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# Employment Gazette

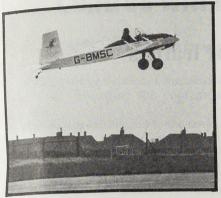
May 1983 Volume 91 No 5
Department of Employment





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#### Cover picture

A two seater aircraft took off at Sunderland airport last month with the hopes and dreams of 12 unemployed youngsters who helped to build it on a Youth Opportunities scheme. Story page 181.

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Street, London SW1H 9NF.

Note: This list does not include the publications of the Manpower Services Commission or its associated divisions not does it include any priced publications of the Department of Employmen

#### Employment legislation

A series of leaflets giving guidance on current employment legislation.

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Work Research Unit
Practical advice and help available for

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# EMPLOYMENT BRIEF

# Centres will meet scheme's new training needs

### MSC concern over staff's role and ability

The Manpower Services Commission is setting-up 55 training centres as part of its work developing the content and standard of the new Youth Training

The centres are integral to the development and success of the Youth Training Scheme which begins this year for school

Although YTS is partially built on the experience of MSC's Youth Opportunities Programme, many of its concepts are new, ment which are also new to many of those who will be involved in the scheme.

A major MSC concern therefore is to see programmes. that sufficient attention is given to the role, competence and training of supervisors, line managers, instructors, further education staff and other education and youth service tutors, concerned with yrs.

These adult staff will total many thousands, and will come from employers, sponsors, managing agents, colleges, local authorities, voluntary organisations and others directly concerned with young people in yrs.

Trainers from all these bodies will attend

met by the accredited centres include— for activities connected with YTS.

learning to assess trainee needs and tailoring the content of training to the needs of the young people. Also understanding the concepts of yrs and how they apply to the different occupational training families, plus supervision and counselling skills.

In addition to those who directly train requiring methods of teaching and assess- and supervise young people, the MSC is aware of the needs of sponsors and managing agents who will plan and manage YTS

#### Experience

These needs will also be met by the centres. They include programme design, knowledge of further education and industry training, assessment and test methods, the design of schemes and the management and integration of training and work experience.

MSC is making funds available to establish the accredited training centres and to cover the accredited training centres for courses, the salary of a staff training co-ordinator at seminars and workshops, to reach the each. In addition funds will be available to standard MSC require for trainers in YTS. cover the courses arranged. The initial sum Some of the direct needs of trainers to be will vary, and will only be made available

### Programme is on target -

There are now 1,000 projects running under the Community Programme—launched last year to help people who have been out of work for some time to get a job-with half the approved places now

According to figures released by the Manpower Services Commission, there are some 80,000 places already approved under the Programme and 39,000 are filled.

In addition, there are a further 85,000 places currently "in the pipeline" giving a total of 165,000. If the trend continues, as forecasts suggest, the Programme will reach its target of 130,000 filled places by

The thousandth project is sponsored by the Caldmore Area Housing Association in Walsall in the West Midlands and involves 35 people who have started a neighbourhood care plan to provide help for the elderly in the area.

The aim is to visit some 10,000 people to assess their needs and provide help either themselves or in conjunction with professional welfare services. For example, they may do shopping for old people and help them in their homes.

Later, it is hoped to extend the project to include a further 27,000 people in the town, complementing the service already undertaken by the social services and the area's Guild for Voluntary Service.

### EC hands over cash for projects in UK

Contributions of £6.4 million from the European Regional Development Fund (ERDF) towards the cost of projects in the United Kingdom were recently announced by the European Commission.

This brings the total fund contribution to UK projects since the inception of the fund in 1975 to £1,012 million.

The £6.4 million is the first 1983 allocation from the fund; it relates to five industrial and 17 infrastructure projects located in the UK Assisted Areas.



New methods of teaching and assessment will be needed at training centres, like the one above which makes a variety of material products for sale—including cuddly toys!

### **EMPLOYMENT BRIEF**

### Jobcentres place 1.5 million in work in 1982

New technology and a shake-out of weak management practices is producing a radical transformation of the country's employment scene, according to Mr David Young, chairman of the Manpower Services Commission. He told the Northumbria branch of the British Institute of Management recently that as a result the market in employment was

By next September the number of apprenvery active.

"Last year the Jobcentre network placed over 1,500,000 jobs in the country as a whole," said Mr Young.

"The MSC has only about a quarter of the job-placing market, which suggests that, in 1982, well over 6,000,000 jobs were filled in the UK"

While agreeing that, at the same time, jobs had been "lost", Mr Young said: "For the majority, unemployment is more a matter of days, weeks or months between jobs. When we read that unemployment figures rise, what it really means is that the time between jobs lengthens and, when it starts to fall, as I hope that it will before too long, then that time will shorten.

"I said for the majority, but there is an important minority, nearly one third, the long-term unemployed. These are people who have been unemployed for at least a year, and here the problem is more serious. We know that the longer that someone has been out of a job, the harder it is for them to get back into work, for very understandable reasons.'

Mr Young said the MSC's Community Programme, launched last October to help the long-term unemployed, was going well and was on course.

He was confident that they would meet the national target of 130,000 filled places by the end of September.

Also meeting its numbers targets was the MSC's Youth Training Scheme for school-

Over 300,000 yrs places had been identified to date, although not all had yet been buttoned up, said Mr Young. Additionally, 15,000 potential sponsors and managing agents had responded to the MSC's advertising campaign.

YTS could only be part of the answer. MSC's complementary scheme for technical and vocational education for 14 to 18-yearolds—TVEI—was enormously important in its implications.

"We wish to give our youngsters a goodgrounding in computer sciences, in business, and in the craft trades, and we want them to leave the scheme with BEC, TEC and City and Guilds qualifications, as well as some of the usual cses and o-levels."

## Tidy opening for Jobsearch '83

Jobsearch '83 exhibition, a prelude to a campaign for jobs for teenagers, got off to a graphic start in Liverpool.

Cartoonist Bill Tidy opened the exhibition in the Bluecoat Chambers in front of an audience of employers, trainers and young people. The youngsters were there to show the standards they had attained under Youth Opportunities Programme training.

One youngster received recognition for her talents. Seventeen-year-old Donna Lee is on a graphics and design scheme with Victoria Training in Everton. As part of her project, Donna designed a logo which was used on Jobsearch '83 leaflets and publicity. She met cartoonist Bill Tidy, who then created a cartoon storyline for her.

Youngsters and sponsors involved with MSC vouth training schemes in the Merseyside area took part in the twoday exhibition. They ranged from youngsters on horticultural schemes. who had displays on show, to those involved in engineering, construction, craft and design, office skills and catering.



Picture shows (left to right) cartoonist Bil Tidy presenting the comic strip he drew for rop-trainee Donna Lee of Bootle, with 'Liverpool's principal careers officer George Hogg.

# Changing scene in the engineering -industry—

tices receiving training within the engineering construction industry will have tripled in the space of 12 months. That is one of the tangible results of the National Apprentice Scheme for Engineering Construction (NASEC), which was launched last year and which has transformed the training scene in the industry.

Of the 200 NASEC apprentices recruited on behalf of the industry last September, 187 remained at the end of the probationary period. A further 161 apprentices are completing the second year of their off-thejob training. On site for their on-the-job training are 123 third year and 19 fourth year apprentices. The total number of these apprentices, all of whom have joined NASEC, is 490.

The search for site places for the 161 trainees in their third year has begun and 135 provisional places, for both long and short periods of training, have already been identified by the Mechanical and Electrical Engineering Construction Industry (MEECI) Sector Committee of the EITB.

Recruiting has begun for 150 school leavers for the 1983 programme, 50 less than in recent years. The reduced intake reflects the declining labour force in the industry and has been based on the projected requirements of the industry in September 1985.

#### Sponsored

NASEC, which was launched in September 1982, introduced major changes in the arrangements for the training of craft apprentices for the engineering construction industry. Now all craft apprentices joining the industry and destined for site work are fully sponsored throughout their training by the MEECI Sector Committee, not by individual companies. The Sector Committee is responsible for their selection and registration and for the administration, monitoring and assessment of their

NASEC has totally detached itself from the old "time-served" concept of apprenticeship and is one of the first schemes in which the status of craftsmen is based entirely on the attainment of the requisite skills. It is a radical development in apprentice training for the engineering construction industry, which previously, with the exception of a few companies, has not had a good training record.

### Chocks away . . . aircraft built by jobless youngsters takes off



Trainees on the Youth Opportunities Programme and the plane they made at Sunderland

A two-seater aircraft built by jobless teenagers under an imaginative Youth Opportunities Programme scheme recently took off at Sunderland Airport.

The aircraft, which was registered as G-B MSC will now be demonstrated at functions throughout Britain.

Twenty unemployed "no hopers" who left school without an o-level between them started on the project 12 months ago. Since then four had dropped out and four had found jobs.

It was the idea of Mr George Taylor, of the Sunderland Council for Voluntary Services. He was convinced that with the right supervision unskilled school leavers could build a plane that would fly.

"This scheme proves that and I'm indebted to the MSC for funding it—£54,000 for labour and materials-and hope that the name Mercury will prove the right message to others like myself who want to encourage our school children," he said.

The plane is 19 feet long with a 27 feet wing span. It is powered by a 65 brake horse power car engine and can fly up to 80 mph.

### Temporary work at old rail centre

A project to improve the general amenities at the Didcot Railway Centre in Oxfordshire is providing temporary work for 28

The project is sponsored by the Government's new Community Programme, which aims to provide up to 130,000 places on similar schemes of benefit to the community for those who have been unemployed for some time.

The Didcot project will improve access to the Railway Centre for families with young children and for disabled and elderly

The focal point of the Didcot centre is a depot which was completed in 1932 using funds provided to relieve unemployment.

The Community Programme is already providing a wide variety of temporary job opportunities. It can support environmental improvements, energy conservation for socially disadvantaged groups and social service projects.

Its success depends on sponsors coming forward with proposals which will help the long-term unemployed and the communities in which they live.

### Aid for community sports and leisure

Part of a Cheshire village playing fields scheme, planned as a memorial to the late Earl Mountbatten, is to be financed by the Manpower Services Commission.

MSC has approved a £28,000 project to landscape playing fields in Lostock Gralam, Northwich, and to make an adjoining car park and access road for a new community sports and leisure complex.

The village, with a population of 2,800, is at present without playing fields. The scheme will provide work for a year for seven long-term unemployed adults under the MSC's community programme.

Architect of the Lostock Gralam project is Mr Ronald Dobson, chairman and managing director of Dobson's Road Tankers Limited. His company has given 15 acres of land, free of charge, for the playing fields, and a donation of £60,000 towards the sports and leisure complex.

Mr Dobson said: "It would not have got off the ground without this help from the Manpower Services Commission. and a grant of £20,000 from the North West Sports Council.

"The scheme is intended to be a memorial to Earl Mountbatten and those who served with him."

## MSC launches new monthly newsletter

The MSC has produced a new monthly 12 development of the Programme and arouse page newsletter which has been mailed to interest among potential sponsors. some 25,000 sponsors and potential sponprojects already underway, illustrate the foot, Sheffield S1 4PQ.

Copies are available free on application to sors. It aims to inform sponsors about Manpower Services Commission, Moor-

### EMPLOYMENT BRIEF

### Changes in British industry are affecting health and safety standards, says official report

The recent development in the changing face of British industry are making a significant impact on health and safety standards. Jim Hammer, HM Chief Inspector of Factories, mentioned the emergence of small firms in new fields of technology and cutbacks in large companies as two examples in a report published by the Health and Safety Executive

Speaking at the launch of the Manufacturing and Services Industries 1981 report, Mr Hammer spoke of the process of reappraisal and rationalisation which had two consequences. The significant reduction in the number of managers with the time, experience and motivation to give attention to health and safety matters. Secondly many functions previously undertaken by major companies which were being put out to new small contractors who had no specialist safety function.

Many of the problems of small firms such as lack of cash, time, expertise and inadequate premises are endemic, but a number of new factors are emerging which could have serious long-term consequences, such as:

- small firms in the new technology fields who are working where safety standards are not vet established;
- in the case of electrical maintenance and repair, catering, transport, machine servicing and so on, there could be a growing and permanent shift away from direct employment towards contract
- prerogative of the developed west—this is now also big business for the third world. It could be that with new products the highly industrialised countries will increasingly always be operating at problems, rather than in large-scale production;
- rate companies operating on contract or commission;
- major construction companies have deliberately let substantial parts of their work to sub-contractors—often their former employees in a different guise.

"Thus many of the new small firms are working with new technology or on new products or in new fields-or even in familiar fields but without adequate management or safety specialist back-up," said Mr Hammer.

The implications for health and safety are significant because:

• entrepreneurs often lack managerial

example the ability to look at issues, including health and safety in terms of planning, budgeting and setting priori-

- where the enterprise supplies articles or substances, directors are very often ignorant of their duties under Section 6 of the Health and Safety at Work Act (HSW Act) to ensure the article or substance can, so far as is reasonably practicable, be used without risk to health or safety;
- the director or manager of a small company has his work cut out monitoring production and balancing books;
- plant and equipment is often secondhand and lacking the requisite protec-
- there is a temptation to employ lowpaid youngsters rather than the experienced, and also to skimp on training.

#### **Implications**

But, says Mr Hammer, whether it be the small company or larger business which is shedding labour, streamlining its produc-• large-scale production is no longer the tion or services and cutting back on safety staff, the basic responsibility to ensure health and safety remains.

"If there is to be a change in the way in which this responsibility is managed, then it must be as a result of planned transithe pilot and early production stages, tion," says Mr Hammer. "If the reduction with the associated development work of the central safety staff is the action of management deliberately taking a shorterterm view of its priorities, seeing effective • some previously vertically integrated safety management as a dispensable luxury industries have broken down into sepa- and hoping to deal with problems reactively as they arrive, then the consequences could be serious.

Change need not adversely affect the health and safety performance of the company, however, if

- o it reflects a considered reappraisal of the relative responsibilities of skills and of its managers;
- those safety specialists who are retained are of the highest quality and qualifications: and
- line managers themselves are qualified and capable of effectively undertaking greater responsibility.

"In short, tightening up of management skill, experience and knowledge; for in the interest of efficiency can have a

### Equal pay

The Government has decided on changes to the Equal Pay Act, which would give women greater rights to claim parity with male colleagues doing similar work, but they are to be shelved because of the dissolution of Parliament.

### **Appointments**

Mr Oliver Tynan has been re-appointed Director of the Work Research Unit by the Department of Employment. Mr Tynan. who is 55, has held the post since July 1979 on secondment from BL Cars.

Two new Regional Directors of the Manpower Services Commission have been appointed. Mr George Calder takes over from Mr Colin Knight in the North and Mr Ray Phillips succeeds Mr Dewi Rees in the North West.

Mr Knight moves to the South West as Regional Director and Mr Rees moves on secondment to the Task Force in Liverpool.

beneficial effect on health and safety," says Mr Hammer.

Firms that diversify in order to survive must carefully consider the health and safety implications of any new process upon which they embark, he says. Those who follow the trend towards smaller less co-ordinated units, must also recognise the disadvantages in a more fragmented approach to health and safety and consequently the need for better advice and communication with their managers.

On development work, says Mr Hammer, those involved tend to offer the excuse—"we'll do it better (and safer) when we get the process right". Development work has to be done safely from the

Finally Mr Hammer mentioned firms who set up using second-hand plant. Today purchasers of such plant are entitled to expect it to be safe so far as is reasonably practicable. Small business should insist on that, at the same time accepting that if they supply articles or substances for use at work they have reciprocal duties.

Manufacturing and Service Industries: Health and Safety 1981, HM Stationery Office, price £6.50 plus postage. ISBN 0 11 883684 6.

### Selection system is applauded but top recruits to civil service 'lack originality'

There have been too few graduate recruits to the fast stream promotion ranks of the civil service in recent years who were of "marked originality or pronounced character", according to a recent report by the Management and Personnel Office.

Candidates of "forceful and thrusting personality" should be welcomed provided that they could work as a member of a team, it said.

The report, by Sir Alec Atkinson, a said that the total number of applicants was still growing but the relative attractions of the civil service to the best graduates could be declining. Despite the graduates in the public and private sectors was keener than ever.

The report stressed that the civil service selection system for fast stream candidates continued to enjoy a high reputation and need not fear comparison with others.

The costs were higher than those incurred by most commercial organisations for their graduate recruitment and were justified because staff turnover in commercial organisations in the early years was also

The basic structure of the selection former permanent secretary with the De- arrangements remained sound. Alterations partment of Health and Social Security, to the selection system in order to reduce costs could not be made without impairing its effectiveness.

Among Sir Alec's recommendations were—strengthening of liaison with univerrecession, competition for the services of sities and polytechnics, particularly outside Oxford and Cambridge Universities; special attempts to attract applications from graduates in their middle or late twenties; Government departments should replace ance for one of two packages, which will the Final Selection Board in choosing inservice candidates for the Higher Executive Officer (Development) competition; a review of departmental arrangements to identify and nominate in-service candidates and the inclusion of people experienced in the private sector on the CSSB's to specify the equipment they require for

## **Government to share** costs of training -aids for students-

Two new schemes have been introduced to provide funding for secondary schools to upgrade and purchase computer equipment and for colleges of further education to purchase advance machine tools. Half the £8 million total costs of the schemes will be provided by the Government.

More than 6,500 secondary schools which received microcomputers under another Department of Industry scheme will be eligible for pound for pound assistinclude a Microvitec colour monitor, a Walters printer and software.

The other scheme aims to equip colleges of further education with up-to-date computer numerically controlled machine tools. More than 500 colleges will be asked

### Research will show graduate shortages

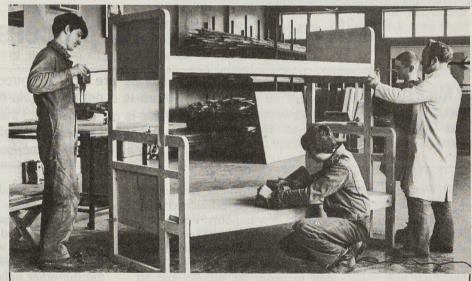
Current or expected shortages of science and engineering graduate manpower are the subject of a survey now being conducted by the Department of Employment's Unit for Manpower Studies. National statistics suggest that there is at present no shortage of new graduates in any broad subject area.

The aims of this research are to see whether there are persistent shortages of graduates with more specialised skills or training and to identify future requirements for graduates, particularly in the new technologies, which are unlikely to be met by existing higher education provision.

Researchers from the Unit plan to interview a sample of up to 100 employers and interested organisations about shortages.

The Unit would be glad to hear from any organisation which is either experiencing (or foresees) shortages of graduate recruits or which has a point of view. Please write to, Mr J Tarsh, Unit for Manpower Studies, Department of Employment, Caxton House, Tothill Street, London swith 9NF. (Telephone 01-213 5932).

### Old school serves community again

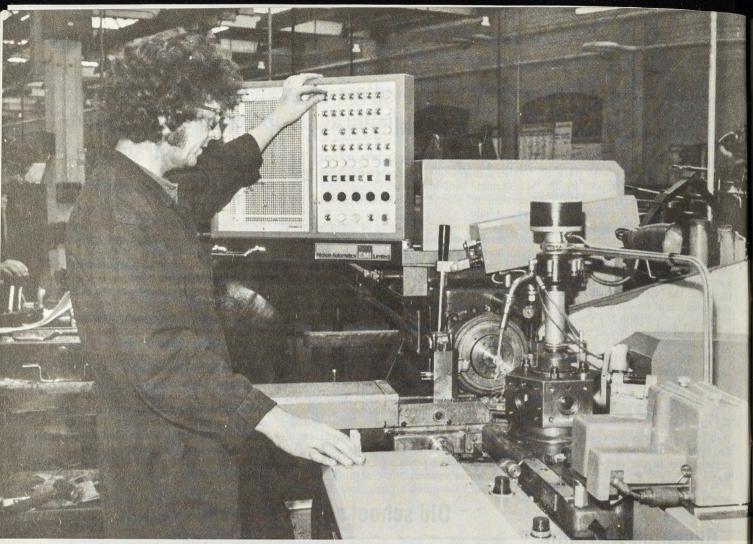


An old school in Kells, West Cumbria, is now the site of a workshops complex providing training

Six new workshops have been provided in the school in an attempt by sponsors Copeland Borough Council to use MSC schemes to help the local community

The school had been empty for five years. Then last year the council used MSC programmes to begin refurbishment work. In September last year the first youth trainees started, and in the early stages of the YOP scheme, they helped with the refurbishing

Now the premises have six workshops-woodwork, metal work, sewing, brickwork, catering and office skills-all with local teenagers in training.



# Skill requirements for process industries

by Michael Cross Senior Research Fellow. The Technical Change Centre

In order that firms are able to introduce and to utilise fully the latest technology there is a need to equip their workforce with the appropriate skills. This article is concerned with these aspects of technical change and attempts to answer the question; What engineering craft skills are needed to maintain new, process manufacturing plant?

With the advent of micro-electronics technology debate on the relationship between technical change and employment has received a new impetus. Fears have been expressed over the net result of the continued introduction of new technologies and the associated loss of jobs. This fear is countered by the need of companies to introduce new technology in order to survive and to compete internationally and hence protect jobs. It is also argued that while technology does destroy jobs it also creates them, and still further, releases many workers from dangerous and unpleasant tasks, and makes increases in leisure time possible.

The present concern with the relationship between technical change and employment goes beyond the destruction and creation of jobs, and centres around the nature of the work associated with using new technology.

On the one hand, there is the line of argument which suggests that the outcome of the long run trend of the relationship is one of further and further job improverishment. And, allied to this trend, is the creation of distinct groups of people which are differentiated by their "skills", leading to the development of a polarised labour market. On the other hand, there is the counter argument which suggests that technical change can (and does) impoverish some jobs, but it creates by far, more fulfilling jobs not tied to specific machines.

Despite the fears over the socially disruptive effects of technical change, there is the need for firms to be able to

compete with their national and international rivals by using the latest (best practice) technologies. In order that firms are able to introduce and to utilise fully the latest technology there is a need to equip their workforces with the appropriate skills. It is this aspect of technical change with which this article is concerned, and it attempts to answer the question: what engineering craft skills are needed to maintain new, process manufacturing plant?

The article divides into five parts and draws upon material collected as a part of a programme of work examining the processes involved in the technical change and employment relationship<sup>1</sup>. Each part of the article answers one of the following questions: where does the motivation come from to change engineering craft skills in the process manufacturing industries? What has the research reported here attempted to do, and what nuestions have been addressed? How, and with whom has he work been conducted? What are the main findings of the research? How can the skills needed be obtained?

#### Factors changing engineering craft skills

Throughout the continuous (and batch) process production based manufacturing industries a number of factors have created a need for changes in the skills required to undertake maintenance work. The major factors creating this need can be listed as follows:

- the processes involved have steadily become more complex and expensive
- the hardware operated to carry out the process have become increasingly multi-disciplinary creating a need for a systems approach to its maintenance and opera-
- the manufacturing systems have become increasingly
- control engineering requirements have increased in importance
- the need for job enrichment to maintain or improve job satisfaction has become increasingly recognised
- technological developments in customers' processes leading to the requirements for tighter specification of product quality and a greater demand for quality control by the producer
- the need to maintain competitive levels of plant productivity if a company is to have any significant

Many of these factors were experienced many years ago in oil refining and chemical production, but even in these industries there is still room for improvement. In other industries such as food processing and glass container and sheet glass production, the introduction of (microprocessor based) process control equipment on a large scale are relatively more recent events. When process control systems and other new technologies are introduced into production, unless an adequately educated and trained workforce is available, strains can develop, preventing the full benefit being obtained from the technologies.

#### Remit of study

For reasons given earlier, the following remit was adopted for the research:

- to establish the process industries' need for craft skills and knowledge for the 1980s onward
- to determine the most appropriate and effective scheme of training to provide the skilled manpower in craft trades which the process industries require

#### Key questions addressed

- what problems occur in the repair and maintenance of plant which may be due to deficiencies in the skill, knowledge, attitudes or utilisation of craftsmen?
- what changes in training content, training method, and manpower utilisation would help to overcome the
- how can the decision-making process about recruitment, training and utilisation be improved to ensure a self-correcting system which continues to meet the needs of process plant?
- what trends (especially technological, organisational, attitudinal) are occurring or foreseen?
- what further change in training content, training method and manpower utilisation will be necessary to meet the needs of the future?

#### Methodology

Case studies have been conducted on 36 companies known to be "technical leaders" in their respective industries and who would be willing to make known their experiences. The breakdown of the case studies is presented in table 1.

In all, 114 interviews were conducted in the 36 case study firms and a further 108 have been conducted with other relevant bodies for example, unions, maintenance contractors, machine manufacturers, employers associations, research associations. The total number of sites considered directly and upon which data were collected is 75 (a further 15 were discussed in general terms, and in all cases the "main/leading" site was always considered) on which 6,837 craftsmen (mainly mechanical and electrical trades) are employed. Only those craftsmen involved in maintenance work on "the line" have been considered in this study, and only minor consideration has been made of those craftsmen employed in machine shops. On large, multi-plant and multi-work sites only specific plants or works have been considered thus excluding from direct examination many other craftsmen. In total, findings relate to 8,885 craftsmen (approx.) (exact numbers of craftsmen not being available in two significant cases as the sites are under development).

#### Main findings

By far the most significant features of the technology currently being introduced by the companies considered are the control mechanisms and the move to greater

<sup>\*</sup> The views expressed in this article are those of the author and do not necessarily reflect those of either The Technical Change Centre or the Department of

The picture above shows how Skillcentre training, such as capstan setting/operating, helps a workforce acquire engineering craft skills.

Table 1 Breakdown of case studies

Industry of	Number	No of	Significant features of technical changes						
case study company	of engin- eering crafts- men employed	sites	Control mechanisms	Materials handling	Span of operations found in a single machine	Process			
Brick Brick Cement	178 6 c. 150	1 1 2			เลือก เล็กร้างนั้				
Man-made fibres Man-made fibres	248 138	1			t so saus				
Pharmaceuticals Pharmaceuticals Pharmaceuticals	352 132 49	1		S19.5 JP	e a a a le contractor				
Plastics Plastics Plastics Plastics	15 9 23 4	1 1 1 1 1	A AL TA						
Food Food Food Food Food	36 105 72 154 600	1 3 1 1 6	:		:	•			
Brewing Brewing	100 160	1 3							
Oil refining Oil refining Petrochemicals Petrochemicals Chemicals	21 190 1,840 2–300 2,400	1 1 1 1 1	:						
Glass Glass Glass	35 185 77	1	:	•					
Asbestos } Asbestos	100 }	16	•		dansir il Turingi				
Packaging Packaging Packaging	63 227 150	1 13 4	:		dinn h				
Metal Rubber Cigarette	52 600 154	1	:						

integration of production plant. Allied to both of these "technical changes" is the increasing use of electronics, especially micro-electronics, in the control and monitoring of production processes. Together these factors have created a requirement for new skills for the users of modern process plant. The new knowledge and skill requirements fall into two types:

- knowledge of, and skill to use and maintain a particular new technology for example micro-electronics based control systems
- knowledge of, and skill to diagnose faults that is a systems approach to problem solving

Having identified the need for the above skills (which have been known for some time in some quarters)<sup>2</sup>, it is then the problems have been encountered by employers. The most significant findings which have emerged from the study to date are as follows:

- lack of appropriate specific training being offered by local technical colleges, machine manufacturers, and by companies themselves
- failure to match apprenticeship training content to needs of specific industries and employers
- inappropriate company organisational structures and personnel/employee relations policies

• inappropriate inter and intra-union structure at both local and national levels

Despite these barriers and possible obstacles to the effective matching of new technology and manpower employers (and unions in a few cases) have found ways of overcoming these barriers. By far the most common strategies adopted by employers are the following:

- create or expand a technical grade by promoting a number of existing craftsmen (usually electrical craftsmen) who through training, experience, and natural aptitude are able to tackle both the problems thrownup by micro-electronics and have developed a systems approach to fault diagnosis. The need to promote a few craftsmen to technician grades stems from the problems of common craft rates and it also offers a means of retaining and rewarding skilled employees.
- maintain existing craft and technician structures, and call upon project engineers to undertake work on any new equipment.

Grade/level	Description	-berressh
Traditional engineering craftsmen	Have undergone a recognised period of apprentice training in a single trade discipline for example fitter, welder, machinist. Usually followed a standard Industrial Training Board type programme.	Location
General engineering craftsmen		
Cross-traded engineering craftsmen	Have undertaken a similar type and period of training as the traditional engineering craftsmen but by virtue of perhaps both experience and a period of training acquired skills in related craft trades for example an electrical fitter undertaking work in one of the following areas: hydraulics, pneumatics (usually combined as a joint skill), electronics.	Length/ duration
	micro-processors instrumentation and mechanical systems.  Craftsmen covered by this category can also be regarded as  "relative specialists" (that is job descriptions should be such as to encourage as much flexibility and job inter- change within each work group as is consistent with operational skill and safety limitations) and undertake the	Payment
Dual-traded engineering craftsmen	bulk of their work within their main trade discipline. Have undertaken a recognised period of apprentice training in common with the Traditional Engineering Craftsmen, but has also undertaken a second period of training to acquire skill to a comparable level of ability and applications as their initial trade. Will have invariably come via the cross-traded engineering craftsmen route.	Standards/ assessment
Process engineering craftsmen	es as as a company of an expression of	
Machine specialist	Have undertaken a period of training which has provided a range of skills across several technologies (and trade	

engineering craftsmen

engineering craftsmen

Have undertaken a period of training which has provided a range of skills across several technologies (and trade disciplines) and would in specific training terms lie between the cross and dual-traded engineering craftsmen. However, these craftsmen have acquired through plant specific training and experience the application of the range of skills applicable to either a single, or series of machines. Such craftsmen would be the lead-in for any breakdown work on their respective machines. Have undertaken training to the level of probably the dual-traded engineering craftsmen, but rather than specialise on one specific machine this category of craftsmen have specialised in the understanding of the process being undertaken in a particular plant. Their understanding spans a series of machines and their inter-relationship. Hence, in a food processing plant such craftsmen would be able to cover the machines involved in the "dry" end for example labellers, shrink-wrappers, palletisers and buffer support control systems. The need for craftsmen in such a position stems in part from the increased integration of individual plant items and its control via a central process controller. The failure of such central process controller shas in a number of instances caused complete system failures.

Source: M Cross, Changing requirements for craft skills in the maintenance of process manufacturing plant. Interim Report. The Technical Change Centre, London. April 1983.

April 1983.

J Parnaby (chairman) Principles related to the training of engineering personnel for the iron and steel processing industry in all grades from mechanic to professional engineer. Report of a Working Group of the Adviscry Committee on Engineering Services of the Iron and Steel ITB 1978.

Aspects of training strategies for obtaining new Table 3 engineering craft skills

Findings and comment Aspects Five main aims were identified: (i) upgrading of craftsmen in present trade (cover trades' new technology); (ii) training of craftsmen in another trade or trades, but still maintaining major involvement in present trade; trade or trades, but still maintaining major involvement in present trade (iii) training of craftsmen in another trade resulting in dual (cross) traded craftsmen, (iv) training of craftsmen in "new" technology for example micro-electronics; and (v) training of craftsmen in systems of related technologies concerned with a particular machine or collection of Training was provided for either all craftsmen (electrical/mechanical) (10 cases) or only electrical craftsmen (6 cases). In one notable case, the training has been devoted to only mechanical craftsmen to date.

Eight companies had schemes open to all craftsmen and in another ten, selection had been undertaken by management. Often, selection was achieved by recruiting craftsmen from across the site, and then training them as a select group or team. The open selection of individuals was played down by management to reduce any opposition which might result especially where payment for skills was also part of the management of change strategy. In those eight companies where training had been made available to all craftsmen a selection procedure was in fact operating. The initial period of training was conceived as a self-selection process, and so individuals would identify themselves as either being able, or not able to learn "new skills".

Fourteen companies recruited engineering craftsmen from their internal abour markets either from the site examined or from local sites to match the new technology with the "most able" engineering craftsmen in the ompany. This process reduces the potential skill gap and training need company. This process reduces the potential skill gap and training need brought about by the introduction of new technology. It also hides training need as selective recruitment can often only be regarded as a short-term solution to meeting technology induced skill shortages. This method is particularly common on large sites where various generations of the same technology have been introduced.

Training was provided either before (14 cases) or during (17 cases) the installation of new plant. In the remaining four companies, three did the training during start-up and in the one other, after start-up.

The training itself fell into two major types: (i) on-the-job and informal (14 cases); and (ii) on-the-job and formal classroom work (21 cases).

Most of the training was provided by a mixture of parties for example supervisors, training department, and outside consultants. The most numerous combinations were all three of these bodies listed (12 cases), just supervisors (5 cases), and supervisors and the training department (6 cases). In another seven companies there was no designated trainer, and it was largely left to either the engineering or production manager to provide such training.

Most of the training was provided on-site and was usually run by company staff except for specialist topics when local education/training facilities were used for example skill centres and technical colleges. However, these outside facilities were only used when appropriate courses were available. Rarely did technical colleges, for example, react to demand especially when it involved providing cross-discipline courses

The length and duration of training courses varied amongst firms between relatively short continuous courses, lasting, say, 10–15 days to extensive ones lasting 17 weeks. Other variants include either part or full-day release courses over periods lasting ten weeks to two years

There was a reluctance of nearly all companies to pay for the acquisition and use of "new" skills and knowledge. In four companies payment was made for the "specific skills" acquired during the current programme of training. In a further two companies gradation of pay was already related to skills and so skill acquisition could be accommodated within the existing payments structure.

In six companies assessment methods had been introduced into the In six companies assessment methods had been introduced into the training programme, and of these six, four had also paid for the acquisition and use of new skills. The rigour of applying the assessments varied as did the methods used. Trade tests were used in one case where rigid criteria were established. In the remaining five cases verbal systems were used and were operated largely at the discretion of the systems were used and were operated largely at the discretion of the immediate managers concerned. In only one case has a "failure" been declared, and no formal procedure has been developed to cater for "failures". In two of these last five cases the verbal assessment was also backed-up with a formal appraisal system for craftsmen which allowed for the identification of personal training needs. It was in these companies where the knowledge and pacing of training was probably greatest, and where major technical changes had been handled the most

Source: M Cross, 1983, op. cit.

skills on to site with the minimum of planning and training effort. However, there are barriers to the extensive use of this strategy. There is opposition from craftsmen and technicians on-site and also a lack of a well developed contract maintenance infra-structure in

• the above three strategies have been regarded by some employers as a short term and stop-gap solution, and they are seeking long term solutions to satisfy their skilled manpower requirements. At the moment the

following engineering craft structure is emerging across employers and in a limited number of cases within a single employer (table 2)4.

In recognising the need for the above engineering craft structure a number of employers have embarked upon various training programmes and modified existing conditions of employment. A number of the significant features of employers' (with the unions in a few cases) strategies in these areas are summarised in table 3.

By adopting some, and in some cases all, of the above aspects, companies have attempted to satisfy their own engineering craft skill requirements. Much still remains to be done, but the messages emerging from the work to date are encouraging and suggest that many of the solutions are

#### Main conclusions

One clear message emerging from the work is the common need for engineering craft skills across a range of process manufacturing industries. There is a clear need for a range of grades or levels within which existing and new engineering craft skill requirements can be accommodated. The efforts of individual employers and unions will influence the development of a suitable engineering craft structure. There is a need for a more concerted effort to link the efforts of employers, unions and others if more rapid progress is to be made. The messages emerging from other quarters are also encouraging. For example, the Engineering Industry Training Board has recently established a working party to examine the training requirements of maintenance. The Technician Education Council is now receiving funds from the Manpower Services Commission to develop suitable material for the training of "process engineering craftsmen". Some progress has been made by the merging of the Youth Training Scheme and apprentice training, progress reached between the Electrical Contractors' Association and the Electrical and Plumbing Trades Union. The "Open Tech" training scheme is another recent initiative which will aid the training and retraining of individuals to meet the skills required for today's needs.

From the information and comments contained in this article it is clear that many of the immediate engineering craft skill needs are common and are known. Initiatives are being taken by unions, employers, government and others to help meet the training needs of individuals and employers. If this effort is sufficient, moving speedily enough or is in fact the correct balance for what is needed are impossible questions to answer. What can be said with certainty is that far more effort should be devoted to training for change.

#### References

- (1) Further details of this programme are available from the author at The Technical Change Centre, 114 Cromwell Road, London sw7 4ES (tel. 01-370 5770).
- (2) J Parnaby (chairman), Principles related to the training of engineering personnel for the iron and steel processing industry in all grades from mechanic to professional engineer.

### **Labour costs in 1981**

This article presents some of the results of the Great Britain 1981 labour costs survey. The survey covers the same industrial sectors as in the 1978 survey and looks at the full range of labour costs, not just pay.

In recent years detailed surveys of labour costs have been carried out at three yearly intervals among the member states of the European Community. This article presents some of the results of the Great Britain survey in respect of 1981.

In addition to the detailed surveys, estimates of changes in labour costs are made each year based on various sources of information, and the latest figures for the period between 1978 and 1981 were published in Employment Gazette in October 1982 (p. 447). Estimates for 1982 linked to the results of the detailed survey for 1981 which are now available will be published shortly.

The detailed 1981 survey covered the full range of labour costs, not just pay. The industrial sectors covered were the same as in the 1978 survey, such as index of production industries—manufacturing, mining and quarrying, construction and gas, electricity and watertogether with wholesale and retail distribution, and insurance, banking and finance.

The results of the 1981 survey broadly confirm the preliminary indications given in the article in Employment Gazette last October that costs other than wages and salaries continued to grow as a proportion of total labour costs between 1978 and 1981 (see table 1). For index of

production industries, costs other than wages and salaries comprised 18.4 per cent of labour costs in 1981, ten percentage points more than in 1964 and nearly 21/2 percentage points more than in 1978. The proportion increases with size of firm, ranging in 1981 from 14½ per cent in manufacturing establishments with ten to 49 employees to nearly 20 per cent in those with 1,000 or more employees (see table 4).

Wages and salaries for hours worked (as distinct from pay for holidays, sickness and other absence) were only 72 per cent of labour costs in index of production industries in 1981, compared with 75 per cent in 1978 (see table 2a). In other words nearly 40 per cent must be added to pay for time worked to obtain total labour costs.

Although the pattern of labour costs shown in the detailed survey was broadly similar to earlier estimates. the level of labour costs (£ per hour) in 1981 shown in the detailed survey was somewhat higher than earlier estimates about four per cent for manufacturing industry and 4.7 per cent for all index of production industries. The latter discrepancy reflected a larger difference for the gas, water and electricity sector where corrections to the figures reported in the 1978 survey and imperfections in the updating procedure led to an understatement in the earlier estimates.

Table 1 Labour costs per hour in 1981: summary by industrial sector

Great Britain

Category of labour costs	Manufacturing industries**		Mining and quarrying†		Construction††		Gas, electricity and water††		All index of production industries	
	Average expendi- ture per employee* pence per hour (1)	As percentage of total labour costs	Average expendi- ture per employee* pence per hour (3)	As percentage of total labour costs	Average expendi- ture per employee* pence per hour (5)	As percentage of total labour costs	Average expendi- ture per employee* pence per hour (7)	As percentage of total labour costs	Average expendi- ture per employee* pence per hour (9)	As percentage of total labour costs
Total wages and salaries:	323-85	82.1	442-40	73.3	303.72	85.0	450.90	75.8	330-87	81.6
Amounts included in total wages and salaries for holidays,										
sickness or injury or maternity	(39-23)	(10.0)	(52.28)	(8.7)	(28.01)	(7.8)	(68.60)	(11.5)	(39.30)	(9.7)
Statutory national insurance										
contributions	35.36	9.0	41.99	7.0	35-31	9.9	41.70	7.0	35.88	8.9
Provision for redundancy (net)§	8.40	2.1	16-61	2.8	2.15	0.6	11.31	1.9	8.00	2.0
Employers' liability insurance Voluntary social welfare	1.41	0.4	4.95	0.8	2.21	0.6	1.11	0.2	1.66	0.4
payments	20.39	5.2	61-12	10.1	10.04	2.8	78.04	13.1	22.84	5.6
Benefits in kind	0.45	0.1	18-38	3.1	0.28	0.1	0.34	0.1	1.14	0.3
Subsidised services‡ Training‡∥ (excluding wage and	5.06	1.3	15.78	2.6	2.84	0.8	7.48	1.3	5.25	1.3
salary elements) Training‡   (including wage and	1.23	0.3	2.38	0.4	0.98	0.3	4.31	0.7	1.37	0.3
salaries of apprentices and full-time trainees)	(6.89)	(1.8)	(2.16)	(0.5)	(40.00)	(0.0)			(= 0=)	(0.0)
Government subsidies¶	-1.81	-0.5	(3·16) -0·18	(0.5)	(13.60)	(3.8)	(11.77)	(2.0)	(7.97)	(2.0)
Total labour costs	394-34	100.0	603.43	100.0	-0·10 <b>357·43</b>	100.0	-0.09 <b>595</b> ⋅10	100.0	-1·45 405·57	-0·4 100·0

\* The average relates 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 industries are compared.
† Including the ancillary activities of the National Coal Board. Excepting coke ovens. In the coal mining industry an estimate of actual hours worked has been based on the number of shifts worked.

\* Wages and salaries paid to persons administering subsidised services and training and to trainers, apprentices and full-time trainees, are included under total 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, for example, short time working compensation scheme.

\* Data for manufacturing was collected on an establishment basis.

†† Data collected on a company basis.

**Production industries** 

For index of production industries, wages and salaries comprised 81.6 per cent of labour costs in 1981, ten percentage points less than in 1964 and nearly 2½ percentage points less than in 1978. Statutory national insurance contributions represented an increasing share of labour costs (8.9 per cent in 1981, about ½ percentage point higher than in 1978), although most of this relative increase occurred in 1979. Voluntary social welfare payments (predominantly concerned with pensions) were 5.6 per cent of labour costs in 1981, also an increase of about ½ percentage point since 1978. However, the largest relative growth in costs other than wages and salaries occurred in redundancy payments which, even allowing for rebates received under the Redundancy Payments Act, rose from ½ per cent of labour costs in 1978 to two per cent in 1981.

#### Distribution

Wages and salaries represent a slightly higher proportion of total labour costs in the distributive sector than in most production industries (83.8 per cent in 1981, compared with 82.1 per cent in manufacturing and 81.6 per cent in all index of production industries). However, there was a similar fall in the share of wages and salaries in labour costs between 1978 and 1981 (just under 2½ percentage points), with corresponding increases in the relative shares of statutory national insurance contributions and voluntary social welfare payments. Although redundancy payments (net) also were a higher proportion of labour costs in 1981 than in 1978, they were at a much lower level than in production industries at about ½ per

Table 1 (continued)

**Great Britain** 

Distributive trades ††		Insurance, I and other fit institutions	nancial	Category of labour costs
Average expendi- ture per employee* (pence per hour)	As per- centage of total labour costs	Average expendi- ture per employee* (pence per hour)	As per- centage of total labour costs	
(11)	(12)	(13)	(14)	
260-38	83-8	408-88	70.3	Total wages and salaries‡ Amounts included in total wages and salaries for holidays, sickness or injury
				or maternity
28-60 1-65 0-54	9·2 0·5 0·2	37·83 2·41 0·12	6·5 0·4	Statutory national insurance contributions Provision for redundancy (net)§ Employers' liability insurance
14·74 0·80 3·28	4·7 0·3 1·1	85·28 1·96 41·59	14·7 0·3 7·2	Voluntary social welfare payments Benefits in kind Subsidised services‡
0.73	0.2	3-51	0.6	Training‡   (excluding wage and salary elements) Training‡   (including wage and
(3-44)	(1.1)	(3.96)	(0.7)	salaries of apprentices and full-time trainees)
310.76	100.0	581-58	100.0	Government subsidies¶ Total labour costs

‡‡ Insurance excludes brokers and also home service agents and other employees remunerated wholly or partly by commission. Some insurance companies with staff employed both in Great Britain and Northern Ireland submitted a single return for the United Kingdom as a whole. In consequence the figures for insurance include information for some employees working in Northern Ireland. Other financial institutions, comprise building societies and finance houses.

Nil or negligible

#### Insurance, banking and finance ·

The pattern of labour costs in insurance, banking and finance differs in significant respects from that in the index of production and distributive sectors, reflecting the relatively large numbers of non-manual employees and the high level of employee benefits other than cash earnings.

Wages and salaries comprised only 70 per cent of total labour costs in 1981, about two percentage points less than in 1978. Although there was a small rise in the share of statutory national insurance contributions in labour costs, the main change between 1978 and 1981 was an increase in subsidised services to employees (especially assistance with housing), which rose from 5.2 per cent of labour costs in 1978 to 7.2 per cent in 1981. In contrast, voluntary social welfare payments rose in line with wages and salaries but fell as a proportion of total labour costs.

#### Make-up of wages and salaries

Although there was a general reduction in the share of total wages and salaries within total labour costs between

### Additional analyses

The following additional analyses are available on request from Statistics A4, Department of Employment, Orphanage Road, Watford WD1 1PJ.

Table 5	Labour costs additional to wages and salaries						
	for hours worked in 1981: for each sic Order						
	within index of production industries						

	ractaring madetry
Table 7	Annual labour costs per employee in 1981: by
	size of establishment or firm for each sic Order
	within manufacturing industry, for construction,
	for retail distribution and for wholesale distribu-
	tion, and for all establishments or firms in other

Table 8(a)	Annual hours worked per employee in 1981: for
	each Order within index of production industries
Table 8(b)	Annual hours worked per employee in 1981: for
21.02	distribution and finance sectors

Table 2a Labour costs per hour in 1981: index of production industries, detailed analysis and comparison with 1978 (figures

Industry group	All labour costs	Percentage of to	al labour costs, wages a	Percentage of total labour costs			
	Average expendi-	All	Amount included in	column (2) for:	Statutory national	Provision for	
	ture per employee*	time off with pay and sickness Per cent Per cent		All other wages and salaries	e insurance contributions  Per cent	redundancy (net)§	
SIC 1968	(1)	(2)	(3)	(4)	(5)	(6)	
All manufacturing industries**	394-34 (244-54)	82.1 (84.3)	10.0 (9.2)	72.1 (75.1)	9.0 (8.5)	2.1 (0.5)	
Food, drink and tobacco Coal and petroleum products Chemicals and allied industries Metal manufacture Mechanical engineering Instrument engineering Electrical engineering Shipbuilding and marine engineering Vehicles Metal goods not elsewhere specified Textiles Leather, leather goods and fur Clothing and footwear Bricks, pottery, glass, cement, etc Timber, furniture, etc Paper, printing and publishing Other manufacturing industries	377-42 (228-56) 593-84 (359-81) 479-02 (297-35) 482-43 (279-81) 395-65 (255-02) 402-32 (238-79) 391-09 (251-82) 397-67 (250-72) 450-20 (272-52) 362-24 (231-11) 299-54 (200-05) 280-85 (182-80) 253-09 (160-03) 381-78 (241-60) 337-34 (211-82) 444-50 (255-66)	81·4 (83·5) 76·5 (74·5) 78·2 (81·2) 79·5 (81·8) 82·5 (84·3) 81·4 (83·8) 82·5 (84·8) 84·3 (86·0) 81·0 (84·2) 83·7 (84·9) 85·2 (87·0) 86·0 (88·8) 86·0 (89·0) 82·5 (84·7) 85·3 (86·4) 83·2 (84·8) 82·7 (85·0)	9.8 (9.1) 9.1 (8.7) 10.2 (9.8) 8.6 (8.5) 10.0 (9.7) 10.6 (10.0) 10.1 (8.7) 11.4 (9.7) 9.9 (9.0) 9.4 (9.1) 8.3 (8.2) 9.2 (8.5) 9.4 (8.9) 8.6 (8.7) 9.6 (9.0) 9.6 (9.1)	71-6 (74-4) 67-4 (65-8) 68-0 (71-4) 70-9 (73-2) 72-5 (75-3) 70-7 (74-1) 71-9 (74-8) 74-2 (77-3) 69-6 (74-5) 73-8 (75-9) 75-8 (77-9) 77-7 (80-6) 76-8 (80-5) 73-1 (75-8) 73-1 (75-8) 73-1 (75-8) 73-1 (75-9)	8.7 (8.3) 7.1 (6.5) 7.8 (7.5) 7.7 (7.8) 9.2 (8.5) 9.5 (8.9) 8.7 (8.7) 8.2 (8.0) 9.7 (8.9) 10.3 (9.5) 10.2 (9.7) 10.2 (9.7) 10.7 (10.7) 9.9 (9.2) 8.8 (8.3) 9.6 (8.7)	1.6 (0.4) 0.9 (0.6) 2.6 (0.5) 5.2 (1.6) 2.0 (0.4) 2.4 (0.7) 2.2 (0.4) 0.6 (0.7) 3.7 (0.7) 1.7 (0.5) 1.0 (0.6) 0.4 () 1.0 (0.1) 1.9 (0.2) 0.7 (0.2) 1.4 (0.6) 1.5 (0.3)	
Mining and quarrying† Construction†† Gas, electricity and water††	603·43 (365·12) 357·43 (222·46) 595·10 (324·00)	73·3 (76·2) 85·0 (86·8) 75·8 (78·2)	8·7 (9·3) 7·8 (6·8) 11·5 (11·2)	64·6 (66·9) 77·2 (80·0) 64·3 (67·0)	7·0 (6·7) 9·9 (9·1) 7·0 (6·9)	2·8 (1·1) 0·6 (0·2) 1·9 (0·4)	
Total index of production industries	405-57 (249-14)	81.6 (83.9)	9.7 (9.0)	71.9 (74.9)	8.9 (8.4)	2.0 (0.5)	

Footnotes-see table 1.

Table 2a (continued)

Industry group	Volu		Training#	Employers'	Government	Composition of labour force in the sample			
SIC 1968		al welfare nents ent	Per cent	liability insurance, benefits in kind and subsidised services‡ Per cent (9)	subsidies (negative cost)¶  Per cent (10)	Non-manual workers as per- centage of all employees Per cent (11)	Female workers as percentage of all employees Per cent (12)	Part-time workers as percentage of all employees Per cent (13)	
All manufacturing industries**	5.2	(4.8)	0.3 (0.3)	1.8 (1.8)	-0.5 (-0.3)	31.0	28.8	6.5	
Food, drink and tobacco Coal and petroleum products Chemicals and allied industries Metal manufacture Mechanical engineering Instrument engineering Electrical engineering Shipbuilding and marine engineering Vehicles Metal goods not elsewhere specified Textiles Leather, leather goods and fur Clothing and footwear Bricks, pottery, glass, cement, etc Timber, furniture, etc Paper, printing and publishing Other manufacturing industries	5·75 8·66 6·11 4·96 5·64 4·32 5·92 4·28 2·33 1·88 4·67	(5·3) (14·0) (8·0) (6·4) (4·6) (5·2) (3·9) (2·8) (5·4) (3·7) (3·0) (2·4) (1·6) (4·2) (3·1) (4·8) (4·1)	0.3 (0.3) 0.4 (0.5) 0.4 (0.5) 0.4 (0.6) 0.4 (0.6) 0.3 (0.4) 0.4 (0.4) 0.4 (0.2) 0.3 (0.2) 0.2 (0.3) 0.1 (0.1) 0.1 (0.1) 0.1 (0.2) 0.2 (0.3) 0.3 (0.3) 0.3 (0.3) 0.2 (0.4)	2.5 (2.5) 3.7 (4.0) 2.5 (2.5) 1.7 (2.0) 1.7 (1.9) 1.5 (1.5) 1.8 (1.8) 1.8 (1.5) 1.5 (1.9) 1.3 (1.5) 1.4 (1.5) 1.1 (1.2) 1.8 (2.0) 1.2 (1.4) 1.2 (1.5) 1.7 (1.9)	-0.1 (-0.2) -0.1 (-0.1) -0.1 (-) -0.5 (-0.2) -0.6 (-0.2) -0.2 (-0.1) -0.5 (-0.1) -0.9 (-0.1) -1.0 (-0.2) -0.7 (-1.7) -0.4 (-2.5) -0.8 (-2.2) -0.3 (-0.2) -0.4 (-0.7) -0.1 (-0.3) -0.5 (-0.3)	25·3 31·1 41·8 28·1 36·0 42·6 41·1 22·7 32·5 26·0 19·7 20·3 16·2 25·1 26·4 36·5 26·4	39·6 7·9 27·1 11·0 15·3 32·7 35·2 6·7 11·9 25·5 45·4 51·2 76·0 21·5 20·8 31·4 35·7	15·0 0.9 5·0 2·3 3·5 7·0 5·5 1·5 1·2 6·0 8·6 16·8 12·5 5·0 5·0 8·9	
Mining and quarrying† Construction†† Gas, electricity and water††	10·1 2·8 13·1	(9·4) (2·3) (12·2)	0·4 (0·4) 0·3 (0·3) 0·7 (0·8)	6·5 (6·7) 1·5 (1·6) 1·5 (1·4)	— (-0·5) — (-0·2) — (—)	15·3 27·6 49·8	5·5 8·4 20·2	1·2 3·4 4·3	
All index of production industries	5.6	(5.1)	0.3 (0.4)	2.0 (2.0)	-0.4 (-0.3)	30.6	24.5	5.7	

Table 2b Labour costs per hour in 1981: distribution and finance sectors, detailed analysis and comparison with 1978

(figures	(figures in brackets)					Great Bri					
Industry group	Total labour costs	Percentage of	labour costs	MT <sub>2</sub>	- Ž((Vin) yncopina soupusto vin	amanamana besino nalekios kasa envestra	Composition of labour force in the sample				
exp per Pen	Average expenditure per employee*	Wages and salaries	Statutory national insurance contributions	Provision for redundancy (net)§	Voluntary social welfare payments	Employers' liability insurance, benefits in kind, subsidised services and	Government subsidies (negative cost)	Female workers as percentage of all employees	Part-time workers as percentage of all employees		
	Pence per hour (1)	hour	hour	hour Per	Per cent	Per cent	Per cent	Per cent	training Per cent Per (6) (7)		Per cent (8)
Wholesale distribution Retail distribution	390·33 (228·06) 272·59 (173·59)	82·1 (84·0) 84·8 (85·8)	9·2 (8·2) 9·5 (9·0)	0·6 (0·3) 0·5 (0·2)	6·4 (5·9) 3·6 (3·2)	1·8 (2·0) 1·7 (2·0)		33·9 65·8	10·3 38·7		
Total distributive trades Insurance Banking Insurance and banking Other financial institutions Total insurance, banking	310·76 (192·32) 578·64 (343·52) 602·44 (359·75) 594·68 (354·47) 444·12 (260·43)	83·8 (85·1) 70·9 (72·7) 69·6 (71·6) 70·0 (71·9) 74·2 (77·4)	9·2 (8·6) 6·8 (6·3) 6·3 (6·1) 6·4 (6·2) 7·7 (7·6)	0·5 (0·2) 0·3 (0·1) 0·5 (—) 0·4 (0·1) 0·1 (—)	4·7 (4·3) 14·5 (14·4) 15·4 (16·2) 15·1 (15·6) 8·3 (8·0)	1·7 (2·0) 7·5 (6·4) 8·2 (6·1) 8·0 (6·3) 9·6 (7·0)	- (-0·3) - (-) - (-) - (-)	56·5 49·3 55·7 53·6 62·8	30·4 7·9 6·9 7·2 13·3		
and other financial institutions	581.58 (345.65)	70.3 (72.3)	6.5 (6.3)	0.4 (0.1)	14.7 (15.1)	8-1 (6-3)	_ (—)	54-4	7.7		

1978 and 1981, there was a rise in the relative importance of wages and salaries for hours not worked.

In index of production industries, wages and salaries for hours not worked rose from 10.8 per cent of all wages and salaries in 1978 to 11.9 per cent in 1981. Most of this increase arose from longer holidays, as wages and salaries for absences due to sickness, injury and maternity altered little (representing 1.5 per cent of all wages and salaries in 1978 and 1.4 per cent in 1981). This pattern was found in most industries and reflects the widespread tendency to add provisions for additional entitlements to paid holiday to collective agreements which has been evident since the middle of 1979 (see Employment Gazette, April 1982, pp. 165 to 166).

Table 3 Wages and salaries per hour in 1981\*: index of production industries

Industry group	Total	Wages ar	nd salaries (in	cluded in c	olumn 1) pai	d for:	705/65		drow m	od sol	Wages and salaries of apprentices and full-time traineesøø			
Illians y	wages and salaries‡	Holidays with pay	and other tim	e off	Absence of injury or n	due to sickne naternity	ess or	Periodica	al bonusesø	y berson	production ladustries, com			
	Pence per hour	Pence per hour	Per- centage of column 1	Per- centage of total labour costs	Pence per hour	Per- centage of column 1	Per- centage of total labour costs	Pence per hour	Per- centage of column 1	Per- centage of total labour costs	Pence per hour	Per- centage of column 1	Per- centage of total labour costs	
SIC 1968	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	
Il manufactur- ing industries**	323-85	34.70	10.7	8.8	4.53	1-4	1.2	4.00	1.2	1.0	186-93	57.7	1.4	
ood, drink and tobacco coal and	307-32	31.26	10.2	8.3	5.56	1.8	1.5	4.72	1.5	1.3	182.08	59-3	0.3	
petroleum products	454-41	44.30	9.8	7.5	9.82	2.2	1.7	3.47	0.8	0.6	227.18	50.0	0.7	
hemicals and allied industries	374.58	39.83	10.6	8.3	8.98	2.4	1.9	9.01	2.4	1.9	218.38	58.3	0.7	
Metal manufac- ture	383-48	39.01	10.2	8.1	2.64	0.7	0.6	2.61	0.7	0.5	176.36	46.0	1.2	
Mechanical engineering	326-21	35-63	10.9	9.0	4.08	1.3	1.0	3.21	1.0	0.8	186-48	57.2	2.3	
nstrument engineering	327-43	36.54	11.2	9.1	6.46	2.0	1.6	5.25	1.6	1.3	188-19	57.5	1.9	
lectrical engineering	322-82	35.67	11-1	9.1	5.58	1.7	1.4	3.59	1.1	0.9	185-81	57.6	1.6	
shipbuilding and marine engineering /ehicles Metal goods not	335·32 364·77	34·76 44·35	10·4 12·2	8·7 9·9	5·29 6·96	1·6 1·9	1·3 1·6	5·54 2·35	1·7 0·6	1·4 0·5	195·00 204·47	58·2 56·1	3·8 2·0	
elsewhere specified	303-26	33-01	10.9	9.1	2.74	0.9	0.8	3.89	1.3	1.1	186.07	61.4	1.8	
rextiles	255.07	26.01	10.2	8.7	2.02	0.8	0.7	2.41	0.9	0.8	155-36	60-9	0.6	
eather, leather goods and fur	241.49	22.74	9.4	8.1	0.53	0.2	0.2	2.43	1.0	0.9	161.77	67.0	0.5	
Clothing and footwear Bricks, pottery,	217-66	22-61	10.4	8.9	0.76	0.4	0.3	2.44	1.1	1.0	115.88	53.2	0.9	
glass, cement, etc	315-01	32.86	10.4	8.6	2.88	0.9	0.8	4.58	1.5	1.2	192-40	61.1	0.8	
Timber, furniture, etc	287-67	27.18	9.5	8.1	1.83	0.6	0.5	5.89	2.1	1.7	166-13	57.8	2.3	
Paper, printing and publishing Other manufac-	370.01	38.30	10.4	8.6	4.42	1.2	1.0	4.35	1.2	1.0	197-02	53.3	1.4	
turing industries Mining and	287.75	30.35	10.6	8.7	2.87	1.0	0.8	2.98	1.0	0.9	182-35	63-4	0.7	
quarrying† Construction††	442·40 303·72	45·23 26·22	10·2 8·6	7·5 7·3	7·05 1·79	1·6 0·6	1·2 0·5	3·49 5·32	0·8 1·8	0·6 1·5	232·27 169·32	52·5 55·8	0·1 3·5	
Gas, electricity and water†† All index of	450-90	54.69	12.1	9-2	13.91	3.1	2.3	0.27	0.1	0.1	218-36	48.4	1.3	
Production industries	330-87	34-69	10.5	8.6	4-61	1.4	1.1	4.01	1.2	1.0	182-94	55-3	1.6	

Footnotes—see table 1.

© Bonuses not paid regularly in each pay period, but at longer intervals, eg Christmas, six-monthly. Holiday bonuses are included.

©© The average in pence per hour have been calculated by dividing the total earnings of apprentices and full-time trainees by their total hours worked.

Table 4 Labour costs per hour in 1981: by size of establishment in manufacturing

**Great Britain** 

Category of labour cost	10-49 employees		50-99 employees		100-199 employees		200-499 employees		500-999 employees		1,000 or more employees	
199 - 10 1500 ppo 10 50 pp 10 pp 10 pp 10 pp 10 pp 10 pp 10 pp 10 pp 10 pp 10 pp	Average expendi- ture per employee* Pence per hour (1)	As percentage of total labour costs	Average expendi- ture per employee* Pence per hour (3)	As percentage of total labour costs	Average expendi- ture per employee* Pence per hour (5)	As percentage of total labour costs	Average expendi- ture per employee* Pence per hour (7)	As percentage of total labour costs	Average expendi- ture per employee* Pence per hour (9)	As percentage of total labour costs	Average expendi- ture per employee* Pence per hour (11)	As per- centage of total labour costs
Total wages and salaries: Statutory national insurance	274-72	85.5	280-33	84-8	295-69	83.5	309-68	82-1	336-68	81.5	379.73	80.2
contributions	32.99	10.3	32.88	9.9	33.98	9.6	34.68	9.2	36-27	8.8	38.02	8.0
Provision for redundancy (net)§	1.62	0.5	2.37	0.7	3.51	1.0	7.15	1.9	8.11	2.0	17.02	3.6
LIIDIOVERS liability incurance	1.47	0.5	1.27	0.4	1.24	0.4	1.35	0.4	1.35	0.3	1.55	0.3
Voluntary social welfare	8.58	2.7	11.52	3.5	15.82	4.5	18.97	5.0	24.19	5.9	30.57	6.5
Benefits in kind	0.46	0.1	0.37	0.1	0.38	0.1	0.43	0.1	0.39	0.1	0.56	0.1
raining:   (excluding wage and	0 10	0.7	2.46	0.7	4.07	1.2	5.37	1.4	6.76	1.6	6.79	1.4
odial y elements)	0.46	0.1	0.81	0.2	1.14	0.3	1.30	0.3	1.42	0.3	1.68	0.4
OVernment cuboidia-	-0.96	-0.3	-1.27	-0.4	-1.53	-0.4	-1.84	-0.5	-2.04	-0.5	-2.40	-0.5
Total labour costs	321-45	100.0	330-75	100.0	354-30	100.0	377-09	100.0	413-14	100.0	473-51	100-0

ootnotes-see table 1

There was little change in the relative importance of periodical bonuses within annual wages and salaries of employees in index of production industries between 1978 and 1981, and in manufacturing industry such bonuses edged down slightly from 1.4 per cent of all wages and salaries in 1978 to 1.2 per cent in 1981.

One of the consequences of the rise in the proportion of wages and salaries for hours not worked because of factors like holidays, is to increase further the relative importance of labour costs additional to wages and salaries for hours worked. These additional costs represented about 39 per cent of wages and salaries for hours worked in index of production industries, compared with about 33½ per cent in 1978.

#### Manual and non-manual employees

Separate information on labour costs attributable to manual and non-manual employees was obtained from firms in index of production industries and the figures below indicate that most of the shifts in the relative importance of different components of labour costs affected manual and non-manual employees to a broadly similar extent. Salaries tend to represent a smaller proportion of labour costs for non-manual employees than wages represent of labour costs for manual workers because of the greater provision for pensions and other non-cash benefits for non-manual employees. However, for both categories of employees voluntary social welfare payments forms a higher proportion of total labour costs in 1981 than in 1978.

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

	1964	1968	1973	1975	1978	1981	
Wages and salaries				A LOCAL		118 118	Ī
Manual employees	92.3	92.1	90.7	88.4	84.7	82.5	
Non-manual employees	89.2	88.5	86.9	85-6	82.3	79.9	
Allemployees	91.8	90.2	89.3	87.5	83.9	81-6	
Statutory national insurance							
Manual employees	3.8	4.7	5.2	6.6	8.8	9.3	
Non-manual employees	2.9	3.5	4.3	5.9	7.7	8.1	
Allemployees	3.6	4.3	4.9	6.4	8.4	8.9	
Voluntary social welfare							
Manual employees	1.6	1.6	2.0	3.0	3.8	4.2	
Non-manual employees	6.6	6.5	6.8	6.8	7.6	8.2	
Allemployees	3.1	3.2	3.7	4.2	5-1	5.6	
Other costs							
Manual employees	2.3	1.6	2.1	2.0	2.7	4.0	
Non-manual employees	1.3	1.5	2.0	1.7	2.4	3.8	
All employees	1.5	2.3	2.1	1.9	2.6	3.9	
All	100	100	100	100	100	100	

#### 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, 1981 and April 5, 1982. Most firms which did not report in respect of the calendar year covered later periods, mainly the year ending March 31. The reported figures will tend to be slightly higher than those corresponding strictly to the calendar year.

The survey was conducted under the Statistics of Trade Act 1947 for the discharge by the Department of a Community obligation arising from EEC Regulation 4812/81 made by the Council of Ministers in June 1981.

As the questionnaires were lengthy and detailed, specimen copies were sent to employers at the end of 1980. The Department of Employment survey 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, manual and non-manual, full-time and part-time) 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

Firms with less than ten employees were not covered in the survey. The inquiry for manufacturing industry was conducted on an establishment basis, whereas for other sectors the reporting unit was the company or organisation.

For manufacturing industry, forms were sent to all establishments with 500 or more employees. A sample of establishments employing less than 500 employees was approached, using as a sampling frame the annual Census of Employment register. It was arranged that firms with less than 500 employees which had been approached in the 1978 survey should not be reapproached in the 1981 survey. Allowing for such deletions from the original sample, the effective sampling fractions were as follows:

Number of employees	Percentage of establishments approached
10- 49	4·8
50- 99	13·3
100–199	23·8
200–499	55·6

For the construction industry, forms were sent to all enterprises with 500 or more employees. For smaller enterprises the effective sampling fractions (excluding those covered in the previous survey) were:

Number of employees	Percentage of enterprises approached						
10- 49 50- 99	2·4 4·8	to again the again to a control of the again					
100-199 200-499	20·0 33·3						

For mining and quarrying and for gas, electricity and water much of the information was available from central sources in the industries.

In the services sector the inquiry was conducted on a company basis. The employee coverage was the same as for production industries except that no distinction was required between manual and non-manual employees. In the insurance field, brokers and home service agents and other employees remunerated wholly or partly on commission were also excluded.

A considerable amount of information was supplied through central sources, such as the British Bankers' Association and the British Insurance Association. The sample for wholesale and retail distribution was obtained from the Business Statistics Office, Newport. All companies in wholesale distribution with 200 or more employees and in retail distribution with 500 or more employees were approached. A sample of smaller companies was approached, although as with manufacturing industry it was arranged that firms approached in the 1978 survey were

not approached in the current survey. The effective sampling fractions (%) were:

Number of employees	Wholesale distribution	Retail distribution
100 100 100 100 100 100 100 100 100 100	2.3	3·0 5·5
10- 19 20- 49 50- 99	4·3 22·1	25.4
50- 99	79.2	77.8
100-199 200-499	100	78.9

Employers were asked to give details under eight broad categories of labour cost, differentiating (for index of production industries only) between the costs for manual and for nonmanual employees. The categories were as follows:

Wages and salaries

The gross amount paid to employees before deduction of income tax and national insurance contributions and superannuation contributions. It included payments for overtime, shift supplements, earnings under payments-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 index of production industries, wages and salaries paid under the following categories were also listed:

- (i) bonuses not payable regularly at each pay period such as Christmas, holiday, half-yearly);
- (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, insurance and finance, only items (i) and (iv) were collected separately. Information on apprentices and full-time trainees' wages and salaries was only sought from firms employing 200 or more.

#### Statutory National Insurance contributions

Employers' total national insurance contributions for the year.

#### Provision for redundancy

Separate information was obtained about:

- (i) redundancy payments of all kinds, 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 in the tables is an assessment of the statutory contribution under the Redundancy Payments Act paid with the national insurance contributions, the corresponding amount being deducted from total national insurance contributions.

#### Employers' liability insurance

Premiums paid to insurance companies, employers' liability mutual associations, etc, in respect of the risk of incurring damages at Common Law for accidents at work and diseases caused by work.

#### Voluntary social welfare payments

Employers were asked to specify:

(i) amounts paid into superannuation and other private pen-

sion funds; including group life insurance premiums;

- (ii) amounts paid into funds to provide for sickness and industrial accidents or maternity;
- (iii) pensions, lump sums, ex-gratia payments and marriage gratuities paid directly to employees and not through funds;
- (iv) other voluntary payments (for example payments to provident schemes, allowances for the education of employees'

#### Benefit in kind

The cost of luncheon and other meal vouchers and the net cost to employers for goods provided free or below cost to employees.

#### Subsidised services to employees

The net cost incurred by employers in providing services for their employees. The services specified were:

Canteens, staff restaurants, etc

Medical and health services

Recreational, cultural and educational services

Transport of employees to and from work

Provision of working clothes

Removal of household effects and assistance with housing.

#### Vocational training

Expenditure on training by employers excluding all wages and salaries. The wages and salaries of those engaged in training were included under the general heading, "wages and salaries", the earnings of apprentices and full-time trainees being separately distinguished.

