

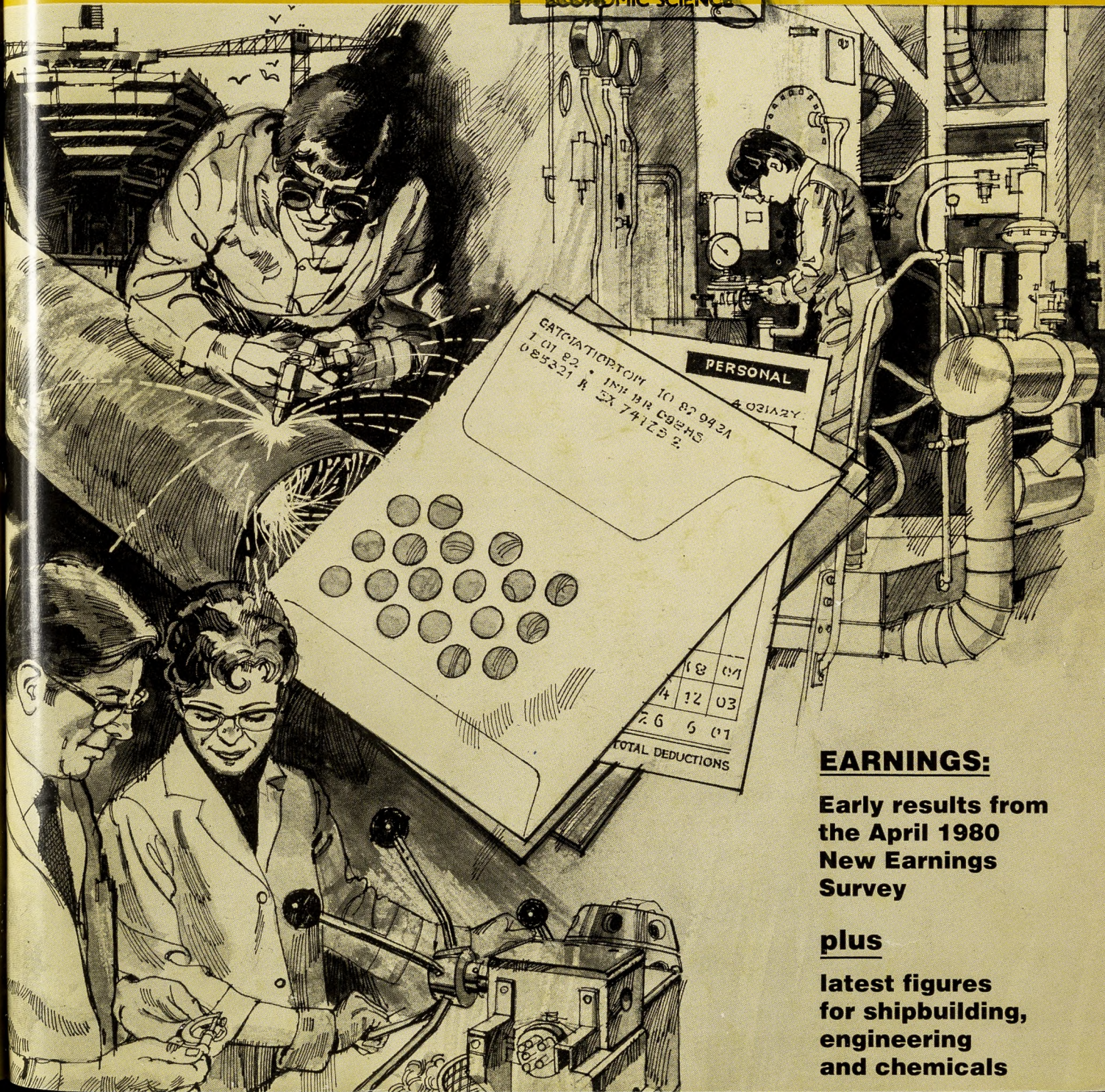
Employment Gazette

October 1980 Volume 88 No 10
Department of Employment



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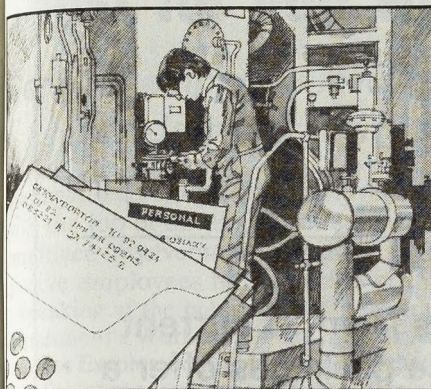
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EARNINGS:

**Early results from
the April 1980
New Earnings
Survey**

plus

**latest figures
for shipbuilding,
engineering
and chemicals**

Contents 3 NOV 1980OF POLITICAL AND
ECONOMIC SCIENCE**Cover picture:**

Earnings are highlighted this month with the early results from the 1980 New Earnings Survey (page 1089) and the June 1980 figures for manual male workers in the shipbuilding, engineering and chemical industries (page 1081).

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Guides to...

- communication skills
- development of young employees
- effective supervision
- successful man-management

The Industrial Society is now packaging selections from its current list of publications in attractive PVC wallets. These packages offer a considerable saving over the individual prices of the books.

Contents are:

Communication skills £6.50

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London SW1Y 5DG Telephone 01-839 4300

EMPLOYMENT BRIEF

Boost for dull working life from Work Research Unit

Genuine employee involvement should include job design says Prior

Management, unions and employees need urgently to get on with the job of developing effective and genuine systems of employee involvement. An important ingredient of this is to involve employees in the design of their own jobs.

Speaking at the publication of a programme* of action for the Department's Work Research Unit, Mr James Prior, Secretary of State for Employment, said, "I believe that it is absolutely essential for efficient modern management in terms of the productive use of resources that such approaches are adopted and higher productivity in industry and services turns on our recognising this crucial fact and getting on with adopting them."

Open management style

"None of this is easy," said Mr Prior. "In fact it is very difficult and requires an open and participative management style which does not come easily to all managers. It can pose problems for unions and employees too and calls for a positive response from them. I well understand the difficulties but I want to emphasise that we do not have many more chances to get relationships in industry on to a better footing. And it is particularly important to do this when we are faced with rapid changes in technology."

Immediate assistance

The Tripartite Steering Group on Job Satisfaction, made up of representatives from the CBI, TUC and Government, have advised Mr Prior on the objectives of the unit. The new emphasis proposed will be of immediate practical assistance and long term value to industry. Mr Prior urged industry to take full advantage of the services the Work Research Unit can offer.

Employees should be regularly involved in discussions about the organisation of their work. This was not just good industrial

practice, it was a matter of sound business sense. Inspiration and ideas generated by employees in the work-place were simply too valuable to leave untapped, he concluded.

The Work Research Unit will aim to



Working from a written instruction sheet and a garment sample, four sewing machinists at the Emcar factory in Suffolk decide how to allocate work tasks between themselves. To improve the versatility of its machinists, Emcar successfully broke away from standard transporter system, mass production techniques and introduced self-organised groups. The new work organisation was backed by new forms of training. The machinists became highly competent in all the skills required for a wide range of garments, and subsequently many have opted to work individually, setting their own pace. Alternatively, they can work in pairs or small groups. The results are greatly improved job satisfaction, higher quality and more efficient production.

ensure that more organisations successfully make changes to improve the quality of life at work and develop means of continuing to manage those changes.

Aware of costs

It intends to increase trades union and employers association commitment to improve the quality of working life and to encourage the policy and practice of joint involvement of employers, unions, managers and employees in implementing change.

Employers and designers must be more aware of the costs and consequences of ignoring these issues, says the unit, particularly when the planning of new products and facilities gives the opportunity of creating a working life of high quality.

* Future Programme—1980 and 1981, Work Research Unit, Department of Employment.

Unit will increase its client facilities

The Work Research Unit is already regarded internationally as a centre of activity in the field of improving the quality of working life. It aims to increase the number of skilled and experienced practitioners in job design and intends to step up its programme of specialist conferences and seminars. Held in major industrial centres of the country these cover the techniques of organisation development, job restructuring, work organisation and the process of change, for both managers and shop floor.

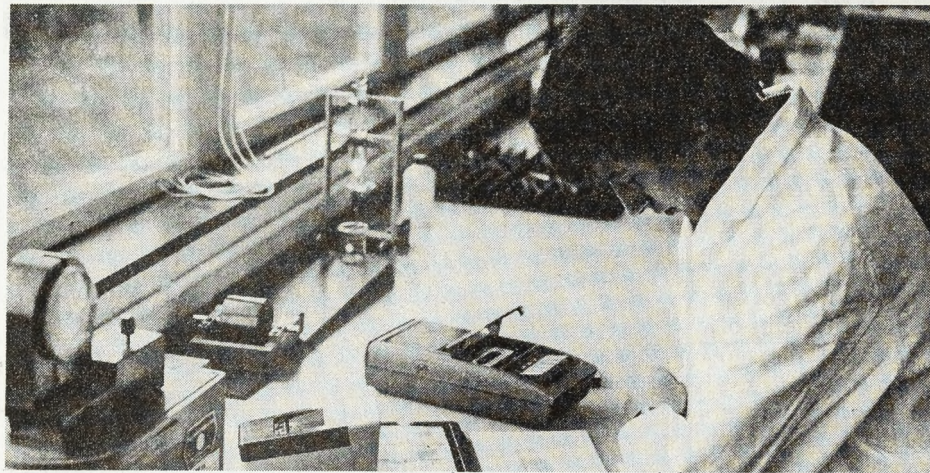
Companies and other organisations will be able to seek the technical assistance of the unit over the implementa-

tion of their own programmes of change to ensure the greatest advantage for all the parties concerned. The tripartite nature of the Work Research Unit's steering group will ensure that the advice given is independent.

In addition the unit has a well-developed information system dealing with daily enquiries within the United Kingdom and from overseas.

The unit also publishes its own background papers and it is hoped to add to these a number of papers reporting on various aspects of the Job Satisfaction Research Programme which has now completed 10 of its projects.

Steering groups lead on job satisfaction— see page 1077



Centrepiece of open days being held by the Paper and Paper Products ITB on December 1-5 will be the first 12 titles in the board's series of self-instruction packages, one of which is pictured in use above. Further information from Mike Fairley, PPPITB, Star House, Potters Bar, Herts EN6 2PG (Potters Bar 50211)

Increased efficiency means proper training but beware the 'chips elite'

Staff must be properly trained to use micro-electronic devices to be able to cut costs drastically and increase efficiency, said Dr Ron Johnson, the MSC's director of training, in London.

He urged senior managers to take the lead: "The best training begins at the top of the organisation."

But he warned against creating a "chips elite".

For example, some typists adapted quickly to the word processor and received high-level training; but if others were left to struggle on with old machinery on tasks not considered worth modernising, discontent set in quickly.

Speaking to office managers, senior secretaries and other office staff, he said new technology offered business the opportunity to reduce costs and to increase the reliability of their information handling.

"But the gadgets will perform only as well as the people who use them."

MSC studies into the rapidly changing world of the modern office could help firms meet their training needs. And he identified three key issues businessmen should consider:

- how it could help the business become more profitable and competitive;
 - how to involve staff in managing the introduction of the technology; and
 - how to ensure that staff at all levels learned to cope with new demands.
- The MSC is to spend more than £3 million to develop new opportunities for more than 300 electrical and electronic technicians—double this year's total—by the end of 1981.

Applications are being invited for places on one-year courses, under the Training

Information technology: warning that UK could miss the boom

Careers services should review the guidance given to school leavers and higher-level students about available opportunities in information technology in order to attract entrants covering a wide range of skill and talent. This is recommended in a advisory Council for Applied Research and Development (ACARD) report published recently (*Information Technology*; HMSO, £3.30).

The main recommendation is that there should be one minister and one Government department responsible for co-ordinating government policies promoting information technology.

Information technology is described as perhaps the most important area of micro-electronics. It will provide many new products and services—and new careers—by combining previously separate technologies of computing and telecommunications. The present world market for such products is £50,000 million, rising by ten per cent each year.

A significant UK preserve in this market is essential for our future industrial success because it will provide many new jobs which will replace those in declining industries.

The report concludes that awareness of the potential information technology in industry is lower in the UK than in competition countries and it draws attention to the shortage of skilled staff.

Schools, polytechnics and universities, the Manpower Services Commission, industrial training boards and relevant Government departments should consider urgently the ways in which the supply of trained manpower might be stepped up.

Engineering bursaries for 34 women

As part of its campaign to recruit more women into the engineering industry, the Engineering ITB has awarded bursaries to 34 women who will start degrees this year or next.

The bursaries are worth £500 a year tax free for three or four years; all the recipients have been sponsored by engineering companies.

Exam exemptions

Their courses, recognised by the Council of Engineering Institutions as granting exemption from their professional examinations, are relevant to sectors covered by the EITB, namely

the aerospace, automobile, electrical, electronic and heavy and light mechanical engineering industries.

There were 140 applicants for awards and the competition was intense. Those chosen were interviewed by a panel of representatives from industry and higher education. Thirteen of the girls will be reading mechanical engineering, and almost as many are embarking on electrical/electronic studies.

The number of women now employed in the UK as professional engineers is very small by comparison with other advanced countries.

Young engineers told that Britain lags because of 'anti-enterprise'

Business often tends to be looked at as the last resort of the talented, said Industry Minister David Mitchell at the Young Engineer for Britain awards. The 1980 trophy was presented by Sir Terence Beckett, chairman of Ford Motor Company, to Martin

Work Research Unit: steering group lead on job satisfaction

The Work Research Unit was set up in 1974 following the formation of a tripartite steering group on job satisfaction the previous year, with members drawn from the CBI, the TUC and Government under the chairmanship of successive Ministers of State for Employment. Since then the unit has gained a great deal of experience and understanding of how to introduce change at work to improve the quality of working life. When the unit was first set up, very few managers and engineers were paying sufficient attention to the effects of their designs on the quality of working life and though the principles were beginning to be known they were not applied as a matter of course. A job satisfaction research programme was initiated by the unit to monitor and investigate projects aimed at improving jobs and work organisation.

Although the broad objectives of the Work Research Unit have remained the same there have been changes of emphasis in the light of the experience it has gained. Developing strategies for participation in the introduction of job change and enhancing the level of autonomy for individuals and work groups have now become key elements, in the unit's fresh approach.

Many opportunities

In the next few years the most important factor leading to changes in job design and work reorganisation will be the introduction of micro-electronic technology. The introduction of new products and processes will lead to changes in the way in which work is organised and will present many opportunities for improved job design. The Work Research Unit is now well placed to provide advice and assistance so that these changes can be introduced in such a way as to improve the quality of the working life of the people working with new technology.

It will look especially at the development of greenfield sites into factories and offices and at other investment projects which are leading to the replacement of old plant and equipment, where the scope for redesigning jobs before final decisions have been taken is high.

French, Richard French and Kevin Teasdale of Darlington College of Technology, County Durham, for their valve refurbishing machine.

Mr Mitchell said the talent and enthusiasm on display was a very impressive achievement. He stressed that Britain could no longer continue to neglect this talent if we were to improve our economic and industrial performance.

Vaguely discreditable

There still existed in Britain an "anti-enterprise culture"—the persistent belief that there was something vaguely discreditable or degrading about being involved in any of the activities which come under the heading of "business".

"As far as I know, Britain is the only country which is handicapped by this type of prejudice, and it has been with us so long that it is difficult to check and reverse. But reversed it must be, for business is the base on which everything else in this country rests."

Record entry

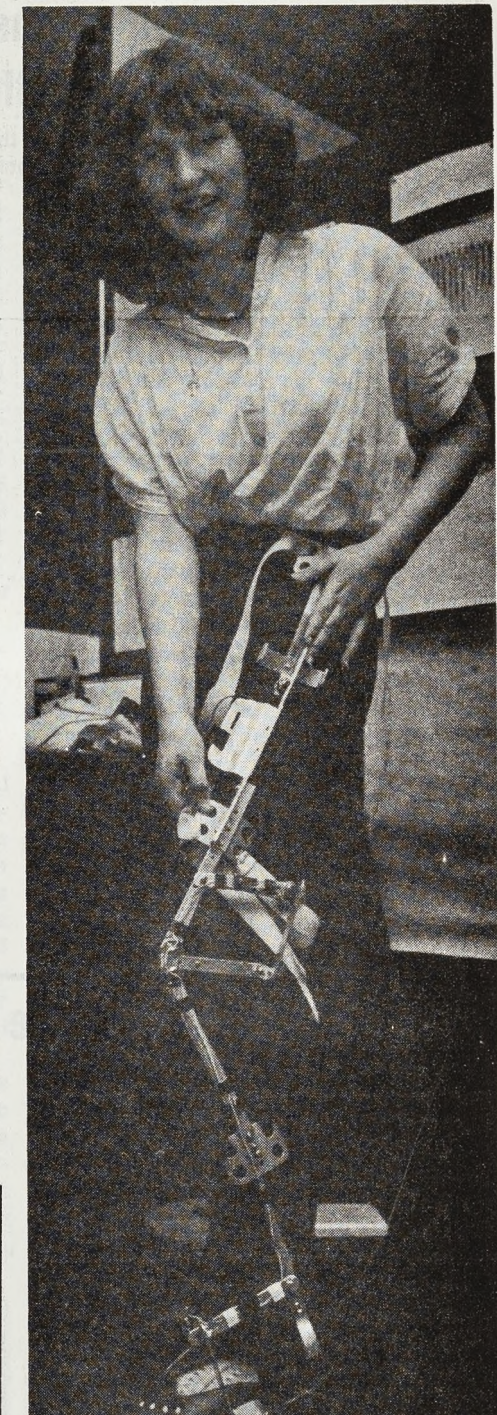
A record entry of over 200 projects participated in the Young Engineer for Britain 1980. The competition is in its fourth year and is one of the initiatives organised by the Department of Industry's industry/education unit to encourage young people to look towards a career in industry.

School leavers say no to skill training

Fewer school leavers have been recruited for craft and technician training in engineering this year than in any year since 1973.

First estimates of the position, made in the spring by the Engineering ITB, suggested 21,000 might be recruited. This is less than adequate to maintain a supply of skilled labour for the industry.

The EITB approached the MSC for extra funds for recruitment, which were provided and helped raise the intake by 2,700. But even so, the total recruited will be around 20,000, as opposed to 23,320 in 1979.



Miss Susan Redpath from Friends School, Lisburn, demonstrates her diagnostic aid for the measurement of disability in a patient's leg, which won her one of the Young Engineer for Britain 1980 awards.

Dressing down

Following representations by the UK to the European Commission, quotas have been introduced on imports of skirts from Pakistan into the UK.

Chief Inspector warns against simplistic view of health and safety

A warning against a too simplistic view of the costs and benefits of health and safety legislation has been given by Mr Jim Hammer, HM Chief Inspector of Factories.

In the report *Health and Safety: manufacturing and service industries 1978* (HMSO £3.50), he points out that economic pressure in 1979 saw the start of more open questioning on this subject.

It is possible to take the simplistic view that health and safety is too important to subject to economic restraint. But, says Mr Hammer, if it is as crucial a concern to competent management as products, services, sales, finance or personnel policies, then it has to be subject to the same management disciplines.

It is also too simple to assume that management and unions will always take the same approach to health and safety.

The severity of a potential hazard, the costs and benefits of particular preventive measures, and the allocation of priorities, are all matters of legitimate discussion between managers, safety representatives and inspectors.

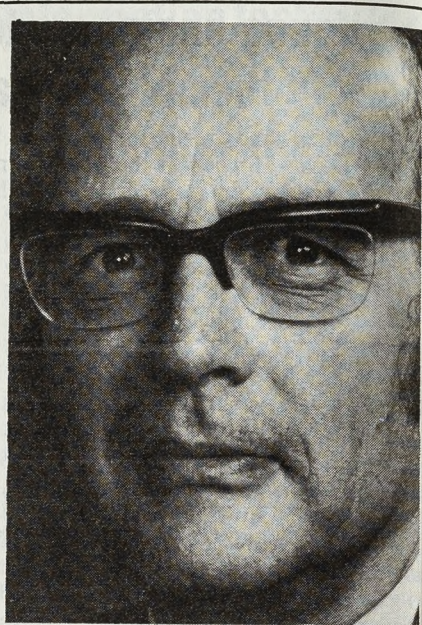
"With its major obligations cast in terms of reasonable practicability, the Health and Safety at Work Act specifically requires a weighing of cost and trouble against the severity or extent of the hazard and likely benefit.

"Though it must be said that in the view of inspectors this is still a high standard because, where there is a significant hazard, inspectors and indeed the courts, are likely to take a good deal of persuading... that the cost of precautions... is disproportionately high."

"Inspectors live in a real world where design, manufacture, supply and fitting take time and where finance has to be programmed," says Mr Hammer. "Work people equally are realists and though the proposed timescale may be argued over and modified, they accept that this is generally the right way to proceed."

However, inspectors do recognise cases where the hazard is so great it would not be right to allow any time for compliance; they issued some 1,400 immediate prohibition notices each year.

Mr Hammer points out that an economically disciplined approach to health and safety matters, combined with a calculatedly caring—not simply a vaguely well-intentioned—attitude to the workforce, benefits the whole performance of the organisation.



Mr Pat Woodcock, the Health and Safety Executive's new area director for the South West, has replaced Mr Jack Rudd, who has retired.

Mr Woodcock, 47, who will be based in Bristol, assumes responsibility for the work of HM Factory Inspectorate in Avon, Cornwall, Devon, Gloucestershire, Somerset, and the Isles of Scilly. He also has responsibility for the Health Services National Industry Group of the inspectorate, and is chairman of the Health Services Advisory Committee established recently by the HSC.

Celluloid film storage arrangements are granted HSE approval

Regulations empowering the Health and Safety Executive to grant exemption from certain provisions of the Celluloid and Cinematograph Film Act 1922 have come into operation on October 31, 1980.

National Film Archives

They have special relevance to the National Film Archives' new storage facility at Gaydon, Warwickshire, which will need to store more old nitrocellulose film than is currently permitted.

HSE have scrutinised the proposed arrangements at Gaydon and are satisfied that exemption can be granted under the new regulations. Other applications for exemption will be similarly scrutinised.

* Celluloid and Cinematograph Film Act 1922 (Exemptions) Regulations 1980, HMSO, 30p.

First complete careers information guide gives job advisers the clue

The first attempt to offer careers advisers a comprehensive manual on careers information has been launched by Lord Gowrie, Minister of State for Employment.

Called CLUE (Choosing Logically, Using Effectively) the manual has been produced by the Manpower Services Commission's Careers and Occupational Information Centre (COIC). It comprises a guide to all careers information available from both Government and the private sector, an audio-visual catalogue and an index to all COIC material.

Consumer interests

The Careers Materials Advisory Committee, a body representing the consumer interests of careers teachers and careers officers, has developed CLUE. As well as listing what information is available, it illustrates ways in which the material can be used in the classroom, in small groups, and individually.

Most manuals become out of date quickly, but insets in COIC's monthly newspaper *Newscheck* will contain new and revised information which can be easily added to CLUE. Periodically, an up-to-date reprint of CLUE will be issued.

Copies price £11.25 are available from: COIC, The Pennine Centre, 20-22 Hawley Street, Sheffield S1 3GA.

● A new DE Careers Service Branch film, *The Long Term*, has been launched. It is directed at parents of pupils in their third year of secondary education, as well as subsequent years up to school leavers.

The 22-minute colour film notes that parents are a major influence on their children's career aspirations. This influence is often good, but some parents can set their sights too high.

It aims to encourage parents to make their children consider carefully what they are going to do when they leave school.

Serious thought about careers for most young people in the third year starts, usually after a talk by a careers officer.

Although most youngsters in this age group have little idea of the job they will do, it is important that in these days of fewer jobs that as many options as possible should be left open.

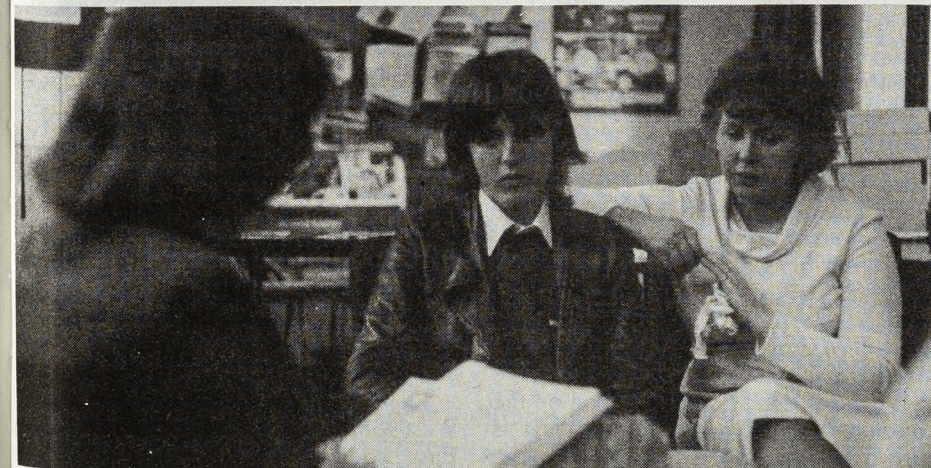
The film also shows how the parents' support is needed for children who tackle careers involving years of training, as well as encouragement for unemployed youngsters, those who lose a job, or give up one that is unsuitable.

The Long Term can be purchased or hired from the Central Film Library.

National Insurance changes on fees

The Department of Health and Social Security is changing its method of calculating National Insurance contributions due on fees earned by company directors. In future, fees will be regarded as earnings liable for contributions only when they are voted, which is usually annually, although many directors draw them regularly throughout the year in anticipation of the fees being voted at the company annual general meeting.

As a general rule, National Insurance contributions are due when earnings are paid, regardless of the period when they are earned, but it has now been decided however that directors' fees become earnings only when they are voted unconditionally (*Garforth (Inspector of Taxes) v Newsmith Stainless Ltd* [1979] 1 WLR 409).



A scene from *The Long Term*.

Cutlery from abroad will have to state country of origin

The Government is to close a loophole that allows stainless steel cutlery made abroad—usually in South Korea or Taiwan—but silver-plated in this country to be described as made in the United Kingdom.

Consumer Affairs Minister Sally Oppenheim has said the Government intends to bring in country-of-origin marking on goods, and one of two proposed statutory orders under the Trades Descriptions Act 1968 will clarify the position on this cutlery.

Substantial change

The statutory origin of a good is the place where the most substantial change takes place during manufacture. The Minister can define this process and has decided that in the case it is the production of the cutlery blanks, and not the plating.

Cutlery packaging, not necessarily the individual items, will have to carry the country of origin, and could, if desired, carry the place where the plating was carried out.

The other order, proposed to come into effect on January 1, 1982, will require origin markings on or with clothing, textile goods, footwear, domestic electrical appliances and cutlery sold retail.

The information will also have to be given in mail order advertisements and catalogues.

Workers' export travel: rules are altered

Awards made under the Export United Travel Award Scheme—which gives shop-floor workers the chance to visit their firms' overseas markets—have been extended to £500, whatever the cost of the trip.

Previously, they covered no more than half the cost, up to a maximum of £500. Co-sponsors of the scheme, the British Overseas Trade board and Williams and Glyn's Bank, have agreed to do this because of tougher trading conditions and companies' shortage of spare cash.

Visits as far afield as the Eastern United States or Hong Kong are now possible with little or no contribution from the firms.

Weed-killer guidance follows explosions

Guidance on the storage and use of sodium chlorate, widely used as a weed-killer, has been published by the Health and Safety Executive (*Storage and Use of Sodium Chlorate* (GN CS3; HMSO; 50p).

Although it is normally non-combustible and relatively stable it can decompose in a fire, releasing oxygen. This increases the rate of burning and flame temperature, with possible catastrophic consequences.

There have been a number of cases where quite large quantities of sodium chlorate have exploded violently or even detonated when subjected to fire

in a store, says the guidance.

At Barking in January 1980, an intense fire broke out in a warehouse in which 2.45 tonnes of sodium chlorate were stored. The resulting explosions caused considerable damage to the warehouse and adjacent buildings.

Details on the type and location of a suitable store are given in the guidance, together with information on the safe use of the chemical; how to deal with spillages; handling and use of fire-suppressed sodium chlorate; and the application of water for fire-fighting.

Seamen's clothes quiz

Comments on proposed regulations on the provision, use and wearing of protective clothing and equipment aboard UK merchant ships, have been invited in a document published by the Department of Trade.

Nuclear statement

The second quarterly statement of incidents at nuclear installations in Britain in 1980 reported to the Secretaries of State for Energy and for Scotland has been published by the Health and Safety Executive. Copies are free from Health and Safety Executive.



Sir Geoffrey Gilbertson (holding the award) with the other Fit for Work judges

Common purpose needed for good relations; the law alone cannot do it—Prior

A certain way to better co-operation at work was for more employee involvement. It was up to managers to take the initiative and to develop a sense of common purpose between themselves, employees and unions.

This was the message from Employment Secretary James Prior at an Industrial Society conference in London.

He said the Employment Act had been necessary to deal with abuses which have emerged over recent years. But, he said: "It is a seductive and dangerous misconception to think that the law alone can produce good industrial relations. That state of affairs can only be produced by people—the

people directly involved in relations at work."

Managers and employees had to give the Employment Act a chance to work. The need now was to look forwards and involving more people at work in the decisions which affect them was the right way to proceed.

It was up to management to open the door in the first place, to discuss with their employees and employee representatives the extent of involvement.

Beyond the pay packet

The future had to lie with involving employees at work; it could transform our future.

Mr Terry Duffy, president of the AUEW, appealed to companies not to go to law and try to use the Employment Act as a bludgeon.

He pointed out that "people who want to, will have a far greater opportunity to destroy the country if Duffy or Moss Evans are sent to jail."

Everybody had a common objective—to create wealth. Discrimination—on the shopfloor, on hours, canteens and lavatories—only hindered the process and built resentment.

The trade unions had a part in this; they had to project workers' minds beyond the immediate pay packet.

"We must destroy discrimination on the shop-floor of all types, but the worst is staff/worker; it's the British disease—the root of our problems."

Staff savings made in benefit offices

Following the introduction of fortnightly signing-on and payment last September, and a staffing survey, the staff-claimant ratio in unemployment benefit offices has been reduced from October 1.

With rising unemployment, this will not mean staff cuts. The staff of the Department of Employment had asked for this change to be delayed until after a new survey, but Employment Secretary James Prior said the Government could not delay making indicated savings.

He pointed out that the unemployment benefit service had a good record of improving efficiency; with the advent of fortnightly attendance, productivity had increased by nearly six per cent annually over the last eight years.

100 companies win first awards from Fit for Work

The top 100 companies independently judged to be setting an example in their attitude to the employment of disabled people have been named as the first-ever winners of the msc's Fit for Work Awards.

This is the first year of the award," which is designed as a means of giving public recognition to firms and organisations which excel in carrying out constructive policies towards employing disabled people.

At the end of judging in London, Sir Geoffrey Gilbertson, chairman of the judging committee, and of the National Advisory Council on Employment of Disabled People, said: "We have had over 400 applications from all parts of the country and all are of a very high calibre.

"That is enormously encouraging. If the general standard of employers in this country were to come up to the average standard of all those who have applied for this award then the problems of employing disabled people would vanish overnight."

First refusal

Some firms gave disabled people first refusal on every vacancy arising while many of the winners ensured, with much thought and effort, that an individual disabled employee was employed in the job for which that person was most qualified.

Many employers made extensive use of Government-funded special aids and adaptations and helped with mobility both at work and in getting to and from work.

Presentations to award winners will be made locally later in the year.

The award scheme was introduced as part of the Fit for Work campaign, launched in September 1979 in an effort to make employers more aware that disabled people can become good, steady and productive workers.

Latest fund money

Contributions of £28.7 million from the European Regional Development Fund towards the cost of UK projects have been announced by the European Commission.

This is the third allocation from the fund this year and relates to 26 industrial and 69 infrastructure projects in Assisted Areas and is allocated as follows (£000s):

England 5,910 (Northern 4,727, North West 938, Yorkshire and Humberside 120, East Midlands 125); Northern Ireland 7,399; Scotland 6,936; Wales 8,504.

Shipbuilding, engineering and chemicals: earnings in June 1980

Reductions in hours worked in the year to June 1980 kept the percentage increase in average weekly earnings of adult manual men in engineering, shipbuilding and chemicals below the corresponding increase in average hourly earnings. Skilled workers tended to suffer less than other workers from reductions in hours worked and there was a continuing (although slight) tendency for skill differentials to widen. Also there has been a shift in the relative proportions of timeworkers and payment-by-results workers. These are some of the main points shown by the results of the latest survey of the occupational earnings and hours of full time adult male manual workers in engineering, shipbuilding and ship-repairing and chemical manufacture in Great Britain.

The survey was carried out by the Department of Employment under the Statistics of Trade Act, 1947, and was similar in scope and coverage to the regular surveys on occupational earnings which have been operated since 1963.

Engineering industries

Average gross weekly earnings of full-time adult men, including those with earnings affected by absence, in June 1980 were just under £105 for a 41½-hour week. Skilled workers averaged over £113 for a 42-hour week, semi-

skilled workers about £98 for a 41-hour week and labourers just over £86 for a 42-hour week, increases of about 17 per cent, 12½ per cent and 14½ per cent respectively since June 1979.

There was a marked contrast this year between the percentage increases in average weekly earnings and the increases in average hourly earnings (excluding overtime premiums), which increased by about 15 per cent and 18½ per cent respectively. The former reflects the tendency for hours worked to fall between June 1979 and June 1980 as the recession reduced overtime and increased short-time working, whereas the latter mainly reflects the increase in basic rates of pay.

Average hours worked fell by nearly one hour (over two per cent) in this period, this fall being almost entirely in overtime hours (see table 1). This fall in hours, virtually all at premium rates, helped to limit the rise in average weekly earnings which might otherwise have resulted from the higher basic rates. Semi-skilled employees and labourers tended to experience more substantial reductions in overtime working in this period than skilled employees, and the increases in their average weekly earnings were correspondingly lower (for example, among timeworkers the average weekly earnings of labourers increased by just over 14 per cent compared with a corresponding increase of just

Table 1 Changes in average overtime hours worked between June 1979 and June 1980

	Hours		
	All engineering industries covered	Shipbuilding and ship-repairing	Chemical manufacture
Timeworkers			
Skilled	-0.6	-1.3	
Semi-skilled	-1.6	-1.6	
Labourers	-1.0	-4.3	
All timeworkers	-1.1	-1.7	-1.1
Payment-by-results workers			
Skilled	-0.4	-0.4	
Semi-skilled	-0.6	-0.8	
Labourers	-0.6	-0.7	
All payment-by-result workers	-0.5	-0.6	-2.2
All skilled workers	-0.6	-0.9	
All semi-skilled workers	-1.2	-1.3	
All labourers	-0.9	-2.6	
All workers covered	-0.9	-1.2	-1.3*

* The figures for craftsmen and general workers were -1.0 and -1.3 respectively.

over 17 per cent for skilled workers, although both experienced similar increases in average hourly earnings).

The results of the June 1980 survey appear to indicate that there has been some small widening of earnings differentials according to level of skill since the previous survey (see table 2). Average hourly earnings (excluding overtime premiums) of skilled workers in June 1980 were about 32 per cent above those of labourers and 12 per cent above those for semi-skilled workers (compared with the troughs of 30 per cent and seven per cent respectively in 1976). However, there is no evidence of differentials returning to the levels of the 1960s and early 1970s when average hourly earnings of skilled workers were around 50 per cent above those of labourers. Reductions in overtime working among semi-skilled workers and labourers have tended to widen skill differentials in terms of average weekly earnings with skilled workers' weekly earnings about 31 per cent above those of labourers (back to the level in 1975) and nearly 16 per cent above those of semi-skilled workers.

Shipbuilding and ship-repairing

Average gross weekly earnings rose by about 11½ per cent in the year to June 1980 to around £107½ for a 44-hour week. Skilled workers averaged just over £112 for a 43½-hour week, semi-skilled workers nearly £100 for a 45½-hour week and labourers about £96½ for a 44½-hour week. There was a significant shift in payment systems between June 1979 and June 1980 which affects the interpretation of the figures. The proportion of timeworkers covered in the sur-

Table 3 All engineering industries covered

	June 1979-June 1980		June 1979	June 1980	June 1979-June 1980	% change
	Proportion of employees					
AVERAGE WEEKLY EARNINGS* INCLUDING OVERTIME PREMIUM	%		£			
Timeworkers						
Skilled	30.7	30.9	96.91	113.50	+17.1	
Semi-skilled	26.0	26.4	88.58	98.20	+10.9	
Labourers	4.8	4.7	75.09	85.73	+14.2	
All timeworkers	61.5	62.0	91.69	104.85	+14.4	
Payment-by-results workers						
Skilled	18.4	18.2	97.28	113.25	+16.4	
Semi-skilled	18.5	18.4	85.27	97.78	+14.7	
Labourers	1.6	1.4	76.55	88.25	+15.3	
All payment-by-results workers	38.5	38.0	90.66	104.84	+15.6	
All workers						
Skilled	49.1	49.0	97.05	113.41	+16.9	
Semi-skilled	44.5	44.8	87.20	98.03	+12.4	
Labourers	6.4	6.2	75.45	86.29	+14.4	
All workers covered	100.0	100.0	91.29	104.85	+14.9	
AVERAGE HOURLY EARNINGS EXCLUDING OVERTIME PREMIUM			p			
Timeworkers						
Skilled			213.4	254.8	+19.4	
Semi-skilled			195.1	229.0	+17.4	
Labourers			164.3	195.6	+19.1	
All timeworkers			201.8	239.5	+18.7	
Payment-by-results workers						
Skilled			226.8	268.0	+18.2	
Semi-skilled			200.5	236.9	+18.2	
Labourers			172.5	202.3	+17.3	
All payment-by-results workers			211.9	250.6	+18.3	
All workers						
Skilled			218.3	259.6	+18.9	
Semi-skilled			197.3	232.2	+17.7	
Labourers			166.3	197.1	+18.5	
All workers covered			205.6	243.6	+18.5	

* Excluding Short-time Working Compensation Scheme subsidy payments (see text).

Table 2 Changes in relative average earnings in all engineering industries covered

	Per cent					
	Skilled workers' average as a percentage of labourers' average		Semi-skilled workers' average as a percentage of labourers' average		Semi-skilled workers' average as a percentage of labourers' average	
	Hourly earnings (excluding overtime premium)	Weekly earnings (including overtime premium)	Hourly earnings (excluding overtime premium)	Weekly earnings (including overtime premium)	Hourly earnings (excluding overtime premium)	Weekly earnings (including overtime premium)
June						
1963	148	140	109	110	134	128
1965	148	139	110	111	134	126
1967	150	142	114	114	131	124
1969	149	142	113	113	132	126
1971	148	138	110	110	134	126
1972	144	137	111	109	131	126
1973	141	134	108	107	130	125
1974	139	132	109	110	127	121
1975	133	131	108	110	123	119
1976	130	127	107	107	122	119
1977	131	128	107	108	122	117
1978	131	128	108	110	121	118
1979	131	129	111	111	119	116
1980	132	131	112	116	118	114

vey results fell from 55 per cent in June 1979 to 44 per cent in June 1980, with a corresponding rise in the proportion of payment-by-results workers. Although there was a rise of 17 per cent in the average hourly earnings (excluding overtime workers) of timeworkers in the year to June 1980, the corresponding increase for payment-by-results workers was only just over nine per cent. Reductions in average overtime hours (over 1½ hours for timeworkers) kept the percentage increase in average weekly earnings for timeworkers (just over 12 per cent) well below the percentage increase in average hourly earnings (17 per cent).

Chemical manufacture

Average gross weekly earnings rose by 18½ per cent in the year to June 1980 to around £117½ for a 43½-hour week. Craftsmen averaged nearly £126 for a 43½-hour week and general workers just over £114½ for a 43-hour week. There was a reduction in the proportion of payment-by-results workers covered by the surveys (just over 13 per cent in 1979 and just under 11 per cent in 1980). For timeworkers there was an average reduction in overtime hours worked of about 1¼ hours between June 1979 and June 1980 which largely accounts for the higher percentage increase in average hourly earnings (22½ per cent) than in average weekly earnings (20 per cent).

Presentation of results

The following tables present the survey results mainly in terms of average weekly earnings (including overtime

Table 4 Shipbuilding and ship-repairing

	June 1979-June 1980		June 1979	June 1980	June 1979-June 1980	% change
	Proportion of employees					
AVERAGE WEEKLY EARNINGS* INCLUDING OVERTIME PREMIUM	%		£			
Timeworkers						
Skilled	34.2	29.7	100.37	111.71	+11.3	
Semi-skilled	18.0	11.1	89.91	103.66	+15.3	
Labourers	2.7	3.3	95.27	94.37	-0.9	
All timeworkers	54.9	44.1	96.69	108.39	+12.1	
Payment-by-results workers						
Skilled	28.8	33.8	100.71	112.71	+11.9	
Semi-skilled	13.6	20.1	87.40	97.52	+11.6	
Labourers	2.7	2.0	93.12	100.34	+7.8	
All payment-by-results workers	45.1	55.9	96.24	106.82	+11.0	
All workers						
Skilled	63.0	63.6	100.53	112.24	+11.6	
Semi-skilled	31.5	31.2	88.81	99.71	+12.3	
Labourers	5.5	5.2	94.19	96.59	+2.5	
All workers covered	100.0	100.0	96.48	107.51	+11.4	
AVERAGE HOURLY EARNINGS EXCLUDING OVERTIME PREMIUM			p			
Timeworkers						
Skilled			213.9	246.6	+15.3	
Semi-skilled			180.6	214.1	+18.5	
Labourers			171.8	199.0	+15.8	
All timeworkers			200.4	234.5	+17.0	
Payment-by-results workers						
Skilled			225.1	247.5	+10.0	
Semi-skilled			185.3	203.4	+9.8	
Labourers			190.5	209.2	+9.8	
All payment-by-results workers			210.6	229.9	+9.2	
All workers						
Skilled			219.0	247.1	+12.8	
Semi-skilled			182.6	207.2	+13.5	
Labourers			180.8	202.8	+12.2	
All workers covered			205.0	231.9	+13.1	

* Excluding Short-time Working Compensation Scheme subsidy payments (see text).

Table 5 Chemical manufacture

	June 1979-June 1980		June 1979	June 1980	June 1979-June 1980	% change
	Proportion of employees					
AVERAGE WEEKLY EARNINGS* INCLUDING OVERTIME PREMIUM	%		£			
Timeworkers						
General workers	64.8	65.6	96.12	115.11	+19.8	
Craftsmen	22.0	23.5	104.43	125.59	+20.3	
All timeworkers	86.8	89.1	98.23	117.87	+20.0	
Payment-by-results workers						
General workers	10.5	8.8	103.50	111.02	+7.3	
Craftsmen	2.7	2.1	110.28	127.88	+16.0	
All payment-by-results workers	13.2	10.9	104.89	114.25	+8.9	
All workers						
General workers	75.3	74.4	97.14	114.62	+18.0	
Craftsmen	24.7	25.6	105.07	125.77	+19.7	
All workers covered	100.0	100.0	99.11	117.48	+18.5	
AVERAGE HOURLY EARNINGS EXCLUDING OVERTIME PREMIUM			p			
Timeworkers						
General workers			213.9	262.3	+22.6	
Craftsmen			228.0	278.5	+22.1	
All timeworkers			217.5	266.5	+22.5	
Payment-by-results workers						
General workers			219.0	251.3	+14.7	
Craftsmen			233.3	274.5	+17.7	
All payment-by-results workers			221.9	255.7	+15.2	
All workers						
General workers			214.7	260.9	+21.5	
Craftsmen			228.6	278.2	+21.7	
All workers covered			218.1	265.3	+21.6	

* Excluding Short-time Working Compensation Scheme subsidy payments (see technical note).

Table 6 Summary by skill

	JUNE 1980										
	Average weekly earnings (£)		Average hours actually worked including overtime	Average hours of overtime worked	Average hourly earnings (pence)		Average weekly earnings (£)		Average hours actually worked including overtime	Average hourly earnings (pence)	
	Including overtime premium	Excluding overtime premium			Including overtime premium	Excluding overtime premium	Including overtime premium	Excluding overtime premium		Including overtime premium	Excluding overtime premium
ALL ENGINEERING INDUSTRIES COVERED*											
Timeworkers†											
Skilled	113.50	108.56	42.6	4.0	266.4	254.8					
Semi-skilled	98.20	94.55	41.3	3.4	237.8	229.0					
Labourers	85.73	82.04	41.9	4.2	204.4	195.6					
All timeworkers	104.85	100.56	42.0	3.8	249.7	239.5					
Payment-by-results workers											
Skilled	113.25	109.89	41.0	3.0	276.1	268.0					
Semi-skilled	97.78	95.30	40.2	2.6	243.1	236.9					
Labourers	88.25	84.73	41.9	4.1	210.7	202.3					
All P-B-R workers	104.84	101.90	40.7	2.8	257.8	250.6					
All workers											
Skilled	113.41	109.05	42.0	3.6	269.9	259.6					
Semi-skilled	98.03	94.86	40.9	3.1	239.9	232.2					
Labourers	86.29	82.64	41.9	4.2	205.8	197.1					
All workers covered	104.85	101.07	41.5	3.4	252.7	243.6					
SHIPBUILDING AND SHIP REPAIRING*											
Timeworkers											
Skilled	111.71	105.84	42.9	4.8	260.2	246.6					
Semi-skilled	103.66	98.40	45.0	6.8	230.3	214.1					
Labourers	94.37	88.00	44.2	6.3	213.4	199.0					
All timeworkers	108.39	102.13	43.5	5.4	248.9	234.5					
SHIPBUILDING AND SHIP REPAIRING* (continued)											
Payment-by-results workers†											
Skilled	112.71	108.14	43.7	4.8	258.0	247.5					
Semi-skilled	97.52	92.90	45.7	6.3	213.5	203.4					
Labourers	100.34	93.47	44.7	7.3	224.6	209.2					
All P-B-R workers	106.82	102.15	44.4	5.4	240.4	229.9					
All workers											
Skilled	112.24	107.06	43.3	4.8	259.0	247.1					
Semi-skilled	99.71	94.15	45.4	6.5	219.4	207.2					
Labourers	96.59	90.04	44.4	6.7	217.6						

Table 9 By region and skill: shipbuilding and ship repairing*

JUNE 1980

	Average weekly earnings (£)		Average hours actually worked including overtime	Average hours of overtime worked	Average hourly earnings (pence)	
	Including overtime premium	Excluding overtime premium			Including overtime premium	Excluding overtime premium
SOUTH EAST§						
Timeworkers	112.82	106.09	43.4	5.8	260.2	244.7
Skilled	108.03	100.43	46.7	7.4	231.3	215.0
Semi-skilled	92.50	86.46	45.5	6.6	203.2	190.0
Labourers						
Payment-by-results workers†						
Skilled	110.69	106.34	45.1	5.5	245.6	236.0
Semi-skilled	98.37	93.35	47.3	7.3	208.1	197.5
Labourers						
SOUTH WEST§						
Timeworkers	113.82	107.00	45.3	6.3	251.3	236.2
Skilled						
Semi-skilled						
Labourers						
Payment-by-results workers†						
Skilled						
Semi-skilled						
Labourers						
YORKSHIRE AND HUMBERSIDES						
Timeworkers	102.51	98.33	41.7	3.2	245.9	235.9
Skilled	86.31	82.14	42.2	4.4	204.3	194.5
Semi-skilled						
Labourers						
Payment-by-results workers†						
Skilled						
Semi-skilled						
Labourers						
NORTH						
Timeworkers	109.94	106.46	41.7	3.2	263.8	255.5
Skilled	104.11	98.55	44.8	6.2	232.5	220.1
Semi-skilled	92.02	87.76	43.1	4.6	213.7	203.8
Labourers						
Payment-by-results workers†						
Skilled	117.31	113.69	41.8	3.9	280.5	271.9
Semi-skilled	97.47	94.25	42.0	4.8	232.2	224.5
Labourers	101.71	95.51	43.6	6.5	233.4	219.2
WALES§						
Timeworkers	162.08	129.58	58.3	23.9	278.1	222.3
Skilled	123.10	97.31	52.6	17.4	234.2	185.2
Semi-skilled						
Labourers						
Payment-by-results workers†						
Skilled						
Semi-skilled						
Labourers						
SCOTLAND						
Timeworkers	103.66	99.44	41.0	2.9	253.1	242.8
Skilled	95.14	90.23	42.0	3.8	226.7	215.0
Semi-skilled	78.80	73.98	39.8	4.8	197.7	185.7
Labourers						
Payment-by-results workers†						
Skilled	111.77	105.89	43.2	4.9	258.8	245.2
Semi-skilled	97.17	92.91	44.3	5.3	219.3	209.7
Labourers	92.09	84.41	43.1	7.2	213.5	195.7

* † § See footnotes below table 11.

Table 10 By region and skill: chemical manufacture*

JUNE 1980

	Average weekly earnings (£)		Average hours actually worked including overtime	Average hours of overtime worked	Average hourly earnings (pence)	
	Including overtime premium	Excluding overtime premium			Including overtime premium	Excluding overtime premium
SOUTH EAST§						
Timeworkers†	112.09	108.73	43.3	4.7	259.0	251.3
General workers	120.83	116.17	44.1	5.4	274.2	263.7
Craftsmen						
Payment-by-results workers						
General workers	104.56	104.01	42.5	2.6	246.2	245.0
Craftsmen						
SOUTH WEST§						
Timeworkers†	132.55	131.88	46.5	6.0	285.2	283.7
General workers	132.92	128.33	45.7	5.8	290.8	280.8
Craftsmen						
Payment-by-results workers						
General workers						
Craftsmen						
WEST MIDLANDS§						
Timeworkers†	108.26	106.59	41.3	4.2	262.4	258.4
General workers	112.91	108.42	43.5	3.6	259.4	249.1
Craftsmen						
Payment-by-results workers						
General workers	103.99	103.79	40.1	1.3	259.1	258.6
Craftsmen						
EAST MIDLANDS§						
Timeworkers†	107.80	101.62	45.9	7.8	234.8	221.3
General workers	124.40	114.53	47.3	7.3	263.0	242.2
Craftsmen						
Payment-by-results workers						
General workers	114.56	112.21	41.4	3.6	276.8	271.1
Craftsmen						
YORKSHIRE AND HUMBERSIDE						
Timeworkers†	111.28	107.64	45.5	5.8	244.8	236.8
General workers	118.40	113.49	43.9	4.6	269.5	258.4
Craftsmen						
Payment-by-results workers						
General workers						
Craftsmen						
NORTH WEST§						
Timeworkers†	118.66	116.72	42.4	3.8	279.6	275.1
General workers	125.68	120.61	43.3	5.0	290.2	278.5
Craftsmen						
Payment-by-results workers						
General workers	105.67	98.80	45.4	6.9	232.8	217.7
Craftsmen						
NORTH§						
Timeworkers†	117.29	115.84	43.0	4.2	272.9	269.6
General workers	128.83	124.09	43.2	5.0	298.0	287.1
Craftsmen						
Payment-by-results workers						
General workers	101.51	99.83	45.7	2.4	222.2	218.5
Craftsmen						
WALES§						
Timeworkers†	117.29	116.79	40.6	1.3	289.2	288.0
General workers	125.07	123.54	41.6	2.6	300.7	297.1
Craftsmen						
Payment-by-results workers						
General workers						
Craftsmen						
SCOTLAND						
Timeworkers†	117.19	115.79	42.0	3.4	279.3	276.0
General workers	137.38	134.07	42.4	4.3	323.9	316.1
Craftsmen						
Payment-by-results workers						
General workers	126.19	125.20	44.4	4.1	284.4	282.1
Craftsmen	123.67	118.54	42.9	3.9	288.2	276.2

* † § See footnotes below table 11.

Table 11 By occupation: all industries covered

JUNE 1980

Classes of workers	Timeworkers (including lieu workers)										Payment-by-results workers					
	Adult males covered by the survey**	Average weekly earnings (£)		Average hours actually worked including overtime	Average hours of overtime worked	Average hourly earnings (pence)		Adult males covered by the survey**	Average weekly earnings (£)		Average hours actually worked including overtime	Average hours of overtime worked	Average hourly earnings (pence)			
		Including overtime premium	Excluding overtime premium			Including overtime premium	Excluding overtime premium		Including overtime premium	Excluding overtime premium			Including overtime premium	Excluding overtime premium		
ALL ENGINEERING INDUSTRIES COVERED*																
Fitters (skilled—other than toolroom and maintenance)	53,200	110.16	105.28	42.5	4.1	259.1	247.7	33,780	113.94	110.02	41.5	3.4	274.4	265.0		
Turners and machinemen (other than toolroom and maintenance)																
(a) rated at or above fitters' rate	37,290	112.12	108.26	41.2	3.0	272.1	262.7	40,210	111.59	109.14	40.4	2.3	276.3	270.3		
(b) rated below fitters' rate	11,300	101.20	97.34	41.5	3.3	243.9	234.6	27,420	103.12	100.84	40.1	2.3	257.3	251.6		
Toolroom fitters and turners	25,880	115.57	110.92	42.1	3.6	274.3	263.2	7,110	116.58	112.89	41.1	3.2	283.5	274.5		
Maintenance men (skilled)																
Skilled maintenance fitters	17,360	122.99	115.04	44.6	6.1	275.9	258.1	3,900	120.76	114.20	43.8	5.6	275.9	260.9		
Skilled maintenance electricians	10,950	126.79	118.51	44.4	6.2	285.4	266.8	2,550	124.26	117.53	43.7	5.3	284.3	268.9		
Other skilled maintenance classes	9,050	120.44	112.95	43.8	5.9	274.9	257.8	2,060	118.24	112.01	43.5	5.3	271.8	257.5		
Patternmakers	1,660	106.52	103.11	41.3	2.8	257.7	249.5	780	113.07	110.71	41.3	2.4	273.8	268.1		
Sheet metal workers (skilled)	8,960	113.43	108.82	42.4	3.9	267.6	256.8	5,670	113.39	110.70	40.8	2.7	277.7	271.1		
Moulders (loose pattern—skilled)	960	103.93	100.20	40.6	3.3	256.3	247.1	1,280	106.74	105.38	39.2	1.7	272.5	269.0		
Platers, riveters and caulkers	5,120	104.60	100.92	41.0	3.0	255.2	246.2	5,190	117.64	114.05	41.0	2.8	287.3	278.5		
All other adult skilled grades	91,030	112.06	107.65	42.8	3.6	261.8	251.5	51,040	112.02	108.76	40.8	2.9	274.7	266.8		
All other adult semi-skilled grades	212,240	98.04	94.40	41.3	3.4	237.5	228.7	128,220	96.64	94.12	40.3	2.6	240.1	233.8		
Labourers	40,460	85.73	82.04	41.9	4.2	204.4	195.6	11,570	88.25	84.73	41.9	4.1	210.7	202.3		
Firms with between 25-99 employees§																
Fitters (skilled—other than toolroom and maintenance)	21,360	103.14	98.12	42.7	4.4	241.6	229.8	6,310	112.46	106.76	42.8	4.9	263.0	249.6		
Turners and machinemen (other than toolroom and maintenance)																
(a) rated at or above fitters' rate	10,640	106.95	102.64	41.6	3.4	256.9	246.6	9,210	110.27	107.50	41.3	2.7	266.8	260.1		
(b) rated below fitters' rate	2,600	98.19	94.14	41.8	3.6	234.7	225.0	3,040	96.94	94.82	39.8	2.6	243.4	238.0		
Toolroom fitters and turners	6,470	113.28	107.81	43.3	4.4	264.4	248.7	1,440	125.85	120.83	41.0	4.1	307.1	294.8		
Maintenance men (skilled)																
Skilled maintenance fitters	2,400	116.10	107.71	45.5	6.5	254.9	236.5	480	108.23	102.56	43.7	5.4	247.6	234.7		
Skilled maintenance electricians	1,440	110.91	104.46	44.1	5.1	251.6	236.9	410	111.83	108.12	42.0	3.6	266.1	257.3		
Other skilled maintenance classes	940	105.38	99.24	44.9	6.0	234.6	221.0									
Patternmakers	410	93.24	90.71	40.6	2.1	229.6	223.4	140	109.21	108.29	40.5	0.9	269.7	267.4		
Sheet metal workers (skilled)	4,290	117.50	112.59	43.0	4.0	273.5	262.1	1,270	108.51	106.00	41.2	2.7	263.5	257.5		
Moulders (loose pattern—skilled)	420	92.48	89.43	39.2	3.2	235.8	228.1	320	99.59	99.16	36.9	0.7	269.6	268.4		
Platers, riveters and caulkers	1,860	92.44	89.08	40.1	2.6	230.5	222.2	860	101.83	100.01	39.5	1.5	257.9	253.3		
All other adult skilled grades	23,120	106.13	100.88	43.1	4.5	246.2	234.0	8,810	107.21	104.16	40.8	2.8	263.1	255.6		
All other adult semi-skilled grades	27,680	88.15	84.00	42.6	4.4	206.9	197.2	18,660	91.57	89.21	39.6	2.4	231.2	225.3		

Table 11 (continued) By occupation: all industries covered

JUNE 1980

Classes of workers	Timeworkers (including lieu workers)						Payment-by-results workers									
	Adult males covered by the survey**		Average weekly earnings (£)		Average hours actually worked including overtime	Average hours of over-time worked	Average hourly earnings (pence)		Adult males covered by the survey**		Average weekly earnings (£)		Average hours actually worked including overtime	Average hours of over-time worked	Average hourly earnings (pence)	
	Including overtime premium	Excluding overtime premium	Including overtime premium	Excluding overtime premium	Including overtime premium	Excluding overtime premium	Including overtime premium	Excluding overtime premium	Including overtime premium	Excluding overtime premium	Including overtime premium	Excluding overtime premium	Including overtime premium	Excluding overtime premium	Including overtime premium	Excluding overtime premium
Firms with 500 or more employees—(continued)																
Platers, riveters and caulkers	1,330	110.99	109.31	39.9	2.0	278.0	273.8	1,710	114.22	110.15	41.0	3.1	278.4	268.5		
All other adult skilled grades	43,770	118.71	114.65	43.0	3.3	276.1	266.7	22,850	115.87	112.52	41.2	3.1	281.5	273.4		
All other adult semi-skilled grades	144,920	101.63	98.15	40.8	3.1	248.9	240.4	64,230	99.01	96.36	40.5	2.8	244.5	238.0		
Labourers	17,940	92.95	88.57	42.4	4.9	219.1	208.8	4,010	91.97	88.50	43.0	4.2	213.6	205.6		
SHIPBUILDING AND SHIP REPAIRING* †																
Platers								1,840	113.79	108.13	42.9	5.4	265.4	252.2		
Welders								2,510	115.02	110.34	42.2	4.5	272.5	261.5		
Other boilermakers (riveters, caulkers, burners, etc)								1,980	114.57	109.59	43.3	4.9	264.7	253.2		
Shipwrights								2,990	111.99	108.06	43.7	4.5	256.1	247.1		
Joiners								1,420	107.40	104.10	42.6	3.3	252.2	244.5		
Plumbers								1,110	114.10	109.22	43.6	4.9	262.0	250.7		
Electricians								1,140	124.57	116.58	45.6	8.0	273.3	255.8		
Fitters								5,850	112.69	108.29	44.7	5.1	252.1	242.2		
Turners								270	120.18	111.32	44.2	6.0	271.7	251.7		
CHEMICAL MANUFACTURE*																
General workers engaged in production																
Day workers	21,500	99.31	95.01	43.8	5.5	226.6	216.8	2,710	93.37	89.56	41.8	4.4	223.5	214.4		
Continuous 3-shift workers	30,840	127.09	126.08	42.2	3.3	301.2	298.8	3,040	121.62	119.88	44.2	2.9	275.0	271.1		
Non-continuous 3-shift workers	4,670	111.68	109.11	43.1	4.5	259.1	253.2	1,450	120.34	117.69	42.6	4.2	282.2	276.0		
2-shift workers	3,970	111.75	108.43	44.6	5.7	250.4	242.9	1,090	117.04	115.82	45.2	4.4	259.0	256.3		
Others including night workers	1,830	114.89	109.05	45.7	7.3	251.3	238.5	200	88.87	86.39	41.8	4.4	212.6	206.7		
Craftsmen																
Fitters	11,140	126.55	121.77	43.7	5.0	289.6	278.7	1,140	126.85	119.60	43.7	5.1	290.5	273.9		
Other engineering craftsmen	5,720	123.20	119.20	42.7	4.4	288.6	279.2	340	127.44	119.74	43.9	5.3	290.2	272.7		
Electricians	3,640	130.27	125.48	43.8	5.2	297.2	286.2	390	134.10	125.22	44.3	6.3	302.6	282.6		
Building craftsmen	2,010	118.54	113.04	43.3	4.7	273.8	261.1	160	120.85	113.73	43.4	5.4	278.8	262.3		

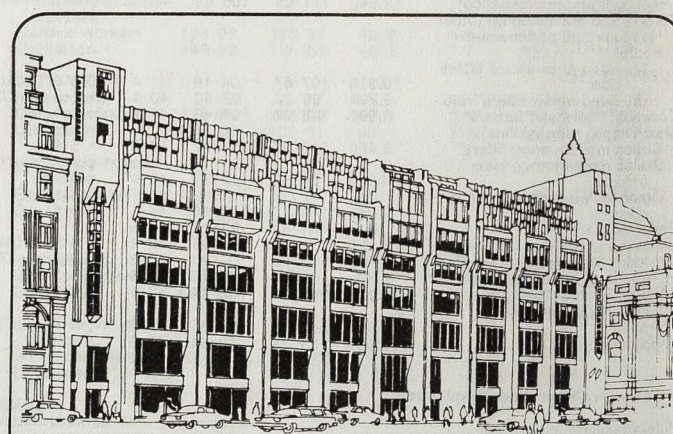
* Comprising Minimum List Headings in the Standard Industrial Classification 1968 as follows:
 All engineering industries covered: 331-349; 361; 363-369; 370.2; 380-385; 390-391; 393; 399.
 Shipbuilding and ship repairing: 370.1.
 Chemical and manufacture: 271-273; 276-278.
 Mechanical engineering: 331-349; 390.
 Electrical engineering: 361; 363-369.
 Motor vehicle manufacturing: 380-382.
 Aerospace equipment manufacturing and repairing: 383.
 Marine engineering: 370.2.
 † Includes pieceworkers, contract workers and lieu workers.
 ‡ Includes lieu workers.
 § Where no figure is given, it is because either it would reveal the earnings in a particular firm or the numbers of workers covered by the returns is too small to provide a satisfactory basis for a general average.
 ** Numbers covered by the survey after grossing up for sampling fractions.
 †† Payment-by-results workers in shipbuilding and ship-repairing include pieceworkers, contract workers and lieu workers.

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chemical manufacture, in firms with 25 or more employees who were at work for the whole or part of the pay-week which included June 4, 1980. These numbers are equivalent to about four-fifths of the total numbers of full-time adult male workers in the manual occupations concerned in each of these industries.

Returns received

Industry group	Size range of firm	Number of returns received suitable for processing	Number of adult males included on these returns
Engineering	500 or more	497	441,500
	100-499	838	119,070
	25-99	369	16,660
	All	1,704	577,230
Shipbuilding and ship-repairing	500 or more	31	55,380
	100-499	21	4,030
	25-99	10	560
	All	62	59,970
Chemical manufacture	500 or more	64	38,950
	100-499	125	15,880
	25-99	52	2,510
	All	241	57,340



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SPECIAL FEATURE

Patterns of pay: early results of the NES

The first results of the Department's latest annual survey of the structure of earnings—New Earnings Survey, April 1980—are now available. As in the past, the results will be published separately in six parts, one of which (Part B—analyses by collective agreements) appeared recently and another (Part A—main summary results) will be published mid-November 1980. Further parts will follow each month.

This article draws attention to some of the key features of the early results of the April 1980 New Earnings Survey and the main issues on which later results should throw light. A description of the contents of each part, together with an order form, is given at the end.

The significance of the New Earnings Survey

Despite its title, the New Earnings Survey has been in existence for a decade and has become the most comprehensive source of information on the structure of earnings. It differs from other official surveys of earnings in that information is obtained on individual employees (covering hours of work and the composition of earnings) which in conjunction with details on the characteristics of each individual (occupation, industry, location, collective bargaining arrangements, etc) enable a wide range of analyses to be prepared on the distribution and structure of earnings. A summary account of the details collected in the survey, the sampling arrangements, etc, are given in a technical note following the tables.

The survey information relates in general to earnings payable in a pay period which included April 23, 1980, although in a number of instances figures on slightly different bases were incorporated. The effects of the April 1980 pay settlement for the non-industrial civil service were incorporated in the figures, although exceptionally this year the new rates did not become payable until May 7. For the Post Office the figures relate to a pay period in March and do not incorporate the effect of April 1980 pay settlements such as that affecting manipulative grades. More generally, the effects of a number of annual pay settlements, due to be implemented in or before April are not reflected in the results where the settlement was delayed and figures of the amounts payable in April could not be readily obtained. Among the principal groups for which 1980 settlements due in or before April 1980 are known not to be covered in the reported figures are London Transport drivers and conductors, Post Office manipulative grades, teachers and some National Health Service groups. These details are listed in full in Parts A and B of the survey report and need to be taken fully into account in interpreting the survey results, especially at a detailed level, and in assessing how far levels of earnings may have changed since those reflected in the 1980 survey results, and how far the changes in earnings between the 1979 and 1980 surveys reflect special factors.

