103.4	104.5	101.9	106.9	102.6	102.7	104.4	102.7	101.4	103.4	100.9	96.9
1976 May	109.2	104.8	106.8	105.7	104.1	109.5	105.7	104.3	107.0	105.6	106.8	106.1	107.1	99.0
1976 June	114.1	105.4	106.4	105.8	107.7	107.6	106.0	105.7	107.8	105.5	106.8	107.0	107.3	99.2
1976 July	118.5	106.3	107.3	108.1	107.3	112.5	107.5	106.9	107.9	103.4	108.1	108.0	107.6	103.9
1976 Aug	121.8	105.5	108.0	108.8	106.9	108.1	106.5	106.8	107.6	106.9	106.3	106.9	107.4	102.3
1976 Sep	112.4	107.2	107.5	106.5	107.4	109.3	107.1	108.1	108.6	109.0	107.0	108.1	107.8	103.9
1976 Oct	110.1	108.2	107.5	107.5	108.0	112.4	108.8	108.8	109.4	108.3	109.5	110.6	109.8	104.1
1976 Nov	110.7	109.2	111.3	109.9	112.8	113.4	110.7	111.5	111.3	111.3	109.5	113.4	111.2	106.1
1976 Dec	112.9	110.3	113.3	110.9	111.7	113.3	111.7	111.4	112.2	111.4	109.8	113.0	111.5	108.5
1977 Jan	109.3	111.0	111.5	110.5	110.4	115.3	111.9	112.8	111.7	113.7	111.0	113.6	113.1	112.6
1977 Feb	114.3	110.8	111.1	110.4	110.9	117.2	112.8	113.8	112.3	112.8	108.2	114.3	113.7	109.8
1977 Mar	118.1	118.4	120.0	113.4	111.7	116.6	114.1	117.1	114.9	110.9	109.7	116.3	114.4	111.5
1977 April	120.6	113.4	113.2	112.7	111.9	116.0	115.2	114.4	114.8	113.2	111.3	116.2	114.8	112.5
1977 May	118.7	111.9	117.5	115.5	114.0	119.7	117.5	116.0	115.6	115.7	114.6	116.9	116.4	112.2
1977 June	119.6	112.7	115.9	115.1	115.8	117.6	116.6	116.5	114.5	115.5	114.6	116.9	116.4	112.2
1977 July	124.3	114.2	116.1	118.0	114.6	126.0	117.9	116.9	115.1	115.4	114.1	119.7	116.8	114.4
1977 Aug	123.9	114.1	114.2	115.9	113.5	116.9	116.4	117.3	116.0	112.9	113.5	117.2	116.2	113.6
1977 Sep	134.2	115.0	117.4	114.1	115.5	119.9	118.0	117.6	116.1	114.6	111.4	121.3	117.4	114.4
1977 Oct	126.6	116.4	120.5	114.1	118.9	121.5	120.7	121.4	117.9	112.9	114.3	123.5	119.4	119.4
1977 Nov	119.4	116.8	126.9	117.1	128.2	120.4	123.9	124.5	125.6	120.9	119.9	126.2	121.1	120.0
1977 Dec	119.6	118.8	125.5	120.6	129.2	123.6	126.1	127.8	122.5	116.2	122.7	126.8	122.7	119.6
1978 Jan	116.6	118.7	125.2	124.1	125.1	124.2	126.1	127.8	124.1	120.9	123.1	128.4	124.5	124.6
1978 Feb	125.4	129.5	125.5	125.7	124.9	126.6	127.4	128.9	124.6	118.6	124.6	128.8	125.8	122.3
1978 Mar	132.2	142.8	128.6	132.9	127.3	133.1	129.0	130.3	128.3	125.6	123.9	129.8	124.7	122.9
1978 April	134.6	140.4	131.2	135.3	126.5	141.2	132.9	136.0	130.7	141.5	128.1	134.0	128.5	124.4
1978 May	132.8	137.8	133.9	130.4	128.4	140.1	133.9	137.8	133.1	131.7	130.8	134.7	132.1	124.3
1978 June	136.5	142.0	135.1	130.6	134.7	138.7	135.1	136.6	135.3	129.2	132.2	136.1	135.3	125.9
1978 July	133.0	143.8	135.4	137.2	133.8	145.2	136.7	142.1	134.2	130.9	131.3	137.4	135.2	131.1
1978 Aug	141.4	142.3	134.4	135.3	132.7	130.1	136.5	137.8	132.4	125.8	132.4	135.0	135.1	130.7
1978 Sep	148.2	144.6	136.0	135.4	136.2	138.1	137.2	139.0	134.1	134.8	128.8	137.7	136.0	133.3
1978 Oct	151.9	148.3	137.1	135.8	135.0	139.8	139.6	141.4	138.4	169.8	132.6	140.4	137.8	133.4
1978 Nov	139.3	148.8	142.8	138.2	138.7	138.4	143.7	145.2	139.9	146.9	132.4	143.9	139.5	133.0
1978 Dec	134.8	153.4	146.5	142.5	144.5	142.0	145.7	147.7	140.1	131.2	139.1	143.1	139.7	132.5
1979 Jan	132.5	152.1	140.6	143.0	136.5	134.4	143.3	146.4	139.9	136.3	138.1	142.2	138.8	136.3
1979 Feb	139.7	153.8	150.4	150.4	139.4	143.9	145.7	152.3	142.6	145.4	146.3	146.3	140.1	141.3
1979 Mar	144.8	166.3	145.0	150.3	149.4	147.4	150.1	155.9	149.6	148.9	156.9	147.2	147.2	141.1
1979 April	148.8	166.5	148.6	149.7	146.6	154.6	151.4	155.5	147.1	144.7	144.9	152.3	144.7	147.4
1979 May	144.8	162.3	156.2	150.0	145.4	165.6	154.4	158.0	151.2	151.8	154.9	154.7	150.7	142.3
1979 June	152.2	164.0	158.4	152.9	156.3	162.4	160.0	158.9	154.5	148.6	160.7	154.2	145.9	145.9
1979 July	158.5	166.7	158.9	161.2	156.9	166.8	160.0	162.3	153.3	147.9	152.6	159.4	153.2	147.3
1979 Aug	163.9	166.2	156.7	159.0	157.9	151.1 ^{§§}	147.9 ^{§§}	157.9 ^{§§}	144.7 ^{§§}	139.9 ^{§§}	139.0 ^{§§}	150.5 ^{§§}	154.3	146.6
1979 Sep	174.0	169.5	162.3	156.4	172.9	151.3 ^{§§}	141.6 ^{§§}	166.6 ^{§§}	146.7 ^{§§}	149.9 ^{§§}	126.8 ^{§§}	148.8 ^{§§}	155.6	149.4
1979 Oct	167.8	171.0	158.7	169.3	158.3	163.4	169.0	160.1	150.0	150.5	166.1	156.2	151.9	
1979 Nov	156.3	172.6	166.9	170.0	165.5	168.5	172.8	168.3	156.9	155.1	171.6	159.2	156.0	
1979 Dec	155.4	177.2	174.4	169.6	174.6	**	173.2	175.4	167.4	154.4	170.2	173.0	159.9	
1980 Jan	161.2	189.5	171.3	179.6	170.5	**	171.4	174.2	167.6	158.7	170.9	176.4	161.3	
1980 Feb	174.7	190.0	173.5	189.2	171.9	**	174.6	177.9	170.1	159.6	171.1	175.0	163.9	
1980 Mar	179.8	207.2	183.8	185.0	177.9	**	177.9	180.7	177.2	215.1	173.5	173.9	165.1	
1980 April	190.2	202.2	179.2	188.9	174.5	170.4	179.7	180.4	178.8	165.1	174.3	179.9	168.9	
1980 May	189.0	195.6	184.4	190.3	176.7	197.5	182.2	184.6	180.7	165.3	173.3	181.9	171.6	
1980 June	191.1	201.6	189.2	199.7	194.3	189.4	186.9	187.2	185.6	169.9	179.9	185.7	176.1	
1980 July	189.5	205.7	189.6	202.0	194.6	197.7	186.1	191.1	190.7	178.5	179.3	186.4	176.6	
1980 Aug	200.0	201.6	189.2	201.3	191.4	184.6	186.8	189.3	187.0	176.7	174.6	184.3	173.9	
1980 Sep	212.2	204.9	190.6	196.7	193.8	187.3	187.3	194.7	189.0	170.1	176.2	185.4	177.2	
1980 Oct	206.2	206.6	193.7	197.3	192.3	179.8	188.3	198.5	191.8	177.1	176.2	185.5	179.1	
1980 [Nov]	..	206.4	198.6	198.1	205.3	189.2	189.8	209.0	192.7	183.9	181.4	190.0	182.4	
Per cent														
Increase over previous 12 months														
1980 Oct	22.9	20.8	18.7	24.4	13.6	13.6	15.2	17.5	19.8	18.1	17.1	11.7	14.7	16.3
1980 [Nov]	..	19.6	14.9	18.7	20.8	14.3	12.6	21.0	14.5	17.2	17.0	10.7	14.6	13.4
Average earnings index (older series): all employees: by industry														
JAN 1970 = 100														
1980 July	518.5	551.3	487.2	507.3	498.1	476.8	454.3	466.6	479.2	444.0	419.5	454.1	442.4	428.7
1980 Aug	548.8	540.3	486.2	505.5	489.9	445.3	454.6	482.1	470.1	417.7	408.5	448.9	435.6	424.7
1980 Sep	582.7	549.3	489.8	493.8	496.1	443.3	451.5	475.4	475.0	403.1	412.3	451.6	443.7	431.6
1980 Oct	566.6	553.7	497.7	495.5	492.2	433.6	457.7	484.5	482.1	420.8	412.1	451.9	448.7	437.9
1980 [Nov]	..	553.3	510.5	497.4	525.6	456.2	461.4	510.3	484.4	440.6	424.3	462.7	456.9	438.8

* England and Wales only.
 †

5.4 EARNINGS AND HOURS

Average earnings and hours: manual workers: by industry

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, leather goods and fur
FULL-TIME MEN (21 years and over)												
Weekly earnings												£
1974	47.97	57.01	51.29	51.76	48.49	44.32	46.18	50.40	52.73	46.97	43.74	41.39
1975	60.29	69.74	63.10	62.50	58.86	53.35	56.79	67.53	62.52	56.12	53.65	50.76
1976	66.81	76.75	71.72	73.72	66.11	61.64	63.48	72.09	72.48	64.90	61.19	55.89
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	61.91
1978	83.91	95.65	90.78	91.93	85.39	76.41	80.35	88.84	84.88	81.69	75.96	71.20
1979	99.79	116.51	107.95	103.58	96.39	90.34	92.34	95.46	98.01	93.92	87.35	80.82
Increase 1977-8	15.8	16.1	16.7	15.8	13.6	12.5	16.2	16.1	12.3	15.6	16.3	15.0
Increase 1978-9	18.9	21.8	18.9	12.7	15.6	18.2	14.9	7.7	15.5	15.0	15.0	13.5
Hours worked												per cent
1974	46.6	43.8	44.2	44.8	44.2	43.7	43.4	43.5	42.3	43.7	43.6	44.2
1975	46.2	42.6	42.7	41.9	42.6	42.0	42.2	43.9	41.4	42.1	41.4	43.7
1976	45.9	42.9	44.1	44.0	42.9	42.7	42.3	43.4	42.6	42.2	43.4	43.1
1977	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9
1978	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.6	43.4
1979	46.3	44.4	44.5	43.0	42.5	42.3	42.3	43.7	41.5	42.7	43.1	43.0
Increase 1977-8	16.3	16.1	16.2	16.1	14.4	13.8	15.4	15.8	14.5	15.6	14.9	13.7
Increase 1978-9	18.7	18.1	19.2	14.4	17.0	18.8	16.6	7.9	15.2	16.1	16.4	14.6
FULL-TIME WOMEN (18 years and over)												£
Weekly earnings												per cent
1974	28.75	31.41	28.73	27.38	30.02	26.87	28.21	28.01	33.48	26.79	25.52	22.38
1975	37.28	42.91	37.40	35.41	38.94	35.48	36.38	39.19	42.33	34.40	31.76	28.13
1976	43.69	48.46	44.11	43.58	46.77	42.32	43.54	46.08	50.43	42.21	37.93	32.61
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	36.90
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03
1979	62.86	68.37	64.44	63.27	64.02	62.12	62.55	61.00	69.52	60.12	52.44	49.62
Increase 1977-8	13.3	6.4	12.8	15.1	11.0	14.4	14.7	14.2	12.7	14.9	12.4	13.9
Increase 1978-9	16.7	14.8	17.5	16.5	12.7	19.3	15.9	7.8	14.9	15.5	14.0	18.1
Hours worked												per cent
1974	38.0	38.8	38.4	37.5	38.0	37.9	37.2	36.7	37.9	37.1	37.2	36.1
1975	37.7	38.6	37.9	36.7	37.5	37.4	37.1	37.0	37.6	36.8	36.1	36.5
1976	37.9	38.5	38.4	37.7	38.0	37.6	37.6	37.4	37.8	37.5	36.7	36.4
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2
1978	37.9	38.7	38.2	37.8	37.9	37.9	37.9	37.9	37.4	37.2	36.7	36.7
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7
Increase 1977-8	14.0	3.6	12.8	13.5	10.7	12.6	14.5	14.8	14.5	14.3	11.5	12.4
Increase 1978-9	16.1	14.8	16.6	15.9	13.7	18.1	16.9	3.4	14.3	15.5	14.9	18.1

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

GREAT BRITAIN	ENGINEERING INDUSTRIES*									SHIPBUILDING AND			
	Skilled workers			Semi-skilled workers			Labourers			All workers			
	Time workers	PBR workers	All	Time workers	PBR workers	All	Time workers	PBR workers	All	Time workers	PBR workers	All	
June													
ADULT MALES													£
Weekly earnings (including overtime)													per cent
1975	57.48	57.78	57.60	53.61	50.92	52.44	43.63	45.21	43.97	54.33	55.50	67.98	64.71
1976	66.22	66.37	66.28	64.24	59.34	62.10	52.17	52.42	52.23	63.55	68.43	77.19	75.38
1977	72.78	73.78	73.17	68.71	66.25	67.71	57.11	57.38	57.17	69.67	75.81	79.14	77.81
1978	82.77	83.51	83.06	76.73	74.42	75.76	64.56	66.26	65.00	78.63	85.14	88.41	86.77
1979	96.91	97.28	97.05	88.58	85.27	87.20	75.09	76.55	75.45	91.29	100.37	100.71	100.53
1980	113.50	113.25	113.41	98.20	97.78	98.03	85.73	88.25	86.29	104.85	111.71	112.71	112.24
Increase 1978-9	17.1	16.5	16.8	15.4	14.6	15.1	16.3	15.5	16.1	16.1	17.9	13.9	15.9
Increase 1979-80	17.1	16.4	16.9	10.9	14.7	12.4	14.2	15.3	14.4	14.9	11.3	11.9	11.6
Hourly earnings (excluding overtime)													per cent
1975	1.29	1.35	1.32	1.22	1.22	1.22	0.98	1.03	1.03	1.25	1.25	1.46	1.39
1976	1.48	1.57	1.52	1.42	1.41	1.41	1.15	1.20	1.20	1.16	1.45	1.63	1.60
1977	1.59	1.71	1.64	1.51	1.54	1.52	1.24	1.28	1.25	1.62	1.72	1.87	1.83
1978	1.83	1.95	1.88	1.71	1.76	1.77	1.42	1.47	1.43	1.78	1.82	1.90	1.86
1979	2.13	2.26	2.18	1.95	2.00	1.97	1.64	1.72	1.66	2.05	2.13	2.25	2.19
1980	2.54	2.68	2.59	2.29	2.36	2.32	1.95	2.02	1.97	2.43	2.46	2.47	2.47
Increase 1978-9	16.1	16.0	16.0	13.7	13.5	13.6	15.5	17.0	15.9	15.0	17.5	18.1	17.6
Increase 1979-80	19.4	18.2	18.9	17.4	18.2	17.7	19.1	17.3	18.5	18.5	15.3	10.0	12.8

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

- * 331-349; 361; 363-369; 370.2; 380-385; 390-391; 393; 399.
- † 370.1.
- ‡ 271-273; 276-278.
- § Except railways and London Transport.
- ** Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.

EARNINGS AND HOURS 5.4

Average earnings and hours: manual workers: by industry

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication§	Certain miscellaneous services**	Public administration	All industries covered
Weekly earnings												£
1974	40.37	50.40	45.61	54.96	48.23	49.12	48.46	48.75	47.71	52.06	41.68	37.87
1975	48.16	61.07	55.83	65.17	58.06	59.74	59.82	60.38	60.45	63.81	50.71	49.88
1976	53.30	68.82	61.48	73.88	66.27	67.83	66.36	65.80	68.42	71.22	57.36	53.97
1977	61.61	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04
1978	67.50	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15
1979	80.37	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	83.52	76.92
Increase 1977-8	9.6	16.4	15.1	17.9	17.6	15.2	12.8	12.2	20.7	14.4	14.3	13.7
Increase 1978-9	19.1	17.0	17.0	18.7	16.0	15.9	18.1	15.0	18.8	17.3	15.4	14.5
Hours worked												per cent
1974	41.1	46.1	43.8	43.9	43.9	44.0	48.0	46.8	44.0	49.5	43.8	43.7
1975	40.5	44.5	43.1	42.4	42.5	42.7	42.2	45.2	42.3	47.3	43.2	43.2
1976	40.9	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	43.0	42.7
1977	41.3	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9
1978	41.3	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2
1979	41.0	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	43.1	43.1
Increase 1977-8	9.5	17.2	15.1	17.6	17.8	15.5	12.8	11.6	19.6	12.5	13.8	12.9
Increase 1978-9	20.0	13.0	16.5	20.9	15.7	16.7	19.1	15.0	17.2	17.8	16.5	14.9
Hourly earnings												per cent
1974	24.04	27.54	28.86	30.09	26.27	27.05	23.92	29.89	21.73	29.18	29.18	27.01
1975	28.70	35.20	36.77	38.51	32.94	34.23	30.45	38.76	34.07	26.59	38.64	34.19
1976	33.59	42.22	42.14	45.20	39.49	40.71	36.11	43.43	50.23	31.69	43.62	40.61
1977	38.08	45.59	46.20	48.87	43.44	44.45	39.14	47.94	53.25	35.16	46.41	44.31
1978	41.94	52.12	53.62	55.33	49.15	50.08	42.97	58.10	63.79	40.11	52.98	50.03
1979	50.43	60.06	61.84	67.15	56.08	58.44	48.23	70.29	72.38	46.40	57.04	58.24
Increase 1977-8	10.1	14.3	16.1	13.2	13.1	12.7	9.8	21.2	19.8	14.1	14.2	12.9
Increase 1978-9	20.2	15.2	15.3	21.4	14.1	16.7	12.2	21.0	13.5	15.7	7.7	16.4
Hours worked												per cent
1974	36.1	36.3	37.7	38.7	37.5	37.2	38.1	36.7	42.4	38.7	39.5	37.4
1975	35.5	35.9	37.0	37.9	37.3	36.8	37.5	35.4	41.5	38.3	40.3	37.0
1976	36.0	36.7	37.3	38.4	37.3	37.2	38.3	36.4	41.6	37.8	39.9	37.4
1977	36.1	36.8	37.2	38.5	37.5	37.2	37.9	36.0	41.3	38.3	39.4	37.4
1978	36.1	36.7	37.5	38.1	37.0	37.2	38.5	36.8	43.5	38.4	40.3	37.4
1979	36.0	36.8	36.7									

5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES				ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (pence)	Weekly earnings (£)		Hours	Hourly earnings (pence)	
	excluding those whose pay was affected by absence				excluding those whose pay was affected by absence				
	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours
April									
FULL-TIME MEN, 21 years and over									
Manual occupations									
1973	38.6	39.9	46.4	86.0	83.7	37.0	38.1	46.7	81.7
1974	43.6	45.1	46.2	97.4	95.2	42.3	43.6	46.5	93.5
1975	54.5	56.6	45.0	125.8	123.1	54.0	55.7	45.5	119.2
1976	65.1	67.4	45.1	149.2	146.3	63.3	65.1	45.3	143.7
1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5
1979	94.5	97.9	46.0	212.8	208.7	90.1	93.0	46.2	201.2
1980	111.2	115.2	45.0	255.5	250.0	108.6	111.7	45.4	245.8
Non-manual occupations									
1973	48.4	48.7	39.2	122.4	122.4	47.8	48.1	38.8	121.6
1974	54.1	54.5	39.1	137.7	137.8	54.1	54.4	38.8	137.9
1975	68.2	68.7	39.2	173.2	173.3	67.9	68.4	38.7	174.3
1976	80.2	80.9	39.1	204.3	204.4	81.0	81.6	38.5	210.3
1977	88.2	88.9	39.2	223.4	223.8	88.4	88.9	38.7	227.2
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1
1979	116.8	117.7	39.6	293.8	294.7	112.1	113.0	38.8	288.6
1980	143.6	144.8	39.4	362.3	362.0	140.4	141.3	38.7	360.8
All occupations									
1973	41.1	42.3	44.5	94.5	93.5	40.9	41.9	43.8	94.3
1974	46.3	47.7	44.3	106.9	106.1	46.5	47.7	43.7	107.6
1975	58.1	60.2	43.4	137.7	136.5	59.2	60.8	43.0	139.9
1976	69.2	71.4	43.4	163.2	162.0	70.0	71.8	42.7	166.8
1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3
1979	100.5	103.7	44.2	233.1	231.8	98.8	101.4	43.2	232.2
1980	120.3	124.3	43.4	284.1	281.8	121.5	124.5	42.7	288.2
FULL-TIME WOMEN, 18 years and over									
Manual occupations									
1973	19.6	20.5	40.0	51.2	50.7	19.1	19.7	39.9	49.6
1974	23.1	24.1	39.9	60.6	60.1	22.8	23.6	39.8	59.3
1975	30.9	32.4	39.5	81.8	81.4	30.9	32.1	39.4	81.6
1976	38.5	40.3	39.6	102.0	101.5	38.1	39.4	39.3	100.7
1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3
1979	55.4	57.9	39.9	145.4	144.2	53.4	55.2	39.6	139.9
1980	66.4	69.5	39.8	174.5	172.8	65.9	68.0	39.6	172.1
Non-manual occupations									
1973	21.8	21.8	37.3	58.5	58.3	24.5	24.7	36.8	66.2
1974	25.6	25.8	37.3	69.0	68.8	28.3	28.6	36.8	76.9
1975	35.2	35.4	37.1	95.2	95.0	39.3	39.6	36.6	106.1
1976	42.8	43.1	37.1	115.9	115.6	48.5	48.8	36.5	132.0
1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.8
1980	76.7	77.1	37.3	205.8	204.9	82.0	82.7	36.7	221.2
All occupations									
1973	20.3	21.0	39.0	53.9	53.5	22.6	23.1	37.8	60.5
1974	23.9	24.8	38.9	63.8	63.4	26.3	26.9	37.8	70.8
1975	32.4	33.6	38.5	87.2	86.9	36.6	37.4	37.4	98.5
1976	40.1	41.5	38.5	107.6	107.2	45.3	46.2	37.3	122.6
1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2
1979	57.9	60.0	38.8	154.6	153.7	61.8	63.0	37.5	166.0
1980	70.3	72.8	38.7	187.3	186.1	77.3	78.8	37.5	207.0
FULL-TIME ADULTS									
(a) MEN 21 years and over									
WOMEN, 18 years and over									
All occupations									
1973	36.0	37.3	43.1	85.7	84.1	35.5	36.4	42.1	85.2
1974	40.8	42.3	43.0	97.6	96.1	40.6	41.7	42.0	97.8
1975	52.1	54.2	42.3	127.2	125.4	52.7	54.0	41.3	128.9
1976	62.5	64.7	42.3	151.8	150.0	62.7	64.2	41.1	154.7
1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6
1979	90.4	93.7	43.0	216.7	214.2	87.4	89.6	41.5	213.6
1980	108.4	112.4	42.3	263.3	259.8	107.7	110.2	41.1	264.8
(b) MALES AND FEMALES, 18 years and over									
All occupations									
1973	35.6	36.8	43.1	84.6	83.1	35.0	35.9	42.1	84.1
1974	40.3	41.8	43.0	96.4	95.0	40.1	41.1	42.0	96.6
1975	51.5	53.6	42.3	125.8	124.1	52.0	53.4	41.4	127.3
1976	61.8	64.0	42.5	150.1	148.3	61.8	63.4	41.1	152.6
1977	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7
1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1
1979	89.1	92.5	43.0	213.9	211.3	86.2	88.4	41.5	210.7
1980	106.9	110.9	42.3	259.8	256.2	106.3	108.7	41.1	261.1