Amounts of levies paid to industrial training boards during the year were recorded separately, as were grants received from the

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boards. Employers were asked to use the same 12-month period for review and grants where possible.

In addition to the above costs, employers were asked to report any amounts received from government in respect of their employees, such as the short-time working compensation

Information was also obtained about the number of hours worked during the year. For manual employees the number of hours worked to be entered on the returns was the aggregate hours worked including overtime (that is the total of hours worked as distinct from the number paid for). Hours lost through sickness, attendance at training classes or other causes were excluded, except that any hours during which employees were available for work and for which a guaranteed wage was paid were counted as hours actually worked. Mealtimes such as the mid-day break were excluded.

For non-manual employees in production industries and all workers in the services sector, employers were asked to calculate the total hours worked by multiplying the average number of employees by the normal weekly hours, excluding main meal breaks, and by the number of weeks worked during the year, allowing for annual and public holidays. Hours relating to other absences, for sickness and other reasons, were not to be

Costs per hour worked were obtained by dividing employers' labour costs for the year (both in respect of the total and for each item of cost) by the total hours worked in the year.

The results are analysed according to the 1968 edition of the Standard Industrial Classification. Results are also being prepared for the European Community in terms of the classification used in Community statistics (Nomenclature Generale des Activities Economiques dans les Communautes Europeenes, usually abbreviated to NACE) which is close to the 1980 edition of the United Kingdom's Standard Industrial Classification which is currently being introduced for UK statistical series. To facilitate comparisons with future surveys, the results of the 1981 survey will be available later in summary form in terms of the 1980 SIC.

#### Response

In manufacturing industries, about 5,530 establishments provided returns suitable for tabulation, about 80 per cent of those approached which were within scope of the survey. The employment in reporting establishments was about 2,726,000 about 46 per cent of all employment in manufacturing and about 47½ per cent of employment in establishments with ten or more employees. The coverage of establishments of different sizes was

Number of employees	Reported employment ('000)
10- 49	23
50- 99	49
100-199	112
200-499	413
500-999	586
1,000 and over	1,543

In construction, returns were received from 616 firms, just under 80 per cent of those approached which were within scope of the survey. The employment in reporting firms was about 203,000, about 18 per cent of all employment in construction, but about 26 per cent of employment in firms with ten or more employees.

In the distributive sector, about 1,680 firms provided returns suitable for tabulation, about 80 per cent of those approached which were in scope of the survey. Reporting firms had a total employment of 1,045,000, about 38 per cent of all employment in distribution and 43 per cent of estimated employment in firms with ten or more employees.

In the other sectors covered by the survey, the coverage was virtually complete.

# **EMPLOYERS OF** GRADUATES

ARE YOU HAVING DIFFICULTY RECRUITING THE SCIENCE AND ENGINEERING GRADUATES YOU NEED?

#### DO YOU FORSEE FUTURE SHORTAGES?

IF SO the Department of Employment's Unit for Manpower Studies would like to hear from you!

The UMS is looking into the extent of any current or future (over the next 5 years) shortages of graduates in Science and Engineering.

This information will be used in the planning and funding of courses at first degree and post-graduate level.

Over the next 6 months the Unit is planning to interview up to 100 employers of graduates to ask them about shortages. Areas of questioning will cover:

what are the skills in shortage? why is your organisation facing shortages? what is their effect on output, research etc? what are you doing to deal with shortages? what more can the higher education system do?

The UMS is now assembling its interview sample and would be glad to hear from any employer who is experiencing or forsees shortages of graduate recruits however specialised their skills. In the first instance please write to:

Jason Tarsh **Unit for Manpower Studies** Department of Employment Caxton House **Tothill Street** London SW1H 9NF

### SPECIAL FEATURE

# Pensioner households RPI weights' revision

Employment Gazette gives the annual revision of the weights for the two special indices of retail prices compiled for one-person and two-person pensioner households.



In its report dated May 17, 1968 the Cost of Living Advisory Committee, now renamed the Retail Prices Index Advisory Committee, recommended that two special indices of retail prices should be compiled for one-person and two-person pensioner households at present excluded from the weighting pattern of the General Index of Retail Prices. The committee recommended

that the proposed indices should exclude housing costs and that they should be chain indices constructed in the same way as the General Index of Retail Prices. A description of the new indices was given in an article on

pp 542-547 of the June 1969 issue of Employment Gazette.

In calculating the indices for 1983 the weighting patterns to be used are based on the expenditure of pensioner households in the three years ended June 1982 repriced at January 1983 prices. These weights are given below in table 1. If comparisons are made between these weights and those for the General Index of Retail Prices which were published on page 115 of the March 1983 issue of Employment Gazette, it should be remembered that the weights used for the General Index of Retail Prices include a weight for housing. To make possible proper comparison of weights, the group weights for 1983 of the General Index of Retail Prices excluding housing are given in table 2.

Table 1 Weights for one-person and two-person pensioner households

	One-person pensioner households	Two-person pensioner households		One-person pensioner households	Two-person pensioner households
OOD	376	379	ALCOHOLIC DRINK	25	45
Bread	27	25	Beer	13	30
Flour	3	3	Spirits, wines, etc	12	15
Other cereals	6	6	AMORRAGE AMORRAGE		
Biscuits	10	9	TOBACCO	33	53
Cakes, buns, pastries, etc	14	12	Cigarettes	30	47
Beef	24	32	Tobacco	3	6
Lamb	13	16			
Pork	9	10			
Bacon	13	15	FUEL AND LIGHT Coal	<b>216</b> 42	<b>161</b> 38
Ham (cooked)	6	5	Smokeless fuels	6	7
Other meat and meat products	31	33	Cinciono racio	SMA TO	
Fish	15	17	Gas	59	40
11511	15	17	Electricity	92	64
Butter	12	11	Oil and other fuel and light	17	12
Margarine	4	5			
Lard and other cooking fats	3	3			
Cheese	10	9			
Eggs	10	9	DURABLE HOUSEHOLD GOODS	40	40
Milk, fresh	39	35	Furniture	6	3
mint, irosii	33	33	Radio, television, etc	2	3
Milk, canned, dried, etc	5	4	Other household appliances	12	14
Tea	11	10			
Coffee, cocoa, proprietary drinks	6	5	Floor coverings	4	6
conce, cocoa, proprietary units	0	3	Soft furnishings	8	5
Soft drinks	5	6	Chinaware, glassware, etc	1	1
Sugar	0	9			
Jam, marmalade and syrup	9 5	4	Hardware, ironmongery, etc	7	8
Potatoes	11	12			
Vegetables fresh, canned and froze	n 22	21	CLOTHING AND FOOTWEAR	62	62
Fruit, fresh, canned and dried	19	18	Men's outer clothing	3	12
		CHURE IN	Men's underclothing	3	5
Sweets and chocolates	7	10	Women's outer clothing	16	13
ice cream	1	2	Tromen's outer clothing	tuo pertuente e	ns indication
Other foods	18	17	Women's underclothing	9	6
	10		Children's outer clothing	i	1
Food for animals	8	6	Children's underclothing	2	1

Table 1 Weights for one-person and two-person pensioner households (continued)

CLOTHING AND FOOTWEAR (con	AND DESCRIPTION OF THE PARTY OF	household
	ntinued)	
Hose Gloves, haberdashery, hats, etc Clothing materials Men's footwear	5 4 1 4	4 5 — 6
Women's footwear Children's footwear	<u>14</u>	9
TRANSPORT AND VEHICLES	26	76
Motoring and cycling Rail transport	8	59 5
Road transport	15	12
MISCELLANEOUS GOODS Books	90	86
Newspapers and periodicals	33	30
Writing paper and other stationers goods	6	5
Medicine and surgical, etc goods	7	7
Toiletries Soap and detergents	8	9
Soda and polishes	8	7
Other household goods Travel and sports goods, leather	5	4
goods, jewellery, etc	4	6
Photographic and optical goods	1	1
Toys Plants, flowers, horticultural	1	1
goods, etc	3	5
SERVICES	112	83
Postage Telephone and telemessages Television licences and	6 28	5 21
T.V. and video rentals	36	25
Other entertainment	5	7
Domestic help Hairdressing	9	13
Boot and shoe repairing	3	3
Laundering	4	2
Miscellaneous services	7	3
MEALS BOUGHT AND		
HOME	20	15
All items	1,000	1,000

#### Table 2 General index of retail prices, excluding housing

Food Alcoholic drink Tobacco	235 90 45
Fuel and light Durable household goods Clothing and footwear	81 74 85
Transport and vehicles Miscellaneous goods Services	184 88 73
Meals bought and consumed outside the home	45
All items	1,000



# **Employment Gazette**

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#### Summary

There continues to be an increase in economic activity, both at home and overseas (led by the United States). The cso cyclical indicators and the April CBI Quarterly Industrial Trends Survey both point to this, the latter recording increases in demand and output and higher levels of firms' optimism than in recent periods.

On the demand side, the recent higher levels of retail sales, car registrations and housing starts are being maintained. The CBI survey suggests a slower rate of destocking during 1983, consistent with improvements in out-

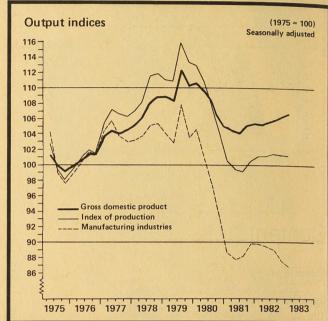
The underlying increase in unemployment was 22,000 in April, a little less than the average for recent months, after allowing for men aged 60 or over who no longer have to sign on to secure national insurance credits.

Average earnings increased at an underlying rate of about 71/2 per cent in the year to March. The rate of inflation was 4.0 per cent in April, compared with 4.6 per cent in March

#### Economic background

The results of the April CBI Quarterly Industrial Trends survev show a continued rise in business optimism and provide evidence of an overall increase in activity levels. Both demand and output were reported to have improved and further growth was expected over the coming four months. Firms' business confidence has been rising and there were signs that the rate of decline in manufacturing employment may be slowing.

The main factors underlying these signs of improvement were rising export demand and a slowdown in the rate of destocking. These CBI results are consistent with the Treasury Budget forecast of 2 per cent growth in 1983, and suggest that increased consumers' expenditure from mid-1982 onwards has now begun to feed through to manufacturing output, particularly in consumer and intermediate goods industries. The cso's cyclical indicators also point to a continuing rising phase in the business cycle, as do other recently published economic forecasts.



The index of industrial produc- put in the latest three months was tion was 11/2 per cent higher in the three months to February than in the previous three-month period and was 21/2 per cent higher than a year earlier. Manufacturing out-

1 per cent above its level in the previous three months and was virtually unchanged from the same time a vear earlier. Between the two latest three-month periods, metal manufacture out put rose by 5 per cent, food, drink and tobacco production increased by 3 per cent, chemicals. coal and petroleum products rose by 21/2 per cent and other manufacturing by 1 per cent; output in both engineering and allied industries and textiles, and in leather and clothing were broadly unchanged.

Consumers' expenditure, on preliminary estimates, was unchanged in the first quarter of 1983 compared with the fourth quarter of 1982. Consumers' expenditure did, however, rise by 11/2 per cent in both the third and fourth quarters of last year, following three years of little change. In the first quarter the higher levels of retail sales and motor vehicle registrations reached in the previous quarter were sustained, while consumption of beer and of fuel and light fell slightly.

Housing starts rose substantially during the first quarter, to a level 37 per cent up on the previous three months and 23 per cent higher than in the first quarter of 1982. Similar rates of im-



provement occurred in both the public and private sectors. There was further substantial

destocking in the fourth quarter. The volume of stocks held by manufacturers, retailers and wholesalers fell by £480 million, compared with destocking of £335 million in the third quarter. The April CBI survey suggested that the rate of destocking had declined in the past four months and was likely to slow further in the coming four months.

The underlying trend in capital expenditure remains flat, with a slow downward trend in manufacturing investment offsetting the rising trend in the distributive and service trends. A strengthening of investment intentions in manufacturing was reported by the CBI survey, but the volume of manufacturing investment was still expected to fall by about 21/2 per cent in 1983 as a whole compared with 1982.

All three target monetary aggregates showed slightly higher increases in March than in February, and the rates of growth

EARNINGS: Average earnings index: underlying rate of change\*

1981

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

again increased in April. The annual growth rates of these aggregates still remain within the 1982-83 target range of 8-12 per cent. Clearing bank base rates were cut by 1/2 per cent on 14 April to 10 per cent, following a similar fall in March. Sterling's effective exchange

rate reached a trough towards the end of March. During April and early May, it increased back to its level of last December. reflecting greater stability in oil prices. On May 12, the effective exchange rate stood at a level nearly 5 per cent higher than at the beginning of April, though it was still about 9 per cent lower than the peak in October last

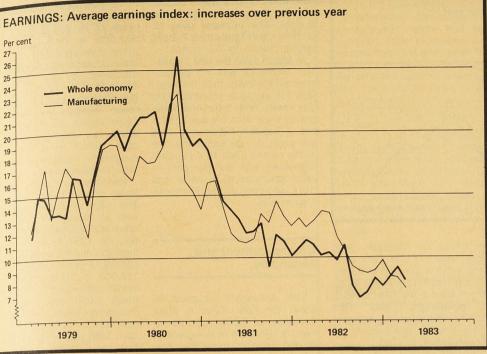
The current account of the balance of payments was in surplus by £287 million in the first quarter, compared with a surplus of £1,709 million in the fourth quarter of last year. Visible trade showed a deficit of £253 million compared with a surplus of £1.262 million in the previous quarter. Export volume fell by 1

Monthly average in 3 months ending

1983

1982

per cent in the first quarter, while the volume of imports was 61/2 per cent up on the previous quar-



#### World outlook

Further indications of economic recovery in leading Western nations since the beginning of the year are emerging. Demand and production have been rising, particularly in the UK, US and West Germany. The latest OECD forecast, published on May 9, is for 2 per cent growth this year and 3 per cent in 1984. Unemployment is said to be growing less quickly and inflation falling faster than expected.

The five leading economic research institutes in West Germany have recently published their Spring report and this predicts stronger growth than had been forecast last October. This report traces the recovery specifically to the more expansive US monetary policy adopted last summer, which was subsequently followed in other countries. The research institutes predict growth in 1983 of 3 per cent in Japan, much the same as in 1982; 2 per cent in the uk; 2 per cent in the us, reversing a fall of 1.7 per cent in 1982; and 1/2 per cent in West Germany, following a fall of 1.1 per cent in 1982. France is expected to experience zero growth in 1983, largely as a

measures

#### Average Earnings

The underlying increase in average earnings was about 71/2 per cent in the year to March compared with 73/4 per cent in the year to February. This downward movement continues to reflect the extent to which pay settlements currently being implemented are at generally lower levels than a year earlier.

result of the recent "austerity"

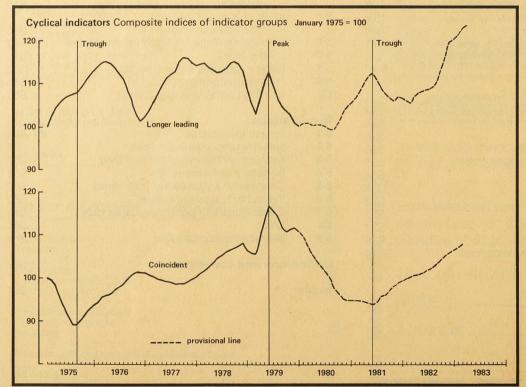
The underlying increase to March still mainly reflects settlements in the 1981-82 pay round; only about a third of employees are estimated to have had pay settlements in the 1982-83 pay round which had been reflected in earnings by the end of March.

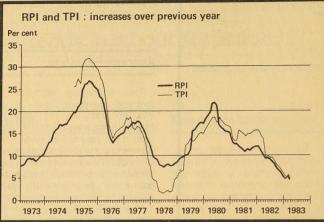
The actual increase in the year to March (8-2 per cent) was inflated by temporary factors. There was more back-pay in March this year than in March last year, adding about 1/4 per cent (net) to the actual increase The largest amount of back-pay went to National Health employees but some other groups receiving back-pay were Local Authority manual employees, Water Industry manual employees and bus company employees. Other temporary factors such as the rail industrial dispute a year ago and the variation in timing of pay settlements added about 1/2 per cent to the actual increase.

The underlying monthly increase in average earnings in the three months to March remained at about 1/2 per cent.

In manufacturing industries and in index of production industries the underlying increase in average earnings in the year to March were about 8 per cent and about 81/4 per cent respectively. These underlying increases were 1/4 per cent lower than the equivalent underlying increases in the year to February, reflecting the tendency for pay settlements this year to be lower than the comparable settlements a year ago. The actual increases in average earnings in the year to March were per cent for manufacturing industries and 7.8 per cent for index of production industries: these increases were depressed because of more backpay in March last year than this year

In the three months to March, wages and salaries per unit of output in manufacturing, were 2.7 per cent higher than a year





#### **Retail prices**

The rate of inflation, as measured by the 12-monthly change in the retail prices index (RPI) was 4.0 per cent in April compared with 4.6 per cent in March. The rate is now at its lowest level since March 1968.

Between March and April 1983 the index went up by 1.4 per cent compared with an increase of 2.0 per cent during the corresponding period a year earlier. Both figures reflect rent and rates increases, Budget and other effects on the prices of beer, tobacco and petrol, and seasonal rises in the cost of some foods, but some increases were smaller this year than last

The increase in the RPI during the six months to April, excluding

materials: increases over previous year

The Retail Prices Index and movements in costs of labour and of

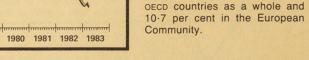
the effect of seasonal food prices, was 2.2 per cent compared with 1.4 per cent in March.

The tax and price index fell by 3.5 per cent in the year to April. 0.5 percentage points more than the corresponding increase in the RPI, to stand at 171.8 (January 1978 = 100)

Input prices (that is the prices of materials and fuels purchased by manufacturing industries) fell by 1.4 per cent between March and April, mainly on account of the reduced sterling price of crude oil caused by appreciation against the dollar. The increase over 12 months was 6.2 per cent in April compared with 9.2 per cent in March.

Manufacturers' selling prices (as measured by the wholesale price index for home sales) rose by 0.8 per cent between March

1983



The seasonally adjusted figures for April show a small decrease, of 5,000, but this reflects a reduction in the count of 26,000, arising from the first effects of the provision in the Budget for men aged 60 and over, to obtain automatic national insurance credits without signing at unemployment benefit on offices. Allowing for this, there was an increase of 22,000, a little less than the average increase of 27,000 a month during the last

and April, over a third of this

increase being attributable to the

Budget. The increase over 12

months rose slightly from 7.2 per

In March 1983 the rate of infla-

tion in the UK was 1.1 percen-

tage points lower than the aver-

age for all OFCD countries (5.7

per cent) and 3.0 percentage

points lower than the average for

the European Community (9.6

per cent). A year earlier the rate

in the uk had been 10.4 per cent

compared with 8.5 per cent in

**Unemployment and** 

cent in March to 7.3 in April.

The recorded total fell slightly. by 3,000, in April to 3,170,000 reflecting, in addition to the reduction mentioned above, a fall of 20,000 from seasonal influences, an increase of 22,000 on account of Easter school leavers and an underlying increase of 22,000

six months

The April total included 134,000 school leavers, compared with 112,000 in March and 87,000 (estimated) in April 1982; the increase of 22,000 between March and April reflected Easter school leavers and was on a similar scale to last year, when it was the May count which was affected, and increased by 18.000.

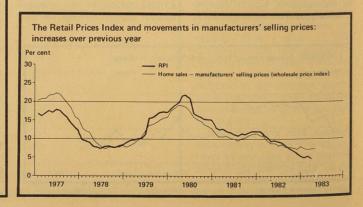
The number of people covered by special employment measures at the end of March was 657,000, an increase of 7,000 since February. The increase mainly reflected greater numbers supported by the Temporary Short Time Working Compensation Scheme, partially offset by fewer numbers on the Youth Opportunities Programme. The effect on the unemployment count, which for a number of reasons is much less than the total, is estimated at 365,000

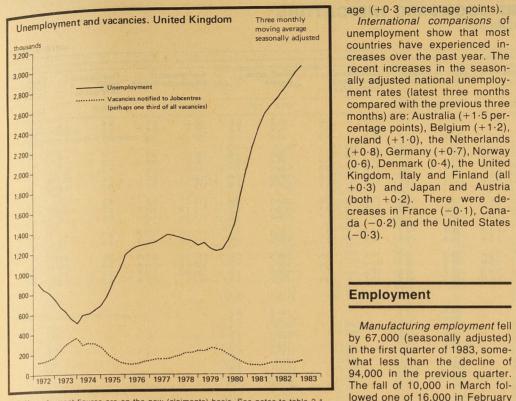
Vacancies in recent months

have clearly been increasing. The stock of unfilled vacancies held at Jobcentres (seasonally adusted) increased by 8,000 in April to 135,000. In the latest three months the stock averaged 128,000 a month compared with 118,000 in the previous three months, an increase of 10,000 of which 4,000 were Community Programme vacancies. The average stock in the three months to April 1982 was 111,000. The inflow of vacancies averaged 173,000 in the latest three months compared with 169,000 in the previous three months and 163,000 in the three months to **April** 1982

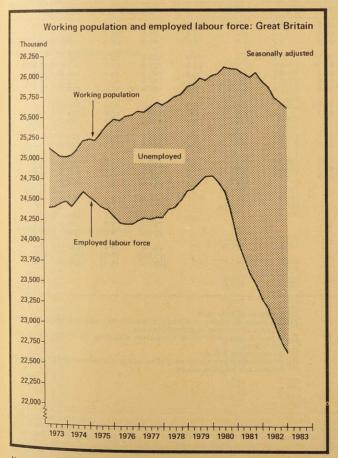
Male unemployment is currently rising at the same rate as for females, after a period in which the male increase was more marked; this improved relative experience of men is consistent with the slower decline in manufacturing employment. In the latest three months the increase on the previous three months for males was 0.3 percentage points (allowing for the effect of the move to automatic credits), the same as for females.

The regional pattern in the latest three months, compared with the previous three months (after allowing for the effects of the move to automatic credits) shows an above average increase in the seasonally adjusted percentage rate for the East Midlands (+0.5 percentage points), in all other regions the increases were at or near the national aver-





Note: Unemployment figures are on the new (claimants) basis. See notes to table 2.1.



Note: Unemployment figures are on the new (claimants) basis. See notes to table 2-1

age (+0.3 percentage points).

International comparisons of unemployment show that most countries have experienced increases over the past year. The recent increases in the seasonally adjusted national unemployment rates (latest three months compared with the previous three months) are: Australia (+1.5 percentage points), Belgium (+1.2), Ireland (+1.0), the Netherlands (+0.8), Germany (+0.7), Norway (0.6). Denmark (0.4), the United Kingdom, Italy and Finland (all +0.3) and Japan and Austria (both +0.2). There were decreases in France (-0.1), Canada (-0.2) and the United States (-0.3).

Manufacturing employment fell

The fall of 10,000 in March fol-

and suggests that the decline in

manufacturing employment may

be slowing down. This would be

consistent with replies to the CBI

Overtime working (by opera-

tives in manufacturing industries)

in March was 91/2 million hours a

week (seasonally adjusted) for

the fifth successive month, slight-

survey

#### Industrial stoppages

maintained over the previous

year or so. Short-time working

fell to 11/2 million hours lost a

week (not seasonally adjusted)

from the recent level of around

The labour turnover figures in

manufacturing industries for

March show that the rates of

engagements and discharges

were slightly higher than a year

ago. It has been a feature of past

turning points in the economy

that both discharges and en-

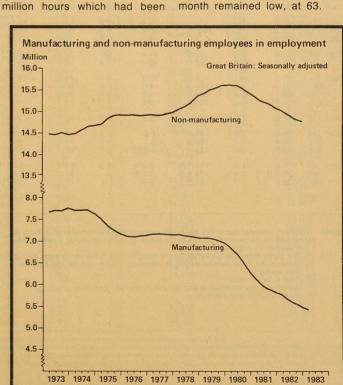
gagements rise when there is an

13/4 million hours.

The number of working days lost through stoppages of work owing to industrial disputes in April is provisionally estimated as 335,000 somewhat less than the average of half a million a month during the first quarter of the year. The cumulative total of days lost in the first four months of 1983 is 1.9 million, compared with 2.2 million in the same period in 1982 and an average of 4.1 million over the last ten

Six stoppages accounted for over 70 per cent of the days lost in April; these involved two strikes in the car industry, three in metal manufacture and engineering, and one in the docks.

The provisional number of ly below the level of around 10 stoppages beginning in the



### BACKGROUND ECONOMIC INDICATORS\*

Seasonall				1000	2017/10/2018		Demand					A STATE OF			The second second
	Index of tion—O countries		Whole eco	onomy <sup>2</sup>	Index of tion—ma	produc- <sup>1</sup> inufacturing	Consum	onsumers' Retail sales penditure volume¹ 75 prices					Stock building <sup>4 9</sup> 1975 prices		
	1975 =	100	1975 = 10	10	1975 = 1	00	£ billion		1978 = 1	00	1975 = 1	00	£ billion		£ billion
1972 1973 1974	98 108 109	6·5 10·2 0·9	97·9 R 103·6 R 102·0 R	-3·1 5·8 -1·5	100·1 108·4 106·6	2·7 8·3 -1·7	63·3 66·3 65·0	6·0 4·7 -1·8	95·2 99·6 98·5	5·0 4·6 -1·0	95·2 101·4 100·1 R	8·7 6·5 -1·3	9·6 8·9 7·3	1·4 -2·1 -2·1	-0·1 2·2 1·4
1975 1976 1977 1978 1979	100 109 113 118 123	-8·3 9·0 3·6 4·4 4·2	100·0 101·8 R 104·6 108·1 R 110·3	-2·0 R 1·8 R 2·8 R 3·3 2·0 R	100·0 101·4 102·9 103·9 104·3	-6·2 1·4 1·5 1·0 0·4	64·7 64·7 64·5 68·2 71·6	-0.6 0.9 -0.3 5.8 4.9	96·6 96·4 98·3 100·0 104·3	-1.8 -0.1 -1.7 5.6 4.6	100·0 99·2 97·7 105·7 113·1	-0·1 -0·8 -1·5 8·2 7·0	7·4 7·3 7·9 8·8 10·0	1·2 -1·3 9·1 10·7 12·8	-1.5 0.7 1.1 0.5 1.1
1980 1981 1982	123 124 119	0·0 0·8 -4·0	107·1 104·5 [105·8]	-2·9 -2·4 [1·0]	95·4 89·4 88·4	-8·5 -6·3 [-1·1]	71·6 71·9 72·7	0·0 -0·1 1·1	104·3 105·5 108·2	0·6 1·2 (3)	114·5 112·1 R 111·3	1·2 -2·1 R -1·1	9·9 9·2 9·3	-0.9 -5.3 -1.1	-1.6 -1.3 -0.8
1981 Q3 Q4	124 123	3·3 0·0	104·7 R 104·9 R	-1.5 R 0.0 R	89·7 89·6	-4·1 -0·6	17·9 18·0	-0·7 0·7	105·4 105·3	1·1 1·1	111-4 R 111-2 R	-3·7 R -4·1 R	2·3 2·3	-8·0 -8·0	-0·2 -0·2
1982 Q1 Q2 Q3 Q4	121 120 118 117	-2·4 -3·2 -4·8 -4·9	104-6 R 104-9 R 105-3 R [106-4]	-0.2 R 0.3 R 0.4 R [1.4 R]	89·3 88·9 88·3 87·3	0·3 -0·4 -1·6 -2·6	17·9 18·0 18·2 18·5	0·6 0·0 1·7 2·4	106·5 106·8 108·9 110·7	0·0 1·7 3·3 5·1	111-2 R 108-8 R 109-0 R 111-5	-3·2 R -3·0 R -2·2 R 0·3 R	2·3 2·3 2·4 2·3	0·0 0·0 4·3 0·0	0·1 -0·1 -0·3 -0·5
1983 Q1						100	[18-5]	[3.4]	[111-1]	[4.5]					1980
1982 Aug Sep	118 118	-4.8 -4·8			88·2 88·4	-1·7 -1·6	::		109·4 109·3	2·7 3·3	::			::	190
Oct Nov Dec	117 R 117 117 e	-5·4 R -5·4 -4·9 R			87·6 86·7 87·6	-2·2 -2·9 -2·6		::	109·3 110·0 112·2	3·3 3.3 5·1		::	::		
1983 Jan Feb Mar	118 e	-4-1 e ∴			[89·7] [88·6]	[-1·0] -0·3]		::	110·1 [111·1] [119·0]	4·8 [4·9] [4·5]					
Apr					64. 2				[112.0]	15.01					

	Visible t	rade			Balance o	f paymen	nts	Competi	itiveness	Profits		Prices			
	Export v	olume	Import vo	olume	Current balance 9		e exchange	Relative		Gross tr	ading profits anies	Wholesa Materials	le prices i s and fuels	ndex† 8 Home s	ales
	1975 = 1	100	1975 = 10	00	£ billion	1975 =	100	1975 =	100	£ billion	de estados de la composição de la compos	1975 = 1	00	1975 =	100
1972 1973 1974	85·6 97·2 104·2	-0·3 13·6 14·6	95·2 108·4 109·5	11·3 13·9 1·0	0·2 -1·0 -3·3	123·3 111·8 108·3	-3·6 -9·3 -3·1	100-2 89-0 94-5	-1·7 -11·2 6·2	7·7 8·8 8·3	16·6 15·2 -5·7	44·4 58·8 86·8	4·5 32·4 47·6	62·1 66·7 81·8	5·3 7·4 22·6
1975 1976 1977 1978 1979	100·0 109·9 118·4 121·5 125·7	-4·0 9·9 7·7 2·6 3·5	100·0 105·8 107·7 112·8 125·6	-8·7 5·8 1·8 4·7 11·3	-1·5 -0·9 	100·0 85·7 81·2 81·5 87·3	-7·7 -14·3 5·3 0·4 7·1	100·0 93·9 90·2 96·2 111·5	5·8 -6·1 3·9 6·7 15·9	9·5 11·8 15·7 18·3 18·7	14·3 23·9 33·0 16·4 2·2	100·0 127·0 145·6 144·6 167·6	15·2 27·0 14·6 -0·7 15·9	100·0 117·3 140·5 153·3 172·0	22·2 17·3 19·8 9·1 12·2
1980 1981 1982	127·9 126·6 128·9	1·8 -1·0 1·8	118·8 118·6 125·8	-5·4 -0·2 6·1	2·9 6·0 3·9	96·1 95·3 90·7	10·1 -1·2 -4·8	136·9 145·6	22·7 6·3	18·8 18·9 21·6	0·5 0·5 14·3	200·9 228·2 243·5	19·9 13·6 6·7	200·0 221·3 240·2	16·3 10·6 8·6
1981 Q3 Q4	127·6 131·0	2·0 3·6	129·5 125·0	11·8 12·2	0·3 1·4	90·6 89·7	-6·3 -10·5	139·7 137·7	-0·8 -6·3	4·6 5·2	9·5 13·0	235·9 237·3	16·9 16·7	224·1 229·2	10·1 11·2
1982 Q1 Q2 Q3 Q4	127·5 131·4 125·1 131·4	4·7 4·5 -2·0 -0·3	125·5 130·2 123·7 124·0	20·2 14·0 -4·5 -0·8	0·6 0·8 0·8 1·7	91·2 90·3 91·5 89·1	-10·1 -7·7 1·0 -0·7	141·2 141·5 144·9	-9·7 -4·6 3·7	5·1 5·9 5·2 5·4	18·6 28·3 13·0 3·8	238·2 240·0 244·9 251·9	11·4 6·3 3·8 6·2	234·3 238·2 242·0 246·8	10·3 8·5 8·0 7·7
1983 Q1	130-0	2.0	132-1	5.3	0.3	80.6	-11-6					258-5	8.5	251-3	7.3
1982 Oct Nov Dec	126·8 132·4 135·0	-3·8 -1·0 -0·3	125·8 122·5 123·8	-4·5 -2·3 -0·8 R	0·4 0·7 0·7	92·5 89·5 85·4	3·1 0·7 -0·1		•		:: ::	246·9 252·9 255·8	3·7 6·8 8·0	245·1 246·5 248·9	7·6 7·5 8·0
1983 Jan Feb Mar	121·0 130·2 R 138·8	2·5 2·3 R 2·0	134·1 R 134·6 R 127·6	0·3 R 6·1 R 5·3	-0·3  0·6	81·9 80·7 79·1	-5·6 -11·8 -12·9		::			261·4 [257·0] [257·1]	9·4 [7·0] [9·1]	[250·1] [251·2] [252·6]	7·4 [7·2] [7·3]
Apr			14			82-8	-8.0				Contractorio		and the second	STANDARD OF	

Notes: \* For each indicator two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
† not seasonally adjusted.

(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.

(2) GDP at factor cost.
(3) Manufacturing, distributive and service industries [excluding shipping].
(4) Manufacturing and distribution.

(5) Averages of daily rates.
 (6) IMF index of relative unit labour costs [normalised]. Downward movements indicate an increase in competitiveness.
 (7) Industrial and commercial companies excluding MLH 104, net of stock

appreciation.

(8) Manufacturing industry.

(9) No percentage change series is given as this is not meaningful for series taking positive and negative values.

# EMPLOYMENT 1.1

worter	Employe	es in employmen	it *	Self-em- ployed	HM Forces ‡	Employed labour	Unem- ployed	Working population†
uarter	Male	Female	All	persons (with or without employees)		force †	excluding students **	
UNITED KINGDOM Unadjusted for seasonal varia	ation				200	05.100	1 410	26,547
1978 Sep	13,459 13,466	9,447 9,588	22,906 23,055	1,903 1,903	320 317	25,129 25,275	1,418 1,280	26,555
Dec 1979 Mar	13,373	9,501	22,873 23,107	1,903 1,903	315 314	25,091 25,324	1,320 1,235	26,411 26,559
June Sep	13,449 13,507	9,658 9,672	23,179	1,930	319 319	25,428 25,430	1,292 1,261	26,720 26,691
Dec	13,417 13,260	9,737 9,588	23,154 22,848	1,957 1,984	321	25,450	1,376	26,529
1980 Mar June	13,234	9,620 9,516	22,854 22,614	2,011 2,037	323 332	25,188 24,983	1,513 1,891	26,701 26,874
Sep Dec	13,098 12,832	9,432	22,264	2,064	334	24,662	2,100	26,762
1981 Mar	12,560 12,446	9,236 9,255	21,797 21,701	2,091 2,118	334 334	24,222 24,153	2,334 2,395	26,556 26,548
June Sep	12,387 12,182	9,227 9,216	21,614 21,398	2,118 2,118	335 332	24,067 23,848	2,749 2,764	26,816 26,612
Dec 1982 Mar	12,024	9,077	21,101	2.118	328	23,547	2,821	26,368
June	11,977 11,915	9,114 9,033	21,091 20,948	2,118 2,118 2,118	324 323	23,533 23,389	2,770 3,066	26,303 26,455
Sep Dec	11,751	9,011	20,761	2,118	321	23,200	3,097	26,297
Adjusted for seasonal variation	on	0.440	00.040	1.002	220	25.063		26,417
1978 Sep Dec	13,400 13,452	9,440 9,538	22,840 22,990	1,903 1,903	320 317	25,063 25,210		26,508
1979 Mar	13,442 13,446	9,571 9,641	23,013 23,087	1,903 1,903	315 314	25,231 25,304		26,555 26,596
June Sep	13,443	9,665 9,688	23,108 23,093	1,930 1,957	319 319	25,357 25,369		26,585 26,645
Dec 1980 Mar	13,405 13,330	9,660	22,990	1,984	321	25,295		26,666
June	13,231 13,034	9,600 9,508	22,831 22,542	2,011 2,037	323 332	25,165 24,911		26,748 26,732
Sep Dec	12,824	9,386	22,210	2,064	334	24,608		26,719
1981 Mar June	12,629 12,441	9,308 9,233	21,937 21,674	2,091 2,118	334 334	24,362 24,126		26,690 26,603
Sep Dec	12,321 12,177	9,218 9,171	21,539 21,348	2,118 2,118	335 332	23,992 23,798		26,671 26,569
1982 Mar	12,091	9,149	21,240	2,118	328	23,686		26,500
June Sep	11,969 11,847	9,091 9,023	21,060 20,871	2,118 2,118	324 323	23,502 23,312		26,360 26,306
Dec	11,745	8,968	20,713	2,118	321	23,152		26,255
GREAT BRITAIN	ation							
Unadjusted for seasonal variations and Sep	13,169	9,229	22,398	1,842	320	24,560	1,351	25,911
Dec	13,176	9,366	22,542	1,842	317	24,701	1,222	25,923
1979 Mar June	13,085 13,160	9,278 9,433	22,363 22,593	1,842 1,842	315 314	24,520 24,749	1,261 1,175	25,781 25,924
Sep Dec	13,220 13,132	9,448 9,510	22,668 22,642	1,869 1,896	319 319	24,856 24,857	1,226 1,201	26,082 26,058
1980 Mar	12,979	9,363	22,342	1,923 1,950	321 323	24,586 24,624	1,313 1,444	25,899 26,068
June Sep	12,955 12,824	9,396 9,294	22,351 22,118	1,976	332	24,426	1,806	26,232
Dec 1981 Mar	12,565 12,300	9,213 9,021	21,778 21,321	2,003	334 334	24,115 23,685	2,011	26,126 25,924
June Sep	12,191 12,135	9,040 9,013	21,232 21,148	2,057 2,057	334 335	23,623 23,540	2,299 2,643	25,922 26,183
Dec	11,934	9,001	20,935	2,057	332	23,324	2,663	25,987
1982 Mar June	11,780 11,736	8,863 8,903	20,643 20,638	2,057 2,057	328 324	23,028 23,019	2,718 2,664	25,746 25,683
Sep Dec	11,676 11,511	8,821 8,798	20,497 20,309	2,057 2,057	323 321	22,877 22,687	2,950 2,985	25,827 25,672
Adjusted for seasonal variati								
1978 Sep Dec	13,110 13,162	9,222 9,317	22,332 22,479	1,842 1,842	320 317	24,494 24,638		25,785 25,876
1979 Mar	13,153	9,349	22,502	1,842	315	24,659		25,921
Jun Sep	13,158	9,416	22,574	1,842	314	24,730		25,961 25,953
Dec	13,158 13,121	9,441 9,463	22,600 22,584	1,869 1,896	319 319	24,788 24,799		26,013
1980 Mar	13,048	9,435	22,484	1,923	321	24,728		26,035
Jun Sep	12,951 12,760	9,376 9,286	22,327 22,047	1,950 1,976	323 332	24,600 24,355		26,113 26,097
Dec	12,558	9,168	21,725	2,003	334	24,062		26,082
1981 Mar Jun	12,368 12,186	9,092 9,019	21,460 21,206	2,030 2,057	334 334	23,824 23,597		26,055 25,975
Sep Dec	12,070	9,003	21,206 21,074 20,885	2,057 2,057 2,057	335 332	23,466 23,274		26,043 25,944
1982 Mar	11,929	8,957						
Jun	11,846 11,728	8,935 8,879	20,781 20,607	2,057 2,057	328 324	23,166 22,988		25,876 25,739
Sep Dec	11,610 11,507	8,811 8,755	20,420 20,263	2,057 2,057	323 321	22,800 22,641		25,684 25,629

\*Estimates of employees in employment are provisional from December 1981 and may understate the level of employment mainly in service industries.

Estimates of self-employed for GB have been updated to June 1981. Figures are assumed unchanged from then until later data becomes available; this assumption may understate the level.

Estimates of employed labour force, and in working population are provisional from September 1981 and may understate the level; see notes on employees and self-employed.

HM Forces figures, provided by the Ministry of Defence, represent the total number of UK Service personnel, male and female, in HM Regular Forces, wherever serving and including those on felease leave. The numbers are not subject to seasonal adjustment.

\*New basis (claimants) see footnotes to table 2-1.

# 1.2 EMPLOYMENT Employees in employment: industry

GREAT BRITAIN		Index of tion in II-XXI	of Produc- dustries	Manufa indust III-XIX	acturing ries	Service Industri XXII-XX	es VII*	ı	II	III	IV	V	VI	VII	VIII	IX	x
	All industries and services*	All employees	Seasonally adjusted R	All employees	Seasonally adjusted	All employees	Seasonally adjusted‡	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
1978 June	22,273	9,023	9,038	7,117	7,135	12,878	12,849	373	351	682	40	438	458	923	149	749	173
July Aug Sep	22,398	9,060 9,057 9,059	9,033 9,026 9,025	7,146 7,143 7,144	7,129 7,121 7,118	12,950	12,935	389	349 346 345	693 695 687	40 40 39	441 444 444	457 456 457	922 922 930	149 150 150	752 754 756	173 173 173
Oct Nov Dec	22,542	9,057 9,059 9,051	9,023 9,029 9,029	7,138 7,139 7,130	7,113 7,113 7,108	13,121	13,078	371	345 344 344	687 687 684	39 39 39	443 443 443	454 453 452	927 927 928	150 151 152	759 760 758	173 173 172
1979 Jan Feb Mar	22,363	9,009 8,990 8,977	9,033 9,022 9,012	7,084 7,069 7,060	7,102 7,091 7,084	13,034	13,124	353	344 345 345	671 666 667	38 38 38	441 441 441	450 447 447	924 923 921	152 152 152	756 756 756	171 171 169
April May June	22,593	8,961 8,974 8,995	9,004 9,008 9,005	7,048 7,047 7,053	7,078 7,075 7,065	13,240	13,208	358	345 345 347	670 673 680	37 37 37	442 443 444	445 444 442	919 918 914	152 152 152	753 752 752	168 168 166
July Aug Sep	22,668	9,042 9,033 9,014	9,013 8,999 8,977	7,085 7,079 7,060	7,066 7,055 7,034	13,272	13,258	382	346 345 346	691 696 689	37 37 36	446 448 446	443 441 440	915 914 914	153 154 153	756 756 756	166 166 165
Oct Nov		8,979 8,958	8,946 8,933	7,027 7,015	7,004 6,994				346 347	688 687	36 36	445 445	435 434	908 907	153 153	755 756	163 163
Dec 1980 Jan Feb	22,642	8,927 8,846 8,802	8,912 8,873 8,837	6,992 6,921 6,879	6,975 6,941 6,902	13,352	13,308	363	348 348 348	686 676 672	36 35 35	445 442 442	432 427 426	905 897 894	153 151 149	757 753 750	160 158 156
Mar April May	22,342	8,762 8,703 8,666	8,797 8,746 8,697	6,839 6,787 6,746	6,862 6,816 6,771	13,233	13,326	348	349 348 347	668 664 665	35 35 34	441 439 437	422 416 407	891 888 882 877	148 148 147	746 741 740	154 154 152
June July	22,351	8,636 8,593	8,642 8,562	6,711	6,720	13,363	13,328	351	347 346	669 675	34	436 435	399	871	147	739 737 732	151 149
Aug Sep Oct	22,118	8,520 8,449 8,358	8,483 8,409 8,324	6,598 6,531 6,450	6,572 6,503 6,427	13,287	13,275	381	346 346 345	672 663 662	33 33 33	432 430 426	384 382 366	861 855 842	145 143 142	732 726 720	149 149 149
Nov Dec	21,778	8,254 8,179	8,231 8,168	6,366 6,310	6,348 6,297	13,242	13,199	357	344 343	657 654	32 32	421 419	357 358	833 823	140 140	713 707	148 148
1981 Jan Feb Mar	21,321	8,062 7,988 7,923	8,093 8,024 7,957	6,219 6,158 6,106	6,240 6,182 6,127	13,049	13,142	349	342 341 339	642 632 629	31 31 30	416 413 411	342 343 335	815 806 794	137 137 134	699 693 692	148 148 148
April May June	21,232	7,857 7,815 7,765	7,899 7,845 7,769	6,056 6,020 5,974	6,084 6,043 5,981	13,124	13,085	343	339 337 336	632 630 627	30 30 29	408 406 403	327 324 322	784 778 772	134 132 133	683 677 680	145 142 140
July Aug Sep	21,148	7,745 7,721 7,686	7,714 7,682 7,643	5,967 5,951 5,924	5,946 5,925 5,896	13,091	13,079	371	335 334 334	634 635 629	28 28 28	406 405 403	316 314 314	773 768 767	135 132 134	680 673 673	142 143 144
Oct Nov Dec	20,935	7,643 7,585 7,522	7,608 7,564 7,514	5,895 5,860 5,821	5,872 5,845 5,811	13,059	13,017	354	333 332 330	627 625 619	28 28 27	401 398 398	312 309 307	759 753 748	133 132 132	671 664 661	144 143 144
1982 Jan Feb Mar	20,643	7,431 7,413 7,396	7,464 7,451 7,430	5,755 5,741 5,728	5,777 5,766 5,749	12,907	13,000	340	329 328 328	607 605 603	27 26 26	393 393 393	304 303 302	741 737 738	131 131 131	653 651 650	144 144 143
April May June	20,638	7,354 7,332 7,322	7,396 7,362 7,324	5,690 5,666 5,655	5,718 5,689 5,660	12,971	12,930	345	327 326 325	602 602 605	26 26 26	. 389 387	299 296	729 725 722	130 129	646 645 642	142 143 141
July Aug		7,316 7,290	7,286 7,250	5,648 5,624	5,627 5,597				324 323	610 607	25 25	388 387 383	295 291 289	721 719	129 130 131	643 644	139 139
Sep Oct Nov	20,497	7,265 7,229 7,176	7,221 7,193 R 7,156 R	5,601 5,570 5,528	5,573 5,548 5,513	12,861	12,848	370	323 322 321	604 603 596	25 25 25	381 383 380	287 286 282	716 709 703	131 132 132	646 644 642	138 136 136
Dec 983 Jan R Feb R	20,309	7,124 7,043 7,023	7,119 R 7,077 7,061	5,487 5,416 5,397	5,479 5,438 5,422	12,824	12,783	361	321 320 319	591 579 575	24 24 24	375 370 369	276 270 265	694 685 679	129 127 127	641 636 634	135 134 136 134

Note: Estimates of employees in employment are provisional from December 1981 and may understate the level of employment mainly in service industries.

\* 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.

# Employees in employment: industry 1.2

TH	OI	15	AN	ID	

	ΧI	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	xxv	XXVI	GREAT BRITAIN XXVII
	Vehicles	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↑
1978 June	744	539	459	38	360	259	251	534	321	1,225	330	1,462	2,724	1,182	3,597	2,360	1,553
July Aug Sep	744 743 745	543 541 542	459 456 454	38 38 38	361 359 356	261 261 261	253 251 250	537 539 541	324 324 322	1,231 1,233 1,235	334 335 335	1,472	2,749	1,208	3,575	2,386	1,560
Oct Nov Dec	744 742 740	541 542 542	452 451 450	38 38 38	355 355 353	261 261 261	252 254 254	541 542 543	323 322 321	1,237 1,239 1,240	338 337 337	1,467	2,855	1,222	3,650	2,373	1,553
1979 Jan Feb Mar	737 734 733	538 537 536	446 446 445	37 38 37	354 354 352	259 258 258	251 251 251	542 541 540	317 317 317	1,242 1,238 1,234	339 339 338	1,462	2,772	1,229	3,660	2,359	1,553
April May June	734 733 733	533 534 535	441 440 439	37 37 37	352 351 354	258 258 258	251 251 251	541 541 544	316 314 314	1,229 1,243 1,258	339 339 338	1,476	2,813	1,241	3,657	2,489	1,564
July Aug Sep	734 733 735	537 536 535	439 435 431	37 36 36	355 353 351	260 260 259	253 252 252	547 548 548	317 316 315	1,270 1,269 1,267	341 341 341	1,488	2,835	1,270	3,611	2,510	1,558
Oct Nov Dec	733 731 728	533 534 534	426 422 417	36 36 35	349 347 344	257 255 255	250 249 248	548 549 549	313 311 308	1,263 1,255 1,246	342 342 341	1,485	2,908	1,282	3,682	2,455	1,539
1980 Jan Feb Mar	722 719 715	530 529 528	411 404 397	35 35 34	338 334 331	252 251 250	245 242 240	546 545 544	303 297 294	1,235 1,234 1,232	341 342 341	1,476	2,818	1,282	3,680	2,443	1,534
April May June	709 705 699	525 521 518	389 387 382	33 33 33	326 321 319	249 247 246	238 238 237	542 541 539	293 289 288	1,228 1,232 1,237	341 341 342	1,483	2,821	1,292	3,658	2,571	1,539
July Aug Sep	692 686 680	513 505 497	374 367 358	33 33 32	316 310 307	244 243 240	234 232 230	540 537 533	284 279 275	1,238 1,233 1,228	342 344 345	1,478	2,784	1,315	3,608	2,564	1,538
Oct Nov Dec	674 660 658	490 485 477	351 344 341	32 32 32	301 295 290	234 229 225	227 226 223	531 527 524	271 264 259	1,219 1,201 1,182	344 344 344	1,452	2,800	1,305	3,664	2,495	1,527
1981 Jan Feb Mar	645 639 630	474 465 455	334 332 329	31 30 30	282 281 278	228 222 220	221 219 221	519 516 518	254 252 253	1,158 1,148 1,137	342 342 341	1,426	2,707	1,294	3,666	2,438	1,518
April May June	621 614 608	453 451 446	328 323 318	30 32 30	277 280 272	217 216 216	221 219 218	514 514 510	253 252 252	1,123 1,120 1,117	339 338 338	1,422	2,715	1,295	3,649	2,522	1,520
July Aug Sep	598 591 590	443 449 445	319 319 315	30 31 30	271 268 265	216 215 213	215 214 216	508 511 508	252 255 250	1,106 1,098 1,090	337 338 338	1,419	2,718	1,309	3,600	2,529	1,516
Oct Nov Dec	584 582 576	440 441 441	314 312 310	30 29 29	267 267 262	212 211 208	213 212 209	508 507 506	253 248 246	1,080 1,058 1,036	336 336 335	1,389	2,756	1,301	3,667	2,445	1,501
1982 Jan Feb Mar	573 570 567	433 434 433	308 306 304	29 29 29	258 258 259	205 206 205	208 206 205	500 500 500	241 240 241	1,014 1,012 1 009	333 332 331	1,372	2,664	1,291	3,677	2,411	1,493
April May June	561 555 551	432 428 430	303 301 299	29 29 29	258 258 260	206 205 207	203 205 202	497 496 493	238 238 237	1,007 1,009 1,012	330 331 331	1,363	2,656	1,300	3,660	2,496	1,496
July Aug Sep	549 543 541	425 422 418	300 298 297	29 29 29	259 258 257	205 201 201	203 205 205	494 492 491	237 236 235	1 015 1 012 1,010	330 331 331	1,352	2,644	1,304	3,594	2,470	1,497
Oct Nov Dec	533 530 530	417 413 409	297 296 292	28 26 27	261 257 254	193 193 195	200 203 204	490 486 484	234 231 228	1,007 998 990	330 328 327	1,333	2,685	1,297	3,660	2,362	1,487
1983 Jan R Feb R Mar	523 522 520	402 399 399	289 291 288	27 28 28	252 252 251	194 194 194	202 202 204	480 479 479	224 223 223	981 981 981	326 325 324						

# 3 EMP

GREAT BRITAIN

	Order	[Mar 19	82] R		[Jan 19	83] R		[Feb 19	83] R		[Mar 19	83]	
	or MLH of SIC	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
ndustries	II-XXI	5,570.0	1,826-1	7,396-1	5,310-1	1,732-9	7,042-9	5,293-3	1,729-6	7,022-9	5,285.0	1,728-7	7,013-7
ustries	III-XIX	4,101-2	1,626-9	5,728-1	3,880-6	1,535-3	5,415.8	3,865-3	1,532-1	5,397-4	3,859-2	1,531-5	5,390-7
	II 101	309·8 252·5	17·9 10·6	<b>327-8</b> 263-1	<b>302·4</b> 243·3	17·9 10·6	320·3 253·8	301·4 242·4	17·9 10·6	319·4 252·9	300·6 241·5	17·9 10·6	318·5 252·0
cco	III	361-9	240-6	602-5	350-6	228-6	579-2	348-7	226-6	575-4	348-9	227-1	575.9
ectionery	212	52·1 13·6	31·5 23·4	83·6 37·0	49·6 13·9	29.1	78·7 37·1	49.3	28.9	78·2 36·8	50·1 13·8	29.2	79.3
and fish products	214	48.5	45.3	93.9	47.2	43.1	90.3	47.3	42.6	89.9	48.3	22·7 43·9	36.4
ts	215	33.4	13.4	46.8	32.3	12.4	44.8	32.5	12.4	44.9	32.9	12.8	92·2 45·7
sugar confectionery	217	27-6	29.9	57.6	27.0	28-0	55.0	27.0	27.7	54.7	26.9	27.8	54.7
products	218	25.3	26.3	51.6	24.5	25.3	49.7	24.4	24.9	49.4	24-1	24.9	49.0
	229	21.7	16.4	38.1	21.3	16-4	37.7	21.2	16-4	37.6	21.2	16-3	37.4
	231	49.0	11.0	59.9	46.2	10-4	56.5	46-1	10-2	56.2	45.7	10-1	55.9
s	239	18.8	10.7	29.5	17.9	9.6	27.5	17.7	9.7	27.4	17.7	9.6	27.3
roducts	IV	23.1	3-1	26-2	20.9	2.9	23.8	20.6	2.9	23.5	20.6	2.8	23-4
industries	V	282-9	110-1	393-0	265-5	104-1	369-6	265.0	104-1	369-0	264-4	105-8	370-2
	271	110.7	20.8	131.5	101.1	19-1	120.2	100.6	18.8	119-4	100-0	19-4	119-3
icals and preparations	272	42.2	30.8	73.0	41.9	29.5	71.4	41.8	29.5	71.4	41.9	29.7	71.6
plastics materials and	276	40.0	9.8	49.7	35.5	9.4	44.9	35-6	9.5	45.1	35-7	07	
tries	279	35.2	21.9	57.1	34.4	20.9	55.3	34.4	20.8	55.2	34.5	9.7	45.5
uies												21.1	55.6
	VI	268-1	34.0	302-1	239-5	29.9	269-5	235.0	30.0	265-0	235-3	29.9	265-3
al)	311	117-0	10.4	127-4	101-9	8.7	110.6	99.6	8.3	107-9	99.7	8.4	108-1

Index of Production In All manufacturing indu Mining and quarrying Coal mining Bacon curing, meat at Milk and milk products Cocoa, chocolate and Fruit and vegetable pr Food industries n.e.s. Brewing and malting Other drinks industries Coal and petroleum pr Chemicals and allied in General chemicals
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Scientific and industrial instruments and systems 354 **86·7** 58·8 **43.8** 26.1 130·5 84·8 40·9 25·3 127·1 85·6 40·9 25·4 127·4 85·8 **85.6** 59.9 **86·4** 60·4 40·7 25·3 126-3 85-2 636·0 107·7 34·3 57·4 106·8 22·0 57·8 107·0 43·8 99·3 427·9 83·6 25·7 36·9 59·3 11·8 43·4 78·0 28·8 60·4 437·8 86·4 26·1 37·0 59·0 12·1 43·6 78·5 31·1 63·9 211.9 23.9 8.9 21.3 49.3 11.7 15.5 28.5 14.8 37.9 649·7 110·3 35·0 58·4 108·3 23·8 59·1 107·1 45·9 101·8 430·7 84·6 25·8 36·6 59·8 11·9 43·4 78·3 29·0 61·2 429·6 84·5 25·8 37·1 59·5 12·0 43·0 78·2 29·1 60·6 204·2 23·1 8·5 21·0 45·9 10·3 14·5 28·4 14·5 38·0 205·3 23·1 8·5 20·8 47·0 10·1 14·4 633-8 107-5 34-3 58-1 105-4 22-3 57-5 106-6 43-6 98-6 Electrical engineering Electrical machinery Insulated wires and cables Telegraph and telephone apparatus and equipment 363 Radio and electronic components 364 Radio and electronic components 364
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Men's and boys' tailored outerwear
Women's and girls' tailored outerwear
Overalls and men's shirts, underwear, etc 60·5 7·5 5·6 5·6 10·6 23·4 191·2 25·6 19·9 26·1 191·6 25·3 19·7 251·1 33·4 24·9 31·3 73·0 51·1 60·2 7·4 5·5 5·7 445 450 10-4 23-2 Dresses, lingerie, infants' wear, etc Footwear 194·3 28·4 38·8 52·6 59·2 193-6 28-5 38-6 52-6 58-7 159-6 41·4 2·9 16·4 Bricks, pottery, glass, cement, etc 44.9 152.4 152-2 3·3 18·5 12·9 8·8 29·7 42·6 56·1 60·0 25·5 22·5 40·2 50·1 28·5 39·1 52·8 58·6 25·5 22·4 40·8 50·5 3·0 16·3 11·7 8·7 Bricks, fireclay and refractory goods Pottery Abrasives and building materials, etc, n.e.s. 163·9 53·7 58·2 201·7 62·8 71·7 161·2 54·2 56·6 201·6 62·4 71·3 205·2 62·7 73·1 161-6 54-2 57-0 40·1 8·6 14·7 163·2 54·6 57·9 40·9 8·4 15·1 204·2 63·0 73·1 Timber, furniture, etc 41·3 8·9 14·9 40·3 8·1 14·8 Timber Furniture and upholstery Paper, printing and publishing 163·0 8·4 325·7 34·6 154·2 7·4 **479.9** 41.9 325·2 34·3 153·7 7·3 478·9 41·5 500·0 46·1 Packaging products of paper, board and associated materials 61·7 96·9 43·7 191·8 41·2 73·1 25·7 123·9 20·8 23·4 17·9 68·3 62·0 96·5 43·7 192·1 41·3 73·1 25·7 123·8 materials 482
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Note: Details of smaller industries excluded from this table appear in table 1.4 on a quarterly basis.

# Employees in employment by region 1.5

Standard	All indust	ries and se	rvices		tales cursive	Index of industrie	Production	Manufac industrie		Service industries		Agricul- ture,	Mining and
region	Male	Female	Part-time	All employees	Index (June 1974 = 100)	II-XXI	Index (June 1974 = 100)	III-XIX	Index (June 1974 = 100)	XXII-XXVII	Index (June 1974 = 100)	forestry and fishing	quarrying
Sic 1968  South East 1981 Sep Dec R 1982 March R June Sep Dec	4,079 4,022 3,968 3,957 3,946 R 3,901	3,089 3,092 3,040 3,044 3,020 R 3,019	1,240 1,255 1,237 1,244 1,210 1,231	7,168 7,115 7,008 7,001 6,965 R 6,919	97-3 96-6 95-1 95-0 94-5 93-9	2,090 2,047 2,012 1,999 1,988 1,953	83·2 81·5 80·1 79·6 79·2 77·8	1,641 1,616 1,591 1,577 1,566 1,539	81·2 80·0 78·7 78·0 77·5 76·1	5,000 4,996 4,927 4,931 4,900 R 4,896	104-8 104-7 103-3 103-4 102-7 102-6	79 72 69 71 78 R 71	11 11 11 11 11 11 11
Greater Londo included in South East) 981 Sep Dec R 982 March R June Sep Dec	2,031 2,011 1,986 1,979 1,966 R 1,954	1,482 1,490 1,466 1,454 1,446 R 1,455	502 506 500 497 484 495	3,513 3,501 3,452 3,433 3,412 3,409	91·3 91·0 89·7 89·2 88·7 88·6	862 845 829 823 817 800	75·0 73·6 72·2 71·6 71·1 69·6	650 642 630 624 618 605	72·1 71·2 69·9 69·2 68·5 67·1	2,649 2,654 2,621 2,609 2,593 R 2,607	98·3 98·4 97·2 96·8 96·2 R 96·7	2 2 2 2 2 2 2 2	5 5 5 5 5 5 5
ast Anglia 981 Sep Dec R 982 March R June Sep Dec	397 390 383 387 388 380	279 277 272 278 278 R 271	121 123 125 125 130 124	676 667 656 665 666 651	101·7 100·3 98·7 100·0 100·2 97·9	233 228 222 221 220 217	88·9 87·0 84·7 84·4 84·0 82·8	182 180 175 174 173 171	88.9 87.9 85.4 85.0 84.5 83.5	402 398 396 407 405 R 393	112-7 111-6 111-0 114-1 113-6 110-2	42 41 38 37 41 R 41	2 2 2 2 2 2 2 2
outh West 982 Sep Dec R 982 March R June Sep Dec	874 853 840 847 846 R 826	651 639 630 653 649 R 628	303 300 301 311 314 300	1,525 1,492 1,470 1,500 1,495 1,454	100·4 98·2 96·8 98·7 98·4 95·7	495 486 478 477 473 462	84:5 83:0 81:6 81:5 80:8 78:9	371 366 360 359 355 347	82·8 81·7 80·3 80·1 79·2 77·4	979 958 946 976 972 942	110·9 108·5 107·1 110·5 110·1 106·7	51 48 47 47 51 R 50	11 11 11 11 11 11
Vest Midlands 981 Sep Dec R 982 March R June Sep Dec	1,166 1,149	832 833 821 816 805 R 805	352 359 352 350 344 347	1,998 1,982 1,950 1,937 R 1,913 1,901	38·9 88·2 88·8 86·2 85·1 84·6	916 894 878 866 857 842	73.7 71.9 70.6 69.7 69.0 67.8	773 757 744 732 723 709	71.5 70.0 68.8 67.7 66.9 65.6	1,050 1,057 1,043 1,041 1,024 1,026	108·2 108·9 107·4 107·2 105·5 105·7	32 31 29 30 33 R 33	23 22 22 22 22 22 21
ast Midlands 981 Sep Dec R 982 March R June Sep Dec	848 836 828 823 821 808	610 617 610 611 602 607	255 269 265 264 257 R 266	1,458 1,452 1,438 1,434 1,423 1,415	98·3 97·9 97·0 96·7 96·0 95·4	678 667 660 654 650 636	86·0 84·6 83·7 83·0 82·5 80·7	515 507 503 498 493 482	83·5 82·2 81·6 80·8 80·0 78·2	744 753 747 747 738 746	113·4 114·8 113·9 113·9 112·5 113·8	35 33 31 33 36 R 34	71 71 70 70 69 69
orkshire and Humberside 981 Sep Dec R 982 March R June Sep Dec	1,074 1,055	755 756 743 746 741 R 746	339 349 340 341 338 347	1,829 1,811 1,786 1,784 1,774 1,766	91·8 90·9 89·7 89·6 89·1 88·7	779 760 750 740 737 722	78·6 76·6 75·6 74·6 74·3 72·8	568 555 548 539 536 524	74·3 72·6 71·7 70·5 70·1 68·6	1,019 1,021 1,007 1,014 1,005 1,013	105·7 105·9 104·4 105·2 104·2 105·1	31 30 29 29 31 31	82 81 80 79 79
orth West 982 Sep Dec R 982 March R June Sep Dec	1,390 1,368	1,075 1,074 1,059 1,054 R	454 469 457 456 449 458	2,465 2,442 2,407 2,388 R 2,373 R 2,361	91·2 90·4 89·1 88·4 87·8 87·4	983 960 943 925 920 901	76·3 74·5 73·2 71·8 71·4 69·9	816 800 785 768 763 747	74·8 73·4 72·0 70·4 70·0 68·5	1,464 1,464 1,447 1,446 1,434 1,442	105·0 105·0 103·8 103·7 102·8 103·4	18 17 17 16 18	12 12 12 12 12 12
lorth 981 Sep Dec R 982 March R June Sep Dec	653 641 635 628 R 622 612	474 474 469 470 466 R 468	204 209 203 201 197 204	1,127 1,115 1,104 1,099 1,087 1,080	90·5 89·5 88·7 88·3 87·3 86·7	469 458 452 446 439 428	73-8 72-1 71-2 70-2 69-1 67-4	339 333 329 323 317 309	72·6 71·3 70·4 69·2 67·9 66·2	643 642 638 640 R 634 637	108·4 108·3 107·6 107·9 106·9 107·4	15 15 14 13 15 R 15	41 40 39 39 38 37
Vales 982 Sep Dec R 982 March R June Sep Dec Scotland	544 533 532 521 518 507	388 384 381 379 379 R 377	157 158 161 157 155 159	932 917 913 900 896 884	94·0 92·4 92·0 90·7 90·3 89·1	349 340 334 331 327 320	75·1 73·2 71·9 71·3 70·4 68·9	234 229 225 222 219 214	69·7 68·3 67·1 66·2 65·3 63·8	559 552 556 546 545 538	111.8 110.4 111.2 109.2 109.0 107.6	24 25 24 23 24 25	36 36 36 35 34 34
981 Sep Dec R 982 March R June Sep Dec Great Britain	1,109 1,088 1,073 1,080 R 1,068 R 1,051	860 855 839 851 R 835 R 827	333 335 331 327 329 330	1,970 1,942 1,912 1,931 R 1,903 R 1,878	94·5 93·2 91·7 92·7 91·3 90·1	694 682 668 663 655 643	76·4 75·1 73·5 73·0 72·1 70·8	485 480 469 463 456 446	71·7 71·0 69·4 68·5 67·4 66·0	1,231 1,217 1,201 1,224 R 1,204 R 1,191	109·4 108·2 106·8 108·8 107·0 105·9	44 43 44 44 44 44	43 44 44 44 44 45
1981 Sep Dec R 1982 March R June Sep Dec	12,135 11,934 11,780 11,736 R 11,676 R 11,511	9,013 9,001 8,863 8,903 R 8,821 R 8,798	3,759 3,825 3,772 3,776 3,723 3,768	21,148 20,935 20,643 20,638 R 20,497 R 20,309	94·8 93·9 92·6 92·6 91·9 91·1	7,686 7,522 7,396 7,322 7,265 7,124	79·4 77·7 76·4 75·7 75·1 73·6	5,924 5,821 5,728 5,655 5,601 5,487	76·9 75·5 74·3 73·4 72·7 71·2	13,091 13,059 12,907 12,971 R 12,861 R 12,824	107·2 106·9 105·7 106·2 105·3 105·0	371 354 340 345 370 R 361	334 330 328 325 323 321

Note: Estimates of employees in employment are provisional from December 1981 and may understate the level of employment mainly in service industries.