The following sections deal with a few issues which are of current interest on the pay front. There are, however, many

other issues to which the survey results can be related and these are mentioned in the description of the various survey reports.

The issues considered below are:

- (a) the scale of the growth of earnings in the year to April 1980, especially the different patterns in the various sectors of the economy;
- (b) changes in the pattern of overtime working and their effect on earnings;
- (c) the extent to which the latest figures indicate any fundamental change in the distribution of earnings; and
- (d) the pattern of male and female earnings.

The tables included in this article are only a small selection of the 170 which will appear in the full report on the survey. They have been chosen as those which bear most immediately on the four issues mentioned above, although to explore each issue fully requires consideration of many of the details still to be produced.

The growth of earnings

Between the 1979 and 1980 surveys the average gross weekly earnings of adult men in full-time employment increased by over 22 per cent to just under £125 per week. The corresponding earnings of women increased by nearly 25 per cent to £79. Non-manual employees showed larger percentage increases than manual employees, 24½ per cent compared with 20 per cent for men, and just over 25 per cent compared with just under 23 per cent for women.

Changes in average earnings between successive surveys for particular groups of employees will be influenced by the timing of pay settlements and the figures for the latest period often need to be considered in relation to earlier years. For several substantial groups of employees, all or part of settlements arising from two pay rounds came into force in the period between the 1979 and 1980 surveys. This factor, together with the "catching up" element in many settlements in the public sector based on comparability awards, largely accounts for the relatively high rate of growth of earnings between the 1979 and 1980 surveys in the public sector. For example, for adult men the increases were about 25½ per cent for the public sector as a whole and nearly 29 per cent for the public services (central and local government) sector compared with around 20½ per cent for the private sector. However, looked at over a longer period such as the past five years, the rates of increase in average earnings for public and private sectors come much closer together.

Overtime

With the down-turn in the economy during the past year, overtime contributed less to average earnings in April 1980 than in the preceding two years. Most paid overtime is worked by men in manual employment, providing 14 per cent of their average gross weekly earnings of £112, compared to 15 per cent in 1979. This decline was principally due to the fall (from 59 per cent to 54 per cent) in the proportion of manual men receiving overtime payments rather than to a fall in overtime earnings among those who worked overtime. The latter's overtime earnings as a proportion of total pay increased slightly to 23.6 per cent, despite a drop in average overtime hours from 10.6 to 10.3 hours in April 1980. This emphasises the importance of overtime pay to those who receive it, which tends to be overlooked particularly in groups of employees where overtime is worked by only a few. The average earnings for all women in manual employment was about £68, of which overtime amounted to only £2.5; but among the 17 per cent who received overtime pay, average earnings were £85.5, of which overtime was £14.5 for an average 6.3 hours worked.

A smaller proportion of men in manual employment in the lowest decile of the distribution of weekly earnings excluding overtime added to their earnings by working overtime. Those who did work overtime worked about the same number of hours as those with higher earnings excluding overtime, who also worked overtime. About 60 per cent of those in the middle of the earnings distribution excluding overtime received overtime pay, tailing off to about 40 per cent at the extremes of the distribution.

Men and women's earnings

Between the 1979 and 1980 surveys the average earnings of women relative to those of men improved slightly. Comparisons of men's and women's earnings reflect not only the level of earnings but also the different employment patterns and other labour force characteristics. From a survey like the New Earnings Survey it is not possible to comment on relative earnings on a "for equal work" basis. However, the detailed volumes of survey results enable the effects of the main differences in the structure of men's and women's employment on earnings to be assessed. The trend of relative gross hourly earnings excluding overtime, which removes the effect of different hours worked but not that of different employment patterns, gives a broad idea of developments.

Great significance should not be attributed to the figures for a single year. In 1979 a number of delayed pay settlements particularly affected women's employment, reducing the expected level of their average earnings. This year because the 1979/80 pay settlements for nurses and mid-

wives, and teachers were agreed late, their effects are not reflected in the survey results, a more significant omission for women than for men. The average gross hourly earnings (excluding overtime) for women were 73.5 per cent of those for men.

Distribution of earnings

Despite the substantial and varied increases in earnings in the year to April 1980, the distribution of weekly earnings of men in full-time manual employment in April 1980 was practically the same as in the previous survey. Expressed as a percentage of the median earnings the lowest decile was 68.4 per cent compared to 68.3 per cent. Using a number of early surveys it is possible to look at this distribution as far back as 1886, when the figure was 68.6. Table 2 shows that the earnings distribution for manual men has remained remarkably stable over a long period, especially at the lower end. At the upper end, the highest decile was 144.4 per cent of median earnings in 1977 and has since moved to 149.2 per cent, the higher earning manual workers' having improved their relative position.

Apart from non-manual women, where the delayed settlement for teachers in the latest two years makes comparison with early years less certain, it is generally true that the spread of gross weekly earnings has widened in recent years to the particular advantage of the higher paid. It should, however, be remembered that these distributions reflect earnings before tax, the principal instrument of income redistribution.

Table 2 Dispersion of weekly earnings of full-time manual men, 1886-1980

Year	Lowest decile	Lower quartile	Median weekly earnings	Upper quartile	Highest decile
	as percentage of the median		£	as percentage of the median	
1886	68.6	82.8	1.21	121.7	143.1
1906	66.5	79.5	1.47	126.7	156.8
1938	67.7	82.1	3.40	118.5	139.9
1960	70.6	82.6	14.17	121.7	145.2
1968	67.3	81.0	22.40	122.3	147.8
1970	67.3	81.1	25.60	122.3	147.2
1971	68.2	81.8	28.10	122.1	146.5
1972	67.6	81.3	31.30	122.3	146.6
1973	67.3	81.4	36.60	121.6	145.3
1974	68.6	82.2	41.80	121.0	144.1
1975	69.2	82.8	53.20	121.3	144.4
1976	70.2	83.4	62.10	120.8	144.9
1977	70.6	83.1	68.20	120.3	144.4
1978	69.4	82.4	76.80	121.2	146.0
1979	68.3	81.7	88.20	122.2	148.5
1980	68.4	82.2	105.00	122.9	149.2

Sources: British Labour Statistics: Historical Abstract 1886-1968, table 79, and New Earnings Survey.

Technical note

Sampling arrangements

Since 1975, the survey has covered a one per cent sample of those employees who were members of Pay-As-You-Earn (PAYE) schemes for tax and national insurance purposes i.e. for the current survey employees whose earnings exceeded £19.50 per week at some time between April 1979 and February 1980 when the sample was selected. It is representative of virtually all full-time adult employees but a significant proportion

of part-time employees, mainly women, with low weekly earnings, are unavoidably excluded from the survey. Not all eligible employees are traced, some for example will have changed their employer between the time the sample was selected and the survey, and despite considerable effort there remains some non-response among employers, particularly small ones. Useable returns are received covering about 1 in 123 full-time employees in Great Britain although this ratio varies widely between industries.

The sample is selected by taking employees whose national insurance number ends with a specified pair of digits. As the same pair of digits was specified for the 1979 and 1980 surveys, there was a substantial overlap between the samples. This sample design permits more reliable estimates of changes in average earnings.

Samples are a means of estimating values more economically than by complete enumeration of a population. The estimates are of course subject to sampling error which, other things being equal, will be greater for average earnings the more variable earnings are among employees and the smaller the sample. A statistic known as the standard error measures the likely extent of the sampling error so that it can be said with 95 per cent certainty that the true value of the average being estimated lies within two standard errors of the estimate.

Table 3 contains estimates of increased average earnings based on both the complete sample and the matched sample, the latter comprising those employees in respect of whom returns were received in both surveys. For manual workers the values differ little, the factors which cause a difference having particular relevance for non-manual employees. An example is incremental scales. In the matched sample, all employees on an incremental scale will either have received one increment between surveys or be at the top of the scale. (Measured on this basis, any increase due to a new settlement between surveys may be inflated by as much as 5 per cent.) In the complete sample comparison, movement of employees up the incremental scale is balanced by new entrants at the bottom and exits at the top

into retirement and other occupations. The distribution of employees along the scale points in successive complete samples will be approximately the same so that the increase in average earnings will mostly reflect any new wage settlement. Other factors with similar effect are promotions, regrading and merit increases.

Information obtained

The questionnaire for the 1980 survey returned to its established size, the extra questions included in the 1979 survey to meet EEC requirements not having been repeated. Two new questions sought to identify employees on adult rates and whether the effects of the latest wage agreement payable for the reference period had been incorporated in the earnings figures.

The aim of the survey is to collect information on the gross weekly earnings (before deductions). Separate figures were also required for the contribution to gross pay of overtime pay, payment by results and other incentive payments, and shift and similar premium payments.

The hours of work for which an employee was paid could be calculated for those whose pay was not affected by absence by adding normal basic hours, ie the hours an employee was expected to work in a normal week where this was specified, to overtime hours worked. These could then be used to estimate gross hourly earnings including and excluding the effect of overtime.

To produce detailed results information was also collected on the age and sex of employees, the industry, occupation and region in which they worked and whether or not they were affected by one of the main national collective agreements or within scope of wages boards or councils.

All the results relate to the particular pay-period and are not necessarily representative of pay over a longer period. They may not take account of some delayed settlements which have had a retrospective effect on earnings for April. An assessment of the effects of settlement dates on earnings has been added to Part B of this year's survey report. ■

New Earnings Survey, 1980

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Table 1 Women's earnings relative to men's earnings

Average gross hourly earnings, excluding overtime, of full time employees aged 18 and over whose pay was not affected by absence: women as a percentage of men.

1970	63.1	1977	75.5
1974	67.4	1978	73.9
1975	72.1	1979	73.0
1976	75.1	1980	73.5

Table 3 Summary of results for full-time adults

FULL-TIME MEN, aged 21 and over, and FULL-TIME WOMEN, aged 18 and over, whose pay for the survey pay-period was not affected by absence APRIL 1980

	Full-time men aged 21 and over			Full-time women aged 18 and over		
	Manual	Non-manual	All	Manual	Non-manual	All
Average gross weekly earnings £	111.7	141.3	124.5	68.0	82.7	78.8
of which						
overtime payments (£)	15.8	4.9	11.1	2.5	1.0	1.4
PBR etc payments (£)	9.8	3.7	7.1	6.0	0.7	2.1
shift etc premium payments (£)	3.7	0.9	2.5	1.4	0.9	1.1
As percentage of average gross earnings:						
overtime payments	14.1	3.5	8.9	3.6	1.2	1.8
PBR etc payments	8.7	2.6	5.7	8.8	0.9	2.7
shift etc premium payments	3.3	0.6	2.0	2.1	1.1	1.4
Employees who received overtime payments:						
percentage of employees	54.3	19.6	39.3	17.0	10.7	12.4
average payment per week (£)	29.1	25.2	28.2	14.5	9.6	11.4
average overtime hours per week	10.3	7.2	9.6	6.3	3.7	4.6
Employees who received PBR etc payments:						
percentage of employees	42.3	12.0	29.2	32.2	6.5	13.3
average payment per week (£)	23.1	30.8	24.5	18.6	11.3	16.0
Employees who received shift etc premium payments:						
percentage of employees	23.0	5.7	15.5	11.5	9.3	9.9
average payment per week (£)	16.0	15.5	15.9	12.5	10.1	10.8
Average gross hourly earnings:						
including overtime pay and overtime hours (p)	245.8	360.8	288.2	172.1	221.2	207.0
excluding overtime pay and overtime hours (p)	240.5	361.3	287.6	170.4	220.7	206.4
Average total weekly hours:						
of which overtime hours	45.4	38.7	42.7	39.6	36.7	37.5
	5.7	1.6	4.0	1.1	0.4	0.6
Distribution of total hours—percentage of employees:						
36 hours or less	1.8	23.3	10.6	17.3	34.7	30.0
36 to 40 hours	41.2	57.8	48.0	65.5	59.7	61.3
40 to 48 hours	30.3	13.2	23.3	13.4	4.8	7.1
more than 48 hours	26.7	5.6	18.1	3.8	0.8	1.6

EMPLOYEES whose pay was not affected by absence

COMPLETE 1979 AND 1980 SAMPLES

Increase in average gross weekly earnings, including overtime pay, 1979 to 1980 (£)	18.6	27.8	22.8	12.6	16.7	15.7
Increase as percentage	20.0	24.5	22.4	22.8	25.2	24.8
Increase in average gross weekly earnings, excluding overtime pay, 1979 to 1980 (£)	16.8	26.8	21.4	12.2	16.5	15.4
Increase as percentage	21.3	24.5	23.3	22.9	25.2	24.8
Increase in average gross weekly earnings, excluding overtime pay and overtime hours 1979 to 1980 (p)	44.5	71.0	55.0	31.8	44.1	40.6
Increase as percentage	22.1	24.5	23.6	22.7	24.9	24.4
Increase in average gross hourly earnings, excluding overtime pay and overtime hours 1979 to 1980 (p)	42.8	70.6	54.2	31.4	43.9	40.4
Increase as percentage	21.7	24.3	23.2	22.6	24.8	24.3

EMPLOYEES whose pay was not affected by absence in either survey pay-period

MATCHED 1979/1980 SAMPLES

Percentage of employees in 1980 sample	65.8	70.4	69.6	53.3	65.4	63.3
Increase in average gross weekly earnings, including overtime pay, 1979 to 1980 (£)	19.2	30.0	24.0	12.9	18.7	17.3
Increase as percentage	20.4	26.1	23.3	22.6	27.6	26.7
Increase in average gross weekly earnings, excluding overtime pay, 1979 to 1980 (£)	17.3	29.2	22.6	12.7	18.5	17.1
Increase as percentage	21.8	26.4	24.3	23.2	27.6	26.8
Increase in average gross hourly earnings, including overtime pay and overtime hours, 1979 to 1980 (p)	45.9	79.4	58.8	33.0	51.6	46.8
Increase as percentage	22.7	22.7	25.0	23.1	28.7	27.6
Increase in average gross hourly earnings, excluding overtime pay and overtime hours, 1979 to 1980 (p)	44.1	79.0	58.1	32.9	51.4	46.7
Increase as percentage	22.3	27.0	24.6	23.2	28.7	27.5

EMPLOYEES whose pay was not affected by absence

SECTORAL RESULTS

Average gross weekly earnings (£)						
Public sector	114.6	143.0	128.7	71.4	92.8	89.2
Public services	102.1	142.3	128.6	68.2	93.9	89.6
Public corporations	122.1	144.7	128.6	89.9	85.3	86.2
Private sector	110.3	140.2	122.2	66.6	72.8	70.7
All industries and services	111.7	141.3	124.5	68.0	82.7	78.8
Percentage increase in average gross weekly earnings, including overtime pay, complete 1979 and 1980 samples						
Public sector	23.5	27.0	25.6	29.6	26.1	26.6
Public services	30.4	28.1	28.9	29.0	26.4	26.8
Public corporations	21.0	24.2	22.1	31.2	24.1	25.4
Private sector	18.4	22.8	20.6	20.2	23.6	22.5
All industries and services	20.0	24.5	22.4	22.8	25.2	24.8

Table 3 Summary of results for full-time adults (continued)

FULL-TIME MEN, aged 21 and over, and FULL-TIME WOMEN, aged 18 and over, whose pay for the survey pay-period was not affected by absence APRIL 1980

	Full-time men aged 21 and over			Full-time women aged 18 and over		
	Manual	Non-manual	All	Manual	Non-manual	All
Dispersion of gross weekly earnings (£)						
Public sector						
Lowest decile	75.1	86.5	79.6	47.6	61.0	57.7
Lower quartile	89.3	107.1	95.6	56.6	71.0	67.5
Median	108.2	133.2	119.4	66.9	86.4	82.7
Upper quartile	132.6	164.6	148.9	81.3	109.2	104.8
Highest decile	160.7	209.3	186.8	98.0	132.5	129.3
Private sector						
Lowest decile	70.4	76.5	72.1	45.1	47.4	46.5
Lower quartile	84.8	96.4	88.2	52.7	55.0	54.3
Median	103.4	123.3	110.0	63.7	66.0	65.3
Upper quartile	127.2	163.1	139.7	76.7	82.6	80.5
Highest decile	154.6	219.2	180.3	90.8	104.1	99.3
All industries and services						
Lowest decile	71.8	80.3	74.7	45.6	51.4	49.5
Lower quartile	86.3	100.4	90.7	53.8	61.0	58.8
Median	105.0	127.7	113.3	64.7	75.7	72.4
Upper quartile	129.0	163.8	143.4	78.1	96.6	91.2
Highest decile	156.7	215.0	183.1	92.9	122.3	116.7

The level of average earnings in the 1980 survey and changes in average earnings between the 1979 and 1980 surveys will be affected by the timing of pay settlements. The 1980 survey results include the effects of the April 1980 pay settlement for the non-industrial civil service (which this year was not payable until May 7) but do not include the effects of some pay settlements due to be implemented in or before April 1980 such as those for Post Office manipulative grades and teachers. Details on the coverage of recent significant pay settlements in the 1980 survey are given in Parts A and B of the survey report.

Changes in earnings between the 1979 and 1980 surveys will reflect all or part of two annual pay settlements for some groups of employees, especially in the public sector, and the percentage increase should not therefore be identified with the effect of the latest annual pay settlement.

Table 4-1 Percentage distributions of normal basic hours

FULL-TIME MEN, aged 21 and over, and FULL-TIME WOMEN, aged 18 and over, including those who received no pay for the survey pay-period APRIL 1980

Percentage with normal basic hours in the range (24 to 26 means over 24 hours but not over 26 hours)	Full-time men aged 21 and over			Full-time women aged 18 and over		
	Manual	Non-manual	All	Manual	Non-manual	All
24 to 26		1.4	0.5		2.4	1.7
26 to 28		2.4	0.9		3.7	2.6
28 to 30		0.6	0.2		0.6	0.4
30 to 32	0.2	0.2	0.2	2.6	1.2	1.6
32 to 34	0.2	1.3	0.6	5.9	3.4	4.2
34 to 35	1.9	15.3	7.0	6.9	19.2	15.4
35 to 36	0.8	5.0	2.4	1.7	6.6	5.1
36 to 37	3.1	27.5	12.3	4.1	24.8	18.5
37 to 38	9.8	22.9	14.7	9.3	19.1	16.1
38 to 39	3.9	1.3	3.0	4.1	1.0	2.0
39 to 40	74.4	17.7	53.0	63.5	16.9	31.2
40 to 41	0.4	0.3	0.4	0.6	0.3	0.4
41 to 42	1.2	1.7	1.4	0.5	0.3	0.4
42 to 43	1.0	0.3	0.8	0.3	0.1	0.2
43 to 44	0.6	0.4	0.5	0.1	0.1	0.1
44 to 45	1.0	0.5	0.8	0.2	0.1	0.1
45 to 46	0.1	0.1	0.1			
46 to 47	0.1	0.1	0.1			
47 to 48	0.5	0.2	0.4	0.1		0.1
48 to 49						
49 to 50	0.3	0.2	0.3			
Over 50	0.4	0.5	0.5			
Number for whom normal basic hours were reported	52,818	32,054	84,872	11,866	26,932	38,798

Table 4-2 Percentage distribution of overtime hours (see note)

FULL-TIME MEN, aged 21 and over and FULL-TIME WOMEN, aged 18 and over, whose pay for the survey pay-period was not affected by absence APRIL 1980

Percentage with overtime hours in the range (10 to 12 means over 10 hours but not over 12 hours)	Full-time men aged 21 and over			Full-time women aged 18 and over		
	Manual	Non-manual	All	Manual	Non-manual	All
Zero	44.7	78.2	58.3	82.7	88.7	87.0
0 to 1	1.9	2.4	2.1	1.8	3.2	2.8
1 to 2	2.7	2.8	2.7	2.1	2.2	2.2
2 to 3	3.2	2.3	2.8	1.8	1.8	1.8
3 to 4	4.9	2.1	3.8	2.8	1.1	1.6
4 to 5	4.3	1.7	3.3	1.7	0.7	1.0
5 to 6	3.2	1.4	2.5	1.0	0.5	0.6
6 to 8	8.3	2.5	5.9	2.1	0.7	1.1
8 to 10	6.3	1.9	4.5	1.3	0.4	0.6
10 to 12	4.3	1.2	3.1	0.7	0.2	0.4
12 to 14		0.8	0.5		0.2	0.3
14 to 15		0.4	0.3		0.0	0.1
15 to 16		0.3	0.3		0.1	0.1
16 to 18		0.4	1.4		0.1	0.1
18 to 20	1.8	0.3	1.2	0.2	0.0	0.1
20 to 22	1.1	0.2	0.8	0.1	0.1	0.1
22 to 24	1.0	0.2	0.7	0.1	0.0	0.0
Over 24	3.2	0.7	2.2	0.3	0.1	0.2
Number of employees included	44,788	30,694	75,482	9,487	25,327	34,814

Note: These are the actual hours of overtime work for which overtime earnings were paid. If, for example, four hours were paid at "time and a half" the relevant number is four not six.

Table 5 Averages, quantiles and percentage distributions of gross weekly earnings: including and excluding the effects of overtime pay

FULL-TIME MEN, aged 21 and over and FULL-TIME WOMEN, aged 18 and over, whose pay for the survey pay-period was not affected by absence APRIL 1980

Percentage with weekly earnings	Including overtime pay						Excluding overtime pay					
	Full-time men aged 21 and over			Full-time women aged 18 and over			Full-time men aged 21 and over			Full-time women aged 18 and over		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Under £40	0.2	0.2	0.2	4.1	1.7	2.3	0.3	0.2	0.2	4.3	1.7	2.4
Under £42	0.3	0.2	0.3	6.2	2.6	3.5	0.4	0.3	0.4	6.5	2.7	3.7
Under £45	0.4	0.3	0.4	9.1	4.0	5.3	0.6	0.4	0.5	9.6	4.2	5.6
Under £47	0.5	0.4	0.5	11.9	5.4	7.1	0.7	0.4	0.6	12.7	5.6	7.5
Under £50	0.7	0.5	0.7	17.2	8.2	10.6	1.0	0.6	0.9	18.3	8.5	11.1
Under £52	1.1	0.8	0.9	21.1	10.6	13.4	1.5	0.9	1.2	22.7	11.1	14.1
Under £55	1.5	1.0	1.3	27.9	14.9	18.3	2.2	1.2	1.8	29.8	15.5	19.3
Under £57	1.9	1.3	1.7	32.5	18.1	21.9	2.9	1.5	2.3	34.7	18.8	23.0
Under £60	2.9	1.8	2.4	39.2	23.0	27.3	4.7	2.0	3.5	41.9	23.9	28.7
Under £65	5.0	3.0	4.2	50.8	31.9	36.9	8.8	3.3	6.4	54.2	32.9	38.6
Under £70	8.5	4.6	6.8	61.4	40.5	46.0	15.1	5.3	10.9	65.3	41.7	48.0
Under £75	12.8	6.8	10.2	70.0	48.9	54.5	22.8	8.0	16.4	74.4	50.3	56.7
Under £80	17.6	9.8	14.3	77.5	56.3	61.9	30.6	11.5	22.3	81.6	57.6	63.9
Under £85	23.4	13.0	18.9	83.5	62.9	68.3	39.2	15.2	28.8	87.6	64.3	70.5
Under £90	30.0	16.5	24.1	88.1	68.4	73.7	48.1	19.0	35.5	91.6	69.8	75.6
Under £95	36.6	20.4	29.6	91.1	73.7	78.3	56.5	23.4	42.2	94.2	75.0	80.1
Under £100	43.3	24.6	35.2	93.3	77.5	81.7	63.9	28.2	48.5	96.1	78.6	83.2
Under £110	56.3	33.5	46.4	96.2	84.0	87.2	76.4	37.7	59.7	98.0	84.9	88.3
Under £120	67.3	43.1	56.9	97.7	89.1	91.4	84.9	47.9	69.0	99.0	89.9	92.3
Under £130	75.8	51.8	65.5	98.6	92.5	94.1	90.3	56.9	75.8	99.4	93.1	94.8
Under £140	82.6	60.2	72.9	99.0	95.2	96.2	93.7	64.9	81.3	99.6	95.6	96.7
Under £150	87.5	67.3	78.8	99.3	96.9	97.5	95.9	71.3	85.3	99.7	97.2	97.8
Under £160	91.0	72.9	83.2	99.5	97.8	98.3	97.3	76.3	88.2	99.8	98.0	98.5
Under £170	93.5	77.7	86.7	99.7	98.5	98.8	98.1	80.5	90.5	99.9	98.7	99.0
Under £180	95.3	81.6	89.4	99.8	98.9	99.2	98.7	83.9	92.3	99.9	99.1	99.3
Under £200	97.5	86.9	92.9	99.9	99.3	99.5	99.2	86.5	94.6	99.9	99.4	99.5
Under £220	98.5	90.9	95.2	99.9	99.6	99.7	99.5	91.9	96.2	100.0	99.6	99.7
Under £250	99.2	94.5	97.2	99.9	99.7	99.8	99.7	94.9	97.7	100.0	99.8	99.8
Under £300	99.7	97.4	98.7	100.0	99.9	99.9	99.9	97.6	98.9	100.0	99.9	99.9
Under £400	99.9	99.3	99.7	100.0	100.0	100.0	100.0	99.4	99.7	100.0	100.0	100.0
Mean (£)	111.7	141.3	124.5	68.0	82.7	78.8	95.9	136.4	113.4	65.5	81.7	77.4
Highest decile (£)	156.7	215.0	183.1	92.9	122.3	116.7	129.4	208.1	167.5	87.9	120.4	114.7
Upper quartile (£)	129.0	163.8	143.4	78.1	96.6	91.2	108.6	157.2	128.6	75.4	95.0	89.4
Median (£)	105.0	127.7	113.3	64.7	75.7	72.4	91.0	122.2	101.2	63.2	74.8	71.2
Lower quartile (£)	86.3	100.4	90.7	53.8	61.0	58.8	76.3	96.5	81.9	52.9	60.5	57.9
Lowest decile (£)	71.8	80.3	74.7	45.6	51.4	49.5	66.1	77.6	69.0	45.2	51.0	49.0
—as percentage of corresponding median—												
Highest decile	149.2	168.3	161.6	143.6	161.6	161.3	142.1	170.3	165.5	138.9	160.9	161.1
Upper quartile	122.9	128.2	126.5	120.7	126.6	126.1	119.3	128.7	127.1	119.2	126.9	125.5
Lower quartile	82.2	78.6	80.1	83.1	80.6	81.3	83.9	79.0	81.0	83.7	80.9	81.4
Lowest decile	68.4	62.9	65.9	70.5	67.9	68.4	72.7	63.5	68.1	71.5	68.2	68.9
Standard error of mean (£)	0.3	0.4	0.3	0.3	0.3	0.2	0.3	0.4	0.2	0.3	0.2	0.2
Percentage standard error of mean	0.3	0.3	0.2	0.4	0.3	0.3	0.3	0.3	0.2	0.4	0.3	0.3
Standard error of median (£)	0.2	0.3	0.2	0.2	0.2	0.2	0.1	0.3	0.1	0.2	0.2	0.2
Percentage standard error of median	0.2	0.3	0.2	0.3	0.3	0.2	0.1	0.2	0.1	0.4	0.2	0.2
Number of employees included	46,207	35,145	81,352	9,816	27,271	37,087						

Table 6 Averages, quantiles and percentage distributions of gross hourly earnings: including and excluding the effects of overtime pay and overtime hours

FULL-TIME MEN, aged 21 and over, and FULL-TIME WOMEN, aged 18 and over, whose pay for the survey pay-period was not affected by absence APRIL 1980

Percentage with hourly earnings	Including overtime pay and overtime hours						Excluding overtime pay and overtime hours					
	Full-time men aged 21 and over			Full-time women aged 18 and over			Full-time men aged 21 and over			Full-time women aged 18 and over		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Under 100p	0.2	0.1	0.2	2.2	0.9	1.2	0.2	0.1	0.2	2.3	0.9	1.3
Under 110p	0.3	0.2	0.3	4.6	1.9	2.6	0.4	0.2	0.3	4.7	1.9	2.7
Under 120p	0.6	0.4	0.5	8.6	3.6	4.9	0.7	0.4	0.6	8.9	3.6	5.1
Under 130p	1.1	0.7	0.9	15.1	7.0	9.2	1.3	0.7	1.1	15.6	7.0	9.4
Under 140p	2.1	1.1	1.7	24.8	11.5	15.1	2.5	1.1	1.9	25.4	11.7	15.4
Under 150p	3.7	1.6	2.9	34.8	17.3	22.1	4.6	1.7	3.4	35.7	17.6	22.5
Under 160p	6.3	2.5	4.7	45.1	23.4	29.3	8.0	2.5	5.8	46.1	23.6	29.8
Under 170p	10.0	3.4	7.3	54.7	30.1	36.8	12.6	3.5	8.9	55.7	30.3	37.2
Under 180p	14.7	4.6	10.6	63.8	36.6	44.0	18.0	4.9	12.7	64.8	36.8	44.4
Under 190p	20.1	6.4	14.5	71.4	42.9	50.7	24.0	6.8	17.0	72.5	43.2	51.2
Under 200p	25.9	8.5	18.8	78.1	49.3	57.2	30.3	8.9	21.6	78.9	49.7	57.6
Under 210p	32.5	10.9	23.7	83.9	55.2	63.0	37.1	11.5	26.7	84.7	55.5	63.4
Under 220p	39.4	13.6	28.9	87.8	60.3	67.8	43.7	14.3	31.7	88.5	60.6	68.2
Under 230p	46.4	16.4	34.2	91.2	64.7	72.0	50.6	17.1	37.0	91.8	65.1	72.4
Under 240p	53.5	19.5	39.7	93.5	68.6	75.3	57.5	20.3	42.3	93.9	68.8	75.6
Under 250p	59.8	22.6	44.7	95.2	72.5	78.7	63.1	23.4	47.0	95.5	72.8	79.0

Table 6 Average, quantiles and percentage distributions of gross hourly earnings: including and excluding the effects of overtime pay and overtime hours (continued)

FULL-TIME MEN, aged 21 and over, and FULL-TIME WOMEN, aged 18 and over, whose pay for the survey pay-period was not affected by absence APRIL 1980

Percentage with hourly earnings	Including overtime pay and overtime hours						Excluding overtime pay and overtime hours					
	Full-time men aged 21 and over			Full-time women aged 18 and over			Full-time men aged 21 and over			Full-time women aged 18 and over		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Under 260p	65.8	26.1	49.6	96.4	75.5	81.2	68.9	26.9	51.8	96.5	75.7	81.4
Under 280p	75.5	32.9	58.2	97.9	80.1	85.0	77.7	33.8	59.8	98.0	80.2	85.1
Under 300p	82.8	39.5	65.2	98.7	83.8	87.8	84.2	40.4	66.4	98.9	83.9	87.9
Under 320p	88.0	46.8	71.2	99.1	86.9	90.2	88.8	47.6	72.1	99.1	87.0	90.3
Under 340p	91.6	53.1	75.9	99.3	89.3	92.0	92.1	54.0	76.6	99.4	89.3	92.1
Under 360p	93.9	59.4	79.9	99.6	91.4	93.6	94.2	60.2	80.4	99.5	91.4	93.6
Under 380p	95.7	64.7	83.1	99.7	92.9	94.7	95.9	65.2	83.4	99.7	92.9	94.8
Under 400p	96.9	68.9	85.5	99.7	94.2	95.7	97.0	69.3	85.7	99.7	94.2	95.7
Under 450p	98.6	78.0	90.2	99.9	96.8	97.7	98.5	78.2	90.3	99.8	96.8	97.7
Under 500p	99.3	84.3	93.2	99.9	98.4	98.8	99.2	84.4	93.2	99.9	98.4	98.8
Under 550p	99.6	88.9	95.3	99.9	99.1	99.3	99.5	88.9	95.2	99.9	99.1	99.3
Under 600p	99.8	92.1	96.6	100.0	99.4	99.6	99.7	92.1	96.6	100.0	99.4	99.6
Under 700p	99.9	95.7	98.2	100.0	99.8	99.9	99.9	95.7	98.2	100.0	99.8	99.9
Under 800p	99.9	97.5	99.0	100.0	99.9	99.9	99.9	97.5	99.0	100.0	99.9	99.9
Mean (p)	245.8	360.8	288.2	172.1	221.2	207.0	240.5	361.3	287.6	170.4	220.7	206.4
Highest decile (p)	330.5	568.1	447.8	226.3	345.9	317.7	326.5	567.5	447.2	224.6	345.4	317.0
Upper quartile (p)	278.8	432.3	335.7	194.8	258.3	238.9	273.5	431.0	332.6	193.6	257.6	237.9
Median (p)	234.8	330.2	260.8	165.1	201.2	188.9	229.0	327.6	256.2	164.2	200.6	188.1
Lower quartile (p)	198.5	256.8	212.5	140.2	162.4	153.7	191.7	254.4	206.3	139.6	162.1	153.2
Lowest decile (p)	170.1	206.2	178.4	122.5	137.2	131.5	165.4	204.0	173.2	121.8	137.0	131.1
—as percentage of corresponding median—												

Table 7 Dispersion of gross weekly earnings: 1970 to 1980 (continued)

FULL-TIME MEN, aged 21 and over, and FULL-TIME WOMEN, aged 18 and over, whose pay for the survey pay-period was not affected by absence

	As percentage of the corresponding median										
	Lowest decile	Lower quartile	Median	Upper quartile	Highest decile	Mean	Lowest decile	Lower quartile	Upper quartile	Highest decile	Mean
	£	£	£	£	£	£					
Manual women											
1970	8.8	10.6	12.8	15.4	18.5	13.4	69.0	83.0	120.1	144.8	104.5
1971	10.2	12.2	14.6	17.6	20.9	15.3	70.2	83.6	120.4	143.0	104.6
1972	11.3	13.5	16.4	19.9	23.9	17.1	68.9	82.5	121.6	145.9	104.6
1973	13.1	15.7	18.9	22.9	27.3	19.7	69.2	82.8	121.4	144.4	104.3
1974	15.7	18.8	22.7	27.2	32.5	23.6	69.1	83.0	119.8	143.4	103.8
1975	21.2	25.8	31.0	37.1	43.8	32.1	68.4	83.3	119.6	141.4	103.6
1976	26.0	31.7	38.4	45.9	53.9	39.4	67.8	82.6	119.6	140.6	102.8
1977	29.9	35.5	42.6	50.3	58.7	43.7	70.3	83.3	118.3	137.8	102.6
1978	33.7	39.6	47.6	57.0	67.1	49.4	70.8	83.2	119.6	140.9	103.6
1979	37.5	44.1	53.3	63.7	74.9	55.2	70.4	82.8	119.5	140.6	103.4
1980	45.6	53.8	64.7	78.1	92.9	68.0	70.5	83.1	120.7	143.6	105.1
Non-manual women											
1970	10.2	12.4	15.9	20.6	27.6	17.8	64.2	78.3	129.4	173.7	111.8
1971	11.7	14.2	18.0	23.1	30.6	19.8	65.0	78.8	128.2	169.9	109.8
1972	12.9	15.8	20.1	26.0	34.4	22.2	64.0	78.2	129.1	170.9	110.2
1973	14.6	17.7	22.3	28.7	37.8	24.7	65.6	79.2	129.0	169.5	110.8
1974	17.4	20.7	26.1	33.4	42.3	28.6	66.5	79.4	127.9	162.0	109.4
1975	23.9	28.8	35.9	45.7	61.6	39.6	66.5	80.3	127.2	171.5	110.2
1976	28.8	35.3	44.2	56.9	76.4	48.8	65.1	79.9	128.6	172.9	110.5
1977	33.5	40.2	49.2	62.4	81.4	53.8	68.1	81.7	126.8	165.6	109.3
1978	37.1	44.2	53.9	68.7	88.8	59.1	68.8	81.9	127.4	164.7	109.6
1979	42.3	49.7	60.8	76.9	97.8	65.0	69.5	81.8	126.4	160.7	108.4
1980	51.4	61.0	75.7	96.6	122.3	82.7	67.9	80.6	127.6	161.6	109.3
All women											
1970	9.7	11.6	14.6	18.8	24.8	16.3	66.4	79.8	129.3	170.4	111.8
1971	11.0	13.3	16.6	21.1	27.5	18.3	66.6	80.2	127.3	165.8	110.2
1972	12.2	14.8	18.6	23.9	31.1	20.5	65.6	79.6	128.6	167.1	110.4
1973	14.1	16.9	20.9	26.7	34.4	23.1	67.4	80.7	127.6	164.7	110.4
1974	16.8	20.0	24.7	31.3	39.4	26.9	67.7	81.0	126.4	159.1	108.9
1975	23.0	27.8	34.1	42.7	56.2	37.4	67.4	81.5	125.2	164.5	109.6
1976	28.0	34.0	42.4	53.3	70.3	46.2	66.1	80.2	125.9	165.9	109.0
1977	32.2	38.6	46.9	58.5	76.1	51.0	68.6	82.1	124.7	162.1	108.6
1978	35.8	42.6	51.8	65.0	83.6	56.4	69.1	82.2	125.3	161.4	108.8
1979	40.6	47.9	58.4	72.8	92.6	63.0	69.4	82.1	124.7	159.6	107.9
1980	49.5	58.8	72.4	91.2	116.7	78.8	68.4	81.3	126.1	161.3	108.9

Notes: 1 From 1974, age has been measured in completed years at January 1, not, as previously, at the time of the survey.
2 From 1975, the survey has covered only employees who are members of PAYE schemes for tax/national insurance purposes.

Table 8 Dispersion of gross hourly earnings: 1970 to 1980 (continued)

FULL-TIME MEN, aged 21 and over, and FULL-TIME WOMEN, aged 18 and over*

	As percentage of the corresponding median										
	Lowest decile	Lower quartile	Median	Upper quartile	Highest decile	Mean	Lowest decile	Lower quartile	Upper quartile	Highest decile	Mean
	p	p	p	p	p	p					
Manual women											
1970	23.8	27.4	32.1	38.0	45.2	33.6	74.2	85.5	118.5	140.8	104.7
1971	26.9	31.6	36.8	43.6	51.2	38.3	73.3	85.9	118.6	139.2	104.3
1972	29.9	35.4	41.6	49.3	58.6	43.1	71.9	85.3	118.7	141.1	103.8
1972	29.6	35.4	41.4	49.2	58.4	43.0	71.6	85.5	118.9	141.2	104.0
1973	34.6	40.8	48.0	56.6	66.3	49.6	71.2	85.1	118.0	138.2	103.5
1974	41.3	49.2	57.5	67.4	78.6	59.3	71.7	85.6	117.2	136.7	103.1
1975	56.1	67.7	79.6	93.3	108.0	81.6	70.5	85.1	117.3	135.8	102.6
1976	70.1	84.0	98.6	115.3	132.7	100.7	71.1	85.2	117.0	134.5	102.1
1977	79.7	94.8	108.9	125.7	143.7	111.2	73.2	87.0	115.4	131.9	102.1
1978	90.1	105.4	121.4	141.8	163.3	125.3	74.2	86.8	116.8	134.5	103.2
1979	102.1	116.4	135.2	158.4	182.8	139.9	75.5	86.1	117.1	135.3	103.5
1980	122.5	140.2	165.1	194.8	226.3	172.1	74.2	84.9	118.0	137.0	104.2
Non-manual women											
1970	26.3	32.7	42.2	55.8	78.3	47.6	62.3	77.5	132.2	185.6	112.8
1971	30.4	37.2	47.6	63.1	86.1	53.0	63.9	78.1	132.6	181.0	111.3
1972	33.6	41.4	53.6	71.4	98.5	59.8	62.7	77.2	133.4	183.8	111.6
1972	33.7	41.5	53.7	71.6	98.6	59.9	62.7	77.3	133.3	183.6	111.6
1973	38.2	46.5	59.0	77.6	108.3	66.2	64.7	78.9	131.5	183.6	112.2
1974	45.7	55.0	70.0	89.8	121.7	76.9	65.3	78.6	128.2	173.8	109.8
1975	63.8	77.0	95.2	122.1	173.2	106.1	67.1	80.9	128.2	181.9	111.4
1976	76.4	94.6	118.1	152.2	220.5	132.0	64.7	80.1	128.9	186.7	111.8
1977	89.0	106.4	130.2	164.9	226.7	143.8	68.3	81.7	129.7	174.1	110.4
1978	98.6	117.0	142.8	181.9	249.3	158.1	69.1	82.0	127.4	174.6	110.7
1979	111.5	132.1	161.2	205.4	277.4	176.8	69.2	81.9	127.4	172.1	109.7
1980	137.2	162.4	201.2	258.3	345.9	221.2	68.2	80.7	128.4	172.0	110.0
All women											
1970	25.1	29.6	36.9	48.2	66.0	42.0	68.0	80.2	130.4	178.6	113.7
1971	28.7	34.0	42.3	54.9	74.1	47.4	67.9	80.4	129.8	175.2	112.0
1972	31.8	38.1	47.4	62.4	84.6	53.5	67.1	80.3	131.6	178.4	112.8
1972	31.9	38.3	47.9	63.3	86.2	54.0	66.6	79.9	132.0	179.9	112.7
1973	36.7	44.0	54.2	69.9	94.6	60.5	67.7	81.1	128.9	174.5	111.6
1974	44.1	52.4	64.2	81.6	106.8	70.8	68.7	81.7	127.2	166.4	110.3
1975	61.1	73.5	89.2	111.9	153.2	98.5	68.5	82.4	125.4	171.7	110.4
1976	74.4	90.2	110.9	139.2	194.5	122.6	67.1	81.4	125.6	175.5	110.6
1977	85.9	101.6	122.5	152.1	203.9	134.0	70.1	83.0	124.1	166.4	109.4
1978	95.7	111.8	135.6	168.9	223.6	148.2	70.5	82.5	124.5	164.9	109.3
1979	108.4	125.8	152.2	189.3	250.9	166.0	71.2	82.6	124.4	164.8	109.1
1980	131.5	153.7	188.9	238.9	317.7	207.0	69.6	81.4	126.5	168.2	109.6

* For each group of employees, the estimates for 1970, 1971 and in the first line for 1972 include employees whose pay for the survey pay-period was affected by absence, the other estimates exclude such employees.
Notes: Refer to notes 1 and 2 to Table 15.

Table 8 Dispersion of gross hourly earnings: 1970 to 1980

FULL-TIME MEN, aged 21 and over, and FULL-TIME WOMEN, aged 18 and over*

	As percentages of the corresponding median										
	Lowest decile	Lower quartile	Median	Upper quartile	Highest decile	Mean	Lowest decile	Lower quartile	Upper quartile	Highest decile	Mean
	p	p	p	p	p	p					
Manual men											
1970	39.4	45.6	54.6	66.5	79.1	57.1	72.3	83.6	121.9	144.9	104.7
1971	44.4	51.1	61.2	74.5	88.6	64.0	72.5	83.5	121.6	144.6	104.5
1972	49.0	56.9	68.6	83.4	99.1	71.4	71.4	83.0	121.6	144.4	104.0
1972	49.1	56.9	68.4	83.0	98.5	71.3	71.8	83.2	121.4	144.0	104.2
1973	56.7	66.1	78.6	94.6	111.5	81.7	72.2	84.1	120.4	141.9	104.0
1974	65.9	76.4	90.1	107.6	126.5	93.5	73.1	84.8	119.5	140.5	103.9
1975	86.4	100.5	118.0	139.7	164.1	122.2	73.2	85.1	118.4	139.0	103.5
1976	112.6	129.8	151.4	178.0	206.4	156.5	74.5	85.7	117.5	136.3	103.4
1977	125.5	143.5	169.1	199.7	233.8	175.5	74.2	84.9	118.1	138.3	103.8
1978	141.7	163.3	193.8	229.1	270.0	201.2	73.1	84.3	118.2	139.3	103.8
1979	170.1	198.5	234.8	278.8	330.5	245.8	72.4	84.5	118.7	140.7	104.7
Non-manual men											
1970	48.3	60.1	79.4	108.7	150.1	90.5	60.8	75.7	136.9	189.1	113.9
1971	53.2	66.4	87.8	119.9	162.1	99.2	60.6	75.6	136.5	184.5	113.0
1972	60.0	74.9	98.3	134.1	181.2	110.5	61.0	76.1	136.4	184.3	112.4
1972	60.2	75.0	98.5	134.3	181.4	110.7	61.1	76.2	136.4	184.2	112.4
1973	66.6	82.9	109.0	146.9	198.1	121.6	61.1	76.0	134.8	181.8	111.6
1974	76.9	95.4	123.6	165.1	221.4	137.9	62.2	77.2	133.6	179.1	111.6
1975	99.1	122.5	158.1	209.6	281.4	174.					

French labour courts and unfair dismissal law

by Sally Van Noorden
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The author, who is writing in a personal capacity, was until recently concerned with policy on British industrial tribunals. In April-May 1980 she visited France and this article is a short study of the French equivalents of industrial tribunals and unfair dismissal law.

At the time I visited France, British industrial tribunals and law on unfair dismissal had been under general attack for two to three years from employers' organisations on the grounds that excessive employment protection was hampering efficiency and discouraging recruitment. Specifically, employers had been complaining that the case law on unfair dismissal puts too much emphasis on "reasonableness"; that they were "guilty until proved innocent" because they had to prove reasonableness in dismissing; that the small employer in particular was expected by the tribunals to follow unnecessarily formal procedures; and that too many frivolous cases were brought.

Criticism of the industrial tribunals had also come from the TUC under the previous Government. They had complained that the tribunals were too legalistic; that cases brought to the tribunals were subject to delay; that too few employees won their cases; that the compensation awarded was not high enough; and that reinstatement was rarely awarded.

One point seemingly agreed by all observers is that the industrial tribunals are no longer providing the cheap, speedy and informal method of judging individual employment disputes which they had been set up to deal with. Lawyers are becoming increasingly common at hearings and case law is constantly growing in complexity. The result is that both the Royal Commission on Legal Services in England and Wales, and the Royal Commission on Legal Services in Scotland have recently recommended that legal aid should be extended to the industrial tribunals.

Comparable institutions

Against this background, it is interesting to look at comparable institutions in Western Europe to examine their current problems and to see whether any comparisons can be made. Most European countries give similar legal protection to individual employees and have had such protection for a long time*. (As Kahn-Freund pointed out, there is much more scope for learning from other countries' individual labour law, which sets standards of employment protection, than from collective labour law, which always has to be seen in the context of the political organisation of a society†.)

The French labour courts are of particular interest because they are of long standing and consist entirely of lay judges. One would have thought, therefore, that they might be less subject to criticism and more successful at avoiding legalism than British industrial tribunals. I found, however, that legalism is as much of a problem in France as it is here; and although French employers do not seem to resent the system in the way that British employers do, the French

have plenty of other problems arising from the fact that their labour courts are the scene of a power struggle between the different unions.

French labour courts

The French labour courts are known as the *conseils de prud'hommes*. They have a long history, dating from the nineteenth century, and were studied by those who recommended the current British system‡. They are composed of lay judges drawn from employers and employees who adjudicate individual employment disputes. Unlike the tripartite British industrial tribunals which are composed of two lay members, one employer and one employee, and a legal chairman whose job is to know the law and conduct the hearing, the French *conseils* are bipartite, consisting only of representatives of employers and employees. Guidance on the law is provided by a legal secretary who is a civil servant.

The *conseils* have two functions: to conciliate complaints if they can; and, if this is not possible, to give judgement. Appeals go to the civil appeal courts.

For some years before 1979, the *conseils* had been criticised on a number of counts and various proposals for reform put forward. The first major cause of concern was that the system of *conseils* had not been extended to all parts of France but covered only 40 per cent of the population and tended to be most developed in the older industrialised areas. The reason for this was that legislation of 1907 provided that new *conseils* had to be set up by Ministerial decrees, for which the consent of local Government, who had to bear the cost, was required. Furthermore, each decree setting up a *conseil* had to specify *sections*, that is, the type of employment covered. If the *conseil* did not have a section covering a particular employee's employment he could not have his case heard by the *conseil*. All the *conseils* had an industrial section (which might be further subdivided into sections for particular industries) but only 75 per cent had a commercial section and only 18 per cent had an agricultural section.

Employees who worked in an area where there was no *conseil* or whose profession was not covered by the sections of the local *conseil* had to go to the civil courts. Altogether,

* Unfair dismissal provisions in Western Europe were discussed by N. Donaldson and S. Creigh in *Employment Gazette*, August 1979.

† O. Kahn-Freund, "On Uses and Misuses of Comparative Law", *The Modern Law Review*, January 1974.

‡ See the remarks in the *Donovan Commission's report*, Cmnd 3623, para 584; also *Labour Courts in Western Europe: a study based on the French disputes councils* by P. L. P. Davies, 1965, in the Department of Employment library. There is a very helpful account of the history of the French labour courts until 1979 in "The French Labour Courts: an Institution in Transition" by B. W. Napier, *Modern Law Review*, May 1979.

it was estimated that six million of the 14 million employees eligible in principle to make complaints to the *conseil* could not do so in practice. (Public servants are not eligible to apply to the *conseils* since they come under the system of French administrative law.)

The second criticism of the *conseils* concerned the election of the lay judges. Unlike industrial tribunal members in Britain, who are appointed by the Secretary of State for Employment after being nominated by employer and employee organisations, French employee and employer *conseillers* are elected. In practice, however, employees' representatives are nominated for election by the various rival trade unions, and employers' representatives are nominated by employers' organisations; the result is that the election is only between rival lists of nominees. Furthermore, before 1979 only a small proportion of those eligible to vote did so.

This was said (as far as employees were concerned) to be due to the conditions which had to be fulfilled before voters could be registered. Before an employee could register as an elector, he had to show that he had worked for at least three years in a profession within the competence of the *conseil* in question and for at least one year within the *conseil's* territorial jurisdiction; he also had to show he was registered on the general electoral lists. Although the system of elections worked badly in practice, the unions had strongly opposed proposals to replace the system of election of *conseillers* by a system of appointment by a local judge on the nomination of employers' organisations and trade unions, on the grounds that the proposal was a threat to democracy.

The third area of dissatisfaction lay in the arrangements for managerial employees (*cadres*), which in practice includes anyone above supervisor level. Before 1979 *cadres* had the choice of going either to the *conseil* or to the local civil court, but their union, the Confédération Générale des Cadres, had demanded that they should have their cases heard before specially constituted *conseils* in which the worker *conseillers* were *cadres*. Not surprisingly the trade unions representing non-managers were opposed to the creation of a separate section for *cadres* but nevertheless the Government did decide in 1979 that it would be right to treat the *cadres* separately.

Areas of criticism

The reform of 1979 was intended to deal with these three areas of criticism. Financial control of the *conseils* was transferred to the State and the 1979 law provided for at least one *conseil* within each area covered by a *tribunal de Grande Instance*, which in practice means within each *Département*. The law also provided that all trades and professions were to be covered by the *conseils*, which in future are all to have five sections, namely, industry, commerce, agriculture, "miscellaneous activities" and management (the *cadres*).

The system of electing the *conseillers* was changed. All employers employing at least one employee and all employees aged 16 and over were eligible to vote in the elections. It became up to employers in the appropriate areas to notify the names of their employees to the authorities. Voters were eligible to vote only in their particular section of the *conseils* either for an employee or for an employer *conseiller* as appropriate. Each employee voted between

lists of names proposed by different unions (or, in a few cases, for a list of independents) and each employer voted between lists proposed by employers' organisations. The selection of the winners, which had previously depended on a simple majority vote for the appropriate union list, was changed so as to be determined by the proportion of the votes cast for each list.

In the past elections had been held every three years, when half of the *conseillers* had been elected for six years. The plan was that this time half of those elected in 1979 should be chosen by lot to retire after three years, but at the time of my visit the Government was said (according to the press) to be having second thoughts about retiring half of the *conseillers* mid-term. The reason for the Government's hesitation on this point is that they are anxious to avoid the *conseils'* being dominated by the communist trade union, the Confédération Générale du Travail (see below).

Aroused interest

The elections held on December 12, 1979, under the reformed system, aroused much more interest than had been expected. Twelve million employees and 900,000 employers registered as voters in order to choose 15,000 *conseillers* out of 45,000 candidates. The elections were seen as a test of how much support the various trade unions had among employees in the private sector. There had not been such a direct test of support since 1962, when social security administration councils were similarly elected. Since only 25 per cent of employees are union members in France, the non-union employees largely determined the size of the employees' turn-out, which was 64 per cent, and the distribution of votes.

The communist-led Confédération Générale du Travail (CGT), which held 70 per cent of seats in the old *conseils* under the system of majority vote, gained only 40 per cent of the seats under the new system of selecting the winners according to the proportion of votes cast for each union list. The left-wing Confédération Française Démocratique du Travail obtained 23 per cent of the seats, which was expected, while the centrist Force Ouvrière obtained 17 per cent of the seats, which was far more than they expected. The Alliance pour les Libertés Syndicales (Gaullist) obtained three per cent of the seats and the Confédération Française des Travailleurs Chrétiens obtained seven per cent. The Confédération Générale des Cadres, which represents managers, obtained five per cent of the total vote and 35 per cent of the votes in the managers' section. The remaining votes were taken by minor unions and independents.

Turn-out

On the employers' side, there was a 54 per cent turn-out. The vast majority of seats were taken by the main employer's association (Conseil National du Patronat Français) but a few in the "miscellaneous" sections were held by the professional and small employers' associations (the Union Nationale des Associations de Professions Libérales and the Syndicat National de la Petite et Moyenne Industrie).

The reform also provided for the payment of *conseillers*; the protection of *conseillers* against dismissal from their normal employment, which in future will have to be authorised by the local *bureau de jugement* of the *conseil* presided over by a professional magistrate; and statutory

time off for *conseillers* to be trained by the State. This last point is important because previously the *conseillers* had been trained by the unions and employers' associations and the Government is anxious to take over control of training.

The Ministry of Justice are proposing that the training of *conseillers* will be the responsibility of the local professional magistrate, who will organise courses with the help of academics; but the unions are pressing for broader-based industrial relations training and the matter has yet to be resolved. The Government would like to transfer the responsibility for writing the decisions of the *conseils* from the legal secretaries to the *conseillers* themselves; but how this will work out in practice remains to be seen*.

When I was in France in May 1980, the whole system of the *conseils* had virtually stopped because it had been suspended during the elections and since then Government officials had been busy implementing the reform. Since the *conseils* are being greatly expanded, as explained above, it has been necessary to find additional premises, furniture and staff; and furthermore all the newly-elected *conseillers* have had to organise themselves, that is, to elect a president from one of their number for each *conseil* and to discuss the practical arrangements of organising conciliation and hearings. Hearings had not yet got going in the Paris area, but conciliation sessions were being held and I was allowed to sit in on one of these which I describe below.

Wider jurisdiction

The *conseils* have a much wider jurisdiction than the British industrial tribunals. They deal with all disputes concerning individuals arising from a contract of service. In practice, they tend to comment also on collective agreements. This is because unions may be joined as parties so that disputes concerning individuals can be used as test cases to establish general principles for a group. Disputes about termination of employment are the most common, but this does not necessarily mean that a complaint of unfair dismissal is being made; people often bring a complaint under several heads when they are dismissed from their jobs, demanding, for example, accrued holiday, notice and severance pay. (Severance pay is discussed later.) Employers may also initiate complaints against their employees for breach of contract but in practice very few do so.

There are said to be 100,000 applications to the *conseils* a year and officials said they had the impression that in the majority of cases the employee won something simply because employers found it impossible to observe all the necessary procedures required in the way of payments and notice required on dismissal. (There are no statistics at present on the outcomes of cases.) The complexities of the law are explained further below.

As already mentioned, attempts are made first to settle complaints by conciliation. Conciliation is provided by two *conseillers* sitting in private. I was allowed to sit in on a conciliation session and I was interested to hear informal discussion about the merits of a case. The parties and their lawyers (who were in full legal dress consisting of black robes and white cravats) sat round the table with two *conseillers*, one employer, one employee (who incidentally each wear a medal on a red, white and blue ribbon when they are engaged on official duties), and the legal secretary. The dispute was over the lack of notification of dismissal

given to an employee who had found himself a new job just before the entire workforce was made redundant owing to a takeover.

Essential evidence

The facts of the case were explained and the *conseillers* asked to see essential evidence such as pay slips. The *conseillers* explained the law and the employer's legal representative admitted that the company had been technically in the wrong while pleading that in fact that all the employees knew they would have to lose their jobs. He then offered the employee slightly less compensation than the employee had demanded and the *conseillers* sent the parties away so that the employee could think about the offer. (It should be explained that applicants when they bring their case demand a specific sum by way of compensation, which of course will be above the legal minimum.) Most of the civil servants to whom I spoke thought that the conciliation procedure worked well; although statistics from the Ministry of Justice show that over the last ten years the proportion of cases settled at conciliation has never been higher than 15-20 per cent and the number of these cases is decreasing.

Cases which are not settled at conciliation, or are not at some stage withdrawn, go forward to a judicial hearing. The case may be investigated before the full hearing by two *conseillers*, one employer and one employee, specially appointed as investigators, who make inquiries at the place of work (thus easing, it is said, the burden of proof for the employee) and whose recommendations may be accepted by the full *conseil*, which consists of two employer and two employee representatives, without a formal hearing. The investigatory process was said to be used only for particularly complicated cases (about one per cent of the total) where the full *conseil* might have spent a very long time establishing the facts.

Much delay

There is much delay in the system, made worse than ever at the time of my visit by the backlog of work caused by the reform. (The employee whose case I saw conciliated had been dismissed in October and was having his case dealt with in May.) I was told that before the reform people often had to wait well over a year for a judicial hearing and for some tribunals the wait was about two years. It is hoped that the delays will be cut once all the new *conseils* are functioning.

A new procedure is also about to be introduced whereby parties who believe their case to be urgent can apply to have it dealt with immediately by duty *conseillers* who will be on call on certain days. The administrators of the *conseils* were apprehensive that they would be swamped with so-called urgent cases and the view was expressed that it would be better to encourage people to accept conciliated settlements. It remains to be seen how the new system works.

If the four *conseillers* who hear the case cannot agree, they may call in the local professional magistrate to provide a casting vote; this is said to be rare. (When I expressed surprise at the unanimity, one of the civil servants in the Ministry of Justice told me that an Italian had come to see the French system and had alleged it would never do for

* On the details of the law of 1979, see *Les Nouveaux Conseils de prud'hommes* by Roland Le Roux Cocheril, Paris, editions Sirey, 1980.

Italy because there employers and employees could never agree!)

One might have thought this lack of recourse to the professionals meant that the lay judges were coping well, with the help of the legal secretary. Most of the civil servants I spoke to, however, were concerned that the development of case-law was getting too much for lay judges. As already mentioned, the Government intend to put the responsibility for writing decisions onto the *conseillers* rather than their legal secretaries (although in practice it is expected that the secretaries will still make a large contribution). But many administrators felt that a system like the British one which consisted of a mixture of professional and lay judges would really be better for France. It will be interesting to see whether this idea ever gets off the ground; there would presumably be a great deal of opposition to it from the unions.

Legal aid is available in France for cases coming to the *conseils*. Legal representation is said to be the norm among employers but not quite so common among employees. The applicants have a tendency to come from small non-unionised enterprises which do not have the bureaucracy to cope with procedures and are not likely to settle complaints by discussion with the unions.

Law on dismissal

Since 1945, employers who wish to dismiss employees on grounds of redundancy have had to seek prior approval from the Ministry of Labour, but the law protecting employees from dismissal on grounds other than redundancy was introduced only in 1973. This law provides for detailed notification and notice procedures, which must be followed in all cases except dismissals of employees who have less than one year's service or who work for employers employing ten people or fewer.

Before implementing a dismissal, the employer must invite the employee, together with any fellow employee he may choose to bring to a meeting, to discuss the proposed action. If after such a meeting the employer decides to proceed with the dismissal, he must notify the employee by registered letter at least 24 hours after the meeting. The employee, on receipt of the dismissal notice, may respond within ten days, also by registered letter, asking for the reasons for the dismissal to be put in writing. The employer has to comply with this request within ten days of its being received and failure to observe the statutory notification procedures may render an employer liable to pay compensation of at least one month's pay. In addition the employer must give the statutory notice, which is one month's notice for employees with at least six months' and less than two years' service, and two months for employees with two years' service and over.

Employees who are *délégués du personnel* (that is, elected shopfloor members of the works council) and *délégués syndicaux* (that is, shop stewards who conduct collective bargaining) have special protection against dismissal. An employer who wishes to dismiss a *délégué du personnel* must consult the *comité d'entreprise* (works council) if there is one. If there is no committee, or if the committee refuses its agreement, the employer has to seek authority for the dismissal from the Ministry of Labour. In the case of a *délégué syndical* the employer has to seek authority from the Ministry of Labour to dismiss.

French law recognises three basic types of reason justify-

ing dismissal. The first reason, dismissal for flagrant misconduct (*faute lourde*), corresponds to the British notion of summary dismissal and means that the employee concerned loses rights to severance and holiday pay. The second reason, dismissal for gross misconduct (*faute grave*), also justifies summary dismissal but results only in the employee's loss of rights to severance pay, holiday pay still being payable. The third reason, dismissal for a real and serious reason (*cause réelle et sérieuse*), is sufficient to justify dismissal, though with due notice, and leaves the employee's rights to severance, notice and holiday pay intact. Dismissal for a minor reason (*faute légère*) will not be sufficient to justify dismissal. The justification for dismissal is therefore very much a matter of degree, and, as in Britain, case law has established important guidelines.

Conduct which the courts have held to justify summary dismissal has included theft, fighting, insult to supervisors and serious breach of professional obligations. The distinction between "flagrant" and "gross" is a matter of degree in the particular circumstances, but the distinguishing criterion of both these categories is that the contractual relationship is rendered impossible.

The category which comes closest to the British concept of a fair reason for dismissal is that of the "real and serious" reason. "Real" means a reason whose accuracy can be demonstrated and "serious" means a reason of such gravity that it is difficult to continue the employment relationship. This differs only in degree from gross misconduct and according to commentaries on case law the distinction cannot always be drawn readily. A series of minor incidents taken together may constitute a serious reason.

According to French commentary on case law, the courts readily admit the existence of a real and serious reason and therefore the employer's freedom to dismiss is not as circumscribed as it might seem. For example, it has been held that the disappearance of mutual confidence between employer and employee constitutes a real and serious reason, even if the employer had no other grounds for complaint. An employee dismissed for a real and serious reason is still entitled to severance pay and one legal commentator has complained that the courts are too ready to allow a real and serious reason, thus granting the employee severance pay but exonerating the employer from blame*.

Explanation

The severance pay arrangements need explanation. Since 1968, French law has provided that collective agreements must contain some provision for severance pay for employees dismissed after two years' service. The minimum severance pay is one-tenth of a month's salary for each year of service, but most collective agreements have better terms. This means that an employee dismissed for any reason receives severance pay unless, as explained above, he is judged to have been found guilty of flagrant or gross misconduct. I was told that in practice very few employees lose their severance pay.

As in Britain, case law has developed on such important aspects as the dismissal of employees who are on fixed-term contracts; are ill or handicapped; or are of retirement age. In general, the results of case law in these areas are similar

* J. Pélissier, *Droit Social*, 1977, p. 22. Information about the law and case law on dismissal is available in various issues of *European Industrial Relations Review*, London, Eclipse Publications; and Lyon-Caen and Pélissier, *Les Grands Arrêts du Droit de travail*, Paris, editions Sirey (various editions).

to those in Britain, even if the route by which the results are reached is slightly different. For example, according to the law in France employees are *not* considered to be dismissed at the expiry of a fixed-term contract, but the courts have held that a series of fixed-term contracts does count as permanent employment except in very limited circumstances. Dismissal of ill or handicapped people will be considered unfair unless the employer has made a thorough enquiry into their capabilities and considered whether he can offer alternative employment. Dismissal of people over the contractual retiring age will not be unfair provided that this is laid down in the appropriate collective agreement.

Where the employer is found not to have had a *cause réelle et sérieuse* for dismissal, that is to have dismissed for *faute légère* or no *faute* at all, the employee is unfairly dismissed. If the employee has over two years' service and works for an employer employing more than ten people, he is entitled to at least six months' pay by way of compensation. If the employee has suffered serious hardship or the employer's behaviour is particularly reprehensible he may demand that the court award more. According to French legal comment, however, most courts award only the minimum six months' pay. For someone on the national minimum wage at May 1980, six months' pay would be 12,000 francs; the average British compensation of £400 would be only one-third of that.

Where an employee does not fulfil the criteria mentioned above, he is entitled to damages for wrongful dismissal to compensate him for hardship suffered. This is wider than damages for breach of contract and it is up to the employee to demand a suitable amount.

Awards are payable with interest; this compensates for the delays mentioned above.

For most complainants, the courts may recommend but not order reinstatement and this remedy is rare. The courts do have the power to order reinstatement for *délégués syndicaux* and *délégués du personnel* and refusal to comply is an offence which lays the employer open to a fine or imprisonment or both. Generally, however, reinstatement is not insisted upon in these cases because it is assumed that the employment relationship has broken down irretrievably.

Comment

It was obvious that the *conseils de prud'hommes* were going through a testing time. Officials were clearly concerned about the effect of the December 1979 elections (although to the extent that the CGT now has fewer seats, the Government are relieved) and were expecting the unions to put up a fight over the new training arrangements. Legalism is as much of a problem in France as in Britain and there seem to be no moves on the part of Government officials to try to reduce it; on the contrary, all the planners assume that the lawyers and the case law must be part of the system. (A small example of this is that the new Paris *conseil* is situated near the law courts, despite original plans to have three smaller *conseils* in different locations, because the lawyers insisted that they must be able to get to their clients quickly.) The general feeling was that conciliation was what the *conseils de prud'hommes* were best at but that it was becoming more difficult to operate a judicial system with lay judges.