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

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

Labour costs (1)	1968	Manu-	Mining and	Construction	Gas, electricity and water	Index of production industries	Whole economy
		facturing	quarrying				
							Pence per hour
1968	58.25	73.80	60.72	66.55	59.58	..	..
1973	106.90	143.45	107.32	129.61	109.37	..	..
1975	161.68	249.36	156.95	217.22	106.76	..	..
1978	244.54	365.12	222.46	324.00	249.14	..	..
Percentage shares of labour costs *							Per cent
Wages and salaries†	1968	91.3	82.8	87.7	87.1	90.2	..
	1973	89.9	82.5	91.1	84.7	89.3	..
	1975	88.1	76.8	90.2	82.9	87.5	..
	1978	84.3	76.2	86.8	78.2	83.9	..
of which Holiday, sickness, injury and maternity pay	1968	7.4	8.6	5.2	10.5	7.3	..
	1973	8.4	12.0	6.4	9.8	9.2	..
	1975	9.4	10.8	7.2	11.1	9.3	..
	1978	9.2	9.3	6.8	11.2	9.0	..
Statutory national insurance contributions	1968	4.4	3.8	4.2	3.8	4.3	..
	1973	4.9	4.3	4.9	4.5	4.9	..
	1975	6.5	5.7	6.3	6.0	6.4	..
	1978	8.5	6.7	9.1	6.9	8.4	..
Private social welfare payments	1968	3.2	5.7	1.4	6.3	3.2	..
	1973	3.5	5.9	1.6	8.0	3.7	..
	1975	3.9	10.9	1.7	8.5	4.2	..
	1978	4.8	9.4	2.3	12.2	5.1	..
Payments in kind and subsidised services	1968	1.0	5.8	1.2	1.1	1.3	..
	1973	1.2	5.9	0.8	1.3	1.4	..
	1975	1.2	5.5	0.7	1.2	1.4	..
	1978	1.4	6.0	0.8	1.3	1.6	..
Training (excluding wages and salaries element)	1968	0.8	0.2	0.3	0.9	0.7	..
	1973	0.4	0.2	0.4	0.7	0.4	..
	1975	0.3	0.3	0.2	0.7	0.3	..
	1978	0.3	0.4	0.3	0.8	0.4	..
Other labour costs ‡	1968	-0.7	1.7	5.2	0.7	0.3	..
	1973	—	1.2	0.9	0.9	0.4	..
	1975	—	0.7	0.9	0.8	0.2	..
	1978	0.6	1.3	0.8	0.5	0.6	..
Labour costs per unit of output §							1975=100
			% change over previous year				% change over previous year
	1976	113.1	13.1	85.6	110.9	104.0	110.7
	1977	126.0	11.4	64.5	118.3	107.6	121.6
	1978	144.4	14.6	63.2	126.5	123.0	135.4
	1979	165.3	14.5	58.8	153.6	136.2	156.8
	1979 Q1	..	..	..	..	..	147.7
	Q2	..	..	..	..	..	151.0
	Q3	..	..	..	..	..	162.2
	Q4	..	..	..	..	..	166.3
	1980 Q1	..	..	..	..	..	171.7
	Q2	..	..	..	..	..	186.0
	Q3	..	..	..	..	..	196.5
Wages and salaries per unit of output §							
	1976	111.8	11.8				

5.8 WAGE RATES AND HOURS

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

UNITED KINGDOM	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc
SIC 1968	I	II	III	IV and V	VI-XII	XIII	XIV	XV	XVI	XVII
Basic weekly wage rates										
Weights										
1976	232	305	454	294	2,953	366	29	217	236	186
1977	247	211	209	199	214	211	200	213	203	199
1978	273	225	228	218	218	232	220	232	218	213
1979	273	247	250	240	271	254	243	255	242	248
1979	310	276	285	265	314	288	280	300	276	279
JULY 1972 = 100										
1978 Nov	273	249	265	247	298	260	252	259	256	250
1978 Dec	273	249	265	247	298	261	252	259	257	250
1979 Jan	308	249	269	249	304	265	270	281	258	276
1979 Feb	310	275	269	250	304	265	270	281	258	277
1979 Mar	310	275	272	250	304	265	270	291	264	277
1979 April	310	276	273	250	305	267	270	300	273	280
1979 May	310	276	273	252	305	295	270	303	273	280
1979 June	310	276	288	275	305	297	270	303	275	280
1979 July	310	276	288	275	305	298	290	303	275	280
1979 Aug	310	276	293	275	307	298	290	303	275	280
1979 Sep	310	276	294	276	308	300	290	307	280	280
1979 Oct	310	276	297	276	308	300	290	307	280	280
1979 Nov	310	276	297	275	358*	300	290	307	297	280
1979 Dec	316	301	309	275	358	302	290	307	297	280
1980 Jan	367	301	319	279	361	306	304	339	297	334
1980 Feb	370	326	319	283	361	306	304	339	297	334
1980 Mar	370	326	319	283	361	307	304	345	307	334
1980 April	370	329	320	283	363	308	304	354	321	336
1980 May	370	329	320	323	366	338	304	354	324	336
1980 June	373	329	320	351	366	341	304	354	324	336
1980 July	373	329	321	351	366	341	331	359	324	336
1980 Aug	373	329	326	348	366	341	331	359	324	336
1980 Sep	373	329	326	348	366	344	331	364	328	336
1980 Oct	373	329	326	348	366	344	331	364	328	336
1980 Nov	373	329	342	348	390	344	331	364	338	336
1980 Dec	373	329	342	348	390	344	331	364	338	336
Normal weekly hours										
1976	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1977	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1978	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1979	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1980 Dec	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	39.5
Basic wage rates adjusted for changes in normal weekly hours										
Weights										
1976	243	211	210	199	214	211	200	213	203	199
1977	259	225	229	218	218	232	220	232	213	213
1978	286	247	251	240	271	254	243	255	243	248
1979	326	276	286	265	314	288	280	300	276	279
JULY 1972 = 100										
1978 Nov	286	249	266	247	298	260	252	259	256	250
1978 Dec	286	249	266	247	298	261	252	259	257	250
1979 Jan	323	249	270	249	304	265	270	281	259	276
1979 Feb	325	275	270	250	304	265	270	281	259	277
1979 Mar	325	275	273	250	304	265	270	291	265	277
1979 April	325	276	274	250	305	267	270	300	274	280
1979 May	325	276	274	252	305	295	270	303	274	280
1979 June	325	276	289	275	305	297	270	303	275	280
1979 July	325	276	289	275	305	298	290	303	275	280
1979 Aug	325	276	294	275	307	298	290	303	275	280
1979 Sep	325	276	295	276	308	300	290	307	281	280
1979 Oct	325	276	298	276	308	300	290	307	281	280
1979 Nov	325	276	298	275	358*	300	290	307	298	280
1979 Dec	332	301	310	275	358	302	290	307	298	280
1980 Jan	386	301	320	279	361	306	304	339	298	338
1980 Feb	389	326	320	283	361	306	304	339	298	338
1980 Mar	389	326	320	283	361	307	304	345	308	339
1980 April	389	329	321	283	363	308	304	354	322	340
1980 May	389	329	321	323	366	338	304	354	324	340
1980 June	391	329	321	351	366	341	304	354	324	340
1980 July	391	329	322	351	366	341	331	359	324	340
1980 Aug	391	329	327	348	366	341	331	359	324	340
1980 Sep	391	329	327	348	366	344	331	364	328	340
1980 Oct	391	329	327	348	366	344	331	364	328	340
1980 Nov	391	329	343	348	390	344	331	364	339	340
1980 Dec	391	329	343	348	390	344	331	364	339	340

* The figures for November 1979 include the effects of the delayed agreement for engineering workers.
 † One of the representative national agreements used for this industry group remains outstanding more than six months after the normal settlement date.

WAGE RATES AND HOURS 5.8

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

Paper, printing and publishing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services	Manufacturing industries	All industries and services	UNITED KINGDOM
XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	XIX		SIC 1968
Basic weekly wage rates									
Weights									
403	970	209	1,034	802	756	576	5,138	10,000	
198	247	199	199	217	214	212	209.0	213.2	
209	268	214	213	243	230	233	218.9	227.3	
232	290	261	232	272	252	253	258.8	259.3	
270	321	301	266	320	281	319	297.5	298.1	
243	301	268	236	288	258	261	277.9	273.0	1978
243	301	273	236	300	269	264	278.0	275.1	
243	302	275	255	301	269	302	283.7	283.1	1979
247	302	275	255	303	274	311	284.7	285.2	
270	302	290	259	303	274	311	285.1	286.5	
275	302	299	266	304	274	311	288.6	289.2	
275	302	299	266	311	274	311	291.2	291.2	
275	302	299	266	312	274	311	294.0	296.2	
277	333	307	272	325	278	321	294.6	298.7	
282	334	307	272	325	282	321	296.7	300.2	
282	334	308	272	325	282	321	297.7	300.8	
282	334	318	272	338	282	334	298.4	303.1	
282	334	318	272	341	282	335	327.3*	319.4*	
282	334	323	272	351	282	339	328.5	323.4	
286	336	348	294	353	314	370	335.5	332.9	1980
297	336	348	294	356	314	377	336.6	335.0	
297	336	379	303	356	314	377	337.4	336.9	
310	336	379	312	374	326	377	340.6	342.0	
310	336	379	322	385	326	377	346.7	347.0	
312	399	379	322	390	326	388	348.6	355.3	1980
313	399	380	328	390	332	388	349.1	356.5	
319	399	380	328	390	332	388	350.0	357.0	
319	403	381	328	390	332	388	350.7	357.8	
319†	403	381	328	390	332	399	351.0	358.5	
319†	403	381	328	390	332	399	366.3	366.4	
319†	403	381	328	390	332	399	366.3	366.4	
Normal weekly hours									
Annual averages									
39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0	1976
39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0	1977
39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0	1978
39.6	39.9	39.0	40.4	40.0	40.0	40.0	39.9	39.9	1979
39.6	39.9	38.9	40.4	39.8	40.0	40.0	39.9	39.8	Dec 1980
Basic wage rates adjusted for changes in normal weekly hours									
Annual averages									
198	248	204	199	222	214	218	209.1	214.5	1976
209	268	219	213	249	230	240	219.0	228.6	1977
232	291	268	232	279	252	261	259.0	260.9	1978
270	321	309	268	327	281	330	297.7	300.2	1979
243	302	275	236	295	258	269	278.0	274.6	1978
243									

EARNINGS 5 6

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

	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)	
Annual averages																			Indices 1975 = 100
1970	47.8	47.8	53.3	46	60	45.1	50.4	63	46	41	41.4	43.7	52	53	42.3	58.4	..	70	
1971	53.1	53.2	60.6	52	65	51.7	56.0	69	50	47	47.0	49.8	58	59	44.4	63.0	..	74	
1972	60.0	58.3	67.6	59	70	58.2	62.4	76	55	54	51.9	57.6	66	64	52.0	72.3	..	79	
1973	67.7	65.8	76.2	69	76	69.1	71.5	84	64	65	64.5	71.1	74	71	61.8	78.4	81.8	85	
1974	79.3	83.8	88.2	83	86	83.9	85.3	92	80	78	78.9	89.7	88	83	77.8	87.1	93.1	92	
1975	100.0	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100	
1976	116.5	114.7	109.0	111	114	112.7	114.1	107	129	117	120.9	112.3	109	117	130.3	117.9	101.6	108	
1977	128.5	127.6	118.4	121	126	124.3	128.5	114	156	135	154.6	121.9	117	129	169.8	125.8	103.3	118	
1978	147.3	136.6	125.1	130	135	137.2	145.2	120	193	155	179.6	129.1	123	139	214.2	136.6	106.9	128	
1979	170.2	147.3 R	132.4	140	147	152.6	164.1	127	232	178	213.7	138.7	128	143	264.8	147.2	109.2	139	
Quarterly averages																			
1979 Q3	170.4	149.2 R	132.9	139	149	153.4	163.7	128	232	186	220.0	140.8	130	143	269.7	147.9	109.3	140	
Q4	182.4	150.6 R	135.9	146	152	161.8	169.7	128	251	191	231.1	141.4	130	143	283.6	149.7	109.4	143	
1980 Q1	187.3	158.7 R	139.5	146	156	163.8	175.4	129	278	203	241.5	143.9	133	146	285.0	153.6	114.9	145	
Q2	197.8	159.2	140.3	150	159	168.6	181.9	135	291	211	253.9	148.5	133	151	314.7	156.6	113.8	148	
Q3	207.1	..	..	..	..	..	189.3	137	..	..	269.2	152.5	135	..	..	..	114.7	152
Monthly																			
1980 June	203.8	159.5 R	143.8	150	160	168.3	..	..	..	211	258.6	150.2	133	..	335.5	156.2	..	149
July	205.6	166.4	145.4	..	161	173.4	189.3	137	..	..	263.0	151.8	135	..	310.3	158.5	..	151
Aug	207.5	166.4	136.5	..	163	167.3	..	..	..	..	272.7 R	155.1	135	..	..	159.9	..	151
Sep	208.5 R	..	..	..	..	..	..	..	..	..	272.7	149.7	135	..	..	..	..	154 R
Oct	207.7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	155
INCREASES ON A YEAR EARLIER																			Per cent
Annual averages																			
1971	11	11	14	13	8	15	11	10	9	15	14	14	12	11	5	8	..	6	
1972	13	10	12	13	8	13	11	10	10	15	10	16	14	8	17	15	..	7	
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8	..	8	
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8	
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9	
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8	
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9	
1978	15	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8	
1979	16	8	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9	
Quarterly averages																			
1979 Q3	14	9 R	5	8	10	11	12	5	16	18	20	9	5	1	23	7	2	9	
Q4	18	7	6	8	9	13	13	5	22	18	22	7	4	1	21	8	2	8	
1980 Q1	17	10	7	9	10	13	14	4	29	23	22	8	5	3	17	8	5	7	
Q2	18	9	8	8	10	12	15	6	27	23	23	9	5	4	19	5	5	8	
Q3	21	..	..	..	..	..	16	7	..	..	23	8	4	..	..	..	5	9
Monthly																			
1980 June	18	7	12	8	10	12	..	..	..	23	24	9	5	..	27	5	..	8
July	19	12	10	..	9	13	16	7	..	..	24	10	4	..	17	6	..	8
Aug	22	12	2	..	9	13	..	..	..	..	22 R	7	4	..	..	10	..	9
Sep	23	..	..	..	..	..	..	..	..	..	21	7	4	..	..	..	..	9
Oct	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10

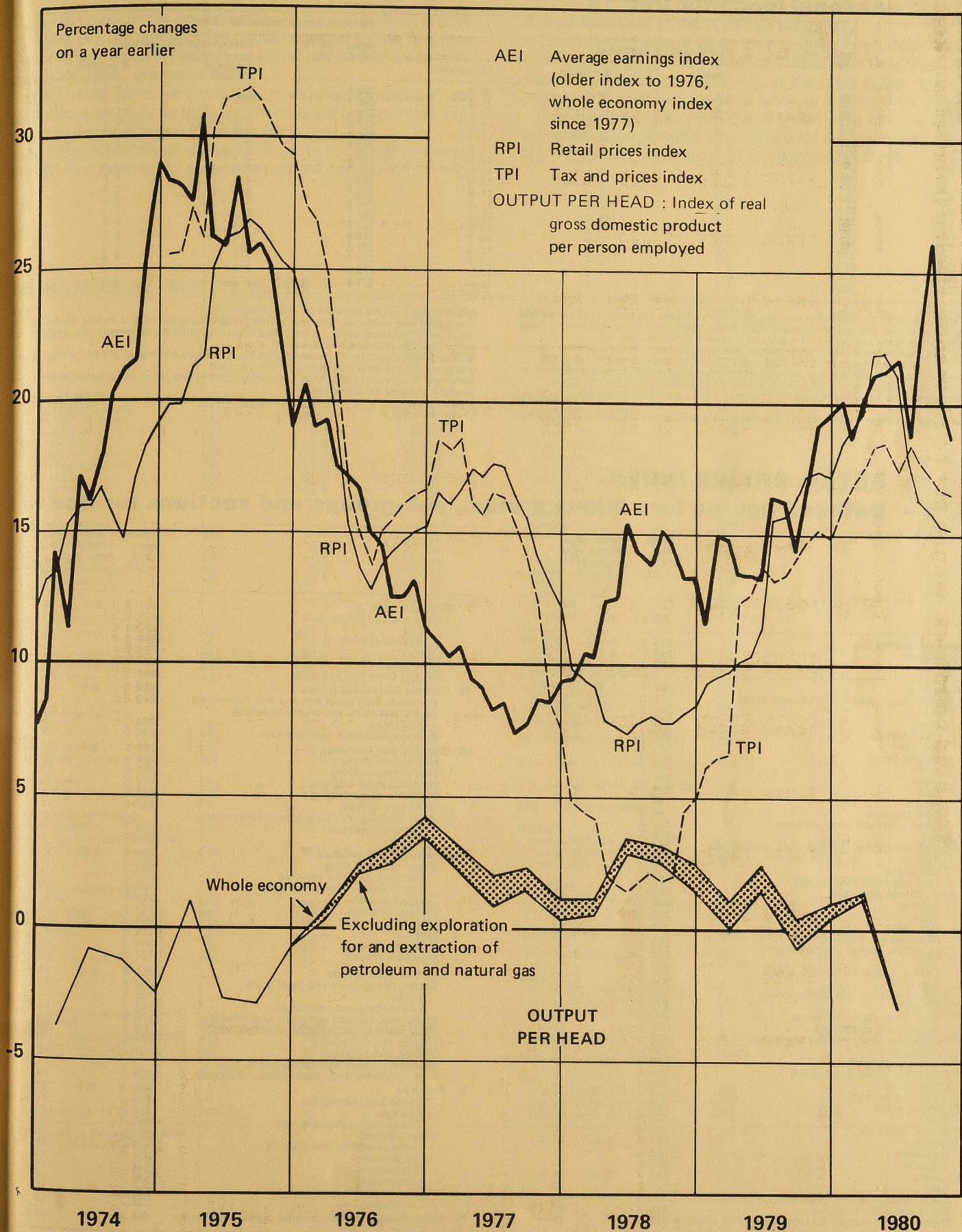
Source: OECD—Main Economic Indicators.

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

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

EARNINGS C2

Earnings, prices, output per head



6.1 RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal foods for Dec 16

	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		1 month	6 months
1979 July	229.1	4.3	10.6	230.1	4.9	11.0
Aug	230.9	0.8	10.5	232.1	0.9	11.0
Sep	233.2	1.0	10.7	234.6	1.1	11.4
Oct	235.6	1.0	10.0	237.0	1.0	10.7
Nov	237.7	0.9	10.1	238.0	0.8	10.7
Dec	239.4	0.7	9.0	240.5	0.7	9.6
1980 Jan	245.3	2.5	7.1	246.2	2.4	7.0
Feb	248.8	1.4	7.8	249.8	1.5	7.6
Mar	252.2	1.4	8.1	253.2	1.4	7.9
April	260.8	3.4	10.7	262.0	3.5	10.5
May	263.2	0.9	10.7	264.7	1.0	10.8
June	265.7	0.9	11.0	267.1	0.9	11.1
July	267.9	0.8	9.2	269.3	0.8	9.4
Aug	268.5	0.2	7.9	270.5	0.4	9.3
Sep	270.2	0.6	7.1	272.3	0.7	7.5
Oct	271.9	0.6	4.3	274.1	0.7	4.6
Nov	274.1	0.8	4.1	276.3	0.8	4.4
Dec	275.6	0.5	3.7	277.6	0.5	3.9

The rise in the index for December resulted mainly from higher rail fares, food prices and average charges for gas and telephones. Food prices which rose included those for fresh meat and vegetables and bread. The price of women's outer clothing fell.

Food: Increased prices for beef, pork, mutton and lamb, tomatoes and cauliflower contributed to a rise of one per cent in the food index. Prices for sprouts continued to fall.

Housing: A rise of a little over 1/2 of one per cent in the housing group was the result of an increase in the overall amount of mortgage interest payments by owner occupiers.

Fuel and light: The increases in average charges for gas caused the group index to rise by 1/2 of one per cent.

Clothing and footwear: Lower prices for outer clothing and women's footwear resulted in a

fall of about 1/2 of one per cent for this group.

Transport and vehicles: The rise in this group of one per cent is mainly attributable to increases in rail fares, although increased costs of purchasing motor vehicles, petrol and oil and motor insurance also contributed.

Miscellaneous goods: Increased prescription charges and higher prices for toys caused this group to rise by a little over 1/2 of one per cent.

Services: The rise of a little over 1/2 of one per cent in this group was caused by increased average charges for telephones.

Meals out: Higher prices for sandwiches and snacks caused this group to rise by about 1/2 of one per cent.