#### **EMPLOYMENT** 1.5 Employees in employment by region

Standard region	Food drink and tobacco	Coal, petroleum and chemical products	Metal manu- facture	Engineering and allied industries	Textile, leather and clothing	Other manufac- turing	Construc- tion	Gas, electricity and water	Transport and communi- cation	Distribu- tive trades	Financial profession- al and miscellan- eous	Public administra- tion and defence
SIC 1968	III	IV-V	VI	VII-XII	XIII-XV	XVI-XIX	xx	XXI	XXII	XXIII	services XXIV-XXVI	XXVII
South East 1981 Sep Dec R 1982 March R June Sep	135 132 129 129 128	125 124 122 121 120	29 28 28 28 28 27	857 840 829 820 816	75 75 73 75 73	420 416 411 404 402	334 318 310 311 310	103 102 101 100 101	609 595 583 580 573	985 1,003 966 959 953	2,844 2,841 2,824 2,838 2,820 R	563 558 555 553 553
Dec Greater London (included in South East)	125	118	27	802	72	395	304	99	564	972	2,808	552
1981 Sep Dec R 1982 March R June Sep Dec	69 67 64 65 64 62	48 47 46 46 45 45	12 11 11 11 10 10	296 291 285 281 280 275	43 43 42 42 R 41 40	182 183 182 179 178 174	162 154 151 151 151 148	45 44 44 43 43 43	374 365 357 356 351 347	477 487 469 464 460 471	1,484 1,491 1,478 1,473 1,464 R 1,473	315 312 317 316 317 317
East Anglia 1981 Sep Dec R 1982 March R June Sep Dec	39 40 37 37 38 38	10 10 10 10 10 9	2 2 2 2 2 2	75 74 73 72 71 69	10 10 10 10 10 9	46 45 44 44 44 44	38 36 35 35 35 35	10 10 10 10 10 10	45 44 44 44 44 44	91 90 88 89 89	230 228 229 238 237 225	36 36 35 35 35
South West 1981 Sep Dec R 1982 March R June Sep	52 51 50 51 51	17 17 16 16 16	6 6 6 6	190 187 184 183 182	29 28 28 28 28 27	78 77 76 76 76	84 79 77 78 77	29 29 29 29 29	86 84 83 83 83 83	205 208 200 202 201	577 557 556 583 580	35 111 109 107 108 108
Dec Vest Midlands 981 Sep Dec R 982 March R June Sep	49 48 47 47 47 47	16 20 20 20 20 20 20	5 80 78 77 76 75 72	178 454 445 434 423 417	27 33 32 32 32 32 32 32 31	72 137 134 134 134 132	76 89 84 82 82 82	28 31 31 30 30 30	92 91 91 90 90	203 235 239 233 229 224	551 585 588 582 585 R 573	106 138 138 137 137 137
Dec East Midlands 981 Sep Dec R 982 March R June R Sep	50 50 49 50 50	19 26 26 25 25 25 26	26 26 25 25 25 24	411 192 188 187 182 179	139 137 137 136 134	82 81 80 80 80	81 69 65 64 64 64	30 23 23 23 23 23 23 23	78 77 77 76 76	227 171 173 166 164 166	573 416 424 425 427 R 415 R	137 80 79 .79 79 80
Oec Forkshire and Humberside 981 Sep Dec R	80 79	25 35 34	59 57	173 203 197	95 94	79 96 93	96 91	33 33	76 105 102	170 229 232	420 576 579	109 108
982 March R June Sep Dec orth West	77 78 78 76	34 34 34 34	57 55 52 51	194 190 189 184	93 92 92 89	93 92 92 90	89 89 89 87	33 33 33 32	102 102 101 100	225 225 225 228	573 579 571 578	108 108 108 108
981 Sep Dec R 982 March R June Sep Dec	97 95 93 92 92 88	99 97 96 93 92 90	17 17 16 17 16 16	336 330 327 319 317 312	112 110 108 105 105 103	155 152 146 143 141 138	116 110 107 108 107 105	39 38 38 38 38 38	156 152 151 149 147 144	318 321 311 309 308 314	828 831 825 827 819 825	162 161 160 160 160 160
orth  981 Sep Dec R  982 March R  June Sep Dec	28 27 27 27 27 27 26	50 49 50 48 46 45	30 29 28 26 26 24	147 145 143 140 137 133	30 30 30 30 30 30 30	54 52 52 52 52 52 51	70 66 64 64 64 64	20 20 19 19 20	64 63 62 61 62 61	139 140 136 134 132 134	354 354 355 359 355 357	86 85 85 85 85 85
Vales 981 Sep Dec R 982 March R June Sep Dec	18 18 17 17 17	19 18 18 18 17 16	40 38 38 37 36 35	95 93 92 91 89 87	21 21 20 20 20 20	42 42 40 40 40 39	58 55 53 53 53 53	21 20 20 20 20 20 20	55 54 53 52 51 49	101 103 101 98 100 100	321 315 322 315 312 309	81 81 81 81 81 81
cotland 981 Sep Dec R 982 March R June Sep Dec	81 81 77 78 77	31 30 29 29 28 28	26 26 25 25 25 23 21	204 203 200 195 193 189	65 64 62 61 60 58	78 77 76 76 75	138 131 127 128 127 125	28 28 28 28 28 28 28	129 128 126 126 126 124 123	244 248 240 246 245 249	707 694 688 704 R 686 R 674	151 148 147 149 149 145

1,188 1,168 1,151 1,139 1,132 1,110

1,090 1,036 1,009 1,012 1,010 990

2,718 2,756 2,664 2,656 2,644 2,685

1,516 1,501 1,493 1,496 1,497 1,487

### **EMPLOYMENT** Labour turnover: manufacturing industries: December 1982 and March 1983

PER CENT

GREAT BRITAIN		Decemi	ber 1982	100			even .	March	1963				
GREAT BITTON	Order	Engage	ement rate		Leaving	g rate	A117	Engage	ment rate		Leaving	g rate	
2.1009	or MLH of SIC	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
SIC 1968	III	0.8	1.2	1.0	1.5	3.2	2·2 2·7	1·2 1·8	1.8	1.4	1.8	2·4 2·2	2.0
ood, drink and tobacco Bread and flour confectionery	212 213	1.4	1.4	1.4	2·3 1·4	3·3 5·0	3.7	0.6	1.5	1.2	1.0	2.7	2.1
Biscuits meat and fish products	214	1.4	1·6 1·3	1.5	1·7 1·6	2·7 4·2	2.2	2·1 2·2	2·7 4·5	2.4	2·1 1·3	2·7 2·3	2.4
Milk and milk products Cocoa, chocolate and sugar confectionery	215	0.4	0.5	0.5	1.6	4.0	2.8	0.8	1.0	0.9	1.2	1.7	1.5
Cocoa, Chocolate and vegetable products	218	0.9	2.0	1.4	1·5 2·2	2.7	3.0	0.9	2.4	1.7	2·6 0·9	3·0 2·0	2.8
read industries II.C.S	229 231	0.9	1.4	0.6	0.7	1.2	0.8	0.4	1.0	0.5	1.0	1.3	1.1
Brewing and matting Other drink industries	239	0.3	1.0	0.6	1·2 1·2	2·4 1·5	1·6 1·2	0·3 0·3	0·8 <b>0·7</b>	0.4	1·5 0·8	1·7 2·1	1.6
and netroleum products	IV	0.3	0.9	0.4	1.2	2.2	1.5	0.6	1.6	0.9	1.0	1.5	1.1
hemical and allied industries	V 271	0·5 0·2	1·3 1·0	0.4	1.0	1.9	1.2	0.4	1.1	0.6	1.0	1.6	1.1
General chemicals Pharmaceutical chemicals and preparation Pharmaceutical chemicals and preparation	272	0.6	1.7	1.0	0.4	2.0	1.1	0.8	1.4	1.0	0.6	1.5	1.0
Synthetic resins and ber and synthetic rubber and s	276	0.5	1.7	0.7	2.5	2.3	2.5	0.8	1.9	1.1	1.0	1.1	1.0
Other chemical industries	279	0.8	1.2	1.0	1.3	2.3	1.7	0·7 0·6	1.5	1·0 0·7	1·0 1·8	1.4	1.9
letal manufacture	VI 311	0·4 0·2	1·1 0·6	0·5 0·2	1.8	1·9 2·1	1·8 1·7	0.2	0.7	0.2	1.6	2.9	1.7
Iron and steel (general) Steel tubes	312	0.6	2.7	0.9	2.1	2.5	2.1	1.1	1.4	1.2	3.7	1·9 2·2	3.5
lean eastings etc	313 321	0·3 1·0	1·0 0·6	0.4	1·8 2·0	1·7 1·9	1.8	0.8	1.2	0.9	1.2	2.1	1.3
Aluminium and aluminium alloys Copper, brass and other copper alloys	322	0.5	1.0	0.6	1.7	1.6	1.7	1.0	1.0	1.0	2.2	3.1	2.3
Joshanical engineering	VII	0·8 0·7	1·1 0·5	0·8 0·6	1·9 3·5	2·3 1·3	2·0 3·2	0.9	1·3 0·6	0·9 0·8	1·9 2·1	2·1 2·4	2.0
Metal-working machine tools	332	0.6	1.1	0.7	2.1	2.7	2.2	0.6	1.1	0.7	1.2	1.8	1.3
Construction and earthmoving equipment	336 337	0.4	0·7 1·0	0.4	2.0	0·7 1·0	1.9	0·7 0·6	4·6 0·7	1·2 0·7	1·6 1·1	1·3 1·6	1.5
Mechanical handling equipment Other machinery	339	0.7	1.0	0.8	1.2	1.9	1.3	0.7	1.3	0.8	1.8	2.2	1.8
Industrial (including process) plant and steel work	341 349	1.4	1.4	0.9	2.6	3·2 3·1	2.7	1.2	1·0 1·2	1.2	3·8 1·7	3·2 2·0	3.7
Other mechanical engineering n.e.s.	VIII	1.1	1.5	1.2	1.5	2.3	1.7	1.7	1.5	1.6	1.7	2.2	1.9
nstrument engineering Scientific and industrial instruments			0.0	1.5	1.3	2.6	1.7	1.6	1.6	1.6	1.5	2.0	1.7
and systems	354 IX	1·2 0·7	2·2 1·2	0.8	0.9	1.8	1.2	0.9	1.5	1.1	1.3	2.0	1.5
lectrical engineering Electrical machinery	361	0.4	1.9	0.7	1.0	3.2	1.5	0.5	1.1	0.6	1·4 0·7	1·8 0·6	1.5
Insulated wires and cables	362	0.4	0.8	0.5	0.4	0.9	0.5	0.4	1.1	0.6	0.7	0.0	
Telegraph and telephone apparatus and equipment	363	0.4	0.9	0.6	1.0	2.0	1.3	0.9	1.3	1.0	1.1	1.4	1.2
Radio and electronic components	364	0.9	0.7	0.8	1.2	2.0	1.5	1.0	1.5	1.2	1.3	1.4	1.3
Broadcast receiving and sound reproducing equipment	365	0.5	0.7	0.6	1.0	1.2	1.1	1.1	2.2	1.6	3.2	4.5	3.8
Electronic computers	366 367	0.8	2.0	1.1	0·5 0·8	2.0	0.9	1.6	2·2 1·7	1·8 1·1	1.1	2.0	1.3
Radio, radar and electronic capital goods Electric appliances primarily for domestic use	368	0.8	1.1	0.9	0.5	0.8	0.6	1.0	1.4	1.1	1.4	5.6	2.8
Other electrical goods	369	0.7	1-1	0.9	1.0	1.1	1.1	0.8	1·5 1·9	1.1	1·0 3·2	1·9 4·0	3.3
Shipbuilding and marine engineering	X	1·3 0·3	1·3 0·8	1·3 0·4	2·1 0·9	2·4 1·5	1.0	1·5 0·4	0.9	0.4	1.0	1.4	1.1
/ehicles  Motor vehicle manufacturing	XI 381	0.4	0.7	0.5	0.9	1.5	1.0	0.6	1.2	0.6	1.0	1.8	1.1
Aerospace equipment manufacturing and		0.2	0.5	0.2	0.8	1.0	0.9	0.2	0.5	0.2	0.6	1.0	0.7
repairing Metal goods not elsewhere specified	383 XII	0.8	1.2	0.9	2.1	1.8	2.0	1.2	1.8	1.3	2.1	2.5	2.2
Engineers' small tools and gauges	390	0.4	0.5	0.4	1.8	2.8	2.0	0.5	0.8	0.6	3.1	3·6 1·9	3·2 1·8
Metal industries n.e.s	399	1.0	1·5 1·6	1.1	2.4	1·6 2·0	2·2 1·9	1·5 1·4	2·0 1·9	1·6 1·7	1·8 1·6	2.3	1.9
Fextiles Spinning and doubling on the cotton and	XIII	1.0	1.0	1.3									
flax systems	412	1.7	1.2	1.5	1·5 2·2	2.2	1·8 2·3	1.8	2.0	1·9 2·0	1·6 1·8	2·8 1·7	2.1
Woollen and worsted Hosiery and other knitted goods	414	1.6	1·6 1·8	1.6	1.4	2.2	2.0	1.4	1.9	1.7	1.9	2.7	2.5
Textile finishing	423	0.7	1.8	1.0	1.7	1.8	1.8	2.1	1.4	1.9	1.5	1·6 1·6	1·5 1·5
Leather, leather goods and fur	XIV	1.2	0.9	1.1	3.4	· 5·1 2·2	4.1	1.2	1.4	1.8	1.7	2.1	2.0
Clothing and footwear Men's and boys' tailored outerwear	XV 442	1·2 1·3	1·7 1·2	1·6 1·2	1·8 1·4	1.4	1.4	1.5	1.7	1.7	0.7	1.7	1.5
Women's and girls' tailored outerwear	443	1.6	1.6	1·6 1·8	2·6 1·5	2·5 2·1	2.5	0·6 2·9	1·0 2·4	0·9 2·5	1·6 2·8	1·8 2·2	1.7
Overalls and men's shirts, underwear etc Dresses, lingerie, infants' wear etc	444 445	1·3 1·7	1·9 1·8	1.8	1.7	2.1	2.0	0.7	1.8	1.6	1.7	2.8	2.6
Footwear	450	1.0	1.2	1.1	1.8	2.1	1.9	1.1	1.4	1.2	0·9 1·0	1·5 1·9	1.2
Bricks, pottery, glass, cement, etc Bricks, fireclay and refractory goods	XVI 461	0·7 0·4	1·2 0·3	0·8 0·4	1.4	2·4 5·1	1·6 2·3	1.3 0.9	1·4 1·6	1.3	0.6	0.9	0.6
Pottery	462	0.6	1.2	0.9	2.4	2.7	2.5	1.8	2.2	2.0	1.3	2·0 2·6	1.6
Glass Abrasives and building materials etc n.e.s	463 469	0·6 1·0	1·9 0·8	0.9	1·0 1·2	2·5 0·8	1.3	1.1	0·7 0·8	1.1	1.2	1.1	1.2
imber, furniture, etc	XVII	1.0	1.8	1.2	2.0	1.6	1.9	2.0	1.6	1.9	1.7	1.8	1.7
Timber Furniture and upholstery	471	1.0	1.5	1.1	2.0	1.7	1.9	1·9 2·3	1.2	1·8 2·2	1.5	2·6 1·1	1·7 1·3
Paper, printing and publishing	472 XVIII	1·1 0·5	1.5	1·2 0·6	0·5 0·8	1.6	1.0	0.7	1.3	0.9	0.9	1.8	1.2
raper and hoard	481	0.5	1.0	0.6	0.6	1.3	0.7	1.6	1.7	1.6	2.2	2.2	2.2
Packaging, products of paper, board and associated materials	482	0.3	0.9	0.5	1.1	1.7	1.3	0-4	0.9	0.6	0.8	1.9	1.2
Printing and publishing of powenance	485	0.4	1.2	0.6	0.5	1.5	0.8	0.5	1.3	0.7	0.5	1.6	0.8
Printing, publishing of periodicals Other printing publishing bookbinding	486	0.3	1.0	0.6	0.4	1-4	0.8	0.7	1.1	0.9	0.5	1.6	0.9
cligitavilly etc	489	0.6	0.9	0.7	0.9	1.7	1.2	0.7	1.3	1.0	0.9	2.0	1.3
Other manufacturing industries Rubber	XIX	0.9	1.2	1.0	2.1	3.3	2.5	1.3	1.9	1.5	1.6	2.4	1.9
Plastics products n.e.s	491 496	0·4 1·5	1·0 1·6	0·5 1·5	2·1 1·6	1·9 3·0	2·0 2·1	0·5 1·6	0·9 2·3	0·6 1·8	1·3 1·6	2.4	1.5
All manufacturing Industries	100	0.7	1.3	0.9	1.5	2.2	1.7	1.0	1.6	1.2	1.5	2.1	1.7
		0.1	1.3	0.9	1.0	2.7		1.0	1.0			AND REAL PROPERTY.	Section 2 in case of the last

All manufacturing Industries

0.7

1.3

0.9

1.5

2.2

1.7

1.0

1.6

1.2

1.5

2.1

1.7

1.0

1.6

1.2

1.5

2.1

1.7

1.0

1.6

1.2

1.5

2.1

1.7

1.7

1.8

Note: The engagement rate and the leaving rate show the number of engagements and discharges (and other losses), respectively, in the four-week periods ended December 11, 1982 and March 12, 1983 as percentages of the numbers employed at the beginning of the periods. The figures do not include persons engaged during the periods who also left before the end of the periods; the engagement and leaving rates accordingly understate to some extent the total intake and wastage during the periods. The trend in labour turnover is illustrated by the chart on the next page which is constructed from four-quarter moving averages of engagement and leaving rates.

2,753 2,702 2,661 2,615 2,590 2,538

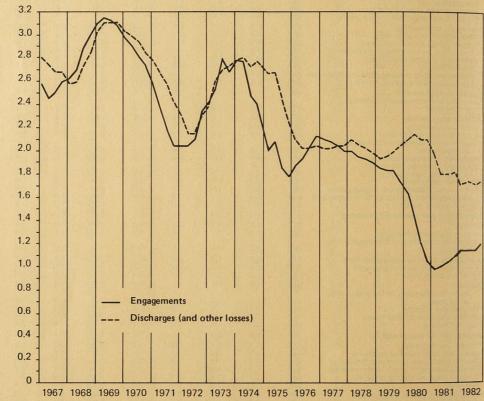
### **EMPLOYMENT** Labour turnover: manufacturing industries: September 1982 and March 1983

Four quarter moving average of total engagement rates and leaving rates: manufacturing industries in Great Britain

			Per cent
Year	Reference month*	Engagement rate	Leaving rate
1981	Nov	1.10	1.82
1982	Feb May Aug Nov	1·15 1·15 1·15 1·20	1·73 1·75 1·73 1·75

<sup>\*</sup> On which the moving average is centred.

Engagements and discharges (and other losses): manufacturing industries in Great Britain



<sup>\*</sup> The four quarter moving average has been com-piled from the number of engagements and dis-charges (and other losses) in a period of four weeks expressed as a percentage of the estimated numbers of employees in employment.

# Manpower in the local authorities 1.7

TABLE A England	Sept 12, 1	1981	19 1889	Dec 12, 1	981		[Mar 13, 1	982]	
	Full- time	Part- time	FT (c) equiva- lent	Full- time	Part- time	FT (c) equiva- lent	Full- time	Part- time	FT (c) equiva- lent
Gervice	-	-	-						500.075
Education-Lecturers and teachers -Others	488,114 176,224	88,410 433,441	511,197 363,670	487,935 175,475	141,635 442,246	516,873 367,135	490,081 175,441	144,861 444,790	520,075 368,275
Construction	110,681	453	110,880	109,446	441	109,639	108,647	458	108,84
Transport Social Services	19,448 130,804	360 159,945	19,605 198,164	18,393 130,631	354 161,744	18,547 198,762	18,211 131,228	344 162,113	18,362 199,540
public libraries and museums	23,386	15,768	31,145	23,143	15,667	30,871	22,750	15,845	30,57
Recreation, parks and baths	64,386	19,379	72,748	60,443	18,057	68,252	60,322	18,102	68,14
- denmontal fiedilli	19,823	1,694	20,546	19,358	1,575	20,032	19,221	1,549	19,88
Refuse collection and disposal	45,079	316	45,215	43,798	299	43,926	43,378	287	43,50
Housing	44,445	12,718	50,043	44,209	12,641	49,777	44,341	12,655	49,91
own and country planning	19,575	590	19,876	19,513	580	19,810	19,472	572	19,76
ire Service-Regular	33,542	3	33,544	33,676	3	33,678	33,791	4	33,79
-Others (a)	3,997	1,933	4,825	4,029	1,939	4,860	3,996	1,933	4,82
Miscellaneous services	218,031	42,663	236,680	215,368	42,178	233,806	213,972	41,780	232,23
All above	1,397,535	777,673	1,718,138	1,385,417	839,359	1,715,968	1,384,851	845,293	1,717,72
Police service-Police (all ranks)	112,473	_	112,473	112,982	_	112,982	113,390	30 to 1	113,39
-Others (b)	38,614	6,642	41,481	38,695	6,482	41,493	38,317	6,425	41,09
Probation, magistrates' courts and agency staff	16,464	4,708	18,756	16,597	4,585	18,830	16,721	4,796	19,05
All (excluding special employment and training									
measures)	1,565,086	789,023	1,890,848	1,553,691	850,426	1,889,273	1,553,279	856,514	1,891,26
TABLE B. Wolco	Sent 12			Dec 12 1			[Mar 13 1		

TABLE B Wales	Sept 12, 1	1981		Dec 12, 1	981		[Mar 13, 1	982]	
Service	Full- time	Part- time	FT (c) equiva- lent	Full- time	Part- time	FT (c) equiva- lent	Full- time	Part- time	FT (c) equiva- lent
Education-Lecturers and teachers -Others Construction Transport Social Services	32,425 10,406 9,887 1,889 8,217	2,689 26,719 14 31 8,788	33,028 21,686 9,893 1,902 11,879	32,266 10,460 9,816 1,874 8,155	4,831 27,245 9 31 9,338	33,104 21,968 9,820 1,887 12,042	32,371 10,453 9,900 1,847 8,043	4,459 27,086 8 32 9,761	33,183 21,891 9,903 1,860 12,111
Public libraries and museums Recreation, parks and baths Environmental health Refuse collection and disposal Housing	1,128 4,484 1,183 2,094 1,793	760 1,658 232 5 520	1,499 5,186 1,279 2,096 2,029	1,127 4,132 1,150 2,082 1,778	741 1,518 227 5 512	1,489 4,776 1,244 2,084 2,011	1,113 4,159 1,143 2,061 1,822	774 1,516 223 5 525	1,491 4,803 1,235 2,063 2,061
Town and country planning Fire Service-Regular -Others (a) Miscellaneous services	1,425 1,798 239 18,202	31 1 128 3,442	1,440 1,799 292 19,653	1,415 1,807 240 17,886	30 1 125 3,369	1,429 1,808 292 19,306	1,411 1,814 251 17,779	26 128 3,410	1,423 1,814 304 19,217
All above Police service—Police (all ranks) —Others (b) Probation, magistrates' courts and	<b>95,170</b> 6,347 1,713	<b>45,018</b> 334	<b>113,661</b> 6,347 1,857	<b>94,188</b> 6,357 1,692	<b>47,982</b> 335	113,260 6,357 1,837	<b>94,167</b> 6,370 1,668	<b>47,953</b> 335	<b>113,359</b> 6,370 1,813
All (excluding special	992	224	1,098	989	215	1,089	991	218	1,093
employment and training measures)	104,222	45,576	122,963	103,226	48,532	122,543	103,196	48,506	122,635

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

# EMPLOYMENT Manpower in the local authorities

TABLE A England (continued)	[June 12,	1982]		[Sep 11, 1	1982]		[Dec 11, 1	982]	
Service	Full- time	Part- time	FT (c) equiva- lent	Full- time	Part- time	FT (c) equiva- lent	Full- time	Part- time	FT (c) equiva- lent
Education-Lecturers and teachers	489,462	132,120	518,054	483,185	90,423	506,587	483,319	150,128	513,288
-Others	173,482	438,628	363,664	173,517	427,580	358,545	172,534	437,461	362,376
Construction	107,247	474	107,457	107,483	469	107,689	107,025	463	107,230
Transport	18,278	348	18,430	18,294	358	18,451	17,852	336	18,000
Social Services	130,292	162,587	198,801	130,712	163,477	199,570	131,034	165,486	200,756
Public libraries and museums	22,889	15,942	30,749	23,160	16,163	31,130	23,086	15,939	30,953
Recreation, parks and baths	63,945	19,653	72,444	64,116	19,859	72,701	60,510	19,121	68,787
Environmental health	19,475	1,572	20,150	19,423	1,571	20,097	19,013	1,519	19,667
Refuse collection and disposal	42,835	311	42,967	43,021	321	43,159	41,547	318	41,683
Housing	44,348	12,794	49,988	44,643	12,689	50,240	45,396	12,855	51,063
Town and country planning	19,325	569	19,616	19,404	568	19,694	19,409	572	19,702
Fire Service-Regular	33,790	3	33,792	33,764	3	33,766	33,895	4	33,897
-Others (a)	3,975	1,936	4,804	4,003	1,938	4.834	4,018	1.945	4,853
Miscellaneous services	213,939	41,794	232,231	214,794	41,848	233,123	214,651	41,651	232,887
All above	1,383,282	828,731	1,713,147	1,379,519	777,267	1,699,586	1,373,289	847,798	1,705,142
Police service-Police (all ranks)	113,931		113,931	114,206		114,206	114,324	_	114,324
-Others (b)	38,063	6,405	40,827	37,976	6,356	40,719	38,247	6,360	40,992
Probation, magistrates' courts and									10,002
agency staff	16,728	4,887	19,105	16,937	4,987	19,363	17,131	4,993	19,567
All (excluding special employment and training	4 550 004	040.000	4 007 040	4 540 000	700.040	4 070 074	4.540.004		District Land
measures)	1,552,004	840,023	1,887,010	1,548,638	788,610	1,873,874	1,542,991	859,151	1,880,025

TABLE B Wales (continued)	[June 12,	1982]		[Sep 11, 1	1982]		[Dec 11, 1	982]	
Service	Full- time	Part- time	FT (c) equiva- lent	Full- time	Part- time	FT (c) equiva- lent	Full- time	Part- time	FT (c) equiva- lent
Education-Lecturers and teachers -Others	32,445 10.403	4,272 26.806	33,237 21,733	32,038 10,345	2,796 26,469	32,684 21,486	31,984 10,491	5,182 27,575	32,893 22,163
Construction	9.701	10	9.705	9.651	10	9.655	9.768	27,575	9.772
Transport	1.860	34	1,874	1,853	33	1,867	1,808	35	1.823
Social Services	8,193	9,536	12,163	8,142	9,707	12,188	8,148	9,928	12,285
Public libraries and museums	1,118	767	1,494	1,126	782	1,509	1,129	780	1,510
Recreation, parks and baths	4,679	1,689	5,396	4,645	1,748	5,388	4,238	1,712	4,966
Environmental health	1,160	220	1,251	1,158	228	1,252	1,124	231	1,220 2,004
Refuse collection and disposal Housing	2,067 1,824	5 520	2,069 2,060	2,075 1,837	6 526	2,077 2,076	2,002 1,819	536	2,063
Town and country planning	1,396	27	1,409	1,387	26	1,399	1,411	25	1,423
Fire Service-Regular	1,805	1	1,806	1,790	1	1,791	1,798	100	1,798 297
-Others (a) Miscellaneous services	251 18.002	126 3,449	303 19,457	18,182	127 3,435	297 19,632	243 17,999	130 3.399	19,434
All above Police service-Police (all ranks)	<b>94,904</b> 6,390	47,462	<b>113,957</b> 6,390	<b>94,473</b> 6,385	45,894	113,301 6,385	<b>93,962</b> 6,384	49,548	<b>113,651</b> 6,384
-Others (b)	1,677	333	1,821	1,657	333	1,801	1,708	332	1,851
Probation, magistrates' courts and	1,077	000	1,021	1,007	000	1,001	1,700	002	
agency staff	994	221	1,097	1,004	212	1,103	1,015	207	1,111
All (excluding special employment and training									
measures)	103,965	48,016	123,265	103,519	46,439	122,590	103,069	50,087	122,997

# EMPLOYMENT 1 · 7 Manpower in the local authorities

TABLE C Scotland (g)	Sep 12, 1	981		Dec 12, 1	981		Mar 13, 19	82	
Service	Full- time	Part- time	FT (f) equiva- lent	Full- time	Part- time	FT (f) equiva- lent	Full- time	Part- time	FT (f) equiva- lent
Education-Lecturers and teachers (d) -Others (e) Construction Transport Social Services	61,470 24,827 20,781 8,672 19,893	3,656 36,980 118 79 22,259	62,932 41,897 20,831 8,709 30,128	61,547 24,741 20,751 8,601 20,000	4,324 36,880 86 77 21,920	63,277 41,769 20,791 8,638 30,086	61,460 24,706 20,622 8,479 19,989	4,695 36,761 89 77 21,892	63,338 41,669 20,658 8,516 30,058
Public libraries and museums Recreation, leisure and tourism Environmental health Cleansing Housing	3,145 12,432 2,262 10,290 4,649	1,440 2,739 546 192 402	3,897 13,714 2,511 10,377 4,842	3,029 11,156 2,195 9,855 4,638	1,402 2,525 473 195 403	3,762 12,343 2,413 9,943 4,832	3,046 11,118 2,190 9,764 4,661	1,431 2,517 455 195 399	3,797 12,301 2,398 9,852 4,854
Physical planning Fire Service–Regular —Others (a) Miscellaneous services	1,609 4,498 523 32,699	25 — 114 3,109	1,623 4,498 576 34,200	1,632 4,516 500 32,073	23 — 112 3,067	1,644 4,516 551 33,629	1,590 4,504 499 31,921	18 107 3,018	1,600 4,504 548 33,381
All above Police service—Police (all ranks) —Others (b) Administration of District Courts	<b>207,750</b> 13,175 3,427 86	<b>71,659</b> 2,437 10	<b>240,735</b> 13,175 4,530 91	<b>205,234</b> 13,180 3,318 87	71,487 — 2,470 12	<b>238,194</b> 13,180 4,434 94	204,549 13,191 3,272 85	71,654 2,444 11	237,474 13,191 4,378 91
All (excluding special employment and training measures)	224,438	74,106	258,531	221,819	73,969	255,902	221,097	74,109	255,134

TABLE C Scotland (g)	June 12,	1982		Sep 11, 1	982		Dec 11, 19	982	
Service	Full- time	Part- time	FT (f) equiva- lent	Full- time	Part- time	FT (f) equiva- lent	Full- time	Part- time	FT (f) equiva- lent
Education-Lecturers and teachers (d) -Others (e) Construction Transport Social Services	60,589 24,576 20,086 8,439 20,142	4,585 36,173 77 75 21,862	62,423 41,276 20,121 8,474 30,204	60,098 24,335 19,009 8,350 20,304	3,667 36,046 70 73 21,988	61,565 40,969 19,041 8,384 30,424	60,242 23,661 20,207 8,308 20,013	4,663 37,161 153 72 22,004	62,107 40,829 20,278 8,341 30,147
Public libraries and museums Recreation, leisure and tourism Environmental health Cleansing Housing	3,065 12,455 2,363 9,805 4,703	1,455 2,780 479 197 450	3,828 13,763 2,581 9,894 4,919	3,112 12,449 2,205 9,975 4,784	1,479 2,690 544 202 416	3,887 13,710 2,452 10,066 4,984	3,034 11,178 2,142 9,631 4,778	1,471 2,409 427 194 406	3,806 12,309 2,337 9,719 4,973
Physical planning Fire Service-Regular -Others (a) Miscellaneous services	1,589 4,512 513 32,091	23 102 3,014	1,601 4,512 560 33,544	1,583 4,486 503 32,695	21 — 107 3,018	1,594 4,486 552 34,151	1,554 4,479 511 31,381	17 	1,563 4,479 560 32,782
All above Police service—Police (all ranks) —Others (b) Administration of District Courts	<b>204,928</b> 13,206 3,346 92	<b>71,272</b> 2,453 12	<b>237,700</b> 13,206 4,455 99	<b>203,888</b> 13,183 3,333 92	<b>70,321</b>	<b>236,265</b> 13,183 4,455 98	<b>201,119</b> 13,185 3,330 93	<b>71,985</b> 2,451 11	<b>234,230</b> 13,185 4,439 99
All (excluding special employment and training measures)	221,572	73,737	255,460	220,496	72,813	254,001	217,727	74,447	251,953

Notes: (d) Includes only those part-time staff employed in vocation FE.

(e) Includes school-crossing patrols.

(f) Based on the following factors to convert part-time employees to approximate full-time equivalents; lecturers and teachers 0-40; non-manual staff (excluding Police, Teachers and Firemen 0-59); manual employees 0-45.

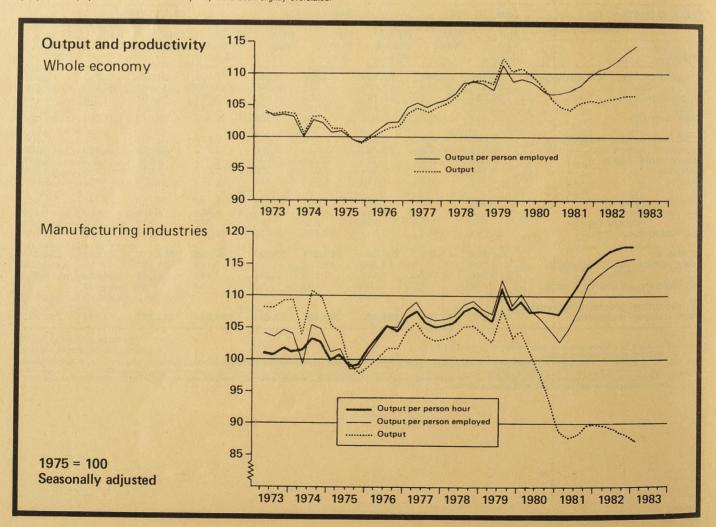
(g) The responsibilities of local authorities in Scotland differ somewhat from those in England and Wales; for example, they discharge responsibilities for water management which fall to Regional Water Authorities in England and Wales.

UNITED	Whole ed	conomy					Index o	f production	industri	es			Manufa	cturing indu	stries	
KINGDOM	including	MLH 104†		excludin	g MLH 104†		includir	ng MLH 104†		excludi	ng MLH 104	†				
	Output‡	Employed labour force*	Output per person em- ployed*	Output‡	Employed labour force*	Output per person em- ployed*	Output	Employed labour force*	Output per person em- ployed*	Output	Employed labour force*	Output per person em- ployed*	Output	Employed labour force*	Output per person em- ployed*	per
1973	103·6	100·1	103·6	103·5	100·1	103·5	109·7	104·5	104·9	109·5	104·6	104·8	108·8	104·5	104·2	101·2
1974	102·0	100·5	101·5	102·0	100·5	101·5	105·7	104·1	101·5	105·7	104·1	101·5	107·5	104·7	102·7	101·8
1975	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1976	101.8	99·3	102·6	101·3	99·3	102·1	102·5	97·2	105·5	101·1	97·2	104·0	102·0	96·9	105·3	105·1
1977	104.6	99·3	105·3	102·9	99·3	103·6	106·8	96·8	110·3	102·6	96·7	106·0	103·9	97·1	107·1	106·0
1978	108.0	100·0	108·0	105·5	100·0	105·5	110·6	96·7	114·4	104·5	96·6	108·2	104·5	96·7	108·1	107·2
1979	110.4	101·1	109·2	106·8	101·1	105·7	113·2	96·4	117·6	104·4	96·2	108·5	104·6	95·5	109·5	108·7
1980	107.4	100·1	107·2	103·7	100·1	103·6	105·6	92·3	114·4	96·6	92·2	104·8	95·1	90·1	105·5	107·4
1981	104.8	96·5	108·7	100·8	96·4	104·6	100·1	84·5	118·6	90·1	84·3	106·9 R	89·0	81·4	109·4	112·7
1982	105.8	93·8	112·8	101·2	93·7	108·0	101·1	79·7	127·0 R	89·9 R	79·5	113·1 R	88·4 R	76·6	115·4 R	117·6 B
1980 Q1	109·9	101·2	108·6	106·2	101·1	105·0	110·6	94·9	116·6	101·5	94·8	107·1	100·8 R	93·5	107·8	107.5 R
Q2	108·2	100·7	107·4	104·6	100·7	103·9	107·5	93·6	114·9	98·6	93·5	105·5	97·6	91·7	106·5	107.5
Q3	106·4	99·9	106·5	102·9	99·8	103·1	103·7	91·5	113·4	95·1	91·3	104·1	93·3	89·1	104·7	107.4
Q4	105·0	98·7	106·4	101·2	98·7	102·5	100·5	89·1	112·8	91·1	89·0	102·4	88·7	86·2	102·9	107.1
1981 Q1	104·6	97·7	107·1	100·6	97·6	103·0	99·4	86·9	114·4	89·5	86·8	103·2	87·9	83·9	104·8	109.5 R
Q2	104·3	96·7	107·8	100·3	96·7	103·8	99·3	85·1	116·6	89·5	85·0	105·3	88·3 R	82·0	107·7	111.5
Q3	105·1	96·1	109·3	101·1	96·0	105·3	100·6	83·5	120·5	90·8	83·3	109·0	89·8	80·4	111·7	114.5
Q4	105·3	95·4	110·4	101·1	95·3	106·1	101·1	82·4	122·7	90·6	82·2	110·2 R	89·8	79·3	113·2	115.5
1982 Q1 Q2 Q3 Q4	105·2 105·5 105·9 106·4	94·8 94·2 93·4 92·7	111·0 112·0 113·4 114·8	101·0 101·0 101·3 101·5	94·7 94·1 93·3 92·6	106·6 107·3 108·6 109·6	R 100·8 101·1 101·5 101·1	81·1 80·3 79·1 78·2	R 124·3 125·9 128·3 129·3	90·3 89·9 90·1 89·1	80·9 80·1 78·9 78·0	111·7 112·2 114·2 R 114·2 R	89·5 89·0 88·1 R 86·9	78·2 77·2 76·0 74·9	114·4 115·3 115·9 R 116·0	116-5 117-6 R 118-1 R 118-0

<sup>†</sup> MLH 104 consists of the extraction of mineral oil and natural gas.

‡ Gross domestic product for whole economy.

\* Since the second half of 1981 the provisional estimates of the employed labour force may have been understating the level of employment, mainly in service industries, and accordingly output per person employed for the whole economy may have been slightly overstated.



#### **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)	Japan (2) (5)	Nether- lands (7)	Norway (2) (5)	Spain (5) (8)	Sweden (2)	Switzer- land (2)	United States (2)
CIVILIAN EMPLOYMENT (ears																Indices	s: 1975 = 100
973 974 975 976	100·0 100·3 100·0 99·1	99·0 100·3 100·0 101·0	102·3 102·3 100·0 100·2	99·9 101·4 100·0 99·2	94·4 98·3 100·0 102·1	102·3 101·0 100·0 102·6	100·5 101·2 100·0 100·7	105·7 103·6 100·0 99·0	99·0 99·8 100·0 99·1	97·3 99·4 100·0 100·8	100·7 100·3 100·0 100·9	100·6 100·7 100·0 100·0	96·9 97·2 100·0 104·8	101·3 101·8 100·0 98·8	95·5 97·5 100·0 100·6	106·2 105·6 100·0 96·7	99·1 101·1 100·0 103·4
977 978 979	99·3 99·9 101·2	102·6 102·2 103·4	101·6 102·5 103·7	99·0 99·0 100·2	103·9 107·4 111·7	103·5 106·0 107·1	101·6 101·9 102·0	98·8 99·6 100·9	100·9 103·5 106·7	101·8 102·3 103·4	102·3 103·5 104·9	100·6 101·2 102·4	106·9 108·6 109·7	98·0 95·3 93·3	100·9 101·3 102·9	96·7 97·3 98·2	107·2 111·9 115·1
980 981 982	100·7 96·4 93·9	106·4 108·5 108·7	104·3 105·0 R	100.1	114·8 117·8 113·9	::	102·0 101·2 R	101·8 101·0 99·1	108-5	104·9 105·3 104·8	106·0 106·9 107·9	102-7	112·1 113·2 114·0	89·7 87·1 86·6	104·2 104·0 103·9	100·0 101·2	115·7 117·0 115·9
Quarters 980 Q3 Q4	99·5 98·3	106·9 107·3	103·1 104·8	::	114·8 R 116·2		101.6	101·8 101·8		105·3 105·6	106·3 106·3		112·1 R 113·3 R	90·5 89·7	104-3 R 104-0 R	100·2 99·9	115·2 R 115·9
981 Q1 Q2 Q3 Q4	97·3 96·3 95·8 95·0	107·8 108·5 108·8 108·9	104·9 105·0 105·1 105·1		117·5 118·2 118·2 R 117·2		100·9 R	101·5 101·2 100·9 100·5		105·9 105·1 104·7 105·2	106·8 106·7 106·8 107·3		113·9 R 112·7 R 113·1 113·1 R	88·6 87·9 87·8 87·1	104·6 103·5 104·4 R 103·6 R	100·7 101·1 101·4 101·3	116-7 R 117-4 117-1 R 116-6 R
982 Q1 Q2 Q3 Q4	94·6 93·8 93·1 R 92·4	109·2 109·0 108·6 108·0	109·0 108·0 108·3		115-9 R 114-5 R 113-2 R 112-2			99·9 99·5 98·9 98·4		104·9 R 105·5 104·3 R 104·5	107·9 107·7 107·5 108·8		113·6 115·0 R 114·0 113·5	86·8 86·8 86·7 R 86·6	103·6 R 103·9 104·0 R 104·0	101·1 101·1 100·3	116·1 R 116·2 116·0 R 115·5
SIVILIAN EMPLOYMENT 975 980 981 982	24,704 24,865 23,819 23,209	5,841 6,242 6,364 6,376	2,942 3,070 3,091 R	3,748 3,751 	9,284 10,655 10,933 10,574	2,332	20,714 21,127 20,959 R	24,798 25,745 25,548 25,066	1,058 1,148	19,594 20,551 20,623 20,542	52,230 55,360 55,810 56,380	4,547 4,669	1,707 1,914 1,932 1,946	12,692 11,254 10,931 10,869	4,062 4,232 4,225 4,219	3,017 3,016 3,054	Thousand 85,846 99,303 100,397 99,526
Sivilian employment: prop 982 Agriculture† Industry†† Services All	2·7 34·6 62·7 100·0	6.5 29.8 63.7 100.0	10·3*** 40·0 R*** 49·8 R***	3·0* 34·8* 62·3* 100·0	5·3 26·5 68·2 100·0	8·3** 30·0** 61·7** 100·0	8·6*** 35·2*** 56·2*** 100·0	5·5 42·7 51·8 100·0	19·2* 32·4* 48·4* 100·0	12·4 37·0 50·6 100·0	9·7 34·9 55·4 100·0	6·0* 31·9* 62·1* 100·0	8·0 29·4 62·5 100·0	18·3 33·9 47·8 100·0	5·6 30·3 64·1 100·0	7·0*** 39·3*** 53·6***	Per cent 3·6 28·4 68·0 100·0
Manufacturing 971 972 973 974	34·0 32·9 32·3 32·4	26·6 25·5 25·6 25·2	29·7 29·7 30·2	32·3 31·9 31·8 31·5	21·8 21·8 22·0 21·7	24·9 24·7 23·6	28·0 28·1 28·3 28·4	36·6 36·4 36·6	20·4  20·7 21·0	::	27·0 27·0 27·4 27·2	26·0 25·1 24·7 24·6	23·8 23·5 23·6		27·3 27·1 27·5 28·3	36·4 35·5 35·0 34·8	Per cent 24·7 24·3 24·8 24·2
975 976	30·9 30·2	23·4 23·5	30·1 29·6	30·1 29·1	20·2 20·3	22·7 22·5	27·9 27·4	35·8 35·8	21·2 20·8		25·8 25·5	23·9 22·9	24·1 23·2	24.0	28·0 26·9	33·7 32·8	22·7 22·8
977 978 979	30·3 30·0 29·5	23·1 21·8 22·2	29·8 29·7 29·5	28·1 27·0 25·9	19·6 19·6 20·0	21·6 21·5 21·3	27·1 26·6 26·1	35·7 35·4 35·1	21·2 21·1 21·2	27·5 27·1 26·7	25·1 24·5 24·3	22·8 22·1 21·6	22·4 21·3 20·5	24·1 24·1 23·7	25·9 24·9 24·5	32·7 32·6 32·3	22·7 22·7 22·7
980	28-4	30.9	29.5	25-4	19.8		25.7	35.1	21.2	26.7	24.7	21.3	20.3	23.7	24.2	32.2	22.1

Main Source: OECD-Labour Force Statistics.

Annual data relate to June.
 Quarterly figures seasonally adjusted.
 Annual data relate to August.
 Employment in manufacturing includes electricity, gas and water.
 Civilian employment figures include armed forces.

[6] Annual figures relate to April,
[7] Data in terms of man-years.
[8] Annual data relate to the 4th quarter.
1980
1979.
1980
1979.
1981.
Including hunting, forestry and fishing.
†† 'Industry' includes manufacturing, construction, mining and quarrying, electricity, gas and water.

Break in series

# **EMPLOYMENT**Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-	IIME			No.				
DRITAIN	Opera- tives (Thou)	Percent- age of all opera-		overtime	worked	Stood of week	ff for whole	Working	part of we	ek	Stood o or part	ff for whole of week		9101
	(Thou)	tives	Average	Actual	Season-	Opera- tives	Hours	Opera- tives	Hours los	st	Opera-	Percent-	Hours lo	st
			per opera- tive working over- time	(million)	ally adjusted	(Thou)	(Thou)	(Thou)	(Thou)	Average per opera- tive working part of the week	tives (Thou)	age of al opera- tives	(Thou)	Average per operative on short-time
1978 1979 1980 1981	1,801 1,793 1,724 1,399 1,122	34·6 34·8 34·2 29·5 26·7	8·7 8·6 8·7 8·3 8·2 8·4	15.58 15.50 14.90 11.58 9.26 9.97		13 5 8 20 15 8	495 199 317 810 599 304	35 32 42 253 310 125	362 355 455 3,129 3,608 1,335	10·2 11·0 10·6 12·1 11·3 10·7	48 37 50 274 325	0·9 0·7 1·0 5·9 7·7	857 554 772 3,938 4,206	17·4 15·1 15·0 14·3 12·5
1982 Week ended	1,189	30-1									132	3.4	1,640	12-4
1981 Mar 14 June 13 Sep 12 Dec 12	1,161 1,054 1,133 1,175 1,255	26·3 24·7 27·1 28·1 30·6 31·1	7·9 8·1 8·1 8·5 8·4	9·19 8·51 9·23 9·98 10·59 10·36	8·48 8·29 8·89 10·07 9·96 10·17	32 19 10 8 6	1,287 771 389 320 247 433	473 494 293 183 142 145	6,188 6,059 3,277 1,960 1,516 1,545	13·1 12·3 11·2 10·7 10·7	506 513 303 191 148 156	11·4 12·0 7·2 4·6 3·6 3·9	7,475 6,829 3,667 2,280 1,763	14·8 13·3 12·1 11·9 11·9
Apr 24 May 22 June 19 July 17	1,192 1,233 1,241 1,193 1,095	29·7 30·8 31·1 29·9 27·6	8·2 8·6 8·5 8·6	9·71 10·58 10·54 10·23 9·44	9·65 10·31 10·14 9·98 10·24	6 7 5 4 5	239 280 201 171 209	136 120 113 83 92	1,476 1,265 1,233 853 981	10·8 10·5 10·9 10·2 10·6	142 127 118 87 97	3·7 3·2 3·0 2·2 2·4	1,978 1,716 1,545 1,434 1,024 1,190	12·7 12·1 12·2 12·2 11·8 12·2
Sep 11 Oct 16 Nov 13	1,170 1,211 1,189 1,190	30·1 31·4 31·1 31·2	8·4 8·3 8·3 8·4	9·79 10·03 9·90 10·01	9·88 10·05 9·58 9·45	7 8 12 7	277 332 464 287	107 121 144 137	1,121 1,305 1,582 1,403	10·5 10·8 11·0 10·3	114 130 156 144	2·9 3·3 4·1 3·8	1,399 1,637 2,045 1,690	12·7 13·2 11·8
Feb 12 R	1,051 1,128 1,170	27·9 30·1 31·3	7·9 8·3 8·3	8·25 9·36 9·68 (Thou)	9·41 9·38 9·50	6 11 6	254 431 230	134 124 116	1,441 1,336 1,226	10·8 10·8 10·6	141 134 122	3·7 3·6 3·3	1,696 1,768 1,456	12·1 13·2 12·0
Week ended March 1 Food, drink and toba		33.7	9-1	1,345-6		1.3	50-4	4.9	43-0	8.7	6.2	1.4	93-4	15-1
Food industries (211-229)	121.5	34.3	9.4	1,143.7		1.2	48.5	3.3	28.8	8.9	4.5	1.3	77.4	17.3
Drink industries (231-239)	22.0	33.2	7.7	170-2		_	1.9	1.7	14-2	8-4	1.7	2.6	16-1	9.3
Tobacco (240)  Coal and petroleum  products	3.9	21·8 24·1	8·2 10·7	31·7 40·7					0.3	8.0		0.2	0.3	8.0
Chemical and allied industries	62.5	28-1	9.0	561-6		0.1	3-2	0.9	9-2	9.9	1.0	0.5	12-4	12-2
General chemicals (2 Metal manufacture Iron and steel (general) (311)	271) 19·1 66·8	26·9 33·8 26·2	8·9 <b>8·6</b> 7·9	169·2 575·5		0.3	1·0 10·0	10.8	119·4 39·8	7·0 11·0	11.1	5·6 5·0	1·0 129·4 41·1	36·3 11·7
Other iron and steel (312-313)	25.7	43.7	9.0	232-1		0.2	6-8	4.9	54.8	11.1	5.1	8.6	61-6	12-1
Non-ferrous metals (321-323) Mechanical engineeri Instrument engineerii		34·0 36·3 28·6	8·8 8·0 7·8	182·0 1,241·7 168·5		1·9 0·3	2·0 75·6 11·0	2·0 25·0 1·7	24·7 291·5 14·2	12·1 11·7 8·3	2·1 26·9 2·0	3·4 6·3 2·6	26·7 367·1 25·2	12·7 13·7 12·7
Electrical engineering Electrical machinery	124-2	33.6	8.0	990.5		0.1	3.5	9.6	112-0	11.6	9.7	2.6	115-4	11.9
(361) Shipbuilding and	22·2	34·1 46·9	7·5 10·3	166·6 481·7		0.1	0·2 4·7	3.3	55·0 10·8	16·9 10·2	3.3	5.0	55.2	16.9
marine engineerir Vehicles Motor vehicle manu- facturing (381)	101·4 63·8	28.4	7·2	725·3 461·8		0.1	3·7 2·3	1·1 11·4 8·3	103-8 76-9	9·1 9·3	1·2 11·4 8·3	1·2 3·2 3·8	15·6 107·5 79·2	13·2 9·4 9·5
Aerospace equipmen manufacturing and repairing (383) Metal goods nes	30·3 97·0	35·6 33·2	6·8 7·8	205·8 755·1		<u> </u>	0·2 22·1	0·3 14·9	4·0 167·8	14·3 11·3	0·3 15·5	0·3 5·3	4·2 189·9	14·9 12·3
Fextiles  Production of man- made fibres (411)  Spinning and weaving	<b>60·2</b> 3·6	<b>26.3</b> 30.9	11.0	<b>493</b> ·6		0·7 —	27·2 0·8	8.4	79·3 —	9-4	9-1	<b>4.0</b> 0.2	106·5 0·8	11·7 40·0
of cotton, flax linen and man-mad fibres (412-413)	de 8·1	24-2	7.3	59-3			0.5	1.0	8-7	8-8	1.0	3-0	9.2	9-1
Woollen and worsted (414)		38.4	10.0	146-3		0.1	2.3	1-2	13-8	11.5	1.3	3.3	16-1	12-8
Hosiery and other knitted goods (417		12.1	5.9	49.7		0.4	17-4	4-2	38.7	9-1	4.7	6.7	56-1	12-0
Leather, leather good and fur Clothing and footwea Clothing industries	5.3	23·1 10·1	8·0 5·2	42·5 111·2		0.1	1·6 2·6	1·0 11·6	15-6 104-0	15·9 9·0	1·0 11·6	4·4 5·5	17·3 106·6	16·9 9·2
(441-449) Footwear (450) Bricks, pottery, glass	14·6 6·9	8·6 16·2	5·2 5·0	76·6 34·6		Ξ	1·9 0·7	4·8 6·8	51·4 52·6	10·7 7·8	4·8 6·8	2·8 16·0	53·3 53·3	11·0 7·8
cement, etc Fimber, furniture, etc Paper, printing and	53.8	36·6 38·9	9·7 8·2	520·1 487·5		0.1	5.7	2·6 1·9	28·1 24·4	10·7 13·0	2·6 2·0	1.8	28·1 30·1	10·7 14·9
publishing Paper and paper ma		30.9	7.9	771-1		0.1	2.7	2.5	25.3	10.1	2.6	0.8	28.0	10.9
factures (481-484) Printing and publish-	31.2	28-4	8.6	267-8		_	1.6	2.3	22.3	9.9	2.3	2.1	23.9	10.4
ing (485-489)  Other manufacturing industries	65·9 45.8	32.3	7.6	503.3		-	1.1	0.3	3.0	12.0	0.3	0.1	4-1	14·7 10·8
Rubber (491) All manufacturing industries	45·8 12·3 1,169·7	27·7 26·5	8·0 8·0	366·7 98·3		0.2	6.2	7·5 2·4	76·6 24·0	10.2	7·7 2·4	4·6 5·2	82·8 24·0	9·8 12·0
Votes: Figures from O		Alternative Control		9,679.0		5.8	230-4	116-0	1,225.5	10.6	121.7	3.3	1,455-9	12-0

Figures from October 1981 are provisional.

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

# Hours of work—Operatives: manufacturing industries

REAT BRITAIN		OF TOTAL WE						F AVERAGE W				
	All man industrie		eering, allied industries	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manu industries	5	Engin- eering, allied industries	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
	Actual	Seasonally adjusted	(except vehicles) Orders VII-X & XII	Order XI	Orders XIII-XV	Order III	Actual	Seasonally adjusted	(except vehicles) Orders VII-X & XII	Order XI	Orders XIII-XV	Order II
59	100.9		96·3 99·4	104·9 107·9	108·6 110·1	99·1 100·1	103·3 102·4		102·8 101·7	104·9 101·7	104·5 104·8	102·0 101·7
61 62 63 64 65	102·9 100·0 98·4 100·7 99·8		101·9 100·0 97·6 101·7 101·9	102·9 100·0 99·1 99·1 96·2	104·7 100·0 98·2 98·8 95·6	100·1 100·0 98·4 97·3 96·6	101·0 100·0 99·9 100·7 99·4		101·3 100·0 99·6 100·7 98·8	100·6 100·0 100·2 100·8 98·4	101·1 100·0 100·5 101·4 100·3	100·4 100·0 99·9 99·9 99·0
66 67 68 69 70	97·3 92·4 91·5 92·4 90·2		101·0 96·8 94·6 96·1 94·3	91·5 86·1 87·0 88·3 86·7	91·7 84·4 83·3 83·6 78·3	95·2 92·8 90·4 90·8 89·3	97·8 97·1 97·9 98·0 97·0		97·4 96·6 96·8 97·3 96·1	95·7 95·7 96·9 97·4 95·4	98·5 97·3 98·3 97·7 96·9	98·1 98·0 98·3 98·4 97·5
71 72 73 74	84·4 81·3 83·2 81·0 75·4		87·2 82·7 85·8 84·7 80·2	82·1 79·8 82·6 79·3 75·1	74·0 71·7 71·2 66·1 60·9	85·9 84·5 85·4 87·2 82·0	95·1 94·7 96·5 93·8 92·8		93·4 92·6 94·9 92·4 91·3	93·2 92·8 95·1 91·8 92·5	96·3 95·6 96·7 94·8 93·7	96·6 96·7 97·6 96·8 95·4
6 7 8 9 0	73·8 74·9 73·9 72·0 65·3		76·5 78·0 77·8 75·6 69·4	74·3 75·7 76·0 74·9 67·0	58·8 59·3 57·4 54·9 46·3	79·8 80·0 77·5 77·4 75·4	93·1 94·0 93·8 93·5 90·5		91·1 92·2 92·0 91·6 89·0	93·7 93·3 93·4 93·1 88·2	93.8 94.2 94.0 93.9 90.3	95·1 95·8 95·6 95·7 94·8
11	57·6 54·8		61·5 58·8	56·6 51·4	41·4 39·9	70·8 68·2	89·3 90·9		87·2 89·0	85·9 86·9	91·2 93·5	94·3 94·1
ek ended 10 Dec 13	60-4	58-9	63-8	58-8	42.5	74.0	87:8	87.7	85-8	82-4	88-6	94.7
Mar 14 June 13	58·5 58·9	57·8 57·4	61·3 61·4	57·7 58·1	41·2 41·6	70·0 69·8	87·4 89·6	87·8 89·3	85·0 86·9	83·4 86·9	88·5 91·2	93·3 93·9
Sep 12 Dec 12	59·4 58·0	57·8 56·6	62·3 61·0	56·9 53·6	41·6 41·1	72·4 70·9	90·7 90·6	90·5 90·5	88·3 88·4	87·7 85·6	92·1 93·1	94·9 94·9
2 Mar 20	56-6	55-9	59-9	53-2	40.2	67.8	90-5	90.9	88.6	86-8	92.9	93.3
April 24 May 22 June 19	56·3 56·3 56·2	55·4 55·1 54·8	59-4	51-9	40-4	68-8	90·4 91·0 91·1	90·5 90·7 90·7	89-2	87-1	93-6	94.3
July 17 Aug 14 Sep 11	52·9 45·8 55·6	54·5 54·4 54·1	58-7	50-8	39.7	68.7	91·6 91·9 91·1	90·8 91·0 90·9	89-0	86-8	93.5	94.2
Oct 16 Nov 13 Dec 11	55·3 54·7 54·5	54·0 53·6 53·2	57-3	49-6	39-2	67.3	91·1 90·9 91·2	91·2 91·2 91·2	89-0	86-9	94-1	94-6
Jan 15 Feb 12 Mar 12	53·1 53·1 53·3	52·9 52·6 52·7	55-7	47-6	38-9	65-1	89·9 90·5 90·8	91·2 91·1 91·3	88.5	87.5	94.3	93.7

Note: The index on total weekly hours worked is subject to revision from October 1981.

# Operatives in manufacturing industries: Regions 1 · 13

	OVERTI	ME			SHORT-	TIME							
			Hours of worked	overtime	Stood o	ff for whole	Working	part of we	eek	Stood of or part	ff for whole of week		
							7	Hours lo	st				
			Average per opera-						Average per opera-			Hours Id	Average
Week ended March 12, 1983	Opera- tives (Thou)	Percent- age of all opera- tives	tive working over- time	(Thou)	Opera- tives (Thou)	Hours lost (Thou)	Opera- tives (Thou)	(Thou)	tive working part of	Opera- tives (Thou)	Percent- age of all opera-		per opera- tive on short-
nalysis by region				(		<del>(11100)</del>		(Tilou)		(Tilou)	tives	(Thou)	time
South East Greater London * East Anglia	317·8 116·3	34·2 32·1	8·2 8·6	2,619·2 994·9	0·3 0·1	11·9 5·2	14·6 4·2	132·1 36·6	9·0 8·8	14.9	1·6 1·2	144·0 41·8	9·7 9·7
South West	42·0 79·9	34·5 34·9	8.7	365-2	0.5	19-2	3.5	34-0	9.8	3.9	3.2	53.2	13.5
West Midlands	147.5	29.8	8·2 7·8	656·5 1,153·3	0.7	1.2 28.9	4·3 26·3	36.1	8-4	4.3	1.9	37.3	8.6
East Midlands	101-7	29.5	8.2	831.5	1.1	43.6	15.4	301·8 151·8	11·5 9·8	27·0 16·5	5·5 4·8	330·7 195·4	12·2 11·8
Yorkshire and Humberside North West	121.7	31.7	8.4	1,017.1	0.8	32-2	18-1	194.7	10.8	18.9	4.9	226.9	12.0
North	162·0 58·4	30·7 25·8	8·4 8·5	1,358·4 494·5	0.9	36-3	11.8	128.8	11.0	12.7	2.4	165-1	13.0
Wales Scotland	37.8	23.4	8.3	313.9	0·1 0·4	3·6 15·3	5·6 5·5	59·6 74·2	10·7 13·4	5.7	2.5	63.2	11.1
ncluded in South Face	100.9	31-7	8.6	869-4	1.0	38-2	10.9	112.3	10.3	5·9 11·9	3.7	89·5 150·6	15·2 12·7

UNITE		MALE ANI	DFEMALE	esal massac	-								THOUS
· · ·		UNEMPLO	OYED			UNEMPLO	OYED EXCLU	DING SCHOO	DL LEAVERS		UNEMPLO	OYED BY DUR	ATION
		Number	Per cent	School leavers	Non- claimant	Actual	Seasonal	ly adjusted			Up to 4 weeks	Over 4 weeks	Over 4
				included in unem- ployed	school leavers †		Number	Per cent	Change since previous month	Average change over 3 months ended	weeks	aged under 60	weeks aged 60 and over
977 1978 1979 1980 1981 1982	Annual averages	1,402·7 1,382·9 1,295·7 1,664·9 2,520·4 2,916·9	5.8 5.7 5.3 6.8 10.5 12.2	89·7 83·9 68·3 104·1 100·6 123·5		1,313·0 1,299·1 1,227·3 1,560·8 2,419·8 2,793·4		5.6 5.5 5.1 6.4 10.0 11.7				10	
1	April 13 May 11 June 8	1,369·8 1,304·7 1,343·1	5·7 5·4 5·6	46-4 36-8 122-6	::	1,323·4 1,267·8 1,220·5	1,337·4 1,329·2 1,326·2	5·5 5·5 5·5	-6·4 -8·2 -3·0	-6·5 -5·6 -5·9			
1	July 6 Aug 10 Sep 14	1,470·8 1,499·6 1,418·4	6·1 6·2 5·9	214·2 197·2 120·8	::	1,256·6 1,302·4 1,297·6	1,319·8 1,325·2 1,310·8	5·5 5·5 5·4	-6·4 5·4 -14·4	-5·9 -1·3 -5·1			
1	Oct 12 Nov 9 Dec 7	1,335·8 1,303·0 1,280·2	5·5 5·4 5·3	69·1 47·3 34·7	ii.	1,266·7 1,255·7 1,245·5	1,296·9 1,275·2 1,262·0	5·4 5·3 5·2	-13·9 -21·7 -13·2	-7·6 -16·7 -16·3			::
F	Jan 11 Feb 8 Mar 8	1,372·8 1,369·2 1,320·3	5·6 5·6 5·4	36·9 29·5 22·7		1,335·9 1,339·7 1,297·6	1,271·2 1,293·8 1,289·3	5·2 5·3 5·3	9·2 22·6 -4·5	-8·6 6·2 9·1			
٨	April 5 May 10 June 14	1,260·9 1,218·9 1,234·5	5·2 5·0 5·1	18·8 29·3 114·8		1,242·2 1,189·6 1,119·7	1,253·4 1,253·5 1,232·7	5·1 5·1 5·1	-35·9 0·1 -20·8	-5·9 -13·4 -18·9			
A	luly 12 lug 9 Sep 13	1,347·3 1,344·9 1,292·3	5·5 5·5 5·3	186·4 158·2 96·7		1,160·9 1,186·7 1,195·6	1,227·0 1,213·9 1,211·8	5·0 5·0 5·0	-5·7 -13·1 -2·1	-8·8 -13·2 -7·0			::
1	Oct 11† Nov 8 Dec 6	1,267·5 1,258·7 1,260·9	5·2 5·2 5·2	56·5 39·8 30·5		1,211·0 1,219·0 1,230·4	1,222·3 1,215·8 1,224·2	5·0 5·0 5·0	10·5 -6·5 8·4	-1·6 0·6 4·1			
F	lan 10 eb 14 Mar 13	1,373·7 1,388·6 1,375·6	5·6 5·7 5·6	34·6 28·2 22·7		1,339·1 1,360·3 1,353·0	1,249·4 1,289·7 1,321·2	5·1 5·3 5·4	25·2 40·3 31·5	9·0 24·6 32·3			
N	pril 10 May 8 une 12	1,418·1 1,404·4 1,513·0	5·8 5·8 6·2	39·3 36·3 142·8		1,378·8 1,368·1 1,370·1	1,367·5 1,413·5 1,468·8	5·6 5·8 6·0	46·3 46·0 55·3	39·4 41·3 49·2			
JA	uly 10 ug 14 ep 11	1,736·5 1,846·1 1,890·6	7·1 7·6 7·8	251·0 \ 227·4 176·7		1,485·6 1,618·8 1,714·0	1,535-2 1,631-3 1,713-1	6·3 6·7 7·0	66·4 96·1 81·8	55·9 72·6 81·4			
CN	Oct 9 lov 13	1,916·4 2,016·0 2,099·9	7·9 8·3 8·6	121·9 91·5 77·1		1,794·5 1,924·5 2,022·8	1,806·7 1,918·9 2,014·4	7·4 7·9 8·3	93·6 112·2 95·5	90·5 95·9 100·4			
981 J F	an 15 eb 12 lar 12	2,271·1 2,312·4 2,333·5	9·4 9·6 9·7	80·5 68·9 58·1	::	2,190·6 2,243·5 2,275·4	2,094·0 2,166·0 2,238·1	8·7 9·0 9·3	79·6 72·0 72·1	95·8 82·4			ii ii
A	pril 9 lay 14 une 11	2,372·7 2,407·4 2,395·2	9·8 10·0 9·9	53·3 82·7 77·5		2,319·4 2,324·7	2,301·1 2,368·0	9·5 9·8	63·0 66·9	74·6 69·0 67·3			
Ji A	uly 9§ ug 13§ ep 10§	2,511·8 2,586·3 2,748·6	10·4 10·7 11·4	76·5 85·5 178·8		2.317·7 2,435·3 2,500·8	2,417·4 2,476·5 2,514·2	10·0 10·3 10·4	49·4 59·1 37·7	59·8 58·5 48·7			
ON	ct 8§ ov 12	2,771·6 2,769·5	11·5 11·5	179·4 143·8	::	2,569·9 2,592·2 2,625·8	2,554·6 2,582·8 2,615·5	10·6 10·7 10·9	40·4 28·2 32·7	45·7 35·4 33·8	::		
82 J	eb 11	2,764·1 2,896·3 2,870·2	11·5 12·1 12·0	122·2 127·3 111·3		2,642·0 2,769·0 2,758·9	2,629·0 2,670·5 2,679·8	10·9 11.2 11·2	13·5 41·5 9·3	24·8 29·2 21·4			
A	ar 11 pril 15	2,820·8 2,818·5	11.8	94·9 86·9		2,725.9	2,687·9 2,715·1	11.3	8·1 27·2	19.6	Wages		
Ju	ay 13 une 10	2,800·5 2,769·6	11·7 11·6	104·5 99·0	120.2	2,695·9 2,670·6	2,739·8 2,772·7	11·5 11·6	24·7 32·9	20.0			::
A	uly 8 ug 12 ep 9	2,852·5 2,898·8 3,066·2	12·0 12·1 12·9	99·4 102·5 203·8	196.9465	2,753·2 2,796·3 2,862·3	2,813·8 2,832·4 2,866·4	11.8 11.9 12.0	41·1 18·6 34·0	32·9 30·9 31·2	::		

Note: The national and regional unemployment series are seasonally adjusted using to a large degree information on claimants included in the old series. There will be an element of uncertainty in these figures until experience of seasonal movements in the new series has been gained. As a result, the latest figures are provisional and subject to revision, mainly in the following month.

\* New basis (claimants). The figures for Great Britain prior to May 1982 and for Northern Ireland prior to November 1982 are estimates. See article on page S20 of Employment Gazette

2,982·7 3,000·6 3,025·7 R

3.021-2

12·5 12·6 12·7

12.7

3,087·4 3,075·6 3,060·2

3.035-4

19·0 20·1 43·3

33·9 17·9 25·1 R

32·4 31·7 25·6

-4.5(21.9) 12.8(21.6) 321

2,468 2,511 2,571

220 220 228

233 234 238

215

361 330 298

New basis (claimants). The figures for Great Britain prior to May 1962 and for Northern State Proceedings (claimants). The figures for Great Britain prior to May 1962 and for Northern State Procedure (claimants) and the first prior to October 1979 seasonally adjusted figures have been adjusted by the estimated affect arising from the introduction of fortnightly payment.

Not included in total. The new count of claimants excludes new school leavers not yet entitled to benefit. A special count at Careers Offices is made in June, July and August.

The recorded unemployment figures for July to October 1981 are overstated by about 20,000 (net) as the result of industrial action at benefit offices. The seasonally adjusted figures have been reduced to allow for this. No adjustment has been made to other unemployment figures and in particular tables 2·3 (regions) and 2·19 (unemployment flows).

\*\*From April 1983 men aged 60 and over no longer have to sign on at an unemployment benefit office to secure national insurance credits. Changes in brackets allow for this effect.