As regards the effect of the law on dismissal, it seemed that people are better off, if dismissed, than their British

counterparts, because they are entitled to severance pay and because if they are not given due notification or are unfairly dismissed they receive higher compensation than in Britain. As I have already mentioned, the impression given by legal comment is that the courts are very ready to allow the employer a *cause réelle et sérieuse* and that therefore an employee is likely to win an unfair dismissal case only if he can contest the accuracy of the reason alleged for dismissal.

(For example, I was shown the papers of a case where the employer had alleged that the employee was falsifying time-sheets but had been quite unable to prove the allegation when it came to the point.) The Ministry of Justice is just about to introduce a system of judicial statistics so that in future there will be information on the outcome of cases. It will be most interesting to study the results in a year or two.

Anyone familiar with the British scene is inclined to ask whether there is a general tenor of criticism from employers similar to that made of the British industrial tribunals over the past two to three years. There did not seem to be sustained general complaints from employers to the effect that the law on dismissal is too much of a burden, though an official from the *Commissariat au Plan* did say to me that dismissal law added to small employers' difficulties. Small firms employing ten employees or fewer already enjoy partial exemption but there was no pressure for this to be extended to larger firms.

It is natural to ask whether there is anything in the French system which is better than ours and from which we could learn. While each country has to be seen in its own context, and therefore any comparisons must be made with caution, there are two aspects of the French arrangements of particular interest to the British observer now.

First, as I have already mentioned, the absence of legal judges in the *conseils des prud'hommes* does not mean that legalism is less of a problem. The French have accepted the need for lawyers to such an extent that they have made legal aid available and have found that even without professional judges it is impossible to avoid the use of lawyers and growth of case law.

Second, it was noticeable that one focal point of aggravation in the British system, namely the emphasis placed by case law on the reasonableness of dismissal procedures, was lacking in France. The reason appears to be that French law covers two separate areas. The first area covers the procedure which must be followed before any dismissal takes effect (the payment of severance pay and the giving of a period of notice and formal notification by meeting and registered letter) while the second area provides the rules for determining the gravity of the employee's fault.

As already explained, an employer can find himself liable to pay compensation for lack of notice and notification without having the stigma of an unfair dismissal finding against him; and, as mentioned, the employee is usually entitled to severance pay even if the employer is held to have had a valid reason for dismissal. This means that the employee generally gains something while the employer is spared the irritation of losing a dismissal case when he had a good reason for dismissal. It is interesting to note that a similar system for Britain has been suggested by two recent commentators*.

* This has been advocated by Incomes Data Services Brief in *The Real Cost of Dismissal*, 1979, and by Samuel Brittan in the *Financial Times*.

SPECIAL FEATURE

Skill shortage indicators

The July results of the DE/MSC quarterly survey of hard-to-fill skilled vacancies are reviewed in this article. It is conducted by local employment offices and Jobcentres and covers three categories of notified vacancies (see below)

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

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

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

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

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

Local office returns for the July survey show that the number of qualifying skill shortage vacancies has again fallen sharply across the country (by 47 per cent overall), continuing the downward trend indicated by the April and January figures. The reduction in qualifying vacancies ranged from 66 per cent in Yorkshire and Humberside and the East Midlands, to 32 per cent in Wales.

The returns, which are broadly consistent with other skill

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

	Jul 1979	Oct 1979	Jan 1980	Apr 1980	Jul 1980
No. of vacancies which satisfied criteria for reporting as skill shortages	10,319	10,891	8,443	5,977	3,140
Vacancies reported to be affecting production/expansion as % of all vacancies reported*	18.5	19.5	21	23	23
No. of establishments with skilled vacancies which satisfied skill shortage criteria*	741	735	626	440	245
Establishments where production/expansion affected as % of all establishments reported*	35	31	34	38	45
National ratio of notified vacancies to registered unemployed in 36 skilled engineering occupations (V/U ratio) †	0.63	0.61	0.46	0.32	0.23
No. of engineering occupations with V/U ratio over 1:1 †	8	8	4	0	0

* DE/MSC quarterly survey (see text).
† Quarterly count of registered unemployed and unfilled vacancies by occupation.
Notes: (1) Information taken from the quarterly count of registered unemployed and unfilled notified vacancies relates to March, June, September, December 1979 and March 1980.
(2) The results of research conducted during 1977 showed that probably around a third of all vacancies are notified to the MSC's Employment Service although this varies according to skill and locality. It is estimated that MSC cover about half of all vacancies at skilled manual level.



shortage indicators, suggest a continued diminishing demand for skilled workers as unemployment rises and firms notify fewer skilled vacancies.

The June 1980 count of registered unemployed and unfilled notified vacancies indicated that in 36 selected skilled occupations in the country as a whole, the number of registered unemployed rose from 64,389 in March to 70,263 and vacancies fell from 20,846 to 16,427 (that is, there were more than four registered unemployed people for every unfilled notified vacancy).

The CBI's July survey of industrial trends indicated that the proportion of firms covered by the survey and expecting shortages of skilled labour to constrain output over the next four months had fallen to five per cent, from ten per cent in April and 13 per cent at the beginning of the year. The July figure is the lowest for 20 years.

Summary of July results

In the DE/MSC survey, 3,140 notified vacancies for skilled occupations satisfied the criteria for reporting as skill shortages (table 2).

Vacancies in skilled engineering occupations were reported most frequently as hard-to-fill (table 3 and 4) and those presenting the greatest difficulty were machine tool setter operators and tool makers and tool fitters, which were scarce in most regions. Other occupations reported to be in short supply included coach and vehicle body builders, engineering draughtsmen, maintenance fitters (non-electrical) and sheet metal workers. Shortages in these skills were generally restricted to particular areas and individual regions.

Two hundred and forty-five establishments (235 manufacturing and ten non-manufacturing) were reported as

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

Region	No. of establishments with skilled vacancies which satisfy the criteria for reporting as skill shortages		Category (A): no. of vacancies outstanding 2 months and in establishments with 3 or more vacancies	Category (B): other vacancies reported because affecting production or expansion	Category (C): no. of vacancies outstanding 2 months or more in 10 selected occupations and not included in category A or B	All vacancies reported	% of total vacancies reported which are affecting production/expansion*
	Manu- facturing	Non- manu- facturing					
Northern	7	1	50	—	31	81	—
North West	18	1	126	26	74	226	26.0
Yorks and Humberside	6	1	23	—	53	76	—
East Midlands	34	1	167	14	96	277	31.0
West Midlands	12	—	96	6	140	242	2.4
East Anglia	2	1	5	15	40	60	27.3
South East	114	3	660	29	805	1,494	53.8
South West	24	—	287	12	166	465	42.0
Scotland	9	1	46	3	61	110	2.8
Wales	9	1	70	4	35	109	55.0
All regions	235	10	1,530	109	1,501	3,140	23.0
All	245						

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

LABOUR MARKET DATA

Contents

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

Occupation	North	North West	Yorks and Humber-side	East Midlands	West Midlands	East Anglia	South East	South West	Scotland	Wales	All regions
Machine tool setter operators	1	79	5	45	21	4	202	38	11	5	411
Toolmaker/tool fitter	5	15	1	1	19	—	51	63	1	51	207
Coach vehicle body builders	—	—	—	60	—	—	2	49	5	—	116
Engineering draughtsmen	—	16	—	—	—	—	58	7	—	—	81
Inspectors and testers	—	7	—	3	—	—	59	11	1	—	81
Other centre lathe turners	1	11	—	10	—	1	35	1	5	1	65
Maintenance fitters (non-electrical)	—	2	—	10	13	1	33	1	—	—	58
Electricians (plant and machinery)	2	—	1	9	24	—	17	1	—	—	56
Sheet metal workers	3	2	6	2	3	—	25	8	3	2	54

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

Occupation	Category A: no. of vacancies outstanding 2 months or more and in establishments with 3 or more vacancies	Category B: other vacancies reported because affecting production expansion	Category C: no. of vacancies outstanding 2 months or more and not included in Category A or B	All vacancies reported	Regions in which unfilled vacancies have been most frequently reported as skill shortages
Machine tool setter operators	394	17	465	876	SE, NW, E Midlands
Tool makers/tool fitters	204	3	147	352	S East
Coach and vehicle body builders*	116	—	—	116	E Midlands, South West
Engineering draughtsmen	79	2	95	176	South East
Inspectors and testers*	80	1	—	81	South, South West
Other centre lathe turners	60	5	98	163	SE, E Midlands
Maintenance fitters (non-electrical)	58	1	234	293	South East, W Midlands
Electricians (plant and machinery)	52	4	174	230	West Midlands
Sheet metal workers	45	9	133	187	South East

* These occupations are not included in the 10 selected occupations on which local offices are required to take a statistical count of vacancies in Category C.

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Beginning this month, the presentation of regularly published statistics in *Employment Gazette* has been revised and redesigned to take account of many of the views expressed in the recent readership survey. All tables and charts other than those in special features will now appear in an easy-to-follow 64-page buff section in the centre of each issue. It brings together both the time series and latest month's data on each subject which until now appeared separately. This means that now all the unemployment related figures will be arranged together; all the earnings statistics together, and so on. A table of contents appears on page S1, showing those tables and charts appearing in this issue. Statistics published less frequently will be included in the relevant months, and all tables and statistical articles are still covered by the regular index. The commentary on "Trends in Labour Statistics" introduced in January 1980 will now also regularly form part of the statistics section.

A number of analyses, not published before on a regular basis, are being included in the new section. Among these are tables showing international comparisons of prices, earnings and employment, and some extensions to statistics covering unemployment.

For ease of reference each regular table and chart, will have its own unique number whenever it appears. This will be printed in extra large and bold type making page references within the 64-page section unnecessary. As an added check, however, each month the statistics section will appear on pages S1-S64, though individual tables will not necessarily be on the same page each time.

Definitions of terms used in the statistical presentation will now be published towards the end of the new buff section instead of on the final page of each issue. It is hoped shortly to include a special feature in which the background to the Department's statistical series will be described. Sources, methods, reasons for discontinuities, precise coverage and other details would be covered.

The International Comparisons presented in tables 1.9, 2.18, 5.9 and 6.8 need to be interpreted with caution owing to differences between countries in statistical definitions and methods. Major known differences are indicated in the footnotes to these tables. For some further notes on definitions, coverage and sources, readers are referred to the article "International Comparisons of Labour Statistics" (December 1979, page 1243).

Trends in labour statistics

Summary

The deepening recession is confirmed by figures available for the second quarter. Gross domestic product fell by 2 per cent, following a small fall in the first quarter, as a result of 3 per cent fall in industrial output and a decline in activity in the distributive trades. Consumers' expenditure fell by 3 per cent more than offsetting the first quarter rise. Total investment fell by 2 per cent with manufacturing investment on a downward trend. Destocking though still substantial was smaller in the second quarter.

Industrial and manufacturing production fell further in July and August. Manufacturing output was 11 per cent below its average 1979 level in August.

Sterling M3 rose by $\frac{1}{2}$ - $\frac{3}{4}$ per cent in September, as indicated by the banking figures, following rises of 3 and 5 per cent in August and July respectively. The figures for the last three months have been affected by the unwinding of distortions following the end of the "corset".

The current account of the balance of payments has moved into surplus in the last three months because of declining imports of goods, reflecting the domestic recession, and an improvement in the terms of trade. Sterling rose further in September.

The underlying increase in earnings over the last year edged up to about 22 per cent in August—slightly above the recorded increase (21.6 per cent) as the index for August 1979 was, on balance, inflated by temporary factors. With relatively few employees about to receive "new round" pay settlements in the next few months the underlying rate is expected to show little change, though further temporary influences will probably inflate the recorded increase.

The year on year increase in the RPI fell for the fourth month running to 15.9 per cent in September.

Unemployment rose by 89,000 in September this year. Unfilled vacancies at employment offices fell by 52 per cent between August 1979 and August 1980.

Manufacturing employment dropped again in August by which time it was more than half a million below the mid-1979 level.

Industrial stoppages continued

very low in September and for the third quarter as a whole. Numbers of stoppages were the lowest third quarter figures since the Second World War and working days lost were less than in any year since 1966.

Economic background

Gross domestic product fell by 2 per cent in the second quarter of 1980, following a small fall in the first quarter, as a result of a 3 per cent fall in industrial output and a decline in activity in the distributive trades.

Industrial and manufacturing production fell further in July and August. Manufacturing output was 11 per cent below its average 1979 level.

Destocking was the major contractionary influence in the first half of 1980. Stocks fell by £500 million compared with stockbuilding of £650 million in the second half of 1979. This change from positive to negative stock building amounted to a reduction in demand of £1,150 million or about $1\frac{1}{2}$ per cent of total demand, between the two half years.

Manufacturers' stocks fell by £480 million after an increase of about £130 million in the second half of 1979. However, the fall in manufacturing output more than offset the fall in stock levels and the stock-output ratio rose.

Consumers' expenditure fell by 2½ per cent in the second quarter, completely offsetting the first quarter rise. Real personal disposal income, however, was little changed and the savings ratio rose from 13 per cent to 15 per cent. Retail sales in July and August were slightly below the average second quarter level.

Fixed investment fell by 2 per cent in the second quarter of 1980 following a fall of 2 per cent in the previous quarter. Manufacturing investment (after allowing for assumed growth in assets leased from the service industries) appears to have moved on to a downward trend.

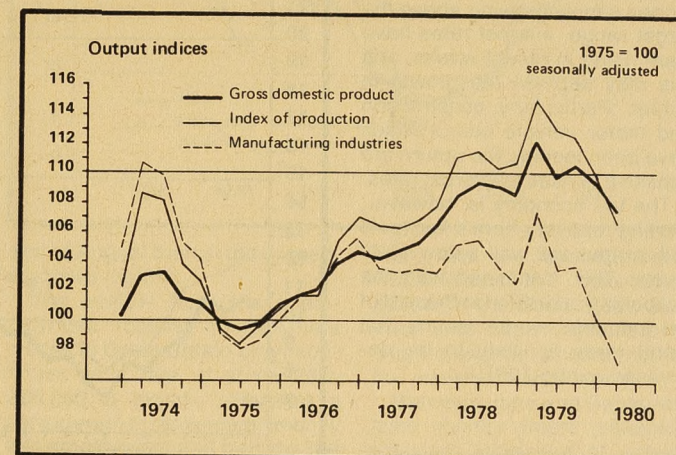
Export and import volumes of goods and services in the second quarter of 1980 were little different from 1979 quarterly averages.

Public expenditure on goods and services was broadly unchanged in the second quarter.

Company liquidations in the second were a record level.

Commentary

Chart 1



Gross trading profits of industrial and commercial companies (excluding stock appreciation, North Sea oil and gas profits and untaxed interest payments to banks*) fell slightly in money terms between the second half of 1979 and the first half of 1980.

The net borrowing requirement of industrial and commercial companies rose to £4.8 billion in the two quarters ending March 1980, compared with £2.3 billion in the previous two quarters. It was financed mainly by borrowing from banks and a large run down of liquid assets.

The public sector borrowing requirement was particularly high at £4.5 billion in the first quarter of the financial year reflecting to some extent the uneven pattern of expenditure and receipts expected during the year.

Money supply on the broad definition, sterling M3, rose by 2.9 per cent in August following a rise of 5 per cent in July. As in July, the rise was substantially inflated by further adjustments following the ending of the "corset". These effects cannot be quantified precisely but it is estimated that the underlying growth rate of sterling M3 both in July and August was 1 to 2 per cent. However the growth in sterling M3 appears to have fallen to between $\frac{1}{2}$ to $\frac{3}{4}$ per cent during September.

The large central government borrowing requirement of just over £2 billion was a major contributor to the increase in sterling M3 in August though it was partly offset by sales of central government debt to the non-bank private sector of £1.2 billion. The underlying growth up to August in bank

lending to the private sector after taking into account a reduction in the level of bank acceptances held outside the banking system and other special factors, remained much as it had been in recent months.

The current account of the balance of payments was in surplus by £554 million in the three months to August, compared with a deficit of £118 million in the previous three months. Most of the improvement was caused by a large turnaround in non-oil visible trade, though oil trade also moved into surplus.

The turnaround in non-oil visible trade resulted from a 2 per cent fall in import volumes, reflecting the domestic recession, and a 3 per cent rise in the prices of our exports relative to those of our imports. Volumes of non-oil export was unchanged.

The current account surpluses of recent months have more than offset the deficits earlier in the year bringing the surplus in the first eight months to £240 million.

The capital account was in surplus by £540 million in the second quarter 1980. This follows a surplus of £1.3 million in the first quarter and represents a continuation of the substantial net inflows that occurred in 1979.

Sterling rose further in September. The effective rate was on average $\frac{1}{2}$ per cent higher than in July and 9 per cent higher than in December last year.

* Untaxed interest payments to banks by industrial and commercial companies are regarded as part of profits rather than operating expenses in the national accounts.

World prospects

As the European industrial countries and Japan move into recession, the United States economy is showing signs of recovery. However, with US inflation still above 10 per cent and the money supply growing above the target range, interest rates have been rising in recent weeks, and this may depress the growth in output. Particularly construction and motor vehicle output which have been leading the upturn are sensitive to rises in interest rates.

The US economy is, however, starting recovery from a low level with output still well below 1979 levels. This, combined with the deepening recession in the rest of the industrial world, means that world trade is likely to be depressed during 1981.

Average earnings

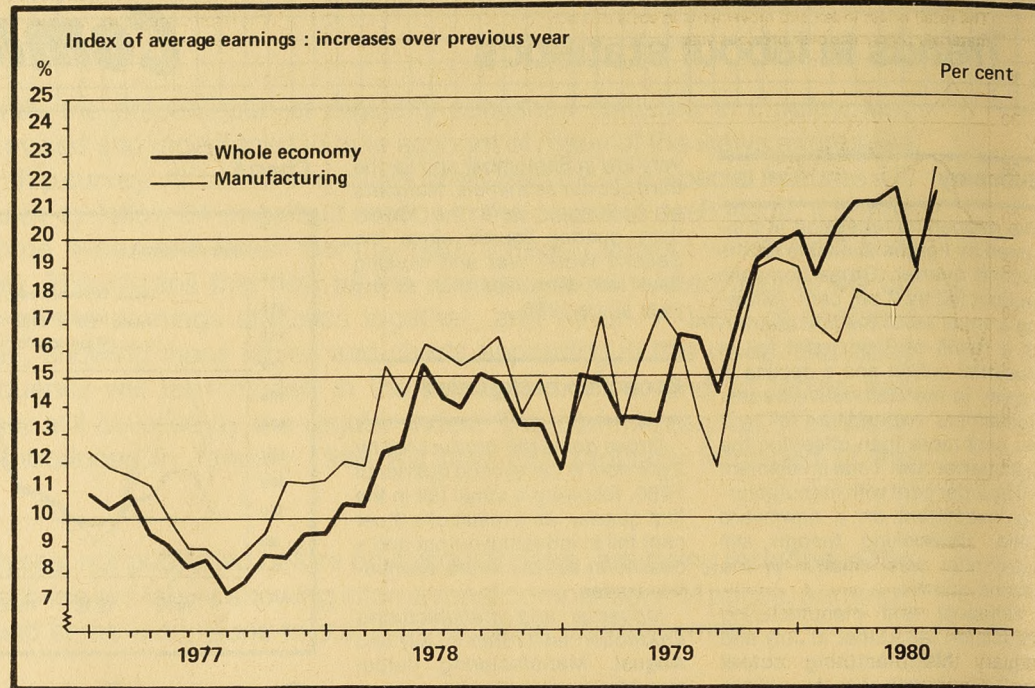
In August very few employees were affected by "new round" pay settlements and the index for that month was mainly a reflection of settlements reached in the previous round. The increase over the last year also includes the effect of phased payments stemming from the 1978-9 pay round, adding about 2 percentage points.

Having fallen back in July because of temporary factors, the year-on-year change in August returned to a level close to that of the second quarter—around 21½ per cent. The actual increase is 21.6 per cent, but this was influenced by some temporary factors operating in August 1979—a large amount of back-pay in the public sector partly offset by a loss of private sector earnings owing to an industrial dispute in engineering. The net effect of temporary factors was to depress the change for the whole economy by about ½ percentage point.

The underlying increase for the year to August, excluding temporary factors, is therefore estimated at about 22 per cent. This is marginally higher than the estimates of about 21½ per cent for the preceding months owing to further implementation of 1979-80 round pay settlements at higher levels than those of the previous year. This underlying change would have been 2-2½ percentage points higher (ie at least 24 per cent) if average earnings had not been held down by the cyclical decrease in overtime and increase in short-time working.

The engineering dispute and

Chart 2



cyclical change in hours worked both have a proportionately greater effect on the manufacturing index than on that for the whole economy. The increase in manufacturing earnings, recorded as 22.4 in the year to August, is about 18½ per cent when adjusted for temporary factors and about 21½ per cent when further adjusted to exclude the effect of lost overtime and short-time hours.

Two annual surveys whose results are published elsewhere in this issue enable earnings changes between 1979 and 1980 to be analysed in greater detail.

The survey of the earnings by occupation of adult male manual workers in engineering and certain other industries in June 1980 shows the extent to which reduced overtime working has caused weekly earnings to increase less than hourly earnings, particularly for less skilled workers, and how the recent tendency for skill differentials to widen marginally has continued in the latest year.

The New Earnings Survey for April 1980 provides a more comprehensive analysis of the earnings of a 1 per cent sample of all employees. The results indicate that in general, the earnings of non-manual workers increased more than those of manuals, women's more than men's, and public sector employees' more than those in the private sector. However, the recent changes are influenced by changes in the timing of pay settlements and need to be considered in relation to trends in earlier years.

Retail prices

The year-on-year increase in the RPI fell, for the fourth month running, to 15.9 per cent in September, compared with 16.3 per cent in August and 16.9 per cent in July.

The monthly rate of increase has eased in recent months. Excluding the temporary effects of seasonal food prices, the increase in September was 0.7 per cent compared with 0.4 per cent in August, 0.8 per cent in July; an average of 0.6 per cent in the third quarter compared with 1.8 per cent in the first quarter of the year. The increase over the six months to September was 7.5 per cent, compared with 8.3 per cent in August.

The recent slowing down in the monthly rate of increase of the RPI has been mainly in the prices of

food and other private sector goods and services, helped by seasonal falls in some food prices. A probable cause has been lower manufacturing and distribution margins, resulting from weaker demand and low import prices.

Housing costs, which are dominated by annual increases in rents and rates in April and by changes from time to time in mortgage interest rates have also been rising slowly in recent months. The rates of increase have been highest recently in the charges made by the nationalised industries.

Whether the year-on-year increase in the RPI falls further this year will depend on whether the month-to-month increases remain below those of last year, which were 1.0, 0.9 and 0.7 per cent respectively in October, November and December. In

Chart 3

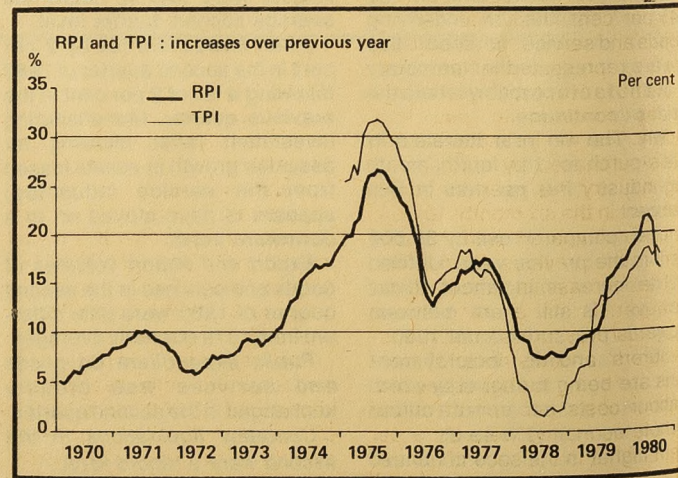
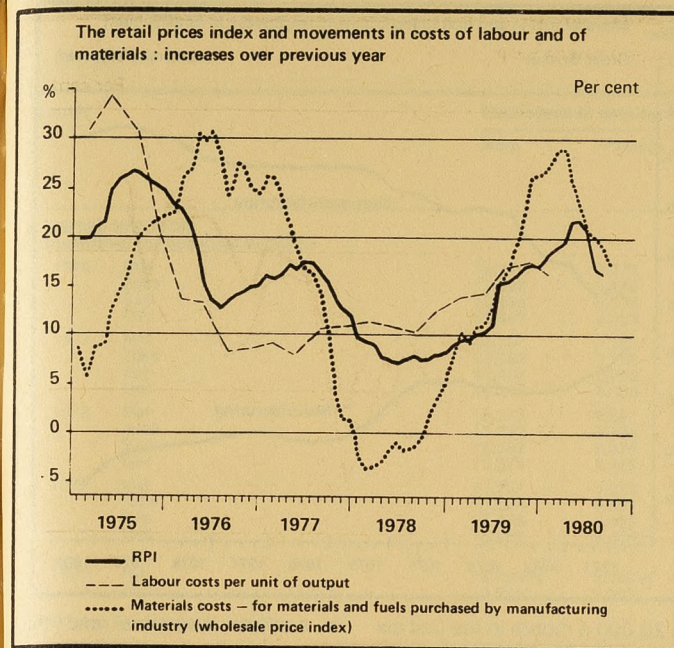


Chart 4



January this year the increase was 2.5 per cent, so that it is likely that next January, if recent, more modest rates of increase are maintained, the year-on-year change will fall back substantially.

The RPI rose by 0.6 per cent in September, resulting mainly from increases in the prices of beer, newspapers, some vegetables and other foods and in average charges for electricity. These increases were partially offset by lower prices for some fresh fruit and petrol.

The tax and price index rose by 17.3 per cent in the year to September, 1.4 per cent more than that in RPI, to stand at 136.3 (January 1978 = 100).

The rate of increase of manufacturing industries' output prices (as measured by the wholesale price index for home sales) has declined in recent months. The increase over the three months to September was 1½ per cent, compared with 3½ per cent in the previous three months. The change over the year to September was 14½ per cent. Just over half the goods and services covered in the RPI are represented in this index.

Manufacturers' materials prices continue to rise very slowly. The WPI for materials and fuels purchased by manufacturing industry has risen by only 1 per cent in the six months to September compared with 16½ per cent in the previous six months.

The increase in labour costs, however, is still exerting strong upwards pressure so that manufacturers' and distributors' margins are being further squeezed. Labour costs per unit of output (whole economy) were 21.3 per cent higher in the second quarter

than a year earlier, compared with 16.1 per cent in the first quarter and 17.0 per cent in the fourth quarter of 1979.

In most of the major OECD countries, as in the UK, the twelve month rate of increase of prices levelled off during the first half of the year following sharp rises in 1979.

Unemployment and vacancies

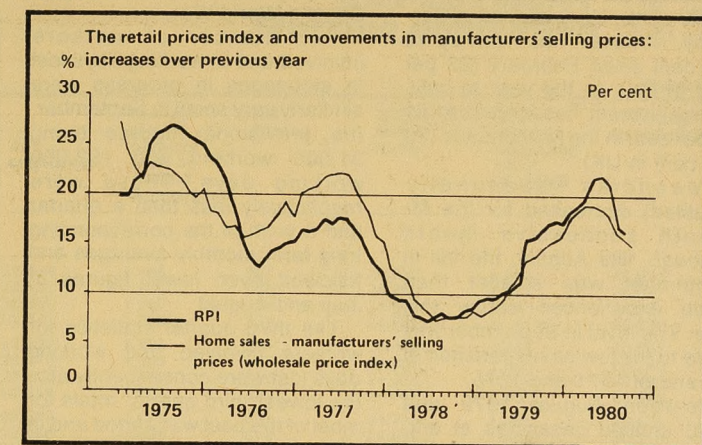
Unemployment continues on a strong upward trend The increase, seasonally adjusted, in September was 89,000, following rises of 90,000 in August and 71,000 in July. The average monthly increase over the latest three months was 83,000 compared with 41,000 in the three months ending in June.

The recorded level of unemployed remained above 2 million in September. Although the number of school leavers decreased by 58,000, this was swamped by the strong underlying increase.

The fall in the number of unemployed school leavers between August and September was similar to that between August and September 1977 when unemployment was close to its previous peak. The September total is however about 32,000 higher than in 1977 and 93,000 higher than in 1979. The current fall is being helped by the Youth Opportunities Programme.

The special employment measures are estimated to have kept about 20,000 more people off the unemployment register on average in the three months to the

Chart 5



end of August than in the preceding three months.

The outflow from the unemployment register (employment offices in Great Britain only) continues at a rate of some 260-265,000 a month, reflecting a considerable movement mainly into employment and training; the rise in the total stems from a continuing rise in the inflow on to the register.

Unemployment (excluding school leavers and seasonally adjusted) has been increasing for 12 months. Between September 1979 and 1980, it rose by 523,000 (41 per cent) and the unemployment rate rose from 5.2 to 7.4 per cent.

All regions have experienced sharp rises in unemployment (seasonally adjusted) in the year to September. Although the largest numerical increase has been in the South East, up 115,000 (45 per cent), the region with the largest proportional increase was the West Midlands (60 per cent). As a proportion of the population at risk, however, as indicated by the unemploy-

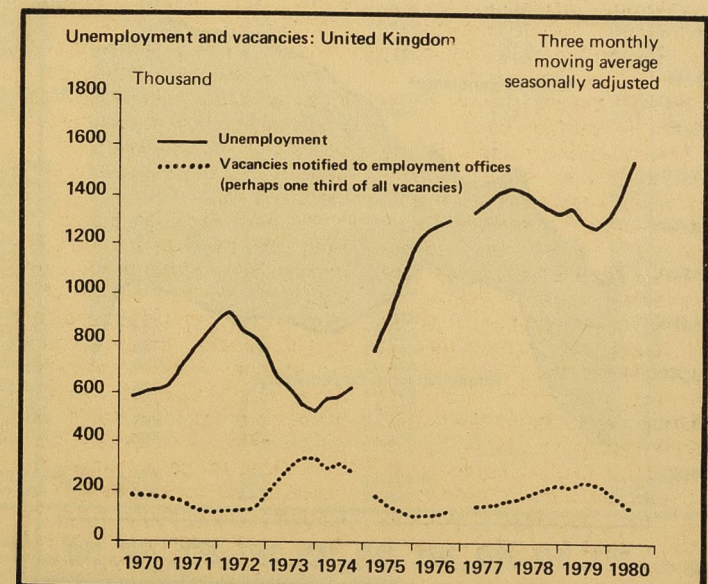
ment rate, the largest increase was in Wales, up 3.1 percentage points. In the South East, South West and East Anglia, the rise was below the national increase but elsewhere was above.

Between June and September, male unemployment (seasonally adjusted) increased at a faster rate than for females (up 18 per cent compared with 13 per cent). Between September 1979 and June 1980, male and female unemployment increased at almost the same rate (21 per cent and 22 per cent respectively).

About one in fourteen of the registered unemployed are disabled people; the number in August was 140,000. These figures exclude 12,000 people who were so severely disabled that they would be unlikely to obtain jobs except under special sheltered conditions.

Other countries have also experienced sharp rises in unemployment. Over the year to August, unemployment in the United States rose by 30 per cent (34 per cent UK). There were also increases in Belgium (9 per cent),

Chart 6



Canada (9 per cent) and Germany (8 per cent). Unemployed in Germany, however, has risen by 19 per cent since February (23 per cent in UK). In the year to July, unemployment has increased by 17 per cent in the Netherlands (26 per cent in UK).

Vacancies (seasonally adjusted) decreased for the fifteenth successive month although, like August, the fall in September was smaller than those experienced earlier this year. The level in September was close to the low points reached at the end of 1971 and 1975.

Between August 1979 and 1980 unfilled vacancies at employment offices fell by 52 per cent; those for full time jobs (which accounted for five out of six of the total in August 1980) decreased by 54 per cent while vacancies for part-time jobs decreased by 34 per cent.

Industrial stoppages

The very low level of industrial stoppages continued throughout the third quarter. Stoppages of work in September showed some increase from the exceptionally small totals reported in the two previous months but remained very low by other comparisons.

The number of new stoppages reported for September was 81 on provisional data, following revised figures of 66 and 57 in July and August. These compare with the long term average of over 200 a month for all months of the year and have resulted in the

lowest third quarter total since the Second World War.

The number of workers involved and of working days lost in stoppages in progress were similarly very small in September, the provisional figures being 31,000 workers and 192,000 working days. These were respectively less than a quarter and a sixth of the corresponding long term monthly averages and followed even lower figures in July and August.

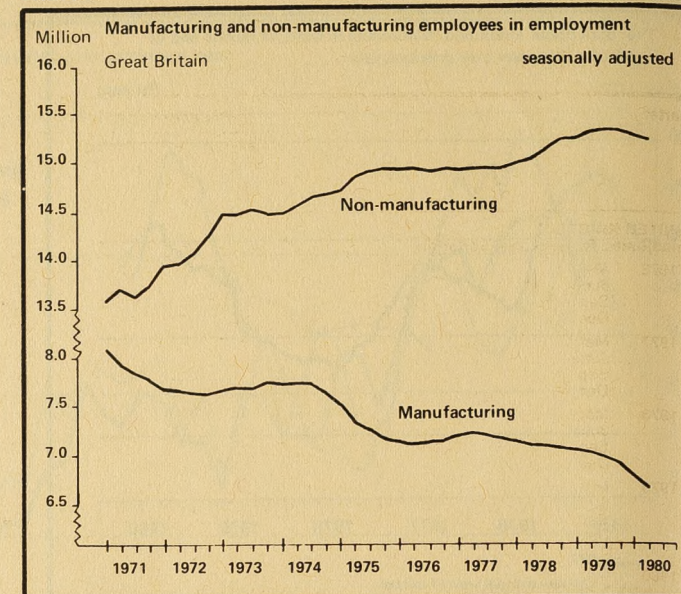
The third quarter statistics for workers involved and working days lost were consequently also the lowest third quarter totals for most of the post war period and in marked contrast to the exceptionally high figures in the third quarter of last year, at the time of the engineering workers' dispute.

A continuing dispute in ship-building, and stoppages by crane drivers and oil rig workers, accounted for nearly half of the total of working days lost in all stoppages reported in September.

Employment

Manufacturing employment again fell substantially in August, the number of employees (seasonally adjusted) was 74,000 below the July figure. This follows a similar drop (of 82,000) in the previous month. The rate of decline in manufacturing employment has been accelerating since the middle of 1979 with average falls of 46,000 a month in the second quarter of 1980, 32,000 a month in the first quarter

Chart 8



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

Manufacturing employment has now fallen by over half a million since the middle of 1979 and it appears likely to exceed the loss of 600,000 jobs which took place during the two years of the previous recession to mid-1976.

There has also been a marked change of trend in employment in service industries. In the second quarter of 1980, the number of employees fell by about 30,000 (seasonally adjusted), very similar to that in the first quarter. This follows a decade of almost continuous steady growth in service industries during which employment grew by over 1½ million (mainly in public sector services).

Total employment fell substantially in the second quarter of this year, by 185,000 (seasonally adjusted). There were also declines of 136,000 in the first quarter and of 85,000 in the second half of 1979, which followed an increase of 250,000 in the three years to June 1979, after the previous down-turn.

Male employment (seasonally adjusted) declined by 116,000 in the second quarter of 1980, bringing the cumulative fall to 272,000 in the year to June. This compares with an average fall of only 5,000 a quarter in the previous three years. *Female employment* also fell during the second quarter, by 69,000, with a total fall of 135,000 in the year to June. In contrast, there had been an average increase in female employment of nearly 30,000 a quarter in the three years to mid-1979. The majority of women are employed

in service industries and this reversal in the trend reflects the changes which have occurred in that sector.

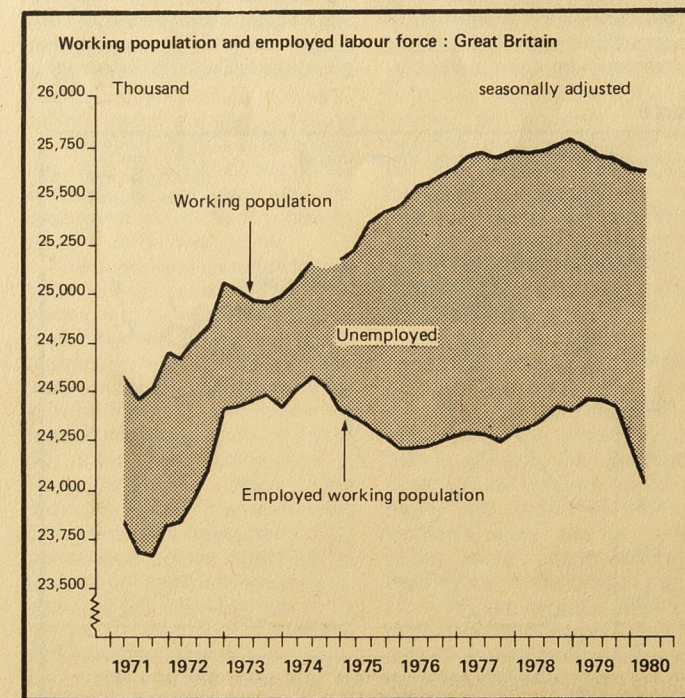
All regions suffered a decline in employment in the year to June. However, the biggest relative declines of just over three per cent occurred in the North (40,000 employees) and Wales (32,000) whilst the smallest of just under one per cent occurred in the South West (15,000) and East Anglia (5,000).

Overtime and short-time working in manufacturing industries reflects the recession. The total number of hours of overtime worked by operatives, at 11½ million hours (seasonally adjusted) in the week ended August 16, was 3½ million hours below the December level, whilst short-time working, at 3½ million hours in the same week, was 3 million hours above the December figure. Overtime working is now below and short-time working above the levels reached during the previous down-turn in 1975.

The working population fell by over 100,000 in the year to June 1980 and is now at its lowest level since March 1977. Despite the increase in the population of working age—some 200,000 a year in recent years—and the slow growth and then turnaround in employment, there has not been a corresponding increase in unemployment. Earlier retirement, particularly among men, is thought to have been the main reason accounting for these "missing" workers.

But the female labour supply which increased rapidly throughout the 1970s has also stopped growing. In the year to June 1980, the female working population actually fell by about 25,000.

Chart 7



EMPLOYMENT 1.1

Working population

THOUSAND

Quarter	Employees in employment			Self-employed persons (with or without employees)*	HM Forces	Employed labour force	Unemployed excluding adult students	Working population	
	Male	Female	All employees						
A. UNITED KINGDOM									
Unadjusted for seasonal variation									
1976	Mar	13,345	9,071	22,416	1,886	337	24,639	1,285	25,924
	June	13,392	9,152	22,543	1,886	336	24,765	1,332	26,097
	Sep	13,438	9,163	22,601	1,886	338	24,825	1,456	26,281
	Dec	13,407	9,234	22,641	1,886	334	24,861	1,371 e	26,232
1977	Mar	13,307	9,155	22,462	1,886	330	24,678	1,383	26,061
	June	13,363	9,255	22,619	1,886	327	24,832	1,450	26,282
	Sep	13,407	9,258	22,665	1,886	328	24,879	1,609	26,488
	Dec	13,348	9,308	22,657	1,886	324	24,867	1,481	26,348
1978	Mar	13,273	9,231	22,503	1,886	321	24,710	1,461	26,171
	June	13,332	9,334	22,666	1,886	318	24,870	1,446	26,316
	Sep	13,392	9,378	22,770	1,886	320	24,976	1,518	26,494
	Dec	13,374	9,482	22,856	1,886	317	25,059	1,364	26,423
1979	Mar	13,267	9,373	22,641	1,886	315	24,842	1,402	26,244
	June	13,324	9,501	22,825	1,886	314	25,025	1,344	26,369
	Sep	13,376	9,489	22,865	1,886	319	25,070	1,395	26,465
	Dec	13,262	9,526	22,788	1,886	319	24,993	1,355†	26,348† R
1980	Mar	13,098 R	9,352 R	22,450 R	1,886	321	24,657 R	1,478† e	26,135†
	June	13,045	9,365	22,409	1,886	323	24,618	1,660†	26,278†
Adjusted for seasonal variation									
1976	Mar	13,412	9,127	22,539	1,886	337	24,762		26,053
	June	13,402	9,139	22,541	1,886	336	24,763		26,132
	Sep	13,382	9,156	22,538	1,886	338	24,762		26,152
	Dec	13,388	9,191	22,579	1,886	334	24,799		26,189
1977	Mar	13,375	9,220	22,595	1,886	330	24,811		26,211
	June	13,370	9,241	22,611	1,886	327	24,824		26,305
	Sep	13,350	9,252	22,602	1,886	328	24,816		26,351
	Dec	13,332	9,260	22,592	1,886	324	24,802		26,307
1978	Mar	13,340	9,300	22,640	1,886	321	24,847		26,330
	June	13,337	9,319	22,656	1,886	318	24,860		26,333
	Sep	13,335	9,373	22,708	1,886	320	24,914		26,353
	Dec	13,359	9,433	22,792	1,886	317	24,995		26,389
1979	Mar	13,334	9,442	22,776	1,886	315	24,977		26,405
	June	13,329	9,486	22,815	1,886	314	25,015		26,383
	Sep	13,319	9,484	22,803	1,886	319	25,008		26,325
	Dec	13,247	9,477	22,724	1,886	319	24,929		26,296†
1980	Mar	13,166 R	9,421 R	22,587 R	1,886	321	24,794 R		26,278† R
	June	13,049	9,350	22,399	1,886	323	24,608		26,269†
B. GREAT BRITAIN									
Unadjusted for seasonal variation									
1976	Mar	13,050	8,870	21,920	1,825	337	24,082	1,235	25,317
	June	13,097	8,951	22,048	1,825	336	24,209	1,278	25,487
	Sep	13,145	8,961	22,106	1,825	338	24,269	1,395	25,664
	Dec	13,116	9,031	22,146	1,825	334	24,305	1,316 e	25,621
1977	Mar	13,018	8,951	21,968	1,825	330	24,123	1,328	25,451
	June	13,076	9,050	22,126	1,825	327	24,278	1,390	25,668
	Sep	13,116	9,049	22,165	1,825	328	24,318	1,542	25,860
	Dec	13,057	9,095	22,151	1,825	324	24,300	1,420	25,720
1978	Mar	12,984	9,017	22,001	1,825	321	24,147	1,399	25,546
	June	13,043	9,120	22,163	1,825	318	24,306	1,381	25,687
	Sep	13,102	9,160	22,262	1,825	320	24,407	1,447	25,854
	Dec	13,084	9,260	22,344	1,825	317	24,486	1,303	25,789
1979	Mar	12,980	9,151	22,131	1,825	315	24,271	1,340	25,611
	June	13,036	9,276	22,311	1,825	314	24,450	1,281	25,731
	Sep	13,089	9,265	22,355	1,825	319	24,499	1,325	25,824
	Dec	12,977	9,300	22,277	1,825	319	24,421	1,292†	25,713†
1980	Mar	12,817 R	9,127 R	21,944 R	1,825	321	24,090 R	1,412† e	25,502† R
	June	12,765	9,141	21,906	1,825	323	24,054	1,587†	25,641†
Adjusted for seasonal variation									
1976	Mar	13,116	8,926	22,042	1,825	337	24,204		25,444
	June	13,106	8,937	22,043	1,825	336	24,204		25,520
	Sep	13,089	8,954	22,043	1,825	338	24,206		25,540
	Dec	13,098	8,989	22,087	1,825	334	24,246		25,579
1977	Mar	13,085	9,016	22,101	1,825	330	24,256		25,600
	June	13,082	9,035	22,117	1,825	327	24,269		25,690
	Sep	13,060	9,043	22,102	1,825	328	24,255		25,727
	Dec	13,041	9,048	22,089	1,825	324	24,238		25,680
1978	Mar	13,051	9,086	22,137	1,825	321	24,283		25,703
	June	13,048	9,104	22,152	1,825	318	24,295		25,702
	Sep	13,046	9,155	22,201	1,825	320	24,346		25,719
	Dec	13,070	9,212	22,282	1,825	317	24,424		25,753
1979	Mar	13,047	9,219	22,266	1,825	315	24,406		25,768
	June	13,040	9,261	22,300	1,825	314	24,439		25,742
	Sep	13,033	9,260	22,293	1,825	319	24,437		25,689
	Dec	12,963	9,252	22,215	1,825	319	24,359		25,659†
1980	Mar	12,884 R	9,195 R	22,079 R	1,825	321	24,225 R		25,640† R
	June	12,768	9,126	21,894	1,825	323	24,042		25,631†

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

* Estimates are assumed unchanged from the June 1975 level until later data become available.

† The figures are affected by the introduction in Great Britain of fortnightly payment of unemployment benefit. In arriving at the seasonally adjusted working population figures, a deduction of 20,000 has been made to allow for the effects of the new arrangements. (See page 1151 of the November 1979 issue of *Employment Gazette*.)

1.2 EMPLOYMENT

Employees in employment: industry

THOUSAND

GREAT BRITAIN	Index of Production Industries* II-XXI			Manufacturing Industries III-XIX			I	II	III	IV	V	VI	VII	VIII	IX	X	XI	
	All industries and services*	All employees	Seasonally adjusted	All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)												
1975 Dec	22,158	9,193	9,156	89.3	7,214	7,179	87.6	361	347	705	39	423	485	932	151	748	176	738
1976 Jan		9,118	9,136	89.1	7,150	7,160	87.4		348	692	39	419	480	926	150	740	176	735
1976 Feb		9,094	9,121	89.0	7,122	7,142	87.2		347	685	39	419	477	924	149	736	176	733
1976 Mar	21,920	9,070	9,110	88.9	7,104	7,132	87.1	358	346	683	39	419	475	921	148	734	176	732
1976 April		9,042	9,085	88.6	7,089	7,123	87.0		346	684	38	420	472	921	148	732	176	731
1976 May		9,040	9,078	88.6	7,082	7,118	86.9		346	685	38	420	471	918	148	729	176	729
1976 June	22,048	9,056	9,081	88.6	7,099	7,127	87.0	382	346	691	37	421	469	919	148	730	175	733
1976 July		9,093	9,078	88.6	7,137	7,130	87.0		346	708	38	423	471	919	148	733	176	734
1976 Aug		9,102	9,073	88.5	7,147	7,126	87.0		346	710	37	426	473	918	148	733	175	735
1976 Sep	22,106	9,106	9,077	88.6	7,158	7,134	87.1	389	345	701	37	427	477	923	148	737	176	741
1976 Oct		9,128	9,090	88.7	7,179	7,149	87.3		345	703	37	428	479	922	149	741	176	742
1976 Nov		9,131	9,090	88.7	7,186	7,148	87.3		345	702	37	429	479	921	149	745	175	743
1976 Dec	22,146	9,120	9,086	88.6	7,180	7,147	87.2	376	344	699	37	429	481	919	148	746	175	744
1977 Jan		9,069	9,085	88.6	7,139	7,151	87.3		345	689	37	429	481	915	147	743	173	743
1977 Feb		9,054	9,082	88.6	7,143	7,164	87.4		345	685	37	431	481	916	148	743	174	745
1977 Mar	21,968	9,049	9,086	88.6	7,140	7,167	87.5	358	346	682	37	431	481	916	148	744	173	743
1977 April		9,053	9,097	88.7	7,139	7,173	87.6		347	681	37	431	482	917	148	745	173	741
1977 May		9,052	9,090	88.7	7,139	7,174	87.6		347	682	36	433	482	916	148	744	173	740
1977 June	22,126	9,067	9,089	88.7	7,150	7,175	87.6	378	348	689	36	433	483	915	148	745	173	739
1977 July		9,103	9,083	88.6	7,183	7,172	87.5		347	703	37	435	484	918	149	750	172	742
1977 Aug		9,095	9,066	88.4	7,182	7,160	87.4		345	704	37	437	484	920	149	750	173	741
1977 Sep	22,165	9,088	9,060	88.4	7,182	7,158	87.4	388	343	694	37	437	486	925	149	749	174	747
1977 Oct		9,083	9,048	88.3	7,182	7,153	87.3		343	691	37	437	484	926	148	750	174	751
1977 Nov		9,078	9,041	88.2	7,177	7,143	87.2		343	692	37	437	484	923	148	752	174	751
1977 Dec	22,151	9,072	9,040	88.2	7,173	7,143	87.2	367	342	689	36	437	482	925	148	752	173	753
1978 Jan		9,029	9,045	88.2	7,129	7,143	87.2		342	681	36	435	478	923	148	748	172	750
1978 Feb		9,023	9,050	88.3	7,124	7,145	87.2		343	675	36	435	478	921	148	750	172	751
1978 Mar	22,001	9,012	9,048	88.3	7,116	7,142	87.2	356	343	676	36	435	475	920	147	749	172	750
1978 April		8,994	9,038	88.2	7,097	7,130	87.0		344	677	36	435	472	917	146	748	171	747
1978 May		8,985	9,023	88.0	7,083	7,118	86.9		343	677	36	435	468	916	146	746	172	746
1978 June	22,163	9,000	9,019	88.0	7,093	7,115	86.8	374	343	683	36	435	464	914	146	747	171	745
1978 July		9,039	9,015	87.9	7,124	7,109	86.8		341	694	36	438	464	915	146	750	171	746
1978 Aug		9,039	9,011	87.9	7,124	7,102	86.7		338	695	36	440	463	914	147	750	171	745
1978 Sep	22,262	9,033	9,006	87.9	7,119	7,095	86.6	390	336	687	36	440	463	919	147	752	171	748
1978 Oct		9,029	8,997	87.8	7,111	7,084	86.5		336	686	36	439	460	915	147	754	171	748
1978 Nov		9,028	8,993	87.7	7,109	7,078	86.4		335	685	36	439	459	914	148	754	171	746
1978 Dec	22,344	9,019	8,990	87.7	7,101	7,072	86.3	372	334	682	36	439	459	913	148	752	170	745
1979 Jan		8,976	8,992	87.7	7,054	7,069	86.3		335	670	35	436	457	909	148	749	169	742
1979 Feb		8,951	8,978	87.6	7,034	7,054	86.1		335	664	35	436	454	907	148	748	168	740
1979 Mar	22,131	8,937	8,971	87.5	7,025	7,050	86.1	355	335	665	35	436	454	904	148	747	166	740
1979 April		8,917	8,960	87.4	7,011	7,044	86.0		335	667	35	437	452	901	147	743	166	741
1979 May		8,930	8,967	87.5	7,008	7,043	86.0		335	669	35	437	451	900	147	742	165	741
1979 June	22,311	8,949	8,967	87.5	7,015	7,035	85.9	356	335	676	35	438	449	895	147	741	163	741
1979 July		8,998	8,972	87.5	7,047	7,030	85.8		336	687	35	439	450	896	148	744	162	743
1979 Aug		8,994	8,966	87.5	7,042	7,019	85.7		333	691	35	441	448	892	148	743	162	742
1979 Sep	22,355	8,973	8,946	87.3	7,017	6,993	85.4	383	334	684	35	439	448	890	147	742	162	745
1979 Oct		8,946	8,915	87.0	6,985	6,959	84.9		335	683	35	438	443	884	146	740	160	743
1979 Nov		8,913	8,879	86.6	6,967	6,937	84.7		335	682	35	438	442	882	146	741	158	742
1979 Dec	22,277	8,872	8,843	86.3	6,944	6,915	84.4	365	335	681	35	437	439	879	146	741	156	740
1980 Jan		8,798	8,814	86.0	6,878	6,894	84.2		335	669	35	434	435	875	145	736	155	734
1980 Feb		8,747	8,774	85.6	6,831	6,851	83.6		336	664	35	434	434	870	144	732	153	731
1980 Mar R	21,944	8,704	8,738	85.2	6,793	6,818	83.2	350	336	660	35	433	430	866	143	728	151	728
1980 April R		8,648	8,690	84.8	6,740	6,772	82.7		335	656	35	430	424	863	142	722	150	721
1980 May R		8,603	8,641	84.3	6,696	6,730	82.1		334	658	35	428	415	857	141	719	149	718
1980 June R	21,906	8,568	8,585	83.7	6,660	6,680	81.5	357	334	662	35	427	406	850	142	718	147	713
1980 July R		8,525	8,498	82.9	6,616	6,598	80.5		334	668	35	426	397	845	141	715	145	706
1980 Aug		8,451	8,423	82.2	6,546	6,524	79.6		333	664	35	423	392	835	139	708	144	700

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

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

EMPLOYMENT 1.2

Employees in employment: industry

THOUSAND

GREAT BRITAIN	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII		
																	Metal goods	Textiles
1975 Dec	530	480	41	375	263	262	546	322	1,286	347	1,472	2,757	1,078	3,551	2,153	1,594	Dec	1975
1976 Jan	526	478	41	370	260	260	542	319	1,274	346	1,472	2,757	1,078	3,551	2,153	1,594	Jan	1976
1976 Feb	524	477	41	367	258	261	539	318	1,279	347	1,450	2,671	1,069	3,565	2,154	1,583	Feb	
1976 Mar	521	478	40	365	257	260	537	318	1,274	346	1,450	2,671	1,069	3,565	2,154	1,583		

1.3 EMPLOYMENT

Employees in employment: index of production industries

THOUSAND

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[August 1980]			GREAT BRITAIN SIC 1968	Order or MLH of SIC	[August] 1980		
		Male	Female	All			Male	Female	All
Index of Production Industries	II-XXI	6,375.4	2,075.5	8,450.9	Metal goods not elsewhere specified	XII	356.0	127.4	483.4
All manufacturing industries	III-XIX	4,658.5	1,887.8	6,546.3	Engineers' small tools and gauges	390	48.9	12.3	61.1
Mining and quarrying	II	318.0	15.3	333.3	Hand tools and implements	391	11.5	4.6	16.1
Coal mining	101	273.5	10.6	284.1	Cutlery, spoons, forks and plated tableware	392	5.5	4.2	9.7
Food, drink and tobacco	III	400.1	264.2	664.4	Bolts, nuts, screws, rivets etc.	393	20.3	7.8	28.1
Grain milling	211	15.4	4.6	19.9	Wire and wire manufactures	394	25.1	7.1	32.2
Bread and flour confectionery	212	61.8	33.8	95.6	Cans and metal boxes	395	17.8	11.0	28.8
Biscuits	213	14.4	25.1	39.5	Jewellery and precious metals	396	14.1	7.1	21.2
Bacon curing, meat and fish products	214	52.4	49.9	102.3	Metal industries n.e.s.	399	212.8	73.3	286.2
Milk and milk products	215	39.0	14.4	53.4	Textiles	XIII	208.2	178.3	386.5
Sugar	216	8.3	2.6	10.9	Production of man-made fibres	411	21.0	3.7	24.7
Cocoa, chocolate and sugar confectionery	217	32.3	36.2	68.6	Spinning and doubling on the cotton and flax systems	412	19.5	16.5	36.0
Fruit and vegetable products	218	26.3	29.4	55.7	Weaving of cotton, linen and man-made fibres	413	17.5	12.9	30.4
Animal and poultry foods	219	19.7	4.7	24.4	Woolen and worsted	414	36.1	28.3	64.4
Vegetable and animal oils and fats	221	5.2	1.4	6.6	Jute	415	4.2	2.0	6.2
Food industries n.e.s.	229	19.7	14.2	33.9	Rope, twine and net	416	2.5	2.5	5.0
Brewing and malting	231	54.0	12.3	66.3	Hosiery and other knitted goods	417	31.8	66.4	98.2
Soft drinks	232	17.0	7.9	24.9	Lace	418	2.2	2.6	4.8
Other drinks industries	239	20.6	13.1	33.7	Carpets	419	17.2	8.1	25.4
Tobacco	240	14.1	14.6	28.7	Narrow fabrics (not more than 30 cm wide)	421	5.4	6.2	11.6
Coal and petroleum products	IV	30.9	3.8	34.7	Made-up textiles	422	6.9	11.5	18.4
Coke ovens and manufactured fuel	261	9.3	0.4	9.7	Textile finishing	423	27.1	12.6	39.7
Mineral oil refining	262	15.8	1.4	17.2	Other textile industries	429	16.9	5.0	21.9
Lubricating oils and greases	263	5.7	1.5	7.2	Leather, leather goods and fur	XIV	18.7	15.0	33.6
Chemicals and allied industries	V	306.7	116.7	423.3	Leather (tanning and dressing) and fellmongery	431	12.2	3.9	16.1
General chemicals	271	114.4	21.2	135.7	Leather goods	432	5.0	9.8	14.8
Pharmaceutical chemicals and preparations	272	41.8	31.4	73.3	Fur	433	1.4	1.3	2.7
Toilet preparations	273	9.3	14.4	23.8	Clothing and footwear	XV	77.8	253.0	330.8
Paint	274	18.9	6.9	25.8	Weatherproof outerwear	441	3.3	13.3	16.6
Soap and detergents	275	10.6	5.8	16.4	Men's and boys' tailored outerwear	442	11.8	46.7	58.5
Synthetic resins and plastics materials and synthetic rubber	276	42.5	8.8	51.2	Women's and girls' tailored outerwear	443	9.1	26.0	35.1
Dyestuffs and pigments	277	9.4	1.7	11.1	Overalls and men's shirts, underwear etc.	444	5.3	27.7	32.9
Fertilisers	278	42.5	23.5	66.1	Dresses, lingerie, infants' wear etc.	445	12.0	72.4	84.5
Other chemical industries	279	42.5	23.5	66.1	Hats, caps and millinery	446	1.3	2.9	4.3
Metal manufacture	VI	347.4	44.6	392.0	Dress industries n.e.s.	449	5.7	24.1	29.9
Iron and steel (general)	311	164.9	15.6	180.5	Footwear	450	29.3	39.8	69.1
Steel tubes	312	32.3	5.3	37.6	Bricks, pottery, glass, cement etc.	XVI	182.7	53.2	235.9
Iron castings etc.	313	61.1	6.7	67.8	Bricks, fireclay and refractory goods	461	31.5	4.0	35.6
Aluminium and aluminium alloys	321	40.5	6.5	47.0	Pottery	462	27.8	24.3	52.1
Copper, brass and other copper alloys	322	31.7	7.0	38.7	Glass	463	48.4	13.0	61.4
Other base metals	323	16.8	3.5	20.4	Cement	464	12.5	1.4	13.9
Mechanical engineering	VII	707.0	127.7	834.6	Abrasives and building materials etc. n.e.s.	469	62.4	10.4	72.8
Agricultural machinery (except tractors)	331	23.1	3.5	26.7	Timber, furniture etc.	XVII	191.6	44.6	236.3
Metal-working machine tools	332	50.5	7.6	58.0	Timber	471	70.3	11.0	81.3
Pumps, valves and compressors	333	66.0	13.4	79.4	Furniture and upholstery	472	64.2	15.2	79.4
Industrial engines	334	20.4	3.1	23.5	Bedding etc.	473	9.3	8.1	17.5
Textile machinery and accessories	335	17.5	3.2	20.7	Shop and office fitting	474	22.9	4.1	27.0
Construction and earth-moving equipment	336	34.2	3.8	38.0	Wooden containers and baskets	475	10.1	2.9	13.1
Mechanical handling equipment	337	48.3	7.5	55.8	Miscellaneous wood and cork manufactures	479	14.8	3.3	18.1
Office machinery	338	15.9	6.2	22.1	Paper, printing and publishing	XVIII	351.1	168.4	519.5
Other machinery	339	163.0	31.7	194.7	Paper and board	481	45.9	10.4	56.3
Industrial (including process) plant and steelwork	341	122.3	14.9	137.2	Packaging products of paper, board and associated materials	482	48.6	26.2	74.9
Ordnance and small arms	342	14.5	4.1	18.7	Manufactured stationery	483	19.4	14.8	34.2
Other mechanical engineering n.e.s.	349	131.3	28.6	159.9	Manufactures of paper and board	484	12.2	7.7	19.9
Instrument engineering	VIII	90.6	48.0	138.5	Printing and publishing of newspapers	485	64.3	19.4	83.7
Photographic and document copying equipment	351	7.8	2.5	10.4	Printing and publishing of periodicals	486	36.8	19.5	56.3
Watches and clocks	352	3.9	4.7	8.5	Other printing, publishing, bookbinding, engraving etc.	489	123.9	70.4	194.2
Surgical instruments and appliances	353	15.0	10.3	25.3	Other manufacturing industries	XIX	182.9	97.0	279.9
Scientific and industrial instruments and systems	354	63.9	30.4	94.4	Rubber	491	66.6	19.0	85.6
Electrical engineering	IX	457.5	251.0	708.5	Linoleum, plastics floor-covering, leather cloth etc.	492	9.2	1.9	11.1
Electrical machinery	361	94.3	28.9	123.2	Brushes and brooms	493	3.9	4.2	8.2
Insulated wires and cables	362	28.5	9.9	38.5	Toys, games, children's carriages and sports equipment	494	13.1	15.9	29.0
Telegraph and telephone apparatus and equipment	363	39.5	25.3	64.8	Miscellaneous stationers' goods	495	4.0	4.4	8.4
Radio and electronic components	364	62.1	57.0	119.0	Plastics products n.e.s.	496	73.4	41.2	114.6
Broadcast receiving and sound reproducing equipment	365	20.8	20.1	40.9	Miscellaneous manufacturing industries	499	12.6	10.4	23.0
Electronic computers	366	35.6	12.0	47.6	Construction	500	1,121.3	103.3	1,224.6
Radio, radar and electronic capital goods	367	73.3	27.0	100.3	Gas, electricity and water	XXI	277.6	69.2	346.8
Electric appliances primarily for domestic use	368	36.9	20.4	57.3	Gas	601	79.3	27.4	106.7
Other electrical goods	369	66.3	50.5	116.8	Electricity	602	142.6	32.2	174.8
Shipbuilding and marine engineering	X	132.9	11.0	143.9	Water	603	55.7	9.6	65.3
Vehicles	XI	616.4	84.1	700.4					
Wheeled tractor manufacturing	380	29.2	2.3	31.4					
Motor vehicle manufacturing	381	362.2	48.0	410.3					
Motor cycle, tricycle and pedal cycle	382	9.3	3.0	12.3					
Aerospace equipment manufacturing and repairing	383	173.1	28.6	201.7					
Locomotives and railway track equipment	384	17.4	1.0	18.4					
Railway carriages and wagons and trams	385	25.1	1.2	26.3					

EMPLOYMENT 1.4

Employees in employment: June 1980

THOUSAND

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[June 1979]			[Mar 1980]			[June 1980]		
		Male	Female	All	Male	Female	All	Male	Female	All
All industries and services*		13,036	9,276	22,311	12,817	9,127	21,944	12,765	9,141	21,906
Agriculture, forestry and fishing	I	268.5	87.9	356.4	270.4	79.3	349.7	266.8	90.0	356.8
Index of Production Industries	II-XXI	6,699.0	2,250.5	8,949.5	6,535.7	2,168.1	8,703.8	6,451.5	2,116.5	8,568.0
of which, manufacturing industries	III-XIX	4,951.2	2,063.6	7,014.8	4,812.2	1,980.7	6,793.0	4,730.8	1,929.3	6,660.1
Service Industries*	XXII-XXVII	6,068.3	6,937.4	13,005.8	6,011.1	6,879.7	12,890.5	6,046.2	6,934.9	12,981.0
Agriculture, forestry and fishing	I	268.5	87.9	356.4	270.4	79.3	349.7	266.8	90.0	356.8
Agriculture and horticulture	001	250.0	85.9	335.9	251.9	77.3	329.1	248.3	88.0	336.3
Mining and quarrying	II	320.1	15.3	335.3	320.5	15.3	335.7	318.8	15.3	334.1
Coal mining	101	275.6	10.6	286.2	275.9	10.6	286.6	274.3	10.6	284.9
Food, drink and tobacco	III	402.5	273.8	676.3	396.6	263.8	660.4	398.7	263.0	661.6
Grain milling	211	15.8	4.7	20.5	15.3	4.5	19.8	15.5	4.7	20.2
Bread and flour confectionery	212	59.9	35.4	95.4	60.2	33.9	94.0	61.0	33.5	94.5
Biscuits	213	14.9	25.7	40.6	14.5	24.4	38.9	14.2	24.1	38.3
Bacon curing, meat and fish products	214	51.9	50.5	102.4	51.7	50.6	102.3	52.2	51.7	103.9
Milk and milk products	215	39.6	15.0	54.6	38.5	14.1	52.7	39.3	14.9	54.2
Sugar	216	8.4	2.8	11.2	8.3	2.7	11.0	8.2	2.7	10.9
Cocoa, chocolate and sugar confectionery	217	33.9	39.2	73.1	33.1	37.6	70.7	32.3	36.0	68.3
Fruit and vegetable products	218	25.3	28.5	53.7	24.8	26.9	51.7	24.8	27.3	52.1
Animal and poultry foods	219	20.0	4.7	24.7	19.6	4.6	24.3	19.8	4.6	24.4
Vegetable and animal oils and fats	221	5.7	1.8	7.5	5.5	1.6	7.1	5.4	1.7	7.1
Food industries nes	229	20.5	14.7	35.2	19.9	14.2	34.1	19.7	13.9	33.6
Brewing and malting	231	54.8	12.3	67.1	53.5	12.3	65.7	53.9	12.3	66.2
Soft drinks	232	16.8	9.6	26.5	16.7	8.3	24.9	17.3	8.7	26.1
Other drink and industries	239	20.5	13.6	34.0	20.6	13.2	33.8	20.7	13.3	34.0