6.2 RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for Nov 18

	Index Jan 1974 = 100	Percentage change over (months)		Index Jan 1974 = 100	Percentage change over (months)	
		1	12		1	12
		All Items	275.6		0.5	15.1
All items excluding food	279.2	0.4	16.7			
Seasonal food	223.6	3.1	5.0			
Other food	270.2	0.7	10.2			
I Food	262.7	1.0	9.5			
Bread, flour, cereals, biscuits and cakes	279.0	13				
Bread	273.5	11				
Flour	239.8	9				
Other cereals	308.4	13				
Biscuits	287.3	12				
Meat and bacon	218.0	6				
Beef	254.2	8				
Lamb	206.2	5				
Pork	204.2	3				
Bacon	199.3	6				
Ham (cooked)	196.5	6				
Other meat and meat products	207.5	6				
Fish	226.2	6				
Butter, margarine, lard and other cooking fats	287.0	6				
Butter	365.0	9				
Margarine	212.3	9				
Lard and other cooking fats	186.1	-2				
Milk, cheese and eggs	263.3	13				
Cheese	305.9	12				
Eggs	153.8	9				
Milk, fresh	306.4	13				
Milk, canned, dried etc	330.4	16				
Tea, coffee, cocoa, soft drinks etc	299.7	9				
Tea	311.9	13				
Coffee, cocoa, proprietary drinks	331.8	-2				
Soft drinks	289.3	15				
Sugar, preserves and confectionery	367.3	12				
Sugar	341.2	14				
Jam, marmalade and syrup	279.4	8				
Sweets and chocolates	367.9	12				
Vegetables, fresh, canned and frozen	272.5	6				
Potatoes	299.0	-6				
Other vegetables	250.5	15				
Fruit, fresh, dried and canned	230.1	6				
Other foods	285.5	16				
Food for animals	263.1	17				
II Alcoholic drink	274.6	0.0	17.5			
Beer	305.5	20				
Spirits, wines etc	232.0	14				
III Tobacco	297.9	0.0	11.4			
Cigarettes	298.2	11				
Tobacco	293.6	10				
IV Housing	287.4	0.3	29.4			
Rent	227.8	23				
Owner-occupiers' mortgage interest payments	309.9	48				
Rates and water charges	314.4	27				
Materials and charges for repairs and maintenance	312.1	17				
V Fuel and light	351.4	0.7	27.4			
Coal and smokeless fuels	376.9	25				
Coal	380.8	25				
Smokeless fuels	368.2	26				
Gas	239.8	29				
Electricity	407.7	30				
Oil and other fuel and light	434.7	21				
VI Durable household goods	232.5	0.0	7.6			
Furniture, floor coverings and soft furnishings	243.8	8				
Radio, television and other household appliances	203.2	5				
Pottery, glassware and hardware	288.0	14				
VII Clothing and footwear	208.1	-0.3	5.9			
Men's outer clothing	226.4	6				
Men's underclothing	286.0	13				
Women's outer clothing	162.5	5				
Women's underclothing	247.9	5				
Children's clothing	217.6	7				
Other clothing, including hose, haberdashery, hats and materials	213.7	4				
Footwear	226.2	9				
VIII Transport and vehicles	298.8	1.0	13.5			
Motoring and cycling	288.4	11				
Purchase of motor vehicles	271.7	7				
Maintenance of motor vehicles	324.1	16				
Petrol and oil	315.0	11				
Motor licences	238.8	20				
Motor insurance	284.6	25				
Fares	371.2	31				
Rail transport	397.8	41				
Road transport	357.5	26				
IX Miscellaneous goods	291.0	0.6	13.5			
Books, newspapers and periodicals	339.8	22				
Books	325.1	17				
Newspapers and periodicals	343.8	24				
Medicines, surgical etc goods and toiletries	278.8	18				
Soap, detergents, polishes, matches, etc	308.3	10				
Soap and detergents	271.2	7				
Soda and polishes	364.4	12				
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	268.0	10				
X Services	280.8	0.8	21.2			
Postage and telephones	309.8	41				
Postage	350.8	23				
Telephones, telegrams, etc	292.7	44				
Entertainment	224.4	14				
Entertainment (other than TV)	300.2	26				
Other services	331.2	18				
Domestic help	346.0	16				
Hairdressing	330.1	16				
Boot and shoe repairing	336.5	15				
Laundering	298.7	15				
XI Meals bought and consumed outside the home	304.6	0.3	15.6			

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

RETAIL PRICES 6.3

Average retail prices of items of food

Average retail prices on December 16, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 230 areas in the United Kingdom, are given below.

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

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

at least four-fifths of the recorded prices fell.

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

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

Average prices on December 16, 1980

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
Beef: home-killed		p	p	Fresh vegetables		p	p
Chuck (braising steak)	794	128.5	110-140	Potatoes, old loose			
Sirloin (without bone)	734	218.4	171-270	White	538	5.6	5-7
Silverside (without bone)†	792	174.0	156-189	Red	308	6.5	6-8
Best beef mince	747	92.8	78-116	Potatoes, new loose			
Fore ribs (with bone)	610	116.2	94-146	Potatoes	769	46.5	38-56
Brisket (without bone)	741	111.8	90-136	Cabbage, greens	533	13.1	8-19
Rump steak†	802	231.3	186-260	Cabbage, hearted	637	11.7	7-16
Stewing steak	767	113.8	98-140	Cauliflower	310	27.0	14-40
				Brussels sprouts	731	15.2	12-20
Lamb: home-killed				Carrots	777	10.7	8-15
Loin (with bone)	685	136.5	116-162	Onions	775	13.2	10-17
Breast†	649	41.3	30-58	Mushrooms, per lb	719	23.8	20-28
Best end of neck	578	93.3	50-134	Fresh fruit			
Shoulder (with bone)	663	86.8	70-126	Apples, cooking	746	16.2	11-20
Leg (with bone)	707	130.7	112-150	Apples, dessert	792	20.3	15-28
				Pears, dessert	721	21.9	17-28
Lamb: imported				Oranges	649	22.4	16-30
Loin (with bone)	421	107.1	88-124	Bananas	761	27.4	24-30
Breast†	411	32.7	24-44	Bacon			
Best end of neck	365	81.3	54-108	Collar†	405	88.6	70-108
Shoulder (with bone)	417	69.9	60-86	Gammon†	490	130.6	106-156
Leg (with bone)	439	111.5	98-126	Middle cut, smoked†	382	105.5	92-122
				Back, smoked	339	123.9	110-144
Pork: home-killed				Back, unsmoked	477	121.1	100-144
Leg (foot off)	722	95.4	80-120	Streaky, smoked	289	83.4	72-102
Belly†	730	67.8	58-78	Ham (not shoulder)	670	165.4	128-201
Loin (with bone)	787	113.5	102-159	Pork luncheon meat, 12 oz can	568	40.0	32-46
Fillet (without bone)	561	140.6	110-201	Corned beef, 12 oz can	639	84.9	70-100
Pork sausages				Canned (red) salmon, half-size can	714	88.4	80-102
Beef sausages	635	56.1	46-68	Milk, ordinary, per pint		17.0	
Roasting chicken (frozen)				Butter			
(3lb oven ready)	534	51.5	45-64	Home-produced, per 500g	649	88.3	80-98
Roasting chicken, fresh or chilled				New Zealand, per 500g	581	84.4	78-90
(4lb oven ready)	538	68.6	58-74	Danish, per 500g	561	92.3	84-98
Fresh and smoked fish				Margarine			
Cod fillets	375	113.4	96-134	Standard quality, per 250g	153	16.2	15-18
Haddock fillets	365	117.0	96-138	Lower priced, per 250g	127	15.5	14-17
Haddock, smoked whole	316	117.1	90-138	Lard, per 500g	786	27.9	23-35
Plaice fillets	363	125.6	100-156	Cheese, cheddar type	796	99.8	90-112
Herrings	299	64.1	48-78	Eggs			
Kippers, with bone	384	86.5	74-100	Size 2 (65-7			

6.4 RETAIL PRICES

General * index of retail prices

RETAIL PRICES 6.4

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					Items mainly home-produced for direct consumption	Items mainly imported for direct consumption
					Primarily from home-produced raw materials	Primarily from imported raw materials	All				
Weights 1968	1,000	263	46.4-48.0	215.0-216.6	39.6-40.7	64.4-64.9	104.0-105.6	53.4	57.6	737	952.0-953.6
1969	1,000	254	44.0-45.5	208.5-210.0	38.8-39.9	64.3-64.7	103.1-104.6	51.4	54.0	746	954.5-956.0
1970	1,000	255	46.0-47.5	207.5-209.0	38.5-39.5	64.6-65.1	103.1-104.6	48.7	55.7	745	952.5-954.0
1971	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3
1972	1,000	251	39.6-41.1	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4
1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.9	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7
1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3
1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8
1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8
1978	1,000	233	30.4-33.5	199.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	767	966.5-968.6
1979	1,000	232	33.4-36.0	196.0-198.6	37.7-38.9	60.9-61.5	98.6-100.4	52.5	44.7-46.2	768	964.0-966.6
1980	1,000	214	[31.4]	[182.6]	[35.9]	[59.3]	[95.2]	48.0	[39.4]	786	[968.6]

Jan 16, 1962 = 100

Year	Month	125.0	123.2	121.7	123.8	118.9	126.1	123.5	130.2	119.0	125.7	125.2
1968	Jan 16	125.0	123.2	121.7	123.8	118.9	126.1	123.5	130.2	119.0	125.7	125.2
1969	Jan 14	131.8	131.0	136.2	130.1	126.0	133.0	130.5	136.8	123.8	132.2	131.7
1970	Jan 20	140.2	140.1	142.5	139.9	136.2	143.4	140.8	145.6	133.3	140.3	140.2
1971	Jan 19	153.4	155.6	155.4	156.0	150.7	156.2	154.3	167.3	149.8	152.8	153.5
1972	Jan 18	164.3	169.4	171.0	169.5	163.9	165.6	165.2	181.5	167.2	162.7	164.1
1973	Jan 16	179.4	194.9	224.1	189.7	178.0	171.1	174.2	213.6	198.0	174.5	177.7
1974	Jan 15	208.2	230.0	224.2	224.2	220.0	221.2	221.1	212.5	238.4	201.2	206.1
1975	Jan 14	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
1976	Jan 13	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6
1977	Jan 18	172.4	183.2	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9
1978	Jan 17	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2
1978	April 18	194.6	201.6	186.3	204.7	209.3	228.0	220.4	192.5	183.1	192.7	195.0
1978	May 17	195.7	203.2	187.5	206.3	209.7	229.5	221.5	195.6	184.3	193.6	196.1
1978	June 13	197.2	206.7	200.8	207.9	210.4	230.3	222.3	198.2	186.4	194.5	197.2
1978	July 18	198.1	206.1	185.5	210.0	211.9	232.1	224.0	200.3	189.2	195.9	198.7
1978	Aug 15	199.4	206.2	177.9	211.7	212.5	235.0	225.9	201.2	191.0	197.6	200.4
1978	Sep 12	200.2	206.3	173.1	212.6	212.9	236.5	227.0	202.1	191.9	198.6	201.4
1978	Oct 17	201.1	205.6	168.2	212.7	215.0	236.0	227.5	202.1	191.3	199.8	202.4
1978	Nov 14	202.5	207.9	171.4	214.7	216.4	236.8	228.6	207.9	191.1	201.1	203.8
1978	Dec 12	204.2	210.5	183.0	215.8	217.2	238.0	229.6	209.0	191.9	202.4	205.1
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
1979	Feb 13	208.9	218.7	208.2	220.8	220.1	241.6	233.7	213.0	199.7	206.2	209.1
1979	Mar 13	210.6	220.2	215.3	221.3	222.6	242.2	234.2	212.9	200.7	207.9	210.6
1979	April 10	214.2	221.6	221.6	221.9	223.8	243.3	235.4	213.0	200.6	212.1	214.0
1979	May 15	215.9	224.0	222.1	224.6	225.0	248.0	238.7	215.4	202.7	213.7	215.9
1979	June 12	219.6	230.0	229.3	230.3	225.9	252.7	241.8	228.6	204.7	216.7	219.4
1979	July 17	229.1	231.2	208.0	235.8	236.2	261.1	251.1	231.8	205.9	228.6	230.1
1979	Aug 14	230.9	231.8	201.0	237.9	239.8	263.6	254.0	232.3	208.1	230.6	232.1
1979	Sep 18	233.2	232.6	199.1	239.2	241.1	265.2	255.4	233.2	209.2	233.4	234.6
1979	Oct 16	235.6	234.8	200.5	241.4	245.5	268.0	258.9	233.6	211.2	235.9	237.0
1979	Nov 13	237.7	237.0	207.1	242.7	246.0	270.3	260.5	233.7	213.3	238.0	238.9
1979	Dec 11	239.4	239.9	212.9	245.1	248.1	274.1	263.6	234.7	215.7	239.3	240.5
1980	Jan 15	245.3	244.8	223.6	248.9	256.4	277.7	269.1	236.5	218.3	245.5	246.2
1980	Feb 12	248.8	246.7	225.1	251.0	257.8	281.0	271.6	237.4	220.5	249.4	249.8
1980	Mar 18	252.2	251.1	229.3	255.4	262.2	283.8	275.1	246.5	221.6	252.5	253.2
1980	April 15	260.8	254.1	233.0	258.3	264.7	287.0	278.0	250.0	223.8	262.7	262.0
1980	May 13	263.2	255.7	227.6	261.3	267.5	292.1	282.2	251.6	226.0	265.3	264.7
1980	June 17	265.7	257.9	232.0	263.0	269.6	294.7	284.6	252.4	227.1	267.9	267.1
1980	July 15	267.9	259.9	234.0	265.1	274.5	298.1	288.6	252.6	227.7	270.1	269.3
1980	Aug 12	268.5	259.0	218.9	267.0	275.5	300.6	290.5	255.0	229.0	271.2	270.5
1980	Sep 16	270.2	259.0	214.9	267.7	277.2	301.6	291.8	254.2	230.4	273.3	272.3
1980	Oct 14	271.9	259.3	215.2	267.9	280.2	301.2	292.7	253.5	230.2	275.4	274.1
1980	Nov 18	274.1	260.0	216.8	268.3	282.3	301.8	293.9	252.9	230.4	278.0	276.3
1980	Dec 16	275.6	262.7	223.6	270.2	284.5	303.9	296.0	255.5	230.9	279.2	277.6

* See article on page 240 of March 1980 *Employment Gazette*.
 † The items included in the various sub-divisions are given on page 191 of the March 1975 issue of *Employment Gazette*.
 ‡ These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.

Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	UNITED KINGDOM
95	63	66	121	62	59	89	120	60	56	41	1968
93	64	68	118	61	60	86	124	66	57	42	1969
92	66	64	119	61	60	86	126	65	55	43	1970
91	65	59	119	60	61	87	136	65	54	44	1971
92	66	53	121	60	58	89	139	65	52	46	1972
89	73	49	126	58	58	89	135	65	53	46	1973
80	70	43	124	52	64	91	135	63	54	51	1974
77	82	46	108	53	70	89	149	71	52	48	1975
80	81	46	112	56	75	84	140	74	57	47	1976
89	83	46	112	58	63	82	139	71	54	45	1977
90	85	48	113	60	64	80	140	70	56	51	1978
93	85	44	120	59	64	82	143	69	59	51	1979
89	77	44	120	59	64	82	143	69	59	51	1979
94	82	40	124	59	69	84	151	74	62	41	1980

Jan 16, 1962 = 100

Year	Month	135.0	127.1	125.5	141.3	133.8	113.2	113.4	119.1	124.5	132.4	126.9
1968	Jan 16	135.0	127.1	125.5	141.3	133.8	113.2	113.4	119.1	124.5	132.4	126.9
1969	Jan 14	140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.2	142.5	135.0
1970	Jan 20	149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5
1971	Jan 19	172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0
1972	Jan 18	185.2	159.0	139.5	190.7	173.4	140.5	141.8	155.9	168.0	180.5	180.3
1973	Jan 16	191.9	164.2	141.2	213.1	178.3	148.7	155.1	165.0	172.6	202.4	211.0
1974	Jan 15	215.6	182.1	164.8	238.2	208.8						

6.5 RETAIL PRICES

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

UNITED KINGDOM	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries
1971 Jan 19	8	9	6	2	9	5	8	7	13	11	9	10	10
1972 Jan 18	8	11	2	0	9	10	4	6	8	10	9	13	12
1973 Jan 16	8	10	6	2	14	6	4	7	5	2	9	10	6
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
1979 April 10	10	10	5	3	20	6	7	7	12	11	8	11	6
May 15	10	10	6	3	21	5	8	7	12	11	8	11	6
June 12	11	11	7	3	23	5	8	8	15	11	9	12	5
July 17	16	12	14	14	23	9	14	12	22	17	13	18	7
Aug 14	16	12	15	13	21	12	13	12	23	18	13	18	8
Sep 18	16	13	16	16	21	14	14	11	23	18	14	21	11
Oct 16	17	14	16	16	22	15	14	11	23	19	15	22	13
Nov 13	17	14	17	16	22	17	15	12	23	19	15	22	12
Dec 11	17	14	18	16	20	18	15	11	22	19	16	22	14
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
Feb 12	19	13	22	17	26	19	16	12	24	20	24	24	18
Mar 18	20	14	21	19	27	19	16	13	24	20	24	25	20
April 15	22	15	25	26	32	22	16	13	27	21	26	25	23
May 13	22	14	24	27	32	26	16	13	26	21	26	27	26
June 17	21	12	25	27	30	31	15	13	24	21	26	26	29
July 15	17	12	18	15	29	28	10	8	16	15	22	20	27
Aug 12	16	12	17	16	29	26	9	8	14	14	21	19	26
Sep 16	16	11	19	13	29	26	9	8	13	14	20	17	25
Oct 14	15	10	19	11	29	27	9	7	13	14	20	16	26
Nov 18	15	10	18	11	30	28	8	7	12	14	23	16	29
Dec 16	15	10	18	11	29	27	8	6	14	14	21	16	30

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

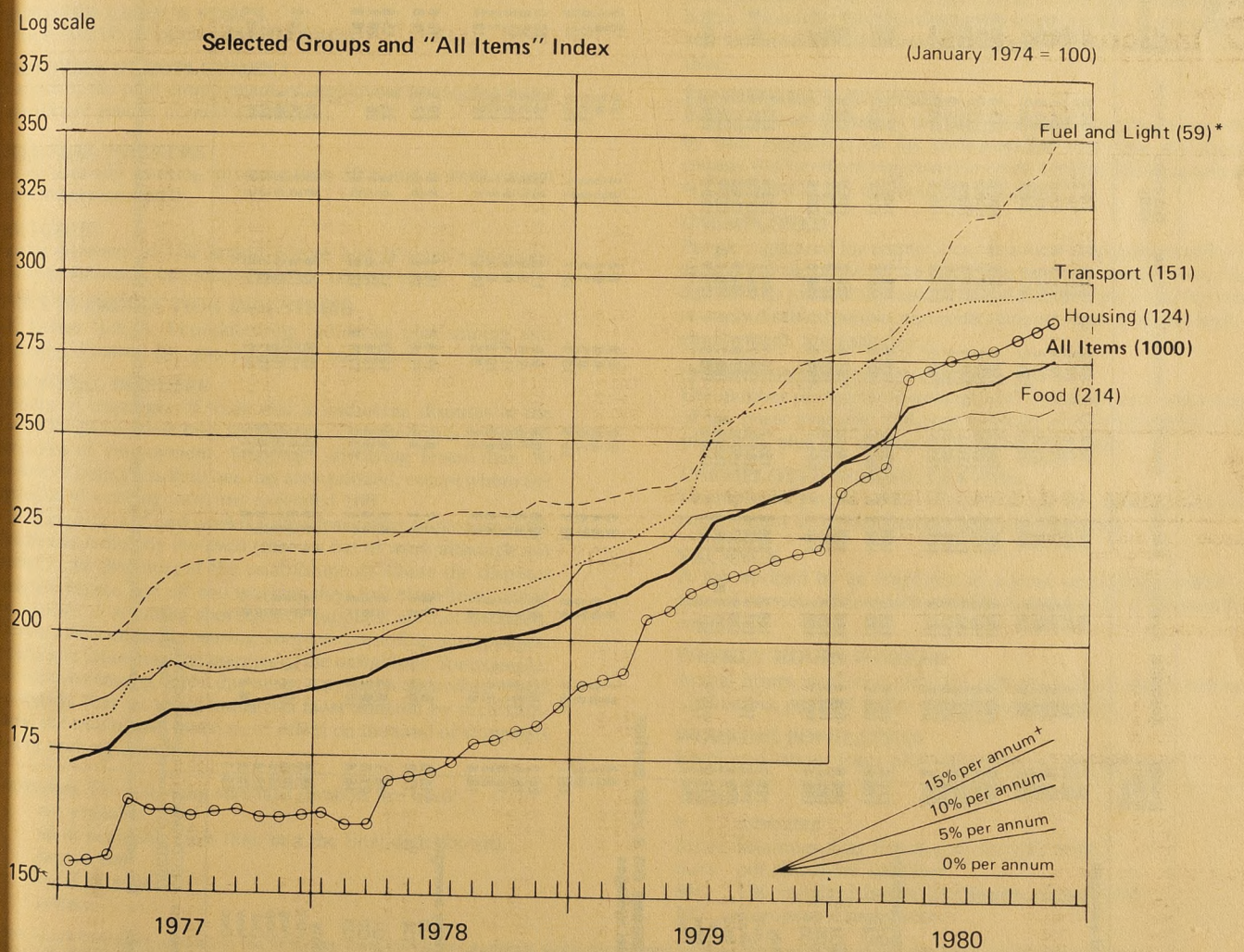
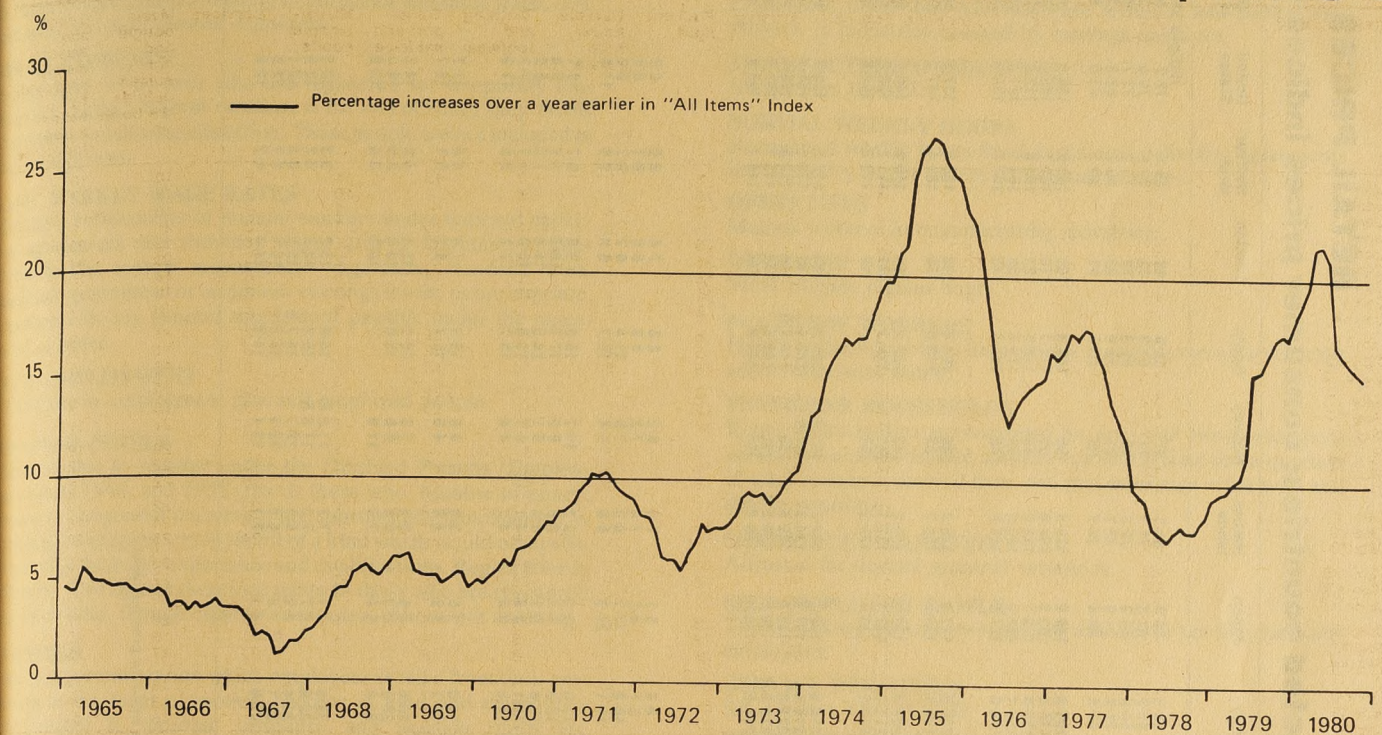
Index for UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	JAN 16, 1962 = 100											
1968	122.9	124.0	124.3	126.8	122.7	124.3	124.6	126.7	120.2	123.2	123.8	125.3
1969	129.4	130.8	130.6	133.6	129.6	131.3	131.4	133.8	128.1	130.0	130.2	131.8
1970	136.9	139.3	140.3	144.1	137.0	139.4	140.6	144.0	134.5	137.3	139.0	141.7
1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	170.3	157.4	159.5	162.4	165.5
1973	175.3	180.8	182.5	190.3	175.2	181.1	183.0	190.6	168.7	173.8	176.6	182.6
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
JAN 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	233.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	293.8	248.9	260.5	266.4	300.0	249.6	261.6	267.1	300.0