#### UNEMPLOYMENT\* **UK** summary

THOUSAND

FEMALE MALE UNEMPLOYED EXCLUDING SCHOOL LEAVERS MARRIED UNEMPLOYED EXCLUDING SCHOOL LEAVERS UNEMPLOYED UNEMPLOYED School leavers included Seasonally adjusted Number Per cent Actual Seasonally adjusted Number Actual Per cent Number leavers Number Per cent included in unem ployed 357·9 373·4 365·6 484·3 677·0 783·6 1977 1978 1979 1980 1981 1982 998·3 966·2 894·2 1,125·6 1,787·8 2,063·2 46·5 43·4 36·0 55·0 55·6 70·1 averages 1978 April 13 May 11 22·4 18·1 56·8 326·9 311·8 300·7 349·3 329·9 357·5 24·0 18·7 65·8 June 8 1,044·7 1,059·6 1,007·2 Oct 12 Nov 9 Dec 7 33·6 22·8 17·0 958·7 941·9 935·2 1979 Jan 11 Feb 8 Mar 8 366·0 357·7 342·3 1,006·8 1,011·4 978·0 988-2 343·4 331·3 319·0 310·0 294·3 332·1 339·6 338·4 328·1 323·8 346·2 923·2 879·5 825·4 6·4 6·4 6·2 3·3 3·2 3·5 9·1 13·8 51·9 932·8 895·1 888·3 9·6 15·6 62·9 886·8 877·1 874·8 100·8 86·7 49·0 935·8 933·1 899·0 Oct 11† Nov 8 Dec 6 890·2 890·5 900·6 27·4 19·2 15·0 29·1 20·6 15·5 862-8 340.6 17·1 14·0 11·2 1980 Jan 10 Feb 14 Mar 13 980·6 975·2 923.7 18·5 17·1 65·4 April 10 May 8 June 12 1,063·7 1,153·9 1,225·2 1,104·7 1,176·2 1,240·5 116·8 104·1 84·7 1,289·9 1,395·6 1,481·4 1,352·7 1,443·0 1,522·0 1,309·7 1,398·5 1,472·6 563·7 573·0 577·8 Oct 9 Nov 13 Dec 11 9·5 10·1 10·6 62·8 47·4 40·6 59·1 44·2 36·4 504·5 528·8 541·4 1,649·7 1,689·0 1,714·4 1,606·8 1,652·0 1,682·7 37·6 31·9 26·4 583·7 591·5 592·7 1981 Feb 12 Mar 12 1,749·0 1,779·3 1,775·2 623·7 628·1 620·0 12·3 12·5 12·5 29·4 46·6 43·6 1,719·6 1,732·7 1,731·6 599-8 592-0 586-1 23·9 36·1 33·9 1,845·1 1,890·2 1,983·4 1,802·1 1,842·0 1,884·8 12·9 13·1 13·3 1,861.7 696·1 765·2 2,005·4 2,014·2 2,025·3 766·1 755·4 738·9 Oct 8§ Nov 12 Dec 10 2,051-8 2,044-2 2,019-7 56·3 49·0 41·2 1982 Jan 14 Feb 11 Mar 11 1,978-4 2,075·0 2,063·4 2,042·9 50·0 60·3 57·2 2,025·0 2,003·1 1,985·7 2,004·7 2,024·1 2,047·4 743·5 737·0 726·7 14·3 14·4 14·6 36·9 44·2 41·8 2,088·3 2,113·8 2,208·6 14·9 15·1 15·8 2,030·9 2,054·0 2,093·7 764·2 785·0 857·6 42·0 42·7 89·0 722·2 742·3 768·6 2,207·4 2,228·4 2,268·0 15·7 15·9 16·2 Oct 14 Nov 11 Dec 9 97·3 82·8 74·1 764·7 769·9 772·5 307·6 308·9 2,354·9 2,336·6 2,319·5 77·5 70·1 63·8 2,266-6 2,306-4 16-5 77.4 2,229.0 863.5 8.8 57.1 806-4 811-0 8.2 325.7 April 14††

3,049·0 3,063·0 3,097·0

3.169-9

13.3

1983 Jan 13 Feb 10 Mar 10

April 14††

174·2 147·5 130·6

134.5

GREAT BRITAIN	-	D FEMALE			UNEMPLO	YED EXCLU	DING SCHOO	L LEAVERS		UNEMPI	OYED BY D	IRATION
	Number	Per cent	School	Non-	Actual		y adjusted	2 22/12/10		Up to 4	Over 4	Over 4
	Number	T C C C C C C C C C C C C C C C C C C C	leavers included in unem- ployed	claimant school leavers‡		Number	Per cent	Change since previous month	Average change over 3 months ended	weeks	weeks aged under 60	weeks aged 60 and ove
1977 1978 1979 Annual 1980 1981 1982	1,344·9 1,320·7 1,233·9 1,590·5 2,422·4 2,808·5	5·7 5·6 5·2 6·7 10·3 12·1	84·7 78·6 63·6 97·8 94·0 117·3		1,260·2 1,242·0 1,170·3 1,492·7 2,328·4 2,691·3		5·5 5·4 5·0 6·3 9·9 11·5					
1978 April 13 May 11 June 8	1,308-5 1,245-6 1,281-8	5·6 5·3 5·4	42·6 33·5 116·9		1,265·9 1,212·1 1,164·9	1,279·5 1,271·6 1,268·3	5·4 5·4 5·4	-7.6 -7.9 -3.3	-7·2 -6·1 -6·3		::	::
July 6 Aug 10 Sep 14	1,401·4 1,429·3 1,350·8	6·0 6·1 5·7	203·7 186·8 112·8		1,197·7 1,242·5 1,238·0	1,261·8 1,266·9 1,252·5	5·4 5·4 5·3	-6·5 5·1 -14·4	-5·9 -1·6 -5·3			::
Oct 12 Nov 9 Dec 7	1,274·3 1,244·7 1,222·0	5·4 5·3 5·2	63·9 43·3 31·6		1,210·5 1,201·4 1,190·4	1,240·0 1,219·9 1,206·1	5·3 5·2 5·1	-12·5 -20·1 -13·8	-7·3 -15·7 -15·5			
1979 Jan 11 Feb 8 Mar 8	1,311·6 1,307·7 1,260·7	5·5 5·5 5·3	34·1 27·0 20·6		1,277·5 1,280·8 1,240·1	1,214·6 1,236·0 1,231·8	5·1 5·2 5·2	8·5 21·4 -4·2	-8·5 5·4 8·6			
April 5 May 10 June 14	1,202·9 1,160·8 1,174·9	5·1 4·9 4·9	17·0 26·4 108·8		1,185·9 1,134·4 1,066·1	1,196·9 1,196·4 1,176·6	5·0 5·0 5·0	-34·9 -0·5 -19·8	-5·9 -13·2 -18·4	·, · /		
July 12 Aug 9 Sep 13	1,279·0 1,276·9 1,226·3	5·4 5·4 5·2	176·1 148·7 89·1		1,102·9 1,128·2 1,137·2	1,169·9 1,156·9 1,154·7	5·4 4·9 4·9	-6·7 -13·0 -2·2	-9·0 -13·2 -7·3	::		
Oct 11† Nov 8 Dec 6	1,206·0 1,199·1 1,200·7	5·1 5·0 5·1	51·7 35·9 27·3		1,154·4 1,163·1 1,173·4	1,165·2 1,159·0 1,166·4	4·9 4·9 4·9	10·5 -6·2 7·4	-1.6 0.7 3.9	::	::	
1980 Jan 10 Feb 14 Mar 13	1,310·8 1,325·1 1,312·9	5·5 5·7 5·5	31·6 25·5 20·4		1,279·2 1,299·5 1,292·5	1,191·4 1,230·3 1,261·0	5·0 5·2 5·3	25·0 38·9 30·7	8·7 23·8 31·5	::		
April 10 May 8 June 12	1,353-4 1,340-3 1,444-3	5·7 5·6 6·1	36·0 32·9 135·8		1,317·4 1,307·3 1,308·5	1,305·8 1,350·8 1,404·6	5·5 5·7 5·9	44·8 45·0 53·8	38·1 40·2 47·9		 ::	
July 10 Aug 14 Sep 11	1,656·9 1,763·2 1,806·4	7·0 7·4 7·6	238·9 215·7 166·7		1,417·9 1,547·5 1,639·8	1,468·1 1,561·0 1,639·9	6·2 6·6 6·9	63·5 92·9 78·9	54·1 70·1 78·4			
Oct 9 Nov 13 Dec 11	1,831·6 1,929·4 2,011·3	7·7 8·1 8·5	114·1 84·8 70·8		1,717·5 1,844·7 1,940·5	1,729·6 1,838·3 1,931·3	7·3 7·7 8·1	89·7 108·7 93·0	87·2 92·4 97·1	::		
1981 Jan 15 Feb 12 Mar 12	2,177·5 2,218·1 2,239·1	9·3 9·4 9·5	74·5 63·2 53·1		2,103·1 2,154·9 2,186·0	2,008·6 2,079·0 2,149·1	8·5 8·8 9·1	77·3 70·4 70·1	93·0 80·2 72·6			
April 9 May 14 June 11	2,279·2 2,311·5 2,299·3	9·7 9·8 9·8	48·9 76·5 71·5	:: :: 400	2,230·3 2,235·1 2,227·8	2,211·7 2,276·3 2,324·8	9·4 9·7 9·9	62·6 64·6 48·5	67·7 65·8 58·6			
July 9§ Aug 13§ Sep 10§	2,413·9 2,488·3 2,643·2	10·3 10·6 11·2	70·8 80·2 167·8	::	2,343·1 2,408·2 2,475·4	2,383·4 2,421·0 2,460·9	10·1 10·3 10·5	58·6 37·6 39·9	57·2 48·2 45·4		 ::	
Oct 8§ Nov 12 Dec 10	2,667·7 2,667·7 2,663·0	11·3 11·3 11·3	169·9 136·1 115·3		2,497·8 2,531·6 2,547·6	2,488·5 2,520·7 2,534·1	10·6 10·7 10·8	27·6 32·2 13·4	35·0 33·2 24·4		::	
1982 Jan 14 Feb 11 Mar 11	2,790·5 2,765·5 2,717·6	12·0 11·9 11·7	120·7 105·2 89·9	::	2,669·8 2,660·3 2,627·7	2,573·7 2,582·9 2,590·1	11·0 11·1 11·1	39·6 9·2 7·2	28·4 20·7 18·7	 /::		
April 15 May 13 June 10	2,714·3 2,695·3 2,663·8	11.6 11.6 11.4	81·9 98·4 93·1	117-4	2,632·4 2,596·9 2,570·6	2,615·6 2,638·8 2,670·0	11·2 11·3 11·5	25·5 23·2 31·2	14·0 18·6 26·6	291 264	2,201 2,196	203 205
July 8 Aug 12 Sep 9	2,744·4 2,789·7 2,950·3	11·8 12·0 12·7	93·5 97·0 193·3	192·2 187·6	2,650·8 2,692·7 2,757·0	2,710·8 2,728·7 2,761·8	11·6 11·7 11·9	40·8 17·9 33·1	31·7 30·0 30·6	344 298 429	2,190 2,282 2,307	210 210 214
Oct 14 Nov 11 Dec 9	2,935·3 2,950·8 2,984·7	12·6 12·7 12·8	166·5 141·7 125·8		2,768·7 2,809·1 2,858·9	2,779·6 2,798·5 2,840·7	11·9 12·0 12·2	17·8 18·1 42·2	22·9 23·3 26·3	352 321 290	2,366 2,411 2,469	217 219 225
1983 Jan 13 Feb 10 Mar 10	3,109·0 3,084·7 3,058·7	13·3 13·2 13·1	133·4 119·8 108·8		2,975·6 2,964·8 2,950·0	2,873·4 2,891·1 2,915·7	12·3 12·4 12·5	32·7 17·7 24·6	31·0 30·9 25·0	302 287 265	2,577 2,567 2,559	231 230 235
April 14 ††	3,053-5	13-1	129-8		2,923.7	2,909-5	12-5	-6.2 (20.2)	12-0 (20-8)	211	2,530	212

See	footnotes	to	table	2.1.
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-						FEMALE							GREAT BRITAIN
JNEMPLO	YED			OYED EXCLU	JDING	UNEMPLO	OYED		UNEMPL	OYED EXCL	UDING	MARRIED	DRITAIN
Number	Per cent	School leavers included in unem- ployed	Actual		y adjusted Per cent	Number	Per cent	School leavers included in unem- ployed	Actual	Seasonall Number	y adjusted Per cent	Number	
1,004·0 965·7 887·2 1,129·1 1,773·3 2,055·9	7·1 6·9 6·3 8·1 12·8 15·0	43·4 40·4 33·1 51·2 51·4 66·2	960·5 925·3 854·1 1,077·9 1,721·9 1,989·7		6·9 6·7 6·2 7·7 12·4 14·5	340·9 354·9 346·7 461·3 649·1 752·6	3·6 3·7 3·6 4·7 6·7 7·8	41·2 38·3 30·4 46·6 42·5 51·1	299·7 316·7 316·3 414·8 606·5 701·6		3·3 3·4 3·3 4·2 6·3 7·3		1977 1978 1979 Annual 1980 averages 1981 1982
976·0 932·1 942·0	7·0 6·6 6·7	21·7 16·7 62·4	954·3 915·4 879·6	955·3 948·0 943·0	6·8 6·8 6·7	332·4 313·5 339·8	3·5 3·3 3·6	20·9 16·8 54·6	311·6 296·7 285·3	324·2 323·6 325·3	3·4 3·4 3·4	 	1978 April 13 May 11 June 8
997·7 1,012·1 961·0	7·1 7·2 6·8	108·8 101·1 55·7	888·9 911·0 905·3	937·7 937·4 926·3	6·7 6·7 6·6	403·7 417·2 389·8	4·3 4·4 4·1	94·9 85·7 57·1	308·8 331·5 332·7	324·1 329·5 326·2	3·4 3·5 3·4	:: ::	July 6 Aug 10 Sep 14
916·2	6·5	30·7	885·5	915·3	6·5	358·1	3·8	33·2	325·0	324·7	3·4	:: -	Oct 12
901·3	6·4	20·6	880·7	899·6	6·4	343·4	3·6	22·7	320·7	320·3	3·4		Nov 9
894·1	6·4	15·2	878·9	888·2	6·3	327·9	3·5	16·4	311·5	317·9	3·3		Dec 7
963·1	6·9	16·9	946·2	896-6	6·4	348·5	3·6	17·1	331·3	318·0	3·3		1979 Jan 11
967·1	6·9	13·7	953·4	914-6	6·5	340·7	3·5	13·3	327·4	321·4	3·3		Feb 8
934·9	6·7	10·3	924·5	910-1	6·5	325·8	3·3	10·2	315·6	321·7	3·3		Mar 8
890·9	6·4	8·6	882·4	881·0	6·3	312·0	3·2	8·4	303-6	315·9	3·2		April 5
853·6	6·1	13·7	839·9	873·4	6·2	307·2	3·1	12·7	294-6	323·0	3·3		May 10
846·7	6·0	59·3	787·5	855·0	6·1	328·2	3·4	49·6	278-6	321·6	3·3		June 14
890·6	6·4	95·1	795·5	847·0	6·0	388·5	4·0	81·0	307·4	322·9	3·3	::	July 12
887·9	6·3	81·3	806·7	837·5	6·0	389·0	4·0	67·4	321·6	319·4	3·3		Aug 9
854·8	6·1	44·4	810·4	835·2	6·0	371·5	3·8	44·7	326·8	319·5	3·3		Sep 13
848·6	6·1	24·5	824·1	842·2	6·0	357·4	3·7	27·2	330·2	323·0	3·3	::	Oct 11†
849·5	6·1	16·8	832·7	836·4	6·0	349·6	3·6	19·1	330·5	322·6	3·3		Nov 8
858·5	6·1	13·0	845·5	838·7	6·0	342·1	3·5	14·3	327·9	327·7	3·4		Dec 6
935·9	6·7	15·3	920·6	854·4	6·1	374·9	3·8	16·4	358·6	337·0	3·4		1980 Jan 10
949·8	6·8	12·3	937·5	882·2	6·3	375·3	3·8	13·2	362·1	348·1	3·5		Feb 14
942·2	6·7	9·9	932·3	902·0	6·5	370·7	3·8	10·6	360·2	359·0	3·7		Mar 13
971·6	7·0	18·8	952·8	936·2	6·7	381·8	3·9	17·2	364-6	369·6	3·8		April 10
962·9	6·9	17·1	945·8	966·7	6·9	377·4	3·8	15·8	361-5	384·1	3·9		May 8
,024·0	7·3	73·2	950·8	1,008·4	7·2	420·3	4·3	62·6	357-7	396·2	4·0		June 12
,144-8	8·2	127·3	1,017-6	1,058·0	7-6	512·0	5·2	111·6	400·4	410·1	4·2	::	July 10
,221-6	8·7	116·4	1,105-1	1,127·2	8-1	541·6	5·5	99·2	442·4	433·8	4·4		Aug 14
,259-9	9·0	85·9	1,174-0	1,189·1	8-5	546·5	5·6	80·8	465·8	450·8	4·6		Sep 11
294·0	9·3	58·0	1,236·0	1.255·2	9·0	537·5	5·5	56·1	481·5	474·4	4·8		Oct 9
382·8	9·9	43·3	1,339·6	1,341·7	9·6	546·6	5·6	41·5	505·1	496·6	5·1		Nov 13
459·8	10·4	36·8	1,422·9	1,413·8	10·1	551·5	5·6	34·0	517·5	517·5	5·3		Dec 11
,583·4	11·4	39·2	1,544·2	1,474·0	10·6	594·2	6·2	35·3	558·9	534-6	5·5		1981 Jan 15
,621·6	11·7	33·5	1,588·1	1,529·0	11·0	596·2	6·2	29·7	566·7	550-0	5·7		Feb 12
,646·7	11·8	28·5	1,618·1	1,584·6	11·4	592·5	6·1	24·6	567·9	564-5	5·9		Mar 12
,681·6	12·1	26·6	1,655·0	1,633·4	11·8	597·7	6·2	22·3	575·4	578-3	6·0	::	April 9
,710·3	12·4	42·6	1,667·7	1,687·5	12·1	601·2	6·2	33·9	567·4	588-8	6·1		May 14
,706·1	12·3	39·7	1,666·4	1,725·0	12·4	593·2	6·2	31·8	561·4	599-8	6·2		June 11
,775·1	12·8	39·4	1,735·7	1,766·8	12·7	638·7	6·6	31·4	607·3	616·6	6·4		July 9§
,819·8	13·1	44·8	1,775·0	1,793·9	12·9	668·6	6·9	35·4	633·2	627·1	6·5		Aug 13§
,908·8	13·7	91·8	1,817·0	1,821·9	13·1	734·5	7·6	76·0	658·4	639·0	6·6		Sep 10§
,932·0	13·9	92·8	1,839·2	1,844·2	13·3	735·7	7·6	77·1	658-6	644·3	6·7	::	Oct 8§
,941·7	14·0	74·5	1,867·2	1,866·7	13·4	726·0	7·5	61·6	664-4	654·0	6·8		Nov 12
,952·9	14·1	63·8	1,889·1	1,877·1	13·5	710·0	7·4	51·5	658-5	657·0	6·8		Dec 10
,047-3	14·9	66·9	1,980·3	1,908·9	13·9	743·3	7·7	53·7	689·5	664·8	6·9		1982 Jan 14
,031-6	14·8	58·6	1,973·0	1,912·7	14·0	734·0	7·6	46·6	687·3	670·2	7·0		Feb 11
,999-4	14·6	50·6	1,948·8	1,914·8	14·0	718·1	7·5	39·3	678·9	675·3	7·0		Mar 11
,000·3 ,988·1 ,967·1	14·6 14·5 14·4	46·8 56·4 53·6	1,953·4 1,931·6 1,913·6	1,933·5 1,951·7 1,973·6	14·1 14·2 14·4	714·0 707·2 696·7	7·4 7·4 7·3	35·0 41·9 39·6	679·0 665·3 657·1	682·1 687·1 696·4	7·1 7·2 7·3	280·6 278·6	April 15 May 13 June 10
,011·6	14·7	53·7	1,957·9	2,002·5	14·6	732·8	7·6	39·8	693·0	708·3	7·4	282·5	July 8
,036·6	14·9	56·3	1,980·3	2,015·5	14·7	753·1	7·8	40·7	712·5	713·2	7·4	287·7	Aug 12
,127·3	15·5	108·2	2,019·1	2,038·3	14·9	823·0	8·6	85·1	737·9	723·5	7·5	291·6	Sep 9
1,127·4	15·5	92·7	2,034·6	2,054·0	15·0	807·9	8·4	73·8	734·1	725·6	7·6	291-6	Oct 14
1,147·6	15·7	79·3	2,068·3	2,068·3	15·1	803·2	8·4	62·4	740·8	730·2	7·6	294-0	Nov 11
1,186·4	16·0	71·1	2,115·2	2,099·7	15·3	798·3	8·3	54·7	743·6	741·0	7·7	295-5	Dec 9
2,270·6	16·6	74·8	2,195·9	2,120·0	15·5	838·4	8·7	58·6	779·8	753·4	7·8	307·2	1983 Jan 13
2,252·7	16·4	67·6	2,185·1	2,128·5	15·5	832·0	8·7	52·2	779·7	762·6	7·9	308·0	Feb 10
2,236·0	16·3	61·6	2,174·4	2,143·1	15·6	822·7	8·6	47·1	775·6	772·6	8·0	308·5	Mar 10
2,221-1	16-2	74.4	2,146-7	2,128.5	15.5	832.5	8.7	55-4	777.0	781.0	8-1	312-2	April 14 ††

# 2.3 UNEMPLOYMENT\* Regions

T	но	US	AN	D
	_		2000	

		NUMBI	ER UNEMP	PLOYED		PER C	CENT		UNEMP	LOYED EX	CLUDING S	SCHOOL LE	AVERS		200
		All	Male	Female	School leavers	All	Male	Female	Actual	Seasona	lly adjuste	d			
					included in un- employed	ı				Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH	EAST														
1978 1979 1980 1981 1982	Annual averages	296·0 257·7 328·1 547·6 664·6	222·3 192·3 241·0 407·5 490·8	73·7 65·4 87·1 140·1 173·8	11·0 7·8 14·6 16·5 22·4	3·9 3·4 4·2 7·1 8·7	5·0 4·3 5·4 9·1 11·1	2·4 2·0 2·8 4·3 5·4	285·0 249·9 313·5 531·0 642·3		3·8 3·3 4·1 6·5 8·4			220·7 191·2 233·1 398·1 477·9	70·3 63·1 80·5 132·9 164·2
M	April 15 lay 13 une 10	640·1 637·7 628·6	477·7 476·5 469·7	162·4 161·2 158·9	13·7 18·5 17·3	8·4 8·4 8·2	10·8 10·8 10·6	5·1 5·0 5·0	626·4 619·2 611·3	624·8 630·3 636·3	8·2 8·3 8·3	3-8 5-5 6-0	6·4 5·4 5·1	466·0 470·1 474·6	158·8 160·2 161·7
A	uly 8 ug 12 ep 9	649·2 664·5 699·6	480·4 487·6 507·6	168·8 176·9 192·0	16·9 16·9 37·7	8·5 8·7 9·2	10·9 11·0 11·5	5·3 5·5 6·0	632·2 647·7 661·9	643·2 649·5 657·8	8·4 8·5 8·6	6·9 6·3 8·3	6·1 6·4 7·2	478·6 482·5 488·0	164·6 167·0 169·8
N	ot 14 ov 11 ec 9	701·3 704·1 711·0	509·8 513·9 522·8	191·5 190·3 188·2	35·8 29·9 26·1	9·2 9·2 9·3	11.5 11.6 11.8	6·0 5·9 5·9	665·5 674·2 684·9	664·2 673·0 684·9	8·7 8·8 9·0	6·4 8·8 11·9	7·0 7·8 9·0	491·9 498·4 507·6	172·3 174·6 177·3
	an 13 eb 10 ar 10	739·3 738·2 734·6	542·4 540·9 539·1	196·9 197·3 195·5	24·9 22·4 20·2	9·7 9·7 9·6	12·3 12·2 12·2	6·1 6·2 6·1	714·3 715·8 714·5	693·2 699·9 708·7	9·1 9·2 9·3	8·3 6·7 8·8	9·7 9·0 7·9	512·1 515·1 521·3 R	181·1 184·8 187·4 R
A	pril 14††	731-3	533-6	197-6	23-2	9.6	12.1	6-2	708-0	706.5	9.3	-2.2(3.6)	4-4(6-4)	516-2	190-3
	ER LONDON (inclu														
978 979† 980 981 982	Annual averages	142·9 126·0 157·5 263·5 323·3	109·6 96·1 117·1 195·8 238·5	33·3 29·9 40·4 67·6 84·8	4·7 3·4 6·0 9·0 10·7	3·7 3·4 4·2 7·0 8·6	4·8 4·3 5·4 8·8 10·8	2·1 1·9 2·6 4·4 5·5	138·1 122·6 151·5 254·5 312·6		3·7 3·3 4·1 6·7 8·3			109·2 95·9 114·0 190·4 232·3	32·0 29·0 37·6 64·0 80·3
982 A	pril 15 ay 13 ine 10	309·8 313·9 311·3	230·8 233·8 231·9	79·0 80·1 79·4	6·6 8·9 8·5	8·3 8·4 8·3	10·4 10·6 10·5	5·2 5·2 5·2	303·2 304·9 302·7	303·1 308·1 312·2	8·1 8·2 8·3	3·5 5·0 4·1	4·4 4·1 4·2	225·7 229·1 232·2	77·4 79·0 80·0
AL	uly 8 ug 12 ep 9	320·0 329·4 341·9	236·8 241·6 248·6	83·2 87·8 93·3	8·4 8·3 16·0	8·5 8·8 9·1	10·7 10·9 11·2	5·4 5·7 6·1	311·6 321·1 325·9	316·9 320·1 321·9	8·5 8·5 8·6	4·7 3·2 1·8	4·6 4·0 3·2	235·5 237·4 238·6	81·4 82·7 83·3
No	ct 14 by 11 ec 9	341·5 341·1 343·8	248·5 249·0 252·5	93·1 92·1 91·4	16·8 14·6 13·0	9·1 9·1 9·2	11-2 11-3 11-4	6·1 6·0 6·0	324·7 326·5 330·8	324·7 326·7 332·4	8·7 8·7 8·9	2·8 2·0 5·7	2·6 2·2 3·5	240·4 241·6 246·1	84·3 85·1 86·3
	an 13 bb 10 ar 10	354·9 357·4 357·8	260·2 261·9 262·7	94·6 95·5 95·1	12·2 11·0 10·0	9·5 9·5 9·6	11.8 11.8 11.9	6·2 6·2 6·2	342·7 346·4 347·9	335·7 341·3 346·4 R	9·0 9·1 9·3 R	3·3 5·6 5·1 R	3·7 4·9 4·7 R	247·8 251·3 254·9 R	87·9 90·0 91·5 R
	oril 14††	359-9	263-2	96-8	10.9	9.6	11.9	6.3	349.0	349-2	9-3	2.8(5.2)	4.5(5.3)	255-7	93.5
978 979† 980 981 982	Annual averages	34·1 30·8 39·2 61·4 72·2	25·7 22·7 28·5 45·9 53·2	8·4 8·1 10·7 15·5 19·0	1.5 1.1 2.0 2.0 2.4	4·8 4·2 5·3 8·4 9·9	5·9 5·2 6·5 10·4 12·1	3·0 2·8 3·6 5·3 6·4	32·6 29·7 37·2 59·4 69·8		4·7 4·1 5·0 8·1 9·5			25·4 22·4 27·5 44·9 51·9	7·9 7·7 9·7 14·5 17·9
	oril 15 ay 13 ne 10	70·6 69·8 67·5	52·3 51·8 50·3	18·3 18·0 17·2	1·6 2·3 2·0	9·6 9·5 9·2	12·0 11·8 11·5	6·2 6·1 5·8	69·1 67·5 65·5	67·4 67·9 68·6	9·2 9·3 9·4	0·7 0·5 0·7	0·2 0·3 0·6	50·0 50·5 51·1	17·4 17·4 17·5
Au	ly 8 g 12 p 9	68·5 69·4 73·8	50·4 51·1 53·7	18·1 18·3 20·2	1·9 1·8 4·2	9·4 9·5 10·1	11·5 11·7 12·3	6·1 6·2 6·8	66·6 67·6 69·6	69·0 69·6 71·3	9·4 9·5 9·7	0·4 0·6 1·7	0·5 0·6 0·9	51·2 51·8 53·0	17·8 17·8 18·3
No	t 14 v 11 c 9	75-6 77-3 78-7	54·8 56·4 57·9	20·8 20·9 20·8	3.1	10·3 10·5 10·7	12·5 12·9 13·2	7·1 7·1 7·0	71·9 74·1 76·0	72·7 74·5 75·6	9·9 10·2 10·3	1·4 1·8 1·1	1·2 1·6 1·4	54·0 55·3 56·1	18·7 19·2 19·5
	n 13 b 10 ir 10	82·7 82·6 81·9	60·4 60·3 60·0	22·2 22·3 21·9	2.4	11·3 11·3 11·2	13·8 13·8 13·7	7·5 7·6 7·4	80·1 80·2 79·8	77·0 76·8 77·2 R	10·5 10·5 10·5	1·4 -0·2 0·4 R	1·4 0·8 0·5 R	56·7 56·2 56·5 R	20·3 20·6 20·7
Ap	ril 14††	81.8	59.4	22-4	2.8	1.2	13-6	7.6	79.0	77.3	10.6	0.1(0.6)	0.1(0.3)	56-3	21.0

See footnotes to table 2.1.

# UNEMPLOYMENT\* 2.3 Regions 2.1

-		1,000 1000	NUMBER	UNEMP	LOYED	The same of	PER C	ENT	AND THE	UNEMPL	OYED EXC	CLUDING SO	CHOOL LEA	VERS		
			All	Male	Female	School	All	Male	Female	Actual	Seasonal	ly adjusted		347		
						leavers included in un- employed	1			Carrotte	Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH WE	EST															
1978 1979†	Annual averages		102·4 90·5 106·9 155·6 179·0	75·3 64·9 75·3 112·0 128·0	27·1 25·6 31·6 43·6 51·0	4·9 3·6 5·5 4·4 5·7	6·2 5·4 6·4 9·3 10·8	7·6 6·6 7·7 11·5 13·2	4·0 3·7 4·5 6·3 7·3	97·5 86·9 101·5 151·2 173·3		6·0 5·2 6·0 9·1 10·4			73·9 63·9 72·4 109·7 124·8	25·3 24·2 29·1 41·5 48·4
1982 April May June	13		174·7 170·2 164·6	125·7 123·0 119·5	48·9 47·2 45·1	4·2 5·1 4·6	10·5 10·2 9·9	13·0 12·7 12·4	7·0 6·8 6·5	170·5 165·1 159·9	167·9 169·0 171·5	10·1 10·2 10·3	0·5 1·1 2·5	0·5 0·4 1·4	121·1 122·0 123·7	46·7 47·0 47·8
July 8 Aug 5 Sep 9	B 12		169·5 172·9 182·8	122·5 123·9 129·1	47·0 49·0 53·7	4·5 4·6 9·2	10·2 10·4 11·0	12·7 12·8 13·4	6·7 7·0 7·7	165·0 168·3 173·6	173·1 174·3 177·7	10·4 10·5 10·7	1·6 1·2 3·4	1·7 1·8 2·1	124·9 125·6 127·6	48·2 48·7 50·1
Oct 1 Nov 1 Dec 9	4		187·1 191·0 194·8	131·9 134·7 138·4	55·2 56·3 56·4	8·6 6·7 6·0	11·2 11·5 11·7	13·6 13·9 14·3	7·9 8·1 8·1	179·1 184·2 188·9	179·1 180·5 184·0	10·8 10·8 11·1	1·4 1·4 3·5	2·0 2·1 2·1	128·4 129·4 132·0	50·7 51·1 52·0
1983 Jan 1 Feb 1 Mar 1	13		203·4 202·1 199·3	144·2 143·0 141·2	59·2 59·1 58·1	6·2 5·7 5·1	12·2 12·1 12·0	14·9 14·8 14·6	8·5 8·5 8·3	197·2 196·4 194·2	187·0 188·1 189·1 R	11·2 11·3 11·4	3·0 1·1 1·0 R	2.6 2.5 1.7	134·1 134·3 134·8 R	52·9 53·8 54·3
April	14††		194-4	137-3	57-2	6-2	11.7	14-2	8-2	188-2	185-7	11-2	-3.4(-0.7)	-0.4(0.5)	131.6	54.1
WEST MID	LANDS														05.4	00.0
	Annual averages		122.5 120.2 170.1 290.6 337.9	88·0 85·4 119·4 213·9 249·9	34·5 34·9 50·7 76·6 87·9	8·9 7·2 12·2 12·3 14·8	5·3 5·2 7·3 12·7 14·9	6·2 6·1 8·5 15·4 18·4	3·8 3·8 5·4 8·4 9·8	113·6 113·0 157·9 278·3 323·0		5·0 4·9 6·8 12·1 14·3			85·1 82·7 113·3 207·3 241·6	30·3 31·6 44·6 71·0 81·4
1982 April May June	13		326·1 324·4 323·0	242·7 241·1 240·4	83·5 83·2 82·6	10·2 12·3 11·5	14·4 14·4 14·3	17·8 17·7 17·7	9·3 9·3 9·2	315·9 312·1 311·5	315·3 317·0 320·2	14·0 14·0 14·2	2·3 1·7 3·2	0·9 1·4 2·4	235·6 236·5 238·8	79·7 80·5 81·4
July Aug Sep	12		331·4 337·5 357·9	245·3 249·1 260·6	86·1 88·4 97·3	11·5 12·3 24·2	14·7 14·9 15·8	18·0 18·3 19·1	9·6 9·8 10·8	319·8 325·2 333·7	324·9 324·4 331·7	14·4 14·4 14·7	4·7 -0·5 7·3	3·2 2·5 3·8	242·5 243·2 247·3	82·4 81·2 84·4
Oct 1 Nov Dec !	11		353·4 353·0 355·6	259·2 260·3 263·6	94·2 92·7 92·0	21·3 18·1 16·1	15·6 15·6 15·7	19·0 19·1 19·4	10·5 10·3 10·2	332·2 334·9 339·6	331·5 334·2 338·7	14·7 14·8 15·0	-0·2 2·7 4·5	2·2 3·3 2·3	248·3 250·4 253·7	83·2 83·8 85·0
1983 Jan Feb Mar	10		367-3 365-1 364-5	272·0 270·6 270·6	95·3 94·5 93·8	16·1 14·5 13·3	16·3 16·2 16·1	20·0 29·9 19·9	10·6 10·5 10·4	351·3 350·6 351·2	343·4 345·7 349·2	15·2 15·3 15·5	4·7 2·3 3·5	4·0 3·8 3·5	257·2 258·5 260·8	86·2 87·2 88·4
April	14††		366-8	270.8	96-1	16.5	16-2	19-9	10.7	350-3	349-9	15-5	0.7(2.1)	2.2(2.6)	260-4	89.5
EAST MID	LANDS															
1978 1979† 1980 1981 1982	Annual averages		75·9 70·9 98·7 155·3 176·6	56·4 52·5 71·6 115·3 130·7	19·5 18·5 27·1 39·9 45·9	4·0 3·2 6·3 5·6 6·4	4·7 4·4 6·1 9·6 11·0	5·8 5·4 7·4 12·0 13·8	3·0 2·8 4·1 6·2 7·0	71·8 67·7 92·4 149·7 170·2		4·5 4·2 5·7 9·3 10·6			55·0 51·3 68·4 112·3 127·0	17·9 17·2 24·1 37·4 43·2
1982 April May June	13		170·9 170·5 168·2	127·6 127·2 125·3	43·3 43·4 42·9	4·2 5·6 5·1	10·7 10·6 10·5	13·5 13·4 13·2	6·6 6·6 6·6	166·7 164·9 163·1	165·3 167·3 168·3	10·3 10·4 10·5	1·7 2·0 1·0	0·1 1·3 1·6	123·4 125·0 125·7	41·9 42·3 42·6
July Aug Sep	12		172·6 175·1 186·2	127·3 128·7 134·8	45·3 46·4 51·4	4·9 5·1 11·5	10·8 10·9 11·6	13·4 13·6 14·2	6·9 7·1 7·9	167·7 169·9 174·6	171·2 170·9 174·3	10·7 10·7 10·9	2·9 -0·3 3·4	2·0 1·2 2·0	127·5 127·4 129·5	43·7 43·5 44·8
Oct Nov Dec	11		183·0 184·4 187·7	133·8 135·5 138·9	49·2 48·9 48·9	9·1 7·7 6·7	11·4 11·5 11·7	14·1 14·3 14·6	7·5 7·5 7·5	173·9 176·7 181·1	175·0 177·2 180·4	10·9 11·1 11·3	0·7 2·2 3·2	1·3 2·1 2·0	130·3 131·7 134·1	44·7 45·5 46·3
1983 Jan Feb Mar	10		197·0 196·9 195·9	145·4 145·6 145·1	51·7 51·3 50·8	6·7 6·1 5·5	12·3 12·3 12·2	15·3 15·3 15·3	7·9 7·8 7·8	190·4 190·7 190·4	184·9 186·1 188·5 R	11·5 11·6 11·8	4·5 1·2 2·4 R	3·3 3·0 2·7	137·3 138·1 139·6 R	47·6 48·0 48·9
April	14††	The state of	195-0	142-6	52-4	7-1	12-2	15.0	8.0	187-9	186-5	11.6	-2.0(1.5)	0.5(1.7)	136.7	49.8

		S		

	10 10 10 10 m	NUMBE	R UNEMP	LOYED		PER C	ENT		UNEMP	LOYED EX	CLUDING SO	CHOOL LEA	VERS		-
		AII	Male	Female	School	All	Male	Female	Actual	Seasonal	ly adjusted				
		1900 A			leavers included in un- employed	ı			The state of	Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
ORKSI	HIRE AND HUMBER	SIDE													
1978 1979† 1980 1981 1982	Annual averages	119-2 114-6 154-6 237-2 273-2	87.6 82.2 109.9 175.9 201.1	31.6 32.3 44.7 61.3 72.0	7·3 6·4 11·0 9·8 13·0	5·7 5·4 7·3 11·5 13·4	6·9 6·5 8·7 14·1 16·4	3·8 3·8 5·3 7·5 8·9	111·8 108·2 143·7 227·4 260·1		5·4 5·2 6·8 11·0 12·7			85·2 80·1 104·5 170·7 193·9	28·4 29·4 39·2 56·7 66·1
1982 Ap Ma Jui	oril 15 ly 13 ne 10	261·7 262·7 259·1	194·1 194·9 192·5	67·6 67·8 66·6	8·5 10·9 10·1	12·8 12·9 12·7	15·8 15·8 15·6	8·3 8·3 8·2	253·2 251·8 249·0	252·2 255·7 258·8	12·3 12·5 12·7	2·3 3·5 3·1	0·9 1·9 3·0	187·7 190·6 193·0	64·5 65·1 65·8
Au	y 8 g 12 p 9	266·3 270·3 288·3	196·2 198·2 208·4	70·1 72·1 79·9	10·2 10·7 22·2	13·0 13·2 14·1	15·9 16·1 16·9	8·6 8·9 9·8	256·1 259·6 266·1	261·4 263·0 265·5	12·8 12·9 13·0	2·6 1·6 2·5	3·1 2·4 2·2	195·0 196·3 197·7	66·4 66·7 67·8
Oc No	t 14 v 11 c 9	286·8 288·9 292·2	208·4 211·6 215·6	78·4 77·3 76·6	19·7 16·6 14·6	14·0 14·1 14·3	16·9 17·2 17·5	9·6 9·5 9·4	267·1 272·3 277·6	267·8 271·5 275·6	13·1 13·3 13·5	2·3 3·7 4·1	2·1 2·8 3·4	199-1 202-4 205-6	68·7 69·1 70·0
983 Ja Fe		302·9 300·2 296·7	222·9 221·1 218·6	80·0 79·1 78·1	14·4 12·8 11·6	14·8 14·7 14·5	18·1 18·0 17·8	9·8 9·7 9·6	288·5 287·4 285·1	279·4 280·4 281·7 R	13·7 13·7 13·8	3·8 1·0 1·3	3·9 3·0 2·0 R	208·2 208·3 208·9 R	71·2 72·1 72·8
	ril 14††	297.5	217.6	79.9	15.6	14-6	17.7	9-8	282.0	281-1	13-8	-0.6(1.9)	0.6(1.4)	207.3	73.8
NORTH	WEST														
978 979† 980 981 982	Annual averages	197·7 187·0 242·1 354·9 407·8	145.0 134.9 171.5 257.9 298.6	52·6 52·1 70·6 97·0 109·2	14·1 11·2 15·4 13·9 16·6	6·9 6·5 8·5 12·6 14·7	8·6 8·1 10·3 15·7 18·4	4·5 4·4 5·9 8·3 9·4	183·6 175·8 226·7 341·0 391·2		6·5 6·2 7·9 12·1 14·1			139·3 130·2 163·3 250·2 289·2	46·9 47·6 63·5 90·8 102·0
982 Ap Ma Jui	oril 15 ny 13 ne 10	393·8 393·3 391·1	289·8 289·5 288·5	104·0 103·8 102·5	11·5 13·9 13·6	14·2 14·2 14·1	17·9 17·8 17·8	9·0 9·0 8·9	382·3 379·4 377·4	382·2 385·6 390·8	13·8 13·9 14·1	6·2 3·4 5·2	2·4 4·0 4·9	282·3 285·1 288·6	99·9 100·5 102·2
Au	y 8 g 12 p 9	403·8 409·3 431·7	296·1 299·5 312·2	107·7 109·9 119·6	14·2 14·8 26·6	14·5 14·7 15·5	18·3 18·5 19·2	9·3 9·5 10·3	389·7 394·5 405·1	393·2 395·3 399·8	14·2 14·2 14·4	2·4 2·1 4·5	3·7 3·2 3·0	291·0 292·6 295·5	102-2 102-7 104-3
Oc No	t 14 v 11 c 9	425·6 426·2 430·1	310·0 311·7 316·2	115·6 114·5 113·9	22·6 19·6 17·6	15·3 15·3 15·5	19·1 19·2 19·5	10·0 9·9 9·8	403·0 406·6 412·5	403·5 406·3 412·2	14·5 14·6 14·8	3·7 2·8 5·9	3·4 3·7 4·1	298·9 300·7 305·3	104-6 105-6 106-9
983 Ja Fe		447·0 443·0 440·3	326·9 324·7 323·2	120·1 118·4 117·1	18·0 16·4 14·8	16·1 15·9 15·8	20·2 20·0 19·9	10·4 10·2 10·1	429·4 426·7 425·4	419·1 419·5 424·6 R	15·1 15·1 15·3	6·9 0·4 5·1 R	5·2 4·4 4·1 R	309·9 309·9 313·6 R	109·2 109·4 111·0
1	ril 14††	443-3	324-6	118-8	18-8	16.0	20.0	10-3	424-6	424-9	15-3	0.3(3.3)	1.9(2.9)	313-2	111-7
IORTH		4													
978 979† 980 981 982	Annual averages	116·3 113·7 140·8 192·0 214·6	83·7 81·0 99·9 141·0 158·8	32·6 32·6 40·8 50·9 55·8	8·5 7·1 9·8 8·9 10·7	8·6 8·3 10·4 14·6 16·5	10·1 9·9 12·3 17·9 20·3	6·2 6·0 7·6 9·7 10·7	107·7 106·5 130·9 183·0 203·9		8·0 7·9 9·7 14·0 15·6			79·9 77·6 94·8 136·2 152·6	28·8 29·6 36·2 46·8 51·3
	oril 15 by 13 ne 10	206·7 205·2 204·2	153·4 152·4 152·1	53·3 52·8 52·1	7·7 8·7 8·5	15·9 15·7 15·7	19·7 19·5 19·5	10·2 10·1 10·0	199·0 196·5 195·8	197·4 199·8 203·1	15·2 15·3 15·6	2·7 2·4 3·3	0·5 1·8 2·8	146·9 148·9 151·9	50·5 50·9 51·2
Au	y 8 g 12 p 9	211·0 213·7 229·3	157·0 158·5 167·1	54·1 55·2 62·2	8·6 9·5 19·2	16·2 16·4 17·6	20·0 20·3 21·4	10·3 10·6 11·9	202·5 204·2 210·2	206·6 207·8 210·5	15·9 15·9 16·2	3·5 1·2 2·7	3·1 2·7 2·5	155·4 156·5 158·2	51·2 51·3 52·3
Oc No	t 14 v 11 c 9	224·2 224·5 226·8	165·0 165·8 168·8	59·2 58·7 58·0	14·4 12·4 11·1	17·2 17·2 17·4	21·1 21·2 21·6	11·3 11·2 11·1	209·8 212·1 215·6	210·9 211·7 213·6	16·2 16·2 16·4	0·4 0·8 1·9	1·4 1·3 1·0	158·6 159·0 160·5	52·3 52·7 53·1
983 Ja Fe		235·4 231·1 228·2	174·9 171·8 169·7	60·5 59·3 58·5	11·3 9·9 9·0	18·1 17·7 17·5	22·4 22·0 21·7	11·6 11·4 11·2	224·1 221·1 219·1	215·9 215·0 217·1 R	16·6 16·5 16·7 R	2·3 -0·9 2·1 R	1·7 1·1 1·2 R	162·2 160·9 162·4 R	53·7 54·1 54·7
1	ril 14††	229.8	170-1	59.8	11.9	17-6	21.8	11.4	218-0	216-9	16-6	-0.2(2.7)	0.3(1.3)		55-2

<sup>\*</sup> See footnotes to table 2.1.

# UNEMPLOYMENT\* 2.3

	NUMBE	R UNEMP	LOYED		PER C	ENT		UNEMPL	OYED EXC	CLUDING S	CHOOL LEA	VERS		
	All	Male	Female	School	All	Male	Female	Actual	Seasonal	ly adjusted	To lead			
				leavers included in un- employed	d		1004140		Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
WALES	84-8	61-6	23.2	6.4	7.7	9.2	5.5	78.4		7.3			59.2	20.3
1978 1979† 1980   Annual averages 1981 1982	80·5 102·7 145·9 164·8	57·1 72·0 106·8 120·9	23·4 30·7 39·1 43·8	5·3 7·4 6·5 7·7	7·3 9·4 13·6 15·6	8·5 10·9 16·4 19·0	5·4 7·1 9·2 10·5	75·2 95·3 139·4 157·1		6·9 8·7 13·0 14·9			55·0 68·3 103·3 116·5	21·1 27·0 36·1 110·5
1982 April 15	160·3	118·6	41·8	5·4	15·2	18·6	10·0	154·9	154·2	14·6	1·0	0·6	114·6	39·6
May 13	158·4	116·8	41·5	7·1	15·0	18·4	9·9	151·3	154·6	14·6	0·4	0·4	114·8	39·8
June 10	155·2	115·0	40·2	6·4	14·7	18·1	9·6	148·8	155·4	14·7	0·8	0·7	115·2	40·2
July 8	159·3	117·2	42·1	6·1	15·1	18·4	10·0	153·2	157·4	14·9	2·0	1·1	116·8	40·6
Aug 12	160·5	117·8	42·8	6·3	15·2	18·5	10·2	154·2	157·8	15·0	0·4	1·1	117·0	40·8
Sep 9	172·6	124·8	47·9	13·2	16·4	19·6	11·4	159·4	159·4	15·1	1·6	1·3	118·0	41·4
Oct 14	171·2	124·7	46·5	10·2	16·2	19·6	11·1	160·9	160·6	15·2	1·2	1·1	119·1	41·5
Nov 11	172·4	126·3	46·1	8·8	16·3	29·9	11·0	163·6	161·4	15·3	0·8	1·2	120·0	41·4
Dec 9	174·6	128·5	46·0	7·7	16·5	20·2	11·0	166·9	164·3	15·6	2·9	1·6	122·2	42·1
1983 Jan 13	180·7	133·1	47·6	7·9	17·1	20·9	11·4	172·7	166·3	15·8	2·0	1·9	124·0	42·3
Feb 10	178·1	131·1	47·0	7·1	16·9	20·6	11·2	171·0	166·5	15·8	0·2	1·7	123·7	42·8
Mar 10	175·8	129·4	46·4	6·5	16·7	20·4	11·1	169·3	167·2 R	15·8 R	0·7 R	1·0	124·1	43·1 F
April 14††	176-2	129.0	47-2	8.9	16-7	20.3	11-3	167-3	166-7	15.8	-0.5(1.3)	0.1(0.7)	123.0	43.7
SCOTLAND	172.0	120-1	52.0	11.6	7.7	9.1	5.7	160-4		7.3			115.3	47.8
1978 1979† Annual 1980 averages 1981 1982	168-3 207-9 282-8 318-0	114·4 140·3 197·6 223·9	53·9 67·6 85·2 94·1	10·1 13·2 14·6 17·8	7·4 9·1 12·6 14·2	8·7 10·7 15·1 17·3	5·7 7·1 9·0 10·0	158·2 194·7 268·2 300·2		7·1 8·6 11·9 13·4			110·0 133·2 189·4 213·7	50·2 61·6 78·7 86·4
1982 April 15	309-6	218·5	91·1	15·0	13·9	16·9	9·7	294·6	293·5	13·1	2·7	0·7	208·7	84·8
May 13	303-1	214·9	88·3	14·0	13·6	16·6	9·4	289·2	296·0	13·3	2·5	1·5	211·0	85·0
June 10	302-3	213·9	88·4	14·0	13·5	16·5	9·4	288·3	298·0	13·3	2·0	2·4	212·4	85·6
July 8	312·7	219·1	93·6	14·6	14·0	16·9	10·0	298·1	302·1	13·5	4·1	2·9	214·4	87·7
Aug 12	316·4	222·3	94·1	14·9	14·2	17·2	10·0	301·5	302·9	13·6	0·8	2·3	216·0	86·9
Sep 9	327·9	229·0	98·9	25·1	14·7	17·7	10·5	302·8	305·4	13·7	2·5	2·5	218·0	87·4
Oct 14	327·0	229·6	97·4	21·8	14·6	17·7	10·4	305·3	307·1	13·8	1·7	1·7	219·4	87·7
Nov 11	329·1	231·5	97·6	18·8	14·7	17·9	10·4	310·3	309·1	13·8	2·0	2·1	220·5	88·6
Dec 9	333·2	235·7	97·5	17·3	14·9	18·2	10·4	315·9	313·0	14·0	3·9	2·5	223·0	90·0
1983 Jan 13	352·8	247·9	104·8	25·3	15·8	19·2	11·2	327·5	317·1	14·2	4·1	3·3	225·2	91·9
Feb 10	347·4	243·7	103·7	22·4	15·6	18·8	11·0	325·0	316·9	14·2	-0·2	2·6	224·3	92·6
Mar 10	341·5	239·1	102·4	20·5	15·3	18·5	10·9	321·0	318·3 R	14·3 R	1·4 R	1·8 R	225·2 R	93·1 R
April 14††	337-3	236-2	101-1	18-9	15-1	18-3	10-8	318-4	317.5	14-2	-0.8(1.4)	0.1(0.9)	224-4	93.1
NORTHERN IRELAND	62.3	43.8	18-4	5.2	11-0	13.2	7.9	57.0		10.1			40.9	16.2
1979† 1980 1981 1982 Annual averages	61·8 74·5 98·0 108·3	43·0 51·5 70·0 77·3	18·9 22·9 27·9 31·0	4·8 6·4 6·6 6·2	10·8 13·0 17·3 19·4	13·0 15·7 21·6 24·5	7·8 9·3 11·6 12·8	57·0 68·1 91·4 102·1		9·9 11·9 16·2 18·3			40·9 40·1 47·7 66·0 73·5	16.9 20.4 25.6 28.7
1982 April 15	104·2	74·7	29·5	5·0	18·7	23·6	12·2	99·2	99·5	17·8	1·7	0·9	71·2	28·3
May 13	105·1	75·3	29·8	6·2	18·8	23·8	12·3	99·0	101·0	18·1	1·5	1·4	72·4	28·6
June 10	105·8	75·8	30·0	5·8	19·0	24·0	12·4	100·0	102·7	18·4	1·7	1·6	73·8	28·9
July 8	108·2	76·7	31·4	5·8	19·4	24·3	13·0	102·3	103·0	18·5	0·3	1·2	74·2	28·8
Aug 12	109·0	77·2	31·9	5·5	19·5	24·4	13·2	103·5	103·7	18·6	0·7	0·9	74·5	29·2
Sep 9	115·8	81·3	34·5	10·5	20·8	25·7	14·3	105·3	104·6	18·7	0·9	0·6	74·9	29·7
Oct 14	113·7	80·1	33·7	7·7	20·4	25·3	13·9	106·0	105·8	19·0	1·2	0·9	75·8	30·0
Nov 11	112·2	80·8	31·4	5·7	20·1	25·6	13·0	106·5	107·0	19·2	1·2	1·1	77·8	29·2
Dec 9	112·3	81·6	30·7	4·8	20·1	25·8	12·7	107·5	108·1	19·4	1·1	1·2	78·8	29·3
1983 Jan 13	116·2	84·2	32·0	4·4	20·8	26·7	13·2	111·8	109·3	19·6	1·2	1·2	79·5	29·8
Feb 10	114·7	83·9	30·8	4·0	20·6	26·6	12·7	110·8	109·5	19·6	0·2	0·8	80·0	29·5
Mar 10	113·7	83·4	30·2	3·5	20·4	26·4	12·5	110·2	110·0 R	19·7	0·5 R	0·6	80·5 R	29·5
April 14††	116-4	85-3	31-1	4.7	20.9	27.0	12.9	111-7	111-7	20-0	1.7	0.8	81.7	30.0

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
ASSISTED REGIONS				per cent					per cent
South West	4,698	1,660	6,358	18.7	**Newport (IoW) **Oxford	4,312 9,446	1,762 4,353	6,074 13,799	14·5 7·7
SDA Other DA	23,562	11,090	34,652	15.1	**Portsmouth **Ramsgate	17,274 3,844	6,831 1,626	24,105	12-2
IA Unassisted	12,298 96,708	5,072 39,353	17,370 136,061	15·6 10·5	**Reading	9,311	3,389	5,470 12,700	15·4 7·4
All	137,266	57,175	194,441	11.7	Sheerness **Sittingbourne	1,619 2,475	593 870	2,212 3,345	19·9 13·3
East Midlands SDA	_			<u> </u>	**Slough **Southampton	6,425 14,991	2,579 5,203	9,004 20,194	7·4 9·0
Other DA	4,549 3,980	1,511 1,682	6,060 5,662	20·1 19·6	**Southend-on-Sea **St Albans	22,884 4,524	7,623 1,622	30,507 6,146	15.5
Unassisted All	134,070 142,599	49,186 <b>52,379</b>	183,256 <b>194,978</b>	11·6 12·2	Stevenage **Tunbridge Wells	3,038 4,738	1,389 1,822	4,427 6,560	11·6 7·8
	142,355	32,373	134,370	122	**Watford **Worthing	6,791 4,172	2,289 1,350	9,080 5,522	7.3
Yorkshire and Humberside	-					4,172	1,330	5,522	9-2
Other DA	52,806 50,735	17,629 19,648	70,435 70,383	17·1 16·0	East Anglia **Beccles	764	257	1,021	10-1
Unassisted All	114,075 <b>217,616</b>	42,655 <b>79,932</b>	156,730 <b>297,548</b>	12·5 14·6	Bury St Edmunds Cambridge	1,591 3,846	692 1,538	2,283 5,384	8·1 6·0
North West					Cromer Dereham	1,123 945	361 346	1,484	18·0 15·3
SDA Other DA	103,313	35,272 10,742	138,585	19·3 17·7	Diss Downham Market	837 874	318 407	1,155	10.5
IA	26,538 42,545	17,060	37,280 59,605	15.5	Ely Fakenham	767 616	313	1,080	19·5 10·8
Unassisted All	152,173 <b>324,569</b>	55,681 118,755	207,854 <b>443,324</b>	13·7 16·0	Great Yarmouth	4,584	293 1,679	909 6,263	12·4 17·0
North					Halesworth Haverhill	318 854	108 359	426 1,213	10.6
SDA Other DA	127,819 20,680	42,037 8,630	169,856 29,310	18·5 15·1	Hunstanton Huntingdon	840 1,678	313 846	1,153 2,524	30.0
IA Unassisted	11,129 10,423	3,814 5,276	14,943 15,699	16.0	**Ipswich Kings Lynn	7,754 2,707	2,637 1,045	10,391 3,752	9.6
All	170,051	59,757	229,808	17.6	Leiston	521	160	681	13·1 13·7
Wales					Lowestoft March	3,092 797	1,356 281	4,448 1,078	15·4 13·2
SDA Other DA	37,368 69,600	14,033 25,045	51,401 94,645	18·8 14·7	**Newmarket North Walsham	1,015 753	457 218	1,472 971	8·5 11·5
IA Unassisted	16,791 5,214	6,009 2,127	22,800 7,341	19·4 10·9	**Norwich Peterborough	10,143 7,359	3,441 2,609	13,584 9,968	10·5 15·2
All	128,973	47,214	176,187	16.7	St Neots Sudbury	659	334	993	9.2
Scotland					**Thetford	935 2,014	375 904	1,310 2,918	9·9 14·6
SDA Other DA	150,253 34,263	61,247 15,647	211,500 49,910	17·4 15·8	Wisbech	2,044	757	2,801	17.8
IA Unassisted	7,673 43,967	3,720 20,531	11,393 64,498	12·9 10·3	South West **Axminster	437	168	605	12.0
All	236,156	101,145	337,301	15-1	Barnstaple Bath	1,803 3,490	755 1,216	2,558 4,706	11.4
UNASSISTED REGIONS					Bideford Blandford	1,134	524 265	1,658	14·3 10·4
South East	533,630	197,627	731,257	9.6	Bodmin	688	236	774 924	13-2
East Anglia West Midlands	59,430 270,760	22,404 96,068	81,834 366,828	11·2 16·2	**Bournemouth **Bridgwater	12,142 2,731	4,533 1,106	16,675 3,837	11·6 13·2
GREAT BRITAIN					Bridport **Bristol	593 25,891	233 9,673	826 35,564	12·4 10·8
SDA Other DA	423,451 231,998	154,249 90,294	577,700 322,292	17·8 16·3	Bude Camelford	579 232	244 107	823 339	16·9 13·8
IA Unassisted	145,151	57,005	202,156	16-2	Chard **Cheltenham	692 4,746	296 1,705	988 6,451	11.9
All	1,420,450 2,221,050	530,908 832,456	1,951,358 3,053,506	11·2 13·1	**Chippenham	1,647	941	2,588	9.1
Northern Ireland	85,300	31,073	116,373	20.9	Cirencester Dartmouth	696 282	282 127	978 409	8·4 16·6
					Devizes Dorchester	446 629	212 250	658 879	7·2 5·4
Local areas (by region) South East					Dursley **Exeter	796 5,040	360 1,935	1,156 6,975	10·3 9·6
**Aldershot Alton	4,860	2,229	7,089	8.2	Falmouth **Forest of Dean	1,877	639	2,516 3,245	22·1 15·3
Andover	355 989	146 426	501 1,415	5·5 7·3	Frome	2,166 546	1,079	835	9.4
Ashford (Kent) Aylesbury	2,267 2,529	844 902	3,111 3,431	11·3 7·5	Gloucester Helston	4,950 735	1,791 412	6,741	10·0 19·3
Banbury Basingstoke	2,470 2,698	1,060 1,199	3,530 3,897	12·5 8·1	Honiton Ilfracombe	702 753	248 350	950 1,103	11·6 25·4
**Bedford **Braintree	5,810 2,729	2,315 1,184	8,125 3,913	9·6 11·0	Kingsbridge Launceston	446 417	149 192	595 609	14·4 11·6
**Brighton	12,484	4,167	16,651	12-1	**Liskeard	818	353	1,171	17.7
Buckingham **Canterbury	301 3,613	1,301	435 4,914	8·4 12·2	Midsomer Norton Minehead	934 603	419 308	1,353 911	11.4
**Chatham **Chelmsford	14,423 3,583	5,354 1,373	19,777 4,956	16·5 7·1	Newquay Okehampton	1,347 436	748 193	2,095 629	22·6 14·4
**Chichester Clacton-on-Sen	3,196 2,778	1,143 828	4,339 3,606	9·0 19·9	Penzance **Plymouth	1,623 11,858	589 6,048	2,212 17,906	18·3 14·3
Colchester Cranbrook	4,578	2,094	6,672	11.3	**Redruth	2,821	1,021	3,842 3,809	17·0 9·2
**Crawley	521 7,236	186 2,780	707 10,016	10·7 6·1	**Salisbury Shaftsbury	2,419 389	1,390 128	517	9.2
Dover **Eastbourne	1,358 3,324	683 1,044	2,041 4,368	8·0 10·2	St Austell St Ives	2,012 473	858 192	2,870 665	13·2 19·2
**Folkestone **Guildford	2,928 4,215	1,037 1,472	3,965 5,687	14·0 6·0	**Stroud Swindon	1,912 6,896	761 2,945	2,673 9,841	10·7 11·6
**Harlow Harwich	5,209	2,084	7,293	10-0	Taunton	2,658	1,088	3,746	9·0 13·2
**Hastings	653 4,842	268 1,556	921 6,398	10·2 14·2	Tiverton **Torbay	1,114 8,633	451 3,517	1,565 12,150	17-2
**Hertford **High Wycombe	1,749 4,518	804 1,558	2,553 6,076	6·0 6·3	**Trowbridge Truro	1,805 1,588	839 575	2,644 2,163	9·6 12·2
**Hitchin **Luton	3,289 12,237	1,308 4,477	4,597 16,714	8·4 12·2	Wadebridge **Wareham	439 679	186 327	625 1,006	17·3 11·5
Lymington Maidstone	1,076	303	1,379	11.0	Warminster	644	379	1,023	8·8 8·2
Margate	4,466 2,530	1,665 919	6,131 3,449	7·4 19·7	**Wells Weston-Super-Mare	1,227 2,668	468 1,200	1,695 3,868	14.9
Milton Keynes Newbury	5,970 1,686	2,241 637	8,211 2,323	17·1 8·0	Weymouth **Yeovil .	1,874 2,253	975 1,132	2,849 3,385	13·4 8·2
	1,000	PARTIE STATE	2,020			2,200	1,102		

# UNEMPLOYMENT\* 2 · 4

Inemployment in regions by assisted area status‡, in travel-to-work areas and in counties at April 14, 1983

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
				per cent	national section in the section of t				per cent
West Midlands	90.251	28,911	118,262	16-7	North West **Accrington	3,355	1,321	4,676	16-0
	89,351 2,441	993	3,434	8.9	**Ashton-under-Lyne	11,031	4,539	15,570 795	16.4
Burton-on-Trent **Coventry	28,604	9,938	38,542	16-2	Barnoldswick	489	306 8,376	795 31,808	10·9 19·8
**Dudley/Sandwell	39,042 879	13,420	52,462 1,214	17·3 8·6	**Birkenhead **Blackburn	23,432 7,070	2,518	9,588	13.3
Evesham Hereford	3,198	1,394	1,214 4,592	12-3	**Blackpool	11,728	4,876	16,604	14.9
**Kidderminster	4,068 3,714	1,818 1,524	5.886	14·9 10·3	**Bolton **Burnley	12,724 4,670	4,490 1,942	17,214 6,612	15·7 14·0
Leamington	258	98	5,238 356	9.4	**Bury	6,741	2,635	9,376	14:2
Ledbury Leek	954	362	1,316	9.8	Chester	4,851 475	1,651 255	6,502 730	11·2 6·6
Leominster	545 854	195	740 1,157	13·5 14·0	Clitheroe **Crewe	4,812	2,030	6,842	9.8
Ludlow Market Drayton	590	303 284	874	17-2	**Lancaster	4,579	1,930	6,509	13.7
**Oakengates	9,466 1,107	3,394 489	12,860 1,596	20.6	**Leigh **Liverpool	5,079 68,089	2,276 22,715	7,355 90,804	16·4 19·0
Oswestry Redditch	4,741	2,158	6,899	19.3	Macclesfield	2,001	952	2,953	10-3
Ross on Wye	523 2,750	177 1,221	700 3,971	13·6 11·9	**Manchester **Nelson	73,104 2,807	23,742 1,279	96,846 4,086	13·5 14·9
Rugby Shrewsbury	3,114	1,228	4,342	10.4	**Northwich	4,147	1,708	5,855	15.5
**Stafford	3,299	1,580	4,879	9.3	**Oldham	9,645	3,713	13 358	14.4 21.8
**Stoke-on-Trent	19,198 1,358	8,386 586	27,584 1,944	13·8 10·0	**Ormskirk **Preston	5,155 12,772	1,833 5,463	6,988 18,235 8,998 2,745	12-2
Stratford on Avon Uttoxeter	545	158	703	9.3	Rochdale	6,494	2,504	8,998	18.3
**Walsall	23,290 537	8,200 206	31,490 743	18·6 13·7	**Rossendale Southport	1,844 4,288	901 1,780	2,745 6.068	13·5 17·9
Whitchurch **Wolverhampton	19,394	6,058	25,452	17.2	St Helens	8,561 8,323	3,041	11,602	17-1
**Worcester	6,940	2,652	9,592	13-2	**Warrington	8,323	3,041 3,302	11,625	14.3
					**Widnes **Wigan	8,195 9,639	3,007 4,296	6,068 11,602 11,625 11,202 13,935	19·9 19·1
East Midlands	0.500	755	2 227	15.5					
Alfreton Boston	2,582 2,478	755 1,054	3,337 3,532	15·5 14·2					
**Buxton	1,591	725	2.316	10.3	North				
**Chesterfield	7,755 3,844	3,219 1,478	10,974 5,322	12·7 11·3	**Alnwick	1,198	573 129	1,771	17·3 9·9
**Coalville Corby	4,549	1,511	6,060	20.1	Barnard Castle Berwick on Tweed	314 689	289	443 978	12.0
**Derby	12,625	4,086 690	16,711 2,156	11·3 16·7	Carlisle **Central Durham	3,787	1,686	5,473	10.7
Gainsborough Grantham	1,466 1,852	803	2,156	12.2	**Central Durham **Consett	7,547 7,012	2,792 1,845	10,339 8,857	14·9 27·9
Hinckley	2,268	1,053	3,321	12.9	**Darlington and S/West	7,012			
Holbeach Horncastle	716 281	232 98	948 379	15·4 12·2	Durham	9,931	3,241	13,172 4,767	15·8 10·9
Kettering	2,882	1,133	4,015	13.0	**Furness Haltwhistle	2,916 222	1,851	370	14.1
**Leicester	20,135 6,386	7,064 2,124	27,199 8,510	11·4 13·1	Hartlepool	7,333	2,526	9,859	23.3
Lincoln Loughborough	2,722	1,001	3,723	8-1	Hexham **Kendal	600 970	300 371	900 1,341	8·6 5·8
Louth	690	282	972	11.8	Keswick	215	77	292	10.5
Mablethorpe Mansfield	699 4,820	263 1,971	962 6,791	24·9 10·9	**Morpeth	6,110	2,723 9,476	8,833 37,945	13·8 14·0
Market Harborough	371	147	518	5-4	**North Tyne Penrith	28,469 710	425	1,135	8.8
**Matlock Melton Mowbray	1,054	401 467	1,455	8·2 11·2	**Peterlee	3,325	1,462	4,787	18-3
Newark	1,038 2,292	1,012	1,505 3,304	14.7	**South Tyne	25,946 34,569	8,541 10,638	34,487 45,207	19·1 20·0
**Northampton	8,302	2,921	3,304 11,223 42,734	10.0	**Teesside **Wearside	21,165	7,549	28.714	20.6
**Nottingham Retford	31,980 873	10,754 530	1.403	12·4 8·9	**Whitehaven	2,826	1,318 1,797	4,144 5,994	14·2 19·3
Rushden	850	530 363 729	1,403 1,213	7.0	**Workington	4,197	1,797	5,994	19.3
Skegness Sleaford	1,815 665	729 349	2,544 1,014	21.1					
Spalding	1,169	580	1,749 2,725	11-4					
**Stamford Sutton-in-Ashfield	1,844 3,163	881 895	2,725 4,058	12·2 11·8	Wales Aberdare	2,871	1,209	4,080	18-6
Wellingborough	2,441	1,028	3,469	14-1	Aberystwyth	853	364	1,217	10.6
Worksop	2,870	1,154	4,024	13.9	**Bargoed	3,944	1,457 162	5,401 516	20·2 13·9
					Barmouth Blaenauffestiniog	354 239	106	345	14.6
Yorkshire and Humberside **Barnsley	0.550		10.500	100	Brecon	468	169	637	8.9
Bradford	8,552 20,301	4,016 6,102	12,568 26,403	15-2 15-5	**Caernarvon **Cardiff	3,104 21,419	888 6,832	3,992 28,251	16·4 14·1
Bridlington **Castleford	1,467	532	1,999	18-8	Cardigan	460	176	636	17-6
**Dewsbury	5,946 7,450	2,634 2,492	8,580 9,942	13·2 14·9	Carmarthen Denbigh	820 490	381 212	1,201 702	6·8 10·2
**Doncaster	13,593	6,056	19,649	17-4	**Ebbw Vale	4,525	1,777	6,302	23.5
Driffield Filey	418	211	629	9.5	Fishquard	273	86	359	11-8
Goole	304 1,367	141 622	445 1,989	11·0 15·3	**Holyhead **Lampeter	3,213 1,050	1,088	4,301 1,392	22·4 24·0
Grimsby **Halifax	8,907	2,469	11,376	14-8	Llandeilo	306	141	447	13.9
Harrogate	7,406 2,082	2,590 808	9,996 2,890	13·2 7·9	Llandrindod Wells **Llandudno	638	305	943	12·5 13·9
Huddersfield	8,050	3,598	11,648	13.0	**Llandudno	2,670 4,804	1,118 1,966	3,788 6,770	18.0
**Hull Keighley	22,129	7,425	29,554	16.4	Llangollen	518	212	730	15.2
**Leeds	2,973 31,290	1,104 11,229	4,077 42,519	14·2 12·5	Llanrwst Machynlleth	227 226	75 67	302 293	11·5 16·9
Maltby	1,279	526	1,805	19.0	**Merthyr Tydfil	3,167	1,175	4,342	15.1
Malton **Mexborough	321 4,219	171 1,892	492 6,111	6.5	**Milford Haven	3,032	1,063	4,095	18.0
Northallerton	822	420	1,242	22·3 7·9	Monmouth **Neath	490 3,184	179 1,277	669 4,461	16·0 16·5
Pickering Richmond	312	161	473	5.8	**Newport	10,618	3,700	14,318	15.9
Ripon	686 377	394 208	1,080 585	11-4	Newtown Pembroke Dock	855 1,325	237 382	1,092 1,707	14·0 28·2
Rotherham	8,941	3,320	12,261	20-4	**Pontypool	5,476	2,124	7,600	14.8
Scarborough **Scunthorpe	2,522	1,121	3,643 11,133	13-8	**Pontypridd	7,876	3,332	11,208	15-7
Selhy	8,610 704	2,523 476	1,180	16·8 9·6	**Port Talbot **Pwllheli	9,295 906	3,498 409	12,793 1,315	15·9 14·1
**Sheffield Skipton	32,722	10,555	1,180 43,277 1,068	14-6	Rhyl	2,629	1,119	3,748	20.0
Thirsk	710 400	358 221	1,068	6·9 8·1	**Shotton	6,660	2,397	9,057	19-4
Todmorden **Wakefield	1,110	461	621 1,571 8,480	16.1	**Swansea Tenby	12,733 609	4,396 262	17,129 871	15·5 26·5
		2,470	8 480				40	175	18.0
Whitby York	6,010 968	279	1,247 7,015	11·5 22·1 8·3	Tywyn Welshpool	135 559	261	820	13-0

# 2.4 UNEMPLOYMENT\* Area statistics

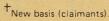
Unemployment in regions by assisted area status‡, in travel-to-work areas and in counties at April 14, 1983

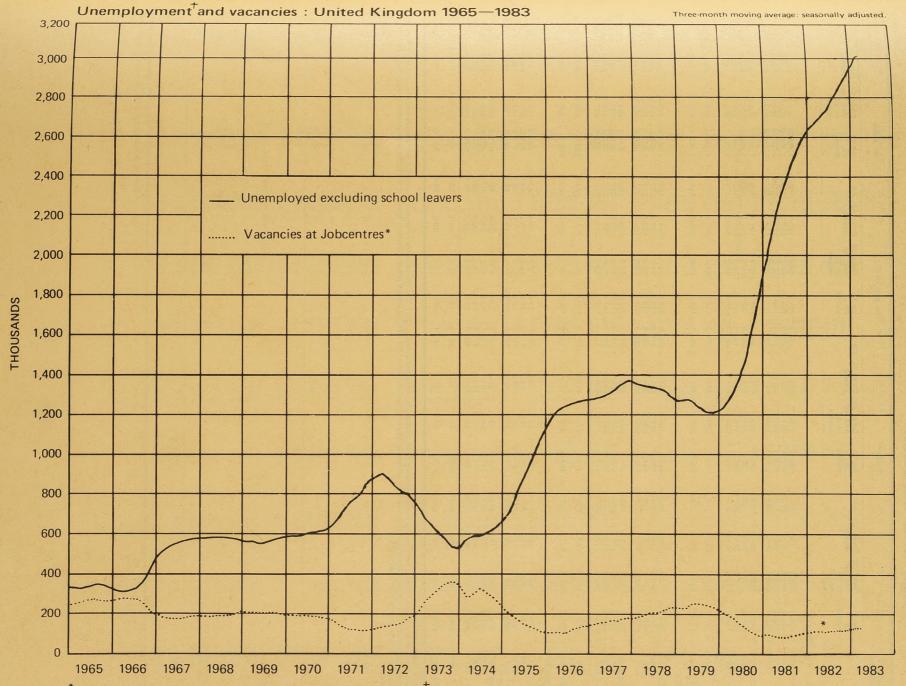
	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
				per cent					per c
Scotland	0.040	0.055			East Sussex	20,220	6,665	26,885	12.2
Aberdeen Anstruther	6,318 248	3,055 132	9,373	7·1 21·3	Essex Greater London (GLC area)	44,808 263,158	16,110 96,787	60,918 359,945	12.6
Arbroath	1,369	834	2,203	21.4	Hampshire	40,719	15,624	56,343	9·6 9·8
**Ayr Banff	5,390 527	2,153 219	7,543 746	16.1	Hertfordshire	23,427	8,890	32,317	7.7
**Bathgate	7,336	3,244	10,580	9·9 20·5	Isle of Wight Kent	4,312 47,527	1,762 17,845	6,074 65,372	14.5
Blairgowrie	524	245	769	15.8	Oxfordshire	11,916	5,413	17,329	12·2 8·3
Buckie Campbeltown	309 626	183 280	492 906	15·3 18·4	Surrey West Sussex	15,918 13,326	5,757	21,675	6.7
Castle Douglas	620	314	934	13.4		13,326	4,708	18,034	7.3
Cumnock	1,958	742	2,700	18.3	East Anglia				
Cupar **Dingwall	498 1,876	317 749	815 2,625	9·6 19·7	Cambridgeshire Norfolk	17,150 25,086	6,678 9,194	23,828	10.7
**Dumbarton	3,985	2,008	5,993	19-4	Suffolk	17,194	6,532	34,280 23,726	13·0 10·4
*Dumfries Dundee	2,828 10,766	1,405	4,233	12.2	South West				10 7
**Dunfermline	4,312	5,339 2,368	16,105 6,680	16·4 12·7	Avon	32,983	12,508	45,491	11.0
Donoon	388	201	589	13.0	Cornwall	16,212	6,657	22,869	11·0 16·4
*Edinburgh Elgin	22,209 1,519	9,514 902	31,723	11.0	Devon	32,075	14,160	46,235	13.7
Eyemouth	220	118	2,421 338	13·2 9·9	Dorset Gloucestershire	16,521 15,266	6,623 5,978	23,144 21,244	11.2
*Falkirk	7,633	3525	11,158	17-4	Somerset	10,352	4,543	14,895	10·1 9·8
Forfar Forres	721 342	461 325	1,182	11.9	Wiltshire	13,857	6,706	20,563	10.2
Fort William	913	580	667 1,493	20·2 19·2	West Midlands				
Fraserburgh	878	404	1,282	16-1	West Midlands Metropolitan	179,029	58,054	237,083	17.0
Galashiels Girvan	849 598	417 235	1,266	8-8	Hereford and Worcester	23,379	9,598	32,977	14.0
*Glasgow	70,783	25,623	833 96,406	18·5 16·5	Shropshire Staffordshire	15,668 37,834	5,904 16,383	21,572	15.8
*Greenock	5,738	2,496	8,234	17.0	†Warwickshire	14,850	6,129	54,217 20,979	13.9
Haddington Hawick	400 780	228 346	628	8.3	E			20,070	
Huntly	195	109	1,126 304	9·9 11·0	East Midlands Derbyshire	24.066	10.010	47.705	
Inverness	2,595	1,213	3,808	10.8	Leicestershire	34,966 29,307	12,819 10,810	47,785 40,117	11·7 10·9
*Irvine Kelso	7,394 435	2,797 210	10,191 645	24.1	Lincolnshire	19,687	7,857	27,544	13.7
Kilmarnock	4,214	1,669	5,883	11·8 17·0	Northamptonshire Nottinghamshire	19,024 39,615	6,956 13.937	25,980	12.1
*Kirkcaldy	6,324	3,099	9,423	14-1		33,013	10.557	53,552	12.3
*Lanark	618 1,589	177 932	795 2,521	12·5 18·4	Yorkshire and Humberside	00 500			
Lerwick	565	292	857	7.3	West Yorkshire Metropolitan South Yorkshire Metropolitan	90,536 69,306	32,680 26,365	123,216 95,671	13·4 16·2
Lochgilphead	205	116	321	10.5	Humberside	42,898	13,782	56,680	16.0
Montrose Nairn	946 268	572 135	1,518 403	11·8 14·2	North Yorkshire	14,876	7,105	21,981	9-2
Newton Stewart	424	191	615	16.4	North West				
*North Lanarkshire Oban	21,267	9,549	30,816	19-8	Merseyside Metropolitan	102,167	35,116	137,283	19.0
Paisley	488 10,935	258 4,446	746 15,381	10·4 16·5	Greater Manchester Metropolitan	100 000	40.000		
Peebles	360	170	530	11.8	Cheshire	130,682 36,776	46,622 14,393	177,304 51,169	14·6 13·6
Perth Peterhead	2,634 965	1,189	3,823	9.8	Lancashire	54,944	22,624	77,568	14.0
Portree	340	491 152	1,456 492	12·7 17·8	North				
Rothesay	394	175	569	24.1	Cleveland	41,902	13,164	55,066	20.5
Sanquhar St Andrews	232 376	126	358	18-1	Cumbria	15,621	7,525	23,146	12.0
Stirling Stirling	5,012	221 2,345	597 7,357	9·4 13·3	Durham Northumberland	31,135 9,222	10,678 4,219	41,813 13,441	17·5 13·5
Stornoway	1,505	434	1,939	22.5	Tyne and Wear Metropolitan	72,171	24,171	96,342	17.1
Stranraer Thurso	996 543	398 329	1,394 872	17·8 13·9					
Wick	876	388	1,264	14.6	Wales Clwyd	17,548	6,752	24,300	18-3
rthern Ireland					Dyfed	13,532	5,163	18,695	16.4
Armagh	2,004	750	2,754	21.6	Gwent	22,394	8,262	30,656	16.8
Ballymena	7,580	2,840	10,420	22.1	Gwynedd Mid-Glamorgan	9,549 24,274	3,304 9,562	12,853 33,836	16·4 16·8
Belfast Coleraine	36,851	14,439	51,290	16.7	Powvs	2,746	1,039	3,785	12.4
Cookstown	4,603 1,563	1,436 518		23·4 34·2	South Glamorgan	18,858	5,877	24,735	14.1
Craigavon	5,427	2,341	7,768	18.5	West Glamorgan	20,072	7,255	27,327	15.8
Downpatrick Dungannon	2,710 2,723	1,159	3,869	21.8	Scotland				40000
Enniskillen	3,127	896 1,115	3,619 4,242	33·3 26·1	Borders	2,644	1,261	3,905	10.0
Londonderry	9,109	2,623	11,732	28-0	Central Dumfries and Galloway	12,645 5,100	5,870 2,434	18,515 7,534	15·5 13·7
Newry Omagh	4,631	1,403	6,034	32·3 22·8	Fife	11,758	6,137	17,895	13-2
Strabane	2,102 2,870	828 725	2,930 3,595	22·8 38·9	Grampian	11,053	5,688	16,741	9.0
	7,5,5		0,333	30 3	Highlands Lothians	7,411 29,945	3,546 12,986	10,957 42,931	14·2 12·4
unties (by region) uth East					Orkneys	618	177	795	12.5
Bedfordshire	17,559	6,626	24,185	1.2	Shetlands	565	292	857	7·3 17·4
Berkshire	17,422	6,605	24,027	7.5	Strathclyde Tayside	135,952 16,960	53,680 8,640	189,632 25,600	14.6
Buckinghamshire	13,318	4,835	18,153	9.3	Western Isles	1,505	434	1,939	22.5

Note: Unemployment rates are calculated for areas which are broadly self-contained labour markets. In some cases rates can be calculated for single Jobcentre areas. Otherwise they are calculated for travel-to-work areas which comprise two or more Jobcentre areas. For the assisted areas and counties the numbers unemployed are for Jobcentre 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-1978 estimates of employees in employment plus the unemployed. National and regional rates are based on mid-1982 estimates.