1.4 EMPLOYMENT

Employees in employment: June 1980

THOUSAND

GREAT BRITAIN	Order or MLH of SIC	[June 1979]			[Mar 1980]			[June 1980]		
		Male	Female	All	Male	Female	All	Male	Female	All
SIC 1968										
Metal goods not elsewhere specified	XII	379.2	142.4	521.6	372.9	136.9	509.8	365.0	132.7	497.7
Engineers' small tools and gauges	390	49.7	12.5	62.2	49.6	12.6	62.2	49.0	12.5	61.6
Hand tools and implements	391	12.4	5.7	18.1	12.1	5.2	17.3	11.6	5.0	16.6
Cutlery, spoons, forks and plated tableware, etc	392	6.6	4.7	11.3	5.7	4.3	10.0	5.5	4.3	9.8
Bolts, nuts, screws, rivets, etc	393	22.1	9.0	31.1	21.6	8.6	30.1	21.2	8.3	29.6
Wire and wire manufactures	394	27.7	7.7	35.5	26.8	7.6	34.4	26.2	7.4	33.6
Cans and metal boxes	395	18.2	12.2	30.4	18.0	11.3	29.3	17.8	11.1	28.9
Jewellery and precious metals	396	14.4	7.7	22.1	14.3	7.0	21.3	14.1	7.1	21.2
Metal industries nes	399	228.1	82.9	311.0	224.8	80.3	305.1	219.6	76.9	296.5
Textiles	XIII	243.8	205.2	449.0	223.0	190.8	413.8	215.8	184.5	400.3
Production of man-made fibres	411	25.3	4.3	29.7	21.5	3.6	25.0	21.5	3.8	25.3
Spinning and doubling on the cotton and flax systems	412	23.0	19.1	42.1	21.8	18.0	39.8	20.7	17.1	37.8
Weaving of cotton, linen and man-made fibres	413	21.1	15.0	36.1	18.9	13.7	32.6	18.4	13.4	31.7
Woollen and worsted	414	42.6	33.7	76.3	38.6	30.5	69.1	37.4	29.3	66.7
Jute	415	5.1	2.5	7.6	4.7	2.3	6.9	4.4	2.1	6.5
Rope, twine and net	416	2.9	2.9	5.9	2.6	2.8	5.4	2.5	2.7	5.2
Hosiery and other knitted goods	417	36.2	72.9	109.1	33.8	69.3	103.1	32.6	67.9	100.4
Lace	418	2.4	2.9	5.3	2.3	2.8	5.1	2.2	2.7	4.9
Carpets	419	21.5	11.1	32.6	19.0	9.6	28.7	18.0	8.6	26.5
Narrow fabrics (not more than 30 cm wide)	421	6.0	7.3	13.2	5.9	6.7	12.6	5.6	6.5	12.1
Made-up textiles	422	7.6	13.7	21.4	7.4	13.1	20.4	7.3	12.4	19.7
Textile finishing	423	31.2	13.9	45.1	28.4	13.1	41.5	28.0	12.9	40.9
Other textile industries	429	18.9	5.9	24.7	18.0	5.5	23.5	17.4	5.1	22.6
Leather, leather goods and fur	XIV	20.8	17.4	38.2	19.4	15.8	35.2	18.8	15.3	34.1
Leather (tanning and dressing) and fellmongery	431	13.2	4.6	17.8	12.6	4.1	16.8	12.4	4.0	16.4
Leather goods	432	5.9	11.1	17.0	5.3	10.4	15.7	5.0	10.1	15.2
Fur	433	1.7	1.7	3.4	1.5	1.3	2.7	1.4	1.2	2.6
Clothing and footwear	XV	84.8	277.4	362.2	80.1	266.3	346.4	78.9	258.4	337.4
Weatherproof outerwear	441	3.6	14.1	17.6	3.3	13.7	17.0	3.4	13.4	16.8
Men's and boys' tailored outerwear	442	13.8	53.3	67.1	12.5	49.2	61.7	12.0	48.0	60.0
Women's and girls' tailored outerwear	443	9.5	28.7	38.2	8.8	27.2	36.0	9.0	26.2	35.2
Overalls and men's shirts, underwear, etc	444	5.9	30.5	36.4	5.6	30.3	35.9	5.5	29.2	34.6
Dresses, lingerie, infants' wear, etc	445	13.5	79.9	93.3	12.7	77.5	90.2	12.2	73.8	86.0
Hats, caps and millinery	446	1.4	3.4	4.8	1.4	3.2	4.6	1.4	3.0	4.4
Dress industries n.e.s.	449	6.0	26.1	32.1	5.9	25.3	31.3	5.7	24.6	30.4
Footwear	450	31.1	41.5	72.6	29.8	40.0	69.8	29.8	40.2	69.9
Bricks, pottery, glass, cement, etc	XVI	194.3	59.4	253.7	188.8	55.6	244.4	185.3	54.4	239.7
Bricks, fireclay and refractory goods	461	34.1	4.4	38.5	32.3	4.2	36.5	31.6	4.1	35.7
Pottery	462	29.9	27.5	57.4	28.5	25.4	53.9	28.3	25.0	53.3
Glass	463	52.9	15.3	68.2	51.3	14.1	65.4	49.6	13.6	63.2
Cement	464	12.0	1.3	13.3	12.2	1.4	13.6	12.3	1.4	13.7
Abrasives and building materials, etc n.e.s.	469	65.5	10.9	76.4	64.5	10.6	75.1	63.4	10.4	73.9
Timber, furniture, etc	XVII	205.1	49.2	254.3	197.2	47.5	244.7	195.2	45.8	241.0
Timber	471	74.0	11.8	85.8	71.4	11.7	83.1	71.3	11.4	82.7
Furniture and upholstery	472	70.4	16.7	87.1	67.4	16.0	83.4	66.3	15.6	82.0
Bedding, etc	473	9.9	9.4	19.4	9.5	8.7	18.2	9.4	8.2	17.6
Shop and office fitting	474	23.2	4.0	27.2	23.1	4.2	27.4	23.0	4.2	27.2
Wooden containers and baskets	475	11.4	3.2	14.6	10.6	3.1	13.7	10.2	3.0	13.2
Miscellaneous wood and cork manufactures	479	16.3	4.0	20.3	15.1	3.9	18.9	14.9	3.4	18.4
Paper, printing and publishing	XVIII	359.8	176.8	536.6	356.6	174.0	530.6	353.1	169.4	522.6
Paper and board	481	49.0	13.5	62.5	47.4	11.8	59.2	47.2	10.5	57.7
Packaging products of paper, board and associated materials	482	50.7	28.8	79.5	49.7	27.0	76.8	49.1	26.5	75.6
Manufactured stationery	483	19.8	15.9	35.8	19.4	15.7	35.1	19.7	15.4	35.1
Manufactures of paper and board n.e.s.	484	12.7	8.2	21.0	12.4	8.1	20.5	12.1	7.8	20.0
Printing, publishing and newspapers	485	63.4	18.3	81.8	63.9	19.1	83.0	64.0	19.2	83.2
Printing, publishing of periodicals	486	37.0	18.7	55.7	37.4	19.5	56.9	36.8	19.3	56.2
Other printing, publishing, bookbinding, engraving, etc	489	127.2	73.3	200.5	126.5	72.7	199.2	124.2	70.6	194.9
Other manufacturing industries	XIX	199.0	114.0	312.9	190.8	103.7	294.5	188.0	100.2	288.2
Rubber	491	71.8	21.4	93.2	68.4	20.6	89.0	68.1	19.8	87.9
Linoleum, plastics, floor-covering, leather-cloth, etc	492	10.4	2.2	12.6	10.1	2.1	12.3	9.5	2.0	11.5
Brushes and brooms	493	4.3	4.9	9.2	4.0	4.5	8.5	4.0	4.4	8.4
Toys, games, children's carriages and sports equipment	494	16.4	22.7	39.1	14.1	17.3	31.4	13.4	16.3	29.7
Miscellaneous stationers' goods	495	4.0	4.5	8.5	4.0	4.2	8.2	4.0	4.2	8.3
Plastics products n.e.s.	496	78.0	46.4	124.4	76.6	43.9	120.5	75.8	42.9	118.7
Miscellaneous manufacturing industries	499	14.0	11.9	25.9	13.5	11.1	24.6	13.1	10.6	23.7
Construction	500	1,151.9	103.3	1,255.2	1,127.1	103.3	1,230.4	1,125.6	103.3	1,228.9
Gas, electricity and water	XXI	275.8	68.3	344.1	275.9	68.8	344.7	276.3	68.6	344.9
Gas	601	76.9	26.5	103.4	78.1	26.9	105.0	78.1	27.0	105.2
Electricity	602	143.2	32.7	175.9	143.0	32.2	175.2	142.4	32.0	174.5
Water supply	603	55.8	9.1	64.9	54.8	9.7	64.5	55.7	9.6	65.3
Transport and communication	XXII	1,184.9	276.2	1,461.1	1,181.0	280.4	1,461.4	1,178.3	280.6	1,458.9
Railways	701	188.5	14.8	203.3	186.7	14.6	201.2	187.7	14.7	202.5
Road passenger transport	702	175.7	31.4	207.1	173.3	30.1	203.4	174.2	30.3	204.5
Road haulage contracting for general hire or reward	703	176.3	21.6	197.8	171.8	21.2	193.1	170.0	21.6	191.6
Other road haulage	704	19.4	3.0	22.4	19.3	3.2	22.6	19.5	3.2	22.7
Sea transport	705	136.9	13.3	150.1	135.0	13.2	148.2	134.3	13.3	147.5
Port and inland water transport }†	706	64.2	26.1	90.3	64.7	26.3	91.0	64.1	26.2	90.3
Air transport	707	316.5	101.4	417.9	323.5	106.0	429.5	321.5	104.5	426.0
Postal services and telecommunications	708	107.4	64.6	172.0	106.7	65.8	172.5	107.0	66.8	173.8
Miscellaneous transport services and storage	709	107.4	64.6	172.0	106.7	65.8	172.5	107.0	66.8	173.8
Distributive trades	XXIII	1,213.3	1,536.1	2,749.4	1,208.8	1,518.0	2,726.7	1,206.3	1,513.0	2,719.2
Wholesale distribution of food and drink	810	152.6	71.7	224.4	151.6	71.1	222.8	153.1	70.6	223.7
Wholesale distribution of petroleum products	811	26.9	6.0	32.8	26.3	5.9	32.3	26.0	5.9	32.0
Other wholesale distribution	812	171.5	117.4	288.9	168.2	116.4	284.6	169.1	114.8	283.9
Retail distribution of food and drink	820	223.6	385.3	608.9	225.5	389.6	615.0	225.7	389.5	615.2
Other retail distribution	821	414.5	878.4	1,293.0	405.4	855.1	1,260.5	401.3	851.6	1,252.9
Dealing in coal, oil, builders' materials, grain and agricultural supplies	831	84.2	31.5	115.7	85.9	31.8	117.7	84.4	31.7	116.1
Dealing in other industrial materials and machinery	832	140.0	45.7	185.7	145.7	48.1	193.9	146.6	48.8	195.4

EMPLOYMENT 1.4

Employees in employment: June 1980

THOUSAND

GREAT BRITAIN	Order or MLH of SIC	[June 1979]			[Mar 1980]			[June 1980]		
		Male	Female	All	Male	Female	All	Male	Female	All
SIC 1968										
Insurance, banking, finance and business services	XXIV	560.0	621.0	1,181.1	564.6	635.7	1,200.1	563.8	639.3	1,203.2
Insurance	860	144.9	122.6	267.5	145.8	126.0	271.7	146.6	125.5	272.1
Banking and bill discounting	861	146.2	185.8	332.0	149.8	196.4	346.2	149.5	196.9	346.4
Other financial institutions	862	49.8	58.4	108.2	50.2	60.7	110.9	50.8	60.9	111.7
Property owning and managing, etc	863	42.3	42.6	84.9	40.9	40.4	81.3	40.4		

1.5 EMPLOYMENT

Employees in employment by region

Standard region	All industries and services				Index of production industries		Manufacturing industries		Service industries		Agriculture forestry and fishing	Mining and quarrying
	Male	Female	All Employees	Index (June 1974 = 100)	II-XXI	III-XIX	XXII-XVII	I	II			
South East												
1979												
Mar	4,209	3,061	7,270	98.7	2,308	91.9	1,836	90.8	4,890	102.5	73	12
June	4,224	3,088	7,311	99.2	2,310	92.0	1,831	90.6	4,928	103.3	74	12
Sep	4,245	3,083	7,328	99.5	2,319	92.4	1,834	90.7	4,928	103.3	80	12
Dec	4,218	3,112	7,330	99.5	2,295	91.4	1,819	90.0	4,961	104.0	74	12
1980												
Mar	4,175	3,062	7,237	98.2	2,254	89.7	1,782	88.2	4,911	102.9	72	12
June	4,166	3,063	7,230	98.1	2,232	88.9	1,761	87.1	4,923	103.2	75	12
East Anglia												
1979												
Mar	405	274	678	102.0	254	96.9	200	97.7	385	108.0	40	2
June	408	283	691	103.9	256	97.7	201	98.1	394	110.5	41	2
Sep	415	285	700	105.3	258	98.5	203	99.1	398	111.6	44	2
Dec	409	284	693	104.2	258	98.5	203	99.1	393	110.2	43	2
1980												
Mar	402	275	677	101.8	251	95.6	196	95.9	387	108.6	40	2
June	404	283	686	103.2	249	94.9	195	95.0	396	111.0	42	2
South West												
1979												
Mar	904	635	1,539	101.3	555	94.8	426	95.1	938	106.2	46	11
June	916	661	1,577	103.8	556	95.0	425	94.8	976	110.5	46	11
Sep	922	661	1,582	104.1	558	95.3	426	95.1	974	110.3	50	11
Dec	908	652	1,560	102.7	555	94.8	425	94.8	959	108.6	47	11
1980												
Mar	896	638	1,535	101.1	546	93.2	418	93.2	943	106.7	46	11
June	906	656	1,562	102.8	544	92.8	415	92.6	972	110.1	47	11
West Midlands												
1979												
Mar	1,326	882	2,208	98.3	1,130	90.9	972	89.9	1,049	108.1	29	25
June	1,323	889	2,212	98.4	1,126	90.6	967	89.5	1,056	108.8	30	25
Sep	1,326	888	2,214	98.5	1,125	90.5	964	89.2	1,057	108.9	32	25
Dec	1,319	897	2,216	98.6	1,114	89.6	955	88.4	1,073	110.5	30	25
1980												
Mar	1,303	878	2,181	97.1	1,097	88.2	939	86.9	1,056	108.8	29	25
June	1,290	871	2,161	96.2	1,073	86.3	916	84.7	1,059	109.1	29	25
East Midlands												
1979												
Mar	903	619	1,522	102.6	762	96.7	589	95.5	728	111.0	32	71
June	906	626	1,532	103.3	766	97.2	592	96.0	734	111.9	31	72
Sep	914	628	1,542	104.0	771	97.8	596	96.7	735	112.1	36	72
Dec	909	628	1,536	103.6	763	96.8	588	95.4	739	112.7	34	72
1980												
Mar	896	617	1,513	102.0	749	95.1	575	93.3	731	111.5	33	73
June	892	614	1,506	101.6	736	93.4	562	91.2	738	112.5	32	73
Yorkshire and Humberside												
1979												
Mar	1,179	797	1,976	99.2	925	93.3	700	91.6	1,019	105.7	32	80
June	1,187	806	1,994	100.2	927	93.5	699	91.4	1,035	107.3	32	80
Sep	1,190	802	1,992	100.1	928	93.6	698	91.3	1,030	106.8	34	81
Dec	1,177	807	1,984	99.6	916	92.4	688	90.0	1,035	107.3	33	81
1980												
Mar	1,163	794	1,957	98.3	899	90.7	673	88.0	1,027	106.5	31	81
June	1,155	795	1,950	97.9	883	89.0	657	86.0	1,036	107.4	32	80
North West												
1979												
Mar	1,531	1,115	2,646	97.9	1,165	90.4	976	89.5	1,465	105.1	16	14
June	1,528	1,123	2,651	98.1	1,163	90.2	972	89.1	1,473	105.6	16	14
Sep	1,531	1,120	2,651	98.1	1,165	90.4	972	89.1	1,468	105.3	18	13
Dec	1,519	1,123	2,642	97.8	1,147	89.0	957	87.8	1,478	106.0	17	13
1980												
Mar	1,500	1,104	2,604	96.4	1,127	87.4	938	86.1	1,461	104.8	16	13
June	1,488	1,102	2,590	95.9	1,110	86.1	922	84.6	1,464	105.0	16	13
North												
1979												
Mar	748	500	1,248	100.2	583	91.8	420	89.9	649	109.5	16	47
June	753	509	1,263	101.4	586	92.3	421	90.1	660	111.3	17	47
Sep	756	507	1,263	101.4	588	92.6	422	90.3	659	111.1	17	46
Dec	749	510	1,259	101.1	579	91.2	416	89.1	664	112.0	16	47
1980												
Mar	737	497	1,234	99.1	567	89.3	405	86.7	652	109.9	15	47
June	729	494	1,223	98.2	559	88.0	397	85.0	649	109.5	15	47
Wales												
1979												
Mar	596	397	994	100.2	425	91.5	303	90.3	546	109.2	23	38
June	601	401	1,002	101.0	427	91.9	304	90.6	554	110.8	22	37
Sep	604	402	1,006	101.4	429	92.4	305	90.9	553	110.6	24	37
Dec	596	406	1,002	101.0	426	91.7	304	90.6	551	110.2	25	37
1980												
Mar	587	393	981	98.9	417	89.7	296	88.2	542	108.4	22	36
June	579	391	970	97.8	401	86.3	281	83.6	546	109.2	23	36
Scotland												
1979												
Mar	1,177	870	2,048	98.3	830	91.3	603	89.2	1,169	103.9	48	35
June	1,188	889	2,077	99.7	833	91.7	602	89.0	1,197	106.4	48	35
Sep	1,188	890	2,078	99.7	831	91.4	598	88.4	1,198	106.5	49	35
Dec	1,174	881	2,054	98.6	819	90.1	590	87.3	1,188	105.6	47	35
1980												
Mar	1,158	868	2,025	97.2	798	87.8	570	84.4	1,181	105.0	47	35
June	1,154	873	2,027	97.3	782	86.1	555	82.1	1,198	106.5	47	35
Great Britain												
1979												
Mar	12,980	9,151	22,131	99.3	8,937	92.3	7,025	91.2	12,839	105.1	355	335
June	13,036	9,276	22,311	100.1	8,949	92.5	7,015	91.0	13,006	106.5	356	335
Sep	13,089	9,265	22,355	100.3	8,973	92.7	7,017	91.1	13,000	106.4	383	334
Dec	12,977	9,300	22,277	99.9	8,872	91.7	6,944	90.1	13,040	106.8	365	335
1980												
Mar	12,817	9,127	21,944	98.4	8,704	89.9	6,793	88.2	12,891	105.5	350	336
June	12,765	9,141	21,906	98.2	8,568	88.5	6,660	86.4	12,981	106.3	357	334

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

EMPLOYMENT 1.5

Employees in employment by region

Food drink and tobacco	Coal, petroleum and chemical products	Metal manufacture	Engineering and allied industries	Textile, leather and clothing	Other manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial professional and miscellaneous services	Public administration and defence	Standard region
III	IV-V	VI	VII-XII	XIII-XV	XVI-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII	SIC 1968
												South East
												1979
149	134	32	954	100	466	357	103	619	974	2,712	585	Mar
149	135	32	948	100	467	363	103	624	983	2,735	586	June
150	135	31	949	99	469	369	104	632	985	2,729	583	Sep
150	134	31	945	96	463	361	103	634	1,011	2,738	578	Dec
147	132	30	929	94	450	356	103	629	977	2,730	575	1980
147	131	30	917	91	445	356	103	620	975	2,753	575	Mar
				</								

1.8 EMPLOYMENT

Indices † of output, employment and output per person employed

(1975 = 100)

UNITED KINGDOM	Whole economy		Index of production industries		Manufacturing industries	Mining and quarrying excluding MLH 104*	Food, drink and tobacco	Chemicals, coal and petroleum products	Metal manufacture	Engineering and allied industries	Textiles, leather and clothing	Other manufacturing	Construction	Gas, electricity and water	
	Including MLH 104*	excluding MLH 104*	Including MLH 104*	excluding MLH 104*											
Output ‡															
1969	92.2	92.2	99.9	99.9	98.0	125.1	93.0	85.5	126.6	97.0	102.0	97.5	113.5	80.9	
1970	93.8	93.8	100.0	99.9	98.4	118.1	94.3	90.3	126.3	96.7	101.6	97.2	111.4	84.1	
1971	95.2	95.1	99.7	99.6	97.3	116.1	95.1	92.3	113.9	94.3	104.0	98.2	113.3	87.3	
1972	98.1	98.0	101.7	101.5	99.7	95.4	98.9	96.7	113.4	94.7	105.2	104.3	115.4	93.6	
1973	103.8	103.8	109.8	109.7	108.8	106.3	103.9	108.0	125.2	103.6	111.8	115.9	118.2	99.3	
1974	102.0	102.0	105.8	105.8	107.5	90.2	103.1	112.2	114.1	105.6	104.6	110.6	105.8	99.2	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1976	102.3	101.8	102.5	101.1	102.0	93.2	103.4	112.3	104.9	98.1	101.1	104.4	98.6	102.9	
1977	105.0	103.4	106.6	102.6	103.9	91.0	104.7	114.8	103.5	100.4	102.3	106.6	98.3	107.1	
1978	108.4	106.0	110.2	104.4	104.3	92.0	107.0	116.3	101.9	99.9	101.5	108.8	105.0	110.2	
1979	110.2	106.8	112.7	104.5	104.4	92.4	108.1	118.5	104.5	98.3	100.6	110.1	102.1	116.7	
1978 Q2	108.6	106.3	111.1	105.4	105.1	90.9	107.7	115.6	105.7	101.0	101.2	109.3	106.9	111.5	
Q3	109.2	106.8	111.4	105.5	105.4	92.6	106.3	117.2	99.1	101.3	103.4	110.8	105.9	112.6	
Q4	109.1	106.4	110.4	103.8	103.6	94.0	106.7	118.1	100.4	97.7	102.1	109.4	104.4	109.1	
1979 Q1	108.6	105.5	110.6	102.9	102.9	89.6	106.4	113.9	97.4	99.3	100.2	106.5	97.8	121.2	
Q2	112.1	108.7	115.0	106.6	107.3	90.8	108.1	120.2	112.0	102.2	103.6	111.4	102.7	117.2	
Q3	109.8	106.2	113.0	104.2	103.5	94.6	109.2	120.0	105.3	94.0	101.7	113.0	104.1	115.0	
Q4	110.4	107.0	112.4	104.2	103.8	94.8	108.5	119.8	103.3	97.8	97.0	109.7	103.7	113.3	
1980 Q1	109.4	105.9	110.0 R	101.4 R	100.0	95.3	109.6 R	117.7 R	60.9	97.7 R	90.6 R	108.7 R	102.5 R	114.1 R	
Q2	107.4	104.0	106.6 R	98.3 R	97.2 R	93.4 R	108.0 R	106.1 R	88.4 R	93.6 R	85.8 R	103.0 R	97.8 R	111.9 R	
Employed labour force															
1969	99.7	99.7	110.3	110.4	111.3	125.3	107.8	103.7	118.2	109.1	126.6	108.2	102.1	114.3	
1970	99.3	99.3	108.7	108.7	111.1	117.9	108.3	104.1	118.9	110.0	121.6	107.7	95.9	110.0	
1971	97.7	97.7	105.4	105.5	107.5	113.9	105.4	102.2	112.2	106.7	116.0	104.8	94.6	105.6	
1972	98.1	98.1	103.1	103.1	104.0	108.8	103.7	99.5	104.0	102.3	112.8	103.7	98.5	100.4	
1973	100.2	100.2	104.5	104.5	104.5	103.5	103.5	99.4	103.9	103.1	110.9	105.8	106.2	97.5	
1974	100.6	100.6	104.1	104.1	104.7	99.6	104.6	101.3	102.2	104.3	107.9	105.6	103.5	98.2	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1976	99.4	99.4	97.5	97.5	96.9	98.4	97.8	98.1	95.2	96.7	96.2	97.3	99.5	99.8	
1977	99.6	99.5	97.2	97.2	97.1	97.9	97.1	100.2	96.7	97.3	96.0	96.5	97.2	98.4	
1978	99.9	99.9	96.7	96.6	96.4	96.3	96.1	100.7	93.6	97.3	93.6	96.2	97.2	99.0	
1979	100.2	100.2	95.9	95.9	95.1	94.9	95.2	100.7	90.0	95.7	91.7	95.9	98.6	100.3	
1978 Q2	99.7	99.7	96.7	96.7	96.5	96.8	96.5	100.5	94.1	97.4	93.6	96.1	97.0	98.6	
Q3	99.9	99.9	96.6	96.5	96.3	95.9	95.8	100.8	92.8	97.2	93.3	96.3	97.2	99.3	
Q4	100.2	100.2	96.4	96.4	96.0	95.3	95.5	100.8	91.8	96.8	92.8	96.3	97.7	99.8	
1979 Q1	100.2	100.2	96.2	96.2	95.7	94.9	95.0	100.7	91.1	96.4	92.6	96.2	98.0	100.1	
Q2	100.3	100.3	96.1	96.0	95.5	94.5	95.3	100.9	90.6	96.1	92.2	96.1	98.2	100.1	
Q3	100.3	100.3	96.1	96.0	95.1	94.8	95.2	100.8	89.9	95.6	92.0	96.1	99.3	100.4	
Q4	100.1	100.1	95.2	95.2	94.1	95.2	95.3	100.4	88.2	94.6	90.0	95.1	99.0	100.4	
1980 Q1	99.7 R	99.6	94.1	94.1	92.9	95.0	94.8	100.1	86.7	93.7	87.6	93.8	97.7	100.1	
Q2	99.0 R	99.0 R	92.7	92.7	91.2 R	94.3 R	93.5 R	99.0	83.5	92.3	84.6 R	92.2	97.3 R	100.3 R	
Output per person employed															
1969	92.5	92.5	90.6	90.5	88.0 R	99.8	86.3	82.4	107.2	88.9	80.6	90.1	111.3	70.7	
1970	94.5	94.4	92.0	91.9	88.6 R	100.2	87.1	86.9	106.3	88.0	83.6	90.3	116.2	76.4	
1971	97.4	97.4	94.6	94.5	90.6 R	102.0	90.3	90.3	101.5	88.4	89.7	93.7	119.9	82.7	
1972	100.1	100.0	98.7	98.5	95.8 R	88.0	95.4	97.2	109.2	92.6	93.3	100.6	117.3	93.3	
1973	103.6	103.6	105.1	104.9	104.1	102.7	100.4	108.6	120.5	100.6	100.9	109.6	111.4	101.8	
1974	101.5	101.5	101.6	101.6	102.6	90.6	98.5	110.9	111.7	101.3	97.0	104.7	102.3	101.0	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1976	103.0	102.5	105.1	103.7	105.4	94.8	105.7	114.4	110.2	101.5	105.2	107.3	99.1	103.1	
1977	105.5	103.9	109.7	105.6	107.1	93.0	107.8	114.6	107.0	103.2	106.6	110.4	101.2	108.8	
1978	108.6	106.2	114.0	108.1	108.2	95.6	111.4	115.6	108.9	102.7	108.5	113.1	108.1	111.4	
1979	110.0	106.6	117.6	109.0	109.7	97.5	113.5	117.7	116.2	102.8	109.7	114.9	103.5	116.4	
1978 Q2	108.9	106.6	114.9	109.0	109.0	93.9	111.7	115.1	112.3	103.7	108.2	113.7	110.3	113.1	
Q3	109.3	106.9	115.3	109.4	109.4	96.5	111.0	116.3	106.8	104.3	110.9	115.0	109.0	113.4	
Q4	108.9	106.2	114.5	107.7	107.9	98.6	111.7	117.1	109.4	101.0	110.0	113.6	106.9	109.3	
1979 Q1	108.4	105.2	115.0	107.0	107.5	94.4	112.0	113.1	106.9	103.0	108.2	110.7	99.8	121.1	
Q2	111.8	108.4	119.7	111.0	112.3	96.1	113.4	119.1	123.6	106.4	112.4	116.0	104.6	117.1	
Q3	109.4 R	105.9	117.5	108.5	108.8	99.8	114.7	119.1	117.1	98.4	110.5	117.5	104.9	114.6	
Q4	110.2	106.9	118.1	109.4	110.3	99.6	113.9	119.3	117.1	103.3	107.8	115.3	104.7	112.9	
1980 Q1	109.8	106.3	116.9 R	107.7 R	107.6 R	100.3	115.6 R	117.6 R	70.3 R	104.3 R	103.4	115.8 R	104.9 R	113.9 R	
Q2	108.5	105.1	115.0 R	106.1 R	106.6 R	99.1 R	115.5 R	107.2 R	105.9 R	101.4 R	101.4 R	111.7 R	100.5 R	111.5 R	

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

† Quarterly indices are seasonally adjusted.

‡ Gross Domestic product for whole economy.

EMPLOYMENT 1.9

Selected countries: national definitions

	United Kingdom (1) (2)	Australia (2) (3) (4)	Austria (2) (5)	Belgium (1)	Canada (2)	Denmark	France	Germany (FR) (2)	Irish Republic (6)	Italy (2) (7)	Japan (2) (5)	Netherlands (8)	Norway (2) (5)	Spain (5) (9) (10)	Sweden (2)	Switzerland	United States (2)
Indices: 1975 = 100																	
CIVILIAN EMPLOYMENT																	
Years																	
1970	99.1	91.8	101.0	97.8	85.3	99.3	98.3	105.5	100.8	98.0	97.5	100.7	..	97.7	94.9	103.5	92.7
1971	97.7	94.0	101.0	98.8	87.3	100.3	98.8	105.8	101.0	97.8	98.1	101.3	..	98.2	95.0	105.0	93.3
1972	97.7	95.5	101.7	98.6	89.9	101.0	99.3	105.4	100.4	96.2	98.1	100.4	96.6	98.8	95.1	105.7	96.4
1973	100.1	98.3	102.3	99.9	94.4	102.3	100.6	105.7	101.0	97.2	100.7	100.5	96.9	101.3	95.5	106.2	99.6
1974	100.5	100.4	102.3	101.4	98.3	101.0	101.3	103.6	101.8	99.4	100.3	100.6	97.2	101.8	97.5	105.6	101.4
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	99.3	101.3	100.1	99.2	102.1	102.6	100.5	99.0	98.4	100.6	100.9	99.9	104.8	98.8	100.6	96.7	103.2
1977	99.6	102.3	101.6	99.0	103.9	103.5	101.1	98.8	98.6	101.6	102.3	100.2	106.9	98.0	100.9	96.9	106.8
1978	99.8	101.8	102.4	99.0	107.4	106.0	101.1	99.6	99.6	102.1	103.5	100.4	108.6	95.3	101.3	97.5	111.3
1979	100.5	103.4	103.7	..	111.7	..	101.9	100.9	..	103.2	104.9	..	109.7	93.3	102.9	..	114.3
Quarters																	
1978 Q4	100.3	102.1	102.6	..	108.8	..	101.7	100.1	..	102.4	103.9	..	109.1	95.3	101.5	..	112.8
1979 Q1	100.3	102.6	102.3	..	110.4	..	..	100.6	..	102.2	104.6	..	108.7	94.5	102.0	..	113.7
Q2	100.4	102.7	103.8	..	110.8	..	..	100.7	..	102.6	104.8	..	108.6	93.8	102.9	..	113.8
Q3	100.4	103.4	104.3	..	112.0	..	..	100.9	..	103.4	105.1	..	110.5	93.8	103.1	..	114.7
Q4	100.1	104.7	104.2	..	113.4	..	101.9	101.4	..	104.4	105.3	..	110.7	93.3	103.7	..	115.2
1980 Q1	99.4	105.2	..	..	114.3	..	..	..	..	103.8	105.7	..	112.1	91.9	104.0	..	115.4
CIVILIAN EMPLOYMENT																	
Thousand																	
1975	24,596	5,867	2,943	3,748	9,284	2,332	20,691	24,798	1,037	19,529	52,230	4,552	1,707	12,692	4,062	3,017	84,783
1979	24,711	6,064	3,051	3,711*	10,369	2,473*	21,101	25,017	1,033*	20,145	54,790	4,569*	1,872	11,837	4,180	2,943*	96,945
Per cent																	
Civilian employment: proportions by sector																	
1979 Agriculture†	2.6	6.5	10.7	3.2*	5.7	8.7*	8.8	6.2	22.2*	15.0	11.2	6.2*	8.6	19.5	5.8	7.6*	3.6
Industry††	39.0	31.3	40.5	36.6*	28.9	30.3*	36.2	44.9	30.9*	38.0	34.9	32.5*	30.1	36.4	32.5	39.9*	31.4
Services	58.4	62.2	48.8	60.2*	65.4	61.0*	54.9	48.9	47.0*	47.1	53.9	61.3*	61.3	44.1	61.7	52.5*	65.1
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Per cent																	
Manufacturing																	
1970	34.7	..	30.0	32.7	22.3	..	27.9	..	20.4	..	27.0	26.2	..	..	27.6	..	28.2
1971	34.0	..	29.7	32.3	21.8	..	28.1	..	20.4	..	27.0	25.7	..	..	27.3	..	25.4
1972	32.9	..	29.7	31.9	21.8	24.9	28.2	36.6	..	..	27.0	25.1	23.8	25.1	27.1	..	25.0
1973	32.3	..	..	31.8	22.0	24.7	28.4	36.4	20.7	..	27.4	24.7	23.5	25.6	27.5	..	25.6
1974	32.3	23.5	30.2	31.5	21.7	23.6	28.4	36.6	21.0	..	27.2	24.6	23.6	25.8	28.3	..	25.1
1975	30.9	21.6	30.1	30.1	20.2	22.7	27.9	35.8	20.3	..	25.8	23.9	24.1	26.7	28.0	..	23.6
1976	30.2	21.7	29.6	29.1	20.3	22.5	27.5	35.8	20.0	..	25.5	22.9	23.2	26.9	26.9	..	23.8
1977	30.3	21.3	29.8	28.1	19.6	21.6	27.2	35.7	20.5	27.6	25.1	22.3	22.4	26.9	25.9	..	23.7
1978	30.0	20.0	29.7	27.0	19.6	21.5	26.7	35.4	20.7	27.2	24.5	21.7	21.3	27.0	24.9	..	23.7

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

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

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

1.11 EMPLOYMENT

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME				SHORT-TIME								
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked		Stood off for whole week		Working part of week		Stood off for whole or part week		Hours Lost (Thou)	Average per operative on short-time	
			Average per operative working overtime	Actual (millions)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)			Percentage of all operatives
1975	1,629	30.3	8.3	13.55	15	585	159	1,602	10.1	174	3.2	2,187	12.8
1976	1,661	32.2	8.4	14.00	5	183	81	784	9.9	85	1.6	966	11.7
1977	1,800	34.6	8.7	15.57	13	495	35	362	10.2	47	0.9	856	17.4
1978	1,787	34.8	8.6	15.45	5	198	32	354	11.0	37	0.7	552	15.1
1979	1,715	34.2	8.7	14.82	8	315	42	452	10.6	49	1.0	767	15.0
Week ended													
1978 June 10	1,761	34.3	8.5	14.96	3	127	33	315	9.6	36	0.7	442	12.3
Sept 16	1,776	34.4	8.7	15.49	9	355	22	193	9.1	31	0.6	548	18.1
Dec 9	1,865	36.7	8.7	16.20	4	137	35	430	12.5	38	0.7	567	15.0
1979 Mar 10	1,834	36.5	8.7	15.88	6	223	33	364	11.0	39	0.8	587	15.2
June 9	1,821	36.3	8.6	15.61	2	73	29	264	9.0	31	0.6	336	10.9
1979 Aug 4	1,296	25.7	9.2	11.86	3	120	21	176	8.4	24	0.5	296	12.4
Sept 8	1,399	27.8	9.0	12.57	9	361	42	420	10.1	51	1.0	780	15.4
Oct 13	1,684	33.7	8.6	14.53	23	914	62	706	11.4	85	1.7	1,620	19.1
Nov 10	1,825	36.7	8.6	15.70	8	297	56	644	11.4	64	1.3	941	14.7
Dec 8	1,850	37.3	8.6	15.95	4	154	61	708	11.5	65	1.3	863	13.2
1980 Jan 12	1,620	33.0	8.3	13.39	5	181	80	992	12.4	85	1.7	1,173	13.8
Feb 16	1,692	34.7	8.4	14.20	13	535	106	1,190	11.2	119	2.4	1,726	14.5
Mar 15	1,633	33.7	8.4	13.68	22	868	152	1,851	12.2	174	3.6	2,719	15.6
Apr 19	1,520	31.7	8.3	12.61	13	522	143	1,574	11.0	156	3.3	2,096	13.4
May 17	1,522	31.8	8.3	12.68	16	648	153	1,685	11.0	170	3.5	2,333	13.8
June 14	1,496	31.4	8.3	12.43	14	544	191	2,211	11.6	205	4.3	2,755	13.5
July 12	1,359	28.7	8.5	11.50	11	436	210	2,501	11.9	221	4.7	2,937	13.3
Aug 16	1,164	24.9	8.4	9.76	19	768	244	2,993	12.3	263	5.6	3,761	14.3
SIC 1968													
Week ended August 16, 1980				Thou									
Food, drink and tobacco	170.0	33.2	9.9	1,675.9	0.4	15.9	2.8	27.3	9.7	3.2	0.6	43.2	13.4
Food industries (211-229)	133.1	32.9	10.2	1,354.8	0.4	15.3	2.0	17.9	9.1	2.4	0.6	33.3	14.1
Drink industries (231-239)	32.8	38.3	8.9	292.1	—	0.6	0.8	9.3	11.1	0.9	1.0	9.9	11.6
Tobacco (240)	4.0	18.8	7.2	28.9	—	—	—	—	—	—	—	—	—
Coal and petroleum products	8.3	34.5	10.3	85.2	—	—	—	0.5	16.4	—	0.1	0.5	16.4
Chemical and allied industries	62.4	24.7	9.2	572.9	0.1	4.7	1.4	15.6	10.8	1.6	0.6	20.3	13.0
General chemicals (271)	21.8	27.3	9.8	215.0	—	—	0.1	2.1	20.6	0.1	0.1	2.1	20.6
Metal manufacture	82.6	28.2	9.2	756.4	1.9	76.6	24.3	268.7	11.1	26.2	8.9	345.3	13.2
Iron and steel (general) (311)	33.8	25.6	9.4	317.4	0.6	22.4	4.4	44.6	10.2	4.9	3.7	67.0	13.6
Other iron and steel (312-313)	27.1	32.8	8.9	240.7	1.2	48.6	11.4	121.6	10.7	12.6	15.2	170.2	13.5
Non-ferrous metals (321-323)	21.7	27.6	9.1	198.4	0.1	5.6	8.5	102.6	12.0	8.7	11.1	108.2	12.4
Mechanical engineering	174.1	31.9	8.1	1,402.1	1.5	58.2	19.5	245.4	12.6	21.0	3.8	303.6	14.5
Instrument engineering	21.9	26.3	7.2	156.9	0.7	27.3	0.9	10.1	11.7	1.5	1.9	37.4	24.2
Electrical engineering (361)	106.6	23.9	7.9	845.6	0.6	25.9	27.8	338.7	12.2	28.4	6.4	364.6	12.8
Electrical machinery (361)	23.6	29.4	7.9	187.5	0.3	11.5	3.2	41.5	12.9	3.5	4.4	52.9	15.2
Shipbuilding and marine engineering	35.8	33.3	9.8	350.2	—	—	—	0.4	9.3	—	—	0.4	9.3
Vehicles	102.7	20.5	7.1	733.6	0.6	23.4	35.3	434.8	12.3	35.9	7.2	458.2	12.8
Motor vehicle manufacturing (381)	46.2	14.6	7.5	348.6	0.4	14.8	30.9	395.7	12.8	31.2	9.9	410.5	13.1
Aerospace equipment manufacturing and repairing (383)	41.3	36.9	6.9	285.0	—	0.3	—	—	—	—	—	0.3	40.0
Metal goods nes	86.8	23.7	7.5	648.1	6.9	277.4	28.2	383.3	13.6	35.1	9.6	660.7	18.8
Textiles	50.0	16.1	7.3	364.9	2.8	112.7	36.5	528.5	14.5	39.3	12.6	641.2	16.3
Production of man-made fibres (411)	2.7	14.3	10.5	28.0	—	—	0.1	1.7	17.5	0.1	0.5	1.7	17.5
Spinning and weaving of cotton, flax, linen and man-made fibres (412-413)	9.3	16.2	7.2	66.3	0.6	22.8	12.5	186.5	14.9	13.1	22.9	209.3	16.0
Woollen and worsted (414)	12.6	23.2	7.0	88.2	0.6	25.6	5.8	94.2	16.2	6.4	11.9	119.7	18.6
Hosiery and other knitted goods (417)	6.6	8.1	5.8	38.1	0.2	9.9	4.6	54.7	11.8	4.9	6.0	64.6	13.2
Leather, leather goods and fur	4.5	17.1	8.1	36.3	0.1	4.6	2.2	25.5	11.7	2.3	8.8	30.1	13.1
Clothing and footwear	11.6	4.1	5.2	61.0	1.9	77.7	27.7	309.6	11.2	29.7	10.5	387.3	13.0
Clothing industries (441-449)	8.0	3.6	5.6	45.2	1.9	77.7	12.7	189.3	14.9	14.7	6.5	267.0	18.2
Footwear (450)	3.6	6.2	4.4	15.8	—	—	15.0	120.3	8.0	15.0	25.8	120.3	8.0
Bricks, pottery, glass, cement, etc	55.0	30.3	9.2	507.9	0.4	14.2	8.1	91.3	11.2	8.5	4.7	105.5	12.4
Timber, furniture, etc	43.1	23.7	7.4	317.8	0.5	18.0	10.6	132.0	12.5	11.0	6.1	150.0	13.6
Paper, printing and publishing	102.9	29.5	8.4	869.6	0.4	15.4	5.3	46.2	8.7	5.7	1.6	61.5	10.8
Paper and paper manufactures (481-484)	41.2	29.3	8.8	361.2	0.2	7.5	4.4	35.9	8.3	4.5	3.2	43.4	9.6
Printing and publishing (485-489)	61.7	29.6	8.2	508.5	0.2	7.9	1.0	10.2	10.5	1.2	0.6	18.1	15.5
Other manufacturing industries	46.1	21.7	8.2	377.6	0.4	15.8	13.0	134.9	10.4	13.4	6.3	150.7	11.3
Rubber (491)	15.7	24.6	8.1	126.7	0.1	2.5	3.9	46.1	11.8	4.0	6.2	48.6	12.3
All manufacturing industries	1,164.3	24.9	8.4	9,762.1	19.2	767.8	243.7	2,992.8	12.3	262.9	5.6	3,760.6	14.3

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

EMPLOYMENT 1.12

Hours of work Operatives: manufacturing industries

1962 AVERAGE = 100

GREAT BRITAIN	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*				
	All manufacturing industries	Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufacturing industries	Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
1958	100.4	96.5	101.6	108.3	100.1	102.5	102.4	103.2	103.0	102.5
1959	100.9	96.3	104.9	108.6	99.1	103.3	102.8	104.9	104.5	102.0
1960	103.9	99.4	107.9	110.1	100.1	102.4	101.7	104.8	104.8	101.7
1961	102.9	101.9	102.9	104.7	100.1	101.0	101.3	100.6	101.1	100.4
1962	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1963	98.4	97.6	99.1	98.2	98.4	99.9	99.6	100.2	100.5	99.9
1964	100.7	101.7	99.1	98.8	97.3	100.7	100.7	100.8	101.4	99.9
1965	99.8	101.9	96.2	95.6	96.6	99.4	90.8	98.4	100.3	99.0
1966	97.3	101.0	91.5	91.7	95.2	97.8	97.4	95.7	98.5	98.1
1967	92.4	96.8	86.1	84.4	92.8	97.1	96.6	95.7	97.3	98.0
1968	91.5	94.6	87.0	83.3	90.4	97.9	96.8	96.9	98.3	98.3
1969	92.4	96.1	88.3	83.6	90.8	98.0	97.3	97.4	97.7	98.4
1970	90.2	94.3	86.7	78.3	89.3	97.0	96.1	95.4	96.9	97.5
1971	84.4	87.2	82.1	74.0	85.9	95.1	93.4	93.2	96.3	96.6
1972	81.3	82.7	79.8	71.7	84.5	94.7	92.6	92.8	95.6	96.7
1973	83.2	85.8	82.6	71.2	85.4	96.5	94.9	95.1	96.7	97.6
1974	81.0	84.7	79.3	66.1	87.2	93.8	92.4	91.8	94.8	96.8
1975	75.4	80.2	75.1	60.9	82.0	92.8	91.3	92.5	93.7	95.4
1976	73.8	76.5	74.3	58.8	79.8	93.1	91.1	93.7	93.8	95.1
1977	74.9	77.8	75.7	59.3	80.4	94.0	92.2	93.3	94.2	95.8
1978	73.8	77.0	76.4	57.8	79.8	93.8	92.0	93.4	94.0	95.6
1979	72.3	74.7								

2.1 UNEMPLOYMENT UK summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE										
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Change		Up to 4 weeks	Over 4 weeks aged under 60†	Over 4 weeks aged 60 and over†
					Number	Per cent	Since previous month	Average over 3 months ended			
1975	977.6	4.1	48.6	929.0	3.9						
1976	1,359.4	5.7	85.9	1,273.5	5.3						
1977	1,483.6	6.2	105.4	1,378.2	5.7						
1978	1,475.0	6.1	99.4	1,375.7	5.7						
1979	1,390.5	5.8	83.2	1,307.3	5.4						
1975	1,145.5	4.9	124.2	1,021.3	4.4	36.9	41.7	249	785	111	
	1,147.3	4.9	69.6	1,077.6	4.6	58.6	42.7	251	784	112	
	1,168.9	5.0	43.8	1,125.1	4.8	40.7	45.4	233	822	114	
	1,200.8	5.1	35.0	1,165.8	4.9	37.1	45.5	216	865	120	
1976	1,303.2	5.5	40.7	1,262.6	5.0	30.1	36.0	213	966	124	
	1,304.4	5.5	30.1	1,274.3	5.1	31.3	32.8	220	960	124	
	1,284.9	5.4	23.4	1,261.5	5.2	15.7	25.7	199	962	124	
	1,281.1	5.4	22.7	1,258.4	5.3	14.7	20.6	217	940	124	
	1,271.8	5.3	37.8	1,234.1	5.3	12.6	14.3	194	954	124	
	1,331.8	5.6	122.9	1,208.9	5.4	7.7	11.7	279	928	125	
	1,463.5	6.1	208.5	1,255.0	5.4	2.9	7.7	370	968	125	
	1,502.0	6.3	203.4	1,298.6	5.4	11.0	7.2	267	1,107	128	
	1,455.7	6.1	149.8	1,305.9	5.4	5.2	6.4	246	1,082	128	
	1,377.1	5.8	82.7	1,294.4	5.4	-0.8	5.1	258	992	127	
	1,366.5	5.7	58.0	1,308.5	5.5	10.6	5.0	...	...	...
	1,371.0	5.7	51.0	1,320.0	5.5	10.0	6.6	...	...	...
1977	1,448.2	6.0	51.0	1,397.2	5.5	11.7	10.8	213	1,103	132	
	1,421.8	5.9	41.8	1,380.0	5.5	2.5	8.1	218	1,076	128	
	1,383.5	5.7	33.3	1,350.1	5.5	2.0	5.4	200	1,057	127	
	1,392.3	5.8	53.6	1,338.7	5.6	7.7	4.1	231	1,036	125	
	1,341.7	5.6	45.1	1,296.6	5.6	-3.9	1.9	203	1,016	122	
	1,450.1	6.0	149.0	1,301.1	5.7	41.1	15.0	299	1,030	122	
	1,622.4	6.7	253.4	1,369.0	5.8	14.4	17.2	404	1,099	120	
	1,635.8	6.8	231.4	1,404.4	5.8	0.2	18.6	277	1,237	122	
	1,609.1	6.7	175.6	1,433.5	5.9	20.8	11.8	251	1,231	127	
	1,518.3	6.3	98.6	1,419.7	5.9	5.7	8.9	261	1,130	127	
	1,499.1	6.2	73.5	1,425.6	5.9	5.2	10.6	237	1,135	127	
	1,480.8	6.2	58.4	1,422.4	5.9	-0.2	3.6	209	1,144	128	
1978	1,548.5	6.4	61.1	1,487.4	5.9	-3.3	0.6	206	1,211	132	
	1,508.7	6.3	49.7	1,459.0	5.9	-7.9	-3.8	210	1,167	131	
	1,461.0	6.1	40.2	1,420.7	5.9	-2.6	-4.6	196	1,135	130	
	1,451.8	6.0	60.8	1,391.0	5.8	-7.9	-6.1	229	1,094	129	
	1,386.9	5.8	48.2	1,338.6	5.7	-16.7	-9.1	191	1,069	127	
	1,446.1	6.0	145.6	1,300.5	5.7	-6.7	-10.4	286	1,035	125	
	1,585.8	6.6	243.3	1,342.5	5.7	-11.7	-11.7	383	1,078	125	
	1,608.3	6.7	222.1	1,386.2	5.7	2.7	-5.2	260	1,222	127	
	1,517.7	6.3	139.2	1,378.5	5.6	-13.4	-7.5	229	1,157	128	
	1,429.5	5.9	82.0	1,347.5	5.6	-9.8	-6.8	243	1,060	127	
	1,392.0	5.8	57.1	1,334.9	5.5	-14.1	-12.4	210	1,056	126	
	1,364.3	5.7	43.2	1,321.1	5.5	-9.8	-11.2	199	1,040	126	
1979	1,455.3	6.0	47.4	1,407.8	5.5	17.4	-2.2	208	1,117	130	
	1,451.9	6.0	39.4	1,412.5	5.7	25.1	10.9	207	1,115	130	
	1,402.3	5.8	31.2	1,371.1	5.6	-5.7	12.3	183	1,090	129	
	1,340.6	5.5	25.8	1,314.8	5.5	-35.0	-5.2	172	1,042	127	
	1,299.3	5.4	39.3	1,260.0	5.4	-19.2	-20.0	167	1,008	124	
	1,343.9	5.6	143.8	1,200.1	5.3	-24.3	-26.2	277	947	120	
	1,464.0	6.1	215.4	1,248.6	5.3	-5.4	-16.3	351	994	119	
	1,455.5	6.0	183.5	1,272.0	5.2	-14.4	-14.7	241	1,095	120	
	1,394.5	5.8	114.3	1,280.2	5.2	-0.1	-6.6	221	1,053	121	
	1,367.6	5.7	69.4	1,298.3	5.3	16.9	0.8	240	1,007	120	
	1,355.2	5.6	49.7	1,305.5	5.3	4.9	7.2	212	1,021	122	
	1,355.5	5.6	39.2	1,316.3	5.4	14.0	11.9	206	1,027	123	
1980	1,470.6	6.1	45.9	1,424.7	5.5	39.0	19.3	209	1,135	127	
	1,488.9	6.2	38.2	1,450.8	5.7	46.4	33.1	220	1,142	127	
	1,478.0	6.1	31.8	1,446.2	5.9	30.4	38.6	207	1,143	128	
	1,522.9	6.3	53.7	1,469.2	6.0	44.6	40.5	240	1,153	130	
	1,509.2	6.2	49.4	1,459.8	6.1	25.7	33.6	208	1,173	128	
	1,659.7	6.9	186.4	1,473.3	6.4	51.3	40.5	352	1,180	128	
	1,896.6	7.8	295.5	1,601.1	6.6	70.6	49.2	451	1,313	132	
	2,001.2	8.3	264.9	1,736.3	7.0	89.7	70.5	511	1,551	139	
	2,039.5	8.4	207.3	1,832.1	7.4	89.0	83.1	304	1,595	140	

Note: The seasonally adjusted series from January 1977 onwards have been calculated as described on page 261 of the March 1980 issue of *Employment Gazette*.
 * Fortnightly payment of benefit: from October 1979 seasonally adjusted figures have been adjusted by deducting the estimated increase arising from the introduction of fortnightly payment; see p. 1151 of the November 1979 issue of *Employment Gazette*.
 † For those months where a full age analysis is not available the division by age is estimated.

UNEMPLOYMENT 2.1 UK summary

THOUSAND

UNITED KINGDOM	MALE											FEMALE											UNITED KINGDOM			
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION				MARRIED	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				MARRIED						
	Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Change		Up to 4 weeks	Over 4 weeks aged under 60†	Over 4 weeks aged 60 and over†		Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Change		Number					
					Number	Per cent	Since previous month	Average over 3 months ended				Number					Per cent	Since previous month	Average over 3 months ended							
1975	777.1	5.5	27.5	749.5	5.3									200.5	2.1	21.0	179.5	1.9								
1976	1,023.5	7.1	47.0	976.5	6.8									336.0	3.5	38.9	297.0	3.1								
1977	1,069.2	7.4	54.4	1,014.8	7.0									414.3	4.3	51.0	363.4	3.8								
1978	1,040.2	7.2	51.3	988.9	6.9									434.8	4.5	48.1	386.8	4.0								
1979	963.9	6.8	43.7	920.2	6.4									426.5	4.3	39.5	387.1	3.9								
1975	883.3	6.2	69.0	814.3	5.8	826.0	5.8	262.2	2.8	55.2	207.0	204.1	2.2	77.4	1975	Sep 8										
	888.8	6.2	37.3	851.5	6.1	865.9	6.1	258.5	2.8	32.4	226.1	222.8	2.4	83.0	1975	Oct 9										
	909.0	6.4	22.7	886.3	6.3	895.4	6.3	259.9	2.8	21.0	238.9	234.0	2.5	89.0	1975	Nov 13										
	940.5	6.6	18.8	921.7	6.5	923.1	6.5	260.3	2.8	16.2	244.1	243.4	2.6	90.6	1975	Dec 11										
1976	1,017.4	7.1	22.1	995.3	6.5	942.3	6.5	285.8	3.0	18.5	267.3	254.3	2.7	98.9	1976	Jan 8										
	1,014.6	7.0	16.0	998.6	6.7	959.9	6.7	289.8	3.1	14.1	275.7	268.0	2.8	105.2	1976	Feb 12										
	997.7	6.9	12.4	985.4	6.7	967.2	6.7	287.2	3.0	11.0	276.2	276.4	2.9	108.4	1976	Mar 11										
	994.2	6.9	12.1	982.1	6.8	975.7	6.8	287.0	3.0	10.6	276.4	282.6	3.0	110.8	1976	Apr 8										
	982.9	6.8	21.2	961.7	6.8	982.0	6.8	288.9	3.0	16.6	272.3	288.9	3.0	112.5	1976	May 13										
	1,009.4	7.0	69.1	940.4	6.8	984.3	6.8	322.4	3.4	53.8	268.6	294.4	3.1	110.4	1976	Jun 10										
	1,071.2	7.4	113.8	957.4	6.8	981.4	6.8	392.2	4.1	94.6	297.6	300.1	3.2	114.9</												

2.2 UNEMPLOYMENT GB summary

THOUSAND

GREAT BRITAIN		MALE AND FEMALE										
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
		Number	Per cent	School leavers included in unem- ployed	Actual	Seasonally adjusted		Change		Up to 4 weeks	Over 4 weeks aged under 60†	Over 4 weeks aged 60 and over†
						Number	Per cent	Since previous month	Average over 3 months ended			
1975	Annual averages	935.6	4.1	45.3	890.3	3.9						
1976	Annual averages	1,304.6	5.6	81.6	1,223.0	5.2						
1977	Annual averages	1,422.7	6.0	99.8	1,322.9	5.6						
1978	Annual averages	1,409.7	6.0	93.7	1,315.9	5.6						
1979	Annual averages	1,325.5	5.6	78.0	1,247.5	5.3						
1975	Sep 8	1,096.9	4.8	117.9	979.0	4.3	35.9	40.3	239	749	109	
	Oct 9	1,098.6	4.8	65.3	1,033.3	4.5	55.4	40.6	243	746	110	
	Nov 13	1,120.1	4.9	40.4	1,079.7	4.7	40.2	43.8	225	783	112	
	Dec 11	1,152.5	5.0	32.1	1,120.4	4.9	37.0	44.2	209	826	118	
1976	Jan 8	1,251.8	5.4	38.0	1,213.8	4.9	28.7	35.3	207	923	122	
	Feb 12	1,253.4	5.4	28.0	1,225.4	5.1	30.5	32.1	213	918	122	
	Mar 11	1,234.6	5.3	21.7	1,212.9	5.1	14.9	24.7	192	921	122	
	Apr 8	1,231.2	5.3	21.3	1,209.9	5.2	14.6	20.0	210	899	122	
	May 13	1,220.4	5.2	35.1	1,185.3	5.2	11.3	13.6	187	911	122	
	June 10	1,277.9	5.5	118.2	1,159.7	5.3	6.8	10.9	269	886	123	
	July 8	1,402.5	6.0	199.4	1,203.1	5.3	2.5	6.9	356	923	123	
	Aug 12	1,440.0	6.2	194.5	1,245.4	5.3	10.6	6.6	258	1,056	126	
	Sep 9	1,395.1	6.0	142.3	1,252.8	5.3	4.8	6.0	237	1,032	126	
	Oct 14	1,320.9	5.7	78.0	1,243.0	5.3	-1.0	4.8	250	946	125	
	Nov 11e	1,311.0	5.6	54.3	1,256.7	5.4	10.7	4.8	...	...	...
	Dec 9e	1,316.0	5.6	48.0	1,268.0	5.4	9.7	6.5	...	...	...
1977	Jan 13	1,390.2	5.9	48.2	1,342.0	5.4	10.7	10.4	207	1,053	130	
	Feb 10	1,365.2	5.8	39.4	1,325.8	5.4	2.7	7.7	211	1,028	126	
	Mar 10	1,328.1	5.6	31.3	1,296.8	5.4	1.7	5.0	193	1,010	125	
	Apr 14	1,335.6	5.7	50.4	1,285.3	5.5	7.6	4.0	223	989	123	
	May 12	1,285.7	5.5	42.0	1,243.7	5.5	-4.4	1.6	197	969	120	
	June 9	1,390.4	5.9	142.7	1,247.7	5.6	40.1	14.4	288	982	120	
	July 14	1,553.5	6.6	241.6	1,311.9	5.7	13.7	16.5	389	1,046	118	
	Aug 11	1,567.0	6.7	220.4	1,346.6	5.7	0.1	18.0	269	1,020	120	
	Sep 8	1,541.8	6.6	166.2	1,375.7	5.8	20.5	11.4	242	1,175	125	
	Oct 13	1,456.6	6.2	92.6	1,364.0	5.8	5.5	8.7	253	1,079	125	
	Nov 10	1,438.0	6.1	68.6	1,369.4	5.8	4.6	10.2	230	1,083	125	
	Dec 8	1,419.7	6.0	54.3	1,365.4	5.8	-1.0	3.0	201	1,092	126	
1978	Jan 12	1,484.7	6.3	57.4	1,427.3	5.8	-3.8	-0.1	199	1,156	130	
	Feb 9	1,445.9	6.1	46.6	1,399.2	5.8	-8.5	-4.4	203	1,114	129	
	Mar 9	1,399.0	5.9	37.6	1,361.3	5.7	-3.2	-5.2	189	1,082	128	
	Apr 13	1,387.5	5.9	56.7	1,330.8	5.7	-8.8	-6.8	220	1,041	127	
	May 11	1,324.9	5.6	44.7	1,280.2	5.6	-16.0	-9.3	185	1,015	125	
	June 8	1,381.4	5.9	139.2	1,242.2	5.6	-7.0	-10.6	176	983	123	
	July 6	1,512.5	6.4	231.7	1,280.8	5.6	-11.8	-11.6	366	1,024	122	
	Aug 10	1,534.4	6.5	210.9	1,323.6	5.6	2.3	-5.5	250	1,160	124	
	Sep 14	1,446.7	6.1	130.7	1,316.0	5.5	-13.4	-7.6	220	1,102	125	
	Oct 12	1,364.9	5.8	76.4	1,288.5	5.5	-9.0	-6.7	235	1,006	124	
	Nov 9	1,330.8	5.7	52.9	1,277.9	5.4	-12.4	-11.6	203	1,004	124	
	Dec 7	1,303.2	5.5	39.8	1,263.4	5.4	-10.3	-10.6	191	988	124	
1979	Jan 11	1,391.2	5.9	44.4	1,346.9	5.4	16.7	-2.0	201	1,063	127	
	Feb 8	1,387.6	5.9	36.7	1,350.9	5.5	23.7	10.0	200	1,061	127	
	Mar 8	1,339.8	5.7	23.9	1,310.9	5.5	-5.4	11.7	176	1,038	126	
	Apr 5	1,279.8	5.4	23.9	1,255.9	5.4	-33.9	-5.2	166	989	125	
	May 10	1,238.5	5.2	36.2	1,202.3	5.3	-19.0	-19.4	160	957	121	
	June 14	1,281.1	5.4	137.1	1,144.0	5.2	-23.3	-25.4	266	898	117	
	July 12	1,392.0	5.9	204.2	1,187.8	5.2	-6.5	-16.3	335	941	117	
	Aug 9	1,383.9	5.9	173.1	1,210.8	5.2	-14.3	-14.7	232	1,035	117	
	Sep 13	1,325.0	5.6	106.0	1,219.0	5.1	-0.4	-7.1	212	995	118	
	Oct 11*	1,302.8	5.5	64.0	1,238.8	5.2	15.9	0.4	231	953	118	
	Nov 8	1,292.3	5.5	45.5	1,246.8	5.2	5.3	6.9	203	969	120	
	Dec 6	1,292.0	5.5	35.7	1,256.3	5.2	13.2	11.5	197	974	121	
1980	Jan 10	1,404.4	6.0	42.6	1,361.7	5.4	38.6	19.0	202	1,079	125	
	Feb 14	1,422.0	6.0	35.2	1,386.8	5.6	44.5	32.1	212	1,085	125	
	Mar 13e	1,411.7	6.0	29.3	1,382.4	5.7	29.6	37.6	199	1,087	125	
	Apr 10	1,454.7	6.2	50.0	1,404.6	5.9	43.5	39.2	231	1,097	127	
	May 8	1,441.4	6.1	45.8	1,395.6	6.0	25.0	32.7	199	1,116	126	
	June 12	1,586.6	6.7	178.3	1,408.3	6.0	50.0	39.5	338	1,123	126	
	July 10	1,811.9	7.7	282.1	1,529.9	6.5	67.9	47.6	433	1,249	129	
	Aug 14	1,913.1	8.1	252.0	1,661.1	6.9	86.3	68.1	300	1,476	137	
	Sep 11	1,950.2	8.3	196.3	1,753.8	7.2	85.7	80.0	292	1,520	138	

* † See footnotes to table 2.1.