6.7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
JAN 15, 1974 = 100											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6
1978	203.1	199.6	197.9	226.3	224.8	184.8	168.3	228.0	221.3	185.3	209.8
1979	226.8	222.4	219.0	247.8	251.2	205.0	186.6	262.0	250.6	206.0	243.9
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
1978	201.6	196.9	199.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8
1979	225.6	220.0	221.5	247.8	252.8	206.3	191.7	246.0	246.1	210.3	243.9
GENERAL INDEX OF RETAIL PRICES											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	185.7
1978	200.4	203.8	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	207.8
1979	225.5	228.3	217.1	247.6	250.5	201.9	187.2	243.1	236.4	213.9	239.9

RETAIL PRICES

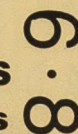
Index of retail prices C3



* Figures in brackets are the 1980 group weights + Annual growth rate

RETAIL PRICES

Selected countries: consumer prices indices



	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
																			Indices 1975 = 100	
Annual averages																				
1970	54.2	61.4	70.3	66.9	70.2	64.2	65.5	74.2	56.0	53.7	58.5	58.0	66.1	67	56.6	68	69.1	72.2	67	
1971	59.3	65.2	73.6	69.8	72.2	67.9	69.0	78.2	57.7	58.4	61.3	61.5	71.1	71	61.3	73	73.6	75.3	70	
1972	63.6	68.9	78.3	73.6	75.7	72.4	73.3	82.5	60.1	63.5	64.8	64.3	76.6	76	66.3	78	78.5	77.7	74	
1973	69.4	75.5	84.2	78.7	81.4	79.2	78.7	88.2	69.5	70.7	71.8	71.9	82.7	81	73.9	83	85.4	82.5	79	
1974	80.5	86.9	92.2	88.7	90.3	91.3	89.5	94.4	88.2	82.7	85.5	89.4	90.7	90	85.5	91	93.7	91.6	90	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100	
1976	116.5	113.5	107.3	109.2	107.5	109.0	109.6	104.5	113.3	118.0	116.8	109.3	108.8	109	117.7	110	101.7	105.8	109	
1977	135.0	127.5	113.2	116.9	116.1	121.1	119.9	108.4	127.1	134.1	138.3	118.1	115.8	119	146.5	123	103.0	112.6	118	
1978	146.2	137.6	117.3	122.1	126.5	133.2	130.8	111.3	143.0	144.3	155.1	122.6	120.5	129	175.4	135	104.1	121.2	128	
1979	165.8	150.1	121.6	127.6	138.1	146.1	144.8	115.9	170.2	163.5	178.0	127.0	125.6	135	203.0	145	107.9	134.9	140	
Quarterly averages																				
1979 Q3	171.4	151.6	122.2	128.4	139.5	149.6	146.8	116.7	171.7	166.5	180.0	127.9	126.2	136	207.4	146	108.9	137.2	142	
Q4	176.2	156.2	123.5	130.2	142.7	153.5	150.9	117.7	183.4	172.5	190.1	130.0	128.2	138	213.8	150	109.4	141.2	146	
1980 Q1	184.6	159.6	126.5	133.3	145.8	157.3	156.7	119.9	196.2	179.0	202.4	132.8	130.2	142	223.9	159	110.2	146.7	151	
Q2	195.3	164.0	128.5	134.4	149.9	162.1	161.6	122.1	210.0	192.2	210.3	137.1	133.1	146	229.7	162	101.7	152.0	156	
Q3	199.4	167.1	130.7	136.8	154.1	166.8	166.8	123.0	..	197.8	219.2	138.7	135.0	152	..	166	113.0	154.8	160	
Monthly																				
1980 July	198.7	..	130.2	136.3	152.7	166.1	165.2	122.9	213.1	..	216.0	138.1	134.3	151 R	235.7	164	112.5	153.7	159	
Aug	199.2	167.1	131.1	136.6	154.2	166.7	166.8	123.0	211.0	197.8	218.6	137.9	134.8	152 R	238.4	165	113.2	154.7	160 R	
Sep	200.4	..	130.7	137.5	155.5	167.6	168.3	123.0	217.0	..	223.0	140.0	135.9	153	240.8 R	169	113.3	156.1	162 R	
Oct	201.7	..	131.2 R	138.8	156.9 R	168.7	170.1 R	123.2 R	222.7	..	226.8 R	140.2	136.5 R	155	242.5	172	113.1	157.5	163 R	
Nov	203.3	172.1	131.3	140.2	158.8	170.3	171.3	123.9	230.3	203.9	231.6	140.5	136.8	156	244.9	173	114.1	158.9	164	
Dec	204.4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																				
																			Per cent	
Annual averages																				
1971	9.4	6.1	4.7	4.3	2.9	5.8	5.5	5.3	3.0	8.9	4.8	6.1	7.5	6.2	8.3	7.4	6.6	4.3	5.3	
1972	7.1	5.8	6.3	5.4	4.8	6.6	6.2	5.5	4.3	8.7	5.7	4.5	7.8	7.2	8.3	6.0	6.7	3.3	4.7 R	
1973	9.2	9.5	7.6	7.0	7.6	9.3	7.3	6.9	15.5	11.4	10.8	11.7	8.0	7.5	11.4	6.7	8.7	6.2	7.8	
1974	16.1	15.1	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.1	24.5	9.6	9.4	15.7	9.9	9.8	11.0	13.5 R	
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 R	
1976	16.5	13.5	7.3	9.2	7.5	9.0	9.6	4.5	13.3	18.0	16.8	9.3	8.8	9.0	17.7	10.3	1.7	5.8	8.6	
1977	15.8	12.3	5.5	7.1	8.0	11.1	9.4	3.7	12.1	13.6	18.4	8.1	6.4	9.1	24.5	11.4	1.3	6.5	8.9 R	
1978	8.3	7.9	3.6	4.5	9.0	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	7.9 R	
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 R	
Quarterly averages																				
1979 Q3	16.0	9.2	3.6	4.7	8.7	12.0 R	10.7	4.8	20.5	13.6	14.8	3.5	3.9	4.6	15.3	7.4	4.4	11.7	10.2 R	
Q4	17.3	10.0	4.4	5.1	9.5	11.6	11.5	5.3	23.2	16.0	17.7	4.9	4.6	4.5	15.7	8.7	5.1	12.7	11.2 R	
1980 Q1	19.1	10.5	5.3	6.3	9.4	13.3	13.3	5.5	23.7	15.6	20.6	7.5	5.8	7.6	16.7	13.6	4.3	14.3	13.1 R	
Q2	21.5	10.7	6.5	6.4	9.6	13.8	13.6	5.9	25.7	20.2	20.9	8.3	6.6	9.0	15.6	13.3	3.9	14.5	13.5 R	
Q3	16.4	10.2	7.0	6.5	10.5	11.5 R	13.6	5.4	..	18.8	21.8	8.4	7.0	11.8	..	13.7	3.8	12.9	12.6 R	
Monthly																				
1980 July	16.9	..	6.6	6.5	10.1	12.8	13.6	5.5	24.5	..	22.0	7.7	7.1	11.0 R	14.8	13.2	3.3	13.2	12.4 R	
Aug	16.3	10.2 R	7.3	6.3	10.7	11.2	13.6	5.5	24.4	18.8	22.0	8.7	7.0	11.8 R	15.2	12.3	4.2	12.8	12.4 R	
Sep	15.9	..	6.9	6.7	10.7	10.6	13.6	5.2	24.4	..	21.4	8.9	6.9	12.7	14.7 R	15.0	3.8	12.7	12.5 R	
Oct	15.4	..	6.7	7.0	10.9	10.7	13.5	5.1	24.2	..	21.1	7.8	6.6	12.9	14.2	15.5	3.7	12.6	12.3 R	
Nov	15.3	10.2	6.3	7.6	11.2	10.7	13.5	5.3	26.2	18.2	22.0	8.4	6.7	13.1	14.9	14.6	4.2	12.6	12.4	
Dec	15.1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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

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

DEFINITIONS

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

ADULT STUDENTS

People aged 18 or over who are registered for temporary employment during a current vacation, at the end of which they intend to continue in full-time education. These people are not included in the unemployed.

BASIC 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.

CIVIL EMPLOYMENT

Employees in employment plus self-employed people.

DISABLED PEOPLE

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

EARNINGS

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

EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

HM FORCES

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

INDEX OF PRODUCTION INDUSTRIES

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

INDUSTRIAL DISPUTES

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

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

Conventions The following standard symbols are used:

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

MANUAL WORKERS

Employees, other than administrative technical and clerical employees, in industries covered by earnings enquiries.

MANUFACTURING INDUSTRIES

SIC Orders III-XIX

NORMAL WEEKLY HOURS

Recognised weekly hours fixed in national collective agreements and statutory wages orders for manual workers.

OPERATIVES

Manual workers in manufacturing industries.

OVERTIME

Work outside regular hours.

PART-TIME WORKERS

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

PENSIONER HOUSEHOLDS

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

SEASONALLY ADJUSTED

Adjusted for normal seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

SIC Orders XXII-XXVII.

SHORT-TIME WORKING

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED PERCENTAGE RATE

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

A job notified by an employer to a local employment office or careers service office which is unfilled at the date of the monthly count.

WEEKLY HOURS WORKED

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

WORKING POPULATION

Employed labour force plus the registered unemployed.

e estimated

MLH Minimum List Heading of the SIC 1968

n.e.s. not elsewhere specified

SIC UK Standard Industrial Classification (1968)

EC European Community

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

Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Working population: GB and UK Quarterly series	M	Jan 81:	1-1	Production industries and some services (older series) index	M	Jan 81:	5-2
Employees in employment				Manual workers: by occupation in certain manufacturing industries; indices	M	Jan 81:	5-5
Industry: GB				Non-manual workers: production industries	A	Apr 80:	387
All industries: by MLH	Q	Jan 81:	1-4	New Earnings Survey (April estimates)	A	Oct 80:	1089
Time series, by order group numbers and indices	M	Jan 81:	1-2	Latest key results	M	Jan 81:	5-6
Manufacturing: by MLH	M	Jan 81:	1-3				
Occupation				Average weekly and hourly earnings and hours worked (manual workers)			
Administrative, technical and clerical in manufacturing	A	Dec 80:	1-10	Manufacturing and certain other industries	M	Jan 81:	5-4
Local authorities manpower	Q	Dec 80:	1-7	October survey (latest)	A	Feb 80:	136
Occupations in engineering	A	June 80:	636	Manufacturing: indices of hours	M	Jan 81:	1-12
Region: GB				Aerospace	A	Aug 80:	877
Sector: numbers and indices, quarterly	Q	Jan 81:	1-5	Agriculture	Six-monthly	Nov 80:	281
Census of Employment				Chemical industries	A	Oct 80:	1081
Key results, June 1977	A	Feb 80:	147	Coal mining	A	Mar 80:	282
GB regions by industry MLH, June 1977	A	Mar 80:	246	Engineering	A	Oct 80:	1081
UK by industry MLH	A	Mar 80:	246	Shipbuilding	A	Oct 80:	1081
International comparisons							
Accidents at work	M	Jan 81:	1-9	Basic wage rates and normal hours of work (manual workers)			
Disabled in the public sector	Q	Sep 80:	1008	Changes in rates of wages and hours	A	May 80:	519
Exemption orders from restrictions to hours worked: women and young persons	A	Nov 80:	1161	Changes in rates of wages and hours	M	Jan 81:	5-8
Labour turnover in manufacturing				International comparisons	M	Jan 81:	5-9
Trade union membership	A	July 80:	742				
Work permits issued	A	July 80:	742	Overtime and short-time: operatives in manufacturing			
Output per head				Latest figures	M	Jan 81:	1-11
Output per head: quarterly and annual indices	M	Jan 81:	1-8	Time series	M	Jan 81:	1-11
Wages and salaries per unit of output	M	Jan 81:	5-7	Region: summary	M	Jan 81:	1-13
Manufacturing index, time series	M	Jan 81:	5-7				
Quarterly and annual indices	M	Jan 81:	5-7	Labour costs			
Unemployment and vacancies				Survey results	Triennial	Sep 80:	956
Unemployment	M	Jan 81:	2-1	Indices: per unit of output	M	Jan 81:	5-7
Summary: UK, GB	M	Jan 81:	2-2	Prices and expenditure			
Age and duration: GB				Retail prices			
Broad category: GB, UK	M	Jan 81:	2-1	General index (RPI)			
Detailed category: GB, UK	Q	Nov 80:	2-6	Latest figures: detailed indices	M	Jan 81:	6-2
Region: summary	Q	Nov 80:	2-6	percentage changes	M	Jan 81:	6-2
Age time series quarterly	M	Jan 81:	2-7	Recent movements and the index excluding seasonal foods	M	Jan 81:	6-1
(six-monthly prior to July 1978)				Main components: time series and weights	M	Jan 81:	6-4
estimated rates	Q	Jan 81:	2-15	Changes on a year earlier: time series	M	Jan 81:	6-5
Duration: time series, quarterly	M	Jan 81:	2-8	Annual summary	A	Apr 80:	373
Region and area				Revision of weights	A	Mar 80:	240
Time series summary: by region	M	Jan 81:	2-3	Pensioner household indices			
assisted areas, counties, local areas	M	Jan 81:	2-4	All items excluding housing: quarterly	M	Jan 81:	6-6
Occupation	Q	Nov 80:	2-12	Group indices: annual averages	M	Jan 81:	6-7
Age and duration: summary	Q	Nov 80:	2-6	Revision of weights	A	Apr 80:	381
Industry				Food prices	M	Jan 81:	6-3
Latest figures: GB UK	Q	Dec 80:	2-10	London weighting: cost indices	A	June 80:	644
Number unemployed and percentage rates: GB	M	Jan 81:	2-9	Family Expenditure Survey			
Occupation: Unit groups	Q	Sep 80:	973	Quarterly summary	Q	June 80:	634
Broad category: time series quarterly	M	Jan 81:	2-11	Annual: preliminary figures	A	July 80:	749
Flows GB, time series				: final detailed figures	A	Nov 80:	1155
Adult students: by region	M	Jan 81:	2-13	FES and RPI weights	A	Mar 80:	240
Minority group workers: by region	Q	Dec 80:	2-17	International comparisons	M	Jan 81:	6-8
Disabled workers: GB	M	Jan 81:	2-16				
Non-claimants: GB	M	Jan 81:	2-16	Industrial disputes			
International comparisons	M	Jan 81:	2-18	Stoppages of work			
Temporarily stopped: GB				Summary: latest figures	M	Jan 81:	4-1
Latest figures: by region	M	Jan 81:	2-14	: time series	Q	Jan 81:	4-2
Vacancies (remaining unfilled)				Latest year and annual series	A	Aug 80:	865
Region				Industry			
Time series: seasonally adjusted	M	Jan 81:	3-1	Monthly			
: unadjusted	M	Jan 81:	3-2	Broad sector: time series	M	Jan 81:	4-1
Industry: GB				Annual			
Occupation: by broad sector and unit groups: GB	M	Jan 81:	3-4	Provisional	A	Jan 81:	25
Region summary	Q	Nov 80:	2-12	Detailed	A	Aug 80:	865
Flows: GB, time series	M	Jan 81:	2-19	Prominent stoppages	A	Aug 80:	867
Unemployment and vacancy flows:				Main causes of stoppage			
GB	M	Jan 81:	2-19	Cumulative	M	Jan 81:	4-1
Skill shortage indicators	Q	Jan 81:	1103	Latest year for main industries	A	Aug 80:	865
Earnings and hours				Size of stoppages			
Average earnings				Stoppages beginning in latest year	A	Aug 80:	873
Whole economy (new series) index				Aggregate days lost	A	Aug 80:	873
Main industrial sectors	M	Jan 81:	5-1	Number of workers involved	A	Aug 80:	874
Industry	M	Jan 81:	5-3	Days lost per 1,000 employees in recent years by industry			
				International comparisons	A	Aug 80:	875
					A	Feb 80:	161

SPECIAL FEATURE

Stoppages of work due to industrial disputes in 1980

The article supplies provisional information on stoppages of work in the United Kingdom due to industrial disputes beginning in 1980. The figures relate to those stoppages of work due to industrial disputes connected with terms and conditions of employment and includes brief reports on six of the major stoppages.

The number of stoppages of work beginning in 1980 in the United Kingdom, which came to the notice of the Department of Employment was 1,262 compared with 2,080 in 1979. This provisional* figure is the lowest annual total since 1941 and is less than half the annual average of 2,598 over the previous ten years. In addition, 18 stoppages which began in 1979 continued into 1980 compared with 45 commencing in 1978 and continuing into 1979.

Stoppages of work in progress in 1980 resulted in the loss of about 11,910,000 working days during the year at establishments where the disputes occurred, compared with 29,474,000 working days lost during 1979 through stoppages in that year, and an annual average of 12,870,000 over the previous ten years.

The aggregate number of workers involved in stoppages in progress in 1980 was about 789,400 including 122,400

workers who were indirectly involved (that is, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). The corresponding total for 1979 was 4,607,800 including some 465,000 who were indirectly involved.

The six major stoppages, which are briefly reported here, accounted for nearly 9.5 million of the total working days lost in 1980. The national steel strike (January 2 to April 7) alone accounted for 8.8 million or 74 per cent of the total.

Definitions and coverage

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

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

Examples of stoppages in 1980 which were excluded under the terms and conditions of employment definition were: absences from work on March 3 and 24 by large numbers of workers in the aerospace industry protesting against Government plans to de-nationalise the industry; absences from work on May 14 by workers throughout the country in connection with the "day of action" sponsored by the Trades Union Congress in opposition to the Government's economic and industrial policies; and stop-

Table 1 Stoppages

Industry group	1980		1979	
	Stoppages beginning in period	Workers involved	Stoppages beginning in period	Workers involved
SIC 1968				
Agriculture, forestry, fishing	3	500	7,000	—
Coal mining	289	84,900	151,000	298
All other mining and quarrying	7	1,200	5,000	11
Food, drink and tobacco	70	21,300	153,000	98
Coal and petroleum products	—	—	—	5
Chemicals and allied industries	25	10,900	207,000	56
Metal manufacture	48	190,400	8,954,000	138
Engineering	136	39,900	548,000	352
Shipbuilding and marine engineering	25	17,600	191,000	42
Motor vehicles	84	101,600	427,000	165
Aerospace equipment	13	3,200	50,000	31
All other vehicles	3	4,400	5,000	16
Metal goods not elsewhere specified	40	7,500	49,000	124
Textiles	25	6,100	36,000	43
Clothing and footwear	10	1,100	8,000	27
Bricks, pottery, glass, cement, etc	25	5,300	23,000	47
Timber, furniture, etc	17	1,700	18,000	23
Paper, printing and publishing	29	36,700	279,000	47
All other manufacturing industries	19	2,200	17,000	62
Construction	101	29,300	222,000	170
Gas, electricity and water	10	1,800	19,000	20
Port and inland water transport	50	32,200	140,000	74
Other transport and communication	102	61,700	100,000	106
Distributive trades	27	2,900	15,000	46
Administrative, financial and professional services	86	121,900	250,000	109
Miscellaneous services	25	3,000	36,000	35
All industries	1,262†	789,400	11,910,000	2,080†
				4,607,800
				29,474,000

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

*All figures in this article are subject to revision. Final figures for 1980 are scheduled to appear in the May or June 1981 issue of *Employment Gazette*.

pages by an estimated 4,000 fishermen from Scotland and the North of England who tied up their boats between July 22 and 28 in protest against low quayside prices alleged to be the result of cheap imports and the lack of a settled common fisheries policy.

Stoppages by industry

In table 1, stoppages of work due to industrial disputes in the United Kingdom during 1980 are classified by industry and the corresponding figures are given for 1979. The figures have been rounded to the nearest 100 workers or 1,000 working days lost and the sums of the constituent items may not, therefore, agree with the totals shown.

The provisional figures for 1980 show a decrease in the number of stoppages of 818, or 39 per cent compared with 1979. There were fewer stoppages in all industry groups except agriculture, forestry and fishing.

There was a decrease of about 17.5 million in the number of working days lost compared with 1979. There were large decreases in the manufacturing sector, notably in engineering, motor vehicles, aerospace equipment and metal goods; these reflect the 16 million days lost by the national engineering stoppage in 1979. Five industry groups showed increases over 1979, the most notable being in the metal manufacture group (nearly eight million additional days), mainly accounted for by the national steel strike in the first quarter of 1980.

The number of workers involved in stoppages in 1980 either directly or indirectly decreased by 3,818,400 or 83 per cent compared with 1979. There were, however, increases in five industry groups the main ones being in metal manufacture (+96 per cent) and port and inland water transport (+69 per cent).

Major stoppages of work during 1980

The following stoppages each resulted in a loss of 100,000 or more working days. The provisional estimated number of days lost, rounded to the nearest thousand, is shown in brackets.