\* New basis (claimants). See also footnotes to table 2-1.

<sup>\*\*</sup> Travel-to-work area consisting of two or more Jobcentre areas.
† A proportion of the unemployed is in a travel-to-work area associated with another county for the purpose of calculating an unemployment rate. For this reason a meaningful rate cannot be calculated.
‡ Assisted area status (as at August 1, 1982) is defined as "Special Development Area" (SDA), "Development Areas other than Special Development Areas" (other DA) and "Intermediate Areas" (IA).





# UNEMPLOYMENT Age and duration

			ID

UNITED	Under	25			25-54				55 and	over			All ages		455-4 515-9 626-9 784-6 905-1 1,070-5 1,169-6 989-3 1,106-8 357-6 490-6 615-1 716-9 790-4 848-4 918-3 810-2 908-4 109-5 136-2 169-5 188-2 220-1 221-2	
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE AND	FEMALE															
1981 Jan April July Oct	638·5 562·6 769·5 752·0	201·4 241·8 245·8 238·9		931·0 917·2 1,170·2 1,195·0	688·0 672·4 618·6 611·0	216·1 291·4 339·8 344·4	234·1 266·1 320·6 401·3	1,138·2 1,229·9 1,279·1 1,356·7	155·7 153·8 149·5 151·5	64·4 87·2 102·0 106·3	130·1 137·2 151·2 179·2	350·2 378·2 402·8 437·0	1,482-2 1,388-9 1,537-6 1,514-5	481·8 620·4 687·6 689·5	515-9 626-9	2,419·5 2,525·2 2,852·1 2,988·6
1982 Jan April July Oct	662·0 564·4 760·9 758·0	255-8 283-0 257-3 233-1	256·6 278·8	1,153·6 1,104·1 1,297·0 1,303·1	655·4 595·7 560·7 603·9	333·2 327·8 315·8 305·5	478·2 530·3 566·7 611·0	1,466·8 1,453·8 1,443·3 1,520·5	149·7 133·0 122·5 130·8	109·4 109·5 102·8 94·3	191·1 207·5 225·1 246·5	450·2 450·0 450·4 471·6	1,467·1 1,293·1 1,444·1 1,492·7	698·5 720·3 676·0 632·9	994·4 1,070·5	3,070-6 3,007-8 3,190-6 3,295-1
Oct * i	721-6	217-5	257-6	1,196-3	587-3	293-3	494.7	1,375-3	138-9	101-2	237.5	477-5	1,447.7	612·1 †	989·3 †	3,049.0
983 Jan	691-6	248-8	285.5	1,226.0	643.5	293-2	557-4	1,494-1	145-5	95-8	263-9	505-2	1,480-6	637-8	1,106-8	
MALE																
981 Jan April July Oct	383·0 342·0 442·8 428·7	117·9 148·6 155·3 150·1	58·5 74·3 102·6 137·5	559·4 564·9 700·7 716·4	510·5 495·5 444·3 431·4	152·8 213·0 254·2 252·4	184·3 211·2 254·4 319·1	847·6 919·7 952·8 1,002·9	138·0 136·8 132·9 133·8	56·7 77·2 90·8 94·8	114·7 121·0 133·6 158·5	309·3 335·1 357·3 387·1	1,031·4 974·4 1,020·0 993·9	327·4 438·9 500·2 497·3	406·5 490·6	1,716-4 1,819-8 2,010-8 2,106-4
982 Jan April July Oct	388·6 334·5 434·6 433·2	156·6 170·3 155·9 142·1	162·8 178·9 193·0 212·5	708·0 683·7 783·5 787·8	471·1 418·7 386·3 415·5	240·2 233·4 223·0 211·2	385·9 428·5 456·6 488·3	1,097·1 1,080·6 1,065·9 1,115·1	132·0 117·3 107·6 114·6	97·9 97·3 91·4 83·7	168·3 183·0 198·7 217·5	398·2 397·6 397·7 415·7	991·8 870·5 928·5 963·4	494·6 501·1 470·2 437·0	790·4 848·4	2,203·3 2,162·0 2,247·1 2,318·7
Oct * †	418-1	135-5	182-5	735-8	419-1	212-2	417.0	1,047-9	122-6	90-3	211-2	424.0	959-4	438·0 †	810·2 †	2,207-4
983 Jan	405.3	154-4	202-9	762-6	464-3	208-5	470-1	1,143-0	128-8	85-1	235-3	449-2	998-4	448-1	908-4	2,354.9
EMALE																
981 Jan April July Oct	255·5 220·6 326·6 323·3	83·5 93·2 90·5 88·7	32·6 38·4 52·4 66·5	371·6 352·2 469·5 478·6	177·5 176·9 174·4 179·6	63·3 78·3 85·7 92·0	49·8 54·9 66·2 82·2	290·6 310·2 326·2 353·8	17·8 17·0 16·7 17·8	7·7 10·0 11·3 11·4	15·4 16·1 17·6 20·7	40·9 43·1 45·6 49·9	450·8 414·5 517·6 520·6	154·4 181·5 187·4 192·2	109·5 136·2	703·1 705·5 841·3 882·3
982 Jan April July Oct	273·3 229·9 326·3 324·8	99·2 112·7 101·4 91·0	73·0 77·8 85·7 99·5	445.6 420.4 513.5 515.3	184·3 177·0 174·4 188·4	93·1 94·4 92·8 94·3	92·4 101·7 110·1 122·7	369·7 373·1 377·4 405·4	17·7 15·6 14·9 16·2	11·6 12·2 11·5 10·6	22·8 24·5 26·3 29·1	52·1 52·3 52·7 55·9	475·3 422·6 515·7 529·3	203·8 219·2 205·7 195·9	204·0 222·1	867-3 845-8 943-6 976-5
Oct *†	303-5	82.1	75-1	460-5	168-5	81-2	77-7	327-4	16-3	11-0	26-3	53.5	488-3	174·1 †	179·1 †	841-6
983 Jan	286-4	94.4	82-5	463-3	179-1	84.7	87-3	351-1	16-7	10.7	28-6	55-9	482-2	189.7	198-4	870-4

# UNEMPLOYMENT 2.7

UNITED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
									-
MALE AND FEMALE	200-2	245-6	485-2	538-7	315-8	283-8	163-8	186-4	Thousand 2,419.5
1981 Jan April	155-9	252.8	508-5	580-1	341.7	308.0	179.6	198-6	2,525-2
July	363·7 295·9	275·0 317·6	531·5 581·5	601·6 638·7	355·1 376·9	322·4 341·1	191·7 207·9	211·1 229·1	2,852·1 2,988·6
Oct									
1982 Jan	230·1 193·4	318·2 316·0	605·3 594·8	688·8 676·8	410·4 408·9	367·5 368·1	221·3 223·8	229·0 226·2	3,070·6 3,007·8
April	370.5	333.4	593.1	668-1	406.9	368-3	224.3	226.0	3,190.6
July Oct	274.0	381-3	647-8	703.5	428.9	388-0	236.4	235-2	3,295-1
Oct *	252.9	350.7	592-7	629-2	391.9	354-2	238-3	239-2	3,049.0
1983 Jan	221.7	369-8	634-4	682.9	429.1	382-1	254.0	251.1	3,225-2
1900		f number unem							Per cent
1981 Jan	8·3 6·2	10·2 10·0	20·1 20·1	22·3 23·0	13·1 13·5	11·7 12·2	6·8 7·1	7·7 7·9	100·0 100·0
April July	12.8	9.6	18-6	21.1	12.5	11.3	6.7	7.4	100.0
Oct	9.9	10.6	19-5	21.4	12-6	11-4	7.0	7.7	100.0
ann lan	7.5	10-4	19.7	22.4	13.4	12.0	7-2	7.5	100.0
1982 Jan April	6.4	10.5	19-8	22.5	13.6	12-2	7.4	7.5	100.0
July	11·6 8·3	10·4 11·6	18·6 19·7	20·9 21·3	12·8 13·0	11·5 11·8	7·0 7·2	7·1 7·1	100·0 100·0
Oct *	8.3	11.5	19-4	20.6	12.9	11.6	7.8	7.8	100.0
Oct *	6.9	11.5	19-7	21.2	13.3	11.8	7.9	7.8	100.0
1983 Jan	3.3				10.5	1.0	, 3	, 3	Thousand
MALE 1981 Jan	109-4	140-9	309-1	389-5	244.9	213-2	124-8	184-5	1,716·4
April	87.8	148.5	328.7	421.7	265.7	232-2	138-4	196.7	1,819-8
July Oct	197·6 163·2	159·7 180·8	343·4 372·4	434·6 457·8	275·4 289·9	242·8 255·2	148·4 160·3	208·9 226·8	2,010·8 2,106·4
Oct									
1982 Jan	128·5 110·3	186·0 186·5	393·6 386·9	501·0 489·7	319·1 315·8	277·0 275·1	171.6	226.6	2,203.3
April July	203.9	194.9	384.7	480-5	311.6	273.8	173·8 174·2	223·9 223·5	2,162·0 2,247·1
Oct	152-3	218-9	416.7	502-2	326-2	286.8	183-2	232.5	2,318-7
Oct *	141-9	203-5	390-4	464-3	313-3	270.3	185-9	238-1	2,207-4
1983 Jan	123-8	217-9	420-9	506-5	344-1	292.5	199-0	250-2	2,354-9
	Proportion o	f number unemp	oloyed						Per cent
1981 Jan	6.4	8·2 8·2	18·0 18·1	22·7 23·2	14·3 14·6	12·4 12·8	7.3	10.7	100.0
April July	9.8	7.9	17-1	21.6	13.7	12.1	7·6 7·4	10·8 10·4	100·0 100·0
Oct	7.7	8.6	17.7	21.7	13.8	12-1	7.6	10.8	100.0
1982 Jan	5.8	8-4	17.9	22.7	14.5	12-6	7-8	10.3	100-0
April	5.1	8.6	17-9	22·7 22·7	14.6	12.7	8.0	10.4	100.0
July Oct	9·1 6·6	8·7 9·4	17·1 18·0	21·4 21·7	13·9 14·1	12·2 12·4	7·8 7·9	9·9 10·0	100·0 100·0
Oct *	6.4	9.2	17-7	21.0	14.2	12.2	8-4	10.8	100.0
1983 Jan	5.3	9.3	17.9	21.5	14.6	12.4	8.5	10.6	100.0
				213	14.0	12.4	6.5	10.6	100-0
FEMALE 1981 Jan	90-8	104-7	176 1	140.1	70.0	70.0	00.0		Thousand
April	68-1	104.4	176·1 179·7	149·1 158·4	70·9 76·0	70·6 75·7	39·0 41·2	1·9 1·9	703·1 705·5
July Oct	166.0	115-3	188-1	167-0	79.7	79.5	43.3	2.2	841-3
	132.7	136-8	209-1	180-9	87.0	85.9	47.6	2.4	882-3
1982 Jan	101.6	132-2	211.8	187-8	91.3	90.5	49.7	2.4	867-3
April July	83·0 166·6	129·4 138·6	207·9 208·3	187·2 187·6	93·1 95·3	92·9 94·4	50·0 50·2	2.3	845-8
Oct	121.7	162-4	231.1	201.4	102.7	101.2	53.2	2·5 2·7	943·6 976·5
Oct *	111-0	147-2	202-3	164-9	78-6	83.9	52.4	1.1	841-6
1983 Jan	98-0	151-9	213-5	176-4	85.0	89-6	55-0	0.9	870-4
1981 Jan	Proportion o	f number unemp	oloyed						Per cent
April	12·9 9·7	14·9 14·8	25·0 25·5	21·2 22·5	10·1 10·8	10.0	5.5	0.3	100.0
July	19.7	13.7	22.4	19.9	9.5	10·7 9·4	5·8 5·1	0·3 0·3	100·0 100·0
Oct	15.0	15.5	23.7	20.5	9.9	9.7	5.4	0.3	100-0
1982 Jan	11.7	15-2	24-4	21.7	10.5	10-4	5.7	0.3	100-0
April July	9.8	15.3	24.6	22.1	11.0	11.0	5.9	0·3 0·3	100-0
Oct	17·7 12·5	14·7 16·6	22·1 23·7	19·9 20·6	10·1 10·5	10·0 10·4	5·3 5·4	0·3 0·3	100·0 100·0
Oct *	13.2	17.5	24.0						
1983 Jan	11.3	17.5		19.6	9.3	10.0	6.2	0.1	100.0
	11.3	17.5	24.5	20.3	9.8	10.3	6.3	0.1	100.0

<sup>\*</sup> New basis (claimants). See footnotes to table 2.1.

<sup>\*</sup> New basis (claimant). See footnotes to table 2·1.
† The duration figures for October 1982 on the new basis have been affected by industrial action in 1981. The consequent emergency computer procedures have caused an increase in the numbers in the 26 to 52 weeks category by about 40,000, with a corresponding reduction in the over 52 weeks group. The total figure for the latter is estimated at 1,029,000. January 1983 figures for those groups are unaffected.

UNIT	ED KINGDOM	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
	E AND FEMALE Jan April July Oct	183·2 157·5 196·3 160·5	108·6 136·9 189·1 170·7	288·4 249·5 354·8 332·0	328-3 286-7 266-4 279-7	573·7 558·2 531·0 571·6	481-8 620-4 687-6 689-5	455-4 515-9 626-9 784-6	Thousan 2,419.5 2,525.2 2,852.1 2,988.6
1982	Jan April July Oct	146·6 130·2 201·1 157·0	118·1 137·0 188·1 163·7	281·7 242·0 324·3 363·6	312·8 260:9 241·9 271·5	607·8 522·9 488·8 537·0		905·1 994·4 1,070·5 1,169·6	3,070-6 3,007-8 3,190-6 3,295-1
	Oct *†	196-0	166-3	350-2	242.4	492-5	612·1†	989-2†	3,049-0
983	Jan	195.7	115-3	259.7	297-2	612.7	637.8	1,106-8	3,225-2
		Proportion of nur	mber unemployed						Per ce
1981	Jan April July Oct	7·6 6·2 6·9 5·4	4·5 5·4 6·6 5·7	11·9 9·9 12·4 11·1	13.6 11.4 9.3 9.4	23-7 22-1 18-6 19-1	19·9 24·6 24·1 23·1	18-8 20-4 22-0 26-3	100·0 100·0 100·0 100·0
1982	Jan April July Oct	4·8 4·3 6·3 4·8	3·8 4·6 5·9 5·0	9·2 8·0 10·2 11·0	10·2 8·7 7·6 8·2	19·8 17·4 15·3 16·3	22·7 23·9 21·2 19·2	29·5 33·1 33·6 35·5	100·0 100·0 100·0 100·0
	Oct *	6.4	5.5	11.5	8.0	16-2 .	20·1†	32·4†	100-0
983	Jan	6.1	3.6	8-1	9.2	19-0	19-8	34.3	100.0
MALE 1981		120·3 110·5 119·9 106·3	75·0 94·0 117·7 108·1	205-8 172-6 229-0 208-0	231·3 196·0 181·9 185·6	398·9 401·3 371·5 385·8	327·4 438·9 500·2 497·3	357-6 406-5 490-6 615-1	Thousan 1,716-4 1,819-8 2,010-8 2,106-4
982	Jan April July Oct	94·4 85·9 120·1 103·6	81·0 92·0 114·8 105·5	196·6 161·0 205·8 224·5	211·7 171·3 160·3 179·5	408·1 360·3 327·5 350·4	494·6 501·1 470·2 437·0	716-9 790-4 848-4 918-3	2,203·3 2,162·0 2,247·1 2,318·7
	Oct *†	131.1	108-9	217-6	165-9	336-0	438·0†	810·2†	2,207-4
983	Jan	122-2	77-1	180-5	205-4	413-1	448-1	908-4	2,354-9
981	lan	Proportion of nur	mber unemployed 4·4	12.0	13.5	23-2	19-1	20.8	Per ce
	April July Oct	6·1 6·0 5·0	5·2 5·9 5·1	9·5 11·4 9·9	10·8 9·0 8·8	22·1 18·5 18·3	24·1 24·9 23·6	22·3 24·4 29·2	100·0 100·0 100·0
982	Jan April	4·3 4·0	3·7 4·3	8·9 7·4	9·6 7·9	18·5 16·7	22·4 23·2	32·5 36·6	100·0 100·0
	July Oct	5·3 4·5	5·1 4·5	9·2 9·7	7·1 7·7	14·6 15·1	20·9 18·8	37·8 39·6	100·0 100·0
	Oct *	5-9	4-9	9.9	7.5	15-2	19·8†	36·7†	100-0
983	Jan	5-2	3.3	7.7	8.7	17-5	19-0	38-6	100.0
<b>EMA</b> 981		62·8 47·0 76·3 54·1	33·6 43·0 71·4 62·6	82·6 76·9 125·8 124·0	97·0 90·7 84·5 94·1	174-9 156-9 159-5 185-8	154·4 181·5 187·4 192·2	97·8 109·5 136·2 169·5	Thousan 703-1 705-5 841-3 882-3
	Jan April July Oct	52·2 44·3 80·9 53·4	37·1 45·0 73·3 58·2	85·2 81·0 118·5 139·1	101-0 89-6 81-6 92-0	199·8 162·6 161·3 186·6	203·8 219·2 205·7 195·9	188·2 204·0 222·1 251·2	867·3 845·8 943·6 976·5
	Oct *†	65.0	57.5	132.7	76-6	156-5	174·1†	179·1†	841-6
983	Jan	73.5	38-2	79-2	91.7	199-6	189.7	198-4	870-4
981	Jan April July Oct	Proportion of num 8·9 6·7 9·1 6·1	4·8 6·1 8·5 7·1	11·7 10·9 15·0 14·1	13·8 12·9 10·0 10·7	24·9 22·2 19·0 21·1	22·0 25·7 22·3 21·8	13·9 15·5 16·2 19·2	Per ce 100·0 100·0 100·0 100·0
982	Jan April July Oct	6·0 5·2 8·6 5·5	4·3 5·3 7·8 6·0	9·8 9·6 12·6 14·2	11·6 10·6 8·6 9·4	23·0 19·2 17·1 19·1	23·5 25·9 21·8 20·1	21·7 24·1 23·5 25·7	100·0 100·0 100·0 100·0
	Oct *	7.7	6.8	15-8	9.1	18-6	20.7†	21·3†	100-0
083	Jan	8.4	4.4	9-1	10-5	22.9	21.8	22.8	100-0

<sup>\*</sup> New basis (claimants). See footnote to table 2-1.  $\dot{\tau}$  See footnote to table 2-5.

UNEMPLOYMENT\* 2.13

						A THE SECOND	and the same	Indiana continu						
	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE 1982 May 13 June 10	1,955 1,678	1,387 969	115 124	557 389	612 600	242 288	480 595	376 777	176 316	300 294	975 4,611	5,788 9,672		5 4
July 8 Aug 12 Sep 9	34,291 45,326 51,299	13,429 19,727 21,437	3,588 4,011 4,960	8,467 10,988 13,312	12,994 15,464 18,781	8,645 10,273 12,585	13,055 16,890 19,270	18,661 23,164 27,759	7,934 9,017 11,628	8,838 10,685 13,170	19,525 21,507 25,155	135,998 167,325 197,919		
Oct 14 Nov 11 Dec 9	8,819 3,651 2,456	4,698 1,948 1,094	520 233 277	1,509 740 749	2,091 1,343 390	1,301 729 488	2,249 1,072 591	3,064 1,630 465	1,269 704 462	1,195 691 298	4,019 2,062 401	26,036 12,855 6,577	3,072 391 —	29,108 13,246 6,577
1983 Jan 13 Feb 10 Mar 10	7,363 1,690 658	3,387 1,093 343	751 90 41	2,976 431 144	2,206 296 182	1,393 302 104	1,982 278 159	1,739 349 220	536 141 77	1,052 117 79	1,163 352 198	21,161 4,046 1,862	696 	21,857 4,046 1,862
April 14	22,786	11,303	1,635	6,050	7,051	5,940	7,662	7,980	2,390	6,018	6,746	74,258	900	75,158

Note: \* New basis (claimants) Students seeking vacational employment are not included in the statistics of the unemployed. Figures on the new basis (claimants) not available prior to May 1982, and not available for Northern Ireland prior to October 1982.

\*\* Included in South East.

Temporarily stopped: regions 2.14

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE 1982 April 15 May 13 June 10	2,775 1,882 1,877	930 652 748	317 250 243	962 805 566	4,138 3,565 2,033	1,307 1,050 810	4,559 2,584 2,335	2,165 2,702 1,936	778 614 461	663 363 303	2,400 1,861 1,657	20,064 15,676 12,221	1,751 1,255 1,786	21,815 16,931 14,007
July 8 Aug 12 Sep 9	1,911 1,449 1,609	719 580 503	208 275 174	460 352 475	1,906 2,156 3,577	695 1,307 815	2,185 1,963 1,894	1,365 1,580 2,021	588 434 597	329 409 398	2,643 2,293 1,898	12,290 12,218 13,458	1,202 1,100 1,438	13,492 13,318 14,896
Oct 14	1,292	388	247	574	2,779	908	2,406	1,530	1,184	451	2,494	13,865	1,379	15,244
Oct 14† Nov 11 Dec 9	1,264 1,462 1,706	318 389 433	259 194 393	434 1,082 1,037	3,282 2,306 2,759	1,802 1,509 1,572	2,289 1,819 2,057	1,841 1,639 2,461	780 676 871	470 401 601	2,564 2,731 2,687	14,985 13,819 16,144	1,379 1,369 1,266	16,364 15,188 17,410
983 Jan 13 Feb 10 Mar 10	2,009 1,724 1,752	487 538 601	333 283 416	887 1,307 1,072	2,313 5,089 3,738	2,052 2,298 1,946	2,335 4,685 2,777	2,023 1,870 1,551	1,732 977 854	701 748 1,033	3,380 3,182 2,466	17,765 22,163 17,605	1,800 2,155 1,620	19,565 24,318 19,225
April 14	1,265	469	187	1,425	4,818	1,637	1,942	1,385	730	689	1,965	16,043	1,281	17,324

Note: Temporarily stopped workers are not included in the statistics of the unemployed.

\*\* Included in South East.
† Computerised count of claimants

#### UNEMPLOYMENT Selected countries: national definitions

#### THOUSAND

Numbers   Section   Sect		Switzer-	Sweden*	Spain*	Norway*	Nether-	Japan¶	Italy	Irish	Greece*	Germany	France*		Canada x	Bel-	Austria*	Austra-	(ingdom†	United I	
Annual averages 1978	Statesxx	land*				lands*3			Republic		(FR)*		mark§		gium‡		lia xx	school	school	
1979   1,226   1,227   2,016   5.77   2,04   93.9   150   1,350   1,65   3.2   0.0   1,653   1,00   24.1   1,00   24.1   1,00	6,047	10.5	94	817	20:0	206	1.240	1.529	99	31	993	1.167	190	911	282	59	402	1,299		Annual averages
1982 QT	5,963 7,449 8,211 10,678	10·3 6·2 5·9 13·2	88 86** 108	1,037 1,277 1,566	24·1 22·3 28·4	210 248	1,170 1,140 1,259	1,653 1,778 1,979	90 101 128	32 37 41	876 900 1,296	1,350 1,451 1,773	159 180 241	867 898	322 392	53 69	406 390	1,227 1,561 2,420	1,296 1,665 2,520	1980 1981
Onthly    2,899   2,796   459   68   457   1,388   236   1,844   1,787   32   161   2,303   1,300   -	10,284 10,267 10,814 11,349	10·3 10·3 12·2 20·0	120 158	1,793 1,834 R	33·5 40·3	735	1,380 1,320	2,308 2,340	149 159	41 33	1,669 1,792	1,894 1,981	245 230	1,259 1,372	445 460	81 72	445 472	2,699 2,804	2,796 2,939	982 Q1 Q2 Q3
982 Aúg 2,899 2,796 459 69 457 1,388 236 1,944 1,797 32 161 2,303 1,300 — 45:1 1,827 166 12:   Sep 3,066 2,862 506 79 460 1,343 247 2,099 1,820 33 160 2,427 1,340 697 41-8 1,870 176 13:   Oct 3,049 2,875 537 104 466 1,388 255 2,177 R 1,920 39 R 165 2,492 1,390 710 45:2 1,967 127 16:   Nov 3,089 2,916 674 126 466 1,388 255 2,177 R 1,920 39 R 165 2,492 1,390 710 45:2 1,967 127 16:   Nov 3,089 2,916 674 136 444 1,484 277 2,131 2,233 83 160 2,586 1,350 765 62 2,085 1,340 20:   Per Sep 3,097 2,966 674 136 444 1,484 277 2,131 2,233 83 160 2,586 1,350 765 62 2,085 1,360 765 62 2,085	12,259		150			774		2,729	188	84	2,470	2,076		1,614	504	172		3,074	3,199	983 Q1
Feb	10,710 10,695 10,942 11,476 11,628	12·3 13·6 16·2 20·3 23·6	176 127 134	1,870 1,967 2,065	41·8 45·2 50·2	697 710 730	1,340 1,390 1,340	2,427 2,492 2,551	160 165 170	33 39 R 62 R	1,820 1,920 2,038	2,099 2,177 R 2,161	247 255 265	1,343 1,388 1,438	460 466 474	79 104 128	506 537 552	2,862 2,875 2,916	3,066 3,049 3,063	982 Aug Sep Oct Nov
The state of the	12,517 12,382 11,879	27·9 27·8	155			779		2,746	188 189	86 75	2,536 2,387	2,080	319	1,585	509	181	692	3,076 3,060	3,199 3,172	Feb Mar
Separate	10-8	0.9	3.4	17·0 e	3.4	16.4	2.9	12·2 p	15.2	4.6	9.2	10-5	12-2	13.9	18.4	5.3	10.1		13-3	
182 Q1																)	ADJUSTED	SONALLY	ED, SEA	
Dothly  182 Aug	9,632 10,369 11,025 11,839		131 R 149 R		36·8 42·9	722	1,370 R 1,370	2,097 1,986	150 162	49 48	1,785 R 1,919 R	2,003 2,043	251 250	1,244 R 1,452 R	459 471	107 122	450 490 R	2,743 2,838		082 Q1 Q2 Q3
82 Aug 2,832 481 R 123 469 1,456 250 2,046 1,904 R 48 162 1,310 - 44.8 152 R Sep 2,866 515 R 126 476 1,470 R 257 2,045 1,998 48 165 1,430 696 45.0 162 R Oct 2,885 570 R 115 465 1,513 R 258 2,046 2,035 R 51 168 2,083 1,450 708 47.0 128 R Nov 2,906 601 R 112 457 1,515 R 262 2,039 2,072 R 57 171 1,380 722 50.5 138 R Dec 2,949 638 R 113 460 1,533 263 2,028 2,087 R 67 176 1,420 736 58.5 144 R R 183 Jan 2,983 640 104 477 1,481 269 2,019 2,127 64 181 1,590 R 745 59.9 R 128 R Feb 3,001 112 R 496 1,497 2,020 2,215 64 184 1,550 756 62.3 153 Apr 3,026 131 504 1,515 2,014 2,259 R 60 e 187 769 155 2,294	11,439		145			757			184	63	2,200	2,018		1,498	492	116		3,003		983 Q1
Feb 3,001 112 R 496 1,497 2,020 2,215 64 184 1,550 756 62·3 153 Mar 3,026 131 504 1,515 2,014 2,259 R 60 e 187 769 155 Apr 3,021 2.294 2.2	10,931 11,315 11,576 11,906 12,036		162 R 128 R 138 R		45·0 47·0 50·5	696 708 722	1,430 1,450 1,380	2,083	165 168 171	48 51 57	1,998 2,035 R 2,072 R	2,045 2,046 2,039	257 258 262	1,470 R 1,513 R 1,515 R	476 465 457	126 115 112	515 R 570 R 601 R	2,866 2,885 2,906		982 Aug Sep Oct Nov
ttest month 12·7 9·2 4·6 18·3 12·6 10·3 10·5 9·4 3·7·e 15·0 9·1 2·7 16·5 3·2 3·5 ttest three months hange on previous	11,446 11,490 11,381		153			756			184	64	2,215 2,259 R	2,020	269	1,497	496	112 R	640	3,001 3,026		Feb Mar
hange on previous	10.3		3.5		3.2	16.5	2.7	9·1	15.0	3.7 e	9.4	10-5	10.3	12.6	18-3	4.6	9-2	12.7		itest month
100 +100 +100 +100 +000 +000 +000 +000	-0.3		+0.2		+0.6	+0.8	+0.2	+0.3	+1.0	+0.2	+0.7	-0.1	+0.4	-0.2	+1.2	+0.1	+1.5	+0.3		

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:

Employment Gazette). There are two main methods of collecting unemployment statistics:

(i) by counts based on registration or insurance systems.

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

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

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

† New basis (claimants) – see footnotes to table 2-1.

Insured unemployed. Rates are calculated as percentages of total insured population. Labour force sample survey. Rates are calculated as percentages of total labour force.

Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force. Seasonally adjusted figures are available only for the first month of each quarter and taken from OECD sources. Numbers registered at employment offices. From 1977 includes unemployed insured for loss of part-time work. From January 1979 includes an allowance for persons partially unemployed during the reference period. Rates are calculated as percentages of the total labour force. XX Labour force sample survey. Rates are calculated as a percentage of the civilian labour force. (3) Netherlands the definition of registered unemployment has changed as of Jan 1983. The new series is not available for the past and there is a break in the series.

# UNEMPLOYMENT AND VACANCIES 2.19

THOUSAND

GREAT BRITAIN	UNEMPL	OYMENT	52/03							VACANO	IES	
GHEAT	Inflow		10.000	Outflow			Excess	of inflow over	outflow	Inflow	Outflow	Excess of inflow over
	Male	Female	AH	Male	Female	All	Male	Female	All			outflow
1978 April 13 May 11 June 8	Seasonal 194 193 193	88 89 89	282 282 282 282	3 months ende 200 198 198	89 89 88	289 287 286	-6 -5 -5	-1 1 1	-7 -5 -4	217 217 221	211 213 216	6 4 5
July 6	192	89	280	198	88	286	-6	0	-6	225	219	5
Aug 10	190	89	279	196	88	284	-6	1	-5	227	222	5
Sep 14	187	89	276	196	90	285	-9	-1	-9	229	224	5
Oct 12	186	90	276	196	90	286	-10	0	-10	232	225	7
Nov 9	184	90	275	197	92	288	-12	-2	-14	234	228	6
Dec 7	183	90	273	196	92	287	-12	-1	-14	234	230	4
1979 Jan 11	186	89	275	192	91	282	-6	-2	-7	226	227	-1
Feb 8	189	88	277	184	89	272	5	-1	4	219	222	-3
Mar 8	188	88	276	182	87	269	7	1	7	215	217	-3
April 5	182	88	270	184	87	271	-2	1	-1	223	221	2
May 10	177	88	264	190	88	278	-13	0	-13	231	225	7
June 14	176	89	265	190	89	279	-14	0	-14	238	230	8
July 12	176	90	266	188	89	276	-12	1 1 2	-11	238	234	4
Aug 9	177	91	268	186	90	276	-9		-8	236	238	-2
Sep 13	176	92	268	184	90	274	-8		-6	232	237	-4
Oct 11 † Nov 8 † Dec 6 †	176 176 179	93 93 95	269 268 274	179 175 176	91 90 90	270 265 267	-3 2	2 3 5	-1 3 7	228 225 224	234 230 233	-6 -5 -9
1980 Jan 10	184	97	280	177	90	267	7	7	13	214	227	-13
Feb 14	190	100	290	175	91	266	15	9	24	207	222	-15
Mar 13	194	102	296	174	92	266	20	10	31	202	215	-14
April 10	199	105	303	173	94	267	25	11	36	201	212	-11
May 8	202	106	308	173	95	268	29	11	40	197	208	-11
June 12	204	107	311	169	95	263	36	12	48	188	199	-11
July 10	210	110	320	168	95	263	42	15	58	181	194	-13
Aug 14	217	112	328	169	94	263	47	17	65	171	183	-11
Sep 11	226	114	340	171	94	265	55	20	75	167	176	-10
Oct 9	233	115	348	174	95	270	59	20	78	160	168	-8
Nov 13	242	117	359	176	97	273	65	21	86	154	161	-7
Dec 11	245	117	362	176	97	274	69	20	88	149	152	-4
1981 Jan 15	243	117	360	179	98	276	65	20	84	154	155	-1
Feb 12	238	117	356	179	99	278	60	18	78	152	153	-1
Mar 12	232	116	348	177	100	277	55	16	71	148	151	-3
April 9	229	115	343	176	101	277	53	14	66	140	143	-3
May 14	227	113	340	176	101	277	51	12	63	139	142	-3
June 11 e	228	114	341	182	103	285	46	11	56	142	147	-5
July 9 e §	220	110	331	175	99	274	45	12	57	143	144	-1
Aug 13 e §	209	105	314	172	91	263	38	14	52	147	144	3
Sep 10 §	202	104	305	168	87	254	34	17	51	151	145	6
Oct 8 §	204	108	312	176	90	266	28	18	46	155	151	4
Nov 12 §	212	115	325	191	102	293	21	13	33	157	154	3
Dec 10 §	216	118	334	203	111	314	13	7	20	158	155	4
1982 Jan 14 §	222	118	340	208	113	321	15	4	19	163	161	2
Feb 11 §	221	118	339	208	114	322	13	5	18	166	165	1
Mar 11	218	118	337	210	112	322	9	6	15	166	167	-1
April 15	214	120	333	210	114	324	3	6	9	163	164	-1
May 10	215	120	335	206	114	319	9	6	15	162	164	-2
June 10	220	122	342	201	114	315	19	7	26	162	164	-2
July 8	224	127	350	204	119	324	19	7	26	163	162	1
Aug 12	224	127	351	208	118	327	16	8	25	165	161	3
Sep 9	227	130	357	209	118	327	18	12	31	163	162	1
Oct 14	227	127	354	210	113	323	18	13	31	161	160	2
Oct 14 Nov 11 Dec 9	Unad 262 248 227	justed* 134 120 102	395 368 329	257 217 180	144 117 102	401 334 282	5 31 47	-10 3 0	-6 34 47	161 161 165	160 160 161	2 1 4
983 Jan 13	208	108	316	142	79	221	66	29	95	169	168	1 2 -
Feb 10	217	110	327	232	113	345	-15	-3	-19	173	171	
Mar 10	205	100	305	221	107	328	-16	-7	-23	172	171	
April 14 ††	209	102	311	235	103	338	-27	-1	-28	173	170	3

<sup>†</sup> The unemployment flow statistics, old basis (registrations), and the vacancies flows statistics are described in *Employment Gazette*, June 1980, pp. 627-635; they relate to Jobcentres only. While the coverage of the flow statistics differs from the published totals of unemployed excluding school leavers, and of vacancies notified to Jobcentres, the movements in the respective series are closely related.

The figures for unemployment flows on the new basis (claimants) exclude school leavers and a minority still covered by clerical counts in Benefit offices. A seasonally adjusted series cannot yet be estimated.

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 41/3 week month.

The October 1979 monthly figures for those leaving the register have been increased to allow for the effect of fortnightly payment of benefit.

\*\*The October 1979 monthly figures for those leaving the register have been increased to allow for the effect of the fortnightly payment of benefit.

VACANCIES
Regions: notified to Jobcentres: seasonally adjusted \*

	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1978 April 7	85·0	46·0	6·2	11·8	12·3	12·6	15·3	15·5	10·1	8·0	21·0	197·6	1·8	199-4
May 5	88·6	47·9	6·4	12·2	12·3	12·9	14·1	15·7	10·1	7·9	21·2	201·3	1·8	203-1
June 2	92·3	50·3	6·2	13·2	13·0	13·4	14·7	16·0	10·4	8·1	21·1	208·4	1·8	210-2
June 30	93·6	50·5	6·2	13·6	12·9	13·5	15·1	15·5	9·9	8·4	21·4	210·3	1·7	212·0
Aug 4	94·3	49·3	6·2	13·9	12·8	13·5	15·0	16·6	10·4	8·2	20·7	211·9	1·6	213·5
Sep 8	100·8	55·0	6·8	13·8	13·5	14·4	15·7	17·0	10·5	8·7	20·5	222·0	1·5	223·5
Oct 6	104·4	56·8	7·1	15·0	14·0	15·6	15·4	18·0	10·8	8·9	21·4	230·7	1·4	232·1
Nov 3	104·8	56·1	7·2	15·5	14·3	15·9	15·8	18·4	11·0	8·8	20·6	232·7	1·4	234·1
Dec 1	106·1	56·3	7·1	15·4	14·2	16·0	16·3	18·5	11·1	8·8	20·8	234·4	1·4	235·8
1979 Jan 5	106·3	55·1	7·1	15·6	14·2	16·2	16·3	18·5	10·5	8·3	21·1	233·7	1·3	235·0
Feb 2	106·5	56·0	6·9	15·9	13·2	14·8	15·2	17·9	10·2	8·6	20·5	228·9	1·2	230·1
Mar 2	108·6	56·9	6·8	14·5	13·5	14·8	15·7	18·6	10·3	9·0	19·8	231·4	1·2	232·6
Mar 30	111·1	58·2	7·9	16·2	15·3	16·3	16·3	20·1	10·6	8·9	20·4	242·6	1·4	244·0
May 4	112·9	58·2	7·9	17·5	15·7	16·2	17·3	20·4	10·9	10·4	22·1	251·1	1·4	252·5
June 8	115·1	58·4	8·9	18·3	15·9	16·0	17·4	21·1	11·4	10·7	22·5	257·4	1·3	258·7
July 6	114·3	57·8	8·8	17·7	15·6	15·8	16·7	20·7	11·6	10·4	22·1	253·6	1·4	255·0
Aug 3	109·3	54·7	8·6	17·1	15·5	15·4	16·8	20·5	10·7	10·2	22·3	247·5	1·3	248·8
Sep 7	108·5	53·9	8·3	17·7	14·9	15·4	16·1	20·6	10·3	9·7	22·5	244·0	1·3	245·3
Oct 5	106·5	53·0	8·3	17·5	14·0	14·7	15·7	19·5	10·0	9·8	21·9	237·8	1·3	239·1
Nov 2	105·0	52·6	8·3	16·5	14·0	14·3	14·9	18·7	9·7	9·5	21·8	232·9	1·3	234·2
Nov 30	99·4	50·4	7·8	15·8	13·2	12·9	13·2	17·2	9·4	9·0	21·0	218·6	1·3	219·9
1980 Jan 4	92·8	47·2	7·1	14·5	12·4	12·1	12·3	16·2	8·7	8·4	19·8	203·9	1·2	205·1
Feb 8	86·7	44·4	6·6	14·0	11·5	11·5	11·5	15·1	7·8	7·7	19·2	191·6	1·2	192·8
Mar 7	81·1	40·8	6·2	14·3	10·8	10·6	10·5	14·2	7·4	7·3	18·5	180·4	1·3	181·7
April 2	76·2	38·6	5·6	12·6	9·7	9·4	9·8	13·7	6·9	6·9	17·6	168·0	1·2	169·2
May 2	71·5	35·8	5·6	12·0	9·0	8·8	8·8	13·1	6·7	6·7	17·5	159·5	1·2	160·7
June 6	65·0	33·0	5·0	10·4	8·0	8·5	7·9	11·6	6·1	6·1	16·8	145·8	1·1	146·9
July 4	56·4	28·6	4·3	9·5	6·9	7·1	7·2	9·8	5·4	5·5	15·7	127·9	1·0	128·9
Aug 8	51·5	26·0	4·1	8·4	6·2	6·9	6·2	9·4	5·3	5·1	15·6	119·7	1·0	120·7
Sep 5	48·3	24·4	3·8	7·8	5·8	5·7	5·7	8·8	5·1	5·2	15·1	111·4	0·8	112·2
Oct 3	43·3	21·2	3·4	7·0	5·6	4·9	5·6	8·0	4·7	4·7	13·6	100·9	0·8	101·7
Nov 6	38·9	18·7	3·2	7·1	5·2	4·9	5·6	8·1	4·6	4·6	13·7	96·0	0·7	96·7
Dec 5	38·7	18·4	3·3	7·6	5·3	5·1	6·1	8·4	4·7	5·0	14·3	98·3	0·8	99·1
1981 Jan 9	40·8	19·3	3·7	7·9	5·1	5·4	6·0	8·6	4·5	4·9	13·9	100·3	0·8	101·1
Feb 6	37·4	17·2	3·7	7·9	5·0	5·0	5·7	8·8	4·4	5·4	13·6	97·0	0·7	97·7
March 6	37·1	17·4	3·5	7·4	5·4	5·4	5·6	9·1	4·2	5·2	12·7	95·3	0·6	95·9
April 3	35·5	16·5	3·5	7·6	5·7	5·5	5·1	8·9	4·3	5·1	11·9	92·7	0·7	93·4
May 8	33·1	15·7	3·1	6·8	5·9	6·2	5·0	8·5	4·1	5·2	11·7	89·5	0·6	90·1
June 5	31·6	14·9	2·9	5·0	5·4	5·9	4·9	8·0	3·9	4·7	11·4	84·1	0·6	84·7
July 3	34·9	16·9	2·9	6·7	6·2	6·6	5·1	9·0	4·0	4·8	11·9	92·2	0·7	92·9
Aug 7	38·2	18·9	3·1	7·9	6·3	6·1	5·6	8·4	4·1	5·3	11·9	97·8	0·7	98·5
Sep 4	37·9	18·8	3·3	8·2	6·4	5·9	5·9	8·0	4·2	5·1	11·9	97·0	0·8	97·8
Oct 2	37·5	18·2	3·6	8·3	6·6	5·6	6·4	9·0	4·7	5·1	13·0	99·8	0·8	100·6
Nov 6	38·1	18·3	4·1	9·1	6·7	5·5	6·5	9·2	4·9	5·5	13·8	103·4	0·9	104·3
Dec 4	39·1	18·3	4·6	9·2	6·8	6·0	6·8	9·8	4·9	5·5	13·9	106·5	1·0	107·5
1982 Jan 8	41·2	19·6	4·8	9·6	6·8	6·5	7·3	10·0	4·9	5·6	14·4	110·7	0.9	111·6
Feb 5	42·3	19·7	5·2	9·4	6·6	6·3	7·2	9·9	5·7	5·5	13·9	112·1	0.9	113·0
Mar 5	42·3	19·9	4·4	9·5	6·3	6·8	7·5	9·7	5·5	5·7	12·5	109·8	0.8	110·6
Apr 2	41·6	20·1	4·7	9·1	6·4	7·1	7·0	10·2	5·2	5·9	12·1	108·9	0·8	109·7
May 7	39·1	19·2	3·5	9·4	6·7	7·3	7·1	10·1	4·9	5·5	12·3	105·8	0·8	106·6
June 4	38·3	17·9	3·7	8·8	6·6	7·0	6·7	9·8	4·7	5·4	12·9	104·4	0·8	105·2
July 2	42·3	20·2	3·8	9·9	7·0	6·8	6·7	10·4	4·7	5·6	13·2	110·4	1·0	111·4
Aug 6	44·1	21·9	3·7	9·8	7·0	7·0	6·8	9·9	4·8	5·5	13·5	112·9	1·1	114·0
Sep 3	40·0	20·0	3·6	9·8	6·7	7·3	6·8	9·2	4·7	5·4	12·6	106·2	1·1	107·3
Oct 8	41·1	21·0	3·8	11·1	7·5	7·2	6·4	10·7	5·3	6·1	13·5	112·7	1·2	113·9
Nov 5	41·2	19·9	3·8	11·2	7·4	6·8	6·8	11·1	5·4	6·1	13·6	113·2	1·2	114·4
Dec 3	41·8	19·7	4·1	10·9	7·4	7·2	7·3	12·0	5·6	6·0	14·3	116·4	1·2	117·6
1983 Jan 7	43·6	20·1	4·6	11·2	7·6	7·4	8·2	11.9	5·4	6·1	15·2	120·8	1·2	122·0
Feb 4	45·3	20·5	4·7	10·9	8·0	7·1	8·7	11.8	5·8	5·9	14·8	122·9	1·1	124·0
Mar 4	45·0	20·2	4·9	11·0	8·4	8·2	8·8	13.0	5·6	6·1	14·6	125·0	1·1	126·1
Apr 8	46.6	20.3	4.8	11.5	9.8	8.4	8.8	14.5	6.5	6.7	16.1	133-4	1.1	134.5

Note: The figures relate only to the number of vacancies notified to Jobcentres and remaining unfilled and include some that are suitable for young persons. \*The series from January 1978 onwards have been calculated as described on page 155 of the March 1981 issue of Employment Gazette. †Included in South East.

# Regions: notified to Jobcentres and careers offices 3.2

		Care Company	April 1		marks to the									THOUSAND
	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
	Notified	to Jobcen	tres				7	/ -						
1981 April 3	36·3	16·7	3·3	8·9	6·0	5·5	5·4	9·7	4·6	6·1	13·0	98·9	0·7	99·6
May 8	39·2	18·3	3·8	9·0	6·4	6·9	5·8	10·1	4·8	6·5	13·5	105·9	0·7	106·6
June 5	39·1	18·4	3·6	8·2	5·7	6·4	6·2	9·4	4·6	6·0	13·1	102·3	0·7	103·0
July 3	36·8	17·3	3·3	7·5	5·8	6·4	5·7	8·8	4·3	5·2	12·4	96·3	0·7	97·0
Aug 7	36·3	16·7	3·3	8·0	6·3	5·9	5·7	8·6	4·3	5·2	12·2	95·9	0·7	96·6
Sep 4	41·0	19·6	3·9	8·5	6·9	5·8	6·4	8·7	4·6	5·3	13·1	104·2	0·8	104·9
Oct 2	42·5	21·3	3·8	7·9	7·0	6·0	6·9	9·4	4·8	4·8	13·4	106·4	0·8	107·2
Nov 6	37·9	18·9	4·1	7·7	6·7	6·0	6·2	8·8	4·5	4·7	13·5	100·1	0·9	100·9
Dec 4	33·9	16·1	4·1	7·0	6·2	5·5	5·8	8·2	4·1	4·4	12·3	91·4	0·8	92·2
1982 Jan 8	34·2	16·7	4·0	7·0	6·2	5·7	6·1	8·5	4·2	4·5	11·3	91·7	0·8	92·4
Feb 5	36·3	17·6	4·3	8·0	6·2	6·1	6·3	8·8	5·1	4·8	12·1	97·9	0·8	98·7
Mar 5	38·5	18·2	4·0	9·7	6·4	6·6	6·9	9·4	5·5	5·6	12·2	104·7	0·9	105·6
April 2	42·4	20·3	4·5	10·4	6·7	7·1	7·3	11·1	5·5	7·0	13·1	115·1	0·9	116·0
May 7	45·2	21·8	4·3	11·5	7·2	8·0	7·9	11·7	5·5	6·9	14·2	122·4	0·9	123·3
June 4	45·8	21·4	4·4	12·0	6·9	7·6	8·0	11·2	5·4	6·7	14·7	122·7	1·0	123·7
July 2	44·1	20·6	4·2	10·6	6·6	6·6	7·3	10·2	5·0	6·0	13·7	114·3	1·0	115·3
Aug 6	42·1	19·6	4·0	9·9	7·0	6·8	6·9	10·0	5·0	5·5	13·9	111·0	1·1	112·0
Sep 3	43·3	20·8	4·1	10·2	7·2	7·3	7·2	9·9	5·0	5·6	13·8	113·5	1·1	114·6
Oct 8	46·0	24·0	4·0	10·6	7·8	7·6	6·9	11·1	5·4	5·8	13·8	119·1	1·2	120·3
Nov 5	41·0	20·5	3·7	9·8	7·4	7·3	6·6	10·7	5·1	5·3	13·3	110·0	1·1	111·1
Dec 3	36·7	17·6	3·6	8·8	6·8	6·7	6·3	10·4	4·8	4·9	12·7	101·5	1·0	102·5
1983 Jan 7	36·6	17·2	3·8	8·6	7·0	6·6	7·0	10·3	4·8	5·0	12·2	101·8	1·0	102·9
Feb 4	39·3	18·3	3·9	9·5	7·6	6·8	7·7	10·8	5·1	5·1	13·0	108·7	1·0	109·8
Mar 10	41·2	18·5	4·4	11·2	8·5	8·0	8·2	12·6	5·6	6·0	14·4	119·9	1·2	121·1
April 8.	47-4	20.5	4.6	12-8	10-1	8-4	9-1	15.4	6.8	7.8	17-1	139-6	1.2	140.8
	Notified	to careers	offices											
1981 April 3	2·1	1·1	0·1	0·3	0·5	0·3	0·2	0·3	0·1	0·1	0·2	4·3	0·1	4·4
May 8	3·7	2·2	0·3	0·3	0·6	0·4	0·3	0·3	0·2	0·1	0·4	6·7	0·1	6·7
June 5	3·3	2·1	0·2	0·3	0·6	0·3	0·4	0·3	0·2	0·1	0·3	6·1	0·1	6·1
July 3	2·2	1·2	0·2	0·3	0·7	0·3	0·4	0·2	0·2	0·1	0·4	5·0	0·1	5·1
Aug 7	2·3	1·2	0·2	0·3	0·7	0·3	0·4	0·2	0·2	0·2	0·3	4·9	0·1	5·0
Sep 4	2·5	1·3	0·2	0·3	0·7	0·3	0·4	0·3	0·2	0·1	0·2	5·2	0·1	5·3
Oct 2	2·7	1·5	0·2	0·2	0·7	0·4	0·4	0·3	0·1	0·1	0·2	5·2	0·2	5·4
Nov 6	2·2	1·3	0·1	0·2	0·6	0·3	0·3	0·2	0·2	0·1	0·2	4·4	0·1	4·5
Dec 4	1·8	1·0	0·1	0·1	0·3	0·2	0·3	0·2	0·2	0·1	0·2	3·4	0·1	3·6
1982 Jan 8 Feb 5 Mar 5	2·1 2·4 2·7	1·1 1·3 1·6	0·1 0·2 0·2	0·2 0·4 0·3	0·5 0·5 0·6	0·3 0·4 0·4	0·3 0·4 0·4	0·3 0·3 0·3	0·2 0·2 0·2	0·1 0·1 0·1	0·2 0·2 0·4	4·2 5·2 5·7	0·1 0·2 0·2	4·4 5·4
April 2 May 7 June 4	2·6 4·5 4·0	1·3 2·6 2·4	0·2 0·2 0·3	0·3 0·8 0·5	0·6 0·6 0·8	0·5 0·6 0·5	0·4 0·5 0·5	0·3 0·4 0·4	0·3 0·3 0·3	0·2 0·2 0·2	0·3 0·4 0·5	5·8 8·5 7·9	0·2 0·2 0·2 0·2	5·8 6·0 8·7 8·1
July 2	3·3	1·9	0·2	0·3	0·6	0·4	0·5	0·3	0·2	0·2	0·3	6·3	0·2	6·5
Aug 6	2·5	1·3	0·2	0·3	0·6	0·4	0·4	0·3	0·2	0·2	0·4	5·6	0·2	5·8
Sep 3	2·7	1·4	0·2	0·4	0·6	0·5	0·5	0·4	0·3	0·2	0·3	5·9	0·2	6·1
Oct 8 Nov 5 Dec 3	2·8 2·4 2·4	1·6 1·3 1·5	0·2 0·2 0·1	0·4 0·3 0·2	0·7 0·5 0·5	0·5 0·4 0·3	0·4 0·4 0·4	0·4 0·3 0·2	0·3 0·2 0·2	0·2 0·2 0·2	0·3 0·2 0·2	6·1 5·1 4·7	0·2 0·2 0·2 0·2	6·3 5·3 4·9
1983 Jan 7 Feb 4 Mar 10	2·3 2·7 2·7	1·3 1·5 1·4	0·1 0·2 0·2	0·3 0·3 0·3	0·5 0·4 0·6	0·4 0·4 0·4	0·4 0·4 0·5	0·3 0·3 0·3	0·2 0·2 0·3	0·1 0·2 0·2	0·2 0·2 0·2	4·7 5·3 5·7	0·2 0·2 0·2 0·2	4·9 5·5 5·9
April 8	3.2	1.7	0.2	0.4	0.6	0.5	0.5	0.4	0.2	0.2	0.3	6.7	0.3	7.0

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

# VACANCIES Occupation: notified to Jobcentres

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non- manual occupa- tions	Craft and similar occupations, in- cluding foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
1980 Mar June	19·6 19·4	28·0 27·4	17·3 17·6	39·2 32·1	6-8 5-5	65-6 63-4	Thousand 176-6 165-3
Sep Dec	16·6 14·4	18·2 13·7	15·6 12·3	21·2 11·7	3·7 2·0	44·1 29·4	119-3 83-5
1981 Mar June	14·5 15·6	16·2 17·5	13·8 15·3	12·0 13·0	2.4	31·8 38·3	90.7
Sep Dec	14·9 14·0	17·2 14·5	16·9 15·2	15·6 13·6	3·5 2·4	36·8 32·6	103·0 104·9 92·2
1982 Mar	14.9	17-5	15.9	15-4	3.6	38-3	105-6
June	16.5	20.1	18-6	17-4	4.3	46.8	123-7
Sep Dec	15·7 14·6	18·2 17·2	18.4	18-1	3.4	40.8	114-6
Dec	14.0	17.2	16.4	15-4	2.8	36-1	102-5
1983 Mar	16.4	22.0	16-7	18-4	4.5	43-1	121-1
		ancies in all occupa					Per cent
1980 Mar	11.1	15.9	9.8	22.2	3.9	37-1	100.0
June	11.7	16.6	10.6	19.4	3.3	38-4	100.0
Sep Dec	13·9 17·2	15·3 16·4	13·1 14·7	17.8	3.1	37.0	100-0
Dec	17.2	10.4	14.7	14.0	2.4	35-2	100.0
1981 Mar	16.0	17.9	15.2	13-2	2.6	35-1	100-0
June	15.1	17.0	14.9	12-6	3.3	37.2	100.0
Sep	14.2	16.4	16-1	14.9	3.3	35-1	100.0
Dec	15-2	15.7	16-5	14-8	2.6	35-4	100-0
1982 Mar	14-1	16-6	15-1	14-6	3.4	36-3	100-0
June	13.3	16.2	15.0	14-1	3.5	37.8	100.0
Sep	13.7	15.9	16-1	15.8	3.0	35.6	100.0
Dec	14-2	16-8	16.0	15.0	2.7	35-2	100.0
983 Mar	13.5	18-2	13.8	15-2	3.7	35-6	100-0

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

### Regions: occupations 3.6 Notified to Jobcentres: March 1983

-		South East	Greater London		South West		East Midlands	York- s shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Norther Ireland	n United Kingdom
Tabl	e 1 Summary														Total Control
	agerial and professional	5,718	2,822	578	1,563	1,447	954	854	1,707	841	888	1,717	16,267	175	16,442
	cal and related	8,395	4,395	806	1,869	1,662	1,237	1,413	2,269	905	999	2,226	21,781	172	21,953
Othe	non-manual occupations	6,606	3,094	631	1,348	1,111	1,044	1,013	1,810	645	773	1,528	16,509	167	16,676
Craft in pro	and similar occupations, including forement occupances ing, production, repairing, etc	5,281	2,219	651	1,466	1,326	1,436	1,326	1,767	971	874	3,042	18,140	218	18,358
Gene	eral labourers	738	215	99	252	217	345	540	497	226	414	1,116	4,444	87	4,531
Othe	manual occupations	14,452	5,745	1,663	4,662	2,693	2,993	3,007	4,554	1,964	2,023	4,739	42,750	341	43,091
All o	ccupations	41,190	18,490	4,428	11,160	8,456	8,009	8,153	12,604	5,552	5,971	14,368	119,891	1,160	121,051
Toble	2 Occupational groups									A 144	Sign of the same	T THE			
	Managerial (General management)	43	26	1		17	16	3	36	4	4		400		
	Professional and related supporting management and administration	992	660	108	117	129	158	88	153	69	86	130	2,030	58	2,088
11	Professional and related in education, welfare and health	1,661	599	150	823	508	223	405	786	425	393	763	6,137	60	6,197
11	Literary, artistic and sports	277	128	42	107	96	64	35	131	56	71	71	950	9	959
'	/ Professional and related in science, engineering technology and similar fields	1,241	648	91	191	308	176	76	149	130	159	421	2,942	20	2,962
٧	Managerial (excluding general management)	1 504	704	400									2,042	20	2,902
M	Clerical and related	1,504	761	186	325	389	317	247	452	157	175	328	4,080	26	4,106
VII		8,663	4,572	825	1,905	1,713	1,261	1,429	2,345	911	1,022	2,269	22,343	180	22,523
		6,176	2,811	620	1,273	1,110	1,008	980	1,678	605	747	1,404	15,601	149	15,750
X	Security and protective services  Catering, cleaning, hairdressing and other	760	408	44	186	75	99	102	231	90	79	199	1,865	24	1,889
· ·	personal service	9,479	3,673	1,062	3,158	1,521	1,883	2,017	3,019	1,426	1,323	3,158	28,046	193	28,239
X	Farming, fishing and related	446	86	106	309	104	141	93	135	49	87	155	1,625	13	1,638
XII	Materials processing (excluding metal), (Hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	354	134	36	129	101	132	99	153	50	61	265			
XIII	Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	2,221	1,140	220	563							205	1,380	12	1,392
XIV	Processing, making, repairing and re- lated (metal and electrical) (iron, steel and other metal, engineering (includ- ing installation and maintenance).	-,	1,140	220	363	519	805	504	930	390	333	1,049	7,534	93	7,627
10	venicles and shipbuilding)	2,863	1,053	321	779	701	499	532	653	405	365	1,411	8,529	73	8,602
XV	Painting, repetitive assembling, product inspecting, packaging and related	1,002	357	185	275	268	238	157	473	90	135	308	3,131	33	3,164
XVI	Construction, mining and related not identified elsewhere	975	382	161	367	369	283	494	355	280	262	675	4,221	72	4,293
	and storing and related	1,684	796	160	360	251	303	291	376	140	202	508	4,275	41	4,316
XVIII	Miscellaneous	849	256	110	293	277	403	601	549	275	467	1,250	5,074	102	5,176
_	All occupations  ded in South East.	41,190	18,490	4,428 1	1,160	8,456	8,009	8,153	12,604				119,891		121,051

Included in South East.

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

Figures for careers offices are not included in this table.

## INDUSTRIAL DISPUTES 4.1 INDUSTRIAL DISPUT Stoppages of work\*

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages: in progress in month	91	47,900	335,000
of which: beginning in month	63	25,800	133,000
continuing from earlier months	28	22,100	202,000

<sup>†</sup> includes 200 involved for the first time in the month.

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

#### Stoppages: cause

United Kingdom	Beginn April 1		Beginning in the first four months of 1983		
	Stop- pages	Workers directly involved	Stop- pages	Workers directly involved	
Pay-wage-rates and earnings levels	29	12,400	133	74,200	
-extra-wage and fringe benefits	_	_	4	300	
Duration and pattern of hours worked	3	200	11	3,500	
Redundancy questions	8	9.500	56	48,900	
Trade union matters	8 3	200	16	3,000	
Working conditions and supervision	4	700	30	3,600	
Manning and work allocation	12	600	83	23,100	
Dismissal and other disciplinary measures	4	600	29	10,600	
All causes	63	24,100	362	167,300	

## 4.2 Stoppages of work\*: summary

Stop	pay	<b>c</b> 3.	ma	usti	y
II-land	101-			A CHARLES	ē

United Kingdom		Jan to April	April 1983				
		Stoppages beginning	Stoppages	in progress			
SIC 1980	Class	in period	Workers involved	Working days lost			
Agriculture, forestry and fishing	01-03						
Coal extraction Extraction and procession of coke, mineral oil and natural	11	103	35,000	218,000			
gas Electricity, gas, other energy	12-14	2	400	1,000			
and water Metal processing and	15–17	4	35,600	769,000			
manufacture Mineral processing and	21–22	12	12,200	91,000			
manufacture	23-24	6	1.300	11,000			
Chemicals and man-made fibres Metal goods not elsewhere	25–26	4	1,300	4,000			
specified	31	8	1,400	12,000			
Engineering	32-34, 37	53	21,400	135,000			
Motor vehicles	35	27	56,600	344,000			
Other transport equipment	36	13	10,200	69,000			
Food, drink and tobacco	41-42	10	3,200	14,000			
Textiles	43	6	700	6,000			
Footwear and clothing	45	4	600	5,000			
Timber and wooden furniture	46	3	500	3,000			
Paper, printing and publishing	47	18	3,000	20,000			
Other manufacturing industries	44, 48, 49	9	4,800	20,000			
Construction Distribution, hotels and	50	12	1,900	20,000			
catering, repairs Transport, services and	61–67	10	1,200	7,000			
communication Supporting and miscellaneous	71–75, 79	19	5,400	11,000			
transport services Banking, finance, insurance,	76–77	5	2,900	67,000			
business services and leasing Public administration, education	81–85	2	100	1,000			
and health services	91-95	28	6,200	26,000			
Other services	96-00	4	3,600	4,000			
All industries and services		362	209,600	1,858,000			

<sup>\*</sup> Comparable monthly 1982 figures by industry groups based on the revised SIC 1980 are not available. The figures for "All industries and services", January–April 1982 were 631 stoppages, 374,300 workers and 2,214,000 working days lost.