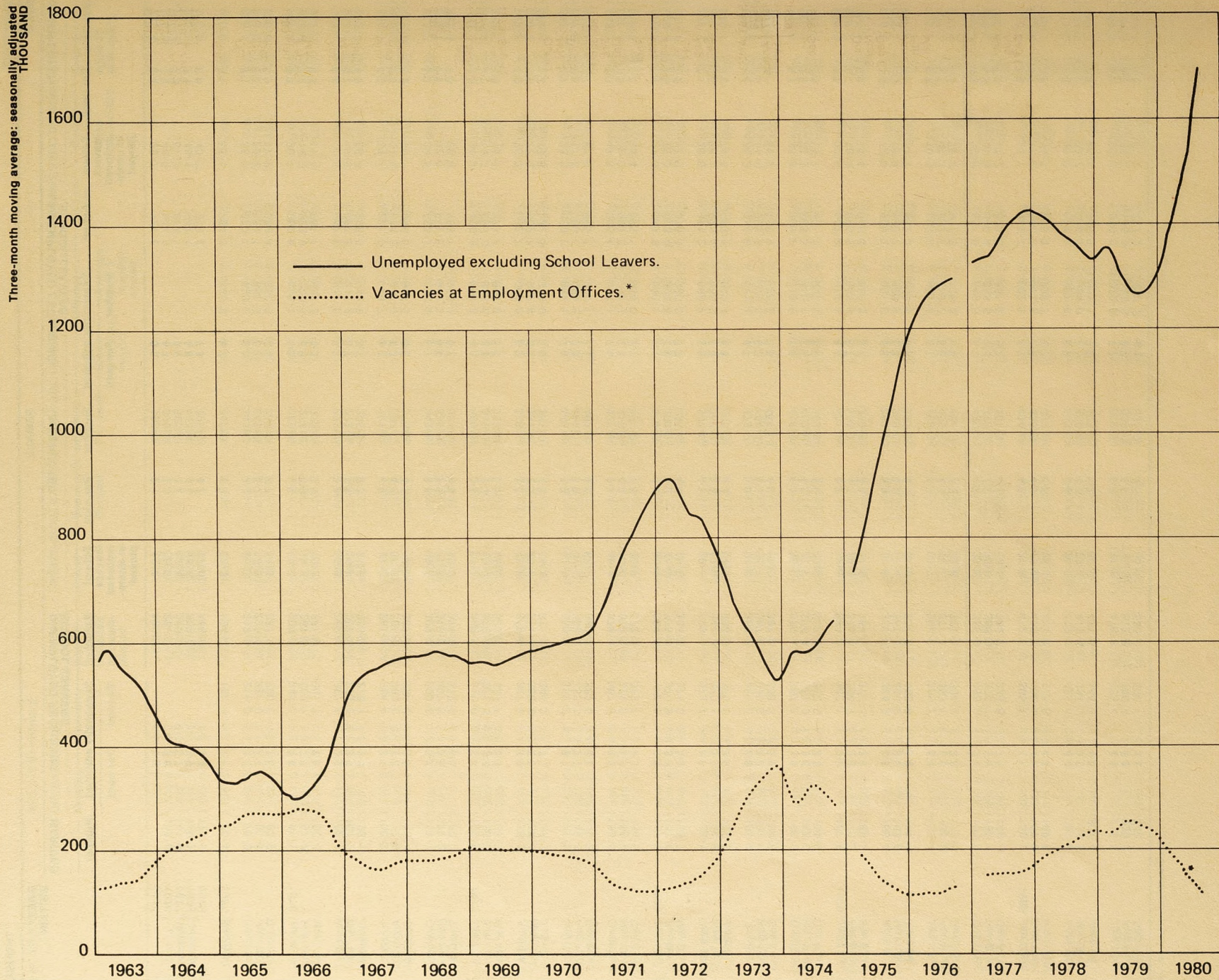
UNEMPLOYMENT 2.2 GB summary

THOUSAND

GREAT BRITAIN		MALE AND FEMALE										
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
		Number	Per cent	School leavers included in unem- ployed	Actual	Seasonally adjusted		Change		Up to 4 weeks	Over 4 weeks aged under 60†	Over 4 weeks aged 60 and over†
						Number	Per cent	Since previous month	Average over 3 months ended			
1975	Annual averages	747.4	5.4	25.7	721.6	5.2						
1976	Annual averages	986.0	7.0	44.6	941.3	6.7						
1977	Annual averages	1,027.5	7.3	51.4	976.1	6.9						
1978	Annual averages	995.2	7.1	48.1	947.1	6.8						
1979	Annual averages	919.6	6.6	40.7	879.0	6.3						
1975	Sep 8	849.9	6.1	65.5	784.3	5.7	795.8	5.7	247.0	2.7	52.3	
	Oct 9	855.1	6.1	35.0	820.1	6.0	833.6	6.0	243.5	2.7	30.3	
	Nov 13	875.0	6.3	20.9	854.1	6.2	862.8	6.2	245.2	2.7	19.5	
	Dec 11	906.6	6.5	17.2	889.4	6.4	890.6	6.4	245.9	2.7	14.9	
1976	Jan 8	981.3	7.0	20.7	960.6	6.5	909.1	6.5	270.5	2.9	17.4	
	Feb 12	978.8	7.0	14.9	963.9	6.6	926.3	6.6	274.6	3.0	13.1	
	Mar 11	962.5	6.8	11.4	951.1	6.6	933.2	6.6	272.1	2.9	10.2	
	Apr 8	959.1	6.8	11.3	947.8	6.7	941.6	6.7	272.1	2.9	9.9	
	May 13	947.1	6.7	19.6	927.5	6.7	947.2	6.7	273.3	3.0	15.5	
	June 10	972.4	6.9	66.4	906.0	6.7	948.9	6.7	305.5	3.3	51.8	
	July 8	1,030.7	7.3	109.1	921.6	6.7	945.7	6.7	371.8	4.0	90.3	
	Aug 12	1,052.3	7.5	107.8	944.5	6.7	947.9	6.7	387.7	4.2	86.7	
	Sep 9	1,019.6	7.2	74.7	944.9	6.7	947.5	6.7	375.5	4.1	67.6	
	Oct 14	972.2	6.9	38.5	933.7	6.7	943.9	6.7	348.8	3.8	39.5	
	Nov 11e	974.1	6.9	32.6	941.5	6.7	947.9	6.7	336.9	3.6	21.7	
	Dec 9e	981.9	7.0	28.8	953.1	6.8	952.3	6.8	334.1	3.6	19.2	
1977	Jan 13	1,034.0	7.3	24.5	1,009.6	6.8	956.6	6.8	356.2	3.8	23.7	
	Feb 10	1,016.0	7.2	19.7	996.3	6.8	956.8	6.8	349.1	3.7	19.7	
	Mar 10	989.5	7.0	15.7	973.7	6.8	955.6	6.8	338.6	3.6	15.6	
	Apr 14	992.5	7.0	26.8	965.7	6.8	960.0	6.8	343.1	3.6	23.5	
	May 12	1,285.7	5.5	42.0	1,243.7	5.5	954.6	6.8	331.1	3.5	20.1	
	June 9	1,390.4	5.9	142.7	1,247.7	5.6	954.6	6.8	331.1	3.5	20.1	
	July 14	1,553.5	6.6	241.6	1,311.9	5.7	957.0	6.9	381.0	4.0	65.8	
	Aug 11	1,567.0	6.7	220.4	1,346.6	5.7	957.0	6.9	381.0	4.0	65	

C1 UNEMPLOYMENT

Unemployed and vacancies: United Kingdom



* Vacancies at Employment Offices are only about a third of total vacancies

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in unemployed month	All	Male	Female	Actual	Seasonally adjusted				Male	Female
									Number	Percent	Change since previous	Average change over 3 months ended		
SOUTH EAST														
1976	316.3	245.0	71.3	14.7	4.2	5.5	2.3	301.6		4.0			236.7	64.8
1977	342.9	256.4	86.5	17.1	4.5	5.7	2.8	325.8		4.3			247.3	78.4
1978	318.8	234.3	84.4	13.8	4.2	5.3	2.7	304.9		4.0			227.0	77.9
1979	282.2	205.6	76.6	10.8	3.7	4.7	2.4	271.4		3.6			198.8	71.1
1979 Sep 13	280.9	198.5	82.4	15.8	3.7	4.5	2.6	265.1	256.7	3.4	-2.9	-3.5	187.3	69.4
Oct 11*	274.6	195.6	79.0	8.5	3.6	4.4	2.5	266.0	259.2	3.4	2.5	-1.8	189.4	69.8
Nov 8	269.5	193.6	75.9	5.5	3.6	4.4	2.4	264.0	258.5	3.4	-0.7	-0.4	189.3	69.2
Dec 6	267.6	194.1	73.6	4.1	3.5	4.4	2.3	263.5	260.3	3.4	1.8	1.2	190.3	70.0
1980 Jan 10	294.3	214.1	80.3	3.9	3.9	4.8	2.5	290.4	267.4	3.5	7.1	2.7	194.4	73.0
Feb 14	296.8	216.2	80.5	3.4	3.9	4.9	2.5	293.3	277.2	3.7	9.8	6.2	201.8	75.4
Mar 13 e	292.4	213.4	79.0	2.8	3.9	4.8	2.5	289.7	282.6	3.7	5.4	7.4	205.5	77.1
April 10	299.0	218.8	80.2	6.3	3.9	5.0	2.5	292.7	289.4	3.8	6.8	7.3	210.4	79.0
May 8	297.5	218.0	79.4	6.5	3.9	4.9	2.5	291.0	295.9	3.9	6.5	6.2	215.5	80.4
June 12	322.1	232.2	90.0	28.6	4.3	5.3	2.9	293.6	308.0	4.1	12.1	8.5	224.1	83.9
July 10	376.8	264.2	112.6	49.8	5.0	6.0	3.6	327.0	327.4	4.3	19.4	12.7	238.1	89.3
Aug 14	410.0	287.8	122.1	46.3	5.4	6.5	3.9	363.7	351.8	4.6	24.4	18.6	255.7	96.1
Sep 11	421.7	296.5	125.2	35.3	5.6	6.7	4.0	386.5	371.8	4.9	20.0	21.3	270.4	101.4
GREATER LONDON (Included in South East)														
1976	153.0	121.8	32.2	5.5	4.0	5.3	2.1	148.4		3.8			118.6	29.8
1977	164.7	126.0	38.7	6.6	4.3	5.5	2.5	158.1		4.1			122.4	35.6
1978	153.8	116.3	37.5	5.4	4.1	5.2	2.5	148.4		3.9			113.2	35.1
1979	138.7	104.1	34.6	4.6	3.7	4.7	2.3	134.1		3.6			101.0	32.3
1979 Sep 13	139.9	102.5	37.5	7.5	3.7	4.6	2.4	132.4	127.4	3.4	-1.4	-1.2	96.1	31.3
Oct 11*	136.2	100.4	35.7	4.3	3.6	4.5	2.3	131.8	128.0	3.4	0.6	-1.2	96.5	31.5
Nov 8	132.6	98.4	34.2	2.9	3.5	4.4	2.2	129.6	127.3	3.4	-0.7	-0.5	96.2	31.1
Dec 6	130.9	97.5	33.4	2.3	3.5	4.4	2.2	128.6	128.1	3.4	0.8	0.2	96.3	31.8
1980 Jan 10	143.4	106.7	36.8	1.9	3.8	4.8	2.4	141.5	131.8	3.5	3.7	1.3	98.2	33.6
Feb 14	144.6	107.7	36.9	1.7	3.9	4.9	2.4	142.9	136.3	3.6	4.5	3.0	101.5	34.8
Mar 13 e	144.5	107.7	36.8	1.4	3.9	4.9	2.4	143.1	140.8	3.8	4.5	4.2	105.0	35.8
April 10	147.5	110.2	37.4	2.8	3.9	5.0	2.4	144.7	142.6	3.8	1.8	3.6	105.9	36.7
May 8	148.5	111.0	37.5	3.1	4.0	5.0	2.4	145.4	147.1	3.9	4.5	3.6	109.4	37.7
June 12	154.8	115.0	39.8	8.0	4.1	5.2	2.6	146.8	151.5	4.0	4.4	3.6	112.7	38.8
July 10	179.3	129.3	50.0	18.5	4.8	5.8	3.3	160.9	160.3	4.3	8.8	5.9	118.7	41.6
Aug 14	196.3	140.4	55.9	18.9	5.2	6.4	3.6	177.4	171.2	4.6	10.9	8.0	126.4	44.8
Sep 11	204.8	146.4	58.4	15.5	5.5	6.6	3.8	189.3	181.2	4.8	10.0	9.9	133.5	47.7
EAST ANGLIA														
1976	33.9	26.1	7.8	1.6	4.8	6.1	2.8	32.2		4.6			25.2	7.0
1977	37.7	28.2	9.5	2.1	5.3	6.4	3.4	35.6		5.0			27.1	8.5
1978	35.9	26.1	9.8	1.8	5.0	6.0	3.4	34.1		4.7			25.2	8.9
1979	32.4	23.1	9.3	1.3	4.5	5.4	3.2	31.1		4.3			22.4	8.6
1979 Sep 13	30.3	20.7	9.6	1.8	4.2	4.8	3.3	28.5	29.2	4.0	-0.1	-0.3	20.9	8.3
Oct 11*	30.3	20.9	9.5	1.1	4.2	4.9	3.2	29.2	29.5	4.1	0.3	-0.1	21.1	8.4
Nov 8	30.5	21.2	9.4	0.6	4.2	4.9	3.2	29.9	29.7	4.1	0.2	0.1	21.1	8.6
Dec 6	30.7	21.5	9.2	0.5	4.2	5.0	3.2	30.2	29.7	4.1		0.2	21.1	8.6
1980 Jan 10	34.1	24.2	9.8	0.4	4.7	5.6	3.4	33.6	31.0	4.3	1.3	0.5	21.9	9.1
Feb 14	34.8	24.8	10.0	0.4	4.8	5.8	3.4	34.4	31.4	4.3	0.4	0.6	22.0	9.4
Mar 13	34.6	24.6	10.0	0.4	4.8	5.7	3.4	34.2	32.0	4.4	0.6	0.8	22.5	9.5
April 10	35.6	25.2	10.4	1.0	4.9	5.9	3.6	34.6	33.0	4.6	1.0	0.7	23.1	9.9
May 8	35.0	24.9	10.1	0.9	4.8	5.8	3.5	34.1	34.0	4.7	1.0	0.9	23.9	10.1
June 12	37.2	26.1	11.1	4.0	5.2	6.1	3.8	33.2	34.7	4.8	0.7	0.9	24.8	9.9
July 10	42.3	28.9	13.5	6.2	5.9	6.7	4.6	36.1	37.2	5.2	2.5	1.4	26.7	10.5
Aug 14	45.4	31.3	14.1	5.6	6.3	7.3	4.8	39.8	39.9	5.5	2.7	2.0	28.8	11.1
Sep 11	46.4	32.2	14.2	4.3	6.4	7.5	4.9	42.1	42.2	5.8	2.3	2.5	30.6	11.6

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PERCENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted				
								Number	Percent	Change since previous month	Average change over 3 months ended	Male	Female	
SOUTH WEST														
1976	102.9	78.3	24.7	5.3	6.4	8.1	3.8	97.6	6.1	75.3	22.3			
1977 Annual	111.8	81.9	29.9	6.3	6.8	8.3	4.5	105.5	6.4	78.6	26.9			
1978 averages	107.3	76.3	31.0	5.9	6.5	7.7	4.6	101.5	6.1	73.3	28.2			
1979	95.4	66.2	29.3	4.5	5.7	6.8	4.3	90.9	5.4	63.5	27.0			
1979 Sep 13	90.9	61.8	29.1	5.7	5.5	6.3	4.2	85.3	87.6	5.3	-0.6	-0.5	61.1	26.5
Oct 11*	92.6	62.7	29.9	3.2	5.6	6.4	4.4	89.4	87.2	5.2	-0.4	-0.6	60.8	26.4
Nov 8	93.8	63.7	30.1	2.3	5.6	6.5	4.4	91.5	86.9	5.2	-0.3	-0.4	60.5	26.4
Dec 6	93.4	63.5	29.9	1.8	5.6	6.5	4.4	91.7	87.2	5.2	0.3	-0.1	60.0	27.2
1980 Jan 10	99.9	67.9	32.0	1.8	6.0	6.9	4.7	98.1	88.4	5.3	1.2	0.4	60.3	28.1
Feb 14	100.6	68.6	32.0	1.5	6.0	7.0	4.7	99.1	90.7	5.4	2.3	1.3	62.0	28.7
Mar 13e	97.8	67.1	30.7	1.3	5.9	6.9	4.5	96.5	90.6	5.4	-0.1	1.1	62.1	28.5
April 10	98.0	67.5	30.5	2.5	5.9	6.9	4.4	95.5	93.0	5.6	2.4	1.5	63.9	29.1
May 8	94.3	65.4	28.9	2.1	5.7	6.7	4.2	92.2	94.8	5.7	1.8	1.4	65.1	29.7
June 12	100.8	69.1	31.7	12.1	6.1	7.1	4.6	88.7	96.7	5.8	1.9	2.0	66.7	30.0
July 10	114.2	76.4	37.7	17.3	6.9	7.8	5.5	96.9	102.2	6.1	5.5	3.1	70.8	31.4
Aug 14	120.7	81.1	39.6	14.8	7.2	8.3	5.8	105.9	108.1	6.5	5.9	4.4	74.8	33.3
Sep 11	122.8	82.9	39.9	10.7	7.4	8.5	5.8	112.1	112.7	6.8	4.6	5.3	78.2	34.5
WEST MIDLANDS														
1976	133.1	99.6	33.5	9.0	5.8	7.0	3.8	124.0	—	5.4	—	—	95.0	29.0
1977 Annual	134.3	95.1	39.2	10.6	5.8	6.7	4.3	123.6	—	5.3	—	—	90.2	33.4
1978 averages	130.4	90.3	40.1	10.0	5.6	6.3	4.4	120.3	—	5.1	—	—	85.7	34.7
1979	128.1	87.6	40.4	8.6	5.5	6.2	4.4	119.5	—	5.1	—	—	83.2	35.9
1979 Sep 13	135.2	89.0	46.3	13.1	5.8	6.3	5.0	122.1	116.4	5.0	1.6	-0.1	80.4	36.0
Oct 11*	130.0	87.1	42.9	7.5	5.6	6.2	4.6	122.5	119.3	5.1	2.9	0.9	82.7	36.6
Nov 8	127.6	86.1	41.5	5.3	5.5	6.1	4.5	122.3	120.7	5.2	1.4	2.0	83.6	37.1
Dec 6	126.3	86.0	40.3	3.9	5.4	6.1	4.4	122.3	122.4	5.2	1.7	2.0	84.4	38.0
1980 Jan 10	133.3	91.0	42.3	3.7	5.7	6.5	4.6	129.5	124.6	5.3	2.2	1.8	85.5	39.1
Feb 14	135.3	92.1	43.3	2.9	5.8	6.5	4.7	132.4	129.5	5.5	4.9	2.9	88.2	41.3
Mar 13e	136.9	93.1	43.8	2.6	5.9	6.6	4.7	134.3	133.8	5.7	4.3	3.8	90.8	43.0
April 10	143.0	97.4	45.6	5.1	6.1	6.9	4.9	137.9	138.4	5.9	4.6	4.6	94.3	44.1
May 8	145.4	98.9	46.5	5.0	6.2	7.0	5.0	140.4	143.5	6.1	5.1	4.7	97.7	45.8
June 12	159.1	107.3	51.8	13.4	6.8	7.6	5.6	145.7	150.1	6.4	6.6	5.4	102.5	47.6
July 10	196.0	128.6	67.4	35.3	8.4	9.1	7.3	160.7	158.2	6.8	8.1	6.6	109.0	49.2
Aug 14	211.1	138.9	72.2	32.4	9.0	9.9	7.8	178.7	172.3	7.4	14.1	9.6	118.7	53.6
Sep 11	219.4	145.8	73.5	26.1	9.4	10.4	7.9	193.3	185.9	8.0	13.6	11.9	129.3	56.6
EAST MIDLANDS														
1976	73.6	55.7	17.9	4.2	4.7	5.8	2.9	69.4	—	4.4	—	—	53.5	16.0
1977 Annual	79.8	58.1	21.7	5.0	5.0	6.0	3.4	74.8	—	4.7	—	—	55.5	19.3
1978 averages	80.2	57.3	22.9	4.5	5.0	6.0	3.6	75.7	—	4.7	—	—	55.0	20.6
1979	75.3	53.6	21.8	3.7	4.7	5.6	3.4	71.6	—	4.4	—	—	51.5	19.9
1979 Sep 13	74.1	50.9	23.3	4.8	4.6	5.3	3.6	69.3	67.7	4.2	0.1	-0.9	48.2	19.5
Oct 11*	73.8	51.4	22.3	2.7	4.6	5.4	3.4	71.1	70.9	4.4	3.2	0.8	51.0	19.9
Nov 8	72.8	51.4	21.5	1.7	4.5	5.4	3.3	71.1	71.2	4.4	0.3	1.2	51.2	20.0
Dec 6	73.8	52.6	21.2	1.3	4.6	5.5	3.3	72.5	72.4	4.5	1.2	1.6	52.0	20.4
1980 Jan 10	79.7	57.0	22.7	1.3	5.0	5.9	3.5	78.4	73.8	4.6	1.4	1.0	52.8	21.0
Feb 14	82.1	59.0	23.2	1.0	5.1	6.1	3.6	81.1	77.5	4.8	3.7	2.1	55.3	22.2
Mar 13e	80.7	57.7	23.0	0.9	5.0	6.0	3.6	79.8	77.8	4.8	0.3	1.8	55.2	22.6
April 10	85.4	61.1	24.3	2.6	5.3	6.4	3.8	82.8	82.2	5.1	4.4	2.8	58.7	23.5
May 8	85.3	60.9	24.4	2.4	5.3	6.3	3.8	83.0	84.5	5.3	2.3	2.3	60.2	24.3
June 12	99.5	69.0	30.5	13.6	6.2	7.2	4.7	85.9	89.3	5.6	4.8	3.8	63.6	25.7
July 10	112.4	75.9	36.5	19.4	7.0	7.9	5.6	93.0	92.8	5.8	3.5	3.5	66.3	26.5
Aug 14	118.1	80.2	38.0	15.9	7.4	8.4	5.9	102.2	99.4	6.2	6.6	5.0	70.8	28.6
Sep 11	120.9	82.7	38.2	12.3	7.5	8.6	5.9	108.6	106.1	6.6	6.7	5.6	75.6	30.5

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PERCENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted				
								Number	Percent	Change since previous month	Average change over 3 months ended	Male	Female	
YORKSHIRE AND HUMBERSIDE														
1976	114.0	86.5	27.5	8.1	5.5	6.8	3.4	105.9	—	5.1	—	—	82.3	23.6
1977 Annual	120.8	87.3	33.5	9.3	5.8	6.8	4.1	111.5	—	5.3	—	—	82.8	23.6
1978 averages	125.8	89.0	36.8	9.2	6.0	7.0	4.4	116.6	—	5.5	—	—	84.5	32.0
1979	121.1	83.7	37.4	8.1	5.7	6.6	4.4	113.0	—	5.3	—	—	79.7	32.9
1979 Sep 13	122.6	81.1	41.4	12.2	5.8	6.4	4.9	110.4	107.9	5.1	-0.8	-0.6	75.3	32.6
Oct 11*	119.1	79.9	39.1	6.8	5.6	6.3	4.6	112.3	109.8	5.2	1.9	-0.2	76.6	33.2
Nov 8	117.1	79.5	37.7	4.6	5.5	6.3	4.5	112.6	110.7	5.2	0.9	0.7	77.2	33.5
Dec 6	117.8	81.0	36.8	3.5	5.6	6.4	4.4	114.3	112.2	5.3	1.5	1.4	78.2	34.0
1980 Jan 10	127.7	88.4	39.3	3.5	6.1	7.0	4.7	124.2	116.6	5.5	4.4	2.3	80.9	35.7
Feb 14	130.5	90.9	39.7	2.9	6.2	7.2	4.7	127.6	121.4	5.8	4.8	3.6	84.6	36.8
Mar 13e	131.4	91.8	39.7	2.5	6.2	7.2	4.7	128.9	126.2	6.0	4.8	4.7	88.1	38.1
April 10	136.6	95.1	41.6	6.4	6.5	7.5	4.9	130.3	129.9	6.2	3.7	4.4	91.0	38.9
May 8	135.4	94.2	41.1	5.5	6.4	7.4	4.9	129.8	132.5	6.3	2.6	3.7	92.6	39.9
June 12	151.6	102.9	48.7	19.8	7.2	8.1	5.8	131.8	137.3	6.5	4.8	3.7	96.0	41.3
July 10	176.1	116.1	59.9	32.2	8.3	9.2	7.1	143.9	145.9	6.9	8.6	5.3	102.1	43.8
Aug 14	185.4	123.4	62.0	29.2	8.8	9.7	7.4	156.3	153.5	7.3	7.6	7.0	108.0	45.5
Sep 11	189.2	127.6	61.6	23.5	9.0	10.1	7.3	165.6	161.4	7.6	7.9	8.0	114.4	47.0
NORTH WEST														
1976	197.0	159.4	46.6	14.4	6.9	8.9	4.1	182.6	—	6.4	—	—	142.3	40.2
1977 Annual	212.0	153.5	58.5	17.7	7.4	9.0	5.0	194.2	—	6.8	—	—	144.1	50.1
1978 averages	213.5	150.5	63.1	16.8	7.5	8.9	5.4	196.7	—	6.9	—	—	141.6	55.0
1979	203.5	140.7	62.8	13.7	7.1	8.4	5.3	189.8	—	6.6	—	—	133.0	56.2
1979 Sep 13	207.0	139.1	67.9	18.7	7.3	8.3	5.7	188.2	183.9	6.4	-0.7	-0.7	128.0	55.9
Oct 11*	201.0	136.1	64.9	11.6	7.0	8.2	5.5	189.4	187.2	6.6	3.3	0.6	129.8	57.4
Nov 8	199.2	135.8	63.4	8.5	7.0	8.1	5.4	190.6	187.5	6.6	0.3	1.0	130.4	57.1
Dec 6	199.3	137.2	62.1	6.8	7.0	8.2	5.2	192.5	190.1	6.7	2.6	2.1	132.6	57.5
1980 Jan 10	215.5	148.0	67.5	6.6										

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PERCENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS								
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Change since previous month	Average change over 3 months ended	Male	Female	
								Number	Percent	Number	Percent					
WALES																
1976	78.1	58.6	19.5	5.7	7.3	8.8	4.9	72.4	6.8					55.6	16.9	
1977	86.3	61.1	25.2	7.0	8.0	9.2	6.1	79.3	7.4					57.6	21.8	
1978	91.5	63.1	28.4	7.3	8.4	9.5	6.7	84.2	7.8					59.6	24.6	
1979	87.1	58.3	28.7	6.0	8.0	8.9	6.7	81.0	7.5					55.2	25.5	
1979 averages																
1979 Sep 13	86.5	55.7	30.8	8.9	8.0	8.5	7.2	77.6	7.7	7.2	0.2	-0.5		52.2	25.5	
Oct 11*	85.8	55.4	30.4	5.7	7.9	8.5	7.1	80.1	7.2	7.2	0.5	-0.2		52.4	25.8	
Nov 8	85.2	55.4	29.8	4.2	7.9	8.5	7.0	81.0	7.6	7.3	0.4	0.4		52.7	25.9	
Dec 6	85.2	55.9	29.2	3.3	7.9	8.5	6.8	81.9	7.9	7.3	0.6	0.5		52.8	26.4	
1980 Jan 10	90.9	59.9	30.9	3.2	8.4	9.2	7.2	87.6	8.2	7.6	3.0	1.3		54.3	27.9	
Feb 14	92.1	61.3	30.8	2.7	8.5	9.4	7.2	89.3	8.5	7.9	3.3	2.3		57.0	28.5	
Mar 13	92.0	61.6	30.4	2.5	8.5	9.4	7.1	89.5	8.7	8.1	2.3	2.9		59.0	28.8	
Apr 10	97.4	65.9	31.5	4.6	9.0	10.1	7.4	92.8	9.1	8.5	4.1	3.2		62.6	29.3	
May 8	97.0	65.4	31.6	5.0	9.0	10.0	7.4	92.0	9.3	8.6	1.2	2.5		63.2	29.9	
June 12	99.1	66.6	32.4	7.4	9.0	10.2	7.4	91.7	9.6	8.8	2.5	2.6		65.1	30.5	
July 10	116.8	75.9	41.0	19.3	10.8	11.6	9.6	97.6	9.4	9.2	3.8	2.5		67.7	31.7	
Aug 14	122.6	80.7	41.9	17.9	11.3	12.3	9.8	104.7	10.4	9.7	5.3	3.9		72.0	32.7	
Sep 11	126.9	84.8	42.1	14.1	11.7	13.0	9.8	112.8	11.1	10.3	7.1	5.4		77.8	34.0	
SCOTLAND																
1976	154.4	111.5	43.0	9.9	7.0	8.5	4.8	144.5	6.5					105.9	38.6	
1977	182.8	125.7	57.1	14.5	8.1	9.5	6.1	168.3	7.5					117.7	50.6	
1978	184.7	123.7	61.0	14.1	8.2	9.4	6.5	170.7	7.6					115.8	54.8	
1979	181.5	118.7	62.8	12.5	8.0	9.1	6.6	168.9	7.4					111.5	57.1	
1979 averages																
1979 Sep 13	177.2	113.7	63.5	12.9	7.8	8.7	6.7	164.4	167.3	7.4	1.3	0.7		109.5	57.8	
Oct 11*	178.5	114.6	63.9	9.5	7.9	8.8	6.7	169.0	169.5	7.5	2.2	1.0		110.7	58.8	
Nov 8	179.5	115.6	63.9	7.1	7.9	8.9	6.7	172.5	169.7	7.5	0.2	1.2		111.0	58.7	
Dec 6	180.3	117.8	62.5	5.8	8.0	9.0	6.5	174.4	170.5	7.5	0.8	1.1		111.8	58.7	
1980 Jan 10	203.2	132.6	70.6	13.3	9.0	10.2	7.4	189.9	175.7	7.8	5.2	2.1		114.6	61.1	
Feb 14	203.8	133.0	70.8	10.8	9.0	10.2	7.4	193.0	182.3	8.1	6.6	4.2		118.8	63.5	
Mar 13	200.1	130.4	69.7	8.4	8.9	10.0	7.3	191.7	184.8	8.2	2.5	4.8		120.3	64.5	
Apr 10	201.1	131.7	69.4	7.5	8.9	10.1	7.3	193.5	191.6	8.5	6.8	5.3		125.5	66.1	
May 8	196.3	128.3	68.0	6.1	8.7	9.8	7.1	190.3	194.1	8.6	2.5	3.9		127.1	67.0	
June 12	223.2	142.7	80.5	29.7	9.9	10.9	8.5	193.4	198.8	8.8	4.7	4.7		130.5	68.3	
July 10	236.3	150.6	85.7	32.5	10.5	11.5	9.0	203.8	205.2	9.1	6.4	4.5		135.2	70.0	
Aug 14	241.3	154.6	86.7	27.7	10.7	11.8	9.1	213.6	211.8	9.4	6.6	5.9		139.3	72.5	
Sep 11	240.9	156.2	84.7	21.1	10.7	12.0	8.9	219.8	220.2	9.7	8.4	7.1		146.4	73.8	
NORTHERN IRELAND																
1976	54.9	37.5	17.4	4.3	10.0	11.4	8.0	50.5	9.3					35.2	15.4	
1977	60.9	41.8	19.2	5.6	11.0	12.7	8.5	55.3	10.0					38.8	16.6	
1978	65.4	45.0	20.4	5.7	11.5	13.5	8.7	59.7	10.5					41.8	17.9	
1979	64.9	44.3	20.7	5.2	11.3	13.4	8.4	59.7	10.4					41.3	18.5	
1979 averages																
1979 Sep 13	69.6	45.8	23.8	8.3	12.1	13.8	9.7	61.3	59.5	10.3	0.3	0.4		40.5	19.0	
Oct 11*	64.8	43.0	21.8	5.3	11.3	13.0	8.9	59.5	60.5	10.5	1.0	0.4		41.1	19.4	
Nov 8	62.9	42.4	20.5	4.2	10.9	12.8	8.4	58.7	60.1	10.4	0.4	0.3		41.1	19.0	
Dec 6	63.4	43.4	20.0	3.5	11.0	13.1	8.2	59.9	60.9	10.6	0.8	0.5		42.0	18.9	
1980 Jan 10	66.2	45.7	20.5	3.3	11.5	13.8	8.4	62.9	61.3	10.6	0.4	0.3		42.3	19.0	
Feb 14	66.9	46.3	20.6	3.0	11.6	14.0	8.4	64.0	63.2	11.0	1.9	1.0		43.5	19.7	
Mar 13	66.3	45.8	20.4	2.5	11.5	13.8	8.3	63.8	64.0	11.1	0.8	1.0		43.9	20.1	
Apr 10	68.3	47.1	21.2	3.7	11.8	14.2	8.6	64.6	65.1	11.3	1.1	1.3		44.4	20.7	
May 8	67.8	46.7	21.1	3.7	11.8	14.1	8.6	64.2	65.8	11.4	0.7	0.9		44.8	21.0	
June 12	73.0	49.5	23.5	8.0	12.7	14.9	9.6	65.0	67.1	11.6	1.3	1.0		45.7	21.4	
July 10	84.7	55.3	29.3	13.4	14.7	16.7	12.0	71.3	69.8	12.1	2.7	1.6		47.6	22.2	
Aug 14	88.1	58.0	30.1	12.9	15.3	17.5	12.3	75.2	73.2	12.7	3.4	2.5		50.0	23.2	
Sep 11	89.3	59.7	29.7	11.0	15.5	18.0	12.1	78.3	76.5	13.3	3.3	3.1		52.7	23.8	

See footnotes to table 2.1

UNEMPLOYMENT 2.4 Area statistics

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

	Male				Female				All unemployed				Rate			
	Male	Female	All unemployed	Rate	Male	Female	All unemployed	Rate	Male	Female	All unemployed	Rate	Male	Female	All unemployed	Rate
ASSISTED REGIONS	per cent															
South West	per cent															
SDA	3,368	1,207	4,575	13.4												
Other DA	14,666	7,757	22,423	10.0												
IA	6,658	2,665	9,323	8.0												
Unassisted	58,251	28,228	86,479	6.8												
All	82,943	39,857	122,800	7.4												
West Midlands	per cent															
IA	862	404	1,266	9.2												
Unassisted	144,960	73,124	218,084	9.4												
All	145,822	73,528	219,350	9.4												
East Midlands	per cent															
SDA	—	—	—	—												
Other DA	4,134	1,544	5,678	18.0												
IA	14,719	6,486	21,205	8.0												
Unassisted	63,825	30,204	94,029	7.2												
All	82,678	38,234	120,912	7.5												
Yorkshire and Humberside	per cent															
SDA	—	—	—	—												
Other DA	31,277	14,310	45,587	10.9												
IA	96,316	47,281	143,597	8.5												
All	127,593	61,591	189,184	9.0												
North West	per cent															
SDA	69,911	32,774	102,685	14.8												
Other DA	10,772	6,561	17,333	12.5												
IA	120,715	59,404	180,119	8.9												
All	201,398	98,739	300,137	10.5												
Wales	per cent															
SDA	27,142	13,114	40,256	14.5												
Other DA	42,181	20,910	63,091	11.4												
IA	15,508	8,032	23,540	9.8												
All	84,831	42,056	126,887	11.7												
Scotland	per cent															
SDA	103,677	56,070	159,747	13.1												
Other DA	20,649	12,438	33,087	10.2												
IA	31,879	16,225	48,104	6.8												
All	156,205	84,733	240,938	10.7												
UNASSISTED REGIONS	per cent															
South East	296,537	125,201	421,738	5.6												
East Anglia	32,240	14,193	46,433	6.4												
GREAT BRITAIN	per cent															
SDA	265,240	130,930	396,170	13.6												
Other DA	159,895	81,873	241,768	11.2												
IA	298,175	147,275	445,450	8.4												
Unassisted	595,813	270,950	866,763	6.6												
All	1,319,123	631,028	1,950,151	8.3												
Northern Ireland	59,653	29,672	89,325	15.5												
Local areas (by region)	per cent															
South East	per cent															
*Aldershot	2,601	1,301	3,902	4.6												
*Aylesbury	1,306	759	2,065	4.6												
*Basingstoke	1,390	865	2,255	4.8												
*Bedford	2,620	1,481	4,101	4.9												
*Braintree	1,500	744	2,244	6.5												
*Brighton	7,334	2,629	9,963	7.2												
*Canterbury	1,944	862	2,806	6.9												
*Chatham	7,380	3,895	11,275	9.6												
*Chelmsford	2,306	966	3,272	4.8												
*Chichester	1,830	725	2,555	5.3												
*Colchester	2,742	1,382	4,124	6.9												
*Crawley	3,807	1,756	5,563	6.4												
*Eastbourne	1,498	412	1,910	4.5												
*Guildford	2,729	1,095	3,824	4.2												
*Harlow	3,006	1,486	4,492	6.1												
*Hastings	2,590	961	3,551	8.2												
*Hertford																

2.4 UNEMPLOYMENT Area statistics

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

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
				per cent					per cent
North					Isle of Wight	1,969	737	2,706	6.5
*Ainwick	698	425	1,123	10.4	Kent	25,964	11,706	37,670	7.2
*Carlisle	2,683	1,396	4,079	7.8	Oxfordshire	7,646	3,934	11,580	5.7
*Central Durham	4,728	2,697	7,425	10.7	Surrey	8,915	3,586	12,501	4.2
*Consett	3,316	1,596	4,912	15.5	West Sussex	7,324	2,865	10,189	4.1
*Darlington and S/West Durham	5,237	2,794	8,031	9.7	East Anglia				
*Furness	2,365	1,732	4,097	9.2	Cambridgeshire	8,945	4,287	13,232	5.9
Hartlepool	4,867	2,066	6,933	15.9	Norfolk	13,349	5,321	18,670	7.1
*Morpeth	4,572	2,430	7,002	11.1	Suffolk	9,946	4,585	14,531	6.3
*North Tyne	18,835	8,121	26,956	9.9	South West				
*Peterlee	2,191	1,357	3,548	13.0	Avon	20,988	9,217	30,205	7.3
*South Tyne	17,361	7,916	25,277	14.0	Cornwall	9,620	4,235	13,855	10.0
*Teesside	21,325	9,705	31,030	13.7	Devon	19,597	9,365	28,962	8.7
*Wearside	14,572	6,709	21,281	15.1	Dorset	8,673	3,647	12,320	6.1
*Whitehaven	1,770	1,181	2,951	10.0	Gloucestershire	8,772	4,816	13,588	6.6
*Workington	1,862	1,399	3,261	10.4	Somerset	6,416	3,357	9,773	6.3
					Wiltshire	8,877	5,220	14,097	7.0
Wales					West Midlands				
*Bargoed	2,671	1,588	4,259	16.4	West Midlands Metropolitan	94,971	45,001	139,972	10.1
*Cardiff	14,751	6,139	20,890	10.5	Hereford and Worcester	11,958	6,460	18,418	8.1
*Ebbw Vale	3,212	1,637	4,849	16.9	Salop	8,904	4,838	13,742	10.3
*Llanelli	2,564	1,242	3,806	12.7	Staffordshire	21,662	11,896	33,558	8.5
*Neath	2,064	1,286	3,350	12.5	†Warwickshire	8,327	5,333	13,660	...
*Newport	2,261	3,303	10,564	11.7	East Midlands				
*Pontypool	3,564	2,048	5,612	11.1	Derbyshire	18,947	8,462	27,409	6.7
*Pontypridd	5,278	3,108	8,386	12.3	Leicestershire	17,064	8,779	25,843	7.1
*Port Talbot	6,618	3,288	9,906	12.2	Lincolnshire	10,703	5,529	16,232	8.0
*Shotton	5,412	2,056	7,468	15.3	Northamptonshire	12,605	5,686	18,291	8.7
*Swansea	7,721	4,295	12,016	11.2	Nottinghamshire	23,719	9,778	33,497	7.6
*Wrexham	4,735	2,157	6,892	15.2	Yorkshire and Humberside				
Scotland					South Yorkshire Metropolitan	37,021	19,175	56,196	9.5
*Aberdeen	4,195	1,873	6,068	4.6	West Yorkshire Metropolitan	55,761	26,614	82,375	8.9
*Ayr	3,411	1,829	5,240	11.4	Humberside	25,714	11,096	36,810	10.4
*Bathgate	3,881	2,797	6,678	15.9	North Yorkshire	9,097	4,706	13,803	5.9
*Dumbarton	2,959	1,714	4,673	15.4	North West				
*Dumfries	1,811	1,210	3,021	8.5	Greater Manchester Metropolitan	76,197	35,703	111,900	9.2
Dundee	7,458	4,588	12,046	12.3	Merseyside Metropolitan	72,260	33,141	105,401	14.6
*Dunfermline	2,793	2,129	4,922	9.2	Cheshire	20,745	12,684	33,429	9.1
*Edinburgh	14,680	6,434	21,114	7.4	Lancashire	32,196	17,211	49,407	9.0
*Falkirk	3,901	2,696	6,597	9.4	North				
*Glasgow	51,137	22,999	74,136	12.5	Cleveland	26,192	11,771	37,963	14.1
*Greenock	4,626	2,384	7,010	13.6	Cumbria	9,955	6,364	16,319	8.3
*Irvine	4,413	2,498	6,911	16.9	Durham	18,197	9,920	28,117	11.2
Kilmarnock	3,211	1,629	4,840	13.5	Northumberland	6,601	3,601	10,202	10.3
*Kirkcaldy	4,141	2,789	6,930	10.4	Tyne and Wear Metropolitan	47,931	21,240	69,171	12.4
*North Lanarkshire	14,113	10,031	24,144	11.0	Wales				
*Paisley	6,610	3,923	10,543	11.0	Clwyd	13,019	5,492	18,511	14.1
*Perth	1,624	767	2,391	6.2	Dyfed	7,362	4,417	11,779	10.6
*Stirling	2,716	1,671	4,387	9.1	Gwent	15,241	7,681	22,922	12.4
Northern Ireland					Gwynedd	5,926	2,451	8,377	10.6
Armagh	1,313	673	1,986	15.6	Mid-Glamorgan	15,750	8,987	24,737	12.8
*Ballymena	4,761	2,798	7,559	16.0	Powys	1,424	705	2,129	7.6
Belfast	25,284	13,530	38,814	12.7	South Glamorgan	13,035	5,232	18,267	10.5
*Coleraine	3,525	1,491	5,016	19.4	West Glamorgan	13,074	7,091	20,165	11.7
Cookstown	1,092	535	1,627	26.8	Scotland				
*Craigavon	3,726	2,181	5,907	14.1	Borders	1,265	596	1,861	4.8
*Downpatrick	2,051	1,070	3,121	17.6	Central	6,617	4,367	10,984	9.3
Dungannon	2,038	972	3,010	17.6	Dumfries and Galloway	3,246	2,194	5,440	9.7
Enniskillen	2,122	1,093	3,215	19.8	Fife	7,661	5,429	13,090	9.6
*Londonderry	6,455	2,514	8,969	21.4	Grampian	6,715	3,667	10,382	5.6
Newry	3,521	1,313	4,834	25.9	Highlands	4,638	2,215	6,853	8.7
Omagh	1,657	889	2,546	19.8	Lothians	18,843	9,410	28,253	8.2
Strabane	2,108	613	2,721	29.4	Orkneys	321	141	462	7.5
Counties (by region)					Shetlands	176	80	256	2.9
South East					Strathclyde	94,753	49,775	144,528	13.1
Bedfordshire	8,223	4,426	12,649	6.0	Tayside	11,048	6,624	17,672	10.2
Berkshire	9,865	4,271	14,136	4.5	Western Isles	922	235	1,157	14.0
Buckinghamshire	6,808	3,470	10,278	5.4					
East Sussex	11,219	3,984	15,203	6.9					
Essex	26,185	10,856	37,041	7.6					
Greater London (GLC area)	146,430	58,380	204,810	5.5					
Hampshire	23,911	11,510	35,421	6.1					
Hertfordshire	12,078	5,476	17,554	4.1					

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

* Travel-to-work area.

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

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

UNEMPLOYMENT 2.5 Age and duration

THOUSAND

GREAT BRITAIN	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	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																
1978 Jan	386.9	104.8	59.5	551.2	396.6	127.6	174.6	698.8	90.5	44.4	99.8	234.7	874.0	276.8	333.9	1,484.7
July	543.9	78.3	57.2	679.4	320.7	117.6	170.8	609.1	76.5	47.1	100.4	224.0	941.1	243.0	328.4	1,512.5
Oct	395.6	71.2	55.8	522.7	331.2	108.7	171.5	611.5	84.6	40.5	105.7	230.8	811.4	220.4	333.1	1,364.9
1979 Jan	358.5	87.1	53.9	499.5	366.0	115.2	174.1	655.3	85.4	44.1	106.8	236.4	809.9	246.5	334.8	1,391.2
April	288.0	84.0	56.9	428.9	321.2	117.7	180.3	619.2	73.0	49.2	109.6	231.8	682.1	250.9	346.8	1,279.8
July	490.2	68.1	57.2	615.4	282.0	100.8	173.9	556.7	67.8	42.7	109.5	220.0	839.9	211.6	340.5	1,392.0
Oct*	377.0	62.8	54.4	494.3	317.3	94.7	169.5	581.5	77.3	36.7	113.1	227.1	771.6	194.2	337.0	1,302.8
1980 Jan	379.8	79.5	52.4	511.7	380.3	104.9	169.6	654.7	85.3	39.6	113.0	238.0	845.4	223.9	335.1	1,404.4
April	378.0	93.6	52.0	523.6	391.2	125.2	168.6	684.9	85.2	47.8	113.3	246.2	854.3	266.5	333.9	1,454.7
July	689.5	95.0	57.5	842.0	410.8	133.4	172.7	717.0	92.7	47.0	113.3	253.0	1,193.0	275.4	343.5	1,811.9
MALE																
1978 Jan	223.4	56.5	37.4	317.3	302.7	94.9	144.7	542.3	80.4	39.7	90.5	210.6	606.5	191.1	272.5	1,070.2
July	302.6	43.1	34.7	380.5	234.4	85.3	139.2	458.9	67.2	42.0	90.2	199.4	604.2	170.4	264.2	1,038.8
Oct	215.5	38.2	33.5	287.2	238.4	77.0	138.3	453.8	74.6	35.6	94.8	205.0	528.5	150.9	266.7	946.0
1979 Jan	206.2	46.4	32.8	285.4	272.7	81.5	140.5	494.7	75.2	39.1	95.5	209.8	554.1	166.9	268.8	989.9
April	166.8	45.6	34.6	247.0	235.9	83.3	144.7	463.8	64.2	43.6	97.6	205.4	466.9	172.5	276.9	916.2
July	267.0	36.2	34.3	337.4	195.1	69.6	137.5	402.2	59.3	37.8	97.0	194.0	521.4	143.5	268.8	933.7
Oct*	202.7	32.6	32.3	267.6	219.5	63.4	132.7	415.6	67.5	32.1	100.0	199.5	489.7	128.1	265.0	882.7
1980 Jan	214.3	40.8	31.4	286.5	272.6	69.5	133.0	475.0	74.2	34.7	99.9	208.8	561.1	145.1	264.2	970.4
April	218.2	50.0	31.4	299.6	278.8	84.7	131.5	494.9	74.3	42.1	100.0	216.4	571.3	176.8	262.9	1,011.0
July	385.6	52.8	34.7	473.1	287.5	92.1	134.2	513.8								

2.7 UNEMPLOYMENT Age

GREAT BRITAIN		Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
Thousand										
MALE AND FEMALE										
1978	Jan	134.8	140.0	276.4	323.3	195.7	179.8	95.7	139.0	1,484.7
	July	296.4	144.7	238.4	276.0	167.6	165.6	92.7	131.2	1,512.5
	Oct	141.9	135.5	245.3	279.4	165.9	166.2	96.5	134.2	1,364.9
1979	Jan	107.8	132.7	259.0	304.5	179.0	171.9	101.1	135.3	1,391.2
	April	73.3	117.5	238.2	284.2	169.0	165.9	100.3	131.5	1,279.8
	July	258.7	131.1	225.5	254.0	151.0	151.6	95.9	124.1	1,392.0
	Oct*	123.8	128.3	242.1	268.5	156.4	156.6	100.0	127.1	1,302.8
1980	Jan	105.7	134.8	271.3	306.6	177.3	170.9	105.8	132.2	1,404.4
	April	108.7	136.9	277.9	319.1	186.4	179.5	110.3	135.9	1,454.7
	July	353.5	178.5	309.9	333.4	196.1	187.5	113.3	139.7	1,811.9
Per cent										
Proportion of number unemployed										
1978	Jan	9.1	9.4	18.6	21.8	13.2	12.1	6.4	9.4	100.0
	July	19.6	9.6	15.8	18.2	11.1	10.9	6.1	8.7	100.0
	Oct	10.4	9.9	18.0	20.5	12.2	10.9	7.1	9.8	100.0
1979	Jan	7.7	9.5	18.6	21.9	12.9	12.4	7.3	9.7	100.0
	April	5.7	9.2	18.6	22.2	13.2	13.0	7.8	10.3	100.0
	July	15.6	9.4	16.2	18.2	10.8	10.9	6.9	8.9	100.0
	Oct*	9.5	9.8	18.6	20.6	12.0	12.0	7.7	9.8	100.0
1980	Jan	7.5	9.6	19.3	21.8	12.6	12.2	7.5	9.4	100.0
	April	7.5	9.4	19.1	21.9	12.8	12.3	7.6	9.3	100.0
	July	19.5	9.9	17.1	18.4	10.8	10.3	6.3	7.7	100.0
Thousand										
MALE										
1978	Jan	67.0	75.4	175.0	247.3	158.0	137.0	73.0	137.6	1,070.2
	July	159.3	75.9	145.2	203.3	132.1	123.4	69.5	129.9	1,038.8
	Oct	71.1	70.7	145.4	201.1	129.5	123.2	72.2	132.9	946.0
1979	Jan	55.3	71.9	158.1	223.3	142.2	129.2	75.8	134.0	989.9
	April	38.2	64.3	144.5	206.0	133.4	124.4	75.2	130.3	916.2
	July	140.0	67.3	130.2	175.2	115.6	111.5	71.2	122.8	933.7
	Oct*	62.0	66.6	139.0	182.1	118.6	114.8	73.8	125.7	882.7
1980	Jan	53.4	72.4	160.6	212.8	136.1	126.1	78.0	130.8	970.4
	April	57.3	75.3	167.0	221.2	141.7	132.0	82.0	134.4	1,011.0
	July	189.7	96.5	187.0	229.5	147.1	137.1	84.3	138.1	1,209.3
Per cent										
Proportion of number unemployed										
1978	Jan	6.3	7.0	16.4	23.1	14.8	12.8	6.3	12.9	100.0
	July	15.3	7.3	14.0	19.5	12.7	11.9	6.7	12.5	100.0
	Oct	7.5	7.5	15.4	21.3	13.7	13.0	7.5	14.0	100.0
1979	Jan	5.6	7.3	16.0	22.6	14.4	13.1	7.7	13.5	100.0
	April	4.2	7.0	15.8	22.5	14.6	13.6	8.2	14.2	100.0
	July	15.0	7.2	13.9	18.8	12.4	11.9	7.5	13.2	100.0
	Oct*	7.0	7.5	15.7	20.6	13.4	13.0	8.4	14.2	100.0
1980	Jan	5.5	7.5	16.5	21.9	14.0	13.0	8.0	13.5	100.0
	April	5.7	7.4	16.5	21.9	14.0	13.1	8.1	13.3	100.0
	July	15.7	8.0	15.5	19.0	12.2	11.3	7.0	11.4	100.0
Thousand										
FEMALE										
1978	Jan	67.9	64.6	101.4	76.1	37.6	42.8	22.7	1.4	414.5
	July	137.0	68.7	93.2	72.6	35.5	42.1	23.2	1.3	473.7
	Oct	70.8	64.7	99.9	78.3	36.4	43.0	24.4	1.4	418.9
1979	Jan	52.5	60.7	100.9	81.1	36.8	42.7	25.3	1.3	401.3
	April	35.1	53.1	93.7	78.2	35.6	41.5	25.1	1.2	363.6
	July	118.7	63.9	95.3	78.8	35.5	40.1	24.7	1.3	458.3
	Oct*	61.8	61.7	103.1	86.3	37.8	41.8	26.2	1.4	420.1
1980	Jan	52.2	62.3	110.6	93.7	41.3	44.7	27.7	1.4	434.0
	April	51.4	61.6	110.9	97.9	44.6	47.5	28.3	1.5	443.7
	July	163.8	82.1	123.0	103.8	48.9	50.4	29.0	1.6	602.7
Per cent										
Proportion of number unemployed										
1978	Jan	16.4	15.6	24.5	18.4	9.1	10.3	5.5	0.3	100.0
	July	28.9	14.5	19.7	15.3	7.5	8.9	4.9	0.3	100.0
	Oct	16.9	15.4	23.8	18.7	8.7	10.3	5.8	0.3	100.0
1979	Jan	13.1	15.1	25.1	20.2	9.2	10.6	6.3	0.3	100.0
	April	9.7	14.6	25.8	21.5	9.8	11.4	6.9	0.3	100.0
	July	25.9	13.9	20.8	17.2	7.7	8.7	5.4	0.3	100.0
	Oct*	14.7	14.7	24.5	20.5	9.0	10.0	6.2	0.3	100.0
1980	Jan	12.0	14.4	25.5	21.6	9.5	10.3	6.4	0.3	100.0
	April	11.6	13.9	25.0	22.1	10.1	10.7	6.4	0.3	100.0
	July	27.2	13.6	20.4	17.2	8.1	8.4	4.8	0.3	100.0

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

UNEMPLOYMENT 2.8 Duration

GREAT BRITAIN		Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
Thousand									
MALE AND FEMALE									
1978	Jan	116.4	82.1	177.8	190.5	307.2	276.8	333.9	1,484.7
	April	115.3	104.6	149.0	148.1	253.8	284.4	332.3	1,387.5
	July	214.9	151.3	214.1	133.8	226.9	243.0	328.4	1,512.5
	Oct	126.7	108.7	161.9	153.2	260.9	220.4	333.1	1,364.9
1979	Jan	121.7	79.8	173.1	169.6	265.8	246.5	334.8	1,391.2
	April	82.8	83.1	137.8	145.0	233.4	250.9	346.8	1,279.8
	July	164.3	170.4	204.3	112.0	188.9	211.6	340.5	1,392.0
	Oct*	121.8	109.7	164.7	145.1	230.4	194.2	337.0	1,302.8
1980	Jan	120.8	80.3	191.1	177.3	275.9	223.9	335.1	1,404.4
	April	125.9	104.9	176.8	174.7	272.0	266.5	333.9	1,454.7
	July	212.0	221.1	299.1	172.0	288.8	275.4	343.5	1,811.9
Per cent									
Proportion of number unemployed									
1978	Jan	7.8	5.5	12.0	12.0	20.7	18.6	22.5	100.0
	April	8.3	7.5	10.7	10.7	18.3	20.5	23.9	100.0
	July	14.2	10.0	14.2	8.8	15.0	16.1	21.7	100.0
	Oct	9.3	8.0	11.9	11.2	19.1	16.1	24.4	100.0
1979	Jan	8.7	5.7	12.4	12.2	19.1	17.7	24.1	100.0
	April	6.5	6.5	10.8	11.3	18.2	19.6	27.1	100.0
	July	11.8	12.2	14.7	8.0	13.6	15.2	24.5	100.0
	Oct*	9.3	8.4	12.6	11.1	17.7	14.9	25.9	100.0
1980	Jan	8.6	5.7	13.6	12.6	19.6	15.9	23.9	100.0
	April	8.7	7.2	12.2	12.0	18.7	18.3	23.0	100.0
	July	11.7	12.2	16.5	9.5	15.9	15.2	19.0	100.0
Thousand									
MALE									
1978	Jan	78.4	57.0	126.9	133.3	210.9	191.1	272.5	1,070.2
	April	79.3	69.4	102.8	101.7	177.7	198.5	270.4	999.9
	July	130.6	93.9	136.9	90.8	152.0	170.4	264.2	1,038.8
	Oct	84.3	71.2	104.9	100.2	167.9	150.9	266.7	946.0
1979	Jan	83.8	54.7	122.1	115.5	178.1	166.9	268.8	989.9
	April	57.1	56.7	93.1	97.2	162.7	172.5	276.9	916.2
	July	97.8	102.1	126.2	73.0	122.3	143.5	268.8	933.7
	Oct*	79.2	70.0	104.2	93.2	143.0	128.1	265.0	882.7
1980	Jan	77.5	54.4	130.6	118.6	179.9	145.1	264.2	970.4
	April	83.3	71.2	118.8	115.0	182.9	176.8	262.9	1,011.0
	July	129.0	134.0	185.8	113.9	191.6	166.3	268.7	1,209.3
Per cent									
Proportion of number unemployed									
1978	Jan	7.3	5.3	11.9	12.5	19.7	17.9	25.5	100.0
	April	7.9	6.9	10.3	10.2	17.8	19.9	27.0	100.0
	July	12.6	9.0	13.2	8.7	14.6	16.4	25.4	100.0
	Oct	8.9	7.5	11.1	10.6	17.7	16.0	28.2	100.0
1979	Jan	8.5	5.5	12.3	11.7	18.0	16.9	27.2	100.0
	April	6.2	6.2	10.2	10.6	17.8	18.8	30.2	100.0
	July	10.5	10.9	13.5	7.8	13.1	15.4	28.8	100.0
	Oct*	9.0	7.9	11.8	10.6	16.2	14.5	30.0	100.0
1980	Jan	8.0	5.6	13.5	12.2	18.5	15.0	27.2	100.0
	April	8.2	7.0	11.8	11.4	18.1	17.5	26.0	100.0
	July	10.7	11.1	15.4	9.4	15.8			

2.9 UNEMPLOYMENT Industry*: excluding school leavers

GREAT BRITAIN	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services XXIV-XXVI	Public administration and defence	Others not classified by industry	Unemployed excluding school leavers
SIC 1968	I	II	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		Thousand
Number											
1976 Aug	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
1976 Nov e	23.9	17.0	333.1	201.0	9.3	60.9	130.8	227.7	66.5	186.5	1,256.7
1977 Feb	26.7	17.0	342.3	227.4	9.6	64.1	141.0	234.9	70.0	192.6	1,325.8
1977 May	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
1977 Aug	23.1	21.1	342.3	196.0	9.4	58.2	137.7	223.2	73.5	262.4	1,346.6
1977 Nov	25.9	22.2	337.4	203.1	9.2	61.9	138.0	252.7	78.5	240.7	1,369.4
1978 Feb	28.8	22.7	344.8	221.8	8.9	64.2	145.9	249.8	80.2	232.0	1,399.2
1978 May	24.1	22.1	333.7	186.5	8.6	58.4	132.7	219.0	76.2	218.9	1,280.2
1978 Aug	22.3	24.1	337.2	168.3	8.5	54.9	132.8	218.2	76.4	280.6	1,323.6
1978 Nov	23.5	24.5	318.2	166.1	8.3	56.4	125.8	237.2	77.5	240.5	1,277.9
1979 Feb	27.2	24.7	331.4	205.0	8.7	61.0	137.9	241.8	79.8	233.4	1,350.9
1979 May	21.8	23.3	314.0	160.0	7.7	54.3	122.8	209.1	72.3	216.8	1,202.3
1979 Aug	19.6	24.1	310.9	139.2	7.3	50.8	122.0	209.3	69.9	257.8	1,210.8
1979 Nov †	21.3	24.5	317.9	152.2	7.4	55.0	124.8	239.5	74.7	229.4	1,246.8
1980 Feb	25.4	25.0	364.9	192.6	7.6	63.7	147.4	257.8	77.4	224.9	1,386.8
1980 May	22.7	24.8	399.7	189.6	7.6	63.4	146.7	245.0	77.0	219.0	1,395.6
1980 Aug	24.8	26.2	481.3	210.0	7.7	68.9	168.7	278.6	82.2	312.8	1,661.1
Rate †											
1976 Aug	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	..	5.3
1976 Nov e	5.9	4.7	4.5	13.7	2.6	4.0	4.7	3.2	4.1	..	5.4
1977 Feb	6.7	4.7	4.6	15.8	2.8	4.3	5.0	3.3	4.3	..	5.6
1977 May	5.9	4.5	4.4	14.2	2.7	4.0	4.7	2.9	4.2	..	5.3
1977 Aug	5.7	5.8	4.6	13.6	2.7	3.9	4.9	3.1	4.5	..	5.7
1977 Nov	6.4	6.1	4.5	14.1	2.6	4.1	4.9	3.5	4.8	..	5.8
1978 Feb	7.2	6.2	4.6	15.7	2.6	4.3	5.1	3.4	4.9	..	5.9
1978 May	6.1	6.1	4.5	13.2	2.5	3.9	4.7	3.0	4.6	..	5.4
1978 Aug	5.6	6.6	4.5	11.9	2.5	3.7	4.7	3.0	4.6	..	5.6
1978 Nov	5.9	6.7	4.3	11.8	2.4	3.8	4.4	3.3	4.7	..	5.4
1979 Feb	7.2	6.9	4.5	14.5	2.5	4.0	4.8	3.3	4.8	..	5.7
1979 May	5.8	6.5	4.3	11.3	2.2	3.6	4.3	2.8	4.4	..	5.1
1979 Aug	5.2	6.7	4.2	9.8	2.1	3.4	4.2	2.8	4.2	..	5.1
1979 Nov †	5.6	6.8	4.3	10.8	2.1	3.6	4.3	3.2	4.5	..	5.3
1980 Feb	6.7	7.0	5.0	13.6	2.2	4.2	5.1	3.5	4.7	..	5.9
1980 May	6.0	6.9	5.5	13.4	2.2	4.2	5.1	3.3	4.7	..	5.9
1980 Aug	6.6	7.3	6.6	14.8	2.2	4.5	5.9	3.8	5.0	..	7.0
Number, seasonally adjusted †											
1976 Aug	23.6	16.8	348.1	203.8	9.3	61.5	131.8	212.1	61.9	171.8	1,240.7
1976 Nov e	23.9	16.7	340.6	207.0	9.3	61.0	133.7	217.5	65.2	180.3	1,255.2
1977 Feb	24.0	16.8	334.9	207.7	9.4	60.2	134.1	222.4	68.0	200.8	1,278.3
1977 May	24.5	17.5	332.7	206.3	9.4	60.6	134.7	224.7	70.6	202.2	1,283.2
1977 Aug	24.9	20.7	340.5	208.4	9.4	61.2	138.8	233.9	74.8	224.5	1,337.1
1977 Nov	25.9	21.8	343.9	208.9	9.2	61.9	140.9	241.2	77.3	236.7	1,367.7
1978 Feb	26.0	22.5	337.6	200.5	8.7	60.3	138.6	236.6	78.0	245.6	1,354.4
1978 May	25.0	32.1	336.4	189.1	8.8	59.4	136.0	233.2	78.2	237.2	1,326.4
1978 Aug	24.2	23.7	335.8	181.8	8.5	58.0	134.0	229.6	77.9	236.4	1,309.9
1978 Nov	23.4	24.0	323.6	171.6	8.3	56.2	128.4	224.7	76.2	238.7	1,275.1
1979 Feb	24.4	24.6	324.6	183.0	8.5	57.1	130.4	228.3	77.5	246.8	1,305.2
1979 May	22.8	24.4	317.0	162.9	7.9	55.3	126.4	223.7	74.4	232.1	1,246.9
1979 Aug	21.6	23.6	309.5	153.1	7.3	53.9	129.2	220.7	71.4	218.5	1,202.8
1979 Nov †	21.3	24.0	323.0	157.5	7.4	54.8	127.5	226.7	73.4	228.0	1,246.8
1980 Feb	22.5	24.9	358.2	170.2	7.4	59.8	139.9	244.2	75.1	237.7	1,319.9
1980 May	23.6	25.9	402.7	192.6	7.8	64.4	150.4	259.9	79.2	231.5	1,418.0
1980 Aug	26.8	25.7	480.0	224.1	7.7	72.0	169.9	290.1	83.7	262.2	1,622.2

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

UNEMPLOYMENT 2.11 Occupation: registrations at employment offices

GREAT BRITAIN	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
MALE AND FEMALE							
1978 Mar	104.3	186.9	76.7	161.0	465.5	321.7	1,316.1
1978 June	93.5	173.6	70.5	137.1	440.1	287.1	1,201.8
1978 Sep	114.0	192.7	72.1	130.8	454.4	288.2	1,252.2
1978 Dec	105.7	178.7	71.9	128.5	444.3	290.0	1,219.2
1979 Mar	103.7	179.3	75.6	145.5	460.1	307.5	1,271.7
1979 June	92.3	165.1	66.0	115.5	413.5	258.0	1,110.3
1979 Sep	109.7	185.5	69.4	110.5	424.1	262.4	1,161.6
1979 Dec *	108.5	182.5	73.7	122.8	437.2	287.7	1,212.3
1980 Mar	107.3	193.7	84.7	148.5	479.4	326.5	1,340.2
1980 June	100.1	194.3	83.8	155.7	494.6	334.2	1,362.8
Proportion of number unemployed							
1978 Mar	7.9	14.2	5.8	12.2	35.4	24.4	100.0
1978 June	7.8	14.4	5.9	11.4	36.6	23.9	100.0
1978 Sep	9.1	15.4	5.8	10.4	36.3	23.0	100.0
1978 Dec	8.7	14.7	5.9	10.5	36.4	23.8	100.0
1979 Mar	8.2	14.1	5.9	11.4	36.2	24.2	100.0
1979 June	8.3	14.9	5.9	10.4	37.2	23.2	100.0
1979 Sep	9.4	16.0	6.0	9.5	36.5	22.6	100.0
1979 Dec *	8.9	15.1	6.1	10.1	36.1	23.7	100.0
1980 Mar	8.0	14.4	6.3	11.1	35.8	24.4	100.0
1980 June	7.3	14.3	6.2	11.4	36.3	24.5	100.0
MALE							
1978 Mar	72.4	79.5	27.7	151.4	394.5	247.6	973.2
1978 June	65.5	75.1	25.0	127.4	370.7	218.0	881.7
1978 Sep	75.1	80.5	25.1	120.9	379.2	214.2	895.1
1978 Dec	70.8	75.1	24.6	119.5	372.3	215.7	878.0
1979 Mar	70.3	75.0	25.6	136.2	387.0	231.8	925.9
1979 June	63.1	68.6	22.0	106.4	344.9	189.3	794.3
1979 Sep	71.3	72.9	22.3	101.2	350.7	188.8	807.2
1979 Dec *	71.1	70.4	23.5	112.7	364.2	208.9	850.7
1980 Mar	71.6	73.4	26.2	136.0	396.7	238.9	942.8
1980 June	68.1	73.5	26.5	141.7	407.2	244.8	961.7
Proportion of number unemployed							
1978 Mar	7.4	8.2	2.9	15.6	40.5	25.4	100.0
1978 June	7.4	8.5	2.8	14.4	42.0	24.7	100.0
1978 Sep	8.4	9.0	2.8	13.5	42.4	23.9	100.0
1978 Dec	8.1	8.6	2.8	13.6	42.4	24.6	100.0
1979 Mar	7.6	8.1	2.8	14.7	41.8	25.0	100.0
1979 June	7.9	8.6	2.8	13.4	43.4	23.8	100.0
1979 Sep	8.8	9.0	2.8	12.5	43.4	23.4	100.0
1979 Dec *	8.4	8.3	2.8	13.2	42.8	24.6	100.0
1980 Mar	7.6	7.8	2.8	14.4	42.1	25.3	100.0
1980 June	7.1	7.6	2.8	14.7	42.3	25.5	100.0
FEMALE							
1978 Mar	31.8	107.4	49.0	9.6	71.0	74.2	342.9
1978 June	27.9	98.5	45.5	9.7	69.1	69.1	320.1
1978 Sep	38.9	112.2	46.9	9.9	75.2	74.0	357.2
1978 Dec	34.9	103.6	47.4	9.0	72.0	74.3	341.2
1979 Mar	33.5	104.3	50.0	9.3	73.1	75.7	345.8
1979 June	29.3	96.5	44.0	9.0	68.6	68.6	316.0
1979 Sep	38.5	112.6	47.1	9.2	73.4	73.6	354.4
1979 Dec *	37.4	112.1	50.2	10.1	73.0	78.8	361.6
1980 Mar	35.8	120.3	58.5	12.5	82.8	87.6	397.4
1980 June	32.0	120.9	57.3	14.1	87.4	89.5	401.1
Proportion of number unemployed							
1978 Mar	9.3	31.3	14.3	2.8	20.7	21.6	100.0
1978 June	8.7	30.8	14.2	3.0	21.7	21.5	100.0
1978 Sep	10.9	31.4	13.1	2.8	21.0	20.7	100.0
1978 Dec	10.2	30.4	13.9	2.6	21.1	21.8	100.0
1979 Mar	9.7						