Chemical and allied industries

A stoppage of work began on April 1 at a royal ordnance factory in Scotland when over 40 supervisory staff were suspended for refusing to carry out their normal duties because, they alleged, a new productivity agreement gave industrial workers higher earnings than some of their foremen. A further 30 supervisors were suspended from two factories in Wales during May and July respectively. As a result of this dispute over 1,700 workers were laid off. A return to work began at the end of July, on the understanding that a committee would be set up to examine pay differentials between various grades. A complete resumption of work was effected during September. (120,000)

Metal manufacture

A national stoppage by 138,000 steelworkers began on January 2 following rejection of a two per cent, later increased to five per cent, pay offer. A further 13,000

Table 2 Stoppages in years 1970-80

Year	Stoppages beginning in year	Workers* involved in stoppages (thousand)		Working days lost in stoppages (thousand)			
		Beginning in year		In progress in year	Beginning in year		
		Directly	Indirectly		(a)	(b)	
1970	3,906	1,460	333	1,801	10,854	10,908	10,980
1971	2,228	863†	308†	1,178†	13,497	13,589	13,551
1972	2,497	1,448†	274†	1,734†	23,816	23,923	23,909
1973	2,873	1,103	410	1,528	7,089	7,145	7,197
1974	2,922	1,161	461	1,626	14,694	14,845	14,750
1975	2,282	570	219	809	5,861	5,914	6,012
1976	2,016	444†	222†	668†	3,230	3,509	3,284
1977	2,703	785	370	1,166	9,864	10,378	10,142
1978	2,471	725†	276†	1,041†	8,890	9,391	9,405
1979	2,080	4,121	463	4,608	28,974	29,051	29,474
1980	1,262	664	122	789	11,833	†	11,910

(a) The figures in this column include days lost only in the year in which the stoppages began.

(b) The figures in this column include days lost both in the year in which the stoppages began and also in the following year.

* Workers involved in more than one stoppage in any year are counted more than once in a year's total. Workers involved in a stoppage beginning in the year and continuing into another are counted in both years in the column showing the number of workers involved in stoppages in progress.

† Figures exclude workers becoming involved after the end of the year in which the stoppage began.

‡ As some stoppages were still in progress at the end of the year this figure is not yet available.

workers were laid off. The 13-week strike was called off on April 2 after a settlement worth 16 per cent overall, awarded by a Committee of Inquiry, had been accepted. (8,800,000)

Mechanical engineering

On March 3 the entire workforce of a Huddersfield engineering firm, over 1,600 employees, withdrew their labour. The dispute, which coincided with annual wage negotiations, was over management proposals regarding the company superannuation scheme. Work was resumed on June 16 after acceptance of a ten per cent pay increase and an assurance that the pension scheme would remain unaltered for existing employees. (115,000)

Motor vehicles

Production at several car plants, mainly in the Midlands, came to a halt following a stoppage of work in protest against a management decision to implement changes in working practices linked with a percentage pay increase. The number of workers involved in the strike, which began on April 9, rose to about 16,000. A return to normal working commenced towards the end of the month upon acceptance of a company offer to set up an appeals panel under an independent chairman. (110,000)

Paper, printing and publishing

Production of many provincial newspapers and publications throughout England, Wales and Northern Ireland was halted and the national press was disrupted as a result of a national campaign of selective industrial action by members of the National Graphical Association which began on March 12 and continued until the end of July. The action involved about 30,000 workers and was in support of a claim for a minimum earnings rate of £80 a week and a 37½ hour week. (205,000)

Professional and scientific services

About 33,000 teachers, from schools throughout Scotland, staged a one-day strike on May 13 followed by selective three-day stoppages. This action, which was in support of their claim for an improved pay offer, continued until the middle of June. (102,000)

SPECIAL FEATURE

International comparisons of stoppages

The incidence of working days lost in various countries is compared using two different bases. First the comparison compiled by the International Labour Office (ILO) which are restricted to major industries in 19 countries, and second, comparisons produced by the Statistical Office of the European Communities covering all industries and services for the EC member countries.

Both the ILO comparisons and the EC comparisons indicate wide variations in strike activity between countries and from year to year. On the basis of these figures, the strike record in the United Kingdom remains broadly middle-ranking when compared with other countries.

In 1979, the United Kingdom suffered a marked rise in the number of days lost per thousand employees, mainly owing to the engineering dispute in the autumn. However, over the five year period 1975-9, the average incidence rate was lower than the five-year average of 1970-4. As a result the comparison is still favourable against several other countries, although those countries which display a better record than the United Kingdom include some important competitors.

Using the ILO's preferred basis of comparison in table 1, seven countries including Australia, Canada, Italy and the United States experienced higher incidence rates than the United Kingdom over the five years 1975-9. Eleven countries including, France, Germany, Japan and the Scandinavian countries lost fewer days per thousand employees over the same period.

An alternative comparison of incidence rates for all industries and services in table 2 shows that over the five years 1975-9 the United Kingdom lost an average of 510 days per thousand employees, fewer than the corresponding averages for Italy and Ireland, but more than the other European Community members.

Coverage and comparability of the figures

Table 1 shows for 19 countries, the number of working days lost per thousand employees in mining, manufacturing, construction, transport and communications industries. The International Labour Office who compiled this table, consider that because of differences in industrial employment structures in the various countries, the comparisons are more useful if restricted to these four broad sectors of industry which tend to account for a large proportion of the working days lost through industrial disputes.

In the alternative comparison of incidence rates compiled by the Statistical Office of the European Communities in table 2, which gives the number of working days lost per thousand employees in all industries and services, the ranking orders are similar to those for European Community countries indicated by table 1. No statistics are

available for Luxembourg which experiences very few strikes.

Figures for different countries, are subject to some variations in the methods of collection and also in the coverage and criteria for inclusion in the national statistics*. Therefore, too much significance should not be attributed to small differences between countries. Most countries exclude small strikes from their statistics, and choose their thresholds in terms of the duration of stoppages, the number of workers involved or the total number of working days lost. For example, the United Kingdom statistics exclude stoppages involving fewer than ten workers or lasting less than a day unless a loss of more than one hundred working days is involved. Although these criteria affect the number of stoppages recorded, it is generally accepted that the exclusion of small disputes from the statistics has a very limited effect on the number of working days lost. It is for this reason that comparisons in this article are presented in terms of the incidence of working days lost rather than, say, the number of stoppages per employee.

Apart from the differing criteria relating to the size of stoppages recorded, many countries, including Canada, France, Germany, Italy and Japan, do not include in their statistics the working time lost by workers laid-off as a result of a stoppage. Days lost by workers who are indirectly involved in stoppages at the same establishment are included, for example, in the United Kingdom, Australia, Sweden and the United States. Certain countries including the United Kingdom, the United States and France, exclude political stoppages. The statistics for Italy include political stoppages only for 1975 onwards. France does not include any stoppages in the agricultural and public administration sectors.

Despite the need for caution in making comparisons, there is nevertheless some common ground in national definitions and methods of compilation. Many countries have a reporting procedure similar to that in the United Kingdom. All countries generally include both strikes and lock-outs, in their stoppage statistics. Both official and unofficial strikes are recorded in all the countries.

Because of the high variability of stoppages for

* More information on the coverage and methods of collection in the United Kingdom is given in "Stoppages caused by industrial disputes in 1979" (*Employment Gazette*, August 1980), and for most of the other countries listed in table 1 in "Stoppages activity in OECD countries" (*Employment Gazette*, November 1980). The latter provides a comprehensive study of variations in industrial dispute activity between countries, including a detailed assessment of the problems posed by the statistics involved.

The flexibility of the unemployed

by Sue Moylan
and Bob Davies

Department of Health and
Social Security

Continuing the series of articles based on the DHSS Cohort Study of the unemployed. Here, the group of people being studied are interviewed for the second time, three to four months after registering as unemployed.

The first article¹ on results from the Department of Health and Social Security's Cohort Study of the Unemployed reported that the sample from the unemployment inflow² differed from the general male working population in a number of ways: a higher proportion were young and unmarried; they were more likely to have held semi-skilled or unskilled manual jobs and less likely to have held jobs as employers; managers or in a professional occupation. Their earnings were far below the national average, a high proportion had some recent experience of unemployment and comparatively few of the married men had working wives.

Those results came from material collected at interviews held approximately one month after registration as unemployed. In this second article are some preliminary results from the next stage of interviewing carried out between three and four months later³. The purpose of this interview was to collect information on the experiences of the sample during the first months after registration.

Future articles will cover results from the final interviews, held one year after registration, and draw on records of benefit payments for comparisons of total income in and out of work.

The sample

Second interviews were carried out with 1,750 men, representing 76 per cent of those who had given a first interview. Response rate at stage one was 72 per cent. Overall response rate at stage two was therefore 55 per cent.

To assess whether there had been a disproportionate loss of certain sub-groups between the first and second stages of interviewing, the samples were compared in terms of a number of key variables, such as age, family composition, tenure, and working history. The differences found were small. At present there is no reason to think attrition of the sample has led to any significant biases⁴.

Employment status and related factors

At the time of the second interview, between four and five months after initial registration, 56 per cent of the sample were registered as unemployed, and 38 per cent were in full-time work. Of the remaining six per cent, one per cent were classified as in part-time work, one per cent as unregistered unemployed, two per cent as out of work sick and one per cent as "other" (discrepancies in the totals result from rounding).

The majority of those registered, representing 47 per cent of all respondents, had been continuously unemployed

from the date of registration. Over that same period, 46 per cent of the sample had been in full-time work for at least one week. Forty-three per cent had had one continuous spell of employment, three per cent had had two or more separate spells.

Half the sample were still registered as unemployed four to five months after registration; over a third had returned to full-time employment.

Those members of the sample who were young and healthy and had been employed for a substantial part of the year prior to registration were the most likely to have left unemployment and be in full-time work by the date of the second interview.

Age and health. In terms of age, the proportion in full-time work declined steadily from half of the under twenties to less than one-in-ten of the over sixties.

In terms of health there were three groups: four per cent who reported themselves as registered disabled with the Department of Employment; 16 per cent who were not registered but reported themselves as having some disability or health problem which affected the type of work they could do; and the majority—80 per cent who reported neither. Of the registered disabled 15 per cent were in work, compared to 27 per cent of those with a health problem but not registered and 42 per cent of those reporting no health problem.

Employment history. After age and health, employment history in the year prior to registration is the best predictor of employment status at second interview so far found. At the date of the second interview only one-in-eight (13 per cent) of those who had spent at least nine months of the year before registration in registered unemployment was back in full-time work. Of those who had spent less than three months of the same period in registered unemployment, half (51 per cent) were now back in work.

There also appears to be some relationship between status at the second interview and socio-economic group of the job held prior to registration. Those who had had intermediate or junior non-manual work or skilled manual work were more likely than others to be in full-time work. However, in terms of the industry people were in prior to registration, there were few differences between those in

Table 1 Working days lost through industrial disputes per 1,000 employees in selected industries* (mining, manufacturing, construction and transport) 1970-9

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979†	Average for		
											10 Years 70-79	5 years 70-74	5 years 75-79
United Kingdom	740	1,190	2,160	570	1,270	540	300	840	840	2,430	1,088	1,186	990
Australia‡	1,040	1,300	880	1,080	2,670	1,390	1,430	670	960	1,560	1,298	1,394	1,202
Belgium	830	720	190	520	340	340	560	420	650	320	489	520	458
Canada	2,190	800	1,420	1,660	2,550	2,810	2,550	830	1,930	1,660	1,840	1,724	1,956
Denmark**	170	30	40	4,440	330	110	220	240	90	140	581	1,002	160
Finland	270	3,300	520	2,530	470	310	1,310	2,360	160	270	1,150	1,418	882
France	180	440	300	330	250	390	420	260	200	350	312	300	324
Germany (FR)	10	340	10	40	60	10	40	—	370	40	92	92	92
India	1,440	1,100	1,300	1,330	2,480	1,450	830	1,510	1,650	2,180	1,527	1,530	1,524
Irish Republic	490	670	600	410	1,240	810	840	1,040	1,610	3,920	1,163	682	1,644
Italy§	1,730	1,060	1,670	2,470	1,800	1,730	2,310	1,560	890	2,560	1,778	1,746	1,810
Japan	200	310	270	210	450	390	150	70	60	40	215	288	142
Netherlands	140	50	70	330	—	—	10	140	—	—	82	118	38
New Zealand	470	350	300	530	360	390	950	810	790	—	550	402	735
Norway	70	10	—	10	490	10	70	40	90	—	88	116	53
Spain	240	190	120	210	310	370	2,540	3,350	1,820	3,260	1,241	214	2,268
Sweden||	40	240	10	10	30	20	20	20	10	20	42	66	18
Switzerland§	—	10	—	—	—	—	20	—	—	—	3	2	4
United States§	2,210	1,600	860	750	1,480	990	1,190	1,070	1,070	890	1,211	1,380	1,042

Source: International Labour Office.

Notes: * The figures are restricted mainly to these four relatively strike-prone industry groups by the ILO to reduce the effects of different industrial structures and improve the basis of comparison of strike rates between the countries.

† Provisional figures.

‡ Including electricity and gas; excluding communication.

** For Denmark, figures up to 1974 relate only to manufacturing, and are therefore not fully comparable with later figures which include construction and transport.

§ Including gas, electricity and water.

|| For Sweden, figures for 1970 and 1971 relate to all sectors and are therefore not fully comparable with those for later years.

— Negligible/less than five.

.. Not available. Averages relate to those years for which figures are available.

Table 2 Working days lost through industrial disputes per 1,000 employees in all industries and services—EC countries 1970-9.

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	Average for		
											10 years 70-79	5 years 70-74	5 years 75-79
United Kingdom	489	613	1,081	318	647	265	146	448	414	1,291	572	630	513
Belgium	482	409	116	279	183	196	290	213	324	197	269	294	244
Denmark	56	11	11	2,007	96	53	107	115	63	83	260	436	84
France	110	272	229	233	198	228	292	211	126	209	211	208	213
Germany (FR)*	4	119	3	26	49	3	20	1	119	19	36	40	32
Irish Republic	1,405	376	285	280	732	400	1,070	602	834	1,905	789	616	962
Italy	1,436	1,006	1,323	1,549	1,251	1,722	1,588	1,018	625	1,600	1,312	1,313	1,311
Netherlands	69	25	35	152	2	0	4	61	1	77	43	57	29

Source: Eurostat—Employment and Unemployment 1973-9 (Statistical Office of the European Communities).

Notes: In Luxembourg the number of strikes is negligible and no statistics are available.

* Excluding lock-outs.

individual years, it is more helpful to make comparisons for a period of several years, so averages for the ten years 1970-9, and the two five-year periods 1970-4 and 1975-9 are shown in tables 1 and 2.

It is also important to bear in mind that the statistics in all the countries usually reflect a small number of large stoppages in a small proportion of businesses. Strikes tend to occur mainly in certain key sectors while the great majority

of firms experience no significant industrial disputes.

However, an important qualification of the data on disputes is that for all the countries, while the days lost per employee is commonly less than one day per year on average, the number of working days lost may not reflect the full disruptive impact of strikes in each country, nor of the smaller stoppages and other forms of industrial action which are not included in the statistics. ■

full-time work at the second interview and the sample in general.

Family type. The association between family type and employment status is not marked. Of all types, men with a wife and four or more dependent children were the most likely to be registered unemployed at the second interview (69 per cent compared to an overall figure of 56 per cent). They

Those in full-time work were generally younger, healthier and more likely than those still registered as unemployed to have been in work for a substantial part of the year prior to registration.

were least likely to be in full-time work (25 per cent compared to 38 per cent overall). Men (generally older) with a wife but no dependent children were also less likely than the average to be in full-time work (30 per cent compared with 38 per cent) but in the case of men of other family types there was no particular association between family type and employment status.

The jobs held

The jobs held by the men employed at the second interview were compared with the jobs they had held prior to registration. The measures used are the normal classifications of industry, occupation and socio-economic group^{5, 6}. With all three measures the differences between the jobs held at the two stages are far greater at the level of the individual than they are for the sample in aggregate.

Industry. A minority of men had returned to the industries which they had left. Indeed, of those who were in full-time work at the second interview, had held full-time work in the year before registration and for whom both jobs were classifiable in terms of sic, only 33 per cent had a new job in the same industry as their former job.

Of those working in manufacturing at the date of the second interview less than half (40 per cent) had come from jobs in manufacturing. Yet in aggregate, the proportion working in manufacturing increased from 28 per cent before registration to 40 per cent after registration. Of those who had left jobs in construction and found new jobs, less than half (43 per cent) had returned to construction. But here the proportion in aggregate declined from 20 per cent to 15 per cent.

These aggregate changes—a rise in the proportion in manufacturing and a fall in most other industries, particularly construction—could result from seasonal variations; the sample was drawn in Autumn 1978 and the second interviews took place during the first months of 1979.

Occupation. Individuals showed as high a degree of movement between occupations as between industries. Of those who had full-time jobs both during the year before registration and at the time of the second interview which could be classified to a CODOT major group, only 40 per cent held jobs classifiable to the same CODOT group at both points.

In aggregate, the individual movements effectively cancel each other out so that the overall distribution of the jobs held by men in full-time work at the time of the second

interview is very similar to the distribution of the jobs they had held prior to legislation.

Limiting the group to those men whose jobs held prior to registration and at the second interview could be classified in terms of sic and CODOT, approximately three-quarters had a new job in either a different sic or CODOT group. Half of them had a new job which was in both a different occupation (CODOT group) and a different industry (sic group).

Socio-economic group (SEG). As with CODOT major group, the aggregate changes by SEG were small. Once again, the aggregate position hides a high degree of individual movement. Of those who had full-time jobs both during the year before registration and at the time of the second interview which could be classified according to SEG, only 39 per cent held jobs in the same SEG at both points. Of the balance it seems that more moved to a job at a lower skill level than moved to a job at a higher skill level.

Earnings. For jobs held at the date of the second interview the last pay received was taken as an indicator of level of pay. For jobs held prior to registration a "usual" earnings figure was used as an indicator of level of pay. This was because last pay was frequently found to be atypical. For jobs held at the second interview this was not the case. Last pay was therefore used. This enabled us to include cases where jobs had been held for too short a time for respondents to provide a "usual" earnings figure.

The average gross weekly wage received from full-time jobs held at the second interview was £71. For those men in full-time work at the second interview who had also

The new jobs they had found were more likely than not to be in an industrial, occupational or socio-economic group different from the job held prior to registration. Three-quarters had changed either the industry in which they were employed or their occupation.

reported gross earnings received from their last job prior to registration, the average gross weekly wage received from that earlier job had been £68. Given inflation, there was therefore no overall change in the average level of earnings.

Over three-fifths of those in work at the second interview who gave a gross earnings figure were earning £70 or less. (At the time, average male earnings were about £97 a week⁷.) Of those in this group for whom we also had an earnings figure for their last job, about a third (31 per cent) had formerly had gross weekly earnings within the same £10 band. Over a third had previously had earnings in a higher band than their earnings at the interview, and a third had previously had earnings in a lower band, usually the next band down.

Overall, about a quarter of those in full-time work reported gross weekly earnings within the same £10 band for both jobs. A quarter reported a rise covering more than one £10 band. Nearly a third reported a fall to a lower band of earnings: under a fifth had a fall through more than one £10 band.

It is not possible to take proper account of inflation in this analysis which is in terms of £10 bands. In addition the jobs held prior to registration spanned some months, as did the date of second interview. Nevertheless, it is probably fair to regard earnings within the same band or within the next band up as of a similar level. On this basis nearly half of the whole group returned to earnings at the same level as

In money terms the level and distribution of earnings from the new jobs were similar to those from the old. In real terms at least one-third of those who had returned to work appeared to have taken a cut in their earnings.

the earnings from their previous job. Just over half of those earning £70 or less at the second interview had formerly had earnings of the same level. At least one-third of the whole group, and rather more of the low earners, appear to have returned to work for real earnings that were lower than their earnings prior to unemployment.

As with the jobs held prior to registration (reported in the first article) earnings generally rose with age, and those without wives or children (many of whom were very young) reported the lowest average earnings.

The number with jobs in professional and managerial work is too small for separate analysis. Of the balance, those in skilled manual work had the highest average gross weekly earnings (£82). The differences between the other socio-economic groups were small (£69 for unskilled manual work, £62 for semi-skilled, and £61 for junior non-manual).

Job search

Those in full-time work were asked how they had found their jobs, and respondents who reported that they were seeking work at the second interview were asked for details about their job search.

How jobs had been found. The ways in which men had heard of the jobs they held at the date of the second interview can be divided into four main groups: just under a third (31 per cent) had heard of them through acquaintances, friends or relatives; one in five (20 per cent) had heard of them from direct contact with an employer. A similar proportion (22 per cent) had heard of them through a Jobcentre or Employment Office or through the careers service. Finally, 15 per cent had heard of them through advertisements in newspapers or, occasionally, the trade press.

There were differences in the ways people found jobs of different types. For non-manual jobs, the press was the most important of the four sources of information. Thirty per cent of those in non-manual jobs reported having heard of their jobs this way, compared to 10 per cent of those in semi-skilled manual jobs and eight per cent in unskilled manual jobs. For those in unskilled manual jobs, acquaintances, friends and relatives were the most important source of information. Forty-eight per cent of those in unskilled manual jobs had heard of their jobs this way compared to 18 per cent of those in non-manual jobs. Amongst those in semi-skilled manual work, the public employment services

were most commonly mentioned as a source of information (30 per cent).

Who was looking for work. The great majority, four-fifths, of those registered unemployed at the second interview reported that they were looking for work. So did some of the men in other groups, including a fifth of those in full-time work. Thus, overall 55 per cent of the sample were still looking for work.

As might be expected, the proportion of the registered unemployed not seeking work and the reasons given for not doing so varied with age. Of those over 50, the proportion was nearly a third; most commonly for health reasons or because they did not expect to work again, having in effect retired. Of those under 50 and registered unemployed the proportion was one-tenth. Amongst them the most common explanation (given by three-quarters) was that they were waiting to start a job which had already been arranged.

Few in any age group gave as their reason for not seeking work the fact that they were financially better off unemployed. Overall this reason was given by one per cent of the registered unemployed or six per cent of those not seeking work. The same small proportion reported either that they were fed up with looking for work or that there was no work in the area.

Amongst men of different family types, the proportions of the registered unemployed who were not seeking work were generally similar (no more than one-fifth of any group). The one exception was that more of the married men without dependent children were not doing so, presumably because their average age was older. Amongst them the proportion was nearer one-third.

Expected earnings. Respondents were asked about the wages they would expect to receive. Amongst those registered unemployed, the mean gross weekly wage expected was £69, the mean net weekly wage £54. Respondents were then asked the lowest weekly pay they would accept; the

Of those still registered as unemployed 80 per cent were looking for work and the most active seekers (in terms of time and money spent) were men in their 30s, and men with wives and dependent children. Inactivity was concentrated among men over 50 and the main reasons given were poor health and early retirement.

respective gross and net mean figures for the same group were £54 and £49 a week. From the answers given it seems that many arrived at a minimum acceptable wage by simply deducting a few pounds from what they considered it reasonable to expect from the sort of work they were seeking.

The wages quoted varied between socio-economic groups and age groups. The mean net weekly figure quoted as the lowest acceptable wage by those who had last worked as employers or in professional or managerial jobs was £65 compared to £44 for those who had formerly held unskilled manual jobs. Across age-groups the figure rose from £33 for the 16-19-year-olds to £59 for the 40-49-year-olds. For

those aged 50-59 the mean figure fell to £53. As age and family type are associated it is not surprising that across different family types the figure of the mean lowest acceptable wage also varied. For single men, who were generally younger, the mean figure was £40 whereas for men with dependent children, generally older, the figure ranged from £59 to £66.

The expected and lowest acceptable wages mentioned by those who were registered unemployed were fairly similar to the wages actually earned by those of the sample in work

The unemployed sought jobs offering a level of pay that was similar to their old jobs. Very few required an increase in their real earnings and at least half appeared willing to accept a decline in their real pay.

at the second interview. Average net weekly earnings for those in work were £56, while for those who were registered unemployed and seeking work, average net weekly expected earnings were £54 and the average lowest acceptable net weekly earnings were £49.