United Kingdom	Number of stoppages		Workers investoppages (1		Working days	lost in all sto	ppages in pro	gress in peri	od (Thou)	70 to 1 to 2	
SIC 1968	Beginning in period	In pro- gress in period	Beginning in period†	In pro- gress in period	All industries and services	Mining and quarry- ing	Metals, engineer- ing, ship- building and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communi- cation (XXII)	All other industries and services
1976 1977 1978 1979 1980 1981 1982	2,016 2,703 2,471 2,080 1,330 1,338 1,454	2,034 2,737 2,498 2,125 1,348 1,344 1,466	666 1,155 1,001 4,583 830 1,499 1,961 R	668 1,166 1,041 4,608 834 1,513 1,962 R	3,284 10,142 9,405 29,474 11,964 4,266 5,256 R	78 97 201 128 166 237 432	1,977 6,133 5,985 20,390 10,155 1,731 1,419	65 264 179 109 44 39 66	570 297 416 834 281 86 49	132 301 360 1,419 253 359 1,644	orders)  461 3,050 2,264 6,594 1,065 1,814 1,647 R
1981 Jan Feb Mar April May June July Aug Sep Oct Nov Dec	127 114 156 129 93 109 74 70 119 135 136 76	133 144 197 176 136 143 111 96 142 173 164	69 83 472 387 62 48 38 21 83 47 142	83 109 480 525 89 83 66 28 86 94 153 82	249 473 646 565 408 358 289 108 169 336 506	1 134 20 25 2 11 8 2 9 10 6	73 203 155 94 211 110 49 37 77 241 404 79	2 4 8 11 3 1 1 1 4 3 1	25 15 17 6 6 5 3 3 1 4	102 41 43 31 13 17 18 10 13 27 18 26	46 77 404 399 173 215 209 56 65 52 75 44
1982 Jan Feb Mar Apr May June July Aug Sep Oct Nov Dec	156 148 165 162 130 134 91 102 106 109 110	166 197 201 193 173 165 119 127 130 133 136 57	129 63 79 102 R 81 R 293 R 68 R 52 R 763 R 248 44	131 144 92 117 R 119 R 367 R 146 R 121 R 963 R 291 R 57 R	710 828 355 321 R 269 R 637 R 440 R 218 R 763 R 406 R 202 R 87 R	21 10 21 24 20 130 18 5 154 11	199 274 143 147 75 92 33 41 212 66 125 13	4 3 7 10 8 8 2 	3 1 5 11 4 13 3 4 2 2	434 441 73 22 13 189 215 5 100 140	49 100 106 106 R 149 R 205 R 162 R 293 R 175 R 70 R 65 R
					All industries and services	Extrac- tion and processing of coal and fuels	Metals, engineer- ing, motor vehicles and other transport equipment	Textiles footwear and clothing	Construc- tion	Transport and communi- cation	All other industries and services
SIC 1980‡					(All classes)	(11–14)	(21–22, 31–37)	(43, 45)	(50)	(71–79)	(All other classes)
1983 Jan Feb Mar April	95 92 112 63	107 122 141 91	69 52 62 26	70 92 83 48	326 737 461 335	10 39 166 5	72 92 219 268	1 2 5 3	2 10 7 2	6 3 32 37	236 590 32 20

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

JAN 1976 = 100

GREAT BRITAIN	Whole eco	nomy	Index of p	roduction	Manufactu industries	ring	Change ove	r previous	70
SIC 1968	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
1976 1977 1978 1979 1980 Annual Averages 1981	106-0 115-6 130-6 150-9 182-1 205-5 224-7		106·2 117·2 134·3 154·9 183·9 208·5 231·5		106·2 117·1 134·0 154·9 182·5 206·5 229·5				Per cent
1978 Mar	125·0 127·2	125·0 127·3	128·1 131·7	127·4 131·5	128·2 132·2	127-8	10.4	11-1	11-9
April May June	129·4 133·1	128·4 132·0	134·2 136·1	132·5 134·6	133·6 135·1	131.9 131.5 133.7	12·4 12·6 15·4	15·0 15·0 16·7	15·6 14·2 16·1
July Aug Sep	133-6 131-7 134-2	132·1 132·2 134·6	136·6 134·4 137·1	135·4 136·5 138·4	135·9 133·5 135·9	135·1 135·7 137·8	14·2 13·9 15·0	16·2 16·0	15·8 15·5
Oct Nov	135·2 136·1	135·9 136·0	139·7 141·1	140·6 140·3	139·1 140·6	140·5 139·7	14·7 13·3	16·4 16·6 14·4	15·9 16·4 13·6
Dec 1979 Jan	138·0 135·7	137·6 136·9	142·8 139·8	142·2 141·2	142·8 140·3	142·0 140·9	13·4 11·7	15.1	14·8 12·2
Feb Mar	141·1 143·7	142·5 143·7	143·7 149·9	145·1 149·1	144·6 150·2	145·6 149·8	15·0 14·9	14·3 17·0	14·6 17·2
April May June	144·3 146·9 150·9	144·4 145·7 149·6	149·5 153·0 157·9	149·2 151·1 156·1	149·7 154·3 158·6	149·3 151·9 156·8	13·4 13·5 13·3	13·4 14·0	13·2 15·5
July Aug *	155·6 153·3	153·9 153·9	158·2 153·5	156·7 155·9	158·2 151·5	157·2 154·0	16·5 16·4	16·0 15·8 14·3	17·3 16·4
Sep * Oct	153·6 158·1	153·9 158·8	153·7 162·6	155·1 163·6	151·9 161·8	153·9 163·5	14.3	12·1 16·4	13·5 11·7
Nov Dec *	162·1 165·1	162·0 164·5	167·2 170·2	166·3 169·2	167·1 170·3	166·0 169·1	19·1 19·6	18·5 19·0	16·4 18·8 19·1
1980 Jan * Feb * Mar *	163·0 167·3 172·8	164-6 169-0 172-8	167·2 170·0 177·2	169·0 171·8 176·4	166·8 168·8 174·4	167·6 170·0 174·1	20·2 18·6 20·3	19·7 18·4 18·3	19·0 16·8
April May June	175·0 178·1 183·7	175·1 176·7 182·1	178·4 181·6 187·0	178·0 179·4 184·8	176·9 181·4 186·7	176·4 178·7	21·3 21·3	19·3 18·7	16·2 18·2 17·6
July Aug Sep	185·1 186·5 193·6	183·1 187·3 194·0	189·6 186·6	187-8 189-6	188·2 185·3	184·5 186·9 188·5	21·7 18·9 21·7	18·4 19·8 21·6	17·7 18·9 22·3
Oct Nov	189·9 192·6	190·7 192·6	189·1 190·0 194·0	190·8 191·3 193·0	186·9 187·8 192·5	189·4 189·9 191·4	26·1 20·1 18·9	23·1 16·9 16·1	23·1 16·2
Dec 1981 Jan Feb	197·3 193·3 194·8	196·6 195·3	196·5 195·6	195·3 197·8	194·0 193·5	192·6 194·5	19.5	15·4 17·0	15·3 13·9 16·0
Mar April	197·8 199·3	196·9 197·9 199·5	198·4 202·5	200·5 201·7	196·1 198·9	197·6 198·7	16·5 14·5	16·7 14·3	16·2 14·1
May June	201·6 205·7	200·0 203·9	200·7 203·7 210·0	200·2 201·3 207·5	198·1 201·9 207·7	197·5 198·9 205·2	13·9 13·2 12·0	12·5 12·2 12·3	12·0 11·3 11·2
July Aug Sep	207·6 210·4 211·7	205·3 211·4 212·1	211·7 211·2 212·6	209·7 214·6 214·6	209·8 210·2 210·8	208·4 213·8 213·7	12·1 12·8	11·6 13·2	11·5 13·5
Oct Nov Dec	212·5 214·3 217·1	213·4 214·4 216·5	215·9 219·0	217·5 217·9	214·9 218·0	217·4 216·8	9·3 11·9 11·3	12·4 13·7 12·9	12·8 14·5 13·3
1982 Jan Feb	214·1 217·0	216·4 219·4	220·6 220·2 224·1	219·3 222·7 226·5	218·2 219·1 220·4	216·6 220·2	10·1 10·8	12·3 12·6	12.5
Mar April	219·7 219·6	219·7 219·8	227-2	226·2 226·4	224.7	222·1 224·4	11·4 11·0	13·0 12·2	12·4 13·0
May June July	222·5 226·0	220·8 224·0	230·6 233·8	227·9 231·0	225·3 229·4 231·8	224·7 225·9 229·0	10·2 10·4 9·8	13·1 13·2 11·3	13·7 13·6 11·6
Aug Sep	230·3 226·9 226·2	227·8 228·0 226·7	234·7 231·7 232·3	232·5 235·5 234·5	232·3 229·8	230·7 233·7	11·0 7·8	10-9 9-7	10·7 9·3
Oct Nov	228·0 232·2	229·0 232·3	234·5 240·3	236·2 239·1	229·8 233·8 237·7	232·9 236·4	6·8 7·3	9·3 8·6	9.0
Dec 1983 Jan Feb	233·8 232·4	233·1 234·9	242·1 239·6	240·6 242·3	237·7 239·5 237·9	236·4 237·8	8·4 7·7	9·7 9·7	9·1 9·8
[Mar]	237·1 237·8	239·7 237·8	240·6 244·8	243·2 243·8	237·9 238·9 241·8	239·1 240·7 241·5	8·6 9·3 8·2	8·8 7·4 7·8	8·6 8·4 7·6

Note: The seasonal adjustment factors currently used are based on data up to December 1980.

\* The figures reflect abnormally low earnings owing to the effects of national disputes.

See page of "Definitions and Conventions" for notes on coverage. Figures for 1982 are provisional.

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

‡ From January 1983 the figures of working days lost by industry are based on the revised SIC 1980. The new groupings are not comparable in every detail to the previous 1968 groupings but are very broadly in alignment.

Revisions take into account final figures for the National Health Service Stoppage—see "Employment Topics" page 211.

**EARNINGS**Average earnings index: all employees: by industry

GREAT BRITAIN	Agri- culture*	Mining and quarry- ing	Food, drink and tobacco	Coal and petro- leum	Chemi- cals and allied indus- tries	Metal manu- facture	Mech- anical engin- eering	Instru- ment engin- eering	Elec- trical engin- eering	Ship- building and marine engin-	Vehicles	Metal goods not else- where	Textiles	Leather, leather goods and
SIC 1968										eering		specified		fur
1976 1977 1978 1979 1980 Annual averages	111.5 120.7 135.6 153.2	105·9 114·5 141·0 165·7 201·5	106·6 117·5 134·4 157·3 187·5	105·7 114·8 133·6 155·5 194·5	105·7 116·2 132·3 156·3	108·3 119·2 136·5	105·7 117·6 135·3 155·0	105·9 118·0 137·6 160·1	106·7 116·4 132·9 152·1	105·9 114·6 133·9 147·9	105·7 113·9 129·7 148·4	106-6 119-1 135-8 156-5	106·1 116·9 132·9 151·2	1976 = 100 101.6 114.4 128.2 147.0
1981 1982	189·9 212·6 232·5	225·7 249·7	213·8 236·0	221·5 255·1	187·4 212·7 236·4	206·3 225·4	183·7 200·6 223·3	189·4 218·8 246·3	183·7 207·4 232·7	175·1 199·1 220·9	176·0 194·6 217·6	182-9 205-0 227-8	173.6 195.2 213.7	170.9 192.5 216.4
1978 Mar April	133·2 134·6	142·8 140·4	128·6 131·2	132·9 135·3	127·3 126·5	133·1 141·2	129·0 132·9	130·3 136·0	128·3 130·7	125·6 141·5	123-9	129-8	124.7	122-9
May June	132·8 136·5	137·8 142·0	133·9 135·1	130·4 130·6	128·4 134·7	140·1 138·7	133·9 135·1	137·8 136·6	133·1 135·3	131·7 129·2	128·1 130·8 132·2	134·0 134·7 136·1	128·5 132·1 135·3	124-4 124-3 125-9
July	133·0	143·8	135·4	137·2	133·8	145·2	136·7	142·1	134·2	130·9	131·3	137·4	135·2	131-1
Aug	141·4	142·3	134·4	135·3	132·7	130·1	136·5	137·8	132·4	125·8	129·0	135·0	135·1	130-7
Sep	148·2	144·6	136·0	135·4	136·2	138·1	137·2	139·0	134·1	134·8	128·8	137·7	136·0	133-3
Oct	151·9	148·3	137·1	135·8	135·0	139·8	139·6	141·4	138-4	169·8	132·6	140·4	137·8	133·4
Nov	139·3	148·8	142·8	138·2	138·7	138·4	143·7	145·2	139-9	146·9	132·4	143·9	139·5	133·0
Dec	134·8	153·4	146·5	142·5	144·5	142·0	145·7	147·7	140-1	131·2	139·1	143·1	139·8	132·5
979 Jan	132·5	152·1	140-6	143·0	136·5	134·4	143·3	146·4	139·9	136·3	138-1	142·2	138·8	136·3
Feb	139·7	153·8	145-0	150·4	139·4	143·9	145·7	152·3	142·6	137·6	145-4	146·3	140·1	141·3
Mar	144·8	166·3	150-3	147·9	149·4	147·4	150·1	155·9	149·6	156·9	148-9	152·3	147·2	141·1
April	148·8	166·5	148-6	149·7	146-6	154·6	151·4	155·5	147·1	144·7	144·9	152·3	144·7	147·4
May	144·8	162·3	156-2	150·0	145-4	165·6	154·4	158·0	151·2	151·8	150·8	154·9	150·7	142·3
June	152·2	164·0	158-4	152·9	156-3	162·4	160·0	158·9	154·5	148·6	158·0	160·7	154·2	145·9
July	158·5	166·7	158·9	161·2	156·9	166·8	160·0	162·3	153·3	147·9	152·6	159·4	153-2	147·3
Aug	163·9	166·2	156·7	159·0	157·9	151·1§§	147·9§§	157·9§§	144·7§§	139·9§§	139·0§§	150·5§§	154-3	146·6
Sep	174·0	169·5	162·3	156·4	172·9	151·3§§	141·6§§	156·6§§	146·7§§	149·9§§	126·8§§	148·8§§	155-6	149·4
Oct	167·8	171·0	163·1	158·7	169·3	158·3	163·4	169·0	160·1	150·0	150·5	166·1	156·2	151-9
Nov	156·3	172·6	172·8	166·9	170·0	165·5	168·5	172·8	168·3	156·9	155·1	171·6	159·2	156-0
Dec	155·4	177·2	174·4	169·6	174·6	‡‡	173·2	175·4	167·4	154·4	170·2	173·0	159·9	158-2
980 Jan	161·2	189·5	171·3	179·6	170·5	‡‡	171·4	174-2	167-6	158·7	170·9	176-4	160-6	161-3
Feb	174·7	190·0	173·5	189·2	171·9	‡‡	174·6	177-9	170-1	159·6	171·1	175-0	164-4	163-9
Mar	179·8	207·2	183·8	185·0	177·9	‡‡	177·9	180-7	177-2	215·1	173·5	173-9	168-7	165-1
April	190·2	202·2	179·2	188·9	174·5	170·4	179·7	180·4	178·8	165·1	174·3	179·9	168-9	167·6
May	189·0	195·6	184·4	190·3	176·7	197·5	182·2	184·6	180·7	165·3	173·3	181·9	171-6	167·6
June	191·1	201·6	189·2	199·7	194·3	189·4	186·9	187·2	185·6	169·9	179·9	185·7	176-1	172·4
July	189·5	205·7	189·6	202·0	194·6	197·7	186·1	191·1	190·7	178·5	179·3	186·4	176·6	172·9
Aug	200·0	201·6	189·2	201·3	191·4	184·6	186·8	189·3	187·0	176·7	174·6	184·3	173·9	171·3
Sep	212·2	204·9	190·6	196·7	193·8	183·8	187·3	194·7	189·0	170·1	176·2	185·4	177·2	174·1
Oct	206·2	206·6	193·7	197·3	192·3	179·8	188·3	198·5	191·8	177·1	176·2	185·5	179·1	176·6
Nov	193·7	206·4	199·4	198·1	204·9	189·9	189·9	208·9	192·8	183·9	181·9	190·6	182·4	178·0
Dec	191·1	206·3	205·5	206·1	205·6	193·2	192·7	205·7	192·7	181·1	180·5	190·0	183·6	180·0
981 Jan	190·4	227·2	202·1	209·6	195·8	190·5	191·0	204·1	194·1	182·0	181·3	192·5	184·4	181·3
Feb	193·5	224·2	201·4	214·8	197·9	193·3	192·8	206·5	196·0	186·4	190·3	194·7	187·5	185·1
Mar	203·1	228·9	202·9	214·4	202·9	195·8	195·4	208·0	201·9	181·2	191·4	198·5	188·7	185·4
April	214·5	221·9	205·3	214·4	200·2	194·7	195·1	209·4	200·7	190·3	189·1	195·8	183·4	186·9
May	210·0	217·2	211·0	220·3	204·0	201·2	197·5	212·5	204·4	205·7	182·6	201·1	193·3	192·4
June	212·4	222·0	217·4	217·5	211·8	200·6	200·4	218·4	207·2	197·4	195·5	205·1	197·3	191·0
July	209·7	227·5	216·8	229·5	211·8	216·0	199-6	223-8	213·3	202·6	199·8	206·3	198·0	193·2
Aug	231·9	224·4	217·6	226·0	227·2	209·8	201-4	220-6	209·9	208·3	197·4	207·4	200·9	196·5
Sep	238·4	226·1	217·3	223·2	216·7	215·2	205-8	223-5	211·6	190·3	196·1	211·1	199·4	197·5
Oct Nov Dec	230·7 212·1 204·1	229·5 230·7 229·3	219·0 226·4 228·0	224·1 226·8 237·1	224·9 227·4 231·3	220·1 221·4 217·5	207·7 209·1 211·2	225·6 230·5 242·5	215·2 216·8 218·1	240·1 204·1 200·8	198·6 209·0 204·6	211·7 219·4 215·8	203·2 205·7	199·1 200·6 201·5
982 Jan Feb Mar	201·7 217·1 223·9	230·1 273·1 252·2	224·4 224·6 227·1	251·1 250·3 248·7	225·8 224·4 226·3	224·7 222·2 221·9	211·8 215·1 220·3	234·9 236·2 241·6	220·9 222·1 229·4	211·5 207·3 209·3	208·3 210·7 213·7	216-2	205·3 206·2	207·6 208·1 210·7
April May June	232·5 226·7 232·2	244·5 248·9 244·9	230·5 240·6 238·0	251·4 250·5 255·6	228-4 230-1 238-2	227·3 226·5 224·0	217·7 221·3 226·3	244·6 251·7 244·1	229·8 231·8 234·2	224·7 227·3 237·2	210·8 216·6 218·3	224·2 226·4	209·9 215·8	212·5 209·9 217·7
July Aug Sep	245·4 248·3 259·3	246·7 248·9 247·1	235·8 237·7 240·1	266·6 253·8 254·9	236-2	231·9 223·0 222·4	227·9 223·9 223·3	244·8 245·3 249·7	236-2 233-5 233-8	215·4 217·4 237·0	222·0 216·2 211·6	230·1 229·8	216-2 214-2	219·8 221·4 220·0
Oct Nov Dec	246·3 231·3 225·0	228·5 264·3 266·9	240·2 246·7 245·7	256·8 258·1 263·7	253.9	230·8 224·5 225·7	227·4 231·3 233·7	249·5 257·2 255·8	239·0 240·0 242·2	230·1 224·8 208·8	218·8 224·6 239·1	231·9 236·4	216·8 221·2	220·3 223·5 225·1
83 Jan Feb [Mar]	222·6 234·1	267·8 265·2 265·5	245·1 245·4 247·3	269·8 270·6 271·6	244·3 245·4	229·5 230·0 232·0	232·0 231·9 236·8	254·2 257·8 264·7	243·1 243·6 247·8	222·0 224·9 225·8	229·0 230·1 231·9	236·1 236·2	222·7 224·7	222·5 225·7 231·5

Average earnings index: all employees: by industry 5.3

Clothing and foot- wear	Bricks, pottery, glass, cement etc	Timber, furni- ture etc	Paper, printing and publish- ing	Other manu- facturing indus- tries	Con- struc- tion	Gas, elec- tricity and water	Trans- port and com- munica- tion	Distri- butive trades	Insur- ance, banking and finance	Professional and scientific services	Miscel- laneous services §	Public adminis- tration	Whole economy	GREAT BRITAIN
		-			-		†			‡ ———	<u> </u>			SIC 1968
105·1 118·3 133·9 154·5 182·5 206·7 227·3	105·0 115·0 131·6 154·6 180·5 201·7 226·5	104·3 114·3 131·2 150·7 173·9 191·7 209·7	106·9 118·2 136·9 162·5 194·1 225·4 250·0	106·7 116·7 132·0 153·8 180·8 203·1 223·5	106-5 118-3 132-1 151-2 180-7 204-1 223-5	107·4 115·6 135·2 154·4 196·9 226·6 251·4	103·4 111·5 126·1 151·2 180·7 201·7 220·6	107·6 119·4 134·7 157·3 184·3 208·2 228·5	101·1 110·2 125·1 147·0 181·7 207·7 232·5	108·3 115·3 127·0 141·6 182·6 208·1 218·9	105.6 116.9 131.6 155.8 183.8 203.3 222.4	103·8 110·7 123·0 143·7 181·9 206·7 223·3	106·0 115·6 130·6 150·9 182·1 205·5 224·7	JAN 1976 = 100  1976 1977 1978 1979 1980 4 Annual averages 1981 1982
129-4	124·0 129·0	124·8 127·9	129·7 134·3	126·7 129·8	125·0 127·1	118·0 124·8	120-4	131·9 130·7	123.5	119.7	128-0	117-0	125.0	1978 Mar
132·3 131·8 132·4	129·2 132·7	128·8 130·3	139·2 138·6	130·5 133·2	128·3 132·5	155·2 155·7	123·6 130·4	133·5 134·3	124·1 119·5 125·1	120·6 125·7 134·1	128·5 129·0 131·0	119·3 119·8 126·8	127·2 129·4 133·1	April May June
134·4 133·2 135·1	131·7 131·6 133·4	133·9 131·3 135·1	139·4 138·0 141·7	131·7 131·8 133·9	135·3 133·8 138·3	140·4 138·3 139·0	133·5 127·7 130·9	135·5 134·6 135·6	123·2 127·4 132·8	136·1 131·8 131·4	131·5 132·1 134·7	122·5 124·2 129·1	133.6 131.7 134.2	July Aug Sep
137·2 140·5 143·9	136·8 138·7 144·7	136·4 137·6 139·2	143·6 143·2 143·9	136·0 140·3 139·7	138·9 140·2 140·7	138-6 139-3 137-0	128·9 132·5 130·1	136·7 140·2 147·4	129·1 130·9 131·1	130-9 128-2 129-0	134·7 135·2 145·8	127·8 127·4 128·5	135·2 136·1 138·0	Oct Nov Dec
44·0 45·9 47·6	137·4 140·8 143·8	138·7 142·7 145·5	142·6 147·6 154·4	137·8 142·3 146·5	133·1 135·6 144·9	138·0 140·7 142·3	128·9 160·7 141·7	145·7 146·0 152·4	134·2 143·1 141·8	126·9 126·7 129·1	142·9 146·6 149·8	127·5 129·8 130·9	135·7 141·1 143·7	1979 Jan Feb Mar
51·1 52·1 51·7	149·1 153·1 157·4	145·6 145·5 152·6	154·4 161·9 166·4	147-6 151-8 158-2	144·4 145·3 153·8	142·1 143·2 149·7	137·5 142·4 149·6	152·4 153·7 155·9	141·6 135·7 138·3	134·3 137·8 135·3	149·7 154·8 157·6	135·4 134·3 143·2	144·3 146·9 150·9	April May June
54·1 51·8 58·8	155·7 158·7 156·6	153·9 150·3 156·6	166·3 165·3 168·7	156·9 154·2 158·6	157·1 153·6 157·3	150·7 171·7 155·9	155·1 151·5 155·2	158·9 158·3 159·3	144·4 154·0 150·8	156·4 155·5 150·2	158·5 156·8 158·3	150·3 150·8 155·4	155-6 153-3§§ 153-6§§	July Aug Sep
61·8 66·8 67·9	160·6 169·3 172·8	157·2 159·3 161·0	173·7 175·3 173·1	160·6 165·4 166·1	160·6 163·2 165·5	171·8 173·5 173·6	157·0 168·6 166·2	162·8 167·2 174·5	152·7 157·3 169·8	147·5 148·6 151·2	158·9 163·5 171·9	156·7 155·7 154·9	158·1 162·1 165·1‡‡	Oct Nov Dec
70-1 73-5 77-5	165·9 168·9 168·5	164·5 169·1 171·0	175·5 178·2 183·7	167·4 173·2 176·0	162·4 168·7 172·7	169·4 169·4 205·5	165-6 164-8 166-3	170·7 173·5 175·2	160·4 164·0 183·2	147·4 161·1 167·5	171·3 173·0 178·2	159·7 167·4 165·1	163·0‡‡ 167·3‡‡ 172·8‡‡	1980 Jan Feb Mar
78-9 30-8 32-6	175·5 180·2 187·8	169-6 168-3 172-0	181·7 191·0 201·1	174·7 179·4 183·4	173·5 171·7 178·0	190·2 199·2 202·7	174·5 176·4 189·7	178·9 182·9 184·9	170·6 170·4 199·3	165·9 169·2 174·1	181·4 180·8 181·1	175·8 183·3 180·9	175·0 178·1 183·7	April May June
36·3 32·0 36·2	184·0 182·9 184·8	178·4 173·9 177·2	199·8 198·2 204·0	183-6 185-3 183-6	185·9 182·5 189·8	205·8 202·4 202·4	180·4 179·9 192·4	187·3 187·1 188·2	187·0 184·9 182·9	178·0 195·7 229·1	187·2 186·2 186·9	185·1 190·8 191·1	185·1 186·5 193·6	July Aug Sep
37·6 91·7 92·7	185·2 187·1 195·0	179·1 179·8 183·9	203·7 206·8 205·9	185·1 189·7 188·0	189·7 192·7 201·2	205·9 205·5 204·7	188-6 197-5 191-7	188-4 191-9 202-5	183·4 190·3 204·1	202·2 197·5 203·0	188·9 191·9 198·1	188·6 188·5 206·5	189·9 192·6 197·3	Oct Nov Dec
00.5	188·1 188·0 192·0	184·2 184·5 185·3	207·4 209·1 213·0	193-0	191·0 196·3 203·1	203·7 206·4 221·9	190·5 190·4 191·3	196·6 197·8 199·2	191·7 193·1 212·9	194-3 193-9 194-0	194·7 194·8 196·5	198·0 199·4 197·3	193·3 194·8 197·8	1981 Jan Feb Mar
05.0	192·7 198·4 208·1	185·1 185·5 193·6	214·4 221·5 235·8	200.7	198·5 198·5 205·4	218·9 225·3 238·7	197·5 193·2 199·4	205·8 205·4 208·9	197·9 206·2 213·3	200·7 210·5 208·6	200·2 202·0 203·4	202·2 197·0 198·7	199·3 201·6 205·7	April May June
)5-2	204·3 205·5 205·7	195·6 191·8 196·5	230·8 230·2 233·2	204-7	204·7 202·9 207·9	238·5 229·9 232·1	203·7 201·6 216·0	209·7 209·9 211·1	207·9 208·0 206·4	212·2 220·6 215·8	205·8 204·5 207·0	200·9 223·5 219·2	207·6 210·4 211·7	July Aug Sep
6·1 5·3	206·4 211·1 220·5	198·4 200·6 199·1	235·8 236·8 237·0	212.3	207·7 212·1 220·8	234·3 235·1 234·6	207·3 213·6 216·1	212·0 216·7 225·6	207·4 216·7 230·5	217·9 212·5	206·6 207·4 216·6	216·5 215·1 212·2	212·5 214·3 217·1	Oct Nov Dec
2-8	211·4 215·6 221·1	198·3 200·0 206·9	238·0 238·1 245·2	215.4	210·2 215·2 221·9	241·2 241·2 238·9	212·9 210·5 212·8	219·9 219·0 222·3	213·4 218·7 242·8	209·4 213·5	216·5 216·2 218·2	212·8 217·3 215·5		1982 Jan Feb Mar
6.3	222·1 227·1 232·6	205·7 206·8 207·6	246·5 253·4 255·2	223.1	220·3 222·0 225·1	236·9 239·3 261·4	217·1 215·7 224·9	226·0 227·2 228·8	225·9 228·2 247·1	209·7 211·1	218·7 220·9 219·2	216·8 227·1 221·9	219·6 222·5 226·0	April May June
9.8	230·3 228·6 228·2	210·3 209·9 213·2	252·3 251·1 247·9	225-1	227·4 222·4 225·8	263-6 255-0 257-3	229·0 220·1 222·5	229·7 228·2 228·8	231·1 230·3 230·8	240·9 232·1	222·3 223·6 226·3	223·9 223·4 226·6	230·3 226·9 226·2	July Aug Sep
6.1	230·7 232·5 237·4	218·7 220·3 218·5	254-3 258-8 259-0	230.7	226·4 230·1 235·7	257·7 268·2 256·6	223·0 229·7 228·9	230·6 235·0 246·0	232·2 239·3 250·7	222·9 219·8	227·1 229·2 230·8	227·9 237·5 229·3	228·0 232·2 233·8	Oct Nov Dec
3.5	235·7 236·4 236·8	220·8 225·0 223·7	257·3 258·3 263·0	230-7	228·7 231·5 240·0	249·7 249·3 264·3	225·7 228·4 234·1	236·7 236·8 238·0	233·1 239·4 262·5	235·5 258·1	231·4 229·6 229·9	229·6 231·5		1983 Jan Feb [Mar]

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

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

Example 1 because of the dispute in the steel industry, insufficient information is available to enable reliable indices for "metal manufacture" to be calculated for these months, but the best possible estimates have been used in the compilation of the indices for all manufacturing industries and whole economy.

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

## 5.4 EARNINGS AND HOURS Average earnings and hours: manual workers: by industry

UNITED KINGDOM	Food, drink and tobacco	Coal and petro- leum products	Chemicals and allied indus- tries	Metal manu- facture	Mech- anical engineer- ing	Instru- ment engineer- ing	Electrical engineer-ing	Shipbuild- ing and marine engineer- ing	Vehicles	Metal goods nes	Textiles	Leather, leather goods and fur
MALE												- —
Weekly earnings Full-time men 1976 1977 1978 1979	(21 years and 66·81 72·46 83·91 99·79	over) 76·75 82·36 95·65 116·51	71·72 77·80 90·78 107·95	73·72 79·40 91·93 103·58	66·11 73·38 83·39 96·39	61·64 67·93 76·41 90·34	63·48 69·13 80·35 92·34	72·09 76·37 88·64 95·46	72·48 75·59 84·88 98·01	64·90 70·65 81·69 93·92	61·19 65·32 75·96 87·35	£ 55-89 61-91 71-20 80-82
Full-time male 1980 1981 1982	es on adult ra 115-61 126-36 138-28	136·07 151·26 175·01	123·36 138·48 148·46	118·20 132·96 139·01	109·34 119·51 130·01	101·95 114·17 121·30	107·41 118·31 128·47	109·63 127·04 141·81	109·41 119·08 132·73	103·05 114·64 123·74	97·90 106·60 113·78	92·74 105·39 107·12
Hours worked Full-time men 1976 1977 1978 1979	(21 years at 45.9 46.4 46.2 46.3	nd over) 42:9 43:0 43:0 44:4	44·1 44·4 44·6 44·5	44·0 43·8 43·7 43·0	42·9 43·3 43·0 42·5	42·7 43·0 42·5 42·3	42·3 42·6 42·9 42·3	43·4 43·7 43·8 43·7	42.6 42.2 41.4 41.5	43·2 43·1 43·1 42·7	43·4 43·1 43·6 43·1	43·1 42·9 43·4 43·0
Full-time male 1980 1981 1982	es on adult ra 45.5 44.8 44.9	44·2 42·4 43·2	42·9 43·1 43·1	41·6 42·3 41·4	41·5 41·5 41·4	41·9 41·6 41·4	41·6 41·6 41·8	41·8 43·2 43·7	40·1 39·9 39·7	41·1 41·8 41·3	42·2 42·4 42·5	42·5 43·3 42·3
Hourly earnings Full-time men 1976 1977 1978 1979	21 years and 145·6 156·2 181·6 215·5	over) 178·9 191·5 222·4 262·6	162-6 175-2 203-5 242-6	167·5 181·3 210·4 240·6	154·1 169·5 193·9 226·8	144-4 158-0 179-8 213-6	150-1 162-3 187-3 218-3	166·1 174·8 202·4 218·4	170·1 179·1 205·0 236·2	150·2 163·9 189·5 220·0	141·0 151·6 174·2 202·7	Dence 129·7 144·3 164·1 188·0
Full-time male 1980 1981 1982	s on adult ra 254·1 282·1 308·0	307·9 356·7 405·1	287·6 321·3 344·5	284·1 314·3 335·8	263·5 288·0 314·0	243·3 274·4 293·0	258·2 284·4 307·3	262·3 294·1 324·5	272·8 298·4 334·3	250·7 274·3 299·6	232·0 251·4 267·7	218·2 243·4 253·2
EMALE Weekly earnings Full-time wome 1976 1977 1978 1979	en (18 years al 43-69 47-51 53-85 62-86	nd over) 48-46 55-97 59-54 68-37	44·11 48·64 54·85 64·44	43·58 47·21 54·33 63·27	46·77 51·14 56·79 64·02	42·32 45·49 52·06 62·12	43·54 47·04 53·96 62·55	46·08 49·55 56·59 61·00	50·43 53·68 60·50 69·52	42·21 45·28 52·04 60·12	37·93 40·95 46·02 52·44	£ 32·61 36·90 42·03 49·62
Full-time fema 1980 1981 1982	les on adult 74.60 83.06 90.76	rates* 86·29 94·69 120·04	77-68 87-62 94-36	73·64 79·07 88·12	75·29 82·67 90·39	72·41 81·21 87·73	73-98 81-18 89-32	71·57 85·06 94·02	80·71 89·97 97·67	69·61 77·34 84·27	61-06 65-96 71-35	61·02 67·16 71·39
Hours worked Full-time wome 1976 1977 1978 1979	en (18 years 37·9 38·1 37·9 38·1	and over) 36·5 37·7 38·7 38·7	38·4 38·2 38·2 7 38·5	37·7 37·3 37·8 38·0	38·0 37·8 37·9 37·6	37·6 37·7 38·3 38·7	37·6 37·8 37·9 37·6	37·4 38·1 37·9 39·5	37·8 38·0 37·4 37·6	37·5 37·0 37·2 37·2	36·7 36·4 36·7 36·4	36·4 36·2 36·7 36·7
Full-time fema 1980 1981 1982	es on adult 37·9 38·1 38·4	78.4 39.3 41.3	38·9 39·1 39·0	38·0 37·1 37·8	37·8 38·5 38·4	38·3 38·7 38·4	37·7 38·1 37·6	35·6 38·0 38·2	37·7 37·6 37·6	36·9 37·8 37·4	37·1 37·1 37·6	37·4 37·7 37·6
Hourly earnings Full-time wome 1976 1977 1978 1979	n (18 years ar 115·3 124·7 142·1 165·0	nd over) 132·8 148·5 153·9 176·7	114·9 127·3 143·6 167·4	115·6 126·6 143·7 166·5	123·1 135·3 149·8 170·3	112·6 120·7 135·9 160·5	115·8 124·4 142·4 166·4	123·2 130·1 149·3 154·4	133·4 141·3 161·8 184·9	112-6 122-4 139-9 161-6		pence 89·6 101·9 114·5 135·2
Full-time femal 1980 1981 1982	es on adult i 196.8 218.0 236.4	rates* 224·7 240·9 290·7	199·7 224·1 241·9	193·8 213·1 233·1	199·2 214·7 235·4	189·1 209·8 228·5	196·2 213·1 237·6	201·0 223·8 246·1	214·1 239·3 259·8	188-6 204-6 225-3	164-6 177-8 189-8	163·2 178·1 189·9

\* An article on page 103 of the *Employment Gazette* for March 1981 comments on the effects of the change of definitions § Except sea transport

## EARNINGS Index of average earnings: non-manual employees

Great Britain April of each year	Manufactur	ing Industries		en ja nesa					
	Weights	1975	1976	1977	1978	1979	1980	1981	1982
Men Women	689 311	191·8 226·7	225·6 276·2	248·0 310·0	287·3 353·4	328·5 402·4	404·0 494·1	451 · 4 559 · 5	506·2 625·3
Men and women	1,000	197.5	233 · 9	258 · 1	298-1	340.6	418.7	469 · 1	525 · 6

Men aged 21 and over, and women aged 18 and over, whose pay was not affected by absence. Source: New Earnings Survey.

Average earnings and hours: manual workers: by industry 5 • 4

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manu- facturing industries	All manu- facturing industries	Mining and quarrying (except coal mining)	Con- struction	Gas, electricity and water	Transport and communi- cation	All industries covered
53·30 61·61 67·50 80·37	68·82 75·15 87·48 102·32	61·48 67·66 77·85 91·05	73·88 82·09 96·79 114·88	66·27 71·04 83·51 96·89	67·83 73·56 84·77 98·28	66·36 74·96 84·52 99·82	65·80 72·91 81·77 94·06	68·42 72·72 87·78 104·30	71-22 76-96 88-03 103-30	£ 66·97 72·89 83·50 96·94
90·62	114·47	101·16	137·73	108·09	111·64	116·58	113·36	126·12	123-77	113·06
98·67	127·96	111·31	154·22	113·15	123·23	126·08	121·55	142·28	138-19	125·58
106·59	141·91	124·38	162·63	124·08	134·26	138·54	131·53	157·69	150-67	137·06
40·9	45·3	42·8	43·6	43·3	43·5	46·4	44·3	42·8	47·5	44·0
41·3	45·7	43·0	44·5	43·4	43·6	47·2	44·7	42·4	48·0	44·2
41·3	45·4	43·0	44·6	43·3	43·5	47·2	44·9	42·8	48·8	44·2
41·0	45·0	43·2	43·8	43·4	43·2	46·8	44·9	43·4	48·6	44·0
40·1	43·2	41·7	42·5	41·7	41·9	47·9	44·0	42·2	47·1	43·0
41·1	43·6	42·2	41·9	41·8	42·0	46·0	43·8	40·1	46·9	43·0
41·4	44·2	43·0	41·2	41·8	42·0	47·9	43·8	40·0	46·7	42·9
130·3 149·2 163·4 196·0	151·9 164·4 192·7 227·4	143.6 157.3 181.0 210.8	169·4 184·5 217·0 262·3	153·0 163·7 192·9 223·2	155·9 168·7 194·9 227·5	143·0 158·8 179·1 213·3	148·5 163·1 182·1 209·5	159·9 171·5 205·1 240·3	149·9 160·3 180·4 212·6	pence 152·2 164·9 188·9 220·3
226·0	265·0	242·6	324·1	259·2	266·4	243·4	257·6	298·9	262·8	262·9
240·1	293·5	263·8	368·1	270·7	293·4	274·1	277·5	354·8	294·6	292·0
257·5	321·1	289·3	394·7	296·8	319·7	289·2	300·3	394·2	322·6	319·5
33-59 38-08 41-94 50-43	42·22 45·59 52·12 60·06	42·14 46·20 53·62 61·84	45·20 48·87 55·33 67·15	39·49 43·44 49·15 56·08	40·71 44·45 50·08 58·44		36·11 39·14 42·97 48·23	43·43 47·94 58·10 70·29	50·23 53·25 63·79 72·38	£ 40·61 44·31 50·03 58·24
58-62	71·01	74·01	82·15	64·95	68·40	= 1	61·45	81·75	92·14	68·73
64-02	79·13	81·55	92·83	70·58	75·71		66·49	99·07	105·76	76·44
69-58	85·78	90·75	102·44	78·51	83·17		69·33	103·22	114·12	83·96
36·0	36·7	37·3	38·4	37·3	37·2	Ξ	38·3	36·4	41·6	37·4
36·1	36·8	37·2	38·5	37·5	37·2		37·9	36·0	41·3	37·4
36·1	36·7	37·5	38·1	37·0	37·2		38·5	36·8	43·5	37·4
36·0	36·8	36·7	38·3	37·4	37·2		37·2	37·6	43·3	37·4
36-4	37·3	36·8	38·2	37·3	37·3		38·5	37·0	42·3	37·5
36-5	37·5	37·6	37·4	37·5	37·5		39·1	36·3	42·8	37·7
37-5	38·3	38·2	37·7	38·1	37·8		37·9	35·1	42·6	38·0
93·3 95·5 16·2 10·1	115·0 123·9 142·0 163·2	113·0 124·2 143·0 168·5	117·7 126·9 145·2 175·3	105·9 115·8 132·8 149·9	109·4 119·5 134·6 157·1	Ē	94·3 103·3 111·6 129·7	119·3 133·2 157·9 186·9	120·7 128·9 146·6 167·2	pence 108·6 118·5 133·8 155·7
61-0	190·4	201·1	215·1	174·1	183·4	= 1	159·6	220·9	217·8	183·3
75-4	211·0	216·9	248·2	188·2	201·9		170·1	272·9	247·1	202·8
95-5	224·0	237·6	271·7	206·1	220·0		182·9	294·1	267·9	220·9

### EARNINGS 5.5 Index of average earnings: non-manual employees

Fixed weighted: April 1970 = 100 All industries and services Weights 1976 1977 1978 1979 1980 1981 1982

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

Martin	MANUFACTURING INDU						SERVICES		AND DESIGNATION OF THE PERSON
Weekly earnings (£	)	Hours	Hourly earnings (	pence)	Weekly earnings (£)		Hours	Hourly earnings (	pence)
. \-				pay was			excluding affected b	those whose	THE PERSON NAMED IN
including those whose pay was affected by	excluding those whose pay was affected by		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
absence	absence			-	-			All and the	
54·5 65·1 71·8 81·8	56 · 6 67 · 4 74 · 2 84 · 7	45·0 45·1 45·6 45·8	125 · 8 149 · 2 162 · 6 184 · 8	123 · 1 146 · 3 160 · 0 181 · 8	54·0 63·3 69·5 78·4	55·7 65·1 71·5 80·7	45·5 45·3 45·7 46·0	122 · 2 143 · 7 156 · 5 175 · 5	119·2 141·0 154·3 172·8
94·5 111·2 119·3 134·8	97·9 115·2 124·7 138·1	45·0 45·0 43·5 43·8	255·5 286·0 315·1	250 · 0 279 · 8 307 · 9	108 · 6 118 · 4 131 · 4	111 · 7 121 · 9 133 · 8	45 · 4 44 · 2 44 · 3	245 · 8 275 · 3 302 · 0	197·5 240·5 269·1 294·7
68 · 2	68 · 7	39.2	173 · 2	173 · 3	67.9	68 - 4	38.7	174.3	174.6
80 · 2 88 · 2 102 · 4	80 · 9 88 · 9 103 · 0	39·1 39·2 39·4	204·3 223·4 258·1	204 · 4 223 · 8 258 · 9	88·4 99·9	88·9 100·7	38·7 38·7	227·2 257·1	210·6 227·9 257·9
116 · 8 143 · 6 159 · 6 180 · 1	117·7 144·8 161·8 181·4	39 · 6 39 · 4 38 · 8 38 · 8	293 · 8 362 · 3 411 · 9 457 · 9	294 · 7 362 · 0 411 · 5 457 · 0	112·1 140·4 161·2 177·9	113 · 0 141 · 3 163 · 1 178 · 9	38 · 8 38 · 7 38 · 4 38 · 2	288 · 6 360 · 8 419 · 1 462 · 5	289·5 361·3 419·7 462·3
58·1 69·2 76·1	60 · 2 71 · 4 78 · 5	43 · 4 43 · 4 43 · 8	137·7 163·2 177·7	136·5 162·0 177·1	59·2 70·0 76·8	60 · 8 71 · 8 78 · 6	43·0 42·7 43·0	139·9 166·8 181·1	139·3 166·6 181·5
100 · 5 120 · 3 131 · 3	103·7 124·3 137·1	44·2 43·4 42·0	202·9 233·1 284·1 323·5 357·0	202 · 2 231 · 8 281 · 8 320 · 8 354 · 0	98·8 121·5 136·5 151·5	101 · 4 124 · 5 140 · 5 154 · 5	43 · 2 42 · 7 41 · 7 41 · 7	232 · 2 288 · 2 332 · 0 365 · 6	204 · 9 232 · 4 287 · 6 331 · 2 364 · 6
			81 - 8	81 · 4	30.9	32 · 1	39 · 4	81 - 6	81 · 1
38·5 43·0 49·3	40 · 3 45 · 0 51 · 2	39·6 39·8 39·9	102·0 113·4 128·5	101 · 5 112 · 7 127 · 5	38·1 42·2 48·0	39 · 4 43 · 7 49 · 4	39·3 39·4 39·6	100 · 7 111 · 2 125 · 3	100·2 110·7 124·4 138·7
55 · 4 66 · 4 72 · 5 79 · 9	69·5 76·3 82·9	39·8 39·6 39·6	174 · 5 192 · 8 209 · 5	172 · 8 191 · 4 207 · 1	65 · 9 72 · 1 78 · 3	68 · 0 74 · 5 80 · 1	39·6 39·4 39·3	172 · 1 189 · 8 205 · 0	170 · 4 188 · 2 202 · 7
35 · 2 42 · 8 48 · 1	35 · 4 43 · 1 48 · 4	37·1 37·1 37·1	95·2 115·9 130·1	95·0 115·6 129·8	39 · 3 48 · 5 53 · 4	39 · 6 48 · 8 53 · 8	36·6 36·5 36·7	106·1 132·0 143·8	105·9 131·8 143·7
54·9 62·3 76·7 86·4 97·2	55 · 2 62 · 8 77 · 1 87 · 3 97 · 6	37·2 37·3 37·1 37·2	148·0 168·5 205·8 234·2 260·3	147·5 168·0 204·9 233·4 259·0	58·5 65·3 82·0 95·6 104·3	66 · 0 82 · 7 96 · 7 104 · 9	36·7 36·7 36·5 36·5	176 · 8 221 · 2 259 · 7 283 · 0	157·9 176·6 220·7 259·2 282·2
32 · 4 40 · 1	33 · 6 41 · 5	38·5 38·5	87·2 107·6	86·9 107·2	36·6 45·3	37·4 46·2	37·4 37·3	98·5 122·6	98·3 122·4 133·9
51 · 3 57 · 9	52·8 60·0	38.8	136·1 154·6	135 · 4 153 · 7	55 · 4 61 · 8	56 · 4 63 · 0	37·5 37·5	148·2 166·0	148.0
78·1 87·1	81 · 5 89 · 7	38 · 4 38 · 5	211 · 6 232 · 1	210·6 230·4	89·3 97·5	91 · 4 99 · 0	37·2 37·1	241 · 8 263 · 1	206·4 241·2 262·1
	54.0	40.0	107.0	105.4	50.7	54.0	41.3	128.9	127.7
52·1 62·5 68·9 78·8	54·2 64·7 71·3 81·5	42·3 42·7 42·8	151 · 8 165 · 8 188 · 7	150 · 0 164 · 3 187 · 0	62·7 68·7 77·3	64·2 70·2 79·1	41 · 1 41 · 3 41 · 4	154·7 168·0 188·6	153 · 8 167 · 5 187 · 9
90 · 4 108 · 4 118 · 6 134 · 0	93·7 112·4 124·3 138·0	43·0 42·3 41·2 41·3	216·7 263·3 299·0 329·6	214 · 2 259 · 8 295 · 6 325 · 4	87 · 4 107 · 7 121 · 6 134 · 1	89·6 110·2 124·9 136·5	41 · 5 41 · 1 40 · 3 40 · 2	213 · 6 264 · 8 305 · 1 334 · 6	212 · 4 262 · 8 303 · 2 332 · 1
51 · 5 61 · 8 68 · 0	53·6 64·0 70·4	42·3 42·5 42·7	125 · 8 150 · 1 163 · 8	124·1 148·3 162·3	52 · 0 61 · 8 67 · 8	53 · 4 63 · 4 69 · 3	41 · 4 41 · 1 41 · 3	127 · 3 152 · 6 165 · 7	126·0 151·6 165·1 185·3
77 · 8 89 · 1 106 · 9	80·5 92·5 110·9	42·8 43·0 42·3	186·5 213·9 259·8	184·7 211·3 256·2	76 · 3 86 · 2 106 · 3	78·1 88·4 108·7	41 · 5 41 · 1	210·7 261·1	209·3 259·0 298·4 326·7
	whose pay was affected by absence  54.5 65.1 71.8 81.8 94.5 111.2 119.3 134.8  68.2 80.2 80.2 81.2 102.4 116.8 143.6 159.6 180.1  58.1 69.2 76.1 87.3 100.5 120.3 131.3 148.8  30.9 38.5 43.0 49.3 55.4 66.4 72.5 79.9  35.2 42.8 48.1 54.9 62.3 76.7 86.4 97.2 32.4 44.9 51.3 57.9 77.3 78.1 87.1	those whose pay was affected by absence  54.5	Including those whose pay was affected by absence   S4.5   56.6   45.0   65.1   67.4   45.6   81.8   84.7   45.6   81.8   84.7   45.6   81.8   84.7   45.6   81.8   84.7   43.5   119.3   124.7   43.5   134.8   138.1   43.8   68.2   68.7   39.2   80.2   80.9   39.1   88.2   88.9   39.2   102.4   103.0   39.4   116.8   117.7   39.6   143.6   144.8   38.8   180.1   181.4   38.8   180.1   181.4   38.8   180.1   181.4   38.8   180.1   181.4   38.8   180.1   181.4   38.8   180.1   181.4   38.8   180.1   181.4   39.4   159.6   161.8   38.8   39.2   100.5   100.5   103.7   44.2   120.3   124.3   43.4   131.3   137.1   42.0   148.8   152.6   42.2   103.0   39.6   43.0   45.0   39.8   49.3   51.2   39.9   55.4   40.3   39.6   43.0   45.0   39.8   49.3   51.2   39.9   55.4   40.3   39.6   43.0   45.0   39.8   49.3   51.2   39.9   55.4   40.3   39.6   43.0   45.0   39.8   49.3   51.2   39.9   55.4   40.3   39.6   43.0   45.0   39.8   49.3   51.2   39.9   66.4   69.5   39.8   66.4   69.5   39.8   67.5   77.1   37.3   38.6   43.0   45.0   39.8   49.3   51.2   39.9   66.4   69.5   39.8   67.2   57.7   13.3   37.1   42.0   37.1   44.8   43.1   37.1   44.8   44.8   43.1   37.1   44.8   44.8   43.1   37.1   44.8   44.	Including those whose pay was affected by absence   Section 1	Including those whose pay was affected by absence   Including whose pay was affected by absence   Including overtime pay and pay and overtime pay and pay a	Including   those   wines   pay   pa	Including   whose pay was partected by absence   whose pay was pathested by absence   whose pay was affected by affected by affected by absence   whose pay was affected by affected by affected by affected by affected by absence   whose pay was affected by	Including   those whose pay whose	Including those whose pay whose pay winds pay and sheenee   Including those whose pay winds pay and sheenee   Including pay and

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

#### LABOUR COSTS All employees: main industrial sectors and selected industries

10.4069		Manu- facturing	Mining and quarrying	Construction	Gas, electricity and water	Index of production industries	Whole economy
SIC 1968							Pence per hour
Labour costs	1968 1973 1975 1978 1979 1980 1981	58-25 106-90 161-68 244-54 290-1 349-4 379-4	73.80 143.45 249.36 365.12 427.2 522.9 589.5	60·72 107·32 156·95 222·46 257·7 316·9 337·2	66·55 129·61 217·22 324·00 383·3 483·4 524·4	59·58 109·37 166·76 249·14 294·2 365·5 386·8	
Percentage shares of labour costs *							Percent
Wages and salaries†	1968 1973 1978 1981	91·3 89·9 84·3 82·1	82·8 82·5 76·2 73·4	87·7 91·1 86·8 85·3	87·1 84·7 78·2 76·6	90·2 89·3 83·9 81·7	
of which Holiday, sickness, injury and maternity pay	1968 1973 1978 1981	7·4 8·4 9·2 9·2	8·6 12·0 9·3 8·9	5-2 6-4 6-8 6-7	10·5 9·8 11·2 11·2	7·3 9·2 9·0 9·0	
Statutory national insurance contributions	1968 1973 1978 1981	4·4 4·9 8·5 9·1	3·8 4·3 6·7 7·1	4·2 4·9 9·1 9·9	3·8 4·5 6·9 7·4	4·3 4·9 8·4 9·0	# 3
Private social welfare payments	1968 1973 1978 1981	3·2 3·5 4·8 5·6	5·7 5·9 9·4 9·5	1·4 1·6 2·3 2·7	6·3 8·0 12·2 12·7	3·2 3·7 5·1 5·8	No. 100
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡	1968 1973 1978 1981	1·1 1·6 2·3 3·2	7·7 7·3 7·7 10·0	6·7 2·4 1·9 2·1	2·7 2·9 2·6 3·3	2·3 2·2 2·6 3·5	
Labour costs per unit of output §		% cha	nge				1975=100 % change over
		a year earlier					a year earlier
	1976 1977 1978 1979 1980 1981 1982	112·7 12·7 125·1 11·0 141·0 12·7 162·3 15·1 199·3 22·8 218·6 9·7	85·7 63·3 59·8 55·6 66·8 69·4	111.6 119.4 132.6 156.1 192.7 222.7	105-9 109-6 127-6 149-5 196-1 226-2	110·9 118·9 131·6 148·6 181·1 198·0	111·3 11·3 120·3 8·1 134·1 11·5 155·6 16·0 187·9 20·8 208·5 11·0 218·7 4·9
	1981 Q1 Q2 Q3 Q4						203·5 17·4 206·5 12·6 211·3 7·5 212·5 6·8
	1982 Q1 Q2 Q3 Q4						216·2 6·2 218·4 5·8 218·5 3·4 221·5 4·2
Wages and salaries per unit of output §	1976	110 5   10 5	24.4	Topic Service			22.0 12
	1977 1978 1979 1980 1981 1982	110·5 120·1 135·9 155·1 14·1 190·0 22·5 207·0 218·0 5·3	84·4 62·0 60·0 55·6 66·7 68·2	110·6 116·9 127·8 149·0 183·6 211·0	104·2 106·5 120·6 139·9 183·0 206·6	109·5 115·2 126·2 141·0 171·2 185·3	109·8 9·8 116·9 6·5 129·3 10·6 149·1 15·3 180·1 20·8 197·8 9·8
	1981 Q2 Q3 Q4	203·9 10·0 208·0 5·5 210·2 3·1					208·1 5·2 195·5 11·2 200·3 6·3 201·6 6·0
	1982 Q1 Q2 Q3 Q4	213·1 3·4 215·6 5·7 219·8 5·7 223·7 6·4					205·1 5·8 207·4 6·1 208·7 4·2 211·4 4·9
	1983 Q1	218.8   2.7					211.4 4.9
	1982 Dec	222.5   5.3					
	1983 Jan Feb Mar	215·9 1·0 219·8 3·6 220·8 3·5					
	3 month	hs ending:- 223·7∥ 6·4					
	1983 Jan Feb Mar	221·1 4·4 219·4 3·3 218·8 2·7					

UNIT	ED GDOM	Agricul- ture, 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, e	Timber, furniture, etc
SIC 1	1968	1	II	III	IV and V	VI–XII	XIII	XIV	XV	XVI	XVII
Weight 1978 1979 1980 1981 1982	Annual averages	210 273 310 371 410 451	305 247 276 334 372 403	454 250 285 325 361 388	294 240 265 324 367 396	2,953 271 314 369 400 421	366 254 288 330 359 379	29 243 280 318 349 363	217 255 300 355 395 416	236 242 276 321 349 373	186 248 279 335 363 388
1981	April May June July Aug Sep Oct Nov	411 411 411 411 411 411 411 411 411	367 367 367 367 367 367 367 397 397	353 * 353 * 362 * 362 * 366 * 366 * 376 * 376 *	350 360 377 377 377 377 377 377 377	397 397 399 399 399 400 400 415 415	349 363 364 364 364 365 365 365 365	342 342 342 356 356 356 356 356 356 356	395 395 395 395 395 399 399 399 399	343 351 351 351 351 353 353 360 360	363 363 363 363 363 363 363 363 363
1982		445 451 451	397 399 399	383 * 383 * 383 *	379 379 379	417 417 417	369 369 369	363 363 363	415 415 415	360 363 363	388 388 388
	April May June	451 451 451	399 399 399	384 * 384 * 387 *	379 390 406	418 418 418	369 382 383	363 363 363	415 415 415	368 375 375	388 388 388
	July Aug Sep Oct Nov Dec	451 451 451 451 451 451	399 399 399 399 425 425	387 * 388 * 388 * 389 * 401 * 401 *	406 406 406 406 406 406	419 419 420 420 436 436	383 383 384 385 385 385	363 * 363 * 363 * 363 * 363 * 363 *	415 415 419 419 419 419	375 375 377 377 384 384	388 388 388 388 388 388
1983	Jan Feb Mar	478 483 483	425 425 425	406 * 406 * 406 *	407 407 407	436 436 436	388 388 388	363 * 363 * 363 *	434 434 437	384 384 384	408 408 408
	April	483	425	406 *	407	436	388	370 *	437	388	408
1978	al weekly hours	∫ 40.2	36-0	40-0	40.0	40.0	40.0	40-0	40.0	40-1	Hour 40·0
1979 1980 1981 1982	Annual averages	40·2 40·2 40·2 40·2	36·0 36·0 36·0 36·0	40·0 40·0 40·0 40·0	40·0 40·0 40·0 39·8	40·0 40·0 39·9 39·1	40·0 40·0 40·0 40·0	40·0 40·0 40·0 40·0	40·0 40·0 40·0 40·0	40·1 40·1 39·9 39·6	40·0 39·5 39·1 39·1
983	April	40-2	36-0	39-6	38-8	39-0	40.0	40.0	40.0	39.5	39-1
1978 1979 1980 1981 1982	Annual averages	286 326 390 431 473	247 276 334 372 403	251 286 327 362 389	240 265 324 367 398	271 314 369 402 430	254 288 330 359 379	243 280 318 349 363	255 300 355 395 416	243 276 321 350 379	JULY 1972 = 10 248 279 340 372 398
	April May June July Aug Sep Oct Nov	432 432 432 432 432 432 432 432	367 367 367 367 367 367 367 367 397	354 * 354 * 363 * 364 * 367 * 367 * 367 * 377 *	350 360 377 377 377 377 377 377	397 397 399 399 400 400 400 424	349 363 364 364 365 365 365	342 342 342 356 356 356 356 356	395 395 395 395 395 399 399 399	344 352 352 352 353 355 355 362	372 372 372 372 372 372 372 372 372
	Jan Feb Mar	432 467 474 474	397 397 399 399	377 * 384 * 384 * 384 *	378 380 380 380	424 426 426 426	365 369 369 369	356 363 363 363	399 415 415 415	362 365 368 368	372 397 397 398
	April May June	474 474 474	399 399 399	385 * 385 * 388 *	381 393 408	427 427 427	369 382 383	363 363 363 *	415 415 415	374 381 381	398 398 398
	July Aug Sep Oct Nov Dec	474 474 474 474 474 474	399 399 399 399 425 425	388 * 389 * 389 * 390 * 402 *	408 408 408 408 408 408	428 428 429 429 445 445	383 383 384 385 385 385	363 * 363 * 363 * 363 * 363 * 363 *	415 415 419 419 419 419	381 381 383 383 390 391	398 398 398 398 398 398
	Jan Feb Mar	502 508 508	425 425 425	411 * 411 * 411 *	420 420 420	447 447 447	388 388 388	363 * 363 * 363 *	434 434 437	391 391 391	418 418 418
	April	508	425	411 *	420	447	388	370 *	437	394	418

<sup>\*</sup> The indices will reflect delays in making new national agreements or the situation where a national agreement is initially in abeyance. Industry groups which are significantly affected by agreements remaining outstanding more than 6 months after their normal settlement date are indicated from the earliest month affected.

NOTE: Calculation of these indices will be discontinued after December 1983.

#### **WAGE RATES AND HOURS** Indices of basic national wage rates and normal weekly hours: manual workers: by industry

Paper, printing and publishing	Construc-	Gas, electricity and water	Transport and communi- cation	Distributive trades	Professional services and public adminis-	Miscel- laneous services	Manufac- turing industries	All industries and services		UNITED KINGDOM
XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	III–XIX			SIC 1968
403	970	209	1,034	802	756	576	5,138	10,000	Basic weekly weights	wage rates
232 270 310 350 381	290 321 374 417 450	261 301 384 458 495	232 266 318 351 378	272 320 380 423 462	252 281 329 361 382	253 319 386 419 455	258·8 297·5 348·5 381·3 403·9	259·3 298·1 351·8 387·5 414·2	Annual averages	1978 1979 1980 1981 1982
356 357 357	404 404 404	461 461 461	351 351 352	427 432 432	358 358 358	416 * 416 * 420 *	376·7 379·1 382·0	383·8 385·4 387·2	Apr May June	1981
358 361 361	430 431 431	462 462 463	356 358 358	432 432 432	361 361 361	420 * 420 * 420 *	382·3 383·1 383·5	390·7 391·2 391·4	July Aug Sep	
361 361 361	431 431 431	463 463 466	358 358 358	432 432 432	361 371 371	425 * 425 * 425 *	383·5 393·7 393·7	391·7 398·7 398·8	Oct Nov Dec	
362 369 369	431 431 431	480 480 497	368 368 371	432 433 433	371 371 371	445 452 452	397·2 397·8 397·9	403·6 404·5 405·2	Jan Feb Mar	1982
383 383 383	433 433 462	497 497 497	379 379 379	463 472 472	382 382 382	452 452 456	400·0 401·8 403·1	410·5 412·2 415·9	April May June	
384 387 387	462 463 463	497 497 497	381 381 383	472 472 472	385 385 385	456 456 456	403·6 404·1 405·0	416·7 417·0 417·6	July Aug Sep	
387 387 387	463 463 463	497 497 502	383 383 383	473 473 473	385 392 392	460 460 460	405·1 415·6 415·6	417-9 424-7 424-8	Oct Nov Dec	
387 392 392	463 463 463	511 511 525	384 384 385	473 473 473	392 392 392	470 472 472	418·0 418·3 418·4	427·7 428·0 428·7	Jan Feb Mar	1983
402	465	525	385	490	401	472	419-3	431-3	April	
39-6 39-6 39-6 39-2 38-6	39·9 39·9 39·9 39·7 38·9	39·0 39·0 39·0 38·5 38·0	40·6 40·4 40·4 40·4 40·1	40·0 40·0 40·0 39·7 39·7	40·0 40·0 40·0 40·0 39·9	40·0 40·0 40·0 40·0 39·9	39·9 39·9 39·9 39·8 39·5	40·0 39·9 39·8 39·7 39·6	Annual averages	1978 1979 1980 1981 1982
38-3	38-9	38.0	40-0	39.6	39-5	39.5	39.4	39-4	April	1983
232	291	268	232	279	252	261	Basic wa	ge rates adjusted	for changes in norma	
270 310 354 389	321 375 421 462	309 393 476 518	268 319 352 383	279 327 389 435 475	281 329 361 382	330 398 433 468	297·7 348·8 382·8 410·2	300·2 354·6 391·6 422·4	Annual averages	1978 1979 1980 1981 1982
359 360 360	405 405 405	475 480 480	353 353 353	440 445 445	358 358 358	429 * 429 * 434 *	377·5 379·8 382·8	387·2 388·9 390·8	Apr May June	1981
362 365 365	432 433 433	480 480 481	358 359 359	445 445 445	361 361 361	434 * 434 * 434 *	383·2 383·9 384·4	394·3 395·0	July Aug	
365 365 365	433 443 443	487 487 490	359 360 360	445 445 445	361 371	439 * 439 * 439 *	384·4 399·0 399·0	395·2 395·6 405·7 405·8	Sep Oct Nov Dec	
366 373 373	443 443 444	504 504 522	372 372 375	445 446 446	371	460 467 467	402·8 403·5 403·5	410·9 411·8 412·5	Jan Feb Mar	1982
387 387 387	445 445 475	522 522 522	383 383 383	477 486 486	381	467 467 467	406·1 407·9 409·3	418·3 420·1 423·9	Apr May June	
397 400 400	475 475 475	523 523 523	386 386 387	486 486 486	385	467 467 467	410·2 410·7 411·6	425·1 425·9 426·0	July Aug Sep	
400 400 400	475 476 476	523 523 528	387 388 388	487 487 487	396	475 475 480	411·7 422·4 422·4	426·4 433·7 434·2	Oct Nov Dec	
400 405 405 416	476 476 476	537 537 552	389 389 390	487 487 488	397	492 493 493	426·5 426·9 427·0	438·1 438·5 439·1	Jan Feb Mar	1983
The figures rela	478	552	390	507	406	493	427-9	441.8	April	

The figures relate to changes in a representative selection of basic wage rates or minimum entitlements, and in normal weekly hours, for full-time manual workers, which are the outcome of centrally determined arrangements, usually national collective agreements or statutory wages orders. In general no account is taken of changes determined by local negotiations. (For example at district, establishment or shop floor level). The figures do not, therefore, necessarily imply a corresponding change in the local rates or actual earnings of those who are being question and those published in previous issues of *Employment Gazette* have been revised where necessary to take account of changes reported subsequently. The figures for normal weekly hours are derived from indices based on the same representative selection of national agreements and statutory wages orders used to compile the indices of basic wage rates.