2.13 UNEMPLOYMENT Adult students: Regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1979 Sep 13	24,706	9,377	2,944	8,622	12,799	7,898	13,169	18,814	8,396	9,959	14,372	121,679	5,459	127,138
Oct 11	4,859	2,104	211	1,341	2,907	1,453	1,628	4,161	1,121	975	2,277	20,933	1,131	22,064
Nov 8	59	31	1	13	32	140	13	32	210	6	—	506	6	512
Dec 6	—	—	—	—	—	—	—	—	—	—	—	—	—	—
1980 Jan 10	7,685	2,433	1,109	2,038	1,846	1,074	1,860	3,372	1,188	1,465	2,870	24,507	—	24,507
Feb 14	—	—	—	—	—	5	—	—	—	—	106	106	—	106
Mar 13	1	1	—	—	—	—	5	9	363	—	158	541	—	541
April 10	12,780	4,267	1,766	4,167	4,185	3,615	4,706	5,989	2,304	3,435	5,482	48,429	—	48,429
May 8	451	317	2	—	94	46	14	221	—	2	295	1,125	—	1,125
June 12	1,007	417	88	183	577	475	589	1,008	538	179	5,898	10,542	2,167	12,709
July 10	29,073	9,987	3,139	8,253	13,295	9,159	13,578	20,377	8,505	10,390	15,226	130,995	7,345	138,340
Aug 14	33,472	12,128	3,419	9,484	14,774	9,946	14,289	22,390	8,702	9,930	16,006	142,412	6,741	149,153
Sep 11	34,032	12,502	3,528	9,910	15,026	10,280	14,757	22,849	9,370	10,946	17,478	148,176	7,817	155,993

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

2.14 Temporarily stopped: Regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1979 Sep 13	396	123	136	263	2,453	167	245	328	278	170	2,549	6,985	390	7,375
Oct 11	7,555	134	165	551	2,614	386	753	421	354	130	2,562	15,491	503	15,994
Nov 8	4,131	145	96	802	583	394	511	1,969	389	122	1,407	10,404	1,463	11,867
Dec 6	448	239	100	532	598	219	473	635	353	163	1,432	4,953	470	5,423
1980 Jan 10	944	541	213	904	781	700	623	694	637	1,017	2,366	8,879	880	9,759
Feb 14	1,339	870	825	992	12,347	1,952	7,073	1,311	2,762	4,060	2,537	35,198	1,089	36,287
Mar 13	2,978	1,421	1,873	1,108	6,835	3,697	4,501	2,248	3,193	4,240	3,432	34,105	828	34,933
April 10	2,452	846	1,307	1,056	2,427	1,335	3,042	2,434	2,068	2,947	3,342	22,410	1,127	23,537
May 8	1,570	686	259	662	1,065	530	676	1,523	651	364	1,518	8,818	647	9,465
June 12	1,225	635	151	527	1,717	431	1,013	1,553	1,078	292	1,555	9,542	710	10,252
July 10	1,284	531	236	336	3,075	628	1,028	3,961	409	349	2,225	13,531	716	14,247
Aug 14	1,376	647	217	587	2,660	408	632	1,304	429	247	1,984	9,844	672	10,516
Sep 11	1,597	584	245	747	5,148	934	1,260	1,401	768	298	1,438	13,836	707	14,543

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

UNEMPLOYMENT Rates by age 2.15

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

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

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

	Great Britain	July 1977	Jan 1978	July 1978	Oct 1978	Jan 1979	April 1979	July 1979	Oct 1979	Jan 1980	April 1980	July 1980
All												
Under 18	29.0	14.3	27.1	13.1	11.4	9.0	23.5	11.3	11.0	13.1	31.3	
18-19	11.1	10.9	11.2	10.5	10.4	9.4	10.2	10.0	10.5	10.8	13.4	
20-24	8.7	9.4	8.1	8.3	8.6	7.9	7.5	8.0	9.0	9.2	10.3	
25-34	5.5	6.1	5.2	5.3	5.7	5.3	4.7	5.0	5.7	6.0	6.2	
35-44	3.9	4.2	3.6	3.6	3.8	3.6	3.2	3.3	3.8	3.9	4.2	
45-54	3.5	3.8	3.5	3.6	3.7	3.6	3.3	3.4	3.7	3.9	4.1	
55-59	4.2	4.4	4.3	4.4	4.4	4.4	4.2	4.4	4.6	4.8	5.0	
60 and over	6.9	8.2	7.7	7.9	8.9	8.7	8.2	8.4	8.7	9.0	9.2	
All ages	6.6	6.3	6.4	5.8	5.9	5.4	5.9	5.5	6.0	6.2	7.7	
Male												
Under 18	28.6	13.2	26.9	12.2	10.8	8.7	23.4	10.5	10.3	12.7	30.9	
18-19	11.3	11.2	11.2	10.5	10.7	9.8	10.0	9.9	10.8	11.3	13.8	
20-24	9.6	10.4	8.6	8.6	9.3	8.5	7.6	8.2	9.4	9.8	11.0	
25-34	6.5	7.4	6.1	6.0	6.7	6.2	5.3	5.5	6.4	6.6	6.9	
35-44	5.4	5.9	5.0	4.9	5.3	5.0	4.3	4.4	5.1	5.3	5.5	
45-54	4.7	5.2	4.7	4.6	5.0	4.8	4.3	4.4	4.9	5.1	5.3	
55-59	5.5	5.6	5.4	5.6	5.5	5.5	5.2	5.4	5.7	6.0	6.2	
60 and over	9.5	11.2	10.6	10.8	12.1	11.7	11.1	11.3	11.8	12.1	12.4	
All ages	7.7	7.6	7.4	6.7	7.1	6.6	6.7	6.3	7.0	7.3	8.7	
Female												
Under 18	29.6	15.5	27.4	14.2	12.0	9.4	23.6	12.3	11.8	13.5	31.8	
18-19	10.9	10.7	11.1	10.5	10.0	8.9	10.3	10.0	10.2	10.2	12.9	
20-24	7.5	8.1	7.4	8.0	7.7	7.2	7.3	7.9	8.5	8.5	9.4	
25-34	3.5	3.9	3.7	4.0	4.0	3.9	3.9	4.3	4.6	4.8	5.1	
35-44	1.8	1.9	1.8	1.8	1.8	1.7	1.9	2.0	2.2	2.4	2.5	
45-54	1.9	2.1	2.1	2.1	2.1	2.0	2.1	2.2	2.4	2.5	2.5	
55-59	2.3	2.6	2.6	2.8	2.8	2.8	2.7	2.9	3.0	3.1	3.2	
60 and over	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.4	0.4	
All ages	4.9	4.4	5.0	4.4	4.2	3.8	4.7	4.3	4.5	4.6	6.2	

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

Disabled people: non-claimants 2.16

GREAT BRITAIN		Disabled people		GREAT BRITAIN		Non-claimants to benefit seeking part-time work only†		
		Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions*		Male and female		
		Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled	Male	Female	
1979 Aug	50.3	68.6	8.3	3.8	1979 Aug	32.5	2.2	30.3
Sep	50.1	68.9	8.2	3.8	Sep	34.0	2.3	31.7
Oct	50.7	69.0	8.2	3.7	Oct	36.7	2.6	34.1
Nov	50.8	69.5	8.2	3.7	Nov	36.7	2.4	34.3
Dec	51.4	70.4	8.3	3.7	Dec	36.3	2.5	33.8
1980 Jan	52.0	73.4	8.0	3.7	1980 Jan	35.6	2.5	33.1
Feb	52.6	74.8	7.9	3.7	Feb	38.9	2.7	36.2
Mar	52.8	75.5	7.9	3.7	Mar	39.8	2.7	37.1
April	53.2	77.9	7.9	3.8	April	40.2	2.7	37.5
May	52.7	77.9	7.9	3.7	May	40.8	2.7	38.1
June	52.6	79.8	77.7	3.8	June	40.1	2.7	37.4
July	53.5	82.5	7.8	3.8	July	40.7	2.8	37.9
Aug	55.2	85.2	7.8	3.8	Aug	38.9	2.6	36.3
Sept	56.2	86.9	7.7	3.8	Sept	39.7	2.6	37.1

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

UNEMPLOYMENT

Selected countries: national definitions

2.18

THOUSAND

	United Kingdom*†		Australia*	Austria*	Belgium‡	Canada¶	Denmark§	France*	Germany (FR)*	Greece*	Irish Republic‡	Italy||	Japan¶	Netherlands*	Norway*	Spain*	Sweden¶	Switzerland*	United States†
	Incl. school leavers	Excl. school leavers																	
NUMBERS UNEMPLOYED																			
Annual averages																			
1975	978	929	269	55	177	690	124	840	1,074	35	75	1,107	1,000	195	19.6	257	67	10.2	7,830
1976	1,359 e	1,274 e	282	55	229	727	126	933	1,060	28	84	1,182	1,080	211	19.9	376	66	20.7	7,288
1977	1,484	1,378	345	51	264	850	164	1,073	1,030	28	82	1,382	1,100	204	16.1	540	75	12.0	6,856
1978	1,475	1,376	406	59	282	911	190	1,167	993	31	75	1,529	1,240	206	20.0	817	94	10.5	6,047
1979	1,390	1,307	428**	57	294	838	159	1,350	876	32	66	1,653	1,170	210	24.1	1,037	88	10.3	5,963
Quarterly averages																			
1979 Q2	1,328	1,258	...	46	284	859	152	1,261	805	22	66	1,611	1,150	193	22.2	1,015	85	10.3	5,683
Q3	1,438	1,267	399	34	288	761	137	1,328	780	18	64	1,602	1,140	214	20.2	1,070	92	8.1	6,013
Q4	1,359	1,307	407	60	307	764	146	1,474	809	38	63	1,671	1,100	211	22.0	1,117	76	8.4	5,798
1980 Q1	1,479	1,441	462	77	307	955	178	1,448	968	57	66	1,767	1,160	223	25.2	1,195	84	9.1	6,947
Q2	1,564	1,467	39	297	297	909	157	1,336	791	26	66	1,712	1,110	210	17.6	...	84	5.7	7,485
Monthly																			
1980 Feb	1,489	1,451	463	82	306	949	182	1,448	993	57	66	1,740	1,110	227	25.5	1,198	82	8.6	6,993
Mar	1,478	1,446	445	58	302	969	175	1,412	876	53	66	1,752	1,240	211	23.2	1,222	76	7.2	6,805
April	1,523	1,469	...	49	300	937	167	1,375	825	34	68	1,722	1,180	202	20.5	1,245	...	6.4	6,846
May	1,509	1,460	431	38	297	904	152	1,337	767	22	68	1,702	1,090	205	16.5	1,242	70	5.7	7,318
June	1,660	1,473	427	29	295	887	151	1,296	781	21	70	1,711	1,050	222	15.9	...	85	5.0	8,291
July	1,897	1,602	424	30	313	852	153	1,330	853	21	72	1,681	1,120	248	17.4	...	80	4.7	8,410
Aug	2,001	1,736	414	30	316	833	...	1,374	865	...	...	1,671 p	...	262	23.7	...	88	8.1	8,011
Sep	2,040	1,832	...	...	...	...	...	1,519	823	...	...	...	...	...	...	...	...	...	7,464
Percentage rate latest month																			
	8.4	...	6.2	1.0	11.7	7.0	5.8	8.1	3.5	1.4	10.1	7.6 p	2.0	6.1	1.3	9.5	2.0	0.3	7.1
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages																			
1979 Q2	...	1,304	...	59	294	847	157	1,375	877	29	66	...	1,160	211	25.1	1,015	95	...	5,890
Q3	...	1,267	...	56	300	801	149	1,377	863	29	67	...	1,210	211	23.2	1,090	88	...	6,008
Q4	...	1,287	...	54	297	827	141	1,352	820	35	65	...	1,180	208	20.9	1,121	81	...	6,084
1980 Q1	...	1,378	...	52	295	853	147	1,395	802	42	62	...	1,030	212	20.3	1,182	75	...	6,390
Q2	...	1,492	...	49	308	886	161	1,457	863	33	62	...	1,110	227	20.6	...	...	...	7,808
Monthly																			
1980 Feb	...	1,383	...	51	293	853	146	1,391	784	41	61	...	980	212	20.2	1,186	80	...	6,307
Mar	...	1,414	...	49	299	854	156	1,415	817	44	63	...	1,070	214	20.5	1,204	81	...	6,438
April	...	1,458	...	50	303	858	158	1,439	834	35	65	...	1,160	219	20.3	1,226	...	...	7,265
May	...	1,484	...	50	306	897	157	1,473	861	32	67	...	1,110	224	20.6	1,236	86	...	8,154
June	...	1,535	...	49	315	904	166	1,460	894	32	72 e	...	1,060	237	20.9	...	88	...	8,006
July	...	1,606	...	50	323	868	172	1,470	921	32 e	75 e	...	1,210	249	22.8	...	79	...	8,207
Aug	...	1,695	...	53 e	329 e	885	...	1,456	931 e	...	...	...	...	255 e	24.9	...	74	...	8,019
Sep	...	1,784	...	...	...	...	...	1,446	938 e	...	...	...	...	...	...	...	...	...	7,827
Percentage rate latest month																			
	7.4	...	1.9 e	12.1 e	7.7	6.6	7.8	4.1 e	2.1 e	10.5 e	2.2	6.0 e	1.3	9.4	1.7	...	...	...	7.5

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

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

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

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

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

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

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

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

** Average of 11 months.

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

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

UNEMPLOYMENT AND VACANCIES 2.19

Flows at employment offices: seasonally adjusted *

THOUSAND

GREAT BRITAIN Average of 3 months ended	UNEMPLOYMENT									VACANCIES		
	Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
	Male	Female	All	Male	Female	All	Male	Female	All			
1975 Aug 11	242	88	330	208	77	285	34	11	45	157	164	-7
Sep 8	244	90	334	214	80	294	30	10	40	160	164	-4
Oct 9	242	90	331	216	80	296	26	10	36	156	161	-5
Nov 13	236	88	325	212	79	290	25	10	34	153	158	-5
Dec 11	231	86	318	204	75	280	27	11	38	148	153	-5
1976 Jan 8	228	88	316	203	76	279	26	11	37	151	152	-1
Feb 12	226	87	313	205	76	282	21	11	31	154	153	1
Mar 11	224	88	312	210	77	287	14	11	25	160	157	3
April 8	223	88	310	211	77	288	12	11	22	163	161	2
May 13	224	89	313	213	79	292	11	10	21	164	166	-2
June 10	225	89	314	217	82	298	8	7	16	165	169	-4
July 8	223	90	313	217	82	300	5	8	13	170	169	1
Aug 12	217	89	306	217	83	300	0	6	6	177	171	5
Sep 9	213	88	301	215	82	297	-2	6	4	182	175	7
Oct 14	211	87	298	214	83	297	-4	4	0	182	180	3
Nov 11 e	212	88	300	214	84	298	-2	4	2	184	184	0
Dec 13 e	212	88	300	213	84	297	-1	5	4	185	186	-1
1977 Jan 13 e	212	88	300	212	84	296	0	5	4	189	189	0
Feb 10 e	211	89	300	210	84	294	1	5	6	193	191	1
Mar 10 e	210	88	298	212	84	295	-2	5	3	196	194	2
April 14	208	87	295	210	83	293	-2	4	2	196 e	195 e	2 e
May 12	206	86	292	208	83	291	-2	4	1	195	195	1
June 9	204	86	290	196	81	277	8	5	13	192	194	-1
July 14	203	87	290	195	81	277	8	6	14	189	188	1
Aug 11	203	88	291	195	83	278	7	5	13	189	188	1
Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
Oct 13	204	88	291	201	84	285	2	4	6	193	192	1
Nov 10	204	88	292	201	84	286	3	4	6	193	191	2
Dec 8	202	88	290	204	87	290	-2	2	0	197	191	6
1978 Jan 12	198	87	285	202	87	288	-4	0	-4	201	194	7
Feb 9	194	86	280	201	87	288	-7	-1	-8	208	199	9
Mar 9	192	87	279	200	88	287	-7	-1	-8	214	205	9
April 13	193	88	281	200	89	289	-7	-1	-8	217	210	7
May 11	192	88	280	199	88	287	-7	0	-7	217	213	4
June 8	191	89	280	198	88	286	-7	0	-7	221	216	5
July 6	190	89	279	197	88	286	-7	0	-7	225	221	4
Aug 10	189	89	278	196	88	284	-7	1	-6	227	223	4
Sep 14	187	89	276	196	89	285	-9	0	-9	229	225	4
Oct 12	186	90	277	195	90	285	-8	0	-8	232	226	6
Nov 9	186	91	277	195	93	288	-9	-2	-11	234	228	6
Dec 7	187	91	277	195	92	287	-8	-2	-10	233	230	3
1979 Jan 11	189	89	278	193	91	284	-4	-2	-6	225	225	0
Feb 8	190	88	278	185	88	273	5	0	5	219	220	-1
Mar 8	188	88	276	183	86	269	5	1	7	215	216	-1
April 5	181	87	268	184	87	270	-3	1	-2	223	220	3
May 10	174	86	261	190	87	277	-16	-1	-16	232	225	7
June 14	173	88	261	190	89	279	-17	-1	-18	238	231	7
July 12	174	89	263	187	89	276	-14	1	-13	238	236	2
Aug 9	175	92	267	186	90	276	-11	1	-10	236	239	-3
Sep 13	175	92	267	183	90	273	-8	2	-6	233	238	-5
Oct 11 †	177	93	270	178	91	269	-1	2	1	229	235	-6
Nov 8 †	178	94	272	174	91	265	4	3	7	226	231	-5
Dec 6 †	183	96	279	176	92	267	8	4	12	223	232	-9
1980 Jan 10	188	97	285	180	90	270	8	7	15	214	225	-11
Feb 14	192	100	293	177	90	267	15	10	25	207	220	-13
Mar 13	194	102	296	175	90	266	19	12	30	202	214	-11
April 10	197	104	301	172	93	266	24	11	35	199	210	-11
May 8	198	104	302	172	94	266	26	10	36	197	208	-11
June 12	200	106	306	169	95	264	32	11	42	188	201	-12
July 10	207	110	317	168	95	263	40	15	54	182	196	-15
Aug 14	215	112	327	169	95	264	45	18	63	171	184	-13

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

Flow figures are collected for 4 or 5 week periods between unemployment or vacancy count dates; the figures in this table are converted to a standard 4½ week month and are seasonally adjusted. The dates shown are the unemployment count dates; the corresponding vacancy count dates are generally 6 days earlier.

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

3.1 VACANCIES

Regions: notified to employment offices: seasonally adjusted*

THOUSAND

	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1975 Sep 3	52.2	26.7	3.9	8.6	6.1	7.3	8.8	11.4	9.0	4.7	15.8	128.1	2.5	130.6
Oct 3	47.3	24.1	3.6	8.3	5.5	6.7	8.1	10.3	7.9	4.5	14.8	116.8	2.4	119.2
Nov 7	43.1	21.4	3.4	7.6	5.5	6.5	7.6	10.8	7.8	4.4	14.8	111.8	2.4	114.2
Dec 5	43.0	20.7	3.5	7.9	5.3	6.3	8.0	10.3	7.9	4.5	14.7	110.8	2.3	113.1
1976 Jan 2	42.3	20.5	3.4	8.4	5.1	6.6	7.4	9.9	7.1	4.6	14.2	108.9	2.3	111.2
Feb 6	44.0	21.4	3.4	8.5	5.5	6.5	8.2	10.2	7.2	4.6	14.3	111.2	2.2	113.4
Mar 5	45.8	22.9	3.6	8.0	5.9	6.8	8.3	10.5	7.1	4.7	14.4	115.2	2.1	117.3
April 2	45.7	22.8	3.6	7.9	6.2	6.8	8.8	10.2	7.4	4.9	13.9	115.5	2.2	117.7
May 7	44.0	21.6	3.5	8.1	6.2	6.6	9.2	10.0	7.0	5.0	14.3	113.7	2.3	116.0
June 4	43.7	22.2	3.3	7.0	6.1	6.6	8.7	9.6	7.3	4.6	14.4	111.3	2.1	113.4
July 2	45.6	23.4	3.4	7.7	6.4	7.0	9.8	10.3	8.2	5.1	14.5	118.2	2.1	120.3
Aug 6	49.6	25.0	3.5	8.2	6.9	7.8	10.4	10.7	8.0	5.5	14.8	125.8	1.9	127.7
Sep 3	50.6	26.2	3.4	8.4	7.4	8.1	10.6	11.3	8.0	5.8	14.6	128.3	2.2	130.5
Oct 8	50.7	26.0	3.7	7.9	7.4	7.8	10.7	11.2	8.2	5.5	13.7	127.2	1.9	129.1
Nov 5 e	52.0	27.2	3.8	8.2	7.7	8.3	11.0	11.6	8.4	5.7	13.9	130.7	1.9	132.6
Dec 3 e	54.0	28.7	3.9	8.6	8.1	8.8	11.3	12.0	8.7	5.9	14.2	135.4	1.9	137.3
1977 Jan 7 e	56.0	30.3	4.0	8.8	8.6	9.3	11.5	12.3	9.0	6.1	14.5	139.7	2.1	141.8
Feb 4	60.0	32.1	4.1	9.1	9.1	9.8	11.9	12.7	9.2	6.2	14.8	146.0	1.8	147.8
Mar 4	61.7	33.2	3.9	9.3	9.5	10.1	12.1	12.7	9.0	6.0	15.1	149.3	1.8	151.1
April 6	62.3	33.7	4.1	8.8	9.2	10.6	11.8	12.4	8.8	6.0	15.8	149.6	1.8	151.4
May 6	64.6	36.3	4.0	8.4	9.4	10.5	12.7	12.5	9.2	5.9	15.4	152.9	1.7	154.6
June 1	63.2	35.8	4.3	8.2	9.2	10.3	12.5	12.4	8.6	6.0	16.3	151.1	1.9	153.0
July 8	62.9	35.2	4.8	8.3	9.4	10.7	12.5	13.2	8.7	6.1	16.6	153.4	2.0	155.4
Aug 5	64.2	34.8	4.9	8.7	9.9	10.5	12.3	12.6	8.8	6.1	16.7	154.9	2.1	157.0
Sep 2	60.6	33.2	4.9	8.3	9.9	10.1	12.1	12.0	9.0	5.9	16.9	149.7	2.0	151.7
Oct 7	64.7	35.1	4.6	9.0	10.4	10.5	12.6	12.8	9.2	6.4	17.7	157.6	2.1	159.7
Nov 4	68.2	37.1	4.9	9.5	10.1	10.2	12.8	12.8	9.3	6.6	15.9	160.8	2.0	162.8
Dec 2	70.9	38.2	5.4	10.1	10.9	10.7	12.8	13.6	9.2	7.0	17.7	168.3	2.0	170.3
1978 Jan 6	74.9	40.5	5.6	11.3	11.9	11.1	13.6	14.9	10.0	7.1	18.6	178.8	1.9	180.7
Feb 3	78.7	42.4	5.6	11.5	11.7	12.1	13.5	15.2	9.6	7.2	19.0	183.6	1.9	185.5
Mar 3	81.6	44.4	5.9	11.2	11.9	12.2	13.5	15.2	9.9	8.5	20.1	189.6	1.9	191.5
April 7	84.6	46.0	6.1	11.8	12.3	12.4	15.2	15.6	10.1	8.0	20.8	196.5	1.8	198.3
May 5	88.7	48.0	6.3	12.3	12.4	12.9	13.9	15.7	10.1	7.9	21.2	201.6	1.8	203.4
June 2	92.3	50.3	6.3	13.3	13.0	13.4	14.6	16.0	10.5	8.1	21.0	208.7	1.8	210.5
July 30	93.1	50.2	6.2	13.6	13.0	13.4	15.1	15.5	9.7	8.4	21.4	209.6	1.7	211.3
Aug 4	94.5	49.0	6.2	14.0	12.9	13.6	15.1	16.8	10.4	8.2	20.8	212.5	1.6	214.1
Sep 8	101.7	55.2	6.8	13.8	13.5	14.4	15.8	17.3	10.5	8.7	20.6	223.3	1.5	224.8
Oct 6	104.8	56.8	7.1	15.0	14.1	15.7	15.6	18.1	10.8	8.9	21.4	231.5	1.4	232.9
Nov 3	105.0	56.2	7.2	15.6	14.4	16.0	15.9	18.4	11.0	8.8	20.7	233.7	1.4	235.1
Dec 1	107.2	57.0	7.2	15.5	14.2	16.2	16.5	18.4	11.3	9.0	21.2	236.7	1.4	238.1
1979 Jan 5	107.1	55.9	7.1	15.6	14.0	16.2	16.4	18.6	10.8	8.2	21.1	234.9	1.3	236.2
Feb 2	106.0	56.0	6.8	15.1	13.2	15.0	15.3	17.7	10.0	8.5	20.5	227.8	1.2	229.0
Mar 2	108.1	56.7	6.7	14.8	13.6	14.9	15.6	18.5	10.1	8.9	19.7	230.7	1.3	232.0
Mar 30	110.9	58.3	7.8	16.4	15.4	16.0	16.2	20.4	10.5	9.0	20.0	242.1	1.5	243.6
May 4	113.4	58.5	8.2	17.6	15.9	16.2	17.0	20.8	11.0	10.7	22.1	253.1	1.5	254.6
June 8	114.9	58.2	9.1	18.4	16.0	16.1	17.3	21.1	11.4	10.7	22.3	257.4	1.4	258.8
July 6	113.2	57.3	8.6	17.5	15.6	15.7	16.6	20.6	11.2	10.3	22.0	251.5	1.4	252.9
Aug 3	109.8	54.3	8.6	16.9	15.6	15.6	16.8	20.6	10.7	10.2	22.3	247.3	1.3	248.6
Sep 7	109.2	54.2	8.3	17.5	14.8	15.4	16.1	20.7	10.3	9.8	22.5	244.6	1.3	245.9
Oct 5	106.4	52.8	8.3	17.2	14.0	14.5	15.8	19.4	10.0	9.6	21.8	237.1	1.3	238.4
Nov 2	104.4	52.2	8.3	16.5	14.0	14.4	15.0	18.6	9.8	9.5	22.1	233.3	1.3	234.6
Nov 30	100.3	51.7	7.8	15.8	13.1	13.0	13.5	17.0	9.7	9.1	21.6	221.0	1.3	222.3
1980 Jan 4	94.2	48.3	7.1	14.5	12.2	12.0	12.5	16.2	9.1	8.2	19.8	205.7	1.2	206.9
Feb 8	85.9	44.4	6.6	14.1	11.4	11.6	11.6	14.9	7.6	7.6	19.3	190.2	1.2	191.4
Mar 7	80.4	40.5	6.1	14.7	10.8	10.6	10.5	14.0	7.2	7.2	18.3	179.5	1.3	180.8
April 2	76.0	38.8	5.5	12.8	9.8	9.0	9.7	14.0	6.7	7.1	17.1	167.3	1.2	168.5
May 2	72.1	36.1	5.9	12.2	9.2	8.9	8.3	13.6	6.8	7.1	17.6	161.8	1.2	163.0
June 6	64.7	32.6	5.2	10.6	8.1	8.7	7.7	11.5	6.1	6.1	16.6	145.5	1.2	146.7
July 4	55.1	27.9	4.1	9.1	6.8	7.0	7.1	9.6	5.0	5.4	15.6	125.0	1.0	126.0
Aug 8	51.9	25.6	4.0	8.2	6.4	7.1	6.2	9.6	5.3	5.2	15.7	119.4	1.0	120.4
Sep 5	49.3	24.9	3.8	7.6	5.7	5.7	5.7	8.8	5.1	5.2	15.2	112.1	0.7	112.8

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

VACANCIES 3.2

Regions: notified to employment offices and career offices

THOUSAND

	South East	Greater London†	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to employment offices														
1978 June 30	96.5	51.3	6.8	14.8	12.7	13.4	15.8	15.8	10.3	9.0	21.9	216.9	1.7	218.6
Aug 4	93.1	47.7	6.6	14.5	12.8	13.3	15.2	16.9	10.7	8.2	21.0	212.3	1.6	213.9
Sep 8	104.4	55.8	7.4	14.6	14.2	14.5	16.3	18.0	11.0	8.9	21.8	231.2	1.6	232.8
Oct 6	110.2	60.5	7.5	14.9	14.6	16.4	15.9	18.7	11.0	8.9	21.9	239.9	1.5	241.4
Nov 3	105.8	57.5	7.1	14.2	14.3	16.4	15.6	18.2	10.5	8.0	20.1	230.2	1.4	231.6
Dec 1	101.1	54.2	6.6	13.4	13.6	15.6	15.1	17.3	10.0	7.8	18.9	219.4	1.2	220.5
1979 Jan 5	98.4	51.8	6.2	13.0	13.6	15.4	14.9	16.9	9.6	7.3	18.1	213.6	1.1	214.7
Feb 2	100.7	53.9	6.1	13.4	12.9	14.6	14.2	16.8	9.6	7.9	18.6	214.8	1.2	216.0
Mar 2	104.8	55.2	6.4	14.5	13.6	14.6	15.1	18.3	10.4	8.8	19.7	226.1	1.2	227.3
Mar 30	111.6	58.2	7.8	17.4	15.5	16.4	16.6	20.8	10.9	9.8	21.7	248.6	1.5	250.1
May 4	118.5	60.6	8.5	19.6	16.1	16.8	18.2	21.8	11.5	11.6	23.9	266.4	1.6	267.9
June 8	122.4	61.9	9.6	21.3	16.2	16.4	18.7	22.5	12.1	11.9	24.3	275.4	1.5	277.0
July 6	116.5	58.4	9.3	18.7	15.2	15.6	17.4	20.8	11.8	10.9	22.6	258.9	1.4	260.3
Aug 3	108.0	52.8	8.9	17.4	15.5	15.2	16.9	20.6	11.0	10.2	22.6	246.3	1.3	247.6
Sep 7	111.5	54.5	8.9	18.1	15.4	15.4	16.6	21.3	10.7	9.9	23.7	251.5		

3.4 VACANCIES Occupation: notified to employment offices

GREAT BRITAIN	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations	Thousand
1978 Mar	16.8	28.6	15.5	48.2	9.6	65.4	184.2	
June	18.5	35.0	19.3	56.9	10.6	85.7	225.9	
Sep	19.2	32.8	21.0	61.8	11.1	85.2	231.2	
Dec	20.5	30.9	21.2	57.1	10.2	79.5	219.4	
1979 Mar	22.3	34.9	19.1	55.3	10.7	83.7	226.1	
June	22.5	38.3	23.3	66.1	14.8	110.5	275.4	
Sep	22.1	32.7	22.7	67.0	13.0	93.9	251.5	
Dec	19.6	27.0	19.6	52.3	8.8	75.6	203.0	
1980 Mar	19.4	27.8	17.2	38.9	6.7	65.3	175.3	
June	19.1	27.2	17.4	31.9	5.4	63.0	164.0	
	Proportion of vacancies in all occupations							Per cent
1978 Mar	9.1	15.5	8.4	26.2	5.2	35.5	100.0	
June	8.2	15.5	8.5	25.2	4.7	37.9	100.0	
Sep	8.3	14.2	9.1	26.7	4.8	36.9	100.0	
Dec	9.3	14.1	9.7	26.0	4.7	36.2	100.0	
1979 Mar	9.9	15.4	8.5	24.4	4.7	37.0	100.0	
June	8.2	13.9	8.4	24.0	5.4	40.1	100.0	
Sep	8.8	13.0	9.0	26.6	5.2	37.3	100.0	
Dec	9.6	13.3	9.7	25.8	4.4	37.2	100.0	
1980 Mar	11.0	15.9	9.8	22.2	3.8	37.2	100.0	
June	11.7	16.6	10.6	19.4	3.3	38.4	100.0	

Notes: The figures represent only the numbers of vacancies notified to employment offices by employers and remaining unfilled on the day of the count. It is estimated from a survey carried out in April-June 1977 that vacancies notified to employment offices are about one-third of all vacancies in the country as a whole.

INDUSTRIAL DISPUTES 4.1 Stoppages of work

The provisional number of stoppages in progress known to the Department in September totalled 99. Of these, 81 stoppages began in September, and the remaining 18 began earlier and were still in progress at the beginning of the month.

The number of workers involved at the establishments where stoppages were in progress is provisionally estimated at 31,200, which includes 25,300 who were involved for the first time in September. The latter figure consists of 22,500 workers involved in the new stoppages which commenced in September and 2,800 workers who were involved for the first time in stoppages which began in earlier months. The total number of workers involved in stoppages which began in earlier months was 8,700.

Of the 22,500 workers involved in stoppages which began in September, 14,400 were directly involved and 8,100 indirectly involved.

The aggregate of 192,000 working days lost in September includes 87,000 working days lost through stoppages which had continued from the previous month.

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

Note: Table 4.2, which gives a time series of stoppages of work resulting from industrial disputes, on page 544 of this issue, will appear each quarter.

Causes of stoppages

Principal cause	Beginning in Sept 1980		Beginning in the first nine months of 1980	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay—wage-rates and earnings levels	35	5,100	483	353,100
—extra-wage and fringe benefits	2	500	32	9,400
Duration and pattern of hours worked	4	1,200	20	5,300
Redundancy questions	6	1,000	63	83,400
Trade union matters	3	1,700	57	48,100
Working conditions and supervision	7	800	86	34,200
Manning and work allocation	13	900	176	27,100
Dismissal and other disciplinary measures	11	3,300	126	35,200
All causes	81	14,400	1,043	595,900

Industry group	Stoppages beginning in period	Stoppages in progress		Stoppages in progress	
		Workers involved	Working days lost	Workers involved	Working days lost
1980	1980	1980	1980	1980	1980
Jan to Sept 1980	Jan to Sept 1980	Jan to Sept 1980	Jan to Sept 1980	Jan to Sept 1980	Jan to Sept 1980
Industry group	Stoppages beginning in period	Workers involved	Working days lost	Stoppages beginning in period	Workers involved
SIC 1968					
Agriculture, forestry, fishing	2	500	6,000	—	—
Coal mining	224	70,500	117,000	202	39,500
All other mining and quarrying	6	900	4,000	9	1,100
Food, drink and tobacco	56	17,600	123,000	75	53,200
Coal and petroleum products	—	—	—	4	1,900
Chemicals and allied industries	24	10,800	224,000	51	23,200
Metal manufacture	44	190,100	9,010,000	116	85,200
Engineering	117	34,100	414,000	327	1,252,500
Shipbuilding and marine engineering	22	15,800	164,000	38	73,300
Motor vehicles	71	77,300	362,000	145	284,300
Aerospace equipment	12	3,100	49,000	25	116,600
All other vehicles	3	4,400	5,000	12	23,600
Metal goods not elsewhere specified	34	7,000	46,000	113	90,700
Textiles	20	5,400	28,000	36	11,000
Clothing and footwear	8	1,000	7,000	25	6,700
Bricks, pottery, glass, cement, etc	23	5,000	22,000	35	20,900
Timber, furniture, etc	15	1,400	17,000	21	3,400
Paper, printing and publishing	24	36,500	276,000	36	22,300
All other manufacturing industries	18	2,200	17,000	54	41,100
Construction	81	24,000	172,000	144	288,100
Gas, electricity and water	10	1,800	19,000	12	8,800
Port and inland water transport	43	29,700	136,000	54	16,400
Other transport and communication	81	50,400	78,000	77	162,400
Distributive trades	23	2,800	14,000	34	6,700
Administrative, financial and professional services	69	106,000	266,000	92	1,707,500
Miscellaneous services	20	2,400	34,000	27	16,300
All industries	1,043†	700,500	11,608,000	1,700†	4,350,600/25,170,000‡

† Some stoppages of work involved workers in more than one industry group, but have each counted as only one stoppage in the total for all industries taken together.
‡ The corresponding figures published in the September issue should read 3,700,000 and 13,453,000 respectively.

Prominent stoppages in quarter ending September 30, 1980

Industry and locality	Date when stoppage		Workers involved		Working days lost in quarter	Cause or object
	Began	Ended	Directly	Indirectly		
Food, drink and tobacco						
Southall	23.7.80	26.8.80	425	—	10,200	Protest over the dismissal of workers for allegedly sleeping on duty
Great Yarmouth	2.9.80	26.9.80	40	675	9,700	Against proposed reduction in manning levels
Birmingham	6.8.80	10.9.80	300	—	7,200	Breakdown in pay negotiations
Burton-on-Trent	15.8.80	22.8.80	1,900	—	10,100	Over proposed redundancies and guaranteed wage agreements
Chemical and allied industries						
Scotland and Wales	1.4.80	19.9.80	70	1,745	60,500	Over exclusion from new productivity agreement
Metal manufacture						
Jarrow	14.7.80	12.9.80	35	125	6,400	Over flexibility during short time working
West Kilbride	28.8.80	continued	840	—	20,000	Payment for time lost during previous safety dispute
Mechanical engineering						
Coventry	3.9.80	17.9.80	590	—	5,900	For improved redundancy payments
Electrical engineering						
Washwood Heath	19.5.80	9.7.80	145	1,200	9,300	Breakdown in pay negotiations (total working days lost 29,800)
Shipbuilding and marine engineering						
Barrow	11.7.80	continued	1,300	2,500	65,000	For separate incentive scheme
Port Glasgow	28.8.80	9.9.80	1,405	—	12,400	Claim for special allowance for working on difficult or dangerous sections of vessel
Aerospace equipment						
Yeovil	18.6.80	8.8.80	800	—	23,200	For consolidation of bonus into basic rate (total working days lost 30,400)
Sutton-in-Ashfield	19.5.80	4.7.80	300	—	1,200	Rejection of pay award (total working days lost 10,200)
Paper, printing and publishing						
Various areas in United Kingdom	12.3.80	31.7.80	28,000	2,000	1,000	Rejection of pay award (total working days lost 205,000)
Construction						
Various areas in Great Britain	15.9.80	continued	3,000	—	36,000	For reinstatement of crane-drivers dismissed for banning over-time in support of pay claim
Miscellaneous services						
Various areas in United Kingdom	1.6.80	3.8.80	520	—	13,100	Protest against disbanding five orchestras (total working days lost 24,200)
Public administration and defence						
Liverpool	23.7.80	23.7.80	15,000	—	15,000	Protest against proposed redundancies



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4.2 INDUSTRIAL DISPUTES* Stoppages of work: Summary

UNITED KINGDOM	STOPPAGES			NUMBER OF WORKERS INVOLVED IN STOPPAGES (Thou)			WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD (Thou)			
	Beginning in period		In progress in period	Beginning in period†		In progress in period	All industries and services			
	Number	of which known official‡		Number	of which known official		Number	of which known official‡		
		Number	Per cent		Number	Per cent				
1971	2,228	161	7.2	2,263	1,171	376	1,171	13,551	10,050	74.2
1972	2,497	160	6.4	2,530	1,722	635	1,734	23,909	18,228	76.2
1973§	2,873	132	4.6	2,902	1,513	396	1,528	7,197	2,009	27.9
1974§	2,922	125	4.3	2,946	1,622	467	1,626	14,750	7,040	47.7
1975	2,282	139	6.1	2,332	789	80	809	6,012	1,148	19.1
1976	2,016	69	3.4	2,034	666	46	668	3,284	472	14.4
1977	2,703	79	2.9	2,737	1,155	205	1,166	10,142	2,512	24.8
1978	2,471	90	3.6	2,498	1,001	123	1,041	9,405	4,052	43.1
1979	2,080	82	3.9	2,125	4,583	3,648	4,608	29,474	23,512	79.8
1978 Sep	252	11	4.4	313	117	135	135	878	359	40.9
Oct	298	6	2.0	398	84	166	166	1,857	1,259	67.8
Nov	275	11	4.0	369	95	174	174	1,918	1,375	71.7
Dec	93	5	5.4	177	38	71	71	542	306	56.5
1979 Jan	206	14	6.8	251	1,674	1,694	1,694	2,966	2,510	84.6
Feb	206	6	2.9	297	241	579	579	2,425	1,811	74.7
Mar	224	8	3.6	314	203	334	334	1,333	690	51.8
April	165	3	1.8	247	403	867	867	430	49.6	
May	139	5	3.6	204	55	79	79	485	168	34.6
June	185	8	4.3	235	216	245	245	613	263	42.9
July	185	7	3.8	245	68	121	121	662	336	50.8
Aug	218	9	4.1	291	1,306	1,358	1,358	4,103	3,452	84.1
Sep	172	7	4.1	274	358	1,614	1,614	11,716	10,969	93.6
Oct	196	9	4.6	282	74	1,334	1,334	2,808	80.0	
Nov	131	2	1.5	202	100	139	139	606	64	10.6
Dec	53	4	7.5	84	77	92	92	190	11	5.8
1980 Jan	155	10	6.5	173	227	231	231	2,828	2,694	95.3
Feb	117	6	5.1	159	43	191	191	3,218	3,031	94.2
Mar	149	10	6.7	184	83	233	233	3,294	3,053	92.7
April	155	10	6.5	201	146	309	309	980	744	75.9
May	127	2	1.6	180	77	109	109	456	288	63.2
June	136	—	1.6	181	44	82	82	346	125	36.1
July	66	+	+	104	36	47	47	176	+	+
Aug	57	+	+	83	16	22	22	117	+	+
Sep	81	+	+	99	25	31	31	192	+	+

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

UNITED KINGDOM	THOUSAND											
	Mining and quarrying		Metals, engineering, shipbuilding and vehicles		Textiles, clothing and footwear		Construction		Transport and communication		All other industries and services	
	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official
1971	65	—	6,035	3,552	71	10	255	21	6,539	6,242	586	225
1972	10,800	10,726	6,636	2,654	274	129	4,188	3,842	876	576	1,135	301
1973§	91	—	4,799	923	193	82	176	15	331	102	1,608	887
1974§	5,628	5,567	5,837	602	255	23	252	22	705	33	2,072	794
1975	56	—	3,932	814	350	70	247	69	422	23	1,006	172
1976	78	—	1,977	209	65	4	570	185	132	5	461	71
1977	97	4	6,133	962	264	19	297	18	301	12	3,050	1,498
1978	201	2	5,985	2,735	179	27	416	15	360	16	2,264	1,256
1979	128	—	20,390	16,598	109	16	834	494	1,419	1,145	6,594	5,259
1978 Sep	14	—	646	16	57	—	—	—	8	—	138	—
Oct	8	—	1,513	26	41	—	—	—	50	—	219	—
Nov	14	—	1,293	30	16	—	—	—	70	—	495	—
Dec	12	—	152	2	18	—	—	—	18	—	357	—
1979 Jan	5	—	362	4	217	—	—	—	1,038	—	1,338	—
Feb	3	—	512	6	221	—	—	—	48	—	1,635	—
Mar	7	—	376	27	89	—	—	—	33	—	803	—
April	17	—	300	11	21	—	—	—	29	—	488	—
May	11	—	206	7	14	—	—	—	43	—	204	—
June	17	—	255	10	23	—	—	—	65	—	243	—
July	16	—	281	9	26	—	—	—	23	—	283	—
Aug	15	—	3,566	18	37	—	—	—	12	—	599	—
Sep	6	—	11,055	7	22	—	—	—	22	—	398	—
Oct	19	—	3,026	9	48	—	—	—	6	—	144	—
Nov	8	—	398	2	75	—	—	—	24	—	36	—
Dec	3	—	52	—	32	—	—	—	40	—	44	—
1980 Jan	31	—	2,706	3	12	—	—	—	32	—	62	—
Feb	5	—	3,100	2	9	—	—	—	40	—	62	—
Mar	24	—	3,088	6	12	—	—	—	55	—	109	—
April	8	—	700	12	18	—	—	—	17	—	260	—
May	8	—	134	7	31	—	—	—	24	—	135	—
June	24	—	132	—	30	—	—	—	24	—	135	—
July	8	—	63	1	11	—	—	—	3	—	91	—
Aug	7	—	41	3	5	—	—	—	6	—	55	—
Sep	7	—	86	1	44	—	—	—	13	—	41	—

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

Average earnings index: all employees: main industrial sectors 5.1

JAN 1976 = 100

GREAT BRITAIN	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
1976 Jan	100.0	100.7	100.0	100.6	100.0	100.2	—	—	—
Feb	100.6	101.6	100.7	101.4	100.7	101.2	—	—	—
Mar	102.2	102.3	103.1	102.7	102.8	102.5	—	—	—
April	103.3	103.5	103.1	102.9	103.1	102.7	—	—	—
May	105.5	104.8	105.8	104.5	105.8	104.7	—	—	—
June	106.7	105.8	106.7	105.9	106.8	106.0	—	—	—
July	107.8	106.6	107.9	107.0	107.7	107.1	—	—	—
Aug	107.8	108.2	107.0	108.7	106.9	108.8	—	—	—
Sep	108.3	108.6	108.2	109.3	107.8	109.3	—	—	—
Oct	108.5	109.0	109.4	109.8	109.3	110.0	—	—	—
Nov	110.6	110.6	111.3	110.8	111.3	110.7	—	—	—
Dec	111.3	110.9	111.7	111.6	111.7	111.3	—	—	—
1977 Jan	110.9	111.7	112.2	112.7	112.4	112.5	10.9	12.1	12.4
Feb	111.0	112.0	112.7	113.4	113.2	113.2	10.2	11.9	11.9
Mar	113.3	113.3	115.3	114.9	114.6	114.3	10.8	11.8	11.5
April	113.1	113.3	114.6	114.4	114.5	114.1	9.4	11.1	11.1
May	114.9	114.1	116.8	115.3	116.9	115.2	9.0	10.4	10.0
June	115.4	114.5	116.6	115.6	116.2	115.3	8.2	9.2	8.8
July	117.0	115.6	117.5	116.5	117.3	116.6	8.5	8.8	8.9
Aug	115.7	116.2	115.8	117.6	115.6	117.6	7.4	8.2	8.1
Sep	116.6	116.9	117.8	119.1	117.3	119.0	7.7	8.9	8.8
Oct	117.9	118.4	119.9	120.3	119.9	120.4	8.6	9.6	9.5
Nov	120.1	120.0	123.4	122.8	123.8	123.1	8.6	10.8	11.2
Dec	121.7	121.3	123.9	123.6	124.3	123.8	9.3	10.8	11.2
1978 Jan	121.5	122.3	124.2	124.9	125.1	125.3	9.6	10.8	11.3
Feb	122.7	123.8	125.8	126.7	126.8	126.8	10.5	11.7	12.0
Mar	125.0	125.1	128.1	127.7	128.2	127.9	10.4	11.1	11.9
April	127.2	127.4	131.7	131.5	132.2	131.8	12.4	14.9	15.5
May	129.4	128.6	134.2	132.6	133.6	131.7	12.6	14.9	14.3
June	133.1	132.1	136.1	135.0	135.1	134.1	15.4	16.7	16.3
July	133.6	132.0	136.6	135.4	135.9	135.1	14.2	16.2	15.9
Aug	131.7	132.3	134.4	136.4	133.5	135.8	13.9	16.0	15.5
Sep	134.2	134.5	137.1	138.6	135.9	137.8	15.0	16.4	15.8
Oct	135.2	135.7	139.7	140.2	139.1	140.0	14.7	16.5	16.3
Nov	136.1	136.0	141.1	140.3	140.6				

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

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, goods and fur
October												
Full-time men (21 years and over)												
												£
Weekly earnings												
1974	47.97	57.01	51.29	51.76	48.49	44.32	46.18	50.40	52.73	46.97	43.74	41.39
1975	60.29	69.74	63.10	62.50	58.96	53.35	56.79	67.53	62.52	56.12	53.65	50.76
1976	66.81	76.75	71.72	73.72	66.11	61.64	63.48	72.09	72.48	61.19	61.19	55.89
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	61.91
1978	83.91	95.65	90.78	91.93	85.39	76.41	80.35	88.64	84.88	81.69	75.96	71.20
1979	99.79	116.51	107.95	103.58	96.39	90.34	92.34	95.46	98.01	93.92	87.35	80.82
Increase 1977-8												15.0
Increase 1978-9												13.5
Hours worked												per cent
1974	46.6	43.8	44.2	44.8	44.2	43.7	43.4	43.5	42.3	43.7	43.6	44.2
1975	46.2	42.9	42.7	41.9	42.6	42.0	42.2	43.9	41.4	42.1	42.4	43.7
1976	45.9	42.9	44.1	44.0	42.9	42.7	42.3	43.4	42.6	43.2	43.4	43.1
1977	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9
1978	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.6	43.4
1979	46.3	44.4	44.5	43.0	42.5	42.3	42.3	43.7	41.5	42.7	43.1	43.0
Hourly earnings												pence
1974	102.9	130.2	116.0	115.5	109.7	101.4	106.4	115.9	124.7	107.5	100.3	93.6
1975	130.5	163.7	147.8	149.2	138.2	127.0	134.6	153.8	151.0	133.3	126.5	116.2
1976	145.6	178.9	162.6	167.5	154.1	144.4	150.1	166.1	170.1	150.2	141.0	129.7
1977	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	144.3
1978	181.6	222.4	203.5	210.4	193.9	179.8	187.3	202.4	205.0	189.5	174.2	164.1
1979	215.5	262.6	242.6	240.6	226.8	213.6	218.3	218.4	236.2	220.0	202.7	188.0
Increase 1977-8												13.7
Increase 1978-9												14.6
FULL-TIME WOMEN (18 years and over)												
Weekly earnings												£
1974	28.75	31.41	28.73	27.38	30.02	26.87	28.21	28.01	33.48	26.79	25.52	22.38
1975	37.28	42.91	37.40	35.41	38.94	35.48	36.38	39.19	42.33	34.40	31.76	28.13
1976	43.69	48.46	44.11	43.58	46.77	42.32	43.54	46.08	50.43	42.21	37.93	32.61
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.88	45.28	40.95	36.90
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03
1979	62.86	68.37	64.44	63.27	64.02	62.12	62.55	61.00	69.52	60.12	52.44	49.62
Increase 1977-8												13.9
Increase 1978-9												18.1
Hours worked												per cent
1974	38.0	38.8	38.4	37.5	38.0	37.9	37.2	36.7	37.9	37.1	37.2	36.1
1975	37.7	37.9	37.9	36.7	37.5	37.4	37.1	37.0	37.5	36.8	36.1	36.5
1976	37.9	36.5	38.4	37.7	38.0	37.6	37.6	37.4	37.8	37.5	36.7	36.4
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7
Hourly earnings												pence
1974	75.7	81.0	74.8	73.0	79.0	70.9	75.8	76.3	88.3	72.2	68.6	62.0
1975	98.9	111.2	98.7	96.5	103.8	94.9	98.1	105.9	112.9	93.5	88.0	77.1
1976	115.3	132.8	114.9	115.6	123.1	112.6	115.8	123.2	133.4	112.6	103.4	89.6
1977	124.7	148.5	127.3	126.6	135.3	120.7	124.4	130.1	141.3	122.4	125.5	101.9
1978	142.1	153.9	143.6	143.7	149.8	135.9	142.4	149.3	161.8	139.9	125.4	114.5
1979	165.0	176.7	167.4	166.5	170.3	160.5	166.4	154.4	184.9	161.6	144.1	135.2
Increase 1977-8												12.4
Increase 1978-9												18.1

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

GREAT BRITAIN	ENGINEERING INDUSTRIES*									SHIPBUILDING AND SHIP REPAIRING †		
	Skilled workers			Semi-skilled workers			Labourers			All workers		
	Time workers	PBR workers	All	Time workers	PBR workers	All	Time workers	PBR workers	All	Time workers	PBR workers	All
June												
ADULT MALES												
Weekly earnings (including overtime)												
1975	57.48	57.78	57.60	53.61	50.92	52.44	43.63	45.21	43.97	54.33	55.50	67.98
1976	66.22	66.37	66.28	64.24	59.34	62.10	52.17	52.42	52.23	63.55	68.43	77.19
1977	72.78	73.78	73.17	68.71	66.25	67.71	57.11	57.38	57.17	69.67	75.81	79.14
1978	82.77	83.51	83.06	76.73	74.42	75.76	64.56	66.26	65.00	78.63	85.14	88.41
1979	96.91	97.28	97.05	88.58	85.27	87.20	75.09	76.55	75.45	91.29	100.37	100.53
1980	113.50	113.25	113.41	98.20	97.78	98.03	85.73	88.25	86.29	104.85	111.71	112.71
Increase 1978-9												15.9
Increase 1979-80												11.6
Hourly earnings (excluding overtime)												
1975	129.7	135.8	132.1	122.8	122.3	122.6	98.4	103.1	99.4	125.6	121.9	146.1
1976	148.5	157.4	152.1	142.0	141.8	141.9	115.7	120.2	116.8	145.3	147.5	164.3
1977	159.8	171.2	164.1	151.5	154.8	152.8	124.7	128.7	125.6	156.5	162.2	172.3
1978	183.8	195.5	188.2	171.6	176.7	173.7	142.2	147.4	143.5	178.8	182.0	190.6
1979	213.4	226.8	218.3	195.1	200.5	197.3	164.3	172.5	166.3	205.6	213.9	225.1
1980	254.8	268.0	259.6	229.0	236.9	232.2	195.6	202.3	197.1	243.6	246.6	247.5
Increase 1978-9												17.6
Increase 1979-80												12.8

The industries covered comprise the following Minimum List Headings of the Standard Industrial Classification 1980:
 * 331-349; 361; 363-369; 370-2; 380-385; 390-391; 393; 399.
 † 370.1.
 ‡ 271-273; 276-278.
 § Except railways and London Transport.
 ** Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.

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

Clothing and footwear	Bricks, pottery, glass, cement	Timber, furniture	Paper, printing and publishing	Other manufacturing	All manufacturing	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication †	Certain miscellaneous services **	Public administration	All industries covered
October												
Full-time men (21 years and over)												
Weekly earnings												
1974	40.37	50.40	45.61	54.96	48.23	49.12	48.46	48.75	52.06	41.68	37.87	48.63
1975	48.16	61.07	55.83	65.17	58.06	59.74	59.82	60.38	63.81	50.71	49.88	59.58
1976	53.30	68.82	61.48	73.88	66.27	67.83	66.36	65.80	68.42	71.22	57.36	66.97
1977	61.61	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	72.89
1978	67.50	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	83.50
1979	80.37	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	83.52	96.94
Increase 1977-8												14.6
Increase 1978-9												16.1
Hours worked												
1974	41.1	46.1	43.8	43.9	43.9	44.0	48.0	46.8	43.5	43.8	43.7	45.1
1975	40.5	44.5	43.1	42.4	42.5	42.7	47.2	42.3	47.3	43.2	43.2	43.6
1976	40.9	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	43.0	44.0
1977	41.3	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9
1978	41.3	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	44.2
1979	41.0	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	43.1	44.0
Hourly earnings												
1974	98.2	109.3	104.1	125.2	109.9	111.6	101.0	104.2	108.4	95.2	86.7	107.8
1975	118.9	137.2	129.5	153.7	136.6	139.9	126.7	133.6	142.9	134.9	117.4	136.7
1976	130.3	151.9	143.6	169.4	153.0	155.9	143.0	148.5	159.9	149.9	133.4	152.2
1977	149.2	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	164.9
1978	163.4	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	188.9
1979	196.0	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	193.8	220.3
Increase 1977-8												14.6
Increase 1978-9												16.6
Hours worked												
1974	24.04	27.54	28.86	30.09	26.27	27.05	23.92	29.89	34.58	21.73	29.18	27.01
1975	28.70	35.20	36.77	38.51	32.94	34.23	30.45	38.76	44.07	26.59	38.64	34.19
1976	33.59	42.22	42.14	45.20	39.49	40.71	36.11	43.43	50.23	31.69	43.62	40.61
1977	38.08	45.59	46.20	48.87	43.44	44.45	39.14	47.94	53.25	35.16	46.41	44.31
1978	41.94	52.12	53.82	55.33	49.15	50.08	42.97	58.10	63.79	40.11</		

5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)	
				excluding those whose pay was affected by absence					excluding those whose pay was affected by absence	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours
April										
FULL-TIME MEN, 21 years and over										
Manual occupations										
1973	38.6	39.9	46.4	86.0	83.7	37.0	38.1	46.7	91.7	79.2
1974	43.6	45.1	46.2	97.4	95.2	42.3	43.6	46.5	93.5	91.1
1975	54.5	56.6	45.0	125.8	123.1	54.0	55.7	45.5	122.2	119.2
1976	65.1	67.4	45.1	149.2	146.3	63.3	65.1	45.3	143.7	141.0
1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5	154.3
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5	172.8
1979	94.5	97.9	46.0	212.8	208.7	90.1	93.0	46.2	201.2	197.5
1980	111.2	115.2	45.0	255.5	250.0	108.6	111.7	45.4	245.8	240.5
Non-manual occupations										
1973	48.4	48.7	39.2	122.4	122.4	47.8	48.1	38.8	121.6	121.7
1974	54.1	54.5	39.1	137.7	137.8	54.1	54.4	38.8	137.9	138.1
1975	68.2	68.7	39.2	173.2	173.3	67.9	68.4	38.7	174.3	174.6
1976	80.2	80.9	39.1	204.3	204.4	81.0	81.6	38.5	210.3	210.6
1977	88.2	88.9	39.2	223.4	223.8	88.4	88.9	38.7	227.2	227.9
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1	257.9
1979	116.8	117.7	39.6	293.8	294.7	112.1	113.0	38.8	288.6	289.5
1980	143.6	144.8	39.4	362.3	362.0	140.4	141.3	38.7	360.8	361.3
All occupations										
1973	41.1	42.3	44.5	94.5	93.5	40.9	41.9	43.8	94.3	93.7
1974	46.3	47.7	44.3	106.9	106.1	46.5	47.7	43.7	107.6	107.2
1975	58.1	60.2	43.4	137.7	136.5	59.2	60.8	43.0	139.9	139.3
1976	69.2	71.4	43.4	163.2	162.0	70.0	71.8	42.7	166.8	166.6
1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1	181.5
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3	204.9
1979	100.5	103.7	44.2	233.1	231.8	98.8	101.4	43.2	232.2	232.4
1980	120.3	124.3	43.4	284.1	281.8	121.5	124.5	42.7	288.2	287.6
FULL-TIME WOMEN, 18 years and over										
Manual occupations										
1973	19.6	20.5	40.0	51.2	50.7	19.1	19.7	39.9	49.6	49.1
1974	23.1	24.1	39.9	60.6	60.1	22.8	23.6	39.8	59.3	58.7
1975	30.9	32.4	39.5	81.8	81.4	30.9	32.1	39.4	81.6	81.1
1976	38.5	40.3	39.6	102.0	101.5	38.1	39.4	39.3	100.7	100.2
1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2	110.7
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3	124.4
1979	55.4	57.9	39.9	145.4	144.2	53.4	55.2	39.6	139.9	138.7
1980	66.4	69.5	39.8	174.5	172.8	65.9	68.0	39.6	172.1	170.4
Non-manual occupations										
1973	21.8	21.8	37.3	58.5	58.3	24.5	24.7	36.8	66.2	66.1
1974	25.6	25.8	37.3	69.0	68.8	28.3	28.6	36.8	76.9	76.7
1975	35.2	35.4	37.1	95.2	95.0	39.3	39.6	36.6	106.1	105.9
1976	42.8	43.1	37.1	115.9	115.6	48.5	48.8	36.5	132.0	131.8
1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8	143.7
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1	157.9
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.8	176.6
1980	76.7	77.1	37.3	205.8	204.9	82.0	82.7	36.7	221.2	220.7
All occupations										
1973	20.3	21.0	39.0	53.9	53.5	22.6	23.1	37.8	60.5	60.3
1974	23.9	24.8	38.9	63.8	63.4	26.3	26.9	37.8	70.8	70.6
1975	32.4	33.6	38.5	87.2	86.9	36.6	37.4	37.4	98.5	98.3
1976	40.1	41.5	38.5	107.6	107.2	45.3	46.2	37.3	122.6	122.4
1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0	133.9
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2	148.0
1979	57.9	60.0	38.8	154.6	153.7	61.8	63.0	37.5	166.0	165.7
1980	70.3	72.8	38.7	187.3	186.1	77.3	78.8	37.5	207.0	206.4
FULL-TIME ADULTS										
(a) MEN, 21 years and over										
WOMEN, 18 years and over										
All occupations										
1973	36.0	37.3	43.1	85.7	84.1	35.5	36.4	42.1	85.2	84.1
1974	40.8	42.3	43.0	97.6	96.1	40.6	41.7	42.0	97.8	96.8
1975	52.1	54.2	42.3	127.2	125.4	52.7	54.0	41.3	128.9	127.7
1976	62.5	64.7	42.3	151.8	150.0	62.7	64.2	41.1	154.7	153.8
1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0	167.5
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6	187.9
1979	90.4	93.7	43.0	216.7	214.2	87.4	89.6	41.5	213.6	212.4
1980	108.4	112.4	42.3	263.3	259.8	107.7	110.2	41.1	264.8	262.8
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1973	35.6	36.8	43.1	84.6	83.1	35.0	35.9	42.1	84.1	82.9
1974	40.3	41.8	43.0	96.4	95.0	40.1	41.1	42.0	96.6	95.5
1975	51.5	53.6	42.3	125.8	124.1	52.0	53.4	41.4	127.3	126.0
1976	61.8	64.0	42.5	150.1	148.3	61.8	63.4	41.1	152.6	151.6
1977	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7	165.1
1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1	185.3
1979	89.1	92.5	43.0	213.9	211.3	86.2	88.4	41.5	210.7	209.3
1980	106.9	110.9	42.3	259.8	256.2	106.3	108.7	41.1	261.1	259.0

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

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

		Manu- facturing	Mining and quarrying	Construction	Gas, electricity and water	Index of production industries	Whole economy
Labour costs (1)							Pence per hour
	1968	58.25	73.80	60.72	66.55	59.58	..
	1973	106.90	143.45	107.32	129.61	109.37	..
	1975	161.68	249.36	156.95	217.22	106.76	..
	1978	244.54	365.12	222.46	324.00	249.14	..
Percentage shares of labour costs *							Per cent
Wages and salaries †	1968	91.3	82.8	87.7	87.1	90.2	..
	1973	89.9	82.5	91.1	84.7	89.3	..
	1975	88.1	76.8	90.2	82.9	87.5	..
	1978	84.3	76.2	86.8	78.2	83.9	..
of which Holiday, sickness, injury and maternity pay	1968	7.4	8.6	5.2	10.5	7.3	..
	1973	8.4	12.0	6.4	9.8	9.2	..
	1975	9.4	10.8	7.2	11.1	9.3	..
	1978	9.2	9.3	6.8	11.2	9.0	..
Statutory national insurance contributions	1968	4.4	3.8	4.2	3.8	4.3	..
	1973	4.9	4.3	4.9	4.5	4.9	..
	1975	6.5	5.7	6.3	6.0	6.4	..
	1978	8.5	6.7	9.1	6.9	8.4	..
Private social welfare payments	1968	3.2	5.7	1.4	6.3	3.2	..
	1973	3.5	5.9	1.6	8.0	3.7	..
	1975	3.9	10.9	1.7	8.5	4.2	..
	1978	4.8	9.4	2.3	12.2	5.1	..
Payments in kind and subsidised services	1968	1.0	5.8	1.2	1.1	1.3	..
	1973	1.2	5.9	0.8	1.3	1.4	..
	1975	1.2	5.5	0.7	1.2	1.4	..
	1978	1.4	6.0	0.8	1.3	1.6	..
Training (excluding wages and salaries element)	1968	0.8	0.2	0.3	0.9	0.7	..
	1973	0.4	0.2	0.4	0.7	0.4	..
	1975	0.3	0.3	0.2	0.7	0.3	..
	1978	0.3	0.4	0.3	0.8	0.4	..
Other labour costs ‡	1968	-0.7	1.7	5.2	0.7	0.3	..
	1973	..	1.2	1.2	0.9	0.4	..
	1975	..	0.7	0.9	0.8	0.2	..
	1978	0.6	1.3	0.8	0.5	0.6	..
Labour costs per unit of output §							1975 = 100
	1976	113.1	85.6	110.9	104.0	110.9	110.6
	1977	126.0	64.5	118.3	107.6	119.5	121.5
	1978	144.4	63.2	126.5	123.0	133.4	135.1
	1979	165.3	58.8	153.6	136.2	150.3	155.9
	1980 Q1	..	..	..	..	..	170.6
	1980 Q2	..	..	..	..	..	183.0
Wages and salaries per unit of output ¶							1975 = 100
	1976	111.8	85.9	110.6	103.6	110.0	109.1
	1977	122.7	64.1	116.8	105.9	116.7	118.4
	1978	139.2	62.6	124.7	120.1	129.2	131.1
	1979	158.9	58.0	150.1			

5.8 WAGE RATES AND HOURS

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

UNITED KINGDOM	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc		
SIC 1968	I	II	III	IV and V	VI-XII	XIII	XIV	XV	XVI	XVII		
JULY 1972 = 100												
Basic weekly wage rates												
Weights												
1976	210	305	454	294	2,953	366	29	217	236	186		
1977	232	211	209	199	214	211	200	213	203	199		
1978	247	225	228	218	218	232	220	232	218	213		
1978	273	247	250	240	271	254	243	255	242	248		
1979	310	276	285	265	314	287	280	300	276	279		
1978 Aug	273	249	253	247	286	259	252	255	243	248		
1978 Sep	273	249	253	247	286	260	252	259	246	250		
1978 Oct	273	249	256	247	298	260	252	259	246	250		
1978 Nov	273	249	265	247	298	260	252	259	246	250		
1978 Dec	273	249	265	247	298	261	252	259	246	250		
1979 Jan	308	249	269	249	304	265	270	281	258	277		
1979 Feb	310	275	269	250	304	265	270	291	264	277		
1979 Mar	310	275	272	250	304	265	270	291	264	277		
1979 April	310	276	273	250	305	267	270	300	273	280		
1979 May	310	276	273	252	305	295	270	303	273	280		
1979 June	310	276	288	275	305	297	270	303	275	280		
1979 July	310	276	288	275	305	298	290	303	275	280		
1979 Aug	310	276	293	275	307	298	290	307	280	280		
1979 Sep	310	276	294	276	308	300	290	307	280	280		
1979 Oct	310	276	297	276	308	300	290	307	280	280		
1979 Nov	310	276	297	275	358*	300	290	307	297	280		
1979 Dec	316	301	309	275	358	302	290	307	297	280		
1980 Jan	367	301	319	279	361	306	304	339	297	334		
1980 Feb	370	326	319	283	361	306	304	339	297	334		
1980 Mar	370	326	319	283	361	307	304	345	307	334		
1980 April	370	329	320	283	363	308	304	354	321	336		
1980 May	370	329	320	283	366	338	304	354	324	336		
1980 June	373	329	320	283	366	341	304	354	324	336		
1980 July	373	329	321	351	366	341	331	359	324	336		
1980 Aug	373	326	326	348	366	341	331	359	324	336		
1980 Sep	373	329	326	348	366	342	331	364	324	336		
Hours												
Normal weekly hours												
1976	40.2	36.0	39.8	40.0	40.0	40.0	40.0	40.0	40.0	40.0		
1977	40.2	36.0	39.8	40.0	40.0	40.0	40.0	40.0	40.0	40.0		
1978	40.2	36.0	39.8	40.0	40.0	40.0	40.0	40.0	40.0	40.0		
1979	40.2	36.0	39.8	40.0	40.0	40.0	40.0	40.0	40.0	40.0		
1980 Sep	40.2	36.0	39.8	40.0	40.0	40.0	40.0	40.0	40.0	39.5		
JULY 1972 = 100												
Basic wage rates adjusted for changes in normal weekly hours												
1976	243	211	210	199	214	211	200	213	203	199		
1977	259	225	229	218	218	232	220	232	218	213		
1978	286	247	251	240	271	254	243	255	243	248		
1979	326	276	286	265	314	287	280	300	276	279		
1978 Aug	286	249	254	247	286	259	252	255	243	248		
1978 Sep	286	249	254	247	286	260	252	259	246	250		
1978 Oct	286	249	257	247	298	260	252	259	246	250		
1978 Nov	286	249	266	247	298	260	252	259	246	250		
1978 Dec	286	249	266	247	298	261	252	259	246	250		
1979 Jan	323	249	270	249	304	265	270	281	259	276		
1979 Feb	325	275	270	250	304	265	270	281	259	277		
1979 Mar	325	275	273	250	304	265	270	291	265	277		
1979 April	325	276	274	250	305	267	270	300	274	280		
1979 May	325	276	274	252	305	295	270	303	274	280		
1979 June	325	276	289	275	305	297	270	303	275	280		
1979 July	325	276	289	275	305	298	290	303	275	280		
1979 Aug	325	276	294	275	307	298	290	303	275	280		
1979 Sep	325	276	295	276	308	300	290	307	281	280		
1979 Oct	325	276	298	276	308	300	290	307	281	280		
1979 Nov	325	276	298	275	358*	300	290	307	298	280		
1979 Dec	332	301	310	275	358	302	290	307	298	280		
1980 Jan	386	301	320	279	361	306	304	339	298	338		
1980 Feb	389	326	320	283	361	306	304	339	298	338		
1980 Mar	389	326	320	283	361	307	304	345	308	339		
1980 April	389	329	321	283	363	308	304	354	322	340		
1980 May	389	329	321	283	366	338	304	354	324	340		
1980 June	391	329	321	351	366	341	304	354	324	340		
1980 July	391	329	322	351	366	341	331	359	324	340		
1980 Aug	391	329	327	348	366	341	331	359	324	340		
1980 Sep	391	329	327	348	366	342	331	364	324	340		

* The figures for November 1979 include the effects of the delayed national agreement for engineering workers.