Almost three-quarters of those registered unemployed and seeking work who provided information about the pay they expected and the lowest pay they would accept, had also provided a figure for usual earnings in their last job before registration. When considering these figures, it must be remembered that a minimum of four months had elapsed since the last job, and in many cases as much as six months.

Around a third of the respondents gave an expected net earnings figure which fell in the same £10 band as their former net earnings. Just over two-fifths gave a higher expected net earnings figure, but in about two-thirds of these cases the figure was in the £10 band above their previous net earnings. Just over a quarter gave an expected earnings figure which was lower than their previous earnings.

When asked about the lowest net earnings they would accept, almost two-fifths of the respondents gave a figure in a lower earnings band than their previous net earnings. Just over a third quoted a figure in a higher earnings band, but in about two-thirds of these cases the figure was in the £10 band above their previous earnings.

For the reasons discussed earlier it is not yet possible to accurately adjust these responses for the effects of inflation. However, a very crude adjustment suggests that in real terms few of the unemployed expected an increase in their net pay and even fewer required an increase. By contrast, probably at least one-half were willing to accept a drop in their real pay.

Methods of job search by the unemployed. The two methods of job search most frequently reported as being used by those registered as unemployed and seeking work at the second interview were looking at newspapers (84 per cent), and looking at cards in the Jobcentre or Employment Office (81 per cent). Around half reported talking to people in the Jobcentre or Employment Office (54 per cent), talking to friends (44 per cent) and approaching possible employers (40 per cent).

It has been noted that there were marked differences between the methods by which jobs in different socio-economic groups had been found. Similar differences were not found in terms of methods of job search used by men whose previous jobs had been in the different socio-economic groups.

Intensity of job search—time and money spent. Respondents looking for work were asked about the amounts of time and money they had spent doing so in the last week. Half of those registered as unemployed reported that they had spent six hours or more.

The oldest respondents were the most likely to say that they had spent little time searching for work whilst those in their 30s were the most likely to say they had spent a considerable amount of time doing so. As is to be expected from the association between age and family type those with wives but no children (many of whom were among the oldest in the sample) were the most likely to say that they had spent little time searching for work whilst those with wives and children were the most likely to say they had spent a considerable amount of time doing so.

A similar pattern was found in terms of money spent on looking for work. The oldest respondents reported spending least money, those in their 30s most. Those with wives and children reported, on average, having spent more than members of other family groups. Those with no family were the most likely to say they had spent nothing.

Number of applications. Respondents seeking work were asked about the total number of applications for jobs they had made and the number where they had known there was a vacancy. Out of those registered as unemployed at the date of the second interview, four-in-five respondents had made at least one application for a job between registration and the date of that interview. Over the same period, two-in-three respondents had made an application for a known vacancy. More than two-in-five respondents had made five or more applications but only one-in-five had made this number of applications for known vacancies.

Older respondents were much less likely than average to have made substantial numbers of applications. Married men with no dependent children were the most likely to have made no applications.

Working wives

The first article made the point that about two-fifths (39 per cent) of the cohort wives were economically active, that is in work or seeking work, prior to their husband's registration and that few wives changed their working status between their husband's registering and the date of the first interview. At the date of the second interview, the proportion of economically active wives was virtually the same. It thus continued to be low in comparison to the general population (58 per cent of all wives were estimated to be economically active in 1978).⁸

Seven per cent of wives were in work at the second interview but had not been prior to registration. Conversely, five per cent of wives had been in work prior to registration but were not at the second interview.

Of the women whose husbands were in full-time work at the second interview, 30 per cent worked both before registration and at the date of the interview: 10 per cent of

this group had taken up work by the second interview and four per cent had stopped. For the wives of men continuously unemployed from registration to the second interview the figures are 21 per cent working at both points, four per cent entering work by stage 2, and five per cent leaving work subsequent to registration. In total 40 per cent of the

Comparatively few wives were economically active at the date of their husbands' registration as unemployed. Relatively small numbers had moved either into or out of work in the first months after registration.

wives of men in full-time work were working compared to only 25 per cent of the wives of the continuously unemployed.

Whether there is any direct association between the economic status of husbands and wives has yet to be established. It must be remembered that the economic status of wives varied sharply with their age and the age of their youngest child and that these were associated with the age of the husband. Age of the husband, as already mentioned, was strongly associated with his economic status at the second interview.

Health

Two measures of change in respondents' health between the first and second interviews were used. One was their answers to a question put at both interviews as to whether they had a disability or anything wrong with their health that affected the kind of work they could do. The other was put only at the second interview and asked directly whether they thought that, overall, their health had got better, got worse or stayed about the same since registration.

The proportion reporting a health problem at both interviews was 14 per cent, at the first interview but not at the second six per cent, and at the second but not the first five per cent. The numbers reporting health problems at each interview rose with age.

In terms of employment status at the second interview, six per cent of those in full-time work reported a health

There was no indication of any increase in health problems between the two interviews.

problem at both interviews. Seven per cent did so at the first interview only and four per cent at the second interview only. Of those registered unemployed 18 per cent did so at both interviews, five per cent did so at the first interview only and six per cent at the second interview only.

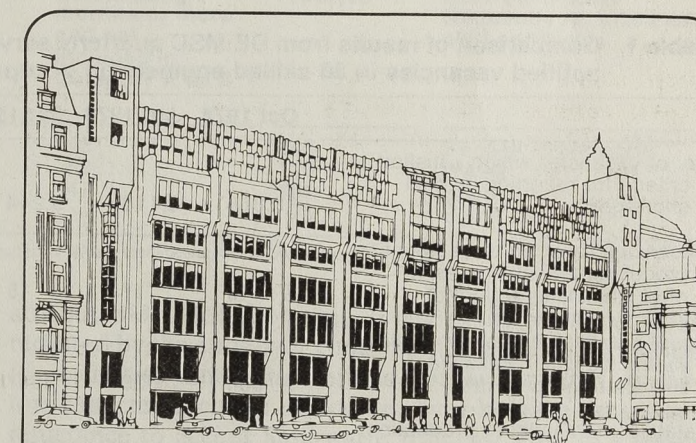
When asked to compare the state of their health between the time of registration and the second interview, more than three-in-four (77 per cent) said that their health had stayed the same. Nine per cent said that it had got better and 13 per cent that it had got worse.

Of those in full-time work at stage 2, 10 per cent reported getting better and seven per cent getting worse. For the registered unemployed the figures were 10 per cent and 15 per cent respectively.

The time period between registration and the second interview may not be long enough to show up changes in health for those continuously registered as unemployed. Data from the third interview will be used to investigate whether changes have occurred amongst those registered unemployed for a full year.

Notes

- 1 "The Disadvantages of the Unemployed" by Sue Moylan and Bob Davies. *Employment Gazette*, August 1980, pp. 830-832.
- 2 The sample was drawn from men who registered as unemployed and claimed benefit in the Autumn of 1978. In the first round 2,300 men representing 72 per cent of the original sample were interviewed.
- 3 A full report prepared by Social and Community Planning Research who carried out fieldwork for DHSS will be available later this year.
- 4 Data collected from Departmental records relate to all of the original sample. From these it will, therefore, be possible to examine whether first interview non-respondents differ from respondents in respect of a number of variables: age, number of dependants for whom benefit is claimed, duration and number of spells of unemployment during the year of the study, amount and composition of benefits paid in respect of unemployment.
- 5 Of the 38 per cent of the sample in full-time work at the date of the second interview all but six per cent had had some full-time work in the year prior to registration which could be used as a basis for comparison.
- 6 The three measures used were Standard Industrial Classification (SIC) summarised to the level of nine major groups but with manufacturing sub-divided into six groups; CODOP at level of 17 groups; Socio-economic Group (SEG) at the levels of both 16 and six groups.
- 7 *New Earnings Survey*.
- 8 *General Household Survey 1978*.



Can we help you?

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

Skill shortage indicators

A review of the October results of the DE/MSc quarterly survey of hard-to fill skilled vacancies conducted by local employment offices and Jobcentres and covering three categories of notified vacancies.

Because the survey is restricted to detailed information on vacancies notified to the MSC it is not a complete count of all shortages. By collecting information only on the categories described, the survey concentrates on vacancies which have proved particularly hard to fill.

Local office returns for the October survey show that the number of qualifying skill shortage vacancies has fallen very sharply, accelerating the downward trend indicated in previous quarters. The reduction in qualifying vacancies ranged from 85 per cent in the South West, to 48 per cent in Scotland.

The returns, which are broadly consistent with other skill shortage indicators, suggest demand for skilled workers continues to decline as the recession deepens.

In September 1980 the count of registered unemployed and unfilled notified vacancies indicated that in 36 selected skilled occupations in the country as a whole, the number of registered unemployed rose from 70,263 in June to 94,017 and vacancies fell from 16,427 to 9,324 (that is, there was ten registered unemployed people for every unfilled notified vacancy).

Results from the CBI's October survey of industrial trends showed that just four per cent of firms covered expected shortages of skilled labour to constrain output over the next four months.

The DE/MSc survey has been conducted in its present form since October 1978 at quarterly intervals. The main

The survey covers three categories of notified skilled vacancies which have proved particularly difficult to fill:

Category A—Those which have been notified for two months or more but are still unfilled in firms with at least three such vacancies in the same or different occupations.

Category B—other vacancies for skilled workers which are thought to be constraining production or impeding plans for expansion (NB; some vacancies reported in Category A may also be constraining production/expansion).

Category C—unfilled vacancies in a range of ten selected engineering occupations which have been notified for two months or more but which do not qualify to be reported in Categories A or B above.

results of the surveys conducted since that date are summarised in table 1. As from next April the survey will be conducted at six-monthly intervals.

Summary of October results

In the DE/MSc survey, 981 notified vacancies for skilled occupations satisfied the criteria for reporting as skill shortages (table 2). Vacancies reported most frequently as hard-to-fill (table 3 and 4) were machine tool setter

Table 1 Comparison of results from DE/MSc quarterly survey with quarterly count of registered unemployed and unfilled notified vacancies in 36 skilled engineering occupations

	Oct 1978	Jan 1979	Apr 1979	Jul 1979	Oct 1979	Jan 1980	Apr 1980	Jul 1980	Oct 1980
No. of vacancies which satisfied criteria for reporting as skill shortages*	10,858	9,118	9,244	10,319	10,891	8,443	5,979	3,140	981
Vacancies reported to be effecting production/expansion as % of all vacancies reported*	16	17	15	18.5	19.5	21	23	23	27
No. of establishments with skilled vacancies which satisfied skill shortage criteria*	934	820	667	741	735	626	440	245	32
Establishments where production/expansion affected as % of all establishments reported*	27	30	30	35	31	34	38	45	39
National ratio of notified vacancies to registered unemployed in 36 skilled engineering occupations (V/U ratio)†	0.54	0.53	0.50	0.63	0.61	0.46	0.32	0.23	0.10
No. of engineering occupations with v/u ratio over 1:1†	6	8	6	8	8	4	0	0	0

* DE/MSc quarterly survey (see text). † Quarterly count of registered unemployed and unfilled vacancies by occupation.
 Notes: 1 Information taken from the quarterly count of registered unemployed and unfilled notified vacancies relates in each case to the month immediately preceding the quarterly survey.
 2 The results of research conducted during 1977 showed that probably around a third of all vacancies are notified to the MSC's Employment Service although this varies according to skill and locality. It is estimated that MSC cover about half of all vacancies at skilled manual level.

Table 2 Distribution by region of skilled vacancies reported as skill shortages: October 1980

Region	No. of establishments with skilled vacancies which satisfy the criteria for reporting as skill shortages		Category (A): no. of vacancies outstanding 2 months and in establishments with 3 or more vacancies	Category (B): other vacancies reported because affecting production or expansion	Category (C): no. of vacancies outstanding 2 months or more in 10 selected occupations and not included in category A or B	All vacancies reported	% of total vacancies reported which are affecting production/expansion*
	Manu- facturing	Non- manu- facturing					
Northern	5	—	11	—	11	22	—
North West	4	—	27	—	11	38	31.5
Yorks and Humberside	1	—	3	—	15	18	—
East Midlands	11	—	35	3	32	70	15.0
West Midlands	3	—	4	2	54	60	3.0
East Anglia	—	—	—	—	14	14	—
South East	40	—	296	19	262	577	34.5
South West	8	—	26	2	42	70	11.5
Scotland	8	—	42	4	11	57	47.5
Wales	2	—	39	—	16	55	—
All regions	82	—	483	30	468	981	27.0

* The number of vacancies reported as skill shortages and which are thought to be constraining production expansion is expressed here as a percentage of the total number of vacancies (that is the sum of categories A, B and C) reported in each region.

Table 3 Regional breakdown of vacancies in skilled engineering occupations most frequently reported as skill shortages (Category A and B): October 1980

Occupation	North	North West	Yorks and Humber- side	East Midlands	West Midlands	East Anglia	South East	South West	Scot- land	Wales	All regions
Machine tool setter operators	1	6	3	19	5	—	38	16	—	—	88
Toolmakers/tool fitters	3	4	—	—	—	—	12	—	—	36	56
Engineering draughtsmen	—	12	—	—	—	—	55	2	—	—	69
Inspectors and testers	—	3	—	3	1	—	43	—	—	—	50

Table 4 Analysis of vacancies in skilled engineering occupations most frequently reported as skill shortages: October 1980

Occupation	Category A: no. of vacancies outstanding 2 months or more and in establishments with 3 or more vacancies	Category B: other vacancies reported because affecting production expansion	Category C: no. of vacancies outstanding 2 months or more and not included in Category A or B	All vacancies reported	Regions in which unfilled vacancies have been most frequently reported as skill shortages
Machine tool setter operators	88	12	142	242	SE, SW, E Midlands
Tool makers/tool fitters	56	2	52	110	Wales
Engineering draughtsmen	69	45	47	161	South East
Inspectors and testers*	50	23	—	73	South East

* This occupation is not included in the 10 selected occupations on which local officers are required to take a statistical count of vacancies in Category C.

operators, tool makers and tool fitters, engineering draughtsmen, and Inspectors and testers.

Eighty-two manufacturing establishments were reported as having significant skill shortages, as defined by the survey. These involved 483 vacancies outstanding for two months or longer in establishments with three or more such vacancies (category A); 30 vacancies reported specifically because they were constraining production/expansion (category B); and another 468 vacancies in 10 selected engineering occupations (category C). This represents an overall reduction of about 69 per cent since July.

A total of 39 firms (about 47 per cent of those covered by the survey) with 269 vacancies (27 per cent of all vacancies reported) were thought by local employment office managers to be experiencing production/expansion constraints

attributable to skill shortages. A lack of the particular skills required by the employer continues to be the major reason for vacancies remaining unfilled. Other contributory factors reported include: difficulties over housing provision; reluctance to accept Skillcentre trainees; and, to a lesser extent, employers' selective requirements attached to individual vacancies.

The industrial distribution of hard-to-fill skilled vacancies reported this quarter confirms that almost without exception they are restricted to firms in the mechanical and electrical engineering, vehicles and metal goods sectors.

Information on occupations from Professional and Executive Recruitment (PER) indicates continuing demand for several categories of qualified engineers, draughtsmen, computer-personnel and accountants.

Health and Safety Executive Publications

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Priced publications are obtainable only from HMSO or through booksellers. Some general leaflets, advice and information are available free of charge from HSE Area Offices or by post from HSE General Enquiry Point, Baynards House, 1 Chepstow Place, London W2 4TF (Tel. 01-229 3456).

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* Agricultural Safety leaflets

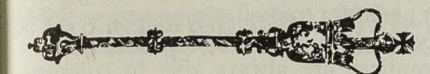
Leaflets on a number of aspects of agricultural safety are obtainable on request from HSE (see above).

* EMAS leaflets

Leaflets on a number of medical matters, prepared by the Employment Medical Advisory Service, are obtainable on request from HSE (see above).

* Free of charge
 † Published since last month

Questions in Parliament



Jobcentres

Mr Albert McQuarrie (East Ayrshire) asked the Secretary of State for Employment what proposals he had for closing the Jobcentres and reverting to the practice that all job vacancies were dealt with by local employment offices.

Mr Lester: Until 1972 vacancies notified to the Public Employment Service were handled in offices which also dealt with the payment of unemployment benefit. I have no proposals for reverting to that system, or for a general policy of closing Jobcentres. Since modernisation the public employment service has performed more efficiently. In particular Jobcentres, which are replacing the old style employment offices, handle more vacancies, fill more of the vacancies notified to them, place more job seekers into employment and do so at a lower unit cost than the offices they are replacing. As a result, I have informed the Manpower Services Commission that I support their Jobcentre programme and their plans to complete it. However the future pace of the msc's Jobcentre programme will be determined in the light of resources available to the Commission. I have also asked the msc to develop the programme of modernising the employment service in the most cost effective way and to avoid extravagance particularly in relation to the siting of Jobcentres.

(December 9)

Short-time working

Mr Jack Aspinwall (Kingswood) asked the Secretary of State for Employment if, in view of the fact that many smaller companies were unable to take advantage of the temporary short-time working scheme, he would seek to reduce the minimum threshold for qualification from the intention to make ten or more workers redundant to five or more; and if he would make a statement.

Mr Lester: I have no plans at present to reduce the minimum threshold to enable companies with a potential number of redundancies of less than ten to qualify for assistance under the Temporary Short Time Working Compensation (TSTWC) Scheme.

I do not think it would be cost effective to reduce the threshold further. The scheme aims to avert redundancies, thus helping employers keep together a particular labour force which might be difficult to reassemble, and there must be a limit below which this argument has force. Moreover the figure of ten redundancies coincides with

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

the requirement in the Employment Protection Act 1975 that only companies faced with making ten or more workers redundant need notify the redundancies to my Department; this notification is used under the scheme as evidence that there is a real threat of redundancy.

(December 11)

Mr George Foulkes (South Ayrshire) asked the Secretary of State for Employment if the practice adopted by unemployment benefit offices in issuing Giro's to those on short-time was automatically to assume that guarantee payments cover the first five days unless they were advised otherwise.

Mr Mayhew: No. In general UBOS are already aware of whether workers on short-time are affected by guarantee payments. Where this is not the case, UBOS will find out whether payment is relevant before any payment of benefit is made. However, a final decision to disallow unemployment benefit can only be taken by the independent insurance officer.

(December 10)

Young people

The Baroness Elliot of Harwood asked Her Majesty's Government what had been the success rate of young people leaving the Youth Opportunities Programme in subsequently obtaining full-time employment.

The Earl of Gowrie: I am informed by the Manpower Services Commission that information is not available on all young people leaving the Youth Opportunities Programme and obtaining full-time employment. However the most recent survey held in September 1980 indicates that 56 per cent of the young people who had entered the work experience elements of the Youth Opportunities Programme in September and October 1979 went straight into full-time jobs immediately on leaving their scheme and nine per cent were in full-time education or training. At the time of the survey 68 per cent were in employment, full-time education or training. Of the total 59 per cent were in a full-time job.

(December 15)

Sponsorship

The Baroness Trumpington asked Her Majesty's Government what they were doing to involve local and private sector employers in the sponsorship of projects under the new Community Enterprise Programme.

The Earl of Gowrie: My Lords, the Man-

Department of Employment Ministers

Secretary of State: James Prior

Minister of State: Earl of Gowrie

Parliamentary Under-Secretaries of State: Peter Morrison
 David Waddington

Until Jan 5, 1981 Jim Lester
 Patrick Mayhew

power Services Commission has been asked, in drawing up plans for the new Community Enterprise Programme, to make provision for the private sector to participate to a greater extent that it is possible at present under the Special Temporary Employment Programme. This will be achieved both by doubling the overall number of employment opportunities available and by allowing sponsors of schemes to derive a private gain from sponsorship, providing the gain is secondary to the community benefit which all schemes must provide.

(December 17)*

Part-time employees

Mr Tim Brinton (Gravesend) asked the Secretary of State for Employment, since implementation of the Wages Councils Act 1979, how many instances had been reported of part-time employees in small retail businesses being dismissed entirely due to the investigations of wages inspectors.

Mr Lester: My Department occasionally hears of cases where dismissals have been attributed to inability to pay the minimum rates of pay set by Wages Councils.

(December 19)

Disabled people

Mr Lewis Carter-Jones (Eccles) asked the Secretary of State for Employment, if he would take positive steps during the International Year for Disabled Persons to sustain the employment of disabled persons in the light of the United Nations resolution to which the Government is a signatory.

Mr Lester: The Government fully sup-

ports the principles of the International Year of Disabled People. One important objective of the Year is the further integration of disabled people into the work force. We shall therefore continue to give positive support to the Manpower Services Commission's (MSC) "Fit for Work" campaign and only recently my right hon Friend the Secretary of State for Industry and I met and congratulated those employers who had done most in promoting the employment of disabled people and had won the MSC's "Fit for Work" award. In 1981 more employers need to follow the example set by these first award winners, and, during the International Year of Disabled People, I and my colleagues shall take every opportunity of stressing the "Fit for Work" message to employers, and of encouraging the MSC to develop this important campaign.

(December 18)

Mr Dennis Skinner (Bolsover) asked the Secretary of State for Employment, if he would, during the International Year of Disabled People, take steps to widely publicise the diversity and quality of goods produced by Remploy; and if he would make a statement.

Mr Waddington: I am informed by the Manpower Services Commission (MSC) which is responsible for Remploy Ltd that the company carries out its own marketing

and public relations services, which it has recently re-organised and strengthened. Remploy will be participating in activities organised under the International Year of Disabled People including audio-visual and video tape presentations of company affairs, individual factory events including open days, and support together with other organisations for a wide range of activities, including media coverage, at local, regional and national level. As a result of this participation, it is anticipated that the company and its wide range of products, services and employment opportunities for severely disabled people will be made known to a wider audience.

I see no need for the Government to make further provision in this matter. I should stress the Government's continued support for the work of Remploy Ltd which currently provides employment for over 8,200 severely disabled people.

(January 12)

Apprentice training

Mr Alex Lyon (York) asked the Secretary of State for Employment whether it was Government Policy to ensure that no craft apprentice should be prevented from finishing his training as a result of redundancy; whether any policy announcement on this matter had been made; and if so when it had been made.

Mr Lester: As this Government, like the last, believes that it is primarily the responsibility of employers to assess and meet their needs for trained manpower, we are in no position to ensure that redundant craft apprentices are always able to complete their training. I am informed by the Manpower Services Commission, however, that when an apprentice is declared redundant the appropriate Industry Training Board or other training body attempts to secure his continued training either with an employer or some other training establishment. The MSC funds adoption grants in order to encourage employers to recruit redundant apprentices; approximately £1 million has been made available by the MSC in the current financial year. I know of no policy statement on this matter; the basic policy is well-established but is operated flexibly and kept under review.

(Dec 3).

Mr John Golding (Newcastle-under-Lyme) asked the Secretary of State for Employment, how many apprenticeships had been supported by Government funding for each year since 1976.

Mr Morrison: I am informed by the Manpower Services Commission that the relevant figures for each year are as follows: 1975/76 24,889, 1976/77 37,935, 1977/78 33,414, 1978/79 37,225, 1979/80 20,703.