## **EARNINGS**

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

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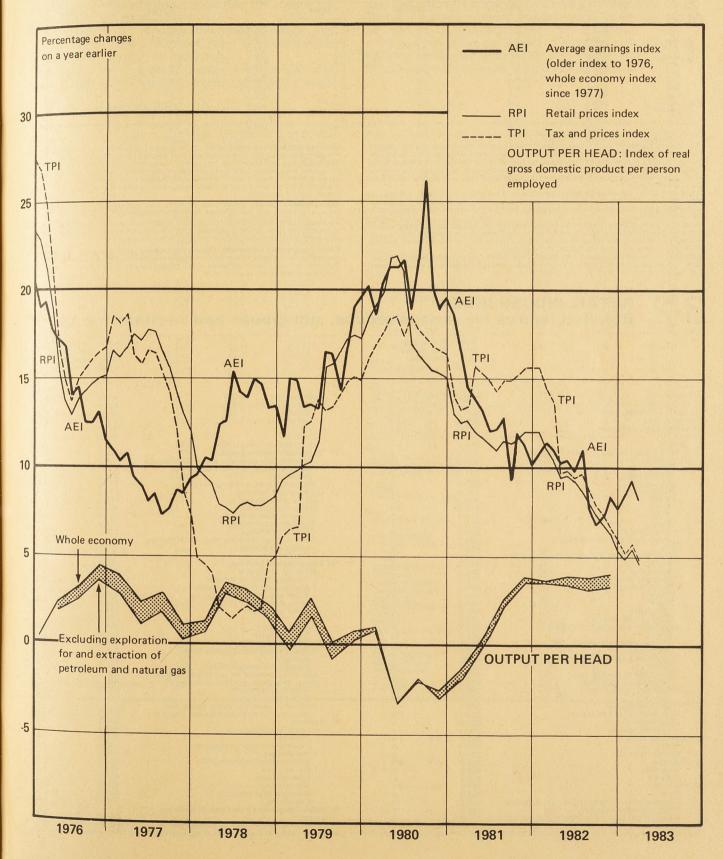
	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Repub- lic	Italy	Japan	Nether- lands	Norway	Spain	Sweden	Switzer- land	United States
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
Annual averages 1973 1974	67·8 79·4	65·8 83·8	76·2 88·2	69 83	76 86	69·1 83·9	71·5 85·3	84 92	64 80	65 78	64·5 78·9	71·1 89·7	74 88	71 83	61·8 77·8	78·4 87·1	Indices 81.8 93.1	1975 = 100 85 92
1975 1976 1977 1978 1979	100·0 116·5 128·5 147·1 169·9	100·0 114·4 127·6 136·6 147·1	100·0 109·0 118·4 125·1 132·4	100 111 121 130 140	100 114 126 135 147	100·0 112·7 124·3 137·1 152·6	100·0 114·1 128·5 145·2 164·1	100 107 114 120 127	100 129 156 193 232	100 117 135 155 179	100·0 120·9 154·6 179·6 213·7	100·0 112·3 121·9 129·1 138·5	100 109 117 123 128	100 117 129 139 143	100·0 130·3 169·8 214·2 264·8	100·0 117·9 125·8 136·6 147·2	100·0 101·6 103·3 106·9 109·2	100 108 118 128 139
1980 1981 1982	200·3 226·7 251·9	163·2 179·8 209·6	142·8 151·7 161·0	153 168 179	162 181 202	169·8 185·4 204·7	188·8 216·2	135 142 149	295 376	217 252	261·7 323·6 379·1	148-8 157-2 164-8	134 138	157 173	313·8 375·1 430·8	160·2 177·0 R 191·0 R	114·8 120·6 R 128·2	151 165 176
Quarterly averages 1981 Q3 Q4	232·6 238·1	181·1 186·1	152·0 155·5	167 178	183 190	186·5 193·7	215·8 224·4	144 145	385 399	257 263	334·5 345·6	158·5 160·1	141 142	179 178		178·5 181·1	120·5 121·4	167 170
1982 Q1 Q2 Q3 Q4	243·9 248·6 255·1 260·0	197·0 203·7 217·7 219·8	159·3 161·6 160·5 162·4	175 177 178 185	196 200 205 208	196·4 203·4 205·8 213·0	233·6 244·3 252·0 252·3	145 149 150 150	436 501 523	271 286	358·0 371·0 386·1 401·3	160·7 163·6 166·6 167·0	146 146 148	178 188 198		185·5 192·7 192·3 193·3	128·3 127·5 127·9 128·9	173 175 177 178
Monthly 1982 Sep	255-6	218-6	162-3	178	205	208-5					391.1	165-6	148		100000	191.7		178
Oct Nov Dec	256·6 259·5 260·0	219·1 219·5 220·8	163·0 162·2 161·9	185	207 R 208 209	211·1 211·3 216·5	252-3	150			391·1 406·4 406·4	166·1 166·4 168·6	148 148			192·7 192·4 194·8		177 178 180
1983 Jan Feb	262·4 264·2						::	::		::	406-8	167.7.	::	::	::	:::		180 181
Increases on a	year earlier																	Danish
Annual averages 1973 1974	13 17	13 27	13 16	17 20	9	19 21	15 19	11 10	16 26	20 20	24 22	23 26	12 19	11 18	19 26	8 11	14	Per cent 8 8
1975 1976 1977 1978 1979	26 17 10 14 15	19 15 11 7 8	13 9 9 6 6	20 11 9 7 8	16 14 11 7 9	19 13 10 10	17 14 13 13	9 7 7 5 6	25 29 21 24 20	28 17 15 15	27 21 28 16 19	11 12 9 6 7	14 9 7 5 4	20 17 10 8 3	29 30 30 26 24	15 18 7 9 8	7 2 2 3 2	9 8 9 8
1980 1981 1982	18 13 11	11 10 17	8 6 6	9 10 11	10 12 12	11 9 10	15 15	6 5 5	27 27	21 16	22 24 17	7 6 5	5 3	10 10	19 20 15	9 11 8	5 5 6	9 9 7
Quarterly averages 1981 Q3 Q4	13 13	8 . 11	7 5	9	12 12	9	14 15	5 5	29 28	19 13	24 23	5 6	4 4	7 8		11 8	5 5	10
1982 Q1 Q2 Q3 Q4	13 13 10 9	13 14 20 18	8 7 6 4	9. 5 7 4	13 12 12 9	10 11 10 10	16 18 17 12	5 6 4 4	24 37 36	14 14	20 17 15 16	5 6 5 4	7 7 5	7 11 11	- :: :::	8 9 8 7	6 7 6 6	7 7 6 5
Monthly 1982 Sep	9	20	5	7	10	10					16	5	4			7		5
Oct Nov Dec	8 9 10	20 19 15	4 6 3	4	10 10 9	10 10 9	12	4			16 16 16	5 4 5	4 4			7 6 7		5 5 5
1983 Jan Feb	9 8		::		::-					•	16	4	::			::	:: 4	5 5

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.



#### RETAIL PRICES Recent movements in the all-items index and in the index excluding seasonal foods for Apr 12

	All items				All items except	seasonal foods	
	Index Jan 15,	Percentage cha	nge over		Index Jan 15, 1974 = 100	Percentage ch	ange over
	1974 = 100	1 month	6 months	12 months	1974 - 100	1 month	6 months
1982 Jan	310.6	0.6	4.5	12.0	311.5	0.4	4.2
Apr	319-7	2.0	5.3	9.4	320-2	1.9	4.7
May	322.0	0.7	4.9	9.5	322.0	0.6	4.2
June	322.9	0.3	4.6	9.2	323.4	0.4	4.2
July	323.0	0.0	4.0	8.7	324.6	0.4	4.2
Aug	323-1	0.0	4.0	8.0	325.9	0.4	4.6
Sep	322.9	0.0	3.0	7.3	325.9	0.0	3.8
Oct	324.5	0.5	1.5	6.8	327.6	0.5	2.3
Nov	326-1	0.5	1.3	6.3	329-2	0.5	2.2
Dec	325.5	-0.2	0.8	5.4	328-4	-0.2	1.5
1983 Jan	325.9	0.1	0.9	4.9	328.5	0.0	1.2
Feb	327.3	0.4	1.3	5.3	329.8	0.4	1.2
Mar	327.9	0.2	1.5	4.6	330.4		1.4
Apr	332.5	1.4	2.5	4.0	334-8	0·2 1·3	2.2

The rise in the index for April resulted mainly from higher rents and rates and the effect of increased excise duties announced by the Chancellor of the Exchequer in his Budget on March 15, 1983. It is estimated that about one quarter of the rise can be attributed to the Budget measures which directly affected the prices of petrol, beer, wines, spirits, cigarettes and motor vehicle licences. Prices for fresh vegetables and fruit were slightly higher than

and motor vehicle licences. Prices for fresh vegetables and fruit were slightly higher than the previous month.

Food: The food index rose by rather less than one per cent during the month but the seasonal food index rose by about 4 per cent. Prices of fresh vegetables and fruit were higher. Mutton and lamb prices were also higher although there was a fall in prices generally for other fresh meat.

Alcoholic drink: Prices of beer, wines and spirits rose by about 2 per cent from March. This represents the effect of increased excise duties announced in the Budget.

Tobacco: The rise in this group index over the month of about 1¾ per cent does not fully reflect the increase in duty announced in the Budget.

Housing: Rents increased over the month by about 4½ per cent and rates by about 7½ per cent. The effect overall of these increases and also increased maintenance costs caused the housing group index to rise by about 4 per cent.

Clothing and footwear: Most items in this group rose slightly in price during the month which caused a rise overall of rather less than one half of one per cent in the group index. Transport and vehicles: The increase in motor vehicle licences contributed to the movement in the group index for April. However the prices of petrol and oil rose by about 4 per cent, of which slightly more than half is attributable to the increased duty announced in the Budget. With higher prices for motor vehicles the overall effect on the group index was a rise of about 2 per cent.

Miscellaneous goods: Small rises on most miscellaneous items contributed to an increase of rather less than one per cent in the group index.

Services: There was a rise in the group index of about one per cent. This is mainly the effect of small price rises on most services although the new season admission charges to swimming pools amounted for about half of this increase.

Meals bought and consumed outside the home: Higher prices for restaurant meals, sandwiches and snacks were mainly responsible for the rise in the group index of rather less than one per cent. Small increases in the prices of school meals were introduced at the commencement of the summer term.

### **RETAIL PRICES INDEX** Detailed figures for various groups, sub-groups and sections for Apr 12

	Index Jan 1974	Percen change (month	over			Index Jan 1974	Percent change (months	over
	= 100	1	12			= 100	1	12
All items	332-5	1-4	4.0	v	Fuel and light	465-5	0.0	11.8
All items excluding food	340-3	1.6	4.9		Coal and smokeless fuels Coal	458·5 464·7		12 12
Seasonal food	270.8	3.9	-12.3		Smokeless fuels	442.4		12
Food excluding seasonal	311.0	0.2	3.3		Gas	374-3		19
					Electricity	491-8		7
Food	304-6	0.7	0.7		Oil and other fuel and light	623-2		14
Bread, flour, cereals, biscuits and cakes	320.4		5	VI	Durable household goods	249.7	0.2	2.6
Bread	303-4		4		Furniture, floor coverings and soft furnishings	259-2		2
Flour	255-1		-1		Radio, television and other household			
Other cereals	373.3		8		appliances	211.5		1
Biscuits	307.0		5		Pottery, glassware and hardware	339.9		7
Meat and bacon	253.0		-1	VII	Clothing and footwear	214.5	0.3	2.0
Beef	308-3		-1		Men's outer clothing	235-2		1
Lamb	255.8		-8		Men's underclothing	303-3		4
Pork	219-4		-3		Women's outer clothing	161-0		0
Bacon	228.9		-1		Women's underclothing	278-6		4
Ham (cooked)	222.9		3		Children's clothing	238-3		4
Other meat and meat products	232-2		2 5		Other clothing, including hose, haberdashery,			
Fish	253.7		5		hats and materials	230-6		5
Butter, margarine, lard and other cooking fats	320.8		2		Footwear	223.7		2
Butter	421.8		3	VII	I Transport and vehicles	363-6	2.0	6.6
Margarine	220.6		1		Motoring and cycling	349.8		7
Lard and other cooking fats	210.9		0		Purchase of motor vehicles	308-8		7
Milk, cheese and eggs	312-1		2		Maintenance of motor vehicles	381-8		7
Cheese	361.7		3		Petrol and oil	422.7		8
Eggs	151.3		-14		Motor licences	338.5		6
Milk, fresh	378.4		5		Motor insurance	316-4		5
Milk, canned, dried etc	402.3		13		Fares	470-1		4
Tea, coffee, cocoa, soft drinks etc	332.7		9		Rail transport	496.0		5
Tea	347.0		16		Road transport	457.8	Karal San	4
Coffee, cocoa, proprietary drinks	351.5		10	IX	Miscellaneous goods	342.0	0.7	6.2
Soft drinks	325-6		4		Books, newspapers and periodicals	465-2		8
Sugar, preserves and confectionery	416.9		7		Books	446.7		14
Sugar	416.4		9		Newspapers and periodicals	470.2		7
Jam, marmalade and syrup	311.5		2		Medicines, surgical etc goods and toiletries	339.9		7
Sweets and chocolates	412.0		6		Soap, detergents, polishes, matches, etc	358-1		1
Vegetables, fresh, canned and frozen	330.2		-13		Soap and detergents	307-1		8
Potatoes	362.3		-17		Soda and polishes	436-1		8
Other vegetables	305-1		-11		Stationery, travel and sports goods, toys,			5
Fruit, fresh, dried and canned	280.7		-3		photographic and optical goods, plants etc	288-8		2.9
Other foods	321.0		4	X	Services	341-1	1.0	-3
Food for animals	276-4		2		Postage and telephones	361-4		-3
Alcoholic drink	363-9	1.9	7.4		Postage	457.0		-3
Beer	420.0		9		Telephones, telemessages, etc	336-6		3
Spirits, wines etc	290.0	12	5		Entertainment	278.3		8
I Tobacco	440-3	1.7	8.9		Entertainment (other than TV)	409.9		7
Cigarettes	440-8		9		Other services	406-1		8
Tobacco	433-2		6		Domestic help	435.8		7
/ Housing	363-5	3.9	-0.4		Hairdressing	409.3		5
Rent	362-2		6		Boot and shoe repairing	404-8		8
Owner-occupiers' mortgage interest payments	272.5		-19		Laundering	376-2		0
Rates and water charges	465.8		6	XI	Meals bought and consumed outside the			67
Materials and charges for repairs and maintenance	377-3		6		home	358-9	0.7	6.7

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** Average retail prices of items of food

Average retail prices on April 12, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 200 areas in the United Kingdom, are given below.

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

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

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

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

The average prices are subject to sampling error and some indication of the potential size of this error was given on page S57 of the February 1983 issue of Employment Gazette.

### Average prices on April 12, 1983

Pence per lb\*

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
		р	р .			p	p
Beef: home-killed Chuck (braising steak)	663	161-5	142-180	White, per 800g wrapped and			
Sirloin (without bone)	605	272-4	210-335	sliced loaf	619	37-8	31- 42
Silverside (without bone) †	658	205-3	189-226	White, per 800g unwrapped loaf	368	43.4	38- 47
Best beef mince	632	116-4	94-150	White, per 400g loaf, unsliced	429	28.1	25- 30
Fore ribs (with bone) Brisket (without bone)	518 614	139·9 140·6	112–180 112–177	Brown, per 400g loaf, unsliced	511	29.5	28- 30
Rump steak †	672	274.1	230-300	Flour			
Stewing steak	636	144-3	124–165	Self-raising, per 1½ kg	588	41.5	33- 48
Lamb: home-killed				Butter			
Loin (with bone)	468 448	191.7	150-226	Home-produced, per 500g	541	99.9	92-112
Breast † Best end of neck	400	54·5 127·5	40- 74 74-198	New Zealand, per 500g Danish, per 500g	487 505	98·7 105·8	92-106
Shoulder (with bone)	471	118.7	90-150	Danish, per 300g	505	102.8	94–112
Leg (with bone)	474	175-9	142-210	Margarine			
				Standard quality, per 250g	120	17.0	15- 21
Lamb: imported	200	1047	100 150	Lower priced, per 250g	104	15.9	15- 17
Loin (with bone) Breast †	389 379	124·7 36·1	100-150 28- 48	Lard, per 500g	647	30.8	25- 35
Best end of neck	363	93.0	58-138	, po. 0009	047	30-0	25- 55
Shoulder (with bone)	421	76.5	66- 90	Cheese			
Leg (with bone)	428	127-8	112–146	Cheddar type	644	116-3	98-128
Pork: home-killed				Eggs			
Leg (foot off)	593	100.2	80-138	Size 2 (65-70g), per dozen Size 4 (55-60g), per dozen	415	76-1	70- 82
Belly † Loin (with bone)	645 660	74·1 120·1	62- 88	Size 6 (45-50g), per dozen	433 103	65·4 57·3	60- 70 46- 70
Fillet (without bone)	443	153.3	102-148 114-230	0120 0 (10 00g), por dozon	103	37.3	40- 70
			111 200	Milk			
Bacon Collar †	000	1011		Ordinary, per pint		21.0	_
Gammon†	332 370	101·1 150·5	82-122 118-183	Tea			
Middle cut †, smoked	351	124.0	100-140	Higher priced, per 125g	246	34.7	32- 37
Back, smoked	301	143-3	126-165	Medium priced, per 125g	1,187	32-4	30- 34
Back, unsmoked	385	139-9	120-165	Lower priced, per 125g	680	28.6	28- 33
Streaky, smoked	234	97-0	82–120	Coffee			
Ham (not shoulder)	542	191-6	148-234	Pure, instant, per 100g	656	103-4	96-118
Sausages				Sugar			
Pork	680	73.0	62- 88	Granulated, per kg	689	46-1	44- 47
Beef	517	66-2	52- 80	Fresh vegetables			
Ork luncheen mark 40	100 100 100	A SE		Potatoes, old loose			
ork luncheon meat, 12 oz can	448	46.1	39- 54	White	421	7.4	6- 9
Corned beef, 12 oz can	550	84-6	72-100	Red Potatoes, new loose	281 470	8·3 18·7	6- 9
		The second		Tomatoes	467	62.5	15- 21 49- 78
Chicken: roasting				Cabbage, greens	468	17.4	10- 24
Frozen (3lb), oven ready Fresh or chilled	448	54.7	49- 64	Cabbage, nearted	466	14-4	9- 22
(4lb), oven ready	480	73-6	66- 80	Cauliflower Brussels sprouts	363	34-2	20- 49
			30 00	Carrots	652	13.0	9- 18
resh and smoked fish Cod fillets	040			Onions	653	13.9	10- 18
Haddock fillets	348	124-9	106-150	Mushrooms, per 1/4 lb	615	26.1	21- 30
Haddock, smoked whole	352 307	126·7 128·4	102-150 100-153	F			
Plaice fillets	315	142.7	118–177	Fresh fruit	004	00.4	
Herrings	253	69-1	56- 84	Apples, cooking Apples, dessert	604 642	23.4	18- 28
Kippers, with bone	369	90.2	78-106	Pears, dessert	582	28·0 33·7	21- 36 28- 38
anned (red) salmon, half-size can	504			Oranges	476	28-3	21- 36
( sallion, nair-size can	564	105.9	94-120	Bananas	637	35.4	30- 38

Per lb unless otherwise stated. Or Scottish equivalent.

UNITE	DKINGDOM	ALL ITEMS	FOOD*	til he skulpt		18 1 198					All items except	All items
			All	Items the prices of	All items other than	Items main the United	ly manufactu Kingdom	red in	Items mainly	Items mainly	food	except items of food the
				which show significant seasonal variations	those the prices of which show significant seasonal variations	Primarily from home- produced raw materials	Primarily from imported raw materials	All	home- produced for direct consump- tion	imported for direct consump- tion		prices of which show significant seasonal variations
Weight	s 1971 1972 1973	1,000 1,000 1,000	250 251 248	41·7–43·2 39·6–41·1 41·3–42·5	206·8–208·3 209·6–211·4 205·5–206·7	39-9-41-1	63·8-64·3 61·7-62·3 58·9-59·2	104·8-106·3 101·6-103·4 96·9-98·1	47·5 50·3 53·3	54·5 57·7 55·3	750 749 752	956·8–958·3 958·6–960·2 957·5–958·7
	1974 1975	1,000 1,000	253 232	47·5–48·8 33·7–38·1	204·2–205·5 193·9–198·3		57·1–57·6 66·0–66·6	96·3–97·6 106·4–108·2	48·7 42·3–45·3	59·2 42·9–46·1	747 768	951·2–952· 961·9–966·
	1976 1977 1978 1979 1980 1981 1982 1983	1,000 1,000 1,000 1,000 1,000 1,000 1,000 1,000	228 247 233 232 214 207 206 203	39·2-42·0 44·2-46·7 30·4-33·5 33·4-36·0 30·4-33·2 28·1-30·8 32·4-34·3 [27·3]	186·0-188·8 200·3-202·8 199·5-202·6 196·0-198·6 180·9-183·6 176·2-178·9 171·7-173·6 [175·7]	38·0-39·0 38·5-39·7 37·7-38·9 34·5-35·9	56·9–57·3 62·0–62·2 63·3–63·9 60·9–61·5 59·1–59·7 56·8–57·2 52·8–53·3 [57·0]	92·8-94·2 100·0-101·2 101·8-103·6 98·6-100·4 93·6-95·6 91·1-92·5 87·0-88·2 [93·3]	50·7 53·0 51·4 52·5 48·0 48·4 47·7 46·8	42·1-43·9 47·0-48·7 46·1-48·0 44·7-46·2 38·8-40·6 36·2-38·2 36·7-38·4 [35·6]	772 753 767 768 786 793 794 797	958·0-960· 953·3-955· 966·5-969· 964·0-966· 966·8-969· 969·2-971· 965·7-967· [972·7]
	1962 = 100									<u> </u>		
1969 1970 1971 1972 1973 1974	Annual averages	131·8 140·2 153·4 164·3 179·4 208·2	131·0 140·1 155·6 169·4 194·9 230·0	136·2 142·5 155·4 171·0 224·1 262·0	130·1 139·9 156·0 169·5 189·7 224·2	126·0 136·2 150·7 163·9 178·0 220·0	133·0 143·4 156·2 165·6 171·1 221·2	130·5 140·8 154·3 165·2 174·2 221·1	136·8 145·6 167·3 181·5 213·6 212·5	123·8 133·3 149·8 167·2 198·0 238·4	132·2 140·3 152·8 162·7 174·5 201·2	131·7 140·2 153·5 164·1 177·7 206·1
969	Jan 14	129-1	126-1	124-6	126.7	121.7	129-6	126.7	133-4	121-1	130-2	129-3
	Jan 20	135-5	134-7	136-8	134.5	130-6	137-6	135-1	140-6	128-2	135-8	135.5
	lan 19	147.0	147.0	145-2	147-8	146-2	151.6		153-4	139-3	147-0	147-1
	lan 18	159-0	163-9	158-5	165.4	158-8	163-2		176-1	163-1	157-4	159-1
	lan 16	171.3	180-4	187-1	179.5	170.8	168-8		205-0	176-0	168-4	170-8
974 J an 15,	1974 = 100	191.8	216-7	254-4	209-8	196-9	191.9	193.7	224.5	227.0	184.0	189-4
975 976 977 978 979 980 981 982	Annual averages	134·8 157·1 182·0 197·1 223·5 263·7 295·0 320·4	133·3 159·9 190·3 203·8 228·3 255·9 277·5 299·3	129·8 177·7 197·0 180·1 211·1 224·5 244·7 276·9	106·9 134·3 156·8 189·1 208·4 231·7 262·0 283·9 303·5	140·7 161·4 192·4 210·8 232·9 271·0 296·7 315·8	115-9 156-8 171-6 208-2 231-1 255-9 293-6 317-1 331-9	222-9 246-7 284-5 308-9	94·7 116·9 147·7 175·0 197·8 224·6 249·8 274·8 299·6	105·0 120·9 142·9 175·6 187·6 205·7 226·3 241·3 258·3	109·3 135·2 156·4 179·7 195·2 222·2 265·9 299·8 326·2	108-8 135-1 156-5 181-5 197-8 224-1 265-3 296-9 322-0
975 J	an 14	119-9	118-3	106-6	121-1	128-9	143-3	137-5	98-1	113-3	120.4	120.5
976 J	an 13	147-9	148.3	158-6	146-6	151-2	162-4	157-8	137-3	132-4	147-9	147-6
	an 18	172.4	183-2	214-8	177-1	178.7	189.7	185-2	169-6	165.7	<b>1</b> 69·3	170.9
	an 17	189.5	196.1	173.9	200.4	202.8	222.4		186-7	183-9	187-6	190.2
	an 16 an 15	207·2 245·3	217·5 244·8	207·6 223·6	219.5	220-3	240.8		212-8	197-1	204-3	207-3
	an 13	277.3	266-7	225.8	248·9 274·7	256·4 286·7	277·7 308·2		236·5 264·2	218·3 232·0	245.5	246·2 279·3
A	pril 14 lay 19 une 16	292·2 294·1 295·8	274·2 276·7 280·0	245·2 248·2 257·2	279·8 282·0 284·2	293·9 295·4 296·3	312·4 314·2 317·1	304·9 306·6	271·9 274·1 275·6	233·7 237·0 239·8	297·2 298·9 300·2	294·1 295·8 297·3
A	uly 14 .ug 18 .ep 15	297·1 299·3 301·0	279·6 277·3 279·6	250·3 233·2 241·3	285·1 285·9 287·0	297·5 298·6 298·9	318-6 320-0 320-9	311.4	276·0 275·4 276·0	240·6 241·8 244·3	302·0 305·3 306·9	298·9 301·8 303·3
N	Oct 13 lov 17 lec 15	303·7 306·9 308·8	282·7 285·5 288·5	250·3 256·8 266·8	289·0 291·1 292·8	300·9 301·6 303·1	321·5 322·1 322·0	313.8	277·8 281·1 285·6	248·1 251·6 252·4	309·5 312·9 314·4	305·7 308·9 310·4
F	an 12 eb 16 lar 16	310·6 310·7 313·4	296·1 297·2 299·8	287·6 285·7 296·5	297·5 299·2 300·1	306·2 309·0 311·6	323-4 324-9 325-8	318-5	296·1 297·6 298·1	255·4 256·6 256·8	314-6 314-4 317-2	311·5 311·6 314·1
N	pr 20 lay 18 une 15	319·7 322·0 322·9	302·6 305·6 304·1	308·9 322·8 311·5	301·1 301·9 302·3	313·0 314·2 314·8	327·5 329·5 330·6	323.3	298·5 299·0 298·7	257·1 256·6 256·8	324·5 326·6 328·2	320·2 322·0 323·4
A	uly 13 ug 17 ep 14	323·0 323·1 322·9	299·5 295·5 295·9	281·0 249·5 244·3	304.7	315·2 316·7 318·9	331·9 335·5 337·6	327.9	298·6 298·9 299·1	258·0 259·2 260·7	329·4 330·7 330·3	324·6 325·9 325·9
ND	ot 12 ov 16 ec 14	324·5 326·1 325·5	296·5 298·8 300·1	244·1 243·1 248·2	309.3	321·2 324·5 324·6	338·0 338·6 339·4	332.9	299·1 305·3 306·5	260·7 261·0 261·2	332·2 333·7 332·5	327·6 329·2 328·4
M	an 11 eb 15 ar 15 or 12	325·9 327·3 327·9 332·5	301·8 302·1 302·4 304·6	256·8 258·2 260·6 270·8	310·4 310·4	325-6 325-6 326-6 327-7	341·0 342·9 342·9 343·8	335·9 336·3	305·8 303·8 302·2 302·3	260·8 261·2 261·8 262·3	332·6 334·2 335·0 340·3	328·5 329·8 330·4 334·8

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

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

Goods and services mainly produced by national- ised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscel- laneous goods	Services	Meals bought and consumed outside the home	UNITED KING	GDOM
91 92 89	65 66 73	59 53 49	119 121 126	60 60 58	61 58 58	87 89 89	136 139 135	65 65 65	54 52 53	44 46 46	1971 W 1972 1973	eights
80	70 82	43 46	124 108	52 53	64 70	91 89	135 149	63 71	54 52	51 48	1974 1975	
77 90 91 96 93 93 93 104 99	81 83 85 77 82 79 77 78	46 46 48 44 40 36 41 39	112 112 113 120 124 135 144 137	56 58 60 59 59 62 62 69	75 63 64 64 69 65 64 64	84 82 80 82 84 81 77 74	140 139 140 143 151 152 154 159	74 71 70 69 74 75 72 75	57 54 56 59 62 66 65 63	47 45 51 51 41 42 38 39	1976 1977 1978 1979 1980 1981 1982 1983 <b>Jan 16, 1962</b>	= 100
140·1 149·8 172·0 185·2 191·9 215·6	136·2 143·9 152·7 159·0 164·2 182·1	135·5 136·3 138·5 139·5 141·2 164·8	147·0 158·1 172·6 190·7 213·1 238·2	137·8 145·7 160·9 173·4 178·3 208·8	118·3 126·0 135·4 140·5 148·7 170·8	117·7 123·8 132·2 141·8 155·1 182·3	123·9 132·1 147·2 155·9 165·0 194·3	132·2 142·8 159·1 168·0 172·6 202·7	142·5 153·8 169·6 180·5 202·4 227·2	135·0 145·5 165·0 180·3 211·0 248·3	Annual averages	1969 1970 1971 1972 1973 1974
139-9	134.7	135-1	143.7	138-4	116-1	115-1	122-2	130-2	140-2	130-5	Jan 14	1969
146-4	143.0	135-8	150.6	145-3	122-2	120-5	125-4	136-4	147.6	139-4	Jan 20	
160·9 179·9	151·3 154·1	138·6 138·4	164·2 178·8	152·6 168·2	132·3 138·1	128-4	141·2 151·8	151·2 166·2	160·8 174·7	153·1 172·9	Jan 19	
90.2	163.3	141.6	203.8	178-3	144-2	146-8	159-4	169-8	189-6	190-2	Jan 18 Jan 16	
98-9	166-0	142-2	225-1	188-6	158-3	166-6	175.0	182-2	212-8	229-5	Jan 15	
08·4 47·5 85·4 908·1 127·3 246·7 908·9 117·6	109·7 135·2 159·3 183·4 196·0 217·1 261·8 306·1 341·4	115·9 147·7 171·3 209·7 226·2 247·6 290·1 358·2 413·3	105-8 125-5 143-2 161-8 173-4 208-9 269-5 318-2 358-3	110·7 147·4 182·4 211·3 227·5 250·5 313·2 380·0 433·3	107-9 131-2 144-2 166-8 182-1 201-9 226-3 237-2 243-8	109·4 125·7 139·4 157·4 171·0 187·2 205·4 208·3 210·5	111.0 143.9 166.0 190.3 207.2 243.1 288.7 322.6 343.5	111-2 138-6 161-3 188-3 206-7 236-4 276-9 300-7 325-8	106-8 135-5 159-5 173-3 192-0 213-9 262-7 300-8 331-6	108-2 132-4 157-3 185-7 207-8 239-9 290-0 318-0 341-7	Jan 15, 1974  Annual averages	1974 1975 1976 1977 1978 1979 1980 1981 1982
19·9 72·8	118-2	124-0	110.3	124-9	118-3	118-6	130-3	125-2	115-8	118-7	Jan 14	1975
	149·0 173·7	162·6 193·2	134·8 154·1	168·7 198·8	140·8 157·0	131·5 148·5	157·0 178·9	152·3 176·2	154·0 166·8	146·2 172·3	Jan 13	
20-1	188-9	222-8	164-3	219-9	175-2	163-6	198.7	198-6	186-6	199.5	Jan 18 Jan 17	
34-5	198-9	231.5	190-3	233-1	187-3	176-1	218-5	216-4	202.0	218.7	Jan 16	
	241.4	269.7	237-4	277-1	216-1	.197-1	268-4	258-8	246-9	267-8	Jan 15	1980
59·0 65·7	277·7 306·5 306·5 306·5	296·6 362·2 362·2 362·2	285·0 317·7 320·4 321·7	355·7 363·0 373·3 384·2	231·0 236·2 236·6 236·4	207·5 207·6 207·5 207·1	299·5 319·0 320·1 322·6	293·4 298·2 299·0 297·7	289·2 296·1 298·0 298·5	307·5 312·9 315·5 317·4	Jan 13 April 14 May 19 June 16	
77·3 77·2	311·0 311·0 313·9	362·2 375·7 384·9	322·6 324·0 325·5	389·2 393·0 393·2	236·8 238·3 240·6	206·9 208·4 209·4	325·7 334·5 333·8	299·8 301·3 303·8	299·4 301·3 303·0	319·7 320·4 322·6	July 16 Aug 18 Sep 15	
31·6 33·6	318·5 319·3 319·3 321·8	389·7 389·7 389·7	334·5 345·6 351·0	396·4 398·5 398·6	240·3 240·9 240·4	210·7 210·0 209·3	331·1 332·9 332·3	306·6 308·1 309·3	304·3 314·2 321·9	325·0 326·3 328·1	Oct 13 Nov 17 Dec 15	
90·6 93·4	324·4 332·1 338·8	392·1 393·8 399·1 404·4	350·0 344·5 345·6 364·9	401·9 406·5 410·2 416·2	239·5 241·1 242·8 243·4	207·1 209·3 209·6	330·5 326·0 330·0	312·5 314·4 317·8	325-6 327-3 328-0	329·7 331·9 334·2	Jan 12 Feb 16 Mar 16	1982
7·0 23·2	342·3 341·3 344·1	414·9 419·2 419·5	364·2 365·8 366·8	426·1 436·0 441·2	243.9 243.5 242.4	210·2 210·2 209·6	341·1 343·9 346·7	322·1 323·8 326·0	331·4 330·2 330·5	336·4 339·1 340·3	Apr 20 May 18 June 15	
8.6 8.8 0.4	345·7 348·8 352·0	419·9 420·0 425·8	368·1 359·0	445·4 445·5	244·1 245·0	209·2 210·0 212·4	348·2 349·3 348·2	327·7 327·6 330·8	332·1 333·3 334·7	342·6 344·5 347·0	July 13 Aug 17 Sep 14	
38·5 41·4	351·7 348·8 353·7	424·8 426·5	360·4 360·9 348·8	449·0 458·1 462·9	245·3 246·8 247·7	212·2 212·8 213·2	350·9 352·8 354·6	333·7 335·9 336·8	335·0 335·2 335·9	349·8 351·6 352·8	Oct 12 Nov 16 Dec 14	
39·8 40·3	356·0 357·0 363·9	426·2 430·9 432·9 440·3	348·1 349·0 349·7 363·5	467·0 464·8 465·6 465·5	245·8 247·9 249·3 249·7	210·9 213·6 213·8 214·5	353·9 355·9 356·5 363·6	337·4 338·5 339·5 342·0	337·6 337·3 337·8 341·1	353·7 355·3 356·5 358·9	Jan 11 Feb 15 Mar 15 Apr 12	1983

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

UNITED KINGDOM	Allitems	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable house- hold goods	Clothing and footwear	Trans- port and vehicles	Miscel- laneous goods	Services	Meals bought and con- sumed outside the home	Goods and services mainly produced by nation- alised industries*
1974 Jan 15 1975 Jan 14 1976 Jan 13 1977 Jan 18 1978 Jan 17	12 20 23 17 10	20 18 25 23 7	2 18 26 17 9	0 24 31 19	10 10 22 14 7	6 25 35 18 11	10 18 19 12 12	13 19 11 13 10	10 30 20 14 11	7 25 22 16 13	12 16 33 8 12	21 19 23 18 16	5 20 44 15 11
1979 Jan 16 1980 Jan 15 1981 Jan 13	9 18 13	11 13 9	5 21 15	4 17 10	16 25 20	6 19 28	7 15 7	8 12 5	10 23 12	9 20 13	8 22 17	10 22 15	7 17 27
1982 Jan 12 April 20	12 9	11 10	16	32 12	23 15 14	13 15	4 3 3	0	10 7 7	7 8 8	13 12 11	7	11 15
May 18 June 15 July 13	9 9 9	10 9 7	12 11 11	15 16 16	14 14	14 13 13	3 2 2	1	7	10	11	7 7	14 14 14
Aug 17 Sep 14 Oct 12	8 7 7	7 6 5	11 11 11	12 9 9	14 10 8	13 13	2	1	4 4 6	9 9	11 11 10	8 8	14 14 15
Nov 16 Dec 14	6 5	5 4	10	9	4 -1	15 16	2 3	1 2	6 7 7	9	7 4	8 8	14 14
1983 Jan 11 Feb 15 Mar 15 Apr 12	5 5 5 4	2 2 1 1	10 10 8 7	9 9 9	-1 1 1 0	16 14 14 12	3 3 3 3	2 2 2 2	9 8 7	8 8 7 6	4 3 3 3	7 7 7 7	15 13 12 7

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

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

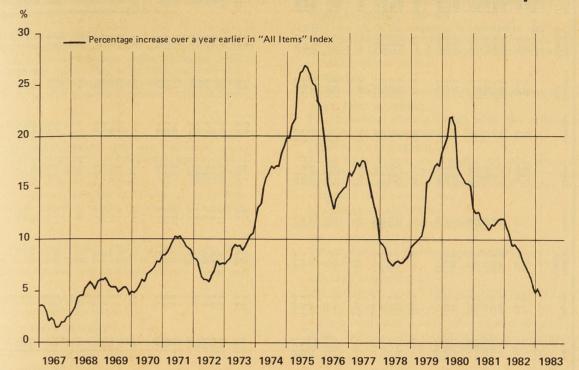
UNITED KINGDOM	One-per	son pension	ner househo	olds	Two-per	son pension	ner househo	olds	General index of retail prices				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
1974	199-4	207.5	214-1	225.3	199.5	208-8	214.5	225.2	190.7	201.9	JAN 208·0	16, 1962 = 100 218·1	
											JAN	15, 1974 = 100	
1974	101.1	105-2	108-6	114-2	101-1	105.8	108-7	114-1	101.5	107.5	110.7	116.1	
1975	121.3	134.3	139-2	145.0	121.0	134.0	139-1	144-4	123.5	134.5	140.7	145.7	
1976	152-3	158-3	161-4	171.3	151.5	157-3	160-5	170-2	151.4	156-6	160-4	168-0	
1977	179.0	186.9	191.1	194-2	178.9	186-3	189-4	192-3	176.8	184-2	187-6	190-8	
1978	197.5	202.5	205-1	207-1	195.8	200.9	203-6	205-9	194-6	199-3	202-4	205-3	
1979	214.9	220.6	231.9	239-8	213.4	219-3	233-1	238-5	211.3	217.7	233-1	239.8	
1980	250.7	262-1	268-9	275.0	248-9	260.5	266-4	271.8	249.6	261.6	267.1	271.8	
1981	283-2	292-1	297-2	304.5	280.3	290.3	295-6	303.0	279-3	289.8	295.0	300.5	
1982	314-2	322-4	323-0	327.4	311-8	319-4	319-8	324-1	305.9	314.7	316-3	320-2	
1983	331-1				327.5				323-2				

## 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	Miscel- laneous goods	Services	Meals bought and consumed outside
					1000		The State of the S		0.008		the home
INDEX FOR ONE-PE	RSON PENSI	ONER HOL	SEHOLDS								145 4074 - 10
4074	407.0	1010	440.0	445.0	100.0	100 5	100 5	100.0	444.5	106·7	N 15, 1974 = 10
1974	107-3	104·0 129·5	110·0 135·8	115·9 147·8	109·9 145·5	108·5 131·0	109·5 124·9	109·0 144·0	114·5 147·7	134.4	133-1
1975	135·0 160·8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1976	187-8	187.5	185.2	209.8	205.2	169.0	155-4	204.6	201.1	168.7	188-6
1977 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
	264.2	248.1	263.8	290.5	316.9	230.6	206-1	322.5	298-4	248-8	288.3
1980 1981	294.3	269.2	307.5	358.9	381.6	241.4	208-0	363.3	333.6	276.6	313.6
1982	321.7	291.5	341.6	414-1	430.6	248-2	211.6	398-8	370.8	305.5	336.3
				414.1	430.0	240.2	211.0	330.0	370.0	303.3	0000
INDEX FOR TWO-PI											400.0
1974	107-4	104.0	110.0	116.0	110.0	108-2	109.7	111.0	113.3	106.7	108-8
1975	134-6	128.9	135.7	148-1	146.0	132-6	126-4	145-4	144.6	135.4	133-1
1976	159-9	155.8	160.5	171.9	180.7	146-3	139.7	171-4	168-2	157-1	159.5
1977	186.7	184.8	186-3	210.2	207.7	170-3	158-5	194-9	197.4	171.2	188-6
1978	201.6	196-9	199-8	226-6	226.0	186-1	172-7	211.7	217.8	188.5	209-8
1979	225.6	220.0	221.5	247.8	252.8	206-3	191.7	246.0	246-1	210-3	243.9
1980	261.9	244.6	268-3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288-3
1981	292.3	265.5	314.5	358-1	383.4	242.3	216.8	343.9	327-3	284-1	313-6
1982	318-8	287.8	350.7	413.1	430.5	249.4	219-9	369-6	362-3	314-1	336-3
GENERAL INDEX O	F RETAIL PR	ICES									
1974	108-9	106-1	109.7	115.9	110.7	107.9	109-4	111.0	111.2	106-8	108-2
1975	136-1	133-3	135-2	147.7	147.4	131-2	125.7	143-9	138-6	135.5	132-4
1976	159-1	159.9	159-3	171.3	182-4	144-2	139-4	166-0	161-3	159.5	157-3
1977	184-9	190.3	183-4	209.7	211-3	166-8	157-4	190-3	188-3	173-3	185.7
1978	200-4	203.8	196.0	226-2	227.5	182-1	171.0	207-2	206-7	192.0	207.8
1979	225.5	228.3	217-1	247.6	250.5	201.9	187-2	243-1	236-4	213-9	239-9
1980	262.5	255.9	261-8	290-1	313-2	226-3	205.4	288-7	276-9	262.7	290.0
1981	291.2	277.5	306.1	358-2	380.0	237-2	208-3	322-6	300-7	300.8	318-0
1982	314-3	299.3	341.4	413-3	433-3	243-8	210.5	343.5	325-8	331-6	341.7

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

## RETAIL PRICES C3



Log Scale Selected Groups and "All Items" Index (January 1974 = 100) - Fuel and Light (69)\* 450 425 400 375 350 325 300 275 250 175 1983

\*Figures in brackets are the 1983 group weights

## RETAIL PRICES Selected countries: consumer prices indices



	United King- dom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Nether- lands	Norway	Spain	Sweden	Switzer- land	United States	All OECD
nnual averages 973 974	69·4 80·5	75·5 86·9	84·2 92·2	78·7 88·7	81·4 90·3	79·2 91·3	78·7 89·5	88·2 94·4	69·5 88·2	70·7 82·7	71·8 85·5	71·9 89·4	82·7 90·7	81 90	73·9 85·5	83 91	85·4 93·7	Indices 82·5 91·6	1975 = 100 79·2 89·8
975 976 977 978 979	100·0 116·5 135·0 146·2 165·8	100·0 113·5 127·5 137·6 150·1	100·0 107·3 113·2 117·3 121·6	100·0 109·2 116·9 122·1 127·6	100·0 107·5 116·1 126·5 138·1	100·0 109·0 121·1 133·2 146·1	100·0 109·6 119·9 130·8 144·8	100·0 104·5 108·4 111·3 115·9	100·0 113·3 127·1 143·0 170·2	100·0 118·0 134·1 144·3 163·5	100·0 116·8 138·3 155·1 178·0	100·0 109·3 118·1 122·6 127·0	100·0 108·8 115·8 120·5 125·6	100 109 119 129 135	100·0 117·7 146·5 175·4 203·0	100 110 123 135 145	100·0 101·7 103·0 104·1 107·9	100·0 105·8 112·6 121·2 134·9	100·0 108·7 118·3 127·7 140·2
980 981 982	195·6 218·9 237·7	165·4 181·4 201·6	129·3 138·1 145·7	136·1 146·5 159·2	152·1 171·0 189·5	164·1 183·3 201·9	164·5 186·5 208·6	122·3 129·5 136·4	212·5 264·6 320·0	193·2 232·7 272·5	215·7 257·8 300·5	137·2 143·9 147·8	133·8 142·8 151·3	150 170 189	234·5 268·8 307·4	165 185 201	112·2 119·5 126·2	153·1 169·0 179·3	158-2 174-8 R 188-4 R
uarterly averages 981 Q4	227.4	189-9	140-6	150.9	178-0	190-5	195-6	132.1	285-3	251.5	273.3	146-0	146-6	175	281-4	189	121.9	174-1	180-8
982 Q1 Q2 Q3 Q4	231·1 238·5 239·6 241·4	193·2 197·8 204·7 210·6	143·4 145·4 146·5 147·2	153·8 157·4 161·3 164·4	182·5 188·1 192·1 195·3	194·6 199·2 204·3 209·4	201·1 207·4 210·2 214·2	134·0 135·8 137·4 138·3	297·4 318·2 323·1 341·4	257·3 272·2 278·0 282·4 R	284·3 292·9 305·0 319·4	145·9 147·4 148·1 149·4	148·6 150·9 152·4 153·4	183 187 192 196	293·0 303·8 312·7 319·9	195 199 201 206	122-9 125-3 127-9 128-9	175·5 178·3 181·6 182·0	183-8 187-7 190-4 R 192-5 R
983 Q1	242.6	215-4	149.0	167-2	196.4	211.0	219-8	138-9	359-9	289.4	330-2	149.0	153-5	200	331-8	213	128-8	181.7	194-3
lonthly 982 Nov Dec	241·9 241·5	210.6	147·1 147·5	164·5 164·4	195·7 195·7	210·3 209·2	214·2 216·0	138·3 138·6	342·0 347·0	282-4 R	319·5 322·3	149·0 148·7	153·5 153·1	196 196	317·9 325·0	207 207	129·2 128·8	182·1 181·4	192-5 R 192-7 R
983 Jan Feb Mar	241·8 242·8 243·2	215.4	148·5 149·1 149·5	166·4 167·3 167·8	195·2 196·0 198·1	210·9 211·3 210·8	218·1 219·6 R 221·7	138·9 139·0 138·9	349·7 356·4 R 373·7	289-4	326·3 330·7 R 333·6	149·0 148·5 149·4	153·1 153·4 153·9	199 200 202	329·8 331·6 R 334·1	213 212 213	128·6 128·8 129·0	181-5 R 181-6 R 181-9	193-6 R 194-0 R 195-2
Apr	246.7				1.1-	4							•						1
ncreases on a	year ear	lier																	Per cen
973 974	-9·2 16·1	9·5 15·1	7·6 9·5	7·0 12·7	7·6 10·8	9·3 15·3	7·3 13·7	6·9 7·0	15·5 26·9	11·4 17·0	10·8 19·1	11·7 24·5	8·0 9·6	7·5 9·4	11·4 15·7	6·7 9·9	8·7 9·8	6·2 11·0	7·8 13·5
975 976 977 978 979	24·2 16·5 15·8 8·3 13·4	15·1 13·5 12·3 7·9 9·1	8·4 7·3 5·5 3·6 3·7	12·8 9·2 7·1 4·5 4·5	10·8 7·5 8·0 9·0 9·1	9·6 9·0 11·1 10·0 9·6	11·8 9·6 9·4 9·1 10·8	6·0 4·5 3·7 2·7 4·1	13·4 13·3 12·1 12·6 19·0	20·9 18·0 13·6 7·6 13·3	17·0 16·8 18·4 12·1 14·8	11.8 9.3 8.1 3.8 3.6	10·2 8·8 6·4 4·1 4·2	11·7 9·1 9·1 8·1 4·8	16·9 17·7 24·5 19·8 15·7	9·8 10·3 11·4 10·0 7·2	6·7 1·7 1·3 1·1 3·6	9·1 5·8 6·5 7·7 11·3	11·3 8·7 8·9 8·0 9·8
980 981 982	18·0 11·9 8·6	10·2 9·7 11·1	6·4 6·8 5·5	6·6 7·6 8·7	10·1 12·5 10·8	12·3 11·7 10·1	13·6 13·4 11·8 R	5·5 5·9 5·3	24·9 24·5 20·9	18·2 20·4 17·1	21·2 19·5 16·6	8·0 4·9 2·7	6·5 6·7 6·0	10·9 13·6 11·2	15·5 14·6 14·4	13·7 12·1 8·6	4·0 6·5 5·6	13·5 10·4 6·1	12·9 10·5 R 7·8 R
uarterly averages 981 Q4	11.9	11-3	6-8	7.9	12.3	12-1	14-1	6.5	23.9	23.3	18-4	4.0	7.2	12-2	14.4	9.2	6.9	9.6	10-1
982 Q1 Q2 Q3 Q4	11·1 9·4 8·0 6·2	10·5 10·8 12·3 10·9	6·0 5·9 5·2 4·7	7·6 9·2 9·1 8·9	11.5 11.5 10.6 9.7	11.6 9.5 9.6 9.9	14·0 13·8 10·9 9·5	5·8 5·4 5·3 4·7	20·4 22·2 21·7 19·7	18·9 21·0 17·0 12·3 R	17·0 15·5 16·7 16·9	3·0 2·4 2·6 2·3	6·9 6·5 5·8 4·6	11·8 11·3 10·9 11·5	14·2 15·1 14·6 13·7	9·0 8·7 7·5 8·9	5·3 5·9 5·6 5·7	7·6 6·8 5·8 4·5	9·0 8·4 7·4 R 6·5 R
983 Q1	4.9	11.5	3.9	8.7	7.6	8-4	9.3	3.7	21.0	12.5	16-1	2.1	3.3	9.7	13-2	8.8	4.8	3.5	5.7
lonthly 982 Nov Dec	6·3 5·4	10.9	4·7 4·7	8·9 8·1	9·8 9·3	10·1 9·0	9·4 9·7	4·7 4·6	19·9 19·1	12·3 R	16·6 16·4	2·3 1·8	4·6 4·3	11·6 11·4	13·2 14·0	8·8 9·6	5·8 5·5	4·6 3·9	6·4 R 6·1 R
983 Jan Feb Mar	4·9 5·3 4·6	11.5	4·1 4·1 3·5	8·4 8·7 8·9	8·3 7·4 7·2	9·1 8·7 7·5	9·6 9·2 9·0	3·9 3·7 3·5	18·7 21·2 23·1	12.5	16·2 16·1 16·1	2·0 1·9 2·3	3·7 3·4 2·7	10·1 9·9 9·2	13·7 13·4 12·8	10·0 8·2 8·3	4·8 4·8 4·8	3·8 3·3 R 3·6	5·8 R 5·7 5·7
Apr	4.0																		1.4

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

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

## DEFINITIONS

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

### BASIC WEEKLY WAGE RATES

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

#### DISABLED PEOPLE

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

#### EARNINGS

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

#### EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

#### EMPLOYEES IN EMPLOYMENT

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

#### FULL-TIME WORKERS

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

#### GENERAL INDEX OF RETAIL PRICES

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

#### HM FORCES

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

#### INDEX OF PRODUCTION INDUSTRIES

SIC (1968) Orders II-XXI. Manufacturing industries plus mining and quarrying, construction, gas, electricity and water. SIC 1980 Divisions 1 to 4, ie excluding construction.

#### 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.

#### MANUAL WORKERS

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

#### Conventions

The following standard symbols are used:

not available

nil or negligible (less than half the final digit shown)

provisional

break in series

#### MANUFACTURING INDUSTRIES

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

#### NORMAL WEEKLY HOURS

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

#### **OVERTIME**

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

#### PART-TIME WORKERS

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

#### PENSIONER HOUSEHOLDS

Retail prices indices are compiled for one- and tw0-person pensioner households, defined as those in which at least threequarters of total income is derived from national insurance retirement and similar pensions.

#### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

#### SELF-EMPLOYED PEOPLE

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

#### SERVICE INDUSTRIES

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

#### SHORT-TIME WORKING

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

#### STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

#### TEMPORARILY STOPPED

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

#### **UNEMPLOYED**

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

#### UNEMPLOYED PERCENTAGE RATE

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

#### UNEMPLOYED SCHOOL LEAVERS

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

A job notified by an employer to a local Jobcentre or careers service office, which remained unfilled on the day of the count.

#### WEEKLY HOURS WORKED

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

#### WORKING POPULATION

Employed labour force plus the unemployed.

revised

estimated

MLH Minimum List Heading of the SIC 1968

n.e.s. not elsewhere specified

UK Standard Industrial Classification, 1968 or 1980 edition as specified.

FC **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.

Working population: GB and UK Quarterly series Labour force estimates, 1981 Employees in employment Industry: GB All industries: by MLH : time series, by order group	М		or page				number
Labour force estimates, 1981 Employees in employment Industry: GB All industries: by MLH : time series, by order group	IVI	May 92.		Average earnings			or page
Employees in employment Industry: GB All industries: by MLH : time series, by order group		May 83: Feb 83:	1·1 49	Whole economy (new series) index Main industrial sectors	М	May 83:	
All industries: by MLH : time series, by order group				Industry	M	May 83:	5·1 5·3
: time series, by order group	Q	Apr 83:	1.4	Underlying trend New Earnings Survey (April estimates)		Nov 82:	491
	М	May 83:	1.2	Latest key results	A	Oct 82:	444
Manufacturing: by MLH Self employed, 1981		May 83: Feb 83:	1·3 55	Time series Average weekly and hourly earnings	М	May 83:	5.6
Occupation		1 00 00.		and hours worked (manual workers)			
Administrative, technical and				Manufacturing and certain other			
clerical in manufacturing Local authorities manpower	A Q	Nov 82:	1.10	industries Summary (Oct)	М	May 83:	5.4
Occupations in engineering	ď	May 83: Oct 82:	421	Detailed results	A	Feb 83:	66
Region: GB				Manufacturing Indices of hours	М	May 83:	
Sector: numbers and indices,			n sungerile	International comparisons of wages		may oo.	5.6
quarterly Census of Employment	Q	May 83:	1.5	per head Aerospace	M A	May 83: Aug 82:	5.9
Key results, Sep 1981 on SIC 1968		Dec 82:	504	Agriculture	A	Feb 83	354 78
GB regions by industry MLH, Sep 1981 on SIC 1968		Feb 83:	61	Coal mining	A	Feb 83:	78
UK by industry MLH		Mar 81:	141	Average earnings: non-manual employees Basic wage rates, normal hours of work	М	May 83	5.5
Census supplement				and holiday entitlements (manual workers)			
GB and regions by industry Sep 1981 on SIC 1980		May 83	Supp. 1-20	Changes in rates of wages and hours (indices)	М	May 83:	
International comparisons	М	May 83:	1.9	Normal weekly hours	A	April 83:	5-8 147
Apprentices and trainees by industry: Manufacturing industries	A	June 82:	1-14	Holiday entitlements	Α	April 83:	147
Apprentices and trainees by region:				Overtime and short-time: manufacturing			
Manufacturing industries Registered disabled in the public sector	A	Jul 82: Apr 83:	1·15 149	Latest figures: industry	M	May 83:	1-11
Exemption orders from restrictions to		Арг оз.	149	Region: summary Hours of work: manufacturing	Q M	May 83: May 83	1-13 1-12
hours worked: women and young		The Later			SEP SEP	may oo	1.12
persons Labour turnover in manufacturing		Oct 82: May 83:	450 1-6	Output per head			
Trade union membership	A	Jan 83:	26	Output per head: quarterly and annual indices	M	May 83:	1.8
Nork permits issued		Mar 82:	108	Wages and salaries per unit of output			
				Manufacturing index, time series Quarterly and annual indices	M	May 83: May 83:	5.7
Jnemployment and vacancies				additiony and annual molecus	IVI	iviay os.	5.7
Unemployment				Labour costs			
Summary: UK GB	M	May 83: May 83:	2.1	Survey results, 1978 Key results 1981	Triennial	Sep 80: May 83:	956 188
Age and duration: UK	M	May 83:	2.5	Per unit of output	M	May 83:	5.7
Broad category: UK	M	May 83:	2.1	Delega and an ellip			
Broad category: GB	M	May 83	2.2	Prices and expenditure Retail prices			
Detailed category: GB, UK Region: summary	Q	Apr 83: Apr 83:	2·6 2·6	General index (RPI)			
Age time series quarterly UK	М	May 83:	2.7	Latest figures: detailed indices	M	May 83:	6-2
(six-monthly prior to July 1978) : estimated rates	Q	Apr 83:	2.15	percentage changes Recent movements and the index	М	May 83:	6.2
Duration: time series, quarterly UK	M	May 83:	2.8	excluding seasonal foods	М	May 83:	6-1
Region and area				Main components: time series and weights	М	May 83:	6-4
Time series summary: by region	M	May 83:	2.3	Changes on a year earlier: time	on assin	way oo.	
: assisted areas, counties, local areas	М	May 83:	2.4	series Annual summary	M	May 83:	6.5
Occupation		Nov 82:	2·12 D	Revision of weights	A	Mar 83: Mar 83:	107 115
Age and duration: summary	Q	Apr 83:	2.6	Pensioner household Indices			
Industry Latest figures: GB, UK		Jul 82:	2·10 D	All items excluding housing; quarterly	М	May 83:	6.6
Number unemployed and		Jul 02.	2.100	Group indices: annual averages	M	May 83:	6.7
percentage rates: GB		Jul 82:	2.9 D	Revision of weights Food prices	A	Mar 83: May 83:	115 6-3
Occupation:				London weighting: cost indices	A	June 82:	267
Broad category; time series quarterly		Nov 82:	2-11 D	International comparisons Family Expenditure Survey	M	May 83:	6.8
Flows GB, time series	M	May 83:	2.19	Half-yearly summary		Mar 83:	121
Adult students: by region Minority group workers: by region	М	May 83: Sep 82:	2·13 2·17 D	Annual: preliminary figures	A	Dec 82:	521
Disabled workers: GB		Nov 82:	2·17 D	: detailed figures FES and RPI weights	A	Jan 83: Mar 83:	50 115
Non-claimants: GB International comparisons		Nov 82:	2·16 D	The second secon		Ivial oo.	
international compansons	М	May 83:	2.18	Industrial disputes:stoppages of wo			
emporarily stopped: UK				Summary: latest figures : time series	M Q	May 83: May 83:	4·1 4·2
Latest figures: by region acancies (remaining unfilled)	М	May 83:	2.14	Latest year and annual series	A	July 82:	289
Region				Industry Monthly			
Time series: seasonally adjusted : unadjusted	M	May 83:	3.1	Broad sector: time series	М	May 83:	4.1
Industry: UK	Q	May 83: Mar 83:	3·2 3·3	Annual Detailed			289
Occupation: by broad sector				Prominent stoppages	A	July 82: July 82:	291
and unit groups: UK Region summary	M Q	May 83: May 83:	3·4 3·6	Main causes of stoppage			
Flows: GB, time series	M	May 83:	2.19	Cumulative Latest year for main industries	M A	May 83: July 82:	4·1 290
kill shortage indicators		Jan 81:	34	Size of stoppages			
				Stoppages beginning in latest year	A	July 82:	294 294
edundancies				Aggregate days lost Number of workers involved	A	July 82: July 82:	295
Due to occur: latest month Advance notifications	M Q	May 83:	210	Days lost per 1,000 employees in			295
Payments	a	Apr 83: Apr 83:	174 174	recent years by industry International comparisons	A	July 32: Mar 83:	105

## SPECIAL FEATURE

## **Employment and self-employment** Some problems of law and practice

## by Patricia Leighton

Department of Law Polytechnic of North London

An article in the October Employment Gazette looked at employers' reasons and preferences for using directly-employed labour versus self-employed labour. This second article from the study considers the extent to which the "labels" chosen by employers accorded with the legal reality of employment relationships with off-premises workers.

Every now and again a court or tribunal decision on employment status hits the headlines. Sometimes this is because a group of workers in the public eye, say writers or musicians, have challenged their given status, or perhaps because once again there has been an assault on the "lump" in the building trade. It has also become clear that an apparently clear agreement by the parties involved that a worker be self-employed—a situation accepted as valid for tax and related purposes—can be overturned by the courts. Frequently, the repercussions of such an overturning are very painful, ranging from claims for unpaid tax by the Inland Revenue to a criminal prosecu-

Decisions regarding the label and nature of an employment relationship have become increasingly important in recent years, not simply because of the need to avoid these possible consequences of "mislabelling", but also because the "floor of rights" established in employment legislation over the past 20 years almost invariably excludes the self-employed. Safety legislation, too, provides greater protection for the directly employed; the possibility of an employer having to compensate those injured through work is negated if damage is caused by a self-employed worker; and many welfare state benefits are only available to the employee. Contractual status also raises emotive issues for the self-employed who, though neglected by legislation, are both generally admired and encouraged for their independence and initiative but also viewed with growing suspicion that they are associated with the "black economy" (Henry, 1978; Clark, 1982). Although decisions on employment status are often made routinely by those involved, in many cases they are not straightforward. For while the law makes the selection of the correct label critical it has failed singularly to provide clear guidance as to how this should be done.

## Statutory definition

The statutory definition of "employee" and "contract of employment" given in the Employment Protection (Consolidation) Act 1978 is, for the purposes of employment law, the definition that courts and tribunals must apply to individual cases where workers claim their employment rights and employment status is questioned. This Act defines an employee as someone working under a contract of employment, and then defines a contract of employment as a contract of service<sup>1</sup>. Since the contract of service is defined in common law (which has changed and developed over hundreds of years) rather than in statute law, it falls to courts and tribunals to provide operational definitions of a contract of service which somehow take account of any developments in employment arrangements (such as the introduction of new technology). Furthermore, the Inland Revenue and the DHSS have their own, somewhat different, operational definitions of employment status which provide "rules of thumb" on whether a worker can be treated as an employee or self-employed for the purpose of collecting income tax and national insurance contributions. The Inland Revenue and DHSS rules of thumb are not concerned with identifying whether or not a contract of service exists in common law, and their decisions on employment status for tax and national insurance purposes are not binding when employment rights are at issue in a court or tribunal

This article explores these issues by considering further the results of a study of employment contract arrangements in six industries in London. A previous article in the October Employment Gazette (Leighton, 1982) reported reasons employers gave for utilising one form of employment relationship rather than another; this article considers the extent to which the "labels" given by the parties accorded with legal reality.

#### The companies

The 25 firms covered by the study were all in the service and private sector of industry in London. Some were large, many small, a few were multinational, in some women predominated in the workforce, and only a few had effective trade union organisation. Some, especially in computing, contained a wide range of skills in their workforce; others, for example in mini-cabbing, had a narrow and generally low level of skills. Overall the cases provided range and variety in which to attempt an evaluation of the legal accuracy of the "labels" given by the parties to their employment relationships.

#### Problems of law and definition

It must be said immediately that an exercise of this kind is fraught with intrinsic problems. Establishing a model against which to evaluate employment "labels" and arrangements is not easy. Indeed all the leading writers in this field have emphasised the complexity of such a task. Some even claim that the law here has "collapsed in a maze of casuistry" (Kahn-Freund, 1951, p. 507; see also Davies and Freedland, 1979, pp. 456-66). Additionally, as one writer has observed, the matter has been further clouded by the tendency of courts to come up with a definition, apparently analytical but in reality "largely based on common sense" (Rideout, 1979, p. 5). Reliance on "common sense" clearly has merit but when the principles which underpin a decision are obscurely or inadequately expressed, application of that case law to subsequent factual situations becomes increasingly un-

#### Development of the law

If the contemporary situation regarding the legal approach to differentiating between the directly-employed and the self-employed has become complicated, this does not appear always to have been the case. According to Yewens v Noakes (1880) 6 QBD 530 the distinction was originally simply based on the concept of "control" which could be aptly expressed in the phrase that the employer of direct labour was one who could "not only tell you what to do but how to do it". This "control test" covered not only matters of job procedures but training, hours of work, discipline, authority and supervision. The accepted view (which nonetheless some questioned) was that, when applied to craftsmen, semiand unskilled workers and perhaps white collar staff, this test had validity. However, with the advent of new skills, new service industries, evolving technology, increasingly complex and remote business structures, the growth in public sector employment and more especially of professional occupations, it appeared that something more sophisticated was called for (Davies and Freedland, 1979, p. 457). More specifically it called for an approach which could express the essential quality of employer/employee relations other than in crude terms of dominance and subservience which imply that the former has the ability, and the opportunity to issue and enforce orders.

Current law dates from 1968 with the decision in Ready Mixed Concrete v Ministry of Pensions and National Insurance (1968) 2 QB 497. The importance of this decision lies in its basic approach to the problem of differentiating between the directly-employed and selfemployed, rather than its particular decision on the facts. Here the judges adopted a "multiple test" approach. whereby the issue of "control" was considered, but only as one factor among others. Matters of pay, hours of work, employment benefits and the extent of financial investment and other aspects should also be considered. The case then required a "balance sheet" to be drawn up with two columns of information, one containing information suggesting self-employment (such as very flexible and/or part-time hours and payments based solely on commission or fees) and the other direct employment (for example, payment of a fixed weekly sum, the provision of sick pay and rigorously enforced disciplinary rules). A conclusion was to be reached on the basis of the nature and content of the two columns. The case also reinforced the view that a court can and (sometimes) must disregard the "label" given to the agreement by the parties, and that tax and National Insurance arrangements agreed between the parties and the revenue and other authorities should not be conclusive or even heavily influential in the decision. The difficulty with applying the test of Ready Mixed Concrete is that its apparently logical and thorough approach concealed the fact that it merely identified and totted up the outward manifestations of what are popularly considered the characteristics of the self-employed. It did not attempt to define the essential characteristics of self-employment and direct employment.

However, in 1969 the High Court decided Market Investigations v Ministry of Pensions and National Insurance (1962) 2 WLR 1 upon which heavy reliance has been placed in this study. This case (which concerned the correct employment status of part-time interviewers "labelled" as self-employed by the parties) posed the key question of whether the interviewer was "in business on her own account". The judge found that the earlier formulations were not sufficient to provide an answer. Instead he proposed that the question be answered with reference to such matters as whether the worker "provides his own equipment, whether he hires his own helpers, what degree of financial risk he takes, what degree of responsibility for investment and management he has and whether and how far he has the opportunity of profiting from sound management in the performance of his task" (p. 9 see also Rideout, 1979, p. 9). The interviewer did not in any way fit this description of self-employment, and was held to have been incorrectly "labelled". This so-called "entrepreneurial" test is clearly appropriate to many employment situations. But it is not so easy to apply it to others, such as highly skilled or professional workers such as musicians, medical staff, designers, consultants, researchers and teachers.

Despite reservations and difficulties which have often been openly considered by the judges, the Market Investigations approach has been broadly followed since 1969 and remains in widespread use. Since that date the courts have also exhibited a more assertive attitude towards the issue of employment status, disregarding "labels", documentary evidence and statements of witnesses more often than in the past in order to make a declaration of the correct status themselves (even if this necessarily involves overriding one of the "sacred cows" of English contract law—that of allowing the intention of the parties to prevail).

#### Problems of the case law

One of the problems of case law in this area is that decisions by the courts are supposed to be reached-in theory at least-without reference to connected issues, such as the purpose for which the employment status is being tested. The purpose may range from determining the correct class for social security contributions to establishing whether a claim might be made for a redundancy payment. However it is arguable that the

courts do in fact take into account the purpose of the adjudication. Severe personal injuries on a building site which would remain uncompensated if the injured worker was found to be self-employed may influence the court towards the contrary view. Alternatively, a worker who had benefited from the alleged tax and other advantages of self-employment may not be viewed so sympathetically when she asserts a claim, for example, for a guaranteed payment or maternity pay which is only available to the directly-employed. (See the comments of Lawton LJ in Ferguson v John Dawson and Partners Ltd (1976) 3 All ER 817). At least one writer urges a more open acknowledgement of this approach which would accept as relevant the purpose of the adjudication (Rideout, 1979,

### Tedious recitals

A second problem is that there has been much debate concerning varied and even inconsistent applications of the deceptively simple legal tests. As has been noted, a judge is required to take into account all the relevant facts of the employment relationship. In the event some, perhaps wishing to avoid the criticism that they had ignored a vital factor, have produced long, even tedious recitals of the facts. As well as covering the obvious issues of pay, hours, discipline and benefits, aspects such as names on doors and "a mug provided for tea" have been weighed (WHPT Housing Association v Secretary of State for Social Services (1981) 1 CR 737). But is it acceptable, as has been done in some, though not all, cases<sup>3</sup> to consider the "traditions of an occupation" where terms such as "free-lance", "consultant" and even the "lump" have, often for historical reasons, led to a widespread perception that a high proportion of those in the occupation are self-employed? In fact, if such traditions are ignored and the employment relationships subjected to the usual legal tests, self-employment may often prove the incorrect label. Should the courts consider the basis upon which tax and social security contributions have been made, when the decisions regarding such payment may have been made erroneously or on the basis of inaccurate advice? It could be argued that in adopting this wideranging approach the courts have made the law in this area more complicated and confusing. It has become apparent that allocating items to columns and building in a weighting system proves no simple task. And indeed attempts by commentators to provide an overview of the issues, or to reduce them to reasonably clear guidelines, have ended in despair (Upex, 1981).

#### The analysis and the "check list"

The general approach adopted in the present study followed the usual strategy of legal analysis. First, directly appropriate case law was located, that is, cases which dealt with the specific trades. Generally, this was not very productive. Though there have been decisions on insurance (Massey)4 direct selling (Hamerton)5 and driving (BSM and Dick Evans "U" Drive)6, inspection revealed that they often turned on an unusual or narrow legal point. Secondly other relevant cases were considered including those on people working at home  $(Cope)^7$ , those who spent little time at their headquarters (the Market Investigations case discussed above), and those who exercised considerable professional judgment and independence (Wallis, Addison, Midland Sinfonia)8. Again these revealed little that could be applied to the specific circumstances of the 25 firms under study. Nonetheless with this material in hand together with earlier broader case law a "check list" was drawn up in the hope of reckoning the "balance" of the various items. Occasionally, as we shall see, virtually all the items pointed in one direction and so the conclusion was straightforward. In most situations, however it became necessary to pose a broader question. With the possible exception of workers in employment businesses all the selected industries had the characteristic of allowing the "entrepreneurial spirit" to thrive. It was felt that the 'business on your own account' test of Market Investigations was generally appropriate. At the same time it was thought that the elusively broad, but relevant concept of "control" must be given considerable weight. The factors included in the check list are set below.

## The "check list"

- (1) The "label" given by the parties—this was for information only and could be disregarded for current purposes.
- (2) Pay-how described (for example "fee" or "wage"); how computed (basic salary or commission or percentage); and whether PAYE deducted.
- (3) Hours of work—whether full-time, regular, flexi-
- (4) Other employment benefits such as sick pay, pensions and fringe benefits.
- (5) Supervision and discipline—presence of a rule book, sanctions, code of discipline.
- (6) The dominance of the employment relationship—is there more than one employer being worked for?
- (7) The provision of capital, tools, transport and equipment.

It should be noted that each item had its own complexities and problems. For example, working parttime or short-time does not necessarily increase the likelihood of self-employed status (Market Investigations, Cope), but if coupled with other factors such as flexibility of working procedures or the payment of remuneration on a fee or lump sum basis, self-employment may well be the correct legal status (WHPT Housing Association and Midland Sinfonia). Similarly, it appears that the provision of employment benefits increases the likelihood of direct employment, but its absence does not necessarily lead to a conclusion of self-employment (Market Investigations).

Job location was considered a neutral factor which had to be set alongside other factors, for case law suggests that working off the business premises does not necessarily increase the tendency to self-employment (Hamerton). Working off-premises frequently heightens the need for

adequate supervision and discipline, which would therefore tend to suggest direct employment.

Before considering the application of this approach to the case studies a cautionary note ought to be sounded. Any application of the tests of employment status necessarily involves not only consideration of what might be termed the static aspects of the relationship—employment benefits, hours, basis of calculation of pay, for example—but also a monitoring of the day to day execution of the contract. Only then can the vital issues of supervision, flexibility, dependence, and the like be properly examined. This monitoring was not possible in the case studies, and its absence may have distorted the conclusions.

#### Application to the case studies

It would be impossible to present in the space of a short article conclusions regarding all 25 case studies. Instead, specific aspects of the "check list" will be highlighted, noting their interplay and the workings of the balancing process.