WAGE RATES AND HOURS 5.8

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

Paper, printing and publishing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services	Manufacturing industries	All industries and services	UNITED KINGDOM
XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	III-XIX		SIC 1968
JULY 1972 = 100									
Basic weekly wage rates									
Weights									
403	970	209	1,034	802	756	576	5,138	10,000	
198	247	199	199	217	214	212	209.0	213.2	
209	268	214	213	243	230	233	218.9	227.3	
232	290	261	232	272	252	253	258.8	259.3	
270	321	301	266	320	280	319	297.5	298.1	
236	301	268	236	277	251	252	268.6	266.2	
236	301	268	236	277	251	252	269.1	266.5	
243	301	268	236	277	251	261	276.6	270.8	
243	301	268	236	288	258	261	277.9	273.0	
243	301	273	236	300	269	264	278.0	275.1	
243	302	275	255	301	269	302	283.7	283.1	
247	302	275	255	303	274	311	284.7	285.2	
247	302	290	259	303	274	311	285.1	286.5	
270	302	299	266	304	274	311	288.6	289.2	
275	302	299	266	311	274	311	291.2	291.2	
275	333	299	266	312	274	321	294.0	296.2	
277	333	307	272	325	278	321	294.6	298.7	
282	334	307	272	325	282	321	296.7	300.2	
282	334	308	272	325	282	321	297.7	300.8	
282	334	318	272	338	282	334	298.4	303.1	
282	334	318	272	341	297	335	327.3	319.4	
282	334	323	272	351	314	339	328.5	323.4	
286	336	348	291	353	314	370	335.5	332.9	
297	336	348	292	356	314	377	336.6	335.0	
297	336	379	300	356	314	377	337.4	336.9	
310	336	379	309	374	326	377	340.6	341.9	
310	336	379	319	385	326	377	346.7	347.0	
312	399	379	319	390	326	388	348.6	355.2	
313	399	379	324	390	331	388	349.1	356.2	
319	399	379	324	390	331	388	349.7	356.7	
319	403	379	324	390	331	388	350.3	357.3	
Normal weekly hours									
Annual averages									
39.6	39.9	39.0	40.6	40.0	40.0	40.0	40.0	40.0	
39.6	39.9	39.0	40.6	40.0	40.0	40.0	40.0	40.0	
39.6	39.9	39.0	40.6	40.0	40.0	40.0	40.0	40.0	
39.6	39.9	39.0	40.4	40.0	40.0	40.0	40.0	39.9	
39.6	39.9	39.0	40.4	40.0	40.0	40.0	40.0	39.9	
Sep 1980									
Basic wage rates adjusted for changes in normal weekly hours									
198	248	204	199	222	214	218	209.1	214.5	
209	268	219	213	249	230	240	219.0	228.6	
232	291	268	232						

EARNINGS

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

5.9

	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)	
	Indices 1975 = 100																		
Annual averages																			
1970	47.8	47.8	53.3	46	60	45.1	50.4	63	46	41	41.4	43.7	52	53	42.3	58.4	..	70	
1971	53.1	53.2	60.6	52	65	51.7	56.0	69	50	47	47.0	49.8	58	59	44.4	63.0	..	74	
1972	60.0	58.3	67.6	59	70	58.2	62.4	76	55	54	51.9	57.6	66	64	52.0	72.3	..	79	
1973	67.7	65.8	76.2	69	76	69.1	71.5	84	64	65	64.5	71.1	74	71	61.8	78.4	81.8	85	
1974	79.3	83.8	88.2	83	86	83.9	85.3	92	80	78	78.9	89.7	88	83	77.8	87.1	93.1	92	
1975	100.0	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100	
1976	116.5	114.7	109.0	111	114	112.7	114.1	107	129	117	120.9	112.3	109	117	130.3	117.9	101.6	108	
1977	128.5	127.6	118.4	121	126	124.3	128.5	114	156	135	154.6	121.9	117	129	169.8	125.8	103.3	118	
1978	147.3	136.6	125.1	130	135	137.2	145.2	120	193	155	179.6	129.1	123	139	214.2	136.6	106.9	128	
1979	170.2	146.9	132.4	140	147	152.6	164.1	127	232	..	213.7	138.7	128	143	264.8	147.2	109.2	139	
Quarterly averages																			
1979 Q2	168.1	145.4	130.5	140	145	150.3	158.4	127	229	..	206.1	136.8	127	144	263.8	148.8	108.5	137	
Q3	170.4	148.6	132.9	139	149	153.4	163.7	128	232	..	220.0	140.8	130	143	269.7	147.9	109.3	140	
Q4	182.4	149.9	135.9	146	152	161.8	169.7	128	251	..	231.1	141.4	130	143	283.6	149.7	109.4	143	
1980 Q1	187.3	158.0	139.5	145	156	163.8	175.4	129	278	..	241.5	143.9	133	146	..	153.6	114.9	145	
Q2	197.8	..	..	..	159	..	181.9	135	..	..	..	148.5	133	146	..	156.6	..	148
Monthly																			
1980 Mar	191.8	158.3	137.2	145	158	165.8	..	..	..	..	244.6	144.4	133	..	..	154.6	..	146
April	193.7	158.4	143.3	..	158	168.7	181.9	135	..	..	244.6	146.5	133	..	..	155.2	..	147
May	196.3	158.5	133.9	..	158	168.8	..	..	..	..	258.6	148.9	133	..	..	158.5	..	148
June	203.1	..	..	..	160	..	..	..	..	..	..	150.2	133	..	..	156.2	..	149
July	205.0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	151
Increases on a year earlier																			
Annual averages																			
1971	11	11	14	13	8	15	11	10	9	15	14	14	12	11	5	8	..	6	
1972	13	10	12	13	8	13	11	10	10	15	10	16	14	8	17	15	..	7	
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8	..	8	
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8	
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9	
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8	
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9	
1978	15	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8	
1979	16	8	6	8	9	11	13	6	20	..	19	7	4	3	24	8	2	9	
Quarterly averages																			
1979 Q2	15	8	6	9	9	10	13	6	21	..	17	7	4	4	30	9	2	9	
Q3	14	8	5	8	10	11	12	5	16	..	20	9	5	1	23	7	2	8	
Q4	18	7	6	8	9	13	13	5	22	..	22	7	4	1	21	8	2	8	
1980 Q1	17	10	7	8	10	13	14	4	29	..	22	8	5	3	..	8	5	7	
Q2	18	..	..	..	10	..	15	6	..	..	..	9	5	1	..	5	..	8
Monthly																			
1980 Mar	16.3	10.0	7.4	8.3	10.4	12.6	..	..	..	..	22.5	7.3	4.7	..	..	7.3	..	7.6
April	18.0	10.1	12.2	..	9.7	12.7	14.9	6.4	..	..	22.4	8.2	4.7	..	..	4.3	..	8.9
May	17.4	10.1	0.8	..	9.0	12.1	..	..	..	..	23.6	8.8	4.7	..	..	6.7	..	8.0
June	17.5	..	..	..	9.7	..	..	..	..	..	..	8.8	4.7	..	..	4.8	..	7.6
July	18.7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8.3

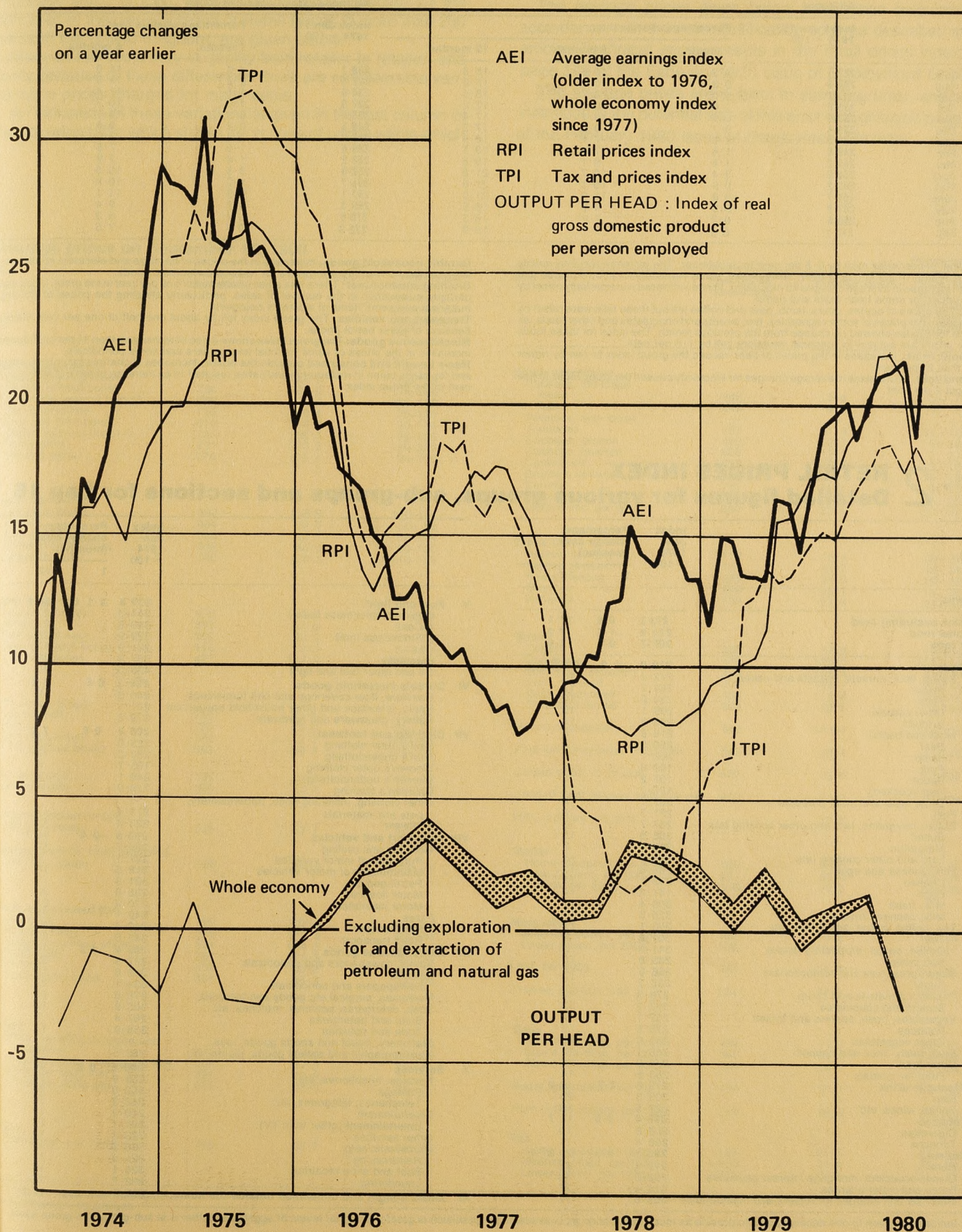
Source: OECD—Main Economic Indicators.

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

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

EARNINGS C2

Earnings, prices, output per head



6.1 RETAIL PRICES

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

	All items			All items except seasonal foods			
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over	
		1 month	6 months	12 months		1 month	6 months
1979 July	229.1	4.3	10.6	15.6	230.1	4.9	11.0
Aug	230.9	0.8	10.5	15.8	232.1	0.9	11.0
Sep	233.2	1.0	10.7	16.5	234.6	1.1	11.4
Oct	235.6	1.0	10.0	17.2	237.0	1.0	10.7
Nov	237.7	0.9	10.1	17.4	238.0	0.8	10.7
Dec	239.4	0.7	9.0	17.2	240.5	0.7	9.6
1980 Jan	245.3	2.5	7.1	18.4	246.2	2.4	7.0
Feb	248.8	1.4	7.8	19.1	249.8	1.5	7.6
Mar	252.2	1.4	8.1	19.8	253.2	1.4	7.9
Apr	260.8	3.4	10.7	21.8	262.0	3.5	10.5
May	263.2	0.9	10.7	21.9	264.7	1.0	10.8
June	265.7	0.9	11.0	21.0	267.1	0.9	11.1
July	267.9	0.8	9.2	16.9	269.3	0.8	9.4
Aug	268.5	0.2	7.9	16.3	270.5	0.4	8.3
Sep	270.2	0.6	7.1	15.9	272.3	0.7	7.5

The retail prices index rose by 0.6 per cent in September. The increase resulted mainly from increases in the prices of beer, newspapers, some vegetables and other foods and from an increase in average charges for electricity. These increases were partially offset by lower prices for some fresh fruits and petrol.

Food: The prices of apples, pears, lamb, beef and coffee fell but these falls were offset by increases in the prices of some vegetables, tea, sweets and chocolates and other foods, so that the food index showed no change from the previous month. The index for those foods whose prices are subject to seasonal variations fell by 1.8 per cent.

Alcoholic drink: Increases in the prices of beer caused the group index to rise by rather more than 2½ per cent.

Fuel and light: An increase in average charges for electricity caused the group index to rise by about 2 per cent.

Durable household goods: Increases in the prices of furniture and electrical appliances were partially offset by lower prices for radio and electrical goods.

Clothing and footwear: There was a rise of one half of one per cent in the group index due partly to a reduction in the number of sales, particularly affecting the prices of clothing materials and some items of women's outerwear.

Transport and vehicles: The group index fell by about one half of one per cent mainly because of lower petrol prices.

Miscellaneous goods: The group index shows a rise of rather less than 1½ per cent due to increases in the prices of some national newspapers and some periodicals.

Meals bought and consumed outside the home: Increases in charges for school meals and for meals taken in restaurants and cafes, resulted in an increase of more than one per cent in the group index.

6.2 RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for Sep 16

	Index Jan 1974 = 100	Percentage change over (months)		Index Jan 1974 = 100	Percentage change over (months)	
		1	12		1	12
All items						
All items excluding food	273.3	0.8	17.1			
Seasonal food	214.9	-1.8	7.9			
Other food	267.7	0.3	11.9			
I Food	259.0	0.0	11.3			
Bread, flour, cereals, biscuits and cakes	272.4	16				
Bread	265.7	17				
Flour	238.5	10				
Other cereals	299.1	16				
Biscuits	283.2	13				
Meat and bacon	216.9	8				
Beef	250.9	7				
Lamb	209.1	4				
Pork	199.8	9				
Bacon	197.2	8				
Ham (cooked)	197.7	11				
Other meat and meat products	207.7	9				
Fish	221.3	6				
Butter, margarine, lard and other cooking fats	287.7	9				
Butter	366.0	15				
Margarine	210.8	2				
Lard and other cooking fats	188.2	-3				
Milk, cheese and eggs	258.6	13				
Cheese	299.1	13				
Eggs	141.2	10				
Milk, fresh	306.4	13				
Milk, canned, dried etc	326.5	17				
Tea, coffee, cocoa, soft drinks, etc	300.1	11				
Tea	301.8	9				
Coffee, cocoa, proprietary drinks	341.8	5				
Soft drinks	289.8	18				
Sugar, preserves and confectionery	366.6	14				
Sugar	335.2	13				
Jam, marmalade and syrup	278.3	10				
Sweets and chocolates	368.2	14				
Vegetables, fresh, canned and frozen	276.5	7				
Potatoes	231.9	20				
Other vegetables	246.1	15				
Fruit, fresh, dried and canned	278.0	16				
Other food	253.8	14				
Food for animals	272.3	2.7	19.2			
II Alcoholic drink	305.3	23				
Beer	227.5	13				
Spirits, wines, etc	298.4	0.0	12.7			
III Tobacco	298.8	13				
Cigarettes	293.4	11				
IV Housing	280.3	0.5	29.3			
Rent	219.4	22				
Owner-occupiers' mortgage interest payments	298.0	48				
Rates and water charges	314.4	27				
Materials and charges for repairs and maintenance	305.6	17				
V Fuel and light	330.8	2.1	26.2			
Coal and smokeless fuels	344.3	27				
Coal	348.8	27				
Smokeless fuels	329.9	28				
Gas	221.9	17				
Electricity	387.9	32				
Oil and other fuel and light	429.0	20				
VI Durable household goods	229.2	0.6	8.8			
Furniture, floor coverings and soft furnishings	240.8	9				
Radio, television and other household appliances	201.1	6				
Pottery, glassware and hardware	279.8	15				
VII Clothing and footwear	208.4	0.5	7.9			
Men's outer clothing	225.0	8				
Men's underclothing	280.2	12				
Women's outer clothing	165.7	4				
Women's underclothing	246.1	8				
Children's clothing	218.0	8				
Other clothing, including hose, haberdashery, hats and materials	214.4	7				
Footwear	225.0	12				
VIII Transport and vehicles	293.9	-0.4	13.1			
Motoring and cycling	286.7	12				
Purchase of motor vehicles	267.1	7				
Maintenance of motor vehicles	318.6	18				
Petrol and oil	321.3	13				
Motor licences	238.8	20				
Motor insurance	270.9	21				
Fares	342.1	22				
Rail transport	340.4	20				
Road transport	342.5	23				
IX Miscellaneous goods	283.9	1.3	14.5			
Books, newspapers and periodicals	327.5	25				
Books	302.6	18				
Newspapers and periodicals	334.1	27				
Medicines, surgical etc goods and toiletries	270.5	18				
Soap, detergents, polishes, matches, etc	303.9	12				
Soap and detergents	267.4	9				
Soda and polishes	358.9	14				
Stationery, travel and sports goods, toys, photographic and optical goods, plants, etc	262.5	10				
X Services	266.2	0.6	20.1			
Postage, telephones, etc	263.9	24				
Postage	350.8	23				
Telephones, telegrams, etc	242.3	25				
Entertainment	220.9	19				
Entertainment (other than TV)	291.1	24				
Other services	323.2	19				
Domestic help	338.3	17				
Hairdressing	321.9	17				
Boot and shoe repairing	328.1	16				
Laundry	292.7	17				
XI Meals bought and consumed outside the home	299.9	1.1	17.3			

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

RETAIL PRICES 6.3

Average retail prices of items of food

Average retail prices on September 16, 1980, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 230 areas in the United Kingdom, are given below.

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

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

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

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

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

Average prices on September 16, 1980

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Pence per lb*	
				Number of quotations	Average price
Beef: home-killed				p	p
Chuck (braising steak)	779	124.5	108-138		
Sirloin (without bone)	730	222.9	174-280		
'Silverside (without bone)†	792	171.2	156-189		
Best beef mince	736	90.4	76-110		
Fore ribs (with bone)	616	114.0	90-146		
Brisket (without bone)	743	109.5	90-136		
Rump steak†	791	233.2	189-265		
Stewing steak	774	109.4	96-140		
Lamb: home-killed				p	p
Loin (with bone)	692	138.6	116-168		
Breast†	664	39.3	30-58		
Best end of neck	585	95.1	50-134		
Shoulder (with bone)	658	84.0	68-120		
Leg (with bone)	700	129.1	110-156		
Lamb: imported					
Loin (with bone)	409	110.9	90-126		
Breast†	397	33.0	24-44		
Best end of neck	357	82.5	49-108		
Shoulder (with bone)	416	73.3	64-86		
Leg (with bone)	427	117.5	106-130		
Pork: home-killed					
Leg (foot off)	700	91.1	74-120		
Belly†	720	66.0	56-78		
Loin (with bone)	776	112.2	100-156		
Fillet (without bone)	553	139.3	104-201		
Pork sausages	787	62.5	52-72		
Beef sausages	620	55.1	46-68		
Roasting chicken, frozen					
(3lb oven ready)	539	53.1	47-64		
Roasting chicken, fresh or chilled					
(4lb oven ready)	506	68.4	58-74		
Fresh and smoked fish					
Cod fillets	369	107.4	92-122		
Haddock fillets	378	112.8	90-136		
Haddock, smoked whole	304	114.2	90-136		
Plaice fillets	357	121.3	98-150		
Herrings	268	63.9	48-78		
Kippers, with bone	381	85.9	74-98		
Bread					
White, per 800g wrapped and sliced loaf	741	34.4	30-38		
White, per 800g unwrapped loaf	406	37.3	34-41		
White, per 400g loaf	521	23.8	21-26		
Brown, per 400g loaf	617	25.0	24-27		
Flour					
Self-raising, per 1½ kg	713	39.7	32-48		
Fresh vegetables					
Potatoes, old loose					
White	442	5.4	5-7		
Red	242	6.2	5-8		
Potatoes, new loose					
Tomatoes	787	31.9	25-40		
Cabbage, greens	418	12.7	8-18		
Cabbage, hearted	535	12.1	7-17		
Cauliflower	516	22.3	12-32		
Brussels sprouts	305	18.4	15-26		
Carrots	741	11.6	8-18		
Onions	763	15.0	11-20		
Mushrooms, per lb	692	23.5	20-27		
Fresh fruit					
Apples, cooking	713	19.4	12-26		
Apples, dessert	747	24.7	18-34		
Pears, dessert	675	24.0	19-32		
Oranges	606	23.1	18-30		

6.4 RETAIL PRICES

General* index of retail prices

UNITED KINGDOM	ALL ITEMS	FOOD†							All items except food	All items except items of food the prices of which show significant seasonal variations	UNITED KINGDOM
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations	Items mainly manufactured in the United Kingdom			Items mainly imported for direct consumption			
					Primarily from home-produced raw materials	Primarily imported raw materials	All				
JAN 16, 1962 = 100											
Weights 1968	1,000	263	46.4-48.0	215.0-216.6	39.6-40.7	64.4-64.9	104.0-105.6	53.4	57.6	737	952.0-953.6
1969	1,000	254	44.0-45.5	208.5-210.0	38.8-39.9	64.3-64.7	103.1-104.6	51.4	54.0	746	954.5-956.0
1970	1,000	255	46.0-47.5	207.5-209.0	38.5-39.5	64.6-65.1	103.1-104.6	48.7	55.7	745	952.5-954.0
1971	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3
1972	1,000	251	39.6-41.1	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4
1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.9	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7
1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
Annual averages											
1968	125.0	123.2	121.7	123.8	118.9	126.1	123.5	130.2	119.0	125.7	125.2
1969	131.8	131.0	136.2	130.1	126.0	133.0	130.5	136.8	123.8	132.2	131.7
1970	140.2	140.1	142.5	139.9	136.2	143.4	140.8	145.6	133.3	140.3	140.2
1971	153.4	155.6	155.4	156.0	150.7	156.2	154.3	167.3	149.8	152.8	153.5
1972	164.3	169.4	171.0	169.5	163.9	165.6	165.2	181.5	167.2	167.2	164.1
1973	179.4	194.9	224.1	189.7	178.0	171.1	174.2	213.6	198.0	174.5	177.7
1974	208.2	230.0	262.0	224.2	220.0	221.2	221.1	212.5	238.4	201.2	206.1
JAN 15, 1974 = 100											
Weights 1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3
1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8
1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8
1978	1,000	233	30.4-33.5	199.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	767	966.5-969.6
1979	1,000	232	33.4-36.0	196.0-198.6	37.7-38.9	60.9-61.5	98.6-100.4	52.5	44.7-46.2	768	964.0-966.6
1980	1,000	214	[31.4]	[182.6]	[35.9]	[59.3]	[95.2]	48.0	[39.4]	786	[968.6]
Annual averages											
1974	108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8
1975	134.8	133.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9	135.2	135.1
1976	157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5
1977	182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6	179.7	181.5
1978	197.1	203.8	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8	197.8
1979	223.5	228.3	211.1	231.7	232.9	255.9	246.7	224.6	205.7	222.2	224.1
1975 Jan 14	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
1976 Jan 13	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6
1977 Jan 18	172.4	183.2	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9
1978 Jan 17	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2
Feb 14	190.6	197.3	174.5	201.7	205.1	223.9	216.3	188.1	184.2	188.8	191.4
Mar 14	191.8	198.4	179.0	202.2	206.1	224.4	217.0	189.9	182.7	189.9	192.4
April 18	194.6	201.6	186.3	204.7	209.3	228.0	220.4	192.5	183.1	192.7	195.0
May 17	195.7	203.2	187.5	206.3	209.7	229.5	221.5	195.6	184.3	193.6	196.1
June 13	197.2	206.7	200.8	207.9	210.4	230.3	222.3	198.2	186.4	194.5	197.2
July 18	198.1	206.1	185.5	210.0	211.9	232.1	224.0	200.3	189.2	195.9	198.7
Aug 15	199.4	206.2	177.9	211.7	212.5	235.0	225.9	201.2	191.0	197.6	200.4
Sep 12	200.2	206.3	173.1	212.6	212.9	236.5	227.0	202.1	191.9	198.6	201.4
Oct 17	201.1	205.6	168.2	212.7	215.0	236.0	227.5	202.1	191.3	199.8	202.4
Nov 14	202.5	207.9	171.4	214.7	216.4	236.8	228.6	207.9	191.1	201.1	203.8
Dec 12	204.2	210.5	183.0	215.8	217.2	238.0	229.6	209.0	191.9	202.4	205.1
1979 Jan 16	207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3
Feb 13	208.9	218.7	208.2	220.8	220.1	241.6	233.7	213.0	199.7	206.2	209.1
Mar 13	210.6	220.2	215.3	221.3	222.6	242.2	234.2	212.9	200.7	207.9	210.6
April 10	214.2	221.6	221.6	221.9	223.8	243.3	235.4	213.0	200.6	212.1	214.0
May 15	215.9	224.0	222.1	224.6	225.0	248.0	238.7	215.4	202.7	213.7	215.9
June 12	219.6	230.0	229.3	230.3	225.9	252.7	241.8	228.6	204.7	216.7	219.4
July 17	229.1	231.2	208.0	235.8	236.2	261.1	251.1	231.8	205.9	228.6	230.1
Aug 14	230.9	231.8	201.0	237.9	239.8	263.6	254.0	232.3	208.1	230.6	232.1
Sep 18	233.2	232.6	199.1	239.2	241.1	265.2	255.4	233.2	209.2	233.4	234.6
Oct 16	235.6	234.8	200.5	241.4	245.5	268.0	258.9	233.6	211.2	235.9	237.0
Nov 13	237.7	237.0	207.1	242.7	246.0	270.3	260.5	233.7	213.3	238.0	238.9
Dec 11	239.4	239.9	212.9	245.1	248.1	274.1	263.6	234.7	215.7	239.3	240.5
1980 Jan 15	245.3	244.8	223.6	248.9	256.4	277.7	269.1	236.5	218.3	245.5	246.2
Feb 12	248.8	246.7	225.1	251.0	257.8	281.0	271.6	237.4	220.5	249.4	249.8
Mar 18	252.2	251.1	229.3	255.4	262.2	283.8	275.1	246.5	221.6	252.5	253.2
April 15	260.8	254.1	233.0	258.3	264.7	287.0	278.0	250.0	223.8	262.7	262.0
May 13	263.2	255.7	227.6	261.3	267.5	292.1	282.2	251.6	226.0	265.3	264.7
June 17	265.7	257.9	232.0	263.0	269.6	294.7	284.6	252.4	227.1	267.9	267.1
July 15	267.9	259.9	234.0	265.1	274.5	298.1	288.6	252.6	227.7	270.1	269.3
Aug 12	268.5	259.0	218.9	267.0	275.5	300.6	290.5	255.0	229.0	271.2	270.5
Sep 16	270.2	259.0	214.9	267.7	277.2	301.6	291.8	254.2	230.4	273.3	272.3

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

RETAIL PRICES 6.4

General* index of retail prices

Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	UNITED KINGDOM
JAN 16, 1962 = 100											
Weights 1968	95	63	66	121	62	59	89	120	60	56	41
1969	93	64	68	118	61	60	86	124	66	57	42
1970	92	66	64	119	61	60	86	126	65	55	43
1971	91	65	59	119	60	61	87	136	65	54	44
1972	92	66	53	121	60	58	89	139	65	52	46
1973	89	73	49	126	58	58	89	135	65	53	46
1974	90	70	43	124	52	64	91	135	63	54	51
Annual averages											
1968	135.0	127.1	125.5	141.3	133.8	113.2	113.4	119.1	124.5	132.4	126.9
1969	140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.2	142.5	135.0
1970	149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5
1971	172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0
1972	185.2	159.0	139.5	190.7	173.4	140.5	141.8	155.9	168.0	180.5	180.3
1973	191.9	164.2	141.2	213.1	178.3	148.7	155.1	165.0	172.6	202.4	211.0
1974	215.6	182.1	164.8	238.2	208.8	170.8	182.3	194.3	202.7	227.2	248.3
1968 Jan 16	133.0	125.0	120.8	138.6	132.6	110.2	111.9	113.9	116.3	128.0	121.4
1969 Jan 14	139.9	134.7	135.1	143.7	138.4	116.1	115.1	122.2	130.2	140.2	130.5
1970 Jan 20	146.4	143.0	135.8	150.6	145.3	122.2	120.5	125.4	136.4	147.6	139.4
1971 Jan 19	160.9	151.3	138.6	164.2	152.6	132.3	128.4	141.2	151.2	160.8	153.1
1972 Jan 18	179.9	154.1	138.4	178.8	168.2</						

6.5 RETAIL PRICES

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

UNITED KINGDOM	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries
1971 Jan 19	8	9	6	2	9	5	8	7	13	11	9	10	10
1972 Jan 18	8	11	2	0	9	10	4	6	8	10	9	13	12
1973 Jan 16	8	10	2	0	14	6	4	7	5	2	9	10	6
1974 Jan 15	12	20	2	0	10	6	10	13	10	7	12	21	5
1975 Jan 14	20	18	18	24	10	25	18	19	30	25	16	19	20
1976 Jan 14	23	25	26	31	22	35	19	11	20	22	33	23	44
1977 Jan 13	17	23	17	19	14	18	12	13	14	16	8	18	15
1977 Jan 18	17	7	9	15	7	11	12	10	11	13	12	16	11
1978 Jan 17	10	7	5	6	11	4	8	7	9	9	10	9	8
Oct 17	8	8	5	6	11	6	8	7	10	9	9	9	8
Nov 14	8	8	5	6	13	6	8	7	10	9	8	9	7
Dec 12	8	8	5	6	13	6	8	7	10	9	8	9	7
1979 Jan 16	9	11	5	4	16	6	7	8	10	9	8	10	7
Feb 13	10	11	5	4	18	6	7	7	10	9	8	10	6
Mar 13	10	11	5	4	19	6	7	7	11	10	8	10	6
April 10	10	10	5	3	20	6	7	7	12	11	8	11	6
May 15	10	10	6	3	21	5	8	7	12	11	8	11	6
June 12	11	11	7	3	23	5	8	8	15	11	9	12	5
July 17	16	12	14	14	23	9	14	12	22	17	13	18	7
Aug 14	16	12	15	13	21	12	13	12	23	18	13	18	8
Sep 18	16	13	16	16	21	14	14	11	23	18	14	21	11
Oct 16	17	14	16	16	22	15	14	11	23	19	15	22	13
Nov 13	17	14	17	16	22	17	15	12	23	19	15	22	12
Dec 11	17	14	18	16	20	18	15	11	22	19	16	22	14
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
Feb 12	19	13	22	17	26	19	16	12	24	20	24	24	18
Mar 18	20	14	21	19	27	19	16	13	24	20	24	25	20
April 15	22	15	25	26	32	22	16	13	27	21	26	25	23
May 13	22	14	24	27	32	26	16	13	26	21	26	27	26
June 17	21	12	25	27	30	31	15	13	24	21	26	26	29
July 15	17	12	18	15	29	28	10	8	16	15	22	20	27
Aug 12	16	12	17	16	29	26	9	8	14	14	21	19	26
Sep 16	16	11	19	13	29	26	9	8	13	14	20	17	25

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

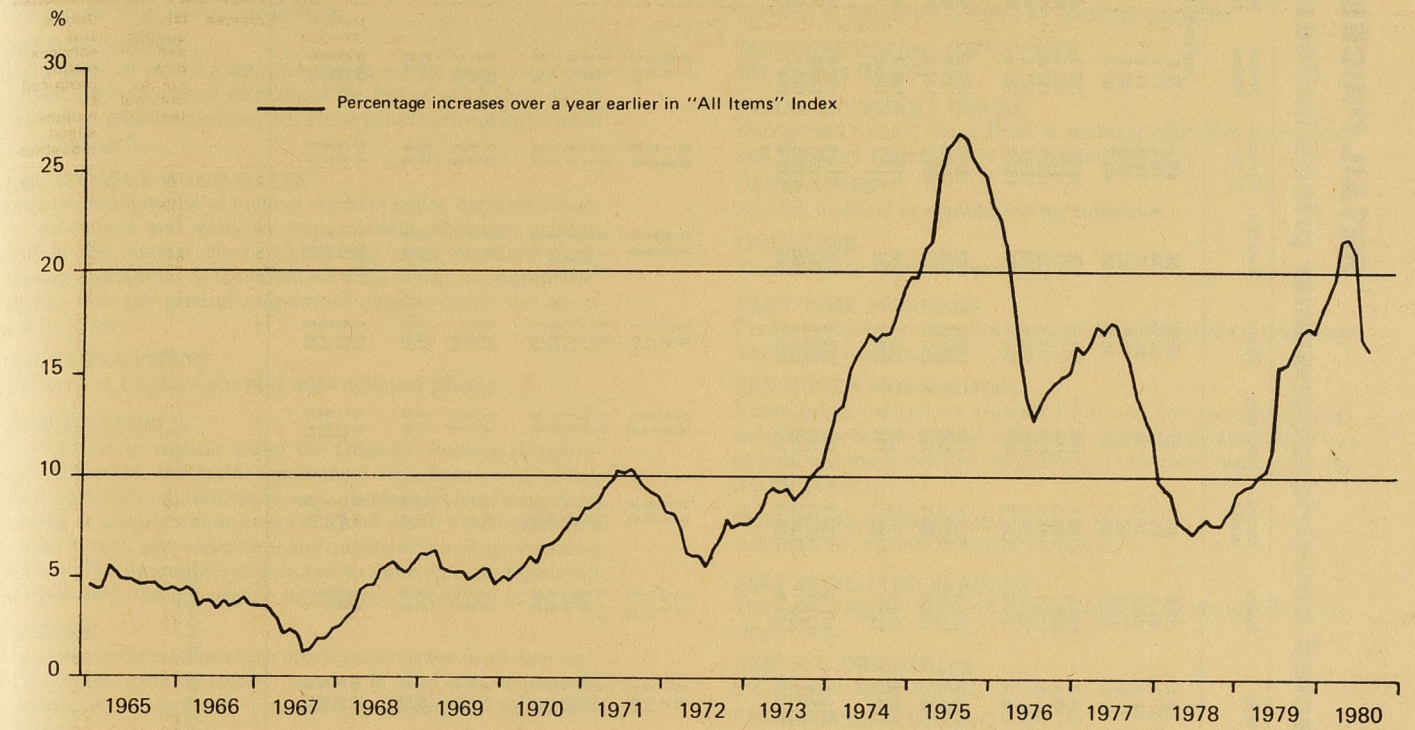
UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	JAN 16, 1962 = 100											
1968	122.9	124.0	124.3	126.8	122.7	124.3	124.6	126.7	120.2	123.2	123.8	125.3
1969	129.4	130.8	130.6	133.6	129.6	131.3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

6.7 Group indices: annual averages

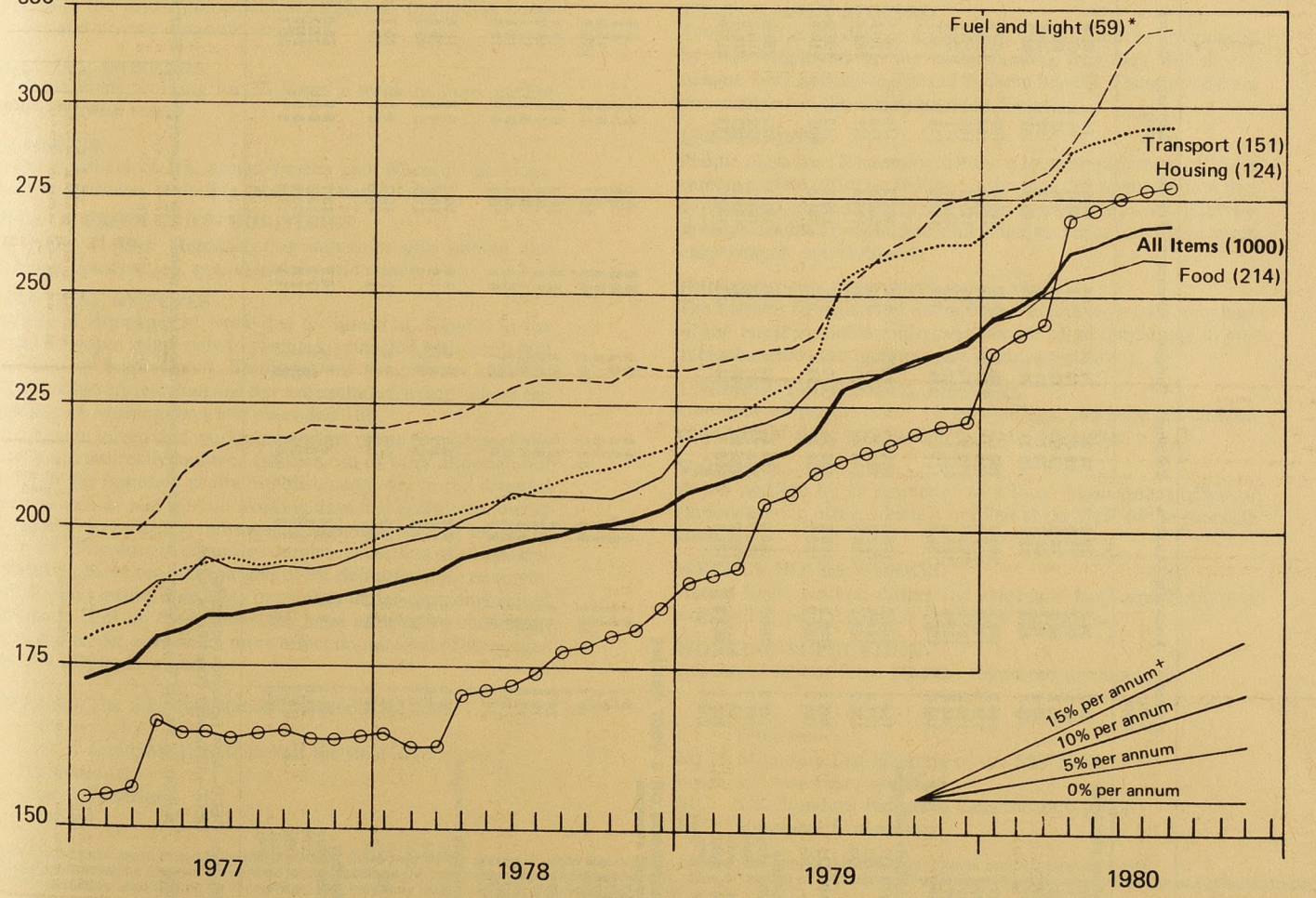
UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
JAN 15, 1974 = 100											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6
1978	203.1	195.6	197.9	226.3	224.8	184.8	168.3	228.0	221.3	185.3	209.8
1979	226.8	222.4	219.0	247.8	251.2	205.0	186.6	262.0	250.6	206.0	243.9
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
1978	201.6	196.9	198.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8
1979	225.6	220.0	221.5	247.8	252.8	206.3	191.7	246.0	246.1	210.3	243.9
GENERAL INDEX OF RETAIL PRICES											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	180.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	185.7
1978	200.4	196.0	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	207.8
1979	225.5	228.3	217.1	247.6	250.5	201.9	187.2	243.1	236.4	213.9	239.9

RETAIL PRICES C3

Index of retail prices



Log scale Selected Groups and "All Items" Index (January 1974 = 100)



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

RETAIL PRICES

Selected countries: consumer prices indices

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
Indices 1975 = 100																				
Annual averages																				
1970	54.2	61.4	70.3	66.9	70.2	64	65.5	74.2	56.0	53.7	58.5	58.0	66.1	67	56.6	68	69.1	72.2	67	
1971	59.3	65.2	73.6	69.8	72.2	68	69.0	78.2	57.7	58.4	61.3	61.5	71.1	71	61.3	73	73.6	75.3	70	
1972	63.6	68.9	78.3	73.6	75.7	72	73.3	82.5	60.1	63.5	64.8	64.3	76.6	76	66.3	78	78.5	77.7	74	
1973	69.4	75.5	84.2	78.7	81.4	79	78.7	88.2	69.5	70.7	71.8	71.9	82.7	81	73.9	83	85.4	82.5	79	
1974	80.5	86.9	92.2	88.7	90.3	91	89.5	94.4	88.2	82.7	85.5	89.4	90.7	90	85.5	91	93.7	91.6	90	
1975	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100	
1976	116.5	113.5	107.3	109.2	107.5	109	109.6	104.5	113.3	118.0	116.8	109.3	108.8	109	117.7	110	101.7	105.8	109	
1977	135.0	127.5	113.2	116.9	116.1	121	119.9	108.4	127.1	134.1	138.3	118.1	115.8	119	146.5	123	103.0	112.6	118	
1978	146.2	137.6	117.3	122.1	126.5	133	130.8	111.3	143.0	144.3	155.1	122.6	120.5	129	175.4	135	104.1	121.2	128	
1979	165.8	150.1	121.6	127.6	138.1	146	144.8	115.9	170.2	163.5	178.0	127.0	125.6	135	203.0	145	107.9	134.9	140	
Quarterly averages																				
1979 Q2	160.7	148.2	120.7	126.3	136.8	142	142.2	115.3	167.1	159.9	173.9	126.6	124.9	134	198.7	143	107.5	132.8	138	
Q3	171.4	151.6	122.2	128.4	139.5	150	146.8	116.7	171.7	166.5	180.0	127.9	126.2	136	207.4	146	108.9	137.2	142	
Q4	176.2	156.2	123.5	130.2	142.7	154	150.9	117.7	183.4	172.5	190.1	130.0	128.2	138	213.8	150	109.4	141.2	146	
1980 Q1	184.6	159.6	126.5	133.3	145.8	157	156.7	119.9	196.2	179.0	202.4	132.8	130.2	142	223.9	159	110.2	146.7	151	
Q2	195.3	164.0	128.5	134.4	149.9	162	161.6	122.1	210.0	192.2	210.3	137.1	133.1	146	229.7	162	111.7	152.0	156	
Monthly																				
1980 May	195.3	164.0	128.3	134.4	149.9	163	161.7	122.1	209.0	192.2	210.4	137.4	133.2	146	229.0	162	111.8	151.9	156	
June	197.1	..	129.7	134.7	151.6	163	162.8	122.7	214.5	..	212.3	137.8	133.1	148	232.6	162	112.1	153.6	158	
July	198.7	..	130.2	136.3	152.7	166	165.2	122.9	213.1	..	215.9	138.1	134.3	150	235.6	164	112.5	153.7	159	
Aug	199.2	167.8	131.1	136.7	154.1	167	166.9	123.1	211.0	197.8	218.5	137.9	134.8	152	238.5	165	113.3	154.7	160	
Sep	200.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																				
Per cent																				
Annual averages																				
1971	9.4	6.1	4.7	4.3	2.9	5.8	5.5	5.3	3.0	8.9	4.8	6.1	7.5	6.2	8.3	7.4	6.6	4.3	5.3	
1972	7.1	5.8	6.3	5.4	4.8	6.6	6.2	5.5	4.3	8.7	5.7	4.5	7.8	7.2	8.3	6.0	6.7	3.3	4.9	
1973	9.2	9.5	7.6	7.0	7.6	9.3	7.3	6.9	15.5	11.4	10.8	11.7	8.0	7.5	11.4	6.7	8.7	6.2	7.8	
1974	16.1	15.1	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.1	24.5	9.6	9.4	15.7	9.9	9.8	11.0	13.2	
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.2	
1976	16.5	13.5	7.3	9.2	7.5	9.0	9.6	4.5	13.3	18.0	16.8	9.3	8.8	9.0	17.7	10.3	1.7	5.8	8.6	
1977	15.8	12.3	5.5	7.1	8.0	11.1	9.4	3.7	12.1	13.6	18.4	8.1	6.4	9.1	24.5	11.4	1.3	6.5	9.0	
1978	8.3	7.9	3.6	4.5	9.0	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.3	
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	10.9	
Quarterly averages																				
1979 Q2	10.6	8.8	3.2	4.1	9.4	7.6	10.1	3.4	16.5	12.4	13.6	3.2	4.2	4.7	15.6	5.9	3.2	10.7	9	
Q3	16.0	9.2	3.6	4.7	8.7	11.9	10.7	4.8	20.5	13.6	14.8	3.5	3.9	4.6	15.3	7.4	4.4	11.7	11	
Q4	17.3	10.0	4.4	5.1	9.5	11.6	11.5	5.3	23.2	16.0	17.7	4.9	4.6	4.5	15.7	8.7	5.1	12.7	13	
1980 Q1	19.1	10.5	5.3	6.3	9.4	13.3	13.3	5.5	23.7	15.6	20.6	7.5	5.8	7.6	16.7	13.6	4.3	14.3	13	
Q2	21.5	10.7	6.5	6.4	9.6	13.8	13.6	5.9	25.7	20.2	20.9	8.3	6.6	9.0	15.6	13.3	3.9	14.5	13	
Monthly																				
1980 May	21.9	10.7	6.4	6.5	9.4	14.0	13.7	6.0	25.0	20.2	20.8	8.2	6.6	9.4	15.1	13.3	4.3	14.4	13	
June	21.0	..	7.1	6.2	10.1	13.3	13.5	6.0	27.0	..	20.9	8.4	6.6	10.1	16.0	13.1	3.2	14.3	13	
July	16.9	..	6.6	6.5	10.1	12.8	13.6	5.5	24.5	..	22.0	7.7	7.1	10.6	14.8	13.2	3.3	13.2	12	
Aug	16.3	10.7	7.3	6.3	10.7	11.2	13.6	5.5	24.4	18.8	22.0	8.7	7.0	11.4	15.2	12.3	4.2	12.8	13	
Sep	15.9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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

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

DEFINITIONS

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

ADULT STUDENTS

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

BASIC WEEKLY WAGE RATES

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

CIVIL EMPLOYMENT

Employees in employment plus self-employed people.

DISABLED PEOPLE

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

EARNINGS

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

EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

HM FORCES

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

INDEX OF PRODUCTION INDUSTRIES

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

INDUSTRIAL DISPUTES

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

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

Conventions The following standard symbols are used:

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

MANUAL WORKERS

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

MANUFACTURING INDUSTRIES

SIC Orders III-XIX

NORMAL WEEKLY HOURS

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

OPERATIVES

Manual workers in manufacturing industries.

OVERTIME

Work outside regular hours.

PART-TIME WORKERS

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

PENSIONER HOUSEHOLDS

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

SEASONALLY ADJUSTED

Adjusted for normal seasonal variations.

SELF-EMPLOYED PERSONS

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

SERVICE INDUSTRIES

SIC Orders XXII-XXVII.

SHORT-TIME WORKING

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED PERCENTAGE RATE

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKING POPULATION

Employed labour force plus the registered unemployed.

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

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

Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Working population: GB and UK Quarterly series	M	Oct 80:	1-1	Production industries and some services (older series) index	M	Oct 80:	5-2
Employees in employment				Manual workers: by occupation in certain manufacturing industries; indices	M	Oct 80:	5-5
Industry: GB				Non-manual workers: production industries	A	Apr 80:	387
All industries: by MLH	Q	Oct 80:	1-4	New Earnings Survey (April estimates)	A	Oct 80:	1089
: time series, by order group numbers and indices	M	Oct 80:	1-2	Latest key results	M	Oct 80:	5-6
Manufacturing: by MLH	M	Oct 80:	1-3	Time series			
Occupation				Average weekly and hourly earnings and hours worked (manual workers)			
Administrative, technical and clerical in manufacturing	A	Dec 79:	1249	Manufacturing and certain other industries	M	Oct 80:	5-4
Local authorities manpower	Q	Sep 80:	988	October survey (latest)	A	Feb 80:	136
Occupations in engineering	A	June 80:	636	Manufacturing: indices of hours	M	Oct 80:	1-8
Region: GB				Aerospace	A	Aug 80:	877
Industry	Q	May 80:	492	Agriculture	Six-monthly	Mar 80	281
Sector: numbers and indices, quarterly	M	Oct 80:	1-5	Chemical industries	A	Oct 80:	1081
Census of Employment				Coal mining	A	Mar 80:	282
Key results, June 1977	A	Feb 80:	147	Engineering	A	Oct 80:	1081
GB regions by industry MLH, June 1977	A	Mar 80:	246	Shipbuilding	A	Oct 80:	1081
UK by industry MLH	A	Mar 80:	246	Basic wage rates and normal hours of work (manual workers)			
International comparisons	M	Oct 80:	1-9	Changes in rates of wages and hours	A	May 80:	519
Accidents at work	Q	Sep 79:	1008	Changes in rates of wages and hours	M	Oct 80:	5-8
Disabled people in the public sector	A	Nov 79:	1126	Overtime and short-time: operatives in manufacturing			
Exemption orders from restrictions to hours worked: women and young persons	M	Oct 80:	1131	Latest figures	M	Oct 80:	1-11
Labour turnover in manufacturing	Q	Sep 80:	991	Time series	M	Oct 80:	1-11
Trade union membership	A	Dec 79:	1241	Region: summary	M	Oct 80:	1-13
Work permits issued	A	July 80:	742	International comparisons	M	Oct 80:	5-9
Output per head				Labour Costs			
Output per head: quarterly and annual indices	M	Oct 80:	1-8	Survey results	Triennial	Sep 80:	956
Wages and salaries per unit of output				Indices: per unit of output	M	Oct 80:	5-7
Manufacturing index, time series	M	Oct 80:	5-7	Prices and expenditure			
Quarterly and annual indices	M	Oct 80:	5-7	Retail prices			
Unemployment and vacancies				General index (RPI)			
Unemployment				Latest figures: detailed indices	M	Oct 80:	6-2
Summary: UK, GB	M	Oct 80:	2-1	percentage changes	M	Oct 80:	6-2
Age and duration: GB				Recent movements and the index excluding seasonal foods	M	Oct 80:	6-1
Broad category: GB, UK	M	Oct 80:	2-5	Main components: time series and weights	M	Oct 80:	6-4
Detailed category	Q	Sep 80:	955	Changes on a year earlier: time series	M	Oct 80:	6-5
Region: summary	Q	Sep 80:	955	Annual summary	A	Apr 80:	373
Age time series quarterly	M	Oct 80:	2-7	Revision of weights	A	Mar 80:	240
(six-monthly prior to July 1978)				Pensioner household indices			
: estimated rates	Q	Oct 80:	2-15	All items excluding housing; quarterly	M	Oct 80:	6-6
Duration: time series, quarterly	M	Oct 80:	2-8	Group indices: annual averages	M	Oct 80:	6-7
Region and area				Revision of weights	A	Apr 80:	381
Time series summary: by region	M	Oct 80:	2-3	Food prices	M	Oct 80:	6-3
: assisted areas, counties, local areas	M	Oct 80:	2-4	London weighting: cost indices	A	June 80:	644
Occupation	Q	Sep 80:	984	Family Expenditure Survey			
Age and duration: summary	Q	Sep 80:	954	Quarterly summary	Q	June 80:	634
Industry				Annual: preliminary figures	A	July 80:	749
Latest figures: GB UK	Q	Sep 80:	1018	: final detailed figures	A	Nov 79:	1133
Number unemployed and percentage rates: GB	M	Oct 80:	2-9	FES and RPI weights	A	Mar 80:	240
Occupation: Unit groups	Q	Sep 80:	973	International comparisons	M	Oct 80:	6-8
Broad category: time series quarterly	M	Oct 80:	2-11	Stoppages of work due to industrial disputes			
Flows GB, time series	M	Oct 80:	2-19	Summary: latest figures	M	Oct 80:	4-1
Adult students: by region	M	Oct 80:	2-13	: time series	M	Oct 80:	4-2
Minority group workers: by region	Q	Sep 80:	1010	Latest year and annual series	A	Jan 80:	29
Disabled workers: GB	M	Oct 80:	2-16	Industry			
International comparisons	M	Oct 80:	2-18	Monthly			
Temporarily stopped: GB				Broad sector: time series	M	Oct 80:	4-2
Latest figures: by region	M	Oct 80:	2-14	Annual			
Vacancies (remaining unfilled)				Provisional	A	Jan 80:	28
Region				Detailed	A	Aug 80:	865
Time series: seasonally adjusted	M	Oct 80:	3-1	Major stoppages	A	Aug 80:	867
: unadjusted	M	Oct 80:	3-2	Main causes of stoppage			
Industry: GB				Cumulative	M	Oct 80:	4-1
Occupation: by broad sector and unit groups: GB	Q	Sep 80:	973	Latest year for main industries	A	Aug 80:	865
Region summary	Q	Sep 80:	984	Size of stoppages			
Flows: GB, time series	M	Oct 80:	2-19	Duration in days			
Unemployment and vacancy flows: GB	M	Oct 80:	2-19	Stoppages ended in current month	M	Oct 80:	4-1
Skill shortage indicators	Q	Oct 80:	1103	Stoppages beginning in latest year	A	Aug 80:	873
Earnings and hours				Aggregate days lost	A	Aug 80:	873
Average earnings				Number of workers involved	A	Aug 80:	874
Whole economy (new series) index	M	Oct 80:	5-1	Days lost per 1,000 employees in recent years by industry	A	Jan 80:	30
Main industrial sectors	M	Oct 80:	5-3	International comparisons	A	Feb 80:	161

SPECIAL FEATURE

Homeworking: some new evidence

by Catherine Hakim

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The author summarises the results of a study carried out for the Department of Employment to assess the employment of homeworkers. In doing so the article outlines how those results confirm or differ from those of other recent studies.

It is currently estimated that between 200,000 and 400,000 people are homeworkers or outworkers, in the sense that they work in or from their homes for an employer who supplies the work and is responsible for marketing and selling the results¹. The figures are so far little more than guesstimates, both because homeworkers are a difficult group to identify precisely, and because as yet no national survey has attempted to measure the incidence of homeworking². The 1971 Census of Population showed that some 1.5 million people work at or from home, but this group includes many professionals and craftsmen working on their own account, some whose home is tied to their workplace (such as farmers, publicans and shopkeepers), and some family workers. Homeworkers (as defined above) are therefore probably a minority among those who work at or from home, but it has been suggested that they are an exploited or deprived minority which deserves further attention. Research carried out for the Department suggests however that the employment situation of homeworkers is more variable than has been suggested by recent reports³. This article summarises the results of one study and outlines how they confirm or differ from those of other recent studies.

Qualitative research among homeworkers

The study consisted of qualitative research as a preliminary step towards the development of a survey of homeworkers. In-depth interviews with 50 homeworkers were carried out in four cities in England between December 1979 and March 1980. The study did not aim at a statistically valid description of homeworking and the results of these 50 interviews cannot necessarily be generalised to all homeworkers in Britain. But what is lost in statistical accuracy is compensated for in the greater depth of information obtained through this method, which could not be achieved through a survey exercise. Indeed one of the objectives of the study was to explore the reasons for homeworkers' reluctance to participate in surveys, a problem that has hampered fact-finding in the past. Many of the homeworkers who agreed to participate in this study would probably have refused to respond to a survey. So in some respects the results obtained may offer a more complete picture of the diversity of homeworking occupations and circumstances than could be achieved in a survey. The study explored in detail how homeworkers see their employment circumstances, the reasons for doing homework, the range of homework done, and attitudes to employers, trade unions and other authorities⁴.

The sample of homeworkers

The methods used to identify homeworkers for the study differed from, and were more varied than, those used in previous studies. The two principal methods were door-to-door searches and local advertising in London and three other cities, in areas where homeworking was thought to be concentrated⁵. The sample interviewed represented a third of all the homeworkers identified.

Previous studies have usually been based on a single method of recruitment, and there is evidence, supported by this study, that some methods result in biased samples and hence research results. Studies based on public appeals through the media for homeworkers to come forward, as in the Low Pay Unit's study (Brown, 1974), appear to attract homeworkers who are particularly dissatisfied with their pay and conditions of work. Studies based on a network of homeworkers identified using the "snowball" technique, as in Shah (1975), reveal a group with homogeneous characteristics, in this case a group of skilled and relatively well paid immigrant clothing workers. Studies based on samples taken from employers' or local authority lists, as in Beale (1978: 29, 78), the ACAS, CIR and NBPI reports, reveal a wider (and presumably less biased) spread of pay, conditions of work and attitudes among homeworkers, as was also found in this study. Furthermore the sample of 50 homeworkers interviewed was larger than in most recent studies⁶. They were selected to represent the known heterogeneity of this labour force minority but excluded those who live at work and those working on their own account. Unlike previous studies, which have concentrated on homeworkers in manufacturing, the sample was selected to give fairly equal representation of people in blue-collar and white-collar occupations. The range of work done at home appears to be expanding, partly as a result of the new computer technology and the increase in telephone ownership, boutiques and craftshops, and it was considered that all types of homework should be covered by the study⁷. The blue-collar occupations covered by the sample included manufacturing and other manual work, such as machine sewing, hand sewing, knitting, toy-making, making Christmas crackers and fireworks, shoe-making, assembly work and packing. The white-collar occupations included child-minding, typing, sales promotion, punch-card operators, envelope-addressing, systems analysis, market research, and publishers' editors.

Just under half the sample had held other homeworking jobs before their current one. A small number of those engaged in manufacturing work were doing work for more

than one employer. The great majority had been doing homework for over a year, some for as long as six years. None of the sample could be regarded as "occasional" workers who did homework for just a few months; presumably these would be harder to identify.

Reasons for doing homework

All the homeworkers interviewed in this study had previous experience of work other than as homeworkers, and were thus able to compare the advantages and disadvantages of working at home with work outside the home. The great majority preferred to be working rather than not working, and many had sought, but failed to obtain, flexible part-time work. Almost all the homeworkers were women aged between 25 and 44 years, with dependent children of school age or younger. A strong commitment to their child care responsibilities emerged as the main reason for working at home. The majority of women would have preferred, in the absence of children, to work outside the home, and looked forward to returning to work when all their children were at school or old enough to be left alone in the school holidays. The choice of home as a place of work was regarded by most women as a sacrifice on behalf of their children. However other factors were also present in many cases, such as health problems, financial difficulties and, for some immigrant women, language problems, as indicated by illustrative quotations from the interviews:

"I do it through necessity. They cut overtime at my husband's work. I started evening work for a while but I didn't see enough of my family . . . This is hard, but I'll stick to it."
"It's the only thing I can do, because of the children . . . I can't even get a morning job because it wouldn't fit in with holidays."
"I've got a green card [ie a registered disabled person's card] and as soon as employers see that, they don't want to know. I even got the sack from one firm when I got it out."
"I don't believe in mums going out to work . . . If we needed the money desperately then I'd have to go out to work as I could earn 10 times as much then."

Homework offered a means of continuing to work with more flexibility in daily hours of work and in adjusting working periods to school holidays and other family commitments than was offered by regular jobs. That homework offers a great deal more flexibility even than part-time work is attested to by a recent survey of new mothers⁸. Most employers were reported to be flexible in terms of workload and time off, as was found also in a recent study of homeworkers in the toy industry⁹.

"It doesn't work out too badly. My other daughter's at school in the mornings and I get a couple of hours done in the mornings and then a couple of hours at night . . . It seems to fit in quite well. I think because I can vary—I have got the whole week to do my 20 hours. As long as I get them done it doesn't matter when. If something's happened during the day then I work later on in the evening."
"My children come first . . . Normally I sit down and knit from 8 o'clock until I go to bed."
"If ever I want a holiday or a week off I just leave a note for the delivery woman. They don't mind that at all."
"I'd take a full-time job right away if I could find one that allows for 16 weeks holiday to look after the children."