(January 2)

New Earnings Survey, 1980

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Employment topics

MSC corporate plan 1981-85

The Manpower Services Commission has agreed its corporate plan for 1981-85 and submitted it to the Secretary of State for Employment and the Secretaries of State for Scotland and Wales.

The document begins by reviewing the plans published in its Manpower Review 1980 and a number of modifications which have been necessary during the last 12 months (chapter 1).

Rapid deterioration

It then discusses (in chapter 2) the rapid deterioration of the labour market in recent months and the poor outlook for the next few years, reporting the general consensus among economic forecasters that unemployment will continue rising all through 1981 and well into 1982 and sets out its own projections for school-leaver unemployment and long-term unemployment among adults.

These projections show that without special programmes for young people there would be more than 600,000 school leavers unemployed in the summers of 1982 and 1983 and that the number of adults who have been out of work for a year or more is set to rise from 400,000 in 1981 to 600,000 by 1983.

The core of the plan is chapter 3—a discussion of the Commission's strategy. This chapter deals with the Commission's basic problem over the next four years: how to cope with very high unemployment and maintain adequate training and placing services which can respond to and assist the economic recovery which should be underway before the end of the planning period, while staffing is being run down and expenditure is subject to very tight constraints.

Programme expansion

The document welcomes the Government's decision to expand the Youth Opportunities Programme, Community Industry and the Unified Vocational Preparation schemes, and to launch a new Community Enterprise Programme (CEP) providing for twice as many adult unemployed as the STEP programme it replaces. The staffing and expenditure of these programmes will increase by some

975 staff, and by £128m by 1981/83.

On the other hand, the Government requires the Commission to reduce its staffing by 1,710 posts and its expenditure by £20m in 1981/82, and £30m in the following years. These cuts, the latest in a series of cuts imposed since June 1979, fall almost exclusively on the employment and training services, given the growth in special programmes and the limited cuts that can be made from the much smaller numbers of staff providing administrative support for the three operating divisions.

proceed with the experimental CAPITAL project, and to retain the Enfield Skillcentre rather than build a new centre at Camden. These will together contribute £5.1 m by 1983/84 to the expenditure savings.

Cuts in services

Nevertheless, substantial sums still have to be found from cuts in services which would otherwise have been left intact. The main item is a reduction of about 4,750 in the number of people trained under TOPS, mainly in college-based courses.

lose over 800 staff, mainly in the Jobcentres but also in service, for disabled people; the training services will lose a similar number—half of them ancillary staff in Skillcentres.

The corporate plan then sets out, first for Great Britain as a whole (chapter 4), and then for Scotland and Wales (chapters 5 and 6), how the Commission's programmes will stand after the increases in special programmes and the cuts in its other services.

The employment service will be under severe strain and the Jobcentre service will be able to offer

Table 1 Estimated* expenditure by programmes 1981-85 (1980 survey prices)

	1980-81	1981-82	1982-83	1983-84	1984-85
£ million					
Employment service					
Local office service	112.5	107.7	107.0	106.9	106.9
PER (net)	3.9	2.8	2.7	2.7	2.7
Geographical mobility allowances	4.0	4.1	4.1	4.1	4.1
Employment rehabilitation	13.1	13.8	13.1	16.4	16.4
Sheltered employment	49.7	48.7	49.4	48.2	48.2
Other services	2.8	3.1	3.4	3.4	3.4
All	186.0	180.2	179.7	181.7	181.7
Training services					
TOPS and direct training services	213.1	187.0	184.0	178.2	178.2
Services to industry training bodies	99.1	87.5	55.6	56.5	56.5
Training research information development and advice	2.0	2.0	2.0	2.0	2.0
All	314.2	276.5	241.6	236.7	236.7
Special programmes					
YOP	185.2	263.7	281.3	281.3	281.3
STEP/CEP	39.4	76.6	105.6	105.6	105.6
Community Industry	17.4	19.3	19.3	19.3	19.3
JCP (residual)	0.3	—	—	—	—
All	242.3	359.6	406.2	406.2	406.2
Support services					
Corporate services division	18.9	20.1	19.3	18.3	18.3
Manpower intelligence and planning division	1.3	1.3	1.3	1.3	1.3
Regional manpower intelligence units	3.0	3.0	3.0	3.0	3.0
Costs of dispersal	9.5	5.9	2.9	—	—
All	32.7	30.3	26.5	22.6	22.6
All MSC	775.2	846.6	854.0	847.2	847.2
Provisional assessment of staff saving		1.2	3.7	7.2	8.1
Net		845.4	850.3	840.0	839.1

Note: * This allocation of expenditure is tentative at this stage and is subject to considerable revision.

The Commission's approach to making the required cuts in the employment and training services was to minimise the effects on employers and jobseekers; to spread the cuts widely so as to maintain intact, albeit at undesirably low levels, the infrastructure of its programmes; and to avoid cutting any services which could not easily be restored so as to be ready for and assist in the emergence from recession.

Part of the expenditure reduction will come from the decision not to

Within these very rigid expenditure constraints the Commission could not exempt its support for apprentice places. But Commissioners regard such a cut as unacceptable and are asking the Secretary of State to allow a transfer to the support of apprenticeships, if necessary, of up to £1½ m from the amount allocated for the expansion of the Youth Opportunities Programme.

The staff cuts have also required major reductions in levels of service. The employment service will

jobseekers very little beyond the self-service display of vacancies and some employment offices might even have to be closed.

Voluntary registration

The Commission is, at the request of the Secretary of State for Employment, to examine "voluntary registration" (that is, a system whereby unemployed people wishing to claim unemployment benefit would no longer be required to register with the employment service). The Commission is uncom-

Table 2 Estimated* staffing by programmes 1981-85

	Actual staff	Projected allocations				
		April 1, 1981	April 1, 1982	April 1, 1983	April 1, 1984	April 1, 1985
General placing service	8,167	7,869	7,457	7,090	6,905	6,905
Recruitment for TOPS	544	460	440	430	410	410
Recruitment for special programmes †	164	360	355	355	355	355
Occupational information service including COIC	449**	81	125	150	180	180
Geographical mobility service	162	160	150	150	150	150
DRO service and sheltered employment	1,473	1,440	1,310	1,220	1,120	1,120
Meeting rehabilitation needs	997	960	900	840	830	830
PER	787	640	480	480	480	480
Other ESD ‡	2,029	1,910	1,850	1,740	1,700	1,700
All ESD	14,772	13,880	13,067	12,455	12,130	12,130
TOPS including DTS	8,228	8,038	7,857	7,261	6,947	6,947
Work with industry training bodies	113	106	98	90	83	83
Training research and development (including TSD secretariat)	84	81	75	68	65	65
All TSD	8,425	8,225	8,030	7,419	7,095	7,095
All SPD (YOP, STEP/CEP, and CI)	1,250	1,225	1,940	1,922	1,772	1,772
Corporate services division	1,151	1,093	1,058	989	943	943
Manpower intelligence and planning division	67	67	66	62	59	59
Regional manpower intelligence units	203	180	179	172	170	170
All support services	1,421	1,340	1,303	1,223	1,172	1,172
All MSC	25,868	24,670	24,340	23,019	22,169	22,169

Notes: * This allocation of staff is tentative at this stage and is subject to further revision.
 † Includes 36 posts to service the Job Release Scheme.
 ** Includes 402 staff in occupational guidance service which terminates in 1980-81.
 ‡ Includes stats and LMI: commonwealth immigrants; aliens; redundancy payments; UBO liaison and HO staff not elsewhere attributed.

Table 3 Proposals for staff and money savings

	Staff	Money: £m 1980 survey prices		
		1981-82	1982-83	1983-84
Training Service Division				
TOPS				
Skillcentre ancillary staff	395			
Computerisation of Skillcentre payments	70			
Withdraw 65 Skillcentre classes (40 in 1981-82, 25 in 1982-83)	75	0.4	1.0	1.1
TSD regional and district office staff	50			
Abandon proposed Skillcentre at Camden (and minor capital savings)		3.8	1.6	
Cut approximately 4,750 non-Skillcentre completions (TSD staff only) see ● below	85	5.0	8.3	12.0
Other TSD				
Staff in industry directorate-directorate of training	20			
Reduce industry directorate grants		2.5*	4.0	4.0
All TSD	695	11.7	14.9	17.1
Employment Services Division				
Area and district office staff	50			
ESD statistics	30			
PER	10			
DRO service (including blind)	70			
Change quota arrangements	50			
Trim ERC capacity and staff, savings on capital programme (possibly include closure of one ERC)	120	0.4	2.1	0.6
Minor savings on DP programmes		0.5		
Jobcentre capital programme		1.5	1.5	
Replace CAPITAL with Job Bank		4.7	7.8	5.1
● Staff saved on TOPS recruitment as consequence	30			
Reduce staff in general placing service	605			
All ESD	815	7.1	11.4	5.7
Special Programmes Division				
Streamline systems and paperwork	100			
Support services				
Corporate Services Division	90			
MIPD	5			
RMIUs	5			
All MSC	1,710			
Salaries and other direct costs of 1,710 staff, assuming 430 saved in 1981-82, another 430 in 1982-83 and the remaining 850 in 1983-84		1.2	3.7	7.2
Required savings		20.0	30.0	30.0

*This includes £1.5 million for supporting apprentice places—a saving MSC is seeking to avoid by transferring resources from YOP.

mitted on this matter and says that a change in this direction raises many difficult issues and would require very careful study before adoption.

While it would reduce the workload on the Commission there is, in the Commission's view, no prospect that it would make still further staff cuts possible; as it is, it is very difficult for the employment service to do an adequate job within the resource constraints imposed on it given much higher levels of unemployment.

Withdraw support

The training services may also find it difficult to service industry's need for skilled manpower. Grants for industrial training will be reduced at a time when the Government has decided to withdraw exchequer support for the industrial training boards, and the Commission's own training effort (in the Training Opportunities Scheme) will be reduced to about 56,000 completions a year, compared with 74,000 in 1979/80.

Programmes for unemployed young people, however, will be expanded—to serve 440,000 16- or 17-year-olds a year, and the new Community Enterprise Programme for long-term unemployed adults will serve twice as many people as the STEP programme it replaces.

But even at 25,000 places, the programme is being set alongside the 600,000 people the Commission forecasts as having been out of work for 12 months or more by 1983.

The Commission's scheme for meeting the Government's requirements to cut expenditure and staffing is set out in annex A of the Corporate Plan. Annexes B and C show how the Commission plans to deploy its staffing and expenditure resources in the next four years.

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The Green Paper: trade union immunities

□ The Green Paper on Trade Union Immunities has five chapters and an appendix on the law on industrial relations in other countries.

Chapter 1 discusses the social and economic context in which the debate on immunities must take place. It argues that improvement in our industrial relations are essential to increased productivity and greater efficiency, but emphasises that the role of the law in bringing about such improvements must be kept in perspective. "Changes in the law can influence attitudes and behaviour over time... But good industrial relations cannot simply be legislated into existence. Reform must also come from within: from trade unions and employers adapting their situations and practices to the social and economic pressures for change" (paragraph 19).

It points out that "all discussion of the law must inevitably involve judgements—both implicit and explicit—about the wider context: in particular, about the duties which trade unions and employers owe to the community as a whole" (paragraph 28). And it emphasises that "the purpose of this Green Paper is to prompt a wide and informed debate on the law concerning industrial action and on the role in modern life of trade unions and employers and their duties and obligations" (paragraph 33).

Chapter 2 describes the history of the development of trade union immunities from the 19th century to the Employment Act 1980. It explains that "the law governing strikes and other industrial action is based on a series of legal immunities which protect those who organise and take part in trade disputes from both criminal and civil liability.

"Without these immunities most industrial action would be illegal. Trade unions, their officials and their members would be liable to criminal prosecution or to civil action for damages every time they were involved in a strike unless due notice to terminate contracts of employment were given" (paragraph 34).

It describes how the present civil immunities date back to the Trade Disputes Act 1906, which, among other things, first conferred on trade unions the wide immunity from civil actions which they still have today. It describes how this immunity was enacted, following the Taff Vale Railway case in 1901, in which damages of £23,000 were awarded against the railway union

involved, and comments (paragraph 53) that "the Taff Vale case has assumed a symbolic and psychological significance which is still very potent today".

This chapter also describes some of the more recent developments in the law on industrial action, including the attempt to establish a new framework of industrial law in the Industrial Relations Act 1971; its replacement by the last Labour Government's legislation of 1974 and 1976; and the new protection against abuses of industrial power which has been provided by the Employment Act 1980.

Chapter 3 discusses possible changes to the existing framework of industrial relations law, concentrating primarily on the scope and extent of the immunities from civil proceedings for the organisers of industrial action. The chapter is divided into eight sections each concerned with a specific aspect of the law. In each case the section discusses the arguments for and against change and concludes with a number of questions on which views are sought.

Section A is about the extent of the immunity for trade union funds, first conferred by the Trade Disputes Act 1906 and now contained in section 14 of the Trade Union and Labour Relations Act 1974. It explains how the immunity for trade unions is wider than that for individuals who organise industrial action and considers the case for bringing them into line.

It discusses whether making unions liable to be sued for the unlawful acts of their officials and members would encourage them to exert greater control over their officials and members or whether it would lead to an increase, rather than a reduction, in unofficial action. It discusses the difficulty of determining when unions are liable in law for the unlawful acts of their officials and members (in the light of the experience of the 1971 Act) and considers whether employers would be willing to sue unions for damages if the law allowed them to do so.

Section B is concerned with the extent of the immunity for secondary industrial action. It describes the considerable restrictions on the immunity already imposed by the Employment Act 1980 and considers a number of possible further changes. It invites views on "what is the right balance between the need to protect third parties against secondary action and the need to

ensure that trade unions and their officials have sufficient immunity to enable them to defend their members' interests effectively" (paragraph 164).

Section C deals with picketing. It points out that the Employment Act has already restricted the immunity for pickets to those picketing at their own place of work and also for views on some other changes in the law which have been suggested.

Section D considers a number of proposals for amending the definition of "trade dispute" in section 29 of the Trade Union and Labour Relations Act 1974 and the likely effects of such changes on the immunity for industrial action.

Section E deals with legally-enforceable collective agreements. It notes that the absence of legally enforceable agreements is one of the features of British industrial relations which distinguish them from their European counterparts. It points to the benefits for both employers and unions in making collective agreements legally enforceable in Great Britain. "For employers they could undoubtedly provide a period of stable industrial relations which is a prerequisite for efficient and expanding business..." Trade unions and their members could benefit in terms of "higher wages, improved conditions and greater job security in return for guarantees of industrial peace" (paragraph 242).

The difficulties of such a change, however, lie in the informality of collective bargaining arrangements in this country and the historic reluctance of unions and employers to enter into legally binding commitments during negotiations. It raises the question whether "given the history and practice of industrial relations in Great Britain, the tasks of convincing negotiators of the value of legal enforceability is primarily an educational one and an essential prerequisite is still the need to secure an improvement in the nature of collective bargaining and the form of agreements concluded, particularly procedure agreements" (paragraph 243).

Section F is concerned with secret ballots before industrial action. It explains that the Employment Act has already made available public funds to encourage unions to adopt postal ballots and considers a number of proposals which have been made for giving a statutory right to union members to require a ballot before industrial action is called.

It points out that the desire for the wider use of secret ballots by

trade unions arises from the belief that "in a matter of such importance to an employee's livelihood as a strike, it is right that he should have the opportunity of registering his view on the issue in a secret ballot" (paragraph 253). It invites views on the practicalities and balance of advantage of making secret ballots compulsory and on what further steps might be taken to encourage their voluntary use.

Section G deals with the closed shop and related issues such as industrial action against non-union firms. It reaffirms the Government's opposition to the principle of the closed shop. It recognises that there are many employers as well as trade unionists who hold that closed shops can have value in terms of helping to create stability in industrial relations. It notes that: "There remains great public concern about the closed shop and about industrial action against non-union employees and companies. Any practice which makes the holding of a job and the continuation of business dependent on the holding of a union card cannot be convincingly defended" (paragraph 303).

But "the closed shop is a major feature of our industrial relations system with a long history. There are practical limitations on the extent to which such long-standing practices can be eradicated by law and there is inevitably some uncertainty as to what would be the effects of trying to do so" (paragraph 304). It invites views on whether further changes in legislation affecting the closed shop are desirable at this stage and on whether such changes would be likely to prove effective.

Section H discusses the question of protecting the community against industrial action by workers in essential services. It describes the powers already available to the Government under the Emergency Powers Acts 1920 and 1964 and explains that these have always specifically prevented Governments from using their emergency powers to outlaw strikes or picketing. It considers the pros and cons of such proposals as a statutory cooling-off period and a power to make strikes unlawful in essential services.

Chapter 4 considers whether and how the existing system of immunities could be converted into a system of legal rights, based on the positive right to strike, similar to those operating in a number of other countries. It suggests that the main advantage of such a system

Continued next page

might be to move the language and concepts of the law on industrial action away from the present system based on immunities from action in tort, so that it is easier to understand and more straightforward to apply. Moreover, by changing the courts' function into one of defending collective rights, it might also help to reduce the unions' traditional suspicion of the law.

It explains, however, that there would be very complex legal problems involved in introducing positive rights into the British legal system which is based on the common law and that if it were decided that there was advantage in a new system, "the whole question would need to be expertly examined" (paragraph 382).

The positive rights approach would not remove the problem of deciding where the limits of industrial action should be drawn, as the experience of other countries has shown. It invites views on whether such a fundamental change in the legal system would contribute to good industrial relations and whether employers and unions would welcome the obligations which it would involve.

Chapter 5 concludes that "immunities are not simply legal privileges which could be abolished outright. Without some legal protection—however circumscribed—it would be impossible for trade unions or individuals to organise industrial action without risk of civil proceedings and the ultimate safeguard of a collective withdrawal of labour would be effectively nullified. The debate, therefore, is about the nature and the limits of that legal protection.

"The experience of other countries where the law provides positive rights rather than immunities suggests that, whatever the nature of this protection, decisions still have to be made about where the limits of lawful industrial action should be drawn" (paragraph 384).

The appendix describes the law on industrial relations in Australia, West Germany, France, Sweden and the United States.

Trade Union Immunities, Cmnd 8128; HMSO; £5.30.

Special exemption orders, November 1980

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

orders in respect of employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued by further orders granted in response to renewed applications. The number of women and young people covered by special exemptions orders current on November 30, 1980, according to the type of exemption granted were:*

Type of exemption	Females (18 years and over)	Young people aged 16 and 17		All
		Males	Females	
Extended hours †	22,760	1,158	1,580	25,498
Double day shifts ‡	38,674	3,385	2,613	44,672
Long spells	11,713	398	1,200	13,311
Night shifts	62,829	2,598	814	66,241
Part-time work §	11,607	144	298	12,049
Saturday afternoon work	5,519	201	198	5,918
Sunday work	60,211	1,351	1,871	63,433
Miscellaneous	6,692	394	382	7,468
All	220,005	9,629	8,956	238,590

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

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

‡ Includes 15,120 people employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

Disabled people

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

eligible, choose not to register.

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

Returns of unemployed disabled people at Nov 13, 1980

	Male	Female	All
Section 1			
Registered	50,695	8,405	59,100
Unregistered	71,255	19,546	90,801
Section 2			
Registered	6,247	1,540	7,787
Unregistered	2,867	989	3,856

Placings of disabled people in employment from Oct 4, 1980, to Nov 7, 1980

		Male	Female	All
Registered disabled people	Open	1,272	379	1,651
	Sheltered	113	40	153
Unregistered disabled people	Open	1,173	507	1,680
	All placings	2,558	926	3,484

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IR handbook

□ The ACAS Industrial Relations Handbook, 335 pages of information on collective bargaining in Great Britain, is now available from HMSO, price £5 net (ISBN 0 11 700960 1).

"Collective bargaining" is taken broadly to mean any machinery for handling negotiations, grievances, disputes or consultations which involves employers (and/or their associations) on one side, and unions on the other.

The handbook is in two parts: the first sets out the historical, institutional and legislative context of current industrial relations; the second describes, industry-by-industry, today's major collective bargaining arrangements.

Historical development

The handbook outlines the historical development of industrial relations in this country through efforts to organise labour in the 19th century and such stages as the Taff Vale and the Trade Disputes Act of 1906 and 1965; formation of the Ministry of Labour; the Whitley Committee; the General Strike of 1926; formation of today's big unions; Mond-Turner proposals for consultation between the TUC and employers' organisations; the Ministry of Labour's 1939 National Joint Advisory Council; and the emergence of shop stewards.

The period of collective bargaining in the years of full employment between 1951 and 1968 is also documented, beginning with the legalisation of strikes and lock-outs in 1951. There are references to trade union power and the growth of "white-collar" unionism. The development of incomes policies since the war is also outlined.

The handbook illustrates the enormous variety and diversity of collective bargaining and the way in which plant and company bargaining has developed and become the principal influence on pay in many industries.

The Donovan Royal Commission's recommendations are described. Following these came *In Place of Strife*; establishment of the Commission on Industrial Relations; the Industrial Relations Act 1971; the National Industrial Relations Court (NIRC) and the Registrar of Trade Unions and Employers' Associations.

The opposition to the Industrial Relations Act and some of the legal proceedings are outlined—the major changes made by the 1974 Labour Government in the law and institutions are set out. Finally, mention is made of the present

Government's legislation.

Industrial peacemaker and advisory functions are now vested in the independent ACAS. Until a few years ago, these were carried out by Government, as is plainly illustrated by the handbook's discussion of state intervention in industrial relations. The development of conciliation and arbitration is traced leading up to the formation of ACAS itself; since then use of these facilities on a voluntary basis has greatly increased.

A chapter of the handbook summarises the body of employment law as it now stands, following enactment of the Employment Act 1980 in August. This is one of the first accounts of the overall shape of employment law after incorporation of the new legislation. The main provisions of collective labour law and individual employment rights are covered.

The handbook also describes many aspects of trade union organisation, together with details of union administration and composition. Similar treatment is accorded to employers' organisations including the chronicling of developments which led to the formation of the CBI.

Organisations

There are details of organisations such as the Engineering Employers' Federation; British Institute of Management; Institute of Directors; the Industrial Society and the Institute of Personnel Management as well as many other public bodies such as the Certification Office and Central Arbitration Committee.

From there, the handbook's natural progression is to the international organisations. An outline is given of the European Community's involvement in industrial relations and the International Labour Organisation and its Conference are extensively reviewed.

Mentioned also are the Organisation for Economic Co-operation and Development; the Council of Europe; international trade unions and employers' organisations.

The biggest and probably most important part of the handbook is its second section. It contains 23 chapters which describe the major collective bargaining arrangements in the industries within each Order of the Standard Industrial Classification.

Each entry describes the main features of the industry concerned, the employers' associations and unions involved, the main negotiating machinery, the balance between negotiations at different levels, and the categories of employees and principal matters covered by agreements.

Perhaps the most useful feature of the descriptions is that they will enable those familiar with the arrangements in one or two industries to compare them with other industries. Together they also represent the most up-to-date account of the pattern of collective bargaining throughout British industry.