As have been previously seen the two basic factors which were thought to underpin the "check list" were supervision and discipline (control) and the "entrepreneurial spirit". Although the investment and risk which characterises the "entrepreneurial spirit" took varying forms in the case studies, in some the factor was so dominant that the conclusion regarding employment status was reasonably straightforward. Part-time consultants in a small computer firm, for example, who had bought shares in it and who clearly stood to win or lose by their investment were almost certainly self-employed. In one multinational selling organisation an elaborate sales structure had been created whereby the staff bought goods from the organisation, could themselves set the retail price, stood to gain bonuses for high sales figures and had general responsibility for the sales methods. This organisation had carefully reinforced the "business on your own account" aspect by disclaiming that staff in any way represented the organisation and by imposing few overt managerial and disciplinary procedures. There were no strong contradictory factors suggesting direct employment in either case. In both the work was usually part-time, there were no employment benefits and many staff also worked for other employers.

Conversely, there were several other firms in the study where the complete absence of financial investment by workers strongly indicated direct employment status. Examples were secretarial and medical temporary staff, computer staff, and those engaged in the repair of domestic appliances in workshops at their employers premises.

#### The cab trade

The mini-cab and black cab trade provided an interesting area in which to consider the relevance of the "entrepreneurial spirit" to identifying correct employment status. It appeared that many drivers had been correctly "labelled" as self-employed. Although the application of the "check list" regarding such matters as flexible hours of work, cash in hand, lack of employment

benefits, and freedom from supervision clearly pointed towards self-employment, the provision of the cab or car by the driver and the hiring of the radio link with the firm appeared to leave few doubts. At the same time it does not necessarily follow that all the drivers covered by the study were correctly "labelled" as self-employed. The entrepreneurial element was clearly very influential, but was not always overwhelming, and where there were other factors (especially those of discipline and supervision) which suggested direct employment, it may not have dominated. Perhaps this point is best illustrated by reference to two case studies, one drawn from the mini-cab trade, the other, by way of contrast, from computing.

The mini-cab firm, which was large and long established labelled all its drivers as self-employed. Its employment documentation was detailed and precise and had been drafted on the basis of legal advice, and advice from officials from a local DHSS office. Drivers were also given a hand-book which provided instructions ranging from the maintenance of the vehicle, requirements regarding insurance, to the use of the radio and the setting of fares.

#### Account drivers

But as well as employing mini-cab drivers in the usual self-employed way the company also had "account drivers" allocated to various clients, especially those who arranged short visits of people to this country. Additionally, despatch riders and chauffeurs were employed, all similarly subjected to disciplinary and other rules. One could see that these rules, though relevant, could not colour the whole nature of the employment relationship of the ordinary cab drivers, for in this case all the other factors pointed to self-employment. But it might be argued that with regard to the chauffeurs these rules became crucial, and led to a contrary view of the nature of the employment relationship. The balance was tipped because the firm provided both cars and uniforms so that there was little personal investment and risk by the chauffeurs. The balance was much finer with regard to the account drivers. Several factors here pointed to selfemployment-including the provision of the driver's own car, and the apparent tax and social security arrangements. However, on inspection the dominance of the entrepreneurial element was deceptive, for the risks were relatively slight (barring massive repairs to a vehicle or accidents), account drivers were regularly employed, received a basic payment, and were also subject to the supervision of the client and the rules of the firm.

#### A computer organisation

Another firm where it was possible to observe the interweaving of the entrepreneurial spirit with supervision and discipline was a medium-sized, relatively long-established computer organisation. This offered all workers what it called contracts of employment, including the managers whose earnings were determined entirely by turnover. All staff worked regular hours and received employment benefits, but an interesting feature was the way that earnings were calculated for all non-managerial staff. Punch card operators, clerical workers, credit

controllers and drivers were all paid a basic wage, which was subject to considerable opportunities to earn high bonuses, but at the same time could be severely reduced by errors or incompetence. These errors were described as breaches of contract. This aspect could theoretically be viewed as a good example of opportunities and risk which characterise the entrepreneurial spirit, pointing to selfemployment status. Alternatively, the rigorous control of the workforce-through the pocket, as it were-could indicate a very high degree of supervision and discipline which would reinforce the claim of direct employment status. Here it was right to follow the second analysis, which better reflects general perceptions of being "in business on one's own account". To view these computer workers as self-employed because of the risks they carried would be surprising. The tendency is to see a distinction between the risk of severely reduced earnings (through failure to meet targets or committing errors) as being in principle a different risk from that of losing a job through bankruptcy or suffering periods of reduced work or unemployment as, say, a musician or researcher. The risk of suffering severely reduced earnings through failing to meet targets or through errors would not, one suspects, challenge the underlying sense of security provided by full-time work, pensions, holiday and sick pay. The contract of employment would survive in most of its essential qualities. However, where fluctuating or suddenly reduced earnings become a dominant characteristic of the working life of, say, a researcher, consultant or musician, this would colour the whole relationship. The balance between these differing kinds of financial risk will in many circumstances be fine but nonetheless may be crucial.

#### Ambiguities

There were similar ambiguities in the position of the computing bureau managers. The fact that earnings were based exclusively on commission has sometimes been seen in case law as crucial and can lead to self-employed status (BSM, Massey). It may well be that in the bureau managers' case, the label of direct employment was incorrect—but much depended on factors such as employment benefits and hours of work, and in particular whether the "business on their own account" aspect was counter-balanced by effective supervision and discipline. If there was a well defined framework within which they operated, and a significant level of security, it would be argued that the risks to earnings would be lessened, so that bureau managers where in fact employees.

This case study illustrates the interweaving of the two dominant factors of risk and control. A clear finding regarding the bureau managers was difficult on the information available, but it seemed best to conclude that in reality they were self-employed, especially as they were given considerable discretion regarding the policies and administration of their bureaux.

### Larger firms: insurance companies

The interweaving of the two dominant factors took on a different perspective when analysing employment status in several larger firms, which had strong administrative

infrastructures and which employed white-collar or professional staff. By way of illustration the practices of three not dissimilar insurance companies can be analysed. All three were based abroad and offered comparable services, performed in similar ways. One of them labelled the bulk of its staff self-employed (using carefully constructed employment documents), the second saw its workers as directly-employed and the third employed its staff on a mixture of direct-employment and self-employment contracts.

In applying the check list here the use of the "business on your own account" test proved less decisive than before. Although the firm which used self-employment provided a cash loan to launch careers, the investment here (in practice often written-off) was that of the firm, and the actual level of earnings and degree of security of the workers was roughly similar in all firms. In all three companies earnings were closely related to the number of policies sold, though the extent of administrative support usually ensured a basic level of earnings. The "business on your own account" test seemed difficult to apply and in the event proved unhelpful in differentiating between the actual, as opposed to theoretical, practices of the three firms.

#### Broad approach

Having examined the various items on the "check list" it seemed that a broad approach to the issue of supervision and discipline might provide a better insight provided it encompassed matters of training, administrative back-up, requirements as to attendance at the premises, working procedures, the monitoring of performance (other than in cash terms) as well as the rules of discipline. On this basis it appeared likely that the workers in all three firms ought properly to be labelled as directly-employed. All three made attendance at apparently rigorous company-run training courses compulsory, requirements regarding the marketing of insurance policies were strongly enforced and there were demanding disciplinary codes in all three cases. Additionally, it was noted that all three required their workers to refrain from any other employment and to attend the firm's premises for at least two days a week. While the traditional emphasis on self-employment status in insurance (something which one firm strenuously sought to reinforce in the language of its employment and other documents, using terms such as "fees", "consultants" and "franchise") might prove crucial in a finely balanced situation, it seemed likely that in all three cases here it was outweighed by other factors.

#### Other cases

In the case of the employment businesses (popularly referred to as employment agencies), the test of supervision and discipline was not helpful because in practice it was delegated to the client. Given the nature of the contracts offered to the temps (usually short-term and renewable weekly), and the absence of any employment benefits (such as sick pay or holiday pay), it seems questionable whether the temps were "truly" employees (as stated in their contracts) or not.

In line with existing case law<sup>10</sup>, job location and the extent to which work was done away from the firm's

premises was not observed to be a key factor, especially as control could be (and commonly was) exercised through a

variety of procedures and rule-books.

Overall, I concluded that among the 25 firms covered by the case-studies, probably six had mis-labelled at least some of their workforce. In all but one of these six cases, the correct "label" should have been direct employment rather than self-employment. Apparently erroneous "labels" of self-employment were thus far more common than apparently erroneous "labels" of employee status among firms relying to a large extent on off-premises workers.

#### Some reflections

It was appreciated from the outset that the attempt to identify the legal reality of employment relationships purely on the basis of interviews with management, and the relevant documentation, would be a difficult one—due to the complexities of case law on employment contracts rather than any difficulties in discussing the matter with employers. However the study did have the significant advantage of providing an overview of contractual arrangements within each of the six industries and of allowing for comparisons between firms—a broader perspective that is not available to a court or tribunal.

Standing back from the individual case studies, the exercise confirmed anxieties regarding the strict legal necessity to have such a rigid categorisation of employment relationships. As has been noted, an examination of case law shows that the dividing line between the two categories is frequently very finely drawn, yet the practical implication of just where it is drawn are considerable. This fine dividing line must make the decisions of individual employers regarding employment status extremely difficult, especially when they must accord with an ex post facto legal analysis by a court, should the situation arise.

More generally the exercise highlighted a common dilemma of law—to what extent the courts should consider broader issues and factors and in their analysis go beyond the immediate factors of a case. Over recent years there has often been tension and debate when courts have been overtly or even indirectly influenced by extraneous factors, which has often led to what are termed "policy decisions" (Murphy and Rawlings, 1981; Stevens, 1979). The picture is a mixed one with policy decisions in some areas attracting relatively little hostility (Burmah Oil 1979, Herrington 1972)11 others being severely attacked (C A in McLoughlin 1981)<sup>12</sup> and yet other courts refusing to get involved in policy making (Pirelli General Cable Works Ltd v Oscar Faber and Partners (1982) 2 All ER 65). In this last case the reluctance to embark on policy making was so strongly felt that it overruled even the "unreasonableness" of the decision in the case and the fact that it was "contrary to principle" (Pirelli, 1982, at p. 72).

#### Practical consequences

Employment law has enjoyed (or suffered) considerable incursion from policy decisions and from decisions overtly taking account of the likely practical consequences of a ruling-not only in the realm of collective employment law (the ACAS cases)<sup>13</sup> but also smaller scale issues (for example Mears 1981)14. More pertinently, the case law on defining employment relationships has mirrored these issues, for it is arguable that the "control" test took a narrow view of the relationship and the "multiple" and "business tests" explore wider issues. However, it may be postulated that the narrow view of the "control" test always was more mythical than real and has always covertly considered a range of factors. Currently, the case law has the appearance of a mass of unsifted facts, with little guidance on the weight to be attached to each item. and with a varying (and not always well articulated) response to extraneous factors such as the "traditions of an occupation", the structure and practices of an industry, or the fact that the work in question was done for pin

Perhaps the biggest deficiency, and the one which made the study difficult, was the failure of the law to analyse the essential characteristics of self-employment and direct employment. The task of providing durable definitions is done daily in other areas of law. Although it might be argued that J Cooke came close to it in the Market Investigations case, the general impression is of judgments concerned with peripheral, not central, aspects of employment relationships.

For practical purposes much clearer guidance should be provided by statute or common law, or the exercise abandoned altogether and replaced by a radical and/or more flexible approach in the context of today's labour market<sup>15</sup>. At present the decisions regarding which category a worker falls into are made by a range of bodies, such as the Inland Revenue and the DHSS, all using different criteria but whose decisions can be later overturned by a court or tribunal. Such a situation cannot aid those trying to establish employment relationships, nor the reputation of the law itself.

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#### Notes

(1) The precise wording of the definitions offered in the Employment Protection (Consolidation) Act 1978, Section 153(1), page 123, is as follows: an "employee" means an individual who has entered into or works under (or, where the employment has ceased, worked under) a contract of employment, and a "contract of employment" means a contract of service or apprenticeship, whether express or implied, and (if it is express) whether it is oral or in writing.

(2) One result of this separation of functions and lack of a common definition is that the Inland Revenue can "discover" that many people whom they had agreed to be working on a self-employed basis for tax purposes have contracts for services which are not materially different from contracts of service. This argument supported a campaign in 1980 to reclassify many self-employed as employees in order to collect an extra £14 million of tax in 1979 and £20.5 million in 1980. The types of occupations affected included journalists, musicians, oil workers, casual workers in the hotel and catering industry, taxi drivers, driving instructors, and agency workers (Low, 1982).

(3) Construction Industry Training Board v Labour Force Ltd (1970) 3 All ER 220. A "lump" building case where, partly due to the "traditions" of the building trade, the workers were held to be self-employed. Addision and others v London Philharmonic Orchestra (1981) ICR 281; Midland Sinfonia Concert Society Ltd v Secretary of State for Social Services (1981) ICR 454, see page 467 for the relevant discussion. Both of these cases concerned free-lance musicians who worked on a session basis or spasmodically, and all were held to be self-employed.

(4) Massey v Crown Life Insurance Ltd (1978) ICR 590. An insurance agent was held to be correctly labelled as self-

(5) Tyne and Clyde Warehouses Ltd v Hamerton (1978) ICR 166. A salesman working off premises was held to be an employee, largely because of effective control via staff sales (6) BSM Ltd v Secretary of State for Social Services (1978) ICR 894. A driving instructor, whose earnings were based solely on commission and who had considerable discretion as to working practices, was held to be self-employed. See also Tomlinson v Dick Evans "U" Drive Ltd. (1978) ICR 639. A mini-cab driver's claim for unfair dismissal was defeated as the label of selfemployment was adjudged to have been used purely to defraud the Inland Revenue.

(7) Cope v Airfix Footwear Ltd (1978) ICR 1210. A homeworker employed on a regular basis was held to be an employee. This has recently been confirmed in Nethermere v Gardiner and Taverner EAT 32/82, where a part-time homeworker was held to be an employee.

(8) Thames Television Ltd v Wallis (1979) IRLR 136. A television researcher was incorrectly labelled self-employed as she was closely supervised, salaried, and an integral part of the organisation. See also comments on the musician cases in note 3 above.

(9) The full report of the study is given in Department of Employment Research Paper No 39 (Leighton, 1983) which is available on request from Research Administration, Department of Employment, Steel House, Tothill Street, London SW1. (10) The Hamerton case and the Market Investigations case respectively determined that a salesman and a market research interviewer working off the employer's premises were employees, while in some cases (WHPT Housing Association) people working on the employer's premises have been held to be self-employed.

(11) Burmah Oil Ltd v Governor and Company of the Bank of England (1979) 3 WLR 722; Herrington v British Railways Board (1972) AC 877. The latter offered a clear policy judgment extending the liability of occupiers of land for injuries to child trespassers.

(12) McLoughlin v O'Brian (1981) 1 All ER 819. Compare this heavily criticised Court of Appeal decision, which rejected a claim for nervous shock, with the subsequent House of Lords decision which overturned it (1982) 2 All ER 298.

(13) For example, UKAPE v Advisory, Conciliation and Arbitration Service (1980) 2 WLR 254.

(14) Mears v Safecar Securities Ltd (1982) IRLR 183 CA. A case concerning practical and policy issues on sick pay. For comment see Leighton and Doyle (1982).

(15) Of interest may be recent EC changes which aim to bring the self-employed within social security benefits. See Lasok

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## **Agricultural workers in Great Britain** Earnings and hours in 1982

The following article gives details of the earnings and hours in 1982 of whole-time workers employed on a regular basis in agriculture in Great Britain. It is based upon the results of continuous surveys carried out by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland.

Average gross weekly earnings of regular adult male workers (aged 20 and above) employed full-time in agriculture in Great Britain are estimated to have been £105.87 in 1982. Within this total, cash earnings are reckoned to have amounted to £102.96 while the weekly value of payments in kind are estimated at £2.90. Around this overall figure, average weekly earnings by occupation ranged from £96.47 for horticultural workers to £127.38 for dairy cowmen.

Youths and female regular full-time workers are estimated to have earned on average £69.40 and £80.35 respectively during 1982. Full details of the composition of weekly earnings by occupation in 1982 are given in table 1. The percentage distribution of regular full-time adult male workers by earnings band is shown in table 2 and in less detail in Chart 1. Just over 50 per cent of these workers are estimated to have earned £100 or more and some seven per cent £150 or more per week in 1982.

Details of earnings by quarter are given in table 3. There is a pronounced seasonal movement in earnings with the peak being reached for most occupations in the third quarter. This is particularly noticeable for those occupations associated with the cultivation of crops, and reflects significant fluctuations in hours worked per week as a result of the variations in agricultural activity through the year. Table 4 shows average weekly hours worked by quarter according to occupation. In Great Britain as a whole regular full-time men completed an average 46.7 hours per week, with dairy cowmen working the longest hours—an average of 52.0 per week. The shortest hours worked by regular full-time men were those of horticultural workers: on average these were employed for 43.8

hours per week. Taking all men together, basic hours were 40.4 and overtime hours 6.4 per week on average during 1982. Youths are estimated to have worked a weekly average of 45.0 hours in 1982, including 5.1 hours of overtime, and for females average weekly hours are reckoned to have been 42.9, of which 3.3 hours were overtime.

Information on workers receiving payments-in-kind is given in table 5. In England and Wales the proportion of

Chart 1 Percentage distribution of all hired men by average weekly earnings year ending Dec 31 1982

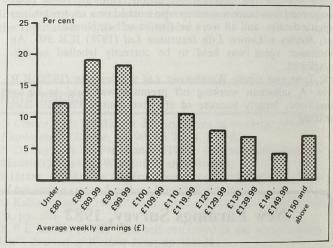


Table 1 Composition of average weekly earnings of hired regular whole time agricultural workers in Great Britain

	Men	Men									
	General farm workers	Foremen and grieves	Dairy cowmen	All other stockmen	Tractor drivers	Horti- cultural workers	Other farm workers	Average (all men)	Youths	Women and girls	
Year ended December 31, 198. Total cash earnings Payments in kind	94·51 3·31	123·37 2·24	123·64 3·73	103.11	104·44 2·69	95·93 0·54	114·09 1·92	102·96 2·90	64·53 4·87	77·63 2·73	
Total earnings of which:	97.83	125-61	127-38	106-25	107-12	96-47	116-01	105-87	69-40	80.35	
Prescribed wage Premium	87·42 10·41	106·61 19·00	109·23 18·15	94·65 11·59	97·09 10·03	84·75 11·72	96·11 19·90	93·89 11·98	65·77 3·61	75·82 4·54	

Table 2 Distribution of weekly earnings of hired regular whole time men in agriculture in Great Britain

	General farm workers	Foremen and grieves	Dairy cowmen	All other stockmen	Tractor drivers	Horti- cultural workers	Other farm workers	All men
Year ended December 31, 1982				A reasow to petrical	99 197	ROKE		
£ Under 64 64 and under 65 65 and under 66 66 and under 67	0·9 0·3 ·· 0·1	0·4 	0·2 	0·3 0·2 — 0·2	0·5 0·1 0·1 0·1	1·1 0·6 0·2 0·1	6·0 — — —	0·7 0·2 ··
67 and under 68 68 and under 69 69 and under 70 70 and under 71	0·8 0·1 0·2 6·5	Ē	0·2 — — 0·9	0·1 0·1 1·3	0·1 0·4	0·3 9·5	_ _ _ 7.7	0·3  0·1 3·6
71 and under 72 72 and under 73 73 and under 74 74 and under 75	1·8 1·0 1·2 1·0	0·1  0·1	 0·4 0·1	0·2  0·4 0·3	0·2 0·2 0·3	1·6 0·8 1·6 0·7	0·5 —	0·9 0·5 0·7 0·6
75 and under 76 76 and under 77 77 and under 78 78 and under 79	1·6 1·0 1·5 1·5	— 0·2 0·2	0·4 0·2 — 0·3	0·6 0·4 0·5 0·9	0·4 0·2 0·5 0·8	4·1 1·2 2·6 2·6	1·0 0·2 0·7	1·1 0·6 0·9 1·1
79 and under 80 80 and under 85 85 and under 90 90 and under 95	1·6 15·2 10·2 9·7	0·1 1·0 3·4 3·8	1·1 1·8 3·0	0·5 5·4 8·3 12·5	0·8 11·0 11·5 11·5	0·5 14·0 7·7 11·1	1·5 3·9 3·5 4·9	1·0 10·4 8·8 9·5
95 and under 100 100 and under 110 110 and under 120 120 and under 130	8·2 10·6 8·0 5·3	7·7 17·0 15·0 11·6	3·3 9·8 16·6 16·9	13·6 19·6 11·5 9·3	9·5 14·9 11·7 7·8	7·7 10·8 5·2 5·7	6·9 14·3 17·2 8·7	8·8 13·4 10·6 7·9
130 and under 140 140 and under 150 150 and over All	4·9 2·5 4·1 100·0	11·9 9·2 18·3 100·0	15·6 11·5 17·5 <b>100·0</b>	6·4 2·9 4·5 100·0	6·5 4·0 6·9 <b>100·0</b>	3.9 2.2 4.3 100.0	10·2 6·4 6·5 100·0	6·9 4·2 7·1 <b>100·0</b>

Table 3 Average weekly earnings (£)—by type of hired regular whole time worker in Great Britain by quarters

Type of worker	Jan-	April-	July-	Oct-	Jan-
	March	June	Sept	Dec	Dec
Year ended December 31, 1982 Men					
General farm workers	88·58	96·75	106·81	97·27	97·83
Foremen and grieves	116·77	124·77	133·97	127·07	125·61
Dairy cowmen	123·59	126·73	128·35	129·46	127·38
All other stockmen	99·22	106·78	110·80	106·63	106·25
Tractor drivers	94·84	106·18	118·84	106·85	107·12
Horticultural workers	92·26	104·39	96·62	93·24	96·47
Other farm workers	107·08	113·61	116·22	122·54	116·01
All hired men	96·92	106·19	113·37	105·70	105·87
Youths	65·66	69·40	72·12	69·50	69·40
Women and girls	75·84	80·76	87·33	79·56	80·35

#### **Further information**

Readers seeking more detailed information for England and Wales should refer to the booklet "Earnings and hours and numbers of agricultural workers, 1982-including the report of the Wages and Employment Enquiry" to be published shortly by the Ministry of Agriculture, Fisheries and Food, price £3 plus 50 pence postage and

Copies can be obtained from: MAFF Publications, Lion House, Willowburn Estate, Alnwick, Northumberland

Separate information for Scotland can be found in "Economic Report On Scottish Agriculture".

Table 4 Average weekly hours of hired regular whole time agricultural workers in Great Britain by quarters year ended December 31, 1982

en de la companya de La companya de la companya de				Apr-Ju 1982				July-Sep 1982		Oct-Dec 1982		Jan-Dec 1982			
	Basic hours	o/t hours	All weekly hours	Basic hours	o/t hours	All weekly hours	Basic hours	o/t hours	All weekly hours	Basic hours	o/t hours	All weekly hours	Basic hours	o/t hours	All weekly hours
Men	- TO 1 TO 2	-		-			-								
General farm workers Foremen and grieves Dairy cowmen All other stockmen	39·8	3·1	42·9	40·0	5·0	44·9	40·1	8·2	48·4	39·7	5·3	45·0	39·9	5·5	45·5
	39·8	5·3	45·0	40·7	6·0	46·7	41·2	8·4	49·6	40·1	6·0	46·1	40·5	6·4	46·9
	41·0	11·0	52·0	40·4	11·3	51·8	40·6	11·9	52·5	41·1	11·1	52·2	40·8	11·2	52·0
	41·1	4·6	45·7	41·6	6·6	48·2	41·4	6·9	48·3	40·9	5·5	46·4	41·2	5·9	47·1
Tractor drivers Horticultural workers Other farm workers	39·9	3·5	43·5	39·9	6·7	47·5	41·3	10·7	52·1	39·9	6·6	46·5	40·5	7·1	47·5
	39·8	2·9	42·7	39·7	6·8	46·6	39·7	4·5	44·2	39·7	2·5	42·2	39·7	4·1	43·8
	41·5	7·3	48·7	41·0	4·8	45·8	40·7	6·3	47·0	39·6	6·0	45·6	40·6	6·5	47·2
All hired men	40·1	4·2	44·4	40·5	6·4	46·9	40·7	8·6	49·3	40·0	6·0	46·0	40·4	6·4	46·7
Youths	39·5	4·2	43·7	40·1	4·8	44·9	40·1	6·5	46·6	39·8	4·9	44·8	39·9	5·1	45·0
Women and girls	39·5	2·5	42·0	39·7	3·6	43·3	39·7	4·5	44·2	39·7	2·6	42·3	39·6	3·3	42·9

Table 5 Analysis of payments-in-kind received by hired regular whole time men in agriculture in Great Britain

receiving	Average weekly value (£)				
	Per worker receiving	All workers			
tit al	5.0	9			
7.7	19-67	1.51			
47.2	1.51	0.71			
21.1	0.52	0.11			
5.3	17.93	1.11			
67-2	1.00	0.67			
42.7	2.59	1.17			
	7·7 47·2 21·1 5·3 67·2	7·7 19·67 47·2 1·51 21·1 0·52 5·3 17·93 67·2 1·00			

The payments in kind detailed above are valued at rates specified by the appropriate Agricultural Wages Board. In 1982 these rates were as follows:

	England and Wales	Scotland	
Board Lodging House Milk Potatoes	£22 (maximum) £4.40 (maximum) £1.50 3p per pint Locally prevailing wholesale price	£20.50 (maximum) £3 (maximum) £1 (maximum) £0.99 per gallon £2.32 per dressed cwt	

men receiving part payment of their wages in-kind by provision of board and/or lodging in 1982 is estimated to have been 7.7 per cent. The proportion of men benefiting from the provision of a house or cottage in part payment of wages is similarly estimated at 47.2 per cent whilst 21.1 per cent are reckoned to have received milk and/or potatoes as payment in kind. In Scotland 5.3 per cent of men are estimated to have received board and/or lodging, 67.2 per cent a house and 42.7 per cent milk and/or potatoes.

#### **Agricultural Wages Board**

Under the Agricultural Wages Act minimum wages are determined by the Agricultural Wages Board. These Boards prescribe the weekly minimum wage and the standard number of hours to which it relates; they also define the hours of work which qualify for overtime payment, fix an hourly overtime rate for them and prescribe the holidays with pay to which workers are entitled. They also specify and evaluate payments-in-kind which may be reckoned as part-payment of wages.

In England and Wales the statutory minimum weekly wage for men and women (ordinary rate) was raised from £64 to £70.40 on January 21, 1982 for a standard 40 hour week. There were comparable increases from this date in the pay rates of craftsmen, graded workers and youths and girls. In Scotland the statutory minimum weekly wage for adult workers was raised from £65.20 to £70.50 on February 8, 1982.

#### Enforcement

To ensure that Wages Board Orders are observed, officers of the Agriculture Departments are authorised to enter farms and obtain information from employers and workers on wages paid, hours worked and conditions of employment. In addition to the investigation of specific complaints of underpayment, the inspectors make test inspections on a number of farms with hired labour

#### **Definitions of terms**

Hours Basic hours are the hours which are agreed between the employer and worker shall be worked for the minimum wage. These hours cannot be more than the standard number prescribed in the Agricultural Wages Board order but a smaller number can be agreed. Any hours worked in excess of basic hours count as overtime and are liable for payment at not less than the prescribed

Total earnings are the sum of cash earnings and the value of benefits received as payment in kind. Where these latter comprise board and/or lodging, a house, or cottage, milk or potatoes they are termed "allowable benefits" and are valued at rates specified by the appropriate Agricultural Wages Board.

The prescribed wage is the minimum wage payable under Agricultural Wages Boards' Orders for total hours and the premium is the excess of total earnings over the prescribed

selected as a random sample. The size of the sample is currently about 4,000 farms per year in Great Britain and the data contained in tables 1 to 5 are based on information collected by wages inspectors on those visits. It should be noted that in these tables analysis by occupation is based on the classification of individual workers according to the work on which they are primarily engaged. Since most farm workers carry out a variety of duties this classification is somewhat arbitrary and not all of those assigned to a single group will be doing exactly the same work.

## **NEWS RELEASES** AND PICTURES

from your organisation should be addressed to

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



Tony Sadler . . . "a voluntary approach to industrial relations" . . . and the Institute's president, Bob Ramsey

Interest in the practical aspects of employee participation stems not only from the new requirements of the Employment Act 1982 and the prospect of two Ec Directives. More significant is the growing recognition that it could provide one of the answers to Britain's industrial recovery. A recent conference organised by the Institute of Personnel Management looked at the practicalities for employee participation

Michael Webb

The uk will have to find its own unique path to the vital objectives of involving workers at all levels in the management process.

The strengths of the voluntary approach to employee involvement should be built on rather than seeking to impose a statutory framework as proposed in draft European legislation.

This was the stated view of the Institute of Personnel Management at its recent conference in London.

Mr Bob Ramsey, the Institute's president, said that in the field of employee involvement communication was extremely important but by itself it was not enough to get the willing co-operation of the workforce.

Management needed to achieve and the employees required a management which deserved their re-

In the statement he said that the Institute supported the suggestion that their efforts on employee involvement should be underpinned by a Code of Practice.

The Code should have three

• To encourage employers, unions and employees to develop employee involvement along the lines most suited to each particular organisation

• To provide a generally accepted standard against which progress may be judged.

• To provide definitions of terms such as communication, consultation and negotiation, which are currently used with a variety of meanings by the different parties to the debate.

The IPM suggests that a positive approach within any particular ogaapproach within any particular orgament from top management which total credibility with its workforce, would provide opportunities for each individual to become involved and regular communication on objectives, achievements, and problems.

> There should also be a consultative system giving all employees opportunities to influence management decisions, and direct involvement of employees in areas, such as quality, health and safety, and

methods of work, where their knowledge and expertise would be

Equitable and non-divisive employment policies aiming to integrate employees at all levels, and the opportunity for employees to invest in their own organisation through profit sharing are also sug-

Bob Ramsey

The European Community should not attempt to include the harmonisation of industrial relations in its worthwhile role in the social field, Tony Sadler, personnel director with a firm of insurance brokers said in his speech on EC Directives and the UK law.

'The UK will have to find its own unique path to the vital objectives of involving workers at all levels in the management process," he said.

He believed that the UK was at a watershed in the development of industrial relations with the European Commission about to produce its final draft of the controversial Fifth and the so called "Vredeling" Directives. He questioned whether the voluntary approach to industrial relations in the UK would survive or indeed deserved to survive.

The employee participation movement was not just a European theme. There was a significant movement in the United States for a more participative style of management and many of our competi-

## **EMPLOYMENT GAZETTE REPORTS**

tors were moving in the direction of more employee involvement.

The difference between the European legalistic approach and the British voluntary approach would create difficulties, he said.

Another spur to the Commission-and an important one from the UK point of view-was the desire to deliver some results to the Trade Union movement in general and the European Trade Union Federation in particular.

It was something of an irony for our own TUC to be a major force behind the European Trade Union Federation (ETUC), he said.

Mr Sadler quoted Commissioner Ivor Richard in a speech to the Socialist groups in the European Parliament last February in describing the draft Fifth Directive as a major breakthrough for workers' representatives in many member states.

"The Commissioner added: 'Indeed it seems to me that is a good example of how the community can help to improve standards and practices of industrial relations. To be able to take the basic practices of countries like Germany and Holland and embody them in a directive to become operative on a community-wide basis is to perform a service to the workers of these countries which are more backward in these matters, like my own," " Mr Sadler reported.

Referring to multi-national firms, he said that a committee of the EC had declared in 1974 that the problems they created in the social field should be resolved. Workers should be involved in the activities of their firms by a system of representation which would allow them to express their view and take a stand on matters of most concern

Since 1978, the Commission had been increasingly pre-occupied with work sharing or the reorganisation of working time.

The Vredeling Directive for the provision of information and consultation with employees in companies with complex structures had got off to a bad start, he said. It was originated in effect by the ETUC, with the aim of tackling the multinationals, and put together in haste without the usual consultation with employers. It had been in trouble

A consultative council would seem to suit our purposes in the UK as a sort of glorified works council.

ever since, he said

"Reacting to complaints that it was wrong to discriminate against multi-national enterprises, the Commission broadened the scope to include all companies with two or more establishments within the EC employing at least 100 workers each. This broadening made it much more of a general measurea harmonisation of industrial relations within the FFC '

Parliament accepted the principle of the need for such a directive in October 1982 but proposed radical alterations which would make it much more acceptable to

We were now awaiting the Commission's final draft which would be put before the Council of Minis-

Despite the changes already achieved, there were still problems about confidentiality and the election of employee representatives.

The European Parliament's proposals in May 1982 featured a range of options rather than the rigid imposition of the two-tier

These options were:

 A supervisory board system with employee representatives on the German or Dutch model

A unitary board with a minimum of one third or a maximum of one half non-executive directors elected by employees.

 A consultative committee representing employees with clearly established rights to information and consultation.

• Joint arrangements for participation by collective bargain-

"The option for a consultative council would seem to suit our purposes in the UK as a sort of glorified works council. But I believe employer opinion has hardened against this," Mr Sadler

The Commission now appeared to have serious doubts about its ability to push through the Vredeling Directive. There was a strong possibility that it would be put on the shelf

The position with the Fifth Directive was more optimistic but it also had problems. Opposition was emerging not only from the UK but from the Dutch and Germans.



Tony Sadler

If management had put more effort into implementing employee involvement instead of critising the unions as they had over the past 20 years, we would probably be a lot nearer to solving our economic problems. This was the opinion of Paul Roots, Vice-president of the Institute and Industial Relations director of Ford

"People will only do what we can persuade them to do. I do not think that we can separate the problems of industrial relations from the problems of society as a whole," he told delegates at the IPM conference.

He suggested that employee involvement would not be achieved unless firms first had the co-operation of trade unions. A change in management attitudes, he added, would be more difficult.

One of the fundamentals was to get rid of emotive terms such as strong management and weak man-

It would be a mistake to think that the Vredeling Directive could be headed off by showing employees a balance sheet.

Communications to give employees a better understanding of the business was important but it was not in itself employee involve-

When employee involvement was practised it demonstrated a willingness on the part of a management to change their style.

It was, he said, debatable whether employee involvement could be introduced without outside help. It involved a change in



Paul Roots

management style which called for management and personal skills which most managers did not possess, because they had been used to the old style.

There were also some organisations where the old authoritarian style of management had reached a point where trust between management and employees had broken down. It would be very difficult to turn that management style around without outside help, he said.

He hoped that the changing attitudes in industry would not come as a result of fear of the dole queue but as a result of management's greater emphasis on communication and its different approach to handling problems.

Mr Roots said he was not despondent as there were signs that all kinds of industries throughout the country were getting the message of employee participation.

He added: "I think the European Parliament and Commission will eventually recognise the considerable difference in the whole framework of industrial relations in

People will only do what we can persuade them to do. I do not think we can separate the problems of industrial relations from those of society as a whole.

individual countries and that if they are going to hold the community together and keep the national governments with them, they will have to introduce measures appropriate to individual needs."

## **EMPLOYMENT GAZETTE REPORTS**

There were deep rooted organisational objections to any form of legislation on employee participation in management of British companies, Graeme Buckingham, Personnel director of Allied Breweries, told the IPM conference. But, he added, there was a basis for securing this progress.

He stressed that the focus of successful employee participation was related to the organisation and t therefore required some discipline on the part of British com-



Graeme Buckingham

British companies are reticent, pragmatic and continually changing their structures. So employees' points of reference are continually changing.

British companies are reticent, pragmatic and continually changing their structures. So employees' points of reference are continually altering," he said.

The more disparaging the organisation, the greater the risks of employee alienation and the more difficult to achieve real employee commitment.

So one of the fundamental requirements for an organisation was to think through their organisational purposes much more clearly.

The strategy which he suggested was clarification of the organisation and what it was trying to achieve; the importance of laying a foundation for good communications and the building of representative arrangements from top management to the shop floor.

Job sharing has been widely canvassed and considered throughout every sector of industry and commerce. Its supporters claim many benefits: increased productivity; holiday and absence cover; the retention of skilled staff; reduced turnover and greater flexibility in covering peak loads. The Government has introduced a major subsidy scheme to encourage employers to offer shared positions to people claiming unemployment or supplementary benefit and to existing employees under notice of redundancy. Speakers at the IPM conference reappraised the current position.

Three-quarters of the increasing number of people in job-sharing were women, according to Louise Jacobs, a co-ordinator with New Ways to Work.

She told delegates that people went into job-sharing for a variety of reasons-because they wanted more time for study, to look after children or for leisure, to broaden work experience or become more involved in community work. It was also ideal for some handicapped people and as a way of easing into retirement

A typical management reaction to job-sharing was that it was not possible to split the work of someone in a senior position as with someone in a lower status job.

However there was an increasing number of professional jobs being split, including teachers, architects, radio producers, and office and local government workers.

The largest take-up had been among the white collar and professional workers, mostly in the public and voluntary sectors, she said.

Main advantages for employers were the wider range of skills and

experience which two people could bring to a job and the increased energy which they would put into working only half a week.

She said it was important that normal employee rights should be protected under the scheme.

She suggested that job sharers should work at least 16 hours a week so that they would come under the employment protection

Trade unions were concerned that the scheme should not be just a method of cutting back the number of jobs available. It should be flexible and the unions should be consulted.

Ms Jacobs added that her own small organisation had two fulltime posts shared by four people.

Due to lack of space we were unable to include reports of speeches on job-sharing by John Atkinson of the Institute of Manpower Studies, Rhiannon Chapman of the Stock Exchange and Erich Suter, labour law consultant. The conference session was chaired by Michael Syrett, specialist writer on employment for The Times

## Changing craft skills in process (continued from p. 187)

Report of a Working Group of the Advisory Committee on Engineering Services of the Iron and Steel ITB 1978. Industrial Training Services, Changing maintenance requirements in the iron and steel industry. Report prepared from the Iron and Steel ITB 1979.

Iron and Steel ITB, The diagnosis of the plant faults. A guide for engineers and trainers. 1979.

Man-Made Fibres Producing ITB, Engineering training recommendations. Craft and Technician Training. 1982. G V Hargreaves (chairman), Schemes for those using engineering craft skills. Report of the Policy Steering Sub-Committee of the Joint Advisory Committee of the City and Guilds of London Institute and the Regional Bodies for Further Education in England and Wales for Engineering (3) A Fagg, "Maintenance strategy-today and tomorrow." Paper presented to the UK Maintenance Congress, 1982.

(4) NEDO, Toolmaking. A comparison of UK and West German companies. Report of the Gauge and Tool Sector Working

## **Acknowledgements**

I would like to record my thanks to my colleagues at The Technical Change Centre and to the managers, engineering craftsmen and technicians, union officials, government departmental officers and many others for their assistance in the work upon which this article is based.

## **Employment topics**

### Redundancies: reported as due to occur

☐ The number of redundancies, in groups of ten or more workers. which had been confirmed by the Manpower Services Commission at May 1, 1983 as due to occur up to table below. The provisional numbers reported so far for March and 1981.

April 1983 are 28,000 and 21,900 respectively. After allowing for further reports and revisions, the final totals are likely to be around 30,000 for both months. This com-February 1983, are given in the pares with average monthly figures of 33,000 in 1982 and 44,000 in

#### Redundancies reported as due to occur\*: Great Britain

Table of	All	Jan to Feb		1982	1983
1977 1978 1979	158,400 172,600 186,800	24,500 24,300 21,400	Jan Feb Mar	26,800 30,000 38,600	30,000 27,400
1980 1981 1982	493,800 532,000 398,000	56,100 91,200 56,900	Apr May Jun	37,200 30,300 29,300	
1983	tog <u>alv</u> ore se cu dono en go est, il <sub>er</sub> si elle	57,400	Jul Aug Sep	35,400 29,800 29,000	
			Oct Nov Dec	36,400 32,600 42,400	

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

## Agrochemicals

☐ Twenty-five per cent of all chemicals accidents investigated by HM Agricultural Inspectorate last year were caused by splashes due to careless handling of agrochemicals. Injuries included severe burns to the hands and face: eyes are particularly vulnerable.

Agricultural workers handle a bewildering range of chemicals; from pesticides and silage additives to disinfectants and veterinary products. All should be treated with

The Health and Safety (Agriculture) (Poisonous Substances) regulations 1975 require operators to take precautions and wear protective clothing with the more dangerous chemicals. However, accidents statistics show that whatever the chemical, it should be carefully and cleanly handled.

In most cases simple rules would prevent injury. Always:

choose the safest chemical consistent with the work in hand

keep chemicals in a secure place

and dispose of unwanted chem-

icals and used containers safely

- read the container label and follow the instructions for safe
- wear correct well maintained protective clothing when handling the chemical or when examining or adjusting contaminated machinery
- provide a readily available supply of clean water for washing down in an emergency
- clean machines and protective equipment after use.

People requiring guidance should contact the HM Agricultural Inspectorate at local offices of the Health and Safety Executive.

### Changes in average earnings

☐ The following table shows recent changes in the underlying index of average earnings. This index incorporates adjustments for certain temporary influences. like arrears of pay, variations in the timing of settlements, industrial disputes, the incidence of public holidays in relation to the survey period, and regular seasonal factors.

The underlying index was described in an article in the April 1981 issue of Employment Gazette (page 193). The time series included in that article was updated to September 1981 by a note in the November issue (page 491), to March 1982 in the May issue (page 220) and to September 1982 in the November issue (page 491). The present table gives the figures for a further six months

The underlying monthly increase, averaged over the latest three months, is referred to each month in the regular commentary on trends in labour statistics (page S2 et seg of Employment Gazette) and plotted in an accompanying chart.

### Recent temporary factors

The delays in reaching pay settlements for the National Health Service (NHS) and local authority non-manual staff, mentioned in the previous note as affecting average earnings in September, continued during the in 1981-82.

autumn. Average earnings in September and October were also depressed by industrial action in the NHS. However in November the local authority non-manual staff were being paid on the basis of their 1982 settlement, together with arrears. Also in November the coal miners settlement was agreed and paid. three months earlier than the corresponding payment a year ago. Payment arising from the 1982 settlements for the NHS began to be made in January, and the large arrears inflated average earnings between January and March. By February, British Railway staff were the only major group of employees for whom more than twelve months had elapsed since the payment of the last annual pay settlement.

#### Effects

Allowing for these temporary effects the monthly rate of increase of the underlying index was about 3/4 per cent at the beginning of the period, falling to about 1/2 per cent in recent months

The average is broadly consistent with evidence on the level of pay settlements during the period. It is less than the rate of change during the corresponding period a year earlier as pay settlements in the 1982-83 round have been generally lower than

## Whole economy average earnings index: "underlying"

		Season- ally adjusted index	Further adjustments (index points)			Underlying % increase	
			Arrears	Timing*	Under- lying index	Average in latest 3 months	Over latest 12 months
1982	Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec	216·4 219·4 219·7 219·8 220·8 224·0 227·8 228·0 226·7 229·0 232·3 233·1	-0·4 -1·4 -0·8 -0·3 -1·3 -1·3 -2·6 -0·9 -1·0 -0·5 -1·7 -0·9	+0·1 +0·4 +0·6 +1·6 +0·3 -0·7 +2·6 +1·9 +0·7 +1·2	216·1 218·0 219·3 220·1 221·1 223·0 225·2 227·8 228·3 230·4 231·3 233·4	3/4 3/4 1/2 1/2-3/4 1/2 1/2 1/2 3/4 1 3/4 1/2 3/4	11 103/4 101/2 101/4 10 91/2 91/4 9 83/4 83/4 83/4 81/2 8
1983	Jan Feb (Mar)	234·9 239·7 237·8	-2·5 -4·8 -1·5	+0·6 -0·5	233·0 234·9 235·8	1/2 1/2 1/2	7 <sup>3</sup> / <sub>4</sub> 7 <sup>3</sup> / <sub>4</sub> 7 <sup>1</sup> / <sub>2</sub>

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

### Robots

A table published in the Japan Jabour Bulletin (March 1983) shows Japan leads with the numbers of robots installed in major countries. There are now 14,000 robots working in Japanese factories. The largest employers of robots are Sanyo Electric, 1,063 units, Sharp Electric, 897, Toyota, 780, and Nissan, 730 units, as of September 1982.

In the automobile industry, about 0.7 workers are replaced by one robot. This is equal to 1.4 workers per two shift working day Multiplying 1.4 by the 14,000 robots means that 19,600 workers have been replaced.

#### Labour shortages

This does not necessarily mean that employment has been reduced by 19,600 for several reasons. These companies employed robots mostly to meet labour shortages, particularly for dirty, dangerous, heavy and/or highly repetitive work such as painting and welding. These robots have gradually been used over the past ten years (about half since 1981), to cope with expanding production and no worker has really been displaced due to

Some employment has been created by robot production. The total value of robots produced in 1981 was ¥120 billion (\$480 million). Thus, robots accounted for a little less than one per cent of the ¥13 trillion in total machinery produced by 178 major companies (excluding ship-building). It is fairly safe to estimate that about 10,000 (out of the one million workers employed) in the Japanese machinery industry have been added due to the production of robots.

The introduction of robots has increased productivity, reduced prices of products and in turn products of these industries. The improved quality of products due to robots may also induce greater demand. Thus, employment may

#### Table 1 Number of robots in major countries

Country	Number	%	Manu- facturers
Japan USA West Germany Sweden France UK Italy Canada	14,250 4,100 1,420 940 600 371 353 250	62·7 18·1 6·2 4·1 2·6 1·6 1·5	75 16 18 7 8 8
Total including other countries	22,779	100.0	85

ce: Japan Industrial Robot Association, May 1982.
Note: Excluding manual manipulators and have been increased by the growth of markets for products produced with the aid of robots.

Finally, robots have widespread indirect effects on employment. For example, the mass communication industry spends a great amount of money, collecting data on robots and reporting this to the public, thereby increasing its sales of information. Of course, at the same time other obsolete news might be replaced by this information. It is very difficult to evaluate the total effect of this type of resource reallocation due to the introduction of robots.

## Part-time workers

☐ Part-timers formed the major growth in employment over the past decade, and by the end of this century an estimated quarter of the working population will be employed on a part-time basis. So employers should be thinking now about the practical implications of taking on part-time staff.

This is the main message of Employing job sharers, part-time and temporary staff, published this month by the Institute of Personnel Management (IPM).

This guide shows how various employers have made effective and imaginative use of job sharers and part-timers, and provides an introduction to the practical considerations facing any employer wishing to introduce or develop the role of job sharers, part-time and temporary staff inside their establishment.

The detailed information includes sections on the recruitment, selection and induction of these staff as well as their rights under the current employment protection legislation, the Sex Discrimination Act and the Equal Pay Act. The book also examines the clauses and implications of the draft EC Directive on Part-Time Workers' Rights contributes to enlarged markets for and contains a breakdown of DE's Job Splitting Scheme introduced earlier this year.

Case studies of employers using part-timers or job sharers include those of Readers Digest, Claude Gill Books, Barclays Bank, GEC Telecommunications, the Stock Exchange, Fox's Biscuits, Sheffield City Council and the Greater Manchester Council.

The author, Michel Syrett, is employment columnist and consultant at The Times. An acknowledged authority on job sharing and part-time work, he has contributed to many publications, periodicals and conferences on the subject.

Employing job sharers, part-time and tempor 85292 316 3. Price £7.95 + 62p p p&p. IPM

### Career help

☐ Six new booklets giving careers help have just been released. The 16-page guides are part of the successful "Working in . . series, aimed at job seekers and anyone involved in careers advice.

Each booklet covers a range of occupations within a particular field by taking the reader INSIDE the jobs, letting actual employees describe the joys-and horrors-of the work

The new titles, produced by the Careers and Occupational Information Centre (COIC) of the Manpower Services Commission, are called "Working in ... "-Care of Animals; Electrical and Electronic Engineering; Marketing; Advertising and Public Relations: Retail Management; The Media and Entertainment.

"These booklets give all the necessary facts about qualifications, what the job entails, what basic attributes are needed and what the prospects are," says COIC.

"They show the day-to-day routines, the drawbacks and sometimes unexpected and unpleasant aspects of each job-which nevertheless are an integral part of it.

Copies of "Working in . . booklets are available by post, price 95p plus 25p postage per single copy. If only one copy is required send a cheque or postal order, payable to Manpower Services Commission, to COIC, Sales Dept CW, Papworth Industries, Papworth Everard, Cambridge

Orders for more than one copy will be invoiced to include carriage. Such orders, and inquiries about other COIC materials, should be sent to COIC Sales Dept, Room Moorfoot. Sheffield

## Farm safety

□ Proper planning could reduce the number of casualties on the farm. A few minutes spent thinking about safety before starting a task could save lives Mr Jim Whitaker HSE's Chief Agricultural Inspector, said at the launch of a new farm safety campaign. Safe Moves.

Speaking at the National Agricultural Centre Mr Whitaker said Safe Moves was chosen as the products handled each year, far- Employment Gazette).

mers and workers spend a great deal of time moving materials from fields to storage and then through to processing. As a result, every year there is an average of 1,000 injuries and in 1981 there were 23 fatalities arising from the mechanical or manual handling of mate-

Whilst every death and injury represented a personal tragedy it was nevertheless a sad fact that virtually every incident investigated by agricultural inspectors had happened many times before A common thread that linked them: nobody stopped to think about the job and plan it out safely.

The message to the industry was clear; make sure everyone had a clear understanding of their responsibility both for themselves and their workmates. Lack of planning, inadequate training, insufficient supervision and failure to appreciate the risks were key factors in every accident and it is up to each individual working on the farm to put this right.

The Safe Moves campaign includes films and an exhibition. It is receiving widespread support from the media, trades unions, training boards, education authorities, manufacturing firms and suppliers, all of whom have a part to play in promoting an awareness of safety

### **Disputes statistics**

☐ Provisional figures for stoppages of work through industrial disputes during 1982 included estimates for the National Health Service dispute. These were based on information obtained month by month from a variety of sources. because NHS managements were unable at the time to provide statistics. Subsequent collation of individual health authority records shows that the initial estimates were too high, and the statistics are being revised accordingly, as shown below.

#### 1982 UK industrial disputes statistics (previous estimates in brackets)

	Diagnoto,	Thousand Workers involved	
	Days lost		
NHS dispute All industries	781 (3,440)	180	(600)
and services	5,256 (7,916)	1,961 (	(2,381)

Revised figures are included in theme for the campaign because of table 4.2 of Labour Market Data. the deaths and injuries associated The overall 1982 figures remain with moving materials around provisional until publication of the the farm. With over 50 million full, annual article "Stoppages tonnes of produce and the same caused by industrial disputes in amount of fertilisers and waste 1982" (expected in the July issue of

### Vinvl chloride

☐ The Industrial Injuries Advisory Council is looking at the links between exposure to vinvl chloride monomer (VCM) and certain medical conditions. VCM is the basic raw material for the manufacture of the commonly used plastic, polyvinyl chloride (PVC). The Council is reviewing the terms under which diseases resulting from such exposure are prescribed as industrial diseases.

The Council has had evidence that exposure to VCM can cause an unusual finger condition (acroosteolysis), a rare form of cancer of the liver (angiosarcoma) and a nonmalignant disease of the liver called non-cirrhotic portal fibrosis. The first two of these conditions are already prescribed as industrial diseases and the third will be prescribed later this year.

The Council is now looking at any other condition that appears to programme. These include: the be linked with VCM. In particular it will be looking at possible effects on the functions of the lungs. In its usual form, VCM is found as a gas. It has been in use in this country for almost forty years.

The Committee appointed by the Council to conduct this inquiry would like to receive evidence from interested individuals or organisations about any conditions that may result from exposure to VCM but are not already prescribed. A short explanatory note on the inquiry can be obtained from the Secretary, Industrial Injuries Advisory Council, Friars House, 157-168 Blackfriars Road, London SE1 8EU, Evidence should be sent to the same address not later than December

## Youth training

☐ Britain has one of the least trained workforces in the western world, and the most neglected group are minimum age schoolleavers. The Youth Training Scheme (YTS) offers the opportunity to rectify this, but only if well by those responsible for implementing the programmes.

about the philosophy behind the control. The Act brought within YTS: from September, however, employers will need to turn words of employment not covered by into deeds. Setting up and running existing legislation, gave protection Youth Training Programmes by to persons not at work from the Edwin J Singer and Dr Ron John- consequences of work activity, and son, a new publication from the gave the Secretary of State power Institute of Personnel Management to replace old legislation with up-(IPM) and the Centre for Learning to-date provisions. The Chains,

tical guidance to ensure that these lar Order 1902, for example, is still deeds are credible and effective.

The basis of the book is the knowledge and experience gained by the authors in compiling the earlier study of current training schemes, Helping young people to learn, (reviewed in Employment Gazette, April 1983) which was commissioned by the MSC. Through encountering the day to day problems of running these programmes, Dr Johnson and Edwin Singer are fully appraised of the likely pitfalls and queries, and also the ingre-

#### Questions

What to do, how to do it and why, are questions answered by seven clear, informed and intensely practical chapters. They cover the aspects of immediate concern to the prospective sponsor once he has decided to offer a high quality need for a sound organisational base; the role and job of the organiser; the content of the programme; selecting and developing tutors; recruiting and selecting trainees; and assessing performance. Each chapter closes with a helpful check list of major points.

Since the YTS cannot be viewed in isolation from the country's social and economic framework, the concluding chapter examines wider employment issues. The appendices provide examples of objectives and list MSC area offices.

Setting up and running Youth Training Programmes makes a realistic and practical contribution to achieving the vital goal of a successful transition from school life to adult working life.

Setting up and running Youth Training Proges. Published by the Centre for Learning Development in association with the Institute of Personnel Management. Price. £6.00 + 35p

## Health and safety at work

☐ The Health and Safety at Work Act has now been in operation for planned, managed and monitored over eight years. It was passed as a result of a report by Lord Robens with the aim of removing health Much has been said and written and safety from direct political the control of an Inspectorate areas

Development (CLD), provides prac- Anchors, Cart and Gears Particu-

#### Considerable effects

The effects of the Act have been considerable. Safety representatives, brought into being by Regulations under the Act, are having an ever-increasing effect on safety awareness in industry: and there is a marked movement away from relying solely on such preventative devices as guards, and towards making the working environment generally safer. Accident statistics are notoriously difficult to interpret—before 1974, in certain areas of employment, non-reporting of accidents has been estimated as being as high as 50 per cent; but from 1974 to 1981 fatal accidents which are always reported, show a drop in 40 per cent; and even taking the recession into account this is a remarkable achievement.

A new book, Law of Health & Safety at Work: the new approach provides a useful aid to understanding health and safety; but the authors do not seem to know who they are writing it for. If it is for the general reader or the safety representative on the factory floor, it seems strange that the book should be interspersed with Latin tags: it becomes downright bizarre when scriptis literis is not translated and res ipsa loquitur is. Similarly, the number of safety representatives interested in the fact that John Austin's philosophical thinking continues the positivist line set out by Thomas Hobbes is limited.

#### Academic study

On the other hand, it is difficult to see how an academic study of the subject will be helped by a table of Regulations relating to particular mines; the number of sets of Regulations made may be relevant but a citation of the Blackdene Mine (Storage Battery Locomotives) (Amendment) Regulations 1976 is not. Moreover, it is to be hoped that the book is not directed at practitioners; it does not give a date on which the law was correct, but the date of the preface is April 1982, and the reference to S.32 of the Administration of Justice Act was overtaken in January 1982 by the Supreme Court Act 1981.

The standard work is still Redgrave: and this book does nothing to displace it. Those who require a practical commentary on the Act itself may well find that the Guide to the Act published by the HSE, with all its drawbacks, has at least the virtues of brevity and clarity; and a comprehensive academic textbook on health and safety law

## Fire precautions

☐ Guidance on fire precautions in pressurised atmospheres during construction work has been published by the Health and Safety Executive (HSE).

It is based on a report of a working party of CBI, TUC, Home Office and HSE representatives set up to study the problems of fire fighting and rescue in tunnels where a pressurised atmosphere is

The principal problems in such circumstances are that:

- O flammable materials ignite more easily and burn more fiercely;
- rapid evacuation in case of fire is hindered by the necessity for air locks and the need to decompress people as they leave the workings;
- the working duration of breathing apparatus is reduced directly in proportion to the pressure within the workings;
- smoke can be a particular problem in view of the confined nature of the workings.

These difficulties will be intensified by the lack of conventional fire and rescue services as all personnel entering pressurised workings must undergo a special medical examination and be certified as fit for such entry to comply with the Work in Compressed Air Special Regula-

The guidance note sets out advice on fire prevention, fire fighting equipment, fire alarms, emergency lighting, routines to be followed in the event of fire, evacuation and the formation, training and equipping of rescue teams.

In view of the wide variations in the dimensions and scale of pressurised workings much of the advice given is in very general terms. But employers are reminded of their obligations under section 2(1) of the Health and Safety at Work Act 1974. The extent to which the provisions recommended in the guidance are applicable should be related to the diameter of the tunnel concerned and to the numbers of people present in the work-

The recommendations are not intended to cater for the special conditions in pressurised workings where there is a risk of seepage of flammable gas from the surrounding strata, since such workings might require to be operated on a flameproof basis.

Fire Precautions in Pressurised Workings (Guidance Note GS 20), HM Stationery Office or booksellers price £1.00 plus postage. ISBN 0 11 883556 4.

# CASE STUDY

## Hand in hand with technology

by Richard Smith and Terry Quinlan, Work Research Unit

Judged by the somewhat depressing news stories which are frequently carried within their own columns, it is all too easy to get the impression that Britain's newspapers are constantly beset by economic and industrial relations problems.

In fact, though, the troubles of The Times and other national newspapers mask a more general picture in which a considerable number of local newspapers have quietly—and successfully-gone about the business of introducing new technology

ting the ever-present pressures of ten miles from Fleet Street. higher costs and increased competition from newer media.

#### A series

programmes, the Work Research Unit carried out an investigation into the effects on staff of the introduction of computerised typesetting and photo-composition at the Croydon Advertiser Group,

in recent years, as a way of combat- which is situated little more than

The study involved personal interviews with senior managers, union representatives and a broad cross-section of employees affected by the changes. The aim was to As part of its series of monitoring discover their views about the imstudies looking at major change pact the new system had had on

(continued)



The reading room—print-outs being checked.

Photo: Croydon Advertiser Group

## → CASE STUDY

their jobs, on the organisation of work in the production department. and on the quality of employees' working life generally—as well as the economic effects of the introduction of the new technology.

A long-established independent newspaper group, the Croydon Advertiser had traditionally employed standard "hot metal" production methods. During the early 1970s, however, the group's management became increasingly aware that they were operating on borrowed time, since much of their machinery and equipment was becoming old, increasingly unreliable and costly to repair and maintain.

#### New press

In 1976, a new printing press was installed, but the typesetting and page preparation processes prior to the actual printing operation were unaffected by this major improvement, and were still a cause for concern.

Therefore—against a healthy background of increased advertising revenue, a satisfactory circulation position, and strengthened profitability—the management decided that the time had come for the Group to invest in computerised typesetting and associated new technology in the page composition area of their operations. In planning to follow this path, it was realised that there were considerable technical and industrial relations issues to be faced. However, the escalating costs of raw materials (such as the metal required for the actual typesetting operation), repairs to existing machinery and the difficulties and cost of replacing traditional typesetting machines, all combined to make the new technology approach well worth pursuing.

In the event, the introduction of computerised photo-composition went ahead without any significant industrial relations problems and with considerable longer-term economic advantages to the Company.

It resulted in better pay and

conditions for the employees, and operated by the Croydon Advertisgave the management potentially er starts with an operator typing on increased production capacity thus achieving the economic aspira- writer) to provide computer input. tions of both.

**Printing processes** 

The traditional "hot metal" production process originally in use at the Croydon Advertiser starts with a compositor tapping the keys of a Linotype machine to produce individual lines of metal type. These individually-cast lines (or "slugs") of text are then manually assembled with headlines, illustrations (in the form of metal blocks), rules and other display devices to make up a page in a heavy metal frame (called a chase).

Pages of type then have to be converted, in a stereotyping department or foundry, into a semi-cylindrical printing plate ready for fixing to the rotary press. This stageinvolving heavy manual labour and generally unpleasant working conditions—involves producing a papier-mâché or plastic mould and then casting a plate from this with molten metal.

In contrast, the new system now

a "qwerty" keyboard (like a typewhich can then be corrected and adjusted through associated visual display screens.

Photographically produced columns of text and headlines are then provided by the computer system. and these are pasted onto a paper page plan together with photographically produced illustrations. The completed page is then rephotographed to make a plastic polymer plate ready for the printing oress.

Thus, the new production medium is paper, rather than metal. Resultant working conditions are therefore considerably cleaner and less physically tiring.

On the other hand, the new technology reduces the requirement for traditional apprentice-gained craft skills, and opens the door to direct input of text by the originators—journalists and the newspaper's advertising department. It is

(continued) >

## Improving jobs\_ and work

New technology and relocation provide two opportunities for looking at the way work is done and improving the jobs that

Through the Work Research Unit, you can gain access to the experience of other companies, get information and help with the process of change.

Before you start detailed planning, phone:

Mr Ray Clancy: 01-213 4434

or write to:

The Director

Work Research Unit, DE

Steel House **Tothill Street** London SW1H 9NF

## → CASE STUDY

this last threat, particularly, which has led to general print union fears about the new technology.

#### Increased productivity

Even without this longer-term possibility, however, the increased productivity to be gained from the new technology offers potential labour-saving economies to managements—or, viewed from the unions' perspective, presents the spectre of redundancies.

It is these labour-relations issues, rather than purely technical considerations, which have tended to slow down the introduction of the new technology in Britain, where the print unions have a firm reputation for membership solidarity, bargaining strength, and militancy. This strength arises basically from the knowledge that news is a highly perishable commodity and the threat of even a temporary withdrawal of labour poses a serious problem to management's production and revenue-earning objec-

Generally, however, industrial relations at the Croydon Advertiser had been good during the 1970s and management felt that—with proper guarantees of security—the unions could be persuaded to accept the mutual longer-term economic advantages arising from the introduction of new technology.

Job security

Through the direction of a Production Manager (now General Manager) deeply committed to the need to introduce computerised typesetting, management entered discussions with the unions on the basis of a firm "no redundancies" undertaking. Over a period of time, informal discussions took place between management and union representatives on the particular kind of equipment that might be suitable, and other issues such as re- hard-earned craft skills, whichtraining needs.

tion in hours and increased holiday the new equipment.) entitlement, in addition to the pay increases already agreed.)

with the technical changeover, they were more boring, more tedious deliberately chose to reject direct and less demanding (in terms of involvement in decision areas such both physical and mental skills) as the choice of equipment or the than in the days of metal composisystem of retraining to be used. They took the view that direct involvement in what they considered to be management decision to learn to use the new querty areas would reduce their basic bar- keyboard, complained that—once gaining position. In practice, mastered—the skill of typing on the however, the technical and retrain- new computer-linked keyboard ing aspects of the change went well, with its visual display screen was and the adoption of the new system more boring than using the bulkier, was successfully achieved. From the noisier Linotype machine with its management's point-of-view, the banked non-querty layout. change overcame the problems of producing the Group's ten news- of employees at the Croydon papers on ageing machinery; gave Advertiser was: "We're better off increased production efficiency; than we were before—but we've and greater production capacity.

Higher pay

From the employees' point-ofview, by far the greatest benefit resulting from the change has been increased remuneration. Without exception, all staff spoken to listed this as the single biggest advantage.

The reduction in hours and increased holidays were appreciated—even though some people use these not for leisure purposes, but as an opportunity to earn "casual money" in Fleet Street over the weekends, or through other sparetime jobs.

#### Better conditions

considered to be a benefit, though a small minority hankered for the old ways of working, on the basis that handling paper "didn't really feel like a proper print job".

On the negative side, there was dissatisfaction at the lost use of

emotionally at least-were by no Then specific negotiations took means compensated by newly-acplace over a management offer of quired abilities. (There was, howevincreased pay settlements related to er, some recognition—particularly the introduction of the new technol- by the keyboarding staff—that they ogy. (Subsequently, the unions suc- had acquired a second string to ceeded in negotiating for a reductiheir bows by learning to operate

There were, too, strong expressions of the feeling that the jobs While the unions cooperated resulting from the new technology

> Even those compositors who had initially had fears about their ability

> Summed up, the overall reaction seen our old skills made redundant and the work itself is more boring and less challenging."

#### Lessons learned

The Croydon Advertiser provides a clear example that, with the proper management approach and reasonable goodwill from the unions, new technology can be introduced into the newspaper industry without industrial relations conflict. And, although the Croydon Advertiser's close proximity to Fleet Street does give it a particular rarity value, there are many other comparable examples within the industry.

In this particular case, a number of factors clearly facilitated the Better working conditions were human side of the introduction of the

(continued)

## → CASE STUDY

new technology. These included:

- early discussions arranged by management with the unions on the principles of moving to the new technology. (In fact, the issue was raised on a "no-commitment" basis several times over a number of years, so that a final announcement that the management definitely wanted to introduce computerised typesetting was received almost with relief by the staff, who had begun to adopt a cynical feeling that it would never actually happen. This appears not to have been a calculated "softening up" process by management, but a conscious attempt to keep the unions informed of the management's thoughts on the subject, even long before an actual decision to proceed had been made);
- a firm commitment by management that the introduction of the new technology would not result in any redundancies. (This guarantee covered any employee who might not reach acceptable standards of performance after retraining in skills such as keyboarding);
- a realistic recognition by management that economic advantages gained by the new technology would need to be shared with production employees in the form of substantially higher pay rates;
- an elongated timescale which allowed an adequate period for full re-training, and for the old and new systems to run in parallel until the new equipment was fully proven.

From the union's point-of-view, the introduction of the new technology presented a clear opportunity

to bargain for an enhanced pay and hours package, and this factor clearly outweighed other considerations. In the words of one employee: "We consciously agreed to be bought out. In effect, we sold out our craft skills and training." It was also felt, however, that the introduction of new technology into the printing industry was inevitable and only a question of time.

#### Considerable challenge

In terms of job satisfaction, it is clear that the actual change to the new technology, and the acquisition of new skills, presented a considerable challenge-and threat-to a number of operators, particularly the older ones. In fact, though, most found their fears were at least partially unfounded. With proper training, most managed to cope quite satisfactorily with the task of learning new work.

Having done so, and having settled into the new system as a matter of work routine, most now feel a sense of deprivation through the loss of their traditional craft skills. There is, too, a sense of a loss of pride in the work itself, since there is general recognition that many of the tasks involved in the new technology could be carried out by people with fairly low levels of training and without necessarily having a print-industry background. This is particularly true of the keyboard operators, who fully recognise that any competent typist could quickly learn to operate their typesetting equipment.

#### Less rewarding

What is clear from the study is that, although better pay and (to a much lesser extent) better working conditions were regarded as valuable benefits to have come from the new technology, these were partially counterbalanced by a loss of job satisfaction for most production employees. There was clearly a tendency for some jobs to become intrinsically less rewarding—but this was a price most seem prepared to pay for the tangible benefits gained. If the total operation of managing the change process were to be criticised, it would be on the grounds that perhaps a lack of attention was paid by management and unions to the nature of the work people would actually be doing as a result of the new technology introduction. A greater degree of voluntary work-force participation in this aspect could perhaps have resulted in a restructuring of tasks to give individual employees a greater sense of job satisfaction.

Nevertheless, the basic fact remains that the change process was successful in an industry which is commonly accused of being resistant to change. If some opportunities for increased job satisfaction were missed, then these have to be set against the economic benefits which were undoubtedly achieved.

 If your company, association, or trade union has a story for Case Study, contact: The editor, Employment Gazette, Department of Employment, Caxton House, London SW1H 9NF (01-213 5541).

# DE Research papers

The Department of Employment carries out a considerable programme of research, both internally and through external commissions with academic researchers and research institutes, on employment and industrial relations issues. The results of much of this research are published in the Department's Research Papers Series. A list of publications expected in the next 6 months is listed below. Further lists of expected publications will be prepared at 6 monthly intervals.

Copies of research papers can be obtained, free of charge, on request from: Department of Employment, Research Administration, Steel House, 11 Tothill Street, London SW1H 9NF (telephone 01-213 4662). Papers will be sent as soon as they are available.

## Forthcoming titles

#### Contractual arrangements in selected trades

P Leighton, Department of Law, Polytechnic of North London.

An examination of the variety of contractual arrangements for outworkers in six trades: employment agencies; computer bureaux; insurance; taxi and mini-cab agencies; and direct selling. It looks at the factors taken into account by employers in the choice of employment status for outworkers; the legal reality of employment relationships; employers' definition of outworkers' employment status; the outworkers' perception of their status, and the degree of congruity or discrepancy between these three perspective.

March 1983.

#### Changing attitudes to employment

R K Brown, Ms M M Curran and J M Counsins, Department of Sociology, University of Durham. A review of the literature and empirical studies on work orientations and job satisfaction among people in employment, and of equivalent material on the work orientations of the unemployed.

April 1983.

#### Screening in the labour market for young workers

R Livock, Centre for Criminological and Socio-legal Studies, University of Sheffield.

Based on local labour market analysis the extent and characteristics of the methods used by employers to 'screen' young people for recruitment and the implications for young people's employment are examined, along with various aspects of screening procedures.

June 1983.

Employers' use of outwork: A study based on the 1980 Workplace Industrial Relations Survey Dr C Hakim, Department of Employment and Ms J Field, Social and Community Planning Research.

An analysis of data on employers' use of outworkers collected in the 1980 Workplace Industrial Relations Survey, setting the results in the context of other studies in the Department's research programme on homeworking.

June 1983.