The descriptions range from the complex arrangements of such industries as the engineering industry and education to a few lines covering small industries like pianoforte manufacture. The coverage of industries is more comprehensive than previously attempted, relating to all industries whether or not they have collective bargaining arrangements. The following extracts indicate the variety of arrangements described:

"The silica and moulding sands industry employs about 1,000 people. Its National Joint Council is composed of representatives of the Silica and Moulding Sands Association and of the General and Municipal Workers' Union and Transport and General Workers' Union. The National Joint Council sets a single basic rate for adult operatives, rates for juveniles and overtime premia and most conditions of employment for all hourly paid workers. There is some supplementary bargaining at company and plant level."

"Finance house are mainly involved in the financing of personal and commercial credit transactions. About 20,000 staff are employed in some 1,700 firms. There is no national employers' association with industrial relations functions, and collective bargaining where it exists in the sector is confined to individual finance houses. The major union is Banking, Insurance and Finance Union, which has sole recognition in five finance houses. Association of Scientific, Technical and Managerial Staffs is recognised in one finance house, Association of Professional, Executive, Clerical and Computer Staff has members in another, and there are a number of individual staff associations."

In its nine appendices the handbook gives statistical data of collective agreements, stoppages of work, the unions, employers' organisations and institutions.

The handbook is the successor to a publication of the same title first published in 1944 and last revised in 1960 by the former Ministry of Labour and National Service. The new work, however, is considerably more extensive in scope than its forerunner.

Literature service

The Preston Literature Service for practitioners in vocational rehabilitation published its first catalogue in April. Some 750 copies have been sent to employment rehabilitation centres, psychologists and selected managers and supervisors throughout the country.

The service began after an initiative by Mr David Stuart, manager of Preston Employment Rehabilitation Centre, who approached the universities of San Francisco and Wisconsin as well as the Chicago Jewish Vocational Service. They supplied Mr Stuart with some of the best literature available on vocational rehabilitation in the United States.

Aim of the service is to provide ERC staff with convenient access to this selection of copyright-free publications. Because certain publications will interest some staff more than others the catalogue has been annotated. By completing an order form in the catalogue the listed publications can be obtained on a ten-day loan basis at no charge.

Preston Literature Service, Employment Rehabilitation Centre, Dovedale Avenue, Ingol, Preston, PR2 3WN.

Radiographs

□ The ILO has produced a revised edition of the well-known International Classification of Pneumoconioses Radiographs.

This classification was finalised in collaboration with the American College of Radiology, the Working Group on Radio-diagnosis of the Commission of European Communities and other international experts. It classifies in detail all types of pneumoconioses characterised by regular and irregular opacities and makes it possible to follow the evolution of the radiological picture (silicosis, coal miners' pneumoconiosis, asbestosis and berylliosis etc.)

The standard films illustrating the classification are composed of 22 radiographs of standard size. They provide examples of the various types and stages of the pneumoconioses and of various categories of profusion. They have been copied by a special technique to ensure uniformity and consistency with the originals and will be particularly valuable to occupational health physicians, nurses and radiologists and all concerned with the detection of pneumoconioses and in the compensation system.

The films and further information are available from: International Labour Office, 96/98 Marsham Street, London SW1. Tel. 01-828 6401.

Effective health and safety policies

□ The Health and Safety Executive recently published a review drawn from the experience of HM Factory Inspectorate's accident prevention unit.

A case study from the report, is given below.

The safety policy as a catalyst for change

This case study concerns a large, modern technology factory with excellent compliance with the Factories Act and associated regulations. It had high standards in the provision and maintenance of physical safeguards in terms of plant and machinery and apparently excellent working facilities.

The factory is part of a major multi-national company whose other operating plants in the UK provide equally high standards in terms of working conditions and yet by contrast have much higher levels of safety performance as expressed in accident incidence rate terms. This plant was not engaged in similar activities to others within the group. From its start the plant had technical problems and was relatively unprofitable.

These considerations dominated management thinking although there was no deliberate neglect of health and safety or any conscious effort on the part of management to minimise the safety of their employees. Nevertheless in the first year of the APAU survey the plant which at that time employed 2,150 people, reported 239 accidents of which 33 were Group 1 (Severe) and 7,048 injury accidents were treated at surgeries.

Neither management nor trade unions were aware of this nor of the comparative position of this factory in relation to other factories in the Group or to other factories in this industry.

Faced with this knowledge management from the plant director downwards expressed their determination to improve. In three years the total of reported accidents fell by 38 per cent, the injury rate by 68 per cent and Group 1 injuries were eliminated. Present indications show continuing progress particularly in minor injury occurrence.

The management was unanimous that these results had been achieved by a deliberate and continuing policy aimed at securing the commitment to and accountability for the level of safety performance within the areas of control of individual managers. Functional management support was improved and extended and better information made available to identify the

sources and the causes of accidents.

Accident information is now supplemented by detailed inspections and auditing of the processes. Considerable time and attention has been given to the training needs of all managers and particularly supervisors. The basic change has been to set standards and objectives for which individuals at whatever level are to be accountable.

These standards are detailed and all are monitored. All management levels now believe that they have motivated the staff to believe that they are not only accountable for performance but that they can improve on present performance be it accident incidence or safe working. A similar approach is applied to workpeople and their representatives.

All inspections and investigations are the responsibility of line managers who have accepted that efficient managements can produce high levels of safety performance. The factory is better supplied by the Group in terms of technical standards and advice on common problems.

The declared policy of senior management was a crucial factor in setting the scene for this initiative and obtaining the understanding and commitment of all line managers towards realising the objectives and encouraging the workforce to participate in its implementation. The policy was the catalyst for change.

Disclosure in multinationals

□ The belief that employees of complex national and multinational corporations have a right to know what is going on in their companies is embodied in a European Commission proposal (COM(80)423 final) now being considered by the European Parliament and the Economic and Social Committee of the European Communities.

According to a background report (ISEC/B52/80) issued by the Commission, the directive, if adopted, would require central managements of corporations with national subsidiaries, as well as multinational companies operating within the EC, to provide regular information to their employees on matters that directly affect them, including production plans, management changes, and employment trends.

The proposal, says the report, is in line with OECD and International Labour Office (ILO) voluntary guidelines, and with the best industrial practices in the Community, "as exemplified in West Ger-

many, Belgium and the Netherlands".

This proposal falls within the Community's social action programme and is part of a series of measures, proposed or in effect, in the field of Community company and labour law.

The Commission argues that while large companies have become more complex, with subsidiaries or establishments in one country or even in several countries, consultation with employees still tends to be conducted locally at shop, plant or office level.

And in general, disclosure of information to employees is confined to the local business, so that workers can only obtain a partial or incorrect picture of the affairs of the company as a whole.

Where national law requires disclosure of information, such law can only apply to the territory of that state, and trade unions or other employee representatives have no legal rights to demand information from managements whose headquarters or parent company are in another country.

The Commission's objective is to provide a system where, subject to proper rights of confidentiality, barriers to disclosure of information are removed, and employee rights in this sphere are clearly defined. The proposed rules for disclosure of information are broadly similar for both national corporations and multinationals with subsidiaries employing at least 100 people in the EC.

In the case of multinationals, either central management, an EC-based representative, or a designated company that employs the largest number of workers within the EC would have, every six months, to forward information to managements of subsidiaries giving a clear picture of the activities of the parent company and its subsidiaries taken as a whole.

Such information would have to include structure and manning, the economic and financial situation, probable developments in production, sales and employment, production and investment programmes, rationalisation plans, and any plans for new working methods or other matters that would have "a substantial effect" on employee interests.

Local managements would be obliged to pass on this information without delay to employee representatives, such as trades unions.

In addition, should a parent company consider making important changes affecting employees (such as transfers, closures, conversions, either regarding the parent company or any of its subsidiaries), it would be required to send detailed information on its plans to each of

its EC subsidiaries 40 days before implementing the decision. Managements would be required to give this information without delay to employee representatives and to ask for their opinion within a period of not less than 30 days.

Where subsidiary managements did not communicate or consult, employee representatives would be authorised to open consultation with the parent management with a view to obtaining information and, where appropriate, negotiating agreements.

In cases where an employee joint body exists or is created at a higher level than the individual subsidiary, information would be sent to this body in the same way.

In the case of a corporation with subsidiaries in the same country, the procedures for disclosure of information would be the same as for multinationals, except that the draft directive proposes that such information should be sent to subsidiary managements every three months instead of six.

The draft directive provides for national legislation to impose appropriate penalties where employee representatives reveal confidential information, that might affect the interests of the firm, to third parties.

In order that managers should not be able to shelter behind claims of confidentiality simply to prevent information being divulged, however, the directive proposes that tribunals or other appropriate national bodies should be empowered to settle disputes relating to the confidentiality of any information.

Both the European Trade Union Confederation (ETUC) and the employer Confederation of Industries of the EC (UNICE) have commented on the Commission proposals. Their respective views are supported by the British TUC and CBI the report says.

The ETUC has long fought for the principle of mandatory, legal procedures for disclosure of information on the grounds that good industrial relations do not stop at national boundaries.

On the other hand, UNICE argues that while it is in the interests of companies to follow the OECD and ILO voluntary guidelines on disclosure of information, the mandatory procedures advocated in the draft directive would be untenable in practice, would put a heavy burden on all enterprises, but especially small and medium-sized firms, and would create problems regarding the confidential nature of information.

It considers that the proposed right of employees' representatives to press for international consultations at HQ level would upset established social relations and undermine the authority of local managements.

Getting it together

New lines of communications

by John Stevens, NEDO

□ Dating from 1969, GEC Measurements and their products (meters, relays and instruments) are an amalgam of the previous experience and inventions of GEC, English Electric and AEL. Production on the St. Leonards site at Stafford started when the business moved there in 1962.

By 1973 employment in the company had grown to about 1,850 from the 1962 total of just over 1,100. However, growth had not been without its problems, which came to a head in lengthy disputes in 1973 and 1974.

The pay system for hourly-paid workers was, and still is, generally incentive based. Pay determination, which had been decentralised, with responsibility lying with line managers, had been brought under the central control of the works manager because of the problems which had arisen over relativities between bargaining groups.

Disputes culminated in month-long strikes in 1973 and 1974. Production fell significantly and by the end of the 1974 strike the value of overdue orders had reached £3 million.

A watershed

A little time after this, responsibility for pay negotiations was moved from line management to the personnel function. Later still, a new managing director was appointed and shortly after, at what is now regarded as a watershed in industrial relations, a meeting of management representatives and shop stewards took place to identify the causes of disharmony within the company.

Out of the many problems discussed, two related areas were picked out: communications between management and union rep-

resentatives/employees; and communications between unions and their members.

It was decided to review communication and negotiating structures comprehensively and to minimise opportunities for misunderstanding. It was agreed that there should be strong links between the management and union communication arrangements.

Comprehensive structure

Before 1974, joint management/union committees had been limited to health and safety and canteen arrangements. Joint trade union organisation was largely informal. After 1974, a comprehensive and formal structure was introduced.

On the union side two new committees were established. The first,

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the 100 per cent stewards meeting, covers all the stewards representing hourly-rated workers (AUEW, EETPU, and TGWU are recognised) and meets quarterly. The purpose is to deal with trade union business, but also to discuss matters of wide concern to the workforce.

It is interesting to note that it was originally decided that only "25 per cent" of stewards should meet but the practical difficulties of some shop stewards handling issues of concern to all led to a move first to a "50 per cent" meeting and finally the "100 per cent" formula now in use.

The other standing union committee, which meets as and when required is the *policy committee*, consisting of the senior and deputy stewards plus two others from each union plus the chairman of the 100

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Change for the better:

This case study is one of eight productivity success stories in a booklet which has recently been published by the Electrical Engineering Economic Development Committee (EEEDC). (*Change for the Better*, free from NEDO Books, Steel House, 11 Tothill Street, London SW1H 9LJ.) The other case studies concern Hotpoint/GEC, Tannoy, Stone-Platt Crawley, Chloride Alcad, Thorn Lighting, Ekco Heating and Babcock Power.

The studies show how basic issues including communications, organisation of production, order fluctuations and the utilisation of new investment have been tackled. Tangible benefits have been achieved: improved industrial relations, reduced costs, higher value added and increased quantity and quality of production.

Each study sets out separately the

considered views of the management and union representatives on the changes which have taken place. There is also a brief comment on the applicability in other companies of the principle elements in each study.

However, the EEEDC has been careful to emphasise that the case studies should not be regarded as blue prints.

The EEEDC hopes the booklet will encourage the use of a wide definition of productivity and that the ideas in the case studies will spark off initiatives in other companies. To avoid over-burdening the companies with inquiries, anyone with questions on the case studies should make contact with the companies through NEDO.

For further information contact John Stevens (01-211 5519) or Michael Baker, EEEDC secretary, 01-211 6686.

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per cent stewards meeting. It is this committee which in fact draws up the joint union policy, pulling together the views of the three manual unions. It conducts negotiations with management although it refers back any agreement to the 100 per cent stewards meeting.

The major innovation, however, is the establishment of "involvement" committees. The *Hourly-rated joint plant communications committee* meets four times a year to discuss the state of the business, problems on general concern and production and industrial relations difficulties. Fixed agenda items include orders, sales, production achievements, investments, prospects, costs, economies, cash flow and manpower.

Shop-floor units

The committee comprises seven representatives from the 100 per cent stewards meeting, six stewards from production committees and six management representatives including the managing director.

Production committees cover each product floor (shop floor unit) and meet monthly. Their members include five or six trade union representatives, who may or may not be

stewards, the relevant superintendent, foreman, chargehands and a representative of the personnel/industrial relations function. The purpose is to discuss production, ways of increasing efficiency and the response to customer needs. They are involved in the preparation and introduction of new machinery and new plant layouts. In this context it is interesting to note that a three-year job guarantee against the effects of technological change has eased the acceptance of new machinery.

System review

Other joint committees include the *piecework rules and maintenance committee* which establishes "felt fair" rules for the piecework system and keeps the working of the system under review. A *grading committee* grades new jobs, ensures that existing jobs are correctly graded and investigates disputes. A *job progress/change committee* sees that all employees are considered for job change or promotion before recruitment takes place.

A *communications team*, consisting of the three senior stewards and their deputies and the chairman of the 100 per cent stewards meeting, considers with management all communications, checking them for

accuracy. (The membership is in fact the same as the policy committee.) The team is then available to answer questions to ensure as far as possible that misunderstandings do not arise.

This case study is mainly concerned with relations between the manual unions and management. However, it is worth noting in passing that a *joint staff communications committee* covers the representatives of the staff unions recognised at Stafford and a *staff communication committee* covers the staff at Stone.

The formal agreement on the new communications structure was regarded as a significant step forward. However, as those involved have said, agreeing procedures was only the first step. The building up of confidence in the new arrangements and benefiting from them required the co-operation of both sides over a long period.

At an early stage in this evolutionary process, the structure was tested on a significant new development: the movement of a substantial part of the existing business and a large number of jobs to a new site at Stone.

The move to Stone

In 1976 it was decided that if the company was to continue to expand (production had increased by 40 per cent in 1975), new premises would be needed.

A number of alternative sites were considered, but the one chosen as most suitable was found at Stone, seven miles distant. The Stonefield site had until 1975 been used by Lotus for the manufacture of shoes, but increased competition from abroad had resulted in closure.

The move to Stone was assisted by a meticulous approach to communications and this was in turn made possible by the involvement of the shop stewards throughout the system.

What was involved?

Moving a modern electronics production unit into a shoe factory presented problems. Meter production involves accurate calibration

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and requires "clean air" manufacturing conditions.

So extensive modernisation, the installation of a new floor and false ceiling, the extension of electrical and compressed air services and new lighting were necessary together with new goods receiving and despatching bay and general redecoration before the installation of plant and equipment.

Equally important to the success of the move, however, was the transfer of skills to Stone. Many aspects of meter production require considerable manual dexterity. It was therefore thought to be vital that at least a proportion of the workers from St. Leonards moved to Stone.



Training played a vital role in the move to Stone

How was it done?

The move required the coordination of building and electrical contractors, machinery suppliers, the installation of plant and equipment and the reorganisation of transport arrangements. The communications team had preview of the issue of a series of information bulletins reporting on the progress being made.

At the centre, however, was the manpower plan. Manpower requirements were discussed at an early stage with the meter production committee at Stafford.

All those in the meter department at St. Leonards were given the opportunity to transfer to Stone. Early in December, lunchtime visits by coach were arranged, with packed lunches provided, so that those involved in meter production could tour the Stonefield works.

Other visits were made in January, including a number by those who were interested in job opportunities at Stonefield, but whose work at St. Leonards was not on the meter side. A package of information sheets, outlining the developments being carried out at Stonefield and employment facilities which would be provided, was given to each employee visiting the site.

After the early December visit by

meter employees, a questionnaire was circulated to find out who was, and who was not, interested in transferring to Stonefield. Later, a similar questionnaire was circulated to non-meter workers.

In each case employees were asked what problems might arise if their employment was transferred and, in the case of those wishing to remain at St. Leonards, the type of job for which they would like to be considered. Priority was then given to interviewing, retraining and redeployment of those who were staying and whose jobs would be affected in the early phases of the transfer to Stonefield.

It was announced that in order to ease the costs of change, those who had decided to take employment at Stone, but who lived in Stafford, would be paid a temporary travel allowance.

Information meetings

In February 1976, information meetings were organised for hourly-rated meter employees and supervisors, to ensure that everyone was clear about the plans for the move and the arrangements for phasing the transfer. Early in March a further opportunity was provided for those who had earlier indicated their preference to stay at St. Leonards to review their decision

and, if they wished, to change their minds.

Many of those who decided to transfer to Stonefield already lived in the Stone/Stoke-on-Trent area, but there was still a shortfall of transferees. To make this good, a recruitment campaign was launched in Stone, an area of rising unemployment.

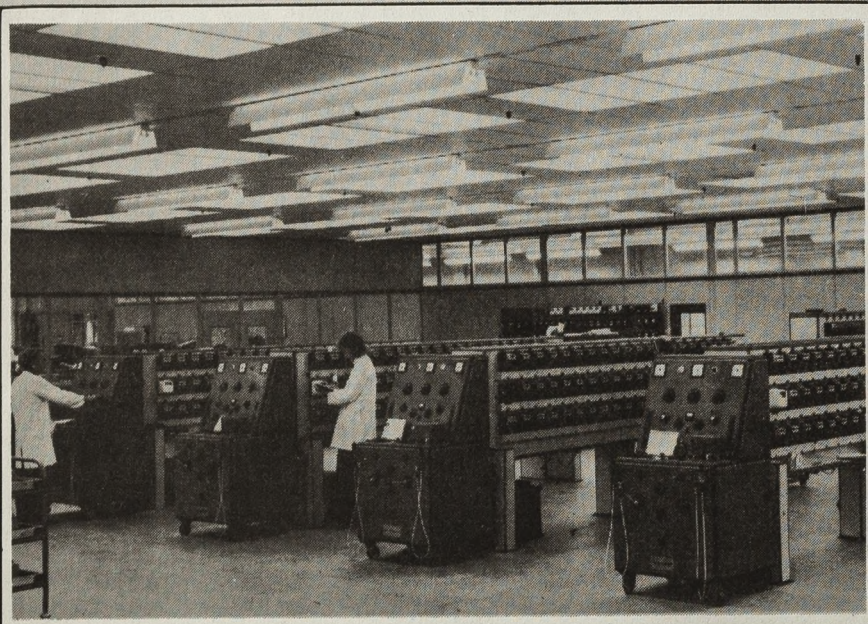
Training allowance

Those recruited were provided with an allowance to that they could travel to Stafford to train for their new employment before the Stone factory opened. The transfer began in the company's July holiday period, with the move of the test despatch and forwarding section.

In order to main quality, initial production used proven components and sub-assemblies from St. Leonards. Sixty-eight employees were involved in the first phase, and almost immediately a meter production committee was established at Stone.

Phase two coincided with the second holiday break in October when some sub-assembly and final assembly activities were transferred. The later transfer of further sub-assembly and meter moulding operations brought the numbers em-

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Good working conditions: test department, Stonefields

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ployed, including staff who progressively moved to Stone after phase two, to 400.

Subsequent expansion and conveyerisation of meter assembly lines, together with the development of a new mains signalling equipment product line, has been accompanied by further employment opportunities bringing the total workforce to 550.

Effectiveness of the system

One measure of the success of the system is the change in the industrial relations climate at GEC Measurements. After the major 1973 and 1974 strikes, they have not lost a day as a result of a domestic dispute.

So the measures which have improved communications between the representatives of the different unions and between the unions and management have made sure that misunderstandings arise less often and that disputes can be dealt with as effectively as possible.

There is also a more positive aspect to the system. It is generally considered that there is a greater understanding within the company of the reasons for changes in design and production methods and the requirement for quality and delivery. Also, because more information is available at a very early stage, developments affecting particular groups and individuals are less likely to form the basis of rumour and those concerned have a greater opportunity to influence events and to plan their lives.

Views of the parties

Management have been the prime movers in the development of the communications/involvement system. They have also encouraged the union representatives to improve their communications and co-ordination.

They stress the importance of individual managers at all levels being prepared to adapt to a more open management style. They say that, in industrial relations, setbacks have to be expected; that the

benefits of communications and participation accumulate over time and should not be expected immediately.

They believe that the system demonstrably works for the present and are ready to change it to meet the requirements of the future.

The *union representatives* say that the industrial relations problems of the past should not have occurred and they attribute much of the improvement in relationships to the procedures which have been introduced. They are particularly satisfied with the progress being made in the production committees.

However, they are not uncritical of the arrangements made. While accepting that limitations on meetings are necessary the stewards at Stafford consider that a formal limit of one hour on such meetings is inappropriate, even if further time, when necessary, is almost automatically forthcoming. They would also prefer separate office and secretarial facilities (at present these are provided by the personnel department).

Added-value bonus

At Stone, the production committee agenda no longer covers the examination of ways of improving productivity. The stewards and managers explain that an added-value bonus scheme was in operation and that departmental cost reduction committees have been set up to discuss ways of increasing productivity and, therefore, added value.

Despite the fact that the added-value bonus scheme is not producing a bonus largely because of the depressed economic situation and market conditions, the cost reduction committees continue to meet on a monthly basis and yield important ideas.

For a period stewards and employee representatives requested that matters relating to productivity improvement were put back on the production committee agenda. This is no longer the case because it is accepted that concentrated effort in the cost reduction committees produces better results.

General conclusions

GEC Measurements shows that given appropriate changes, it is possible to achieve significant improvements in industrial relations and that improved communications/involvement can play a part in this.

Applicability in other companies

While GEC Measurements have made some new departures, they are in many ways still traditionalists, still using piecework and maintaining the use of time clocks for some purposes. They are taking a step by step approach to change.

From the evidence of GEC Measurements, there would seem to be no reason why such innovations, relevant to the structure of the particular company, should not be successful in other companies. However, it is clear that a very strong determination to make the system work, and maintain momentum, is necessary from the management and trade union sides.

Also, both sides have to be clear that new systems and procedures require a radically different approach with all stewards and managers having a close involvement. There needs to be no room for anyone to stand back and criticise.

In the GEC case, the introduction of new arrangements had been preceded by a period of deteriorating industrial relations at the end of which both sides were concerned to make a new start. A high degree of commitment would seem to be a necessary ingredient for success. ■