However some employers clearly controlled the supply of work unilaterally, as has been reported in other studies, with homeworkers used as a buffer against fluctuations in trade (ACAS, 1978a: 33; ACAS, 1978b: 38; Brown, 1974:

11-12; NBPI, 1969: 65; Hope *et al.*, 1976: 95, 104).

"If you don't finish on time on a few occasions, they will give you no more work."
"If you get ill he doesn't like it. One week I had to do three weeks' work because he was going on holiday."

Although flexible working arrangements were required mainly for child care responsibilities, they were also found advantageous in relation to a husband working shifts or long and irregular hours.

"I do it at night when my husband is on nights or during the day when he is on days. I can fit it in whenever I like."
"I can't go to work in the evenings because my husband does shift work. I can't go out in the day because I've still got one at home. When she goes out to school I'd rather get out to work."

Other husbands preferred their wives to work at home because they were against women going out to work.

"I think my husband approves in principle. There's the extra money plus the kids get looked after. I think he'd actually prefer me to be at home rather than out at work."
"He doesn't like it but he thinks it gives me something to do. Like most men he doesn't think the wife should work."
"He's in favour. Doesn't feel as though I'm really working 'cos I'm in the house. Not like going out to work . . . he accepts it."

The interviews suggested that homeworkers are aware of being a minority and feel the need to justify and rationalise working at home, by referring to the costs (both in time and money) of going out to work and the advantages to the family of their being at home most of the time.

How homework was obtained

Twenty of the 50 homeworkers had been introduced to the work by friends; 17 had replied to press or shop advertisements; and seven had been invited to continue working at home by employers for whom they had previously worked in offices or factories. About half had had at least one previous homeworking job, and a small number had held a series of different homeworking jobs, sometimes as many as seven or eight.

As found by other studies (ACAS, 1978a: 33; Brown, 1974: 4; Hope *et al.*, 1976: 91, 95) homework was generally perceived to be scarce, particularly in manufacturing work, and the demand for homework exceeded the supply, especially for work that did not require previous experience as a factory or office inworker. Most expressed the view that "homeworkers can't be choosy" about the work they got. This perceived scarcity of homework was an important factor encouraging tolerance of poor pay and monotonous work. It also led some women to do work different from, and less skilled than, the jobs they had held previously, as was found also in other studies (Beale, 1978: 62; Hope *et al.*, 1976: 99).

Rates of pay

Earnings and rates of pay varied a good deal in this study. Payment was on a piecework basis for all except a small minority of those in clerical work and the semi-professionals, while two homeworkers involved in sales promotion were paid on commission. However the focus of attitudes was the weekly earnings. Many (particularly the lowest-paid) had never estimated the number of hours

worked a week in order to calculate their hourly rates, and in some cases the variety of tasks performed made it difficult to do so. However inefficiency in working methods did not appear to be a factor explaining some low rates of pay as noted also by Evans (1975: 25). Few of the homeworkers interviewed were beginners, although the most experienced workers tended to work faster and earn more than others. The reputation of some types of work for being very poorly paid appeared to be based on the accounts of beginners who had not persevered long enough to pick up speed. However some jobs did not allow much improvement in speed: one woman who had been sewing leather mittens for seven years was still earning 20 pence an hour on a piece rate that had never been increased. Hourly earnings for those engaged in manufacturing work were estimated to be from 25 pence an hour to £1.50 with a mean of 70 to 75 pence. Rates for sewing and related jobs were estimated to be between 20 pence and £1.50 per hour, with a mean of just over 80 pence. Those engaged in clerical and professional work earned more, averaging between £1.70 and £2.20 an hour. The highest paid homeworker was a computer systems analyst earning £3.50 an hour.

The study found that disparities in pay were not always attributable to differences in the work done and the level of experience. One woman had been making Christmas crackers for over a year and made about 65p an hour, while another with seven years experience made over £1.50. This was in part because the experienced worker was given more elaborate crackers with higher piecework rates, and it was generally true in manufacturing that long service with an employer was rewarded with being given the more highly paid work which helped increase earnings. However one woman making mobiles with felt earned less than 30p an hour while another making mobiles with feathers and pipe cleaners earned about £1.50. Thus disparities in rates of pay were in part attributable to the employer alone.

Previous studies have also found that homeworkers, especially those engaged in manufacturing work, were often vague about the number of hours worked and hence unable to calculate their hourly earnings with any precision (ACAS, 1978a: 32; ACAS, 1978b: 44-6; Brown, 1975: 5; Hope *et al.*, 1976: 96). Wide variations in estimated hourly earnings are also reported as attributable as much to employers' varying rates of pay, as to variations in skill and speed between homeworkers (ACAS, 1978a: 32; ACAS, 1978b: 46; Beale, 1978: 64-5; Brown, 1975: 8; Evans, 1975: 25-6). Although much of the manufacturing work is unskilled and low-paid, it does not follow that all the homeworkers were themselves unskilled. One study found that women with experience in white-collar jobs (including a nurse) were unable to capitalise on these skills when forced to accept manual homework (Beale, 1978: 62). Those who were able to use existing skills in work done at home were generally the highest earners (Beale, 1978: 62; Brown, 1975: 7; Crine, 1979: 10; Hope *et al.*, 1976: 95).

Attitudes towards pay

Attitudes towards earnings and rates of pay were most diverse in this study, ranging from those who wished to put it on record that they were *not* being exploited, to those who felt they were. In general attitudes appeared to be determined by hourly earnings (as found also by ACAS,

1978a: 31 but not by Beale, 1978: 75).

"I think what I do is an exception. Probably most people who work at home, if they do it for financial reasons, will take anything that's going and will probably be exploited. I don't feel I'm being exploited." (*Publisher's editor earning £1.60 an hour*).
"Yes it does make me angry. I think what I do is worth more . . . I'm getting to the pitch now where I do feel like asking for a rise, after three years. When I first did it I ticked over quite nicely but now [3½ years later] I'd have to do 1,000 a week (or twice as much) to make the same." (*Woman making mobiles for an estimated 28 pence an hour*).

Within the sample, there was a clear correlation between accepting low rates of pay and the need to work to supplement the family income¹⁰. Among the low-paid, feelings were often ambiguous, reflecting both gratitude for the extra money and resentment at what was sometimes referred to as "slave labour".

"You end up with your eyes crossing and feeling quite sick . . . and you've got £5.50 for that! But there are some poor women . . . I can understand what a fiver means to them, it meant the same to me a couple of years ago. I can't say I hate it because it's done me a favour, but I did it because I needed the money . . . I think I've woken up to the fact that it's underpaid." (*Dress machinist estimated to earn 50 pence an hour*).

Some homeworkers compared their pay with the price of the finished product (though few allowed for the cost of materials).

"In the shops the leathers sell for 85p each. He pays about 6p altogether for labour. He's making a bomb". (*Assembler of chamois leathers estimated to earn 25 pence an hour*).

A few homeworkers compared their earnings (and work conditions) favourably with what they could earn outside:

"That [outside] job gave me £21 a week, 6 until 10, five nights a week and it was really hard work biscuit packing. Whereas this I can take at my own pace, doing it when I feel like it, and I am home with the kids and my husband. All in all, it is better all round." (*Curtain maker estimated to earn £1.10 an hour*).

Resentment of low rates of pay was sometimes dampened by a focus on the total weekly earnings, and by taking the view that homeworkers were outside the formal labour market and hence their earnings could not strictly be compared with those of other workers.

"Another job I did, all day, eight hours, for £2. (25p an hour?) Yes. When you work it out that way it is a long job but at the end of the week it's £10 coming in."
"Well it helps out—especially when it comes to the kids' shoes. They always need shoes all together. You can work it out—you knit one garment for one pair of shoes sort of. That's how it helps me."

Some women were not inclined to be critical of rates of pay which however poor, produced "extra" money or equally important "my" money.

Beale (1978: 76) and Hope *et al.*, (1976: 97, 104) also found that homeworkers tended not to assess their work at market value and to regard themselves as being in a different labour market from other workers, and that this perspective was an important factor in accepting low-paid homework. Among homeworkers with young children this view was tied to an emphasis on their role of mother, but the view was also found among those without young chil-

dren (such as pensioners) and may simply be a means of rationalising their acceptance of low paid work.

The significance of homeworkers' earnings

In most of the 50 households the wife's earnings were a supplement to those of their husbands, all of whom were in full-time employment. In the other households the earnings from homework were a supplement to other sources of income such as social security or maintenance from an ex-husband.

Among the homeworkers doing manual work, the earnings from homework tended to be an essential part of the family budget.

"That's why I have to do this homework. I rely on it. I don't get regular maintenance from my ex-husband, so whatever job I'm given I won't refuse, because I need the money... He [the employer] knows he's got a hold on me. He knows I need the money."

"We must have the money... We've got a bigger mortgage than we can afford, we've got a bank overdraft and a pile of debts... I've just got to help out."

For many more their earnings were an important addition to the family budget, often used for emergencies, for holidays, furniture, a car, or generally to reduce financial pressures at a time when the costs of young children were putting a strain on the budget. The wife's earnings often provided a cushion against fluctuations in the husband's earnings, particularly from the loss of overtime.

Other studies of homeworkers in manufacturing found a high level of dependence on earnings, due to high rents or mortgage repayments, husbands in low-paid jobs, fluctuations in husband's pay due to variations in or the lack of overtime, or because the homeworker was a single parent (Beale, 1978: 71; Brown, 1974: 17; Hope *et al.*, 1976: 97). Only one study, of homeworkers in a relatively affluent suburb, found that they tended to regard their earnings as non-essential pin-money (Evans, 1975: 22).

Attitudes to intervention

Many homeworkers were aware from the media that homeworkers' pay was an issue. However most were apathetic or defeatist about prospects of intervention by unions or government to improve their position, and there was no awareness of Wages Councils.

Many homeworkers had generally negative attitudes towards trade unions, which tended to be seen as male preserves, trouble-makers, and for people earning good wages. Nobody believed that trade unions were concerned about homeworkers.

"Unions. No we don't want any trouble like that."
"We're so belittled. Homeworkers aren't worth bothering about. Unions are for people who are earning good salaries."

More specifically there were doubts, among those engaged in manufacturing work, that intervention by unions or government on homeworkers' behalf could be effective, because of the practical difficulties in regulating a very heterogeneous workforce; or because employers would cease to use homeworkers and the work would revert to factories if the advantages of using homeworkers were eliminated; or because the low degree of contact between homeworkers made collective action difficult. The

lower-paid in particular thought that their bargaining position was poor.

"I don't want to lose it. There's always someone to jump in."
"What can you do? I'm grateful for the money in my position. It is exploitative."
"You're only worth what he wants to give you really. That's how it works really."

A few homeworkers who had attempted to obtain increases in the rates of pay had been unsuccessful.

"We all got together one week... and said that we're not doing it unless you put the money up. He said that he would just get someone else to do them if we didn't. We had to back down."

Nevertheless a minority of those in blue-collar work called for government intervention to set minimum rates and to ensure that employers gave holiday pay, guaranteed a minimum supply of work, or contributed to pensions. One suggested that intervention from government would be more effective than any action by homeworkers.

"I wish the government would do something about it rather than us get wrong with the firms we work for and lose the jobs."

A small minority of women, all with comparatively high-earning husbands, and all engaged in clerical work, said that their earnings were an insignificant element in the family finances. This group also tended to work shorter hours a week than the great majority for whom the earnings were important.

The advantages and disadvantages of homework

A few homeworkers thought that the work helped to preserve or add to their skills and thus help them return to full-time work in due course. Others felt that the low status and frequently unskilled nature of homework offered few advantages in relation to the return to work outside the home. Many disliked the isolation of working at home and regretted the lack of social contact found in other work.

It was only in the group doing manufacturing work that serious disadvantages were encountered: storage problems, wear and tear on furnishings and carpets, and fumes from glue. It was also this group that worked the longest hours, sometimes 50 or 60 hours a week, resulting in conflict between their work and other household duties. In some families, husbands and children helped out with the work. Working long hours most commonly resulted from financial pressure and the need for the extra income, or from pressure from employers for a fixed amount of work each week which, if refused, might lead to the homeworker losing the job.

Reasons for reticence

The study also explored the reasons for homeworkers' reluctance to participate in surveys, a problem that has hampered research on this topic. The most prominent fear was that employers would cut off the supply of homework if they learnt of the interview. These homeworkers tended to be in blue collar work and more dependent on their homework earnings, and afraid of losing their jobs. For example:

"The biggest worry is that it'll get back to your employer and then he'll come over and say: You've opened your

mouth—that's it. Most people need the money and they don't have the choice."

"I did ask the manageress what the boss would think... I said I had no complaints and there'd be no comeback. But I thought I'd better ask first. I didn't want to put my foot in it and lose the job... (If he'd objected) I'd have refused to see you... I would accept his decision because he's my bread and butter."

The justification for their fears was partly that discussing work with an outsider simply breached the ethics of the relationship between employer and worker, but partly also that employers might be penalised as a result of any disclosures made by the homeworker—for example in relation to income tax, national insurance or social security.

The majority of the homeworkers interviewed in this study knew that they were below the tax threshold, whether by hearsay or direct checking. A few of the white-collar workers deliberately restricted their work so as not to be liable for tax. The small number of homeworkers whose earnings were over the tax threshold (including both white-collar and blue-collar workers) duly paid tax, and others reported that their employers would deduct it if due. Thus for the majority tax evasion was not a reason for reluctance to participate in any inquiries.

However fear of any intervention from the taxman was a factor encouraging reticence among a minority. About half of this group (which was mostly white-collar but included some blue-collar workers) deliberately evaded tax by failing to declare their earnings for tax purposes, and about half suspected that tax might be due on their earnings but had done nothing to check this. Some who were earning well under the tax threshold were also worried that they might fall foul of the Inland Revenue, but more generally few homeworkers fully understood their tax position.

The strong tendency noted earlier to the view that homeworkers were outside the formal labour market, and hence their earnings could not strictly be compared with those of other workers, also led to the view that earnings from homework fell outside the ambit of taxation. For example:

"I don't think of the tax situation. I'm not a working person. I have weeks off when the kids are on holiday. I'm a family person."

Another reason for the reticence of homeworkers was that some stigma was felt to be attached to the work. Homeworkers reported that the reactions of friends, relations and neighbours could be shaming, and there was resentment among those in the lowest paid work at the implication that the family was desperate for money or that the husband could not support his household alone. For example:

"I do think, working at home, that you're treated that little bit less respectfully. It's not quite like a proper job."

"No one wants to admit they're prepared to work for 30p an hour. It doesn't leave you with much self-respect. There's something embarrassing about admitting that you're poor. It's a secret that has to be hushed up."

Other reasons for reticence were varied. Two homeworkers admitted to earning in excess of the limit imposed by their social security payments, claimed penury as the justification, and were fearful of the possible consequences. But two others receiving state payments were scrupulous in abiding by the rules on earnings. There was a common general concern for domestic privacy among the homeworkers, often reinforced by their husbands.

The reactions of private or public landlords (in relation to the improper use of domestic premises) were not regarded as a factor by any of the homeworkers. Some of those interviewed suggested reasons for reticence that might be important in other cases: illegal immigrants for whom homeworking was the only possible source of income; unregistered child-minders who would be unwilling to disclose their activities; and the secrecy surrounding the use of "cabbage" whereby more garments than officially recorded are made up from a given supply of material.

Conclusions

Homeworking covers probably as diverse a range of occupations as is found in the labour force as a whole: professional work, clerical and other white collar work, child-minding, and a variety of manufacturing work were all represented in the sample of 50 homeworkers interviewed for this study. In only a few cases was homework a completely free choice: these women were in effect earning pocket money while staying at home to look after their children. But for most homework was the solution adopted to meet the need to work for financial reasons at a time when young children made it difficult or impossible to work outside the home. Many recognised it to be a poor solution in that the earnings and rates of pay were very low, but felt that they were in a poor bargaining situation, and emphasised the benefits to themselves. Most homeworkers had earnings below the tax threshold so that their earnings were effectively net of tax. Those who accepted the lowest paid jobs were generally those who needed the money most; there were suggestions that employers were often aware of and took advantage of this situation. Homeworkers in white-collar jobs tended to have the highest rates of pay and did not feel unduly exploited, even though they recognised that they made less than in an office. Those doing blue-collar work earned as little as 20p an hour at the extreme, and often referred to exploitation. However all felt powerless to change their situation, some having tried, and most were dubious about intervention on their behalf.

It appears that low-paid homework is concentrated in manufacturing trades; certainly it is in these occupations that extremely low rates of pay were found both in this and other studies. However low rates of pay may be present, though less visible, in white-collar homework also. While there are difficulties in assessing precisely the number of hours worked by some homeworkers, and hence their hourly earnings, all the studies report wide variations in hourly earnings for the same type of homework. Some are due to differences in speed and skill, but clearly variations in the rates set by employers are a major factor also¹¹. The fact that long-standing homeworkers are rewarded with better-paid work suggests also that employers are aware that the rates of pay do not always reflect the degree of difficulty and time involved in the jobs given out. Employers tend to use homeworkers as a buffer against fluctuations in trade, but other reasons emerging from this and other studies is that homeworkers are used to keep down costs and as a source of scarce skilled labour (Craig *et al.*, 1980: 23). Many homeworkers do not receive increases in rates of pay in line with inflation, so that their real earnings have decreased. However the isolation of homeworkers, and the relative scarcity of homework result in a defeatist resignation to their lot for the most part. ■

Notes

- (1) The definition given in Section 28 of the Wages Council Act 1979 is: "Homeworker" means a person who contracts with a person, for the purposes of that person's business, for the execution of work to be done in a place not under the control or management of the person with whom he contracts, and who does not normally make use of the services of more than two persons in the carrying out of contracts for the execution of work with statutory minimum remuneration.
- The main factor defining a homeworker is that they work at home, or some other place, not under the management of the person with whom he contracts. Probably most homeworkers work at or from home, though some use other premises. Homeworkers may be employees or self-employed. Between 25,000 and 30,000 are estimated to be covered by Wages Councils. See Townshend-Smith (1979) for a discussion of tribunal cases in which homeworkers were determined to be employees under a contract of employment rather than independent contractors.
- (2) However Townsend derived rough national estimates of the incidence of homeworking from a national survey of some 2,000 households carried out in 1968-9. On the basis of this survey he estimated that about 1.15 million people worked at home (compared with the 1971 census figure of 1.5 million working at or from home). Homeworkers who defined themselves as employees were estimated to number some 300,000 providing services (but including living-in occupations) and between 100,000 and 150,000 doing blue-collar or white-collar work in their homes for an outside contractor. There were also an unspecified number of self-employed persons engaged as outworkers in their own homes (Townsend, 1979: 463-5).
- (3) Recent reports can be conveniently grouped into three categories. The first consists of studies by independent researchers and pressure groups based on interviews (occasionally postal surveys) with a small number of homeworkers, usually within a particular area, for example Beale (1978), Brown (1974), Crine (1979), Edwards and Flounders (1976), Evans (1975), Hope *et al.* (1976) and Shah (1975). A variety of methods are used to discover homeworkers; usually all are interviewed with numbers ranging from 18 to 56. The second category consists of studies by public bodies of pay and conditions in a particular industry, with homeworkers and their employers studied in varying degrees of detail within the broader context, for example ACAS (1978a, 1978b), CIR (1973), CIR (1974), NBPI (1969), and Sharp (1978). The homeworkers interviewed are usually a sample of those identified through their employers (also local authority lists); the numbers vary from 20 to 178. The third category consists of reviews of existing information and legislation, of the problems and possible solutions in homeworking generally, for example Bolton (1975), Field (1976), the TUC Statement (1978), and the report by the ILO (1980).
- (4) The study was carried out by Cragg Ross and Dawson for the Department of Employment in 1979-80. A fuller report on the findings will be published in due course as a DE Research Paper.
- (5) Homeworkers were also offered a financial incentive of £8 for an interview.
- (6) Of the recent studies, only four were based on interviews with 50 or more homeworkers: Brown (1974), Shah (1975), ACAS (1978a, 1978b). Of these, the latter three were limited to homeworking in one industry only, so that the picture presented may not be representative of homeworking more broadly.
- (7) The number of people working at home, and of homeworkers more specifically, appears to be increasing, with a wider variety of white-collar jobs now being done at home. Between 1921 and 1971 the number of people who reported themselves as working at home in the population census increased from 250,000 to 1.5 million, that is from 1.4 per cent to six per cent of the labour force. A special analysis of the 1978 General Household Survey results suggests that the number of homeworkers engaged in blue-collar work and in white-collar work are now roughly equal. Crine (1979) found about one-quarter of the 46 homeworkers who responded to a postal questionnaire in April 1979 were in white-collar work: child-minding and office work.
- (8) A national survey of 2,500 new mothers carried out in autumn 1979 shows the importance of the length and flexibility of work hours in determining whether women returned to work after having a child. Of the small group of women who had been homeworkers or self-employed two-thirds returned to work after having a child, compared with only one-quarter of those who had been employees outside the home; part-time women were also much more likely to return to work than full-time women. The report concludes that it was chiefly the convenience of returning to work coupled with either financial necessity or a relatively high level of involvement in paid work that influenced whether or not

women went back to work after having a child (Daniel, 1980: 75, 80). The survey also found a widespread demand among women for better and more extensive child-care facilities and for more flexible working arrangements to help them combine child-care with paid work (Daniel, 1980: 96). The General Household Survey has also shown the importance of child-care facilities on women's work decisions. The 1975 GHS found that over one-third of women prevented from working by the need to look after children would return to work earlier than intended if satisfactory child-minding arrangements were available (opcs, 1978: 117).

(9) This showed that homeworkers were equally likely to say that they themselves controlled their workload, or that the firm controlled the amount of work they were given (ACAS, 1978: 38).

(10) Although there are methodological weaknesses in the Low Pay Unit's study, which was carried out through postal survey rather than personal interviews, it also found that the lowest rates of pay were accepted by homeworkers who were trapped at home, either by caring for an aged relative or by looking after very young children, and who desperately needed a wage. These homeworkers worked long hours (over 30 hours a week) for average hourly earnings half those of the part-time workers (working less than 30 hours a week). See Brown (1975: 5, 7-9, 11).

(11) This is also the case for in-factory workers. A study of pay and conditions in the clothing industry found considerable variations between companies in the same locality and in different regions in the average weekly earnings for full-time adult machinists working a 40-hour week. The area with the greatest disparities in pay between companies was East London (NEDO, 1980: 19).

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Inter-plant comparisons of productivity and earnings

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The productivity of the labour force plays a key role in determining national income. This article reports a plant-level investigation of productivity variations in 15 important industries. Variations in productivity are described and analysed, as are possible gains in output from increasing the productivity of less productive plants and the relationship between earnings and productivity is explored.

Large sectors of British manufacturing industry have suffered a prolonged slide down the international ranking of competitiveness. A corollary has been a steady decline in our relative standard of living compared with most of our international competitors; one important cause has been that labour productivity growth in Britain has been lower than in most other countries.

An article in the May 1978 issue of *Employment Gazette* summarised a study of Britain's industrial performance since the war, examining trends in employment, productivity, output, labour costs and prices by industry for the period 1950-73. The further study reported here examined at plant level, variations in productivity within 15 key industries.

The analysis was restricted to labour productivity, that is output per head. Total factor productivity, which measures the contribution to total production of all inputs separately, could not be examined at plant level within the framework adopted, because the data for capital utilisation within individual plants is not available. Productivity is defined here as a statistical ratio and in financial terms. It does not necessarily carry implications of worth or efficiency. The measure used is gross value added per head where gross value added is total receipts of the plant, less its costs, with an adjustment for stock changes; increases in stock during the accounting year being added to receipts, decreases being added to costs.

Productivity, as measured here, can differ between plants for three reasons:

First, variations in physical output per head. If two plants produce similar items which sell at the same price per unit, then the plant which has the higher physical output per man will have the higher measured productivity.

Second, variations in the price at which the plant sells its products. The motor vehicle industry provides a classic example of an industry where rather similar products are sold at widely divergent prices. If the managers of one plant are more successful than the managers of another in persuading customers to buy cars with more expensive options, such as larger-than-standard engines or more luxurious trim, the measured productivity in the successful plant will be higher, if inputs and output of cars per man are the same in both plants.

Third, variations in product mix will effect productivity measured in value terms. Although this study looks at MLH industries, the products of the different plants within the industries are not identical. For example, the computer industry embraces a range of products which at one end are aimed at the domestic leisure market and at

the other are aimed at large corporations. It is almost inconceivable that competitive pressure in the market for possible Christmas presents is the same as in the market for giant main frame computers. This being the case, the proportionate difference between selling price and production costs is likely to differ in the two markets. The plants which obtain the greatest mark up are measured as having higher productivity, assuming labour and materials costs to be equal throughout the industry.

This article summarises the findings of a report to be published in November 1980.

These three separate causes of variations in productivity will usually be found in all industries to some extent. It is not statistically possible to distinguish which of these factors is responsible for measured variations in productivity. However, since plants within MLH industries produce broadly similar products competitive pressures in the separate industries will for many plants be roughly equal, so it is not unreasonable to suppose that a substantial proportion of the measured variations in productivity will be attributable to variations in physical production per head.

Variations between plants

Variations in productivity between plants in the same industry were very substantial. For example, in the motor vehicle industry there were ten plants where output was below £1,000 per man year, while at the opposite extreme there were also ten plants with output above £5,000 per man year. In the iron and steel industry, the three most productive plants had average productivity more than 25 times higher than the three least productive plants. A similar pattern was found in most industries: a relatively small number of plants having levels of productivity much higher than the group of plants at the opposite end of the productivity scale.

The electronic computers industry was one of the most homogenous industries in terms of relative variations in plant productivity, its top five most productive plants being less than ten times more productive than its bottom five. This industry was easily the most productive of those examined. In the 15 industries there were only 12 plants with annual output per head over £10,000, of which five were in the electronic computers industry. The computer industry's average productivity was more than double the average productivity in most of the other industries.

Although there is a fairly large gap between the levels of productivity of the most and least productive plants in each industry, the majority of output is actually produced by firms having rather similar levels of productivity. That is to

Table 1 Industrial dispersion of productivity (gross value added per head)

Industry	Mean	Median	Inter quartile range	Coefficient of variation
	£	£	£	Per cent
Iron and steel	3,403	3,087	2,293-4,177	51
Machine tools	2,980	2,693	2,127-3,367	42
Industrial engines	2,885	2,730	2,069-3,636	102
Textile machinery	3,327	2,370	1,840-3,000	44
Office machinery	2,817	2,268	1,740-3,060	66
Printing etc machinery	2,833	2,671	2,078-3,545	61
Scientific and industrial systems and instruments	2,567	2,311	1,700-2,998	45
Radio and electronic components	2,650	2,039	1,604-2,679	65
Electronic computers	6,182	3,185	2,160-6,262	78
Radio, radar and electronic capital goods	2,865	2,540	1,936-3,447	56
Electrical appliances for domestic use	2,736	2,241	1,658-2,894	50
Motor vehicles	2,846	2,442	1,799-3,009	42
Footwear	2,153	1,829	1,514-2,266	37
Furniture and upholstery	3,152	2,612	1,958-3,290	47
Rubber	3,108	2,699	2,107-3,471	41

Notes: (1) The figures in the table solely refer to the plants for which data was analysed in the report. These figures are not based on industrial totals quoted in the Report on the Census of Production.
 (2) The mean is the overall average level for the industry. The median, inter quartile range and coefficient of variation refer to the ranked distribution of individual plant productivity within the industry.

say, plants with very high or very low levels of productivity in general produce only small proportions of an industry's total output. In the case of industrial engines, half of the industry's total output is produced by plants having productivity between £2,675 and £2,925 a range of only £250. In the electronic computers industry, the comparable figures are £5,525 to £6,030, a range of just over £500. Similar figures for all other industries can be read off the charts in this article by choosing the narrowest range of productivity (on the vertical axis) corresponding to the chosen range of total production (on the horizontal axis).

The line on the charts plots the weighted distribution of ranked plant productivity (RPP) (see technical note at the end of this article).

The wide variation of productivity within industries implies that many of the more productive British companies can successfully compete with their foreign counterparts even though the average level of productivity in British plants is below the average in several major competitive countries.

Potential gains in output

The wide variation of productivity within plants in the same industry indicates that there might be scope for increasing the output of the less productive plants. If such an increase in output could be achieved by merely rearranging working practices, the extra output would be a fairly costless addition to the national standard of living.

Some examples of possible increases in output resulting from increasing the productivity of the less productive plants in each industry are given below and in table 4. For each industry three new minimum levels of productivity have been assumed. These correspond to the levels of productivity of plants 25 per cent, 50 per cent and 75 per cent along the RPP. These particular percentiles on the RPP distribution were chosen because in most industries they encompass a range of productivity which excludes the outstandingly good and bad performers. They thus represent levels of productivity which are for most industries, somewhat worse than average, close to average and somewhat better than average.

The largest industry in the study was the motor vehicle industry. If the productivity of its plants responsible for

Table 2 Industrial dispersion of the number of employees in plants

Industry	Mean	Median	Inter quartile range	Coefficient of variation
	Number of employees			Per cent
Iron and steel	930	144	60-388	327
Machine tools	245	103	46-262	182
Industrial engines	1,166	695	64-2,124	103
Textile machinery	252	169	35-170	267
Office machinery	786	353	210-1,140	98
Printing etc machinery	211	64	42-171	175
Scientific and industrial systems and instruments	282	89	43-260	264
Radio and electronic components	506	164	61-371	283
Electronic computers	740	130	59-408	291
Radio, radar and electronic capital goods	515	141	64-451	217
Electrical appliances for domestic use	577	150	52-599	186
Motor vehicles	917	99	44-396	422
Footwear	273	121	67-266	221
Furniture and upholstery	133	65	37-135	170
Rubber	517	142	58-378	255

Note: The figures in the table solely refer to plants for which data was analysed. These figures are not based on the industrial totals quoted in the Report on the Census of Production.

producing one-quarter of its total output least productively was increased to the level of the plant exactly one-quarter of the way along the RPP total output of the industry would be increased by over £150 million. Comparable figures for increasing the productivity of the industry's plants to at least the 50th and 75th percentiles on the distribution are £260 million and £465 million respectively.

In most of the other industries considered, the gain in output from increasing the productivity of the least productive 25 per cent of producers to the 25th percentile on the distribution would be equivalent to between five and ten per cent of existing output. This is a gain in total output of £365 million from the 15 industries. If productivity in all plants was at least as high as that of the plant half way along the RPP there would be an increase in output worth over £700 million. If minimum productivity could be increased to the 75th percentile of the RPP there would be a massive increase in output. The office machinery industry would more than double its output while the textile machinery and radio and electronic components industries would increase their output by more than half.

These larger gains in productivity are unlikely to be attainable by the industries concerned. For example, in the office machinery industry the reason for the divergence in productivity between the group of highly productive plants and the rest is probably a difference in the mix of products which the plants produce. Those plants specialising in the fast-growing market for electronic office equipment are likely to have higher productivity than plants specialising in mechanical or electromechanical devices which are no longer growth areas. Where variations in productivity are attributable to variations in product mix it would not necessarily be easy to increase the productivity of the less productive plants.

This example from office machinery illustrates that the hypothesised gain in productivity discussed above should be viewed with caution. The exercise serves only to illustrate what increasing productivity might possibly achieve. It does not show that the increased productivity is possible, or even necessarily desirable. This is because consideration is only given here to labour productivity and, for illustrative purposes, it is assumed that extra output can be sold at the same price as existing output. If the extra labour productivity could only be achieved by a substantial increase in capital inputs, or the extra output depressed the market

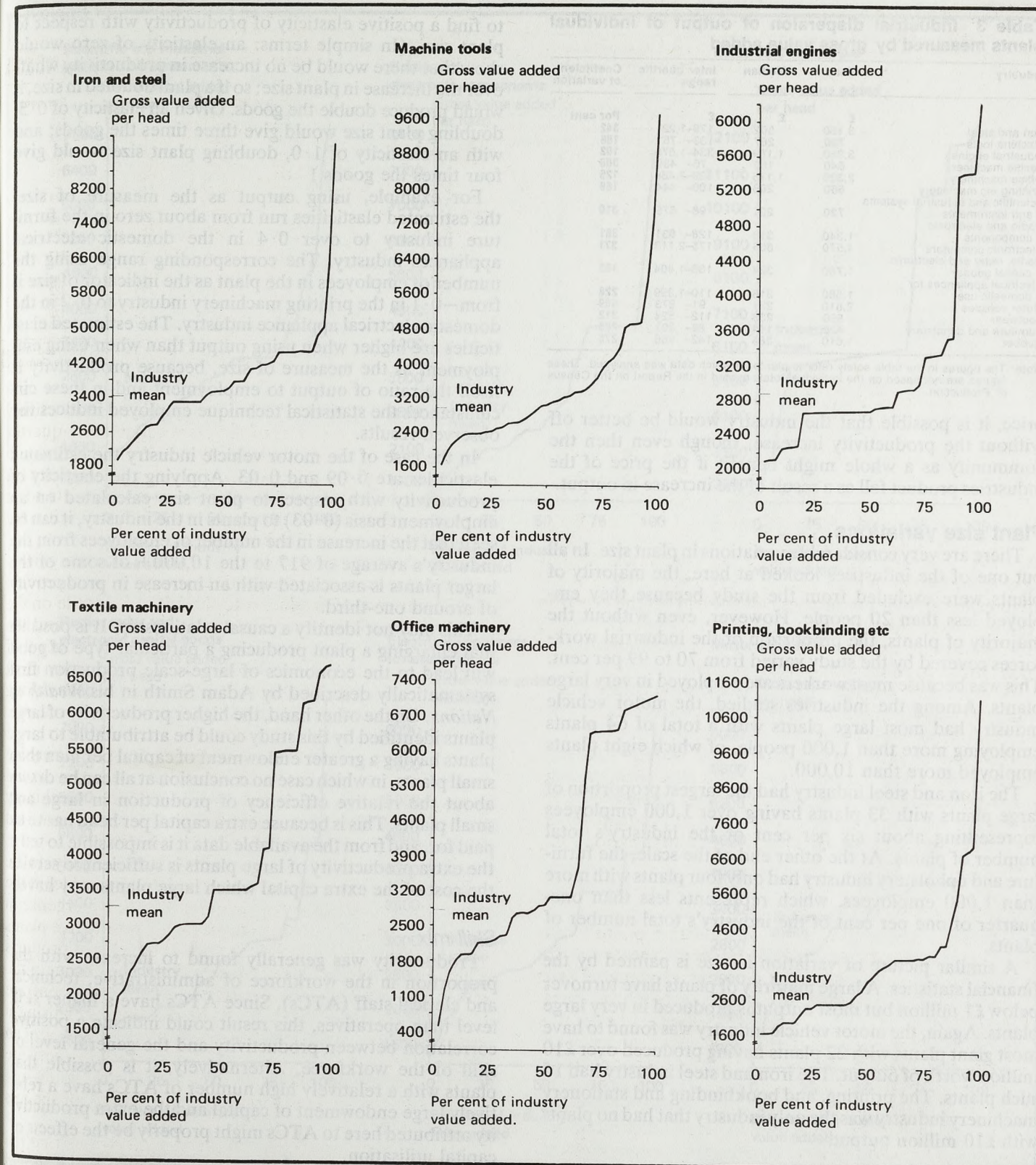


Table 3 Industrial dispersion of output of individual plants measured by gross value added

Industry	Mean	Median	Inter quartile range	Coefficient of variation
	£	£	£	Per cent
Iron and steel	3,150	502	179-1,221	342
Machine tools	730	267	133-761	188
Industrial engines	3,350	1,159	334-1,675	102
Textile machinery	840	152	76-439	308
Office machinery	2,320	1,175	329-2,468	125
Printing etc machinery	660	208	100-444	169
Scientific and industrial systems and instruments	720	221	98-675	310
Radio and electronic components	1,340	318	128-931	381
Electronic computers	4,570	605	175-2,113	371
Radio, radar and electronic capital goods	1,760	324	138-1,404	195
Electrical appliances for domestic use	1,580	316	110-1,399	228
Motor vehicles	2,610	231	91-973	509
Footwear	590	238	112-524	312
Furniture and upholstery	420	164	86-391	225
Rubber	1,610	385	142-966	275

Note: The figures in the table solely refer to plants for which data was analysed. These figures are not based on the individual totals quoted in the Report on the Census of Production.

price, it is possible that the industry would be better off without the productivity increase, though even then the community as a whole might benefit if the price of the industries product fell as a result of the increase in output.

Plant size variations

There are very considerable variations in plant size. In all but one of the industries looked at here, the majority of plants were excluded from the study because they employed less than 20 people. However, even without the majority of plants, the proportion of the industrial workforces covered by the study varied from 70 to 99 per cent. This was because most workers are employed in very large plants. Among the industries studied, the motor vehicle industry had most large plants with a total of 64 plants employing more than 1,000 people, of which eight plants employed more than 10,000.

The iron and steel industry had the largest proportion of large plants with 33 plants having over 1,000 employees representing about six per cent of the industry's total number of plants. At the other end of the scale, the furniture and upholstery industry had only four plants with more than 1,000 employees, which represents less than one-quarter of one per cent of the industry's total number of plants.

A similar picture of variation in size is painted by the financial statistics. A large majority of plants have turnover below £1 million but most output is produced in very large plants. Again, the motor vehicle industry was found to have most giant plants with 22 plants having produced over £10 million worth of output. The iron and steel industry had 16 such plants. The printing, and bookbinding and stationery machinery industry was the only industry that had no plants with £10 million output.

Productivity

The influence on productivity of four factors was examined: plant size, skill mix, degree of specialisation and trade union coverage (see technical note).

Plant size

Productivity increases with plant size in most industries. Plant size can be measured either by the number of employees or by production.

Whichever measure is used, there is a general tendency

to find a positive elasticity of productivity with respect to plant size. (In simple terms: an elasticity of zero would show that there would be no increase in productivity whatever the increase in plant size; so if a plant doubled in size, it would produce double the goods. Given an elasticity of 0.5, doubling plant size would give three times the goods; and with an elasticity of 1.0, doubling plant size would give four times the goods.)

For example, using output as the measure of size, the estimated elasticities run from about zero in the furniture industry to over 0.4 in the domestic electrical appliances industry. The corresponding range using the number of employees in the plant as the indicator of size is from -0.1 in the printing machinery industry to 0.2 in the domestic electrical appliance industry. The estimated elasticities are higher when using output than when using employment as the measure of size, because productivity is itself the ratio of output to employment and in these circumstances the statistical technique employed induces the observed results.

In the case of the motor vehicle industry the estimated elasticities are 0.09 and 0.03. Applying the elasticity of productivity with respect to plant size calculated on an employment basis (0.03) to plants in the industry, it can be seen that the increase in the number of employees from the industry's average of 917 to the 10,000+ of some of the larger plants is associated with an increase in productivity of around one-third.

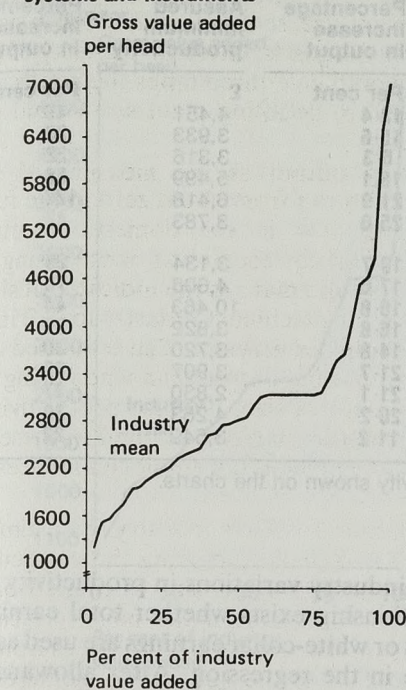
This may not identify a causal relationship. It is possible that enlarging a plant producing a particular type of good will lead to the economics of large-scale production first systematically described by Adam Smith in his *Wealth of Nations*. On the other hand, the higher productivity of large plants identified by this study could be attributable to large plants having a greater endowment of capital per man than small plants, in which case no conclusion at all can be drawn about the relative efficiency of production in large and small plants. This is because extra capital per head has to be paid for, and from the available data it is impossible to tell if the extra productivity of large plants is sufficient to service the cost of the extra capital which large plants may have.

Skill mix

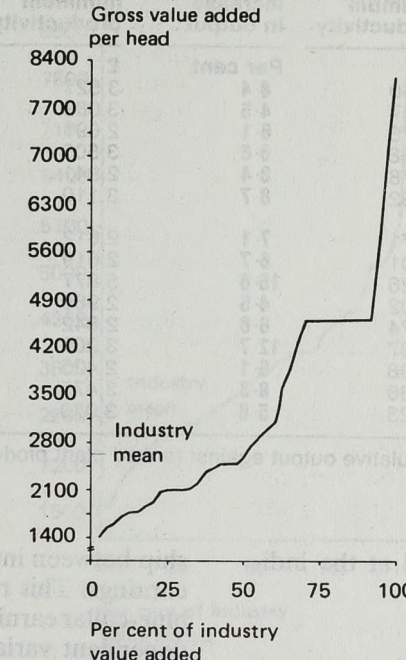
Productivity was generally found to increase with the proportion in the workforce of administrative, technical and clerical staff (ATCs). Since ATCs have a higher skill level than operatives, this result could indicate a positive correlation between productivity and the general level of skill of the workforce. Alternatively, it is possible that plants with a relatively high number of ATCs have a relatively large endowment of capital and the extra productivity attributed here to ATCs might properly be the effects of capital utilisation.

Examination of the separate influence on productivity of operatives and ATCs showed that in most industries an increase in operatives is associated with a reduction in productivity. This could be caused by the difficulties of managing large numbers of operatives; it could be caused by lack of effort on the part of workers in large plants who could feel alienated from a bureaucratic, impersonal management structure; and it could be caused by the activities of trade unions whose strength tends to increase with the size of the plant.

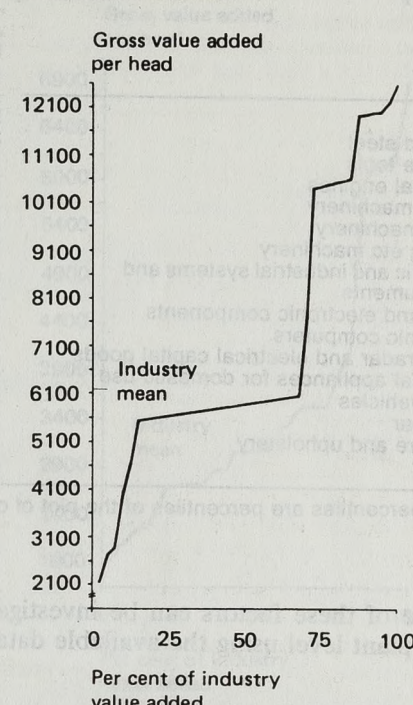
Scientific and industrial systems and instruments



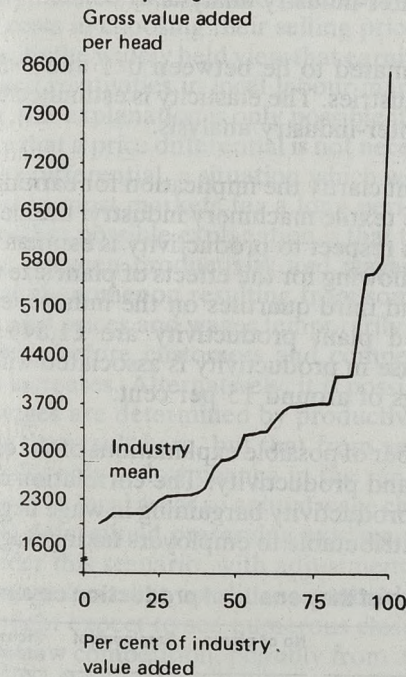
Radio and electronic components



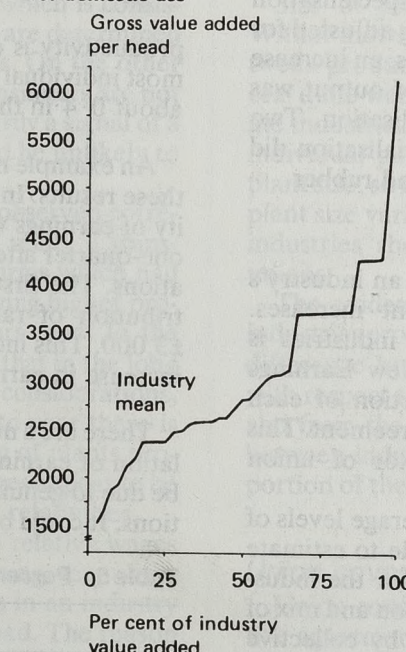
Electronic computers



Radio, radar and electronic capital goods



Electrical appliances for domestic use



Motor vehicles

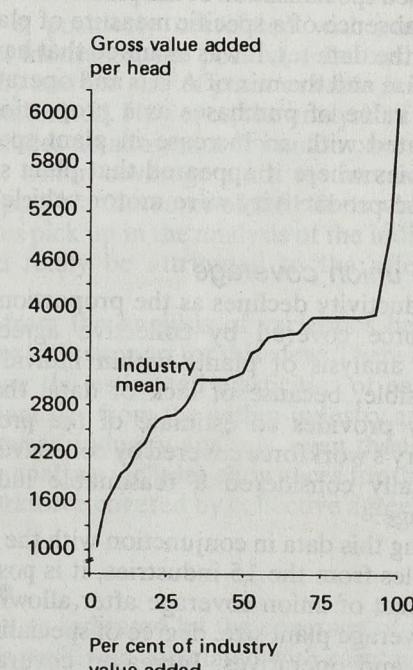


Table 4 Effects on output of increasing productivity

Industry	25th Percentile*		50th Percentile*		75th Percentile*	
	Assumed minimum productivity	Percentage increase in output	Assumed minimum productivity	Percentage increase in output	Assumed minimum productivity	Percentage increase in output
	£	Per cent	£	Per cent	£	Per cent
Iron and steel	3,160	8.4	3,527	13.4	4,451	49
Machine tools	2,447	4.5	3,089	15.6	3,933	28
Industrial engines	2,676	6.1	2,691	6.3	3,316	22
Textile machinery	2,798	6.6	3,505	18.1	5,499	68
Office machinery	2,178	8.4	2,941	21.9	6,418	122
Printing etc machinery	2,332	8.7	3,110	25.0	3,783	42
Scientific and industrial systems and instruments	2,171	7.1	2,812	19.7	3,134	29
Radio and electronic components	2,101	6.7	2,619	17.6	4,608	78
Electronic computers	5,626	15.6	5,877	16.8	10,463	44
Radio, radar and electrical capital goods	2,302	4.5	2,960	16.8	3,822	39
Electrical appliances for domestic use	2,374	6.6	2,842	14.8	3,720	39
Motor vehicles	2,687	12.7	3,209	21.7	3,907	39
Footwear	1,798	6.1	2,425	21.1	2,830	37
Furniture and upholstery	2,766	8.3	3,475	20.2	4,263	39
Rubber	2,723	5.8	3,070	11.2	3,549	22

* The percentiles are percentiles of the plot of cumulative output against ranked plant productivity shown on the charts.

None of these factors can be investigated at the individual plant level using the available data.

Specialisation

In general, the evidence is not consistent with the popularly-held view that productivity increases with increased specialisation of the plant. To establish the result, in the absence of a specific measure of plant specialisation within the data set, it was assumed that having adjusted for plant size and the mix of ATCs and operatives, an increase in the value of purchases as a proportion of output was associated with an increase in plant specialisation. Two industries where it appeared that plant specialisation did increase productivity were motor vehicles and rubber.

Trade union coverage

Productivity declines as the proportion of an industry's workforce covered by collective agreement increases. While analysis of plants within individual industries is impossible, because of lack of data, the New Earnings Survey provides an estimate of the proportion of each industry's workforce covered by collective agreement. This is usually considered a reasonable indicator of union coverage.

Using this data in conjunction with the average levels of variables from the 15 industries, it is possible to estimate the effect of union coverage after allowing for the industry's average plant size, degree of specialisation and mix of ATCs and operatives. Increased coverage by collective agreement is associated with decreased productivity after allowing for the factors mentioned.

Earnings

The influence on earnings of three factors was examined: productivity, plant size and union coverage.

Productivity

Within all industries (except industrial engines) there is a very strong positive correlation between earnings and productivity. Similarly, there is a very strong positive relation-

ship between inter-industry variations in productivity and earnings. This relationship exists whether total earnings, blue-collar earnings or white-collar earnings are used as the dependent variable in the regression. After allowance is made for plant size, the elasticity of earnings with respect to productivity is estimated to lie between 0.1 and 0.3 for most individual industries. The elasticity is estimated to be about 0.4 in the inter-industry analysis.

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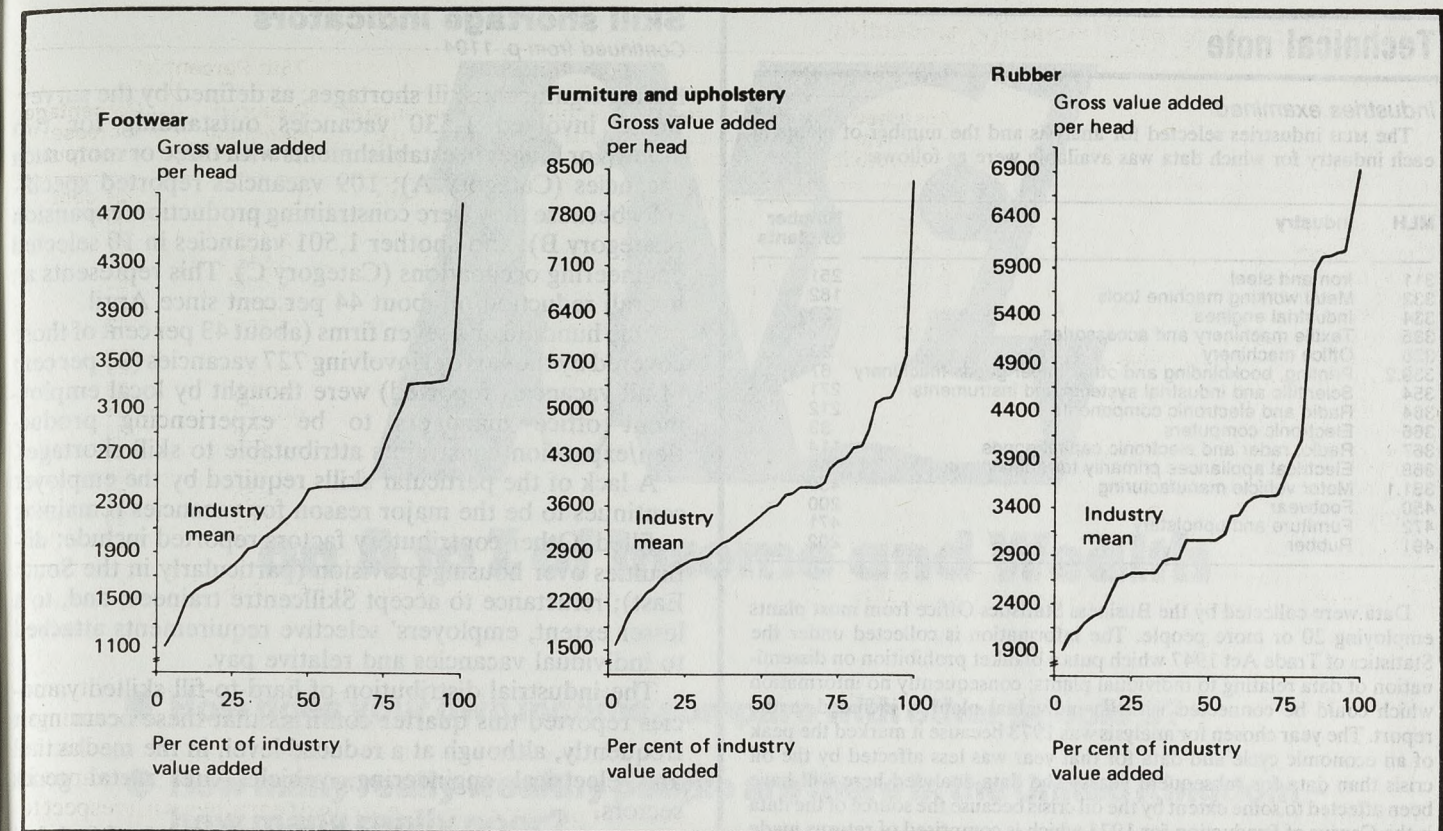
An example might clarify the implication for earnings of these results. In the textile machinery industry, the elasticity of earnings with respect to productivity is estimated as one-quarter after allowing for the effects of plant size variations. The first and third quartiles on the industry's distribution of ranked plant productivity are £1,840 and £3,000. This increase in productivity is associated with an increase in earnings of around 15 per cent.

There are a number of possible explanations of the correlation of earnings and productivity. The correlation could be due to genuine productivity bargaining in wage negotiations. It could be attributable to employers taking wages as

Table 5 Percentage of the census of production covered

	No. of plants	Employment	Gross value added
			per cent
Iron and steel	51	95	95
Machine tools	22	76	78
Industrial engines	36	99	98
Textile machinery	30	85	88
Office machinery	30	87	91
Printing, bookbinding etc	24	84	84
Scientific and industrial systems and instruments	25	79	80
Radio and electronic components	23	81	83
Electronic computers	28	93	96
Radio, radar and electronic capital goods	22	79	79
Electrical appliances for domestic use	35	77	77
Motor vehicles	25	87	89
Footwear	42	83	83
Furniture and upholstery	17	70	70
Rubber	35	87	88

Source: Report on Census of Production 1973: summary tables PA1002, table 13.



largely outside their control and applying fixed mark-ups over costs in choosing their selling prices, which is consistent with the widely held view that earnings are determined by fixed relativities in local labour markets. On the other hand, this explanation is only possible if consumers are not aware that a price differential is not necessarily a signal of a quality differential, a situation which would be unlikely to persist in most markets for a long period.

Another possible explanation is that the observed correlation between productivity and wages is really a transitional phenomenon resulting from some firms which had increased prices and wages temporarily having higher productivity before customers and competitors react to the price increases. Alternatively, it is possible that in the long run wages are determined by productivity considerations, giving the result here, but that from year to year there is normally only a slow change in the ranking of plants productivity in local areas so annual wage changes appear to be locally determined preserving existing pay relativities.

Under this scenario, with adjustments in relative wages to changed market conditions probably being very slow, one might expect to see numerous closures in an industry facing new competition, possibly from abroad. The reason is that the firm might be bankrupt before its workers accept the decline in their real earnings implied by the decline in their productivity resulting from the fall in the price at which the plant can sell its products; the fall in price being induced by the extra competition. The demise of the motor cycle industry in the face of cut-price competition from Japan may be partly attributable to downward inflexibility of wages. It is probable that the survival of the Meriden Co-operative as the last major British producer is partly due to the reductions in real wages which members of the co-operative have accepted.

Plant size

Size of plant is positively correlated with earnings. Within individual industries, the positive relationship between productivity and the size of plant variable is in general quite well determined. However, the analysis of separate industries includes no allowance for union coverage in individual plants. Union coverage tends to increase with plant size, so it is possible that some of the effects which the plant size variables pick up in the analysis of the individual industries should really be attributed to the effects of unions.

The evidence from the analysis of variations between industries provides little support for this view. There is little difference between the estimated elasticities of earnings with respect to plant size from the within-industry analysis and from the between-industry analysis, even though the between-industry analysis includes allowances for the proportion of the workforce covered by collective agreement.

Union coverage

Union coverage as indicated by the coverage of collective agreements is positively correlated with earnings. The estimated elasticities are considerably higher in the case of operatives than ATCs, though in all cases the statistical significance of the coefficients is not high. The estimated elasticities of wages and earnings with respect to union coverage of operatives and total employment are quite high at around 0.4. The estimated elasticities for ATCs are only a quarter of this.

In other words, so far as coverage by collective agreement is a reasonable indicator of union coverage, it appears that manual unions are more effective in increasing their members wages than non-manual unions.

Technical note

Industries examined

The MLH industries selected for analysis and the number of plants in each industry for which data was available were as follows:

MLH	Industry	Number of plants
311	Iron and steel	251
332	Metal working machine tools	182
334	Industrial engines	22
335	Textile machinery and accessories	137
338	Office machinery	29
339.2	Printing, bookbinding and other paper goods machinery	67
354	Scientific and industrial systems and instruments	271
364	Radio and electronic components	212
366	Electronic computers	33
367	Radio, radar and electronic capital goods	114
368	Electrical appliances primarily for domestic use	88
381.1	Motor vehicle manufacturing	459
450	Footwear	200
472	Furniture and upholstery	471
491	Rubber	202

Data were collected by the Business Statistics Office from most plants employing 20 or more people. The information is collected under the Statistics of Trade Act 1947 which puts a blanket prohibition on dissemination of data relating to individual plants; consequently no information which could be connected with an individual plant is included in the report. The year chosen for analysis was 1973 because it marked the peak of an economic cycle and data for that year was less affected by the oil crisis than data for subsequent years. The data analysed here will have been affected to some extent by the oil crisis because the source of the data is the Census of Production for 1973 which is comprised of returns made for individual plants relating to accounting years finishing between April 6, 1973, and April 5, 1974.

Chart data

The data for the charts were compiled by ranking plants in productivity order and calculating for each plant the percentage of total industrial output which it produced. The line was constructed by plotting against each level of productivity the percentage of total output produced by plants at or below that level of productivity. This line plots the weighted distribution of ranked plant productivity (RPP).

Statistical analysis of variations in productivity and earning

The second part of the study consisted of using regression analysis to produce statistical estimates of the influence of various factors on productivity and on earnings. For those unfamiliar with the technique a word of warning is necessary. The statistical analysis identifies relationships between variables but does not necessarily identify the cause of the relationship. This is especially the case when considering productivity, where the absence of data on capital utilisation in plants makes deductions about causality extremely difficult.

Two sets of regressions were undertaken. First, for each individual industry analysis of variations between plants was performed. Second, data from the New Earnings Survey (NES) of the percentage of the industrial workforce covered by collective agreement was obtained, to attempt to identify the effects of trade unions on productivity and earnings variations between industries. The NES figures for percentage covered by collective agreement are a rough guide to the unionised proportion of the industries' workforce.

The numerical results quoted are elasticities. An elasticity measures the proportionate change in one variable associated with a proportionate change in another. For example the elasticity of earnings with respect to productivity is calculated using:

$$\text{Elasticity of earnings with respect to productivity} = \frac{\text{Proportionate variation in earnings}}{\text{Proportionate variation in productivity}}$$

Skill shortage indicators

Continued from p. 1104

having significant skill shortages, as defined by the survey. These involved 1,530 vacancies outstanding for two months or longer in establishments with three or more such vacancies (Category A); 109 vacancies reported specifically because they were constraining production/expansion (Category B); and another 1,501 vacancies in 10 selected engineering occupations (Category C). This represents an overall reduction of about 44 per cent since April.

One hundred and seven firms (about 43 per cent of those covered by the survey) involving 727 vacancies (23 per cent of all vacancies reported) were thought by local employment office managers to be experiencing production/expansion constraints attributable to skill shortages.

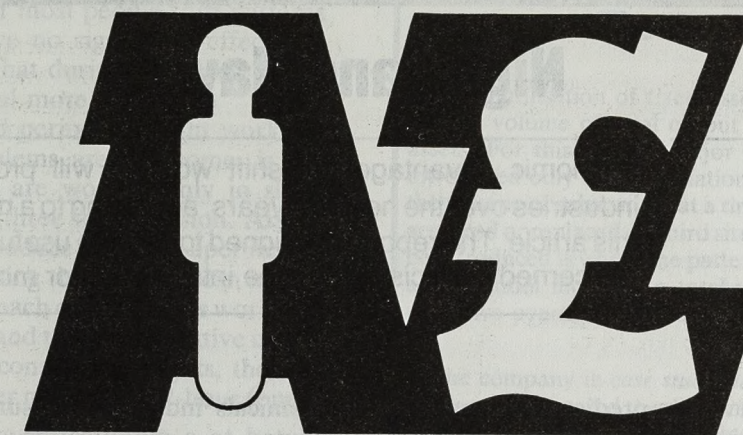
A lack of the particular skills required by the employer continues to be the major reason for vacancies remaining unfilled. Other contributory factors reported include: difficulties over housing provision (particularly in the South East); reluctance to accept Skillcentre trainees; and, to a lesser extent,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

The industrial distribution of hard-to-fill skilled vacancies reported this quarter confirms that these occur most frequently, although at a reduced level, in the mechanical and electrical engineering, vehicles and metal goods sectors.

Information on occupations from the Professional and Executive Recruitment (PER) indicates continuing demand for a wide variety of qualified engineers (including electrical, electronic work study, design and test engineers), draughtsmen, computer-related skills and accountants.

MSC action on hard-to-fill vacancies

The MSC continues to follow up and where appropriate initiate remedial action on hard-to-fill vacancies. Some Regional Manpower Service Directors consider that a number of the qualifying vacancies now being reported as skill shortages may be particularly hard to fill because they require a high degree or specialised type of skill which is not readily available or for other reasons.



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Night and day

by
Cecil Fudge
*National Economic
Development Office*

Economic advantages of shift working will probably increase in many industries over the next few years, according to a new report* summarised in this article. The report is designed to provide useful information to everybody concerned in decisions on the introduction or modification of shift working.

High interest rates and a widely-predicted increase in the rate of technical obsolescence are two factors which argue for more intensive use of space and equipment and, therefore, shift working.

The new report was prepared for NEDO and the Department of Employment by Frank Fishwick, reader in managerial economics at the Cranfield School of Management. It is based on official statistics, previous research and case studies† in manufacturing industry.

The use of shift working

In 1968, the National Board for Prices and Incomes estimated that about 25 per cent of all adult manual workers in manufacturing were employed on some form of shift work; for all industries the proportion was 22 per cent. Dr Fishwick, the author of the new report has estimated that in manufacturing industry the proportion of the workforce on shifts has increased only very slightly since 1968, to about 26 per cent.

Evidence from the European Commission for 1975 showed that the proportion of all industrial employees (manual and non-manual) on some kind of shift work was slightly lower in the UK than in other major European countries: 18.3 per cent, compared with 19.5 per cent in France, 20.2 per cent in Germany and 22.3 per cent in Italy. Among major non-communist industrial countries, only Japan has a substantially higher proportion of shift working—37 per cent of all manufacturing employees in 1975.

Working hours

The extension of shift work to facilitate shorter working hours does not appear to have been widespread, so far, in the United Kingdom. One of the problems in the negotiation of shorter working hours concerns the extent to which earnings can be maintained. Where levels of overtime are high, the reduction of total hours of attendance might mean either a significant drop in earnings of those who had been working at premium rates, or a substantial increase in labour cost per unit, to be borne by the employer. If shorter working hours meant reduced plant utilisation, there would also be an increase in non-labour costs.

But under certain circumstances, extension or modification of shift work can facilitate the introduction of shorter working hours. Shift work can be used to reconcile shorter working hours per employee with longer hours of utilisation of capital. There may also be an increase in the productivity of the individual since he is likely to be less tired and not so concerned to safeguard overtime. In case study no. 3

(chemicals industry) the survival of the company is attributed to a modification of shift work which reduced hours substantially and increased both wages and, because of greater productivity, profits.

Employees

Most employees working on shifts were induced to do so by the increase in earnings compared with those in similar day work. This is one reason why a disproportionate number of shift workers are in the 25-44 age group, for whom financial commitments are usually greatest.

Among married men with families, however, perception of double-day shifts appears to vary considerably. Many of those with young families and whose wives have no jobs seem to find this shift system very convenient. At this stage of life, social activity outside the home tends to be at its lowest and double-day shifts let the husband spend more time with his wife and children than normal days, particularly if the shifts imply more overtime. Shop stewards reported that most young men with young families preferred the late shift which provided up to six hours between getting up and leaving for work.

Disadvantages

Generally, older married men find double-day shifts unsatisfactory, especially if their wives work. At this stage the evening becomes more important and they are often ready to take more part in activities outside the home. Many older men find the early shift tiring because of the 6 a.m. start. Social and domestic disadvantages of shift work are also significant for young single men.

Almost all the shop stewards interviewed for the study described the weeks of night shifts as "dead" so far as social life was concerned. (Permanent nightworkers were usually found to have some particular reason for preferring night-work). In case study no. 1 it was noted that the majority of three-shift workers took their extra week's holiday in a week when they would have been on night shift.

Any detrimental effects of shift work on health are associated with shift patterns which include work at night. The two problems which affect most individuals after starting work on such shift cycles are sleep deprivation during

periods on nights and digestive difficulties. Although available evidence suggests that for most people shift patterns including night work will have no significant effects on health, it appears to be true that during weeks on nights men sleep and eat less and feel more tired.

An alternative to prolonged periods of night work, so that sleep and digestion problems are overcome, is the rapid rotation system; nights are worked only in short stretches, for example two or three in succession. An arrangement of this kind was introduced by the paper manufacturer in case study no. 4. Using this shift pattern means that in each four-week period, each of four teams work two consecutive nights three times and three consecutive nights once. After the two or three consecutive nights, there is either a 48-hour (three times per month) or 72-hour (once) rest period.

Recent report

A recent West German government report recommends a number of measures to improve conditions for all workers on night shifts. These include strict limits on shift length, more frequent breaks, prohibition of overtime and rest days after periods of night shifts*. Some of these practices are already fairly widespread in the UK. On the other hand, ten-hour nights remain in the Midlands engineering and motor vehicle industries and twelve-hour night shifts are operated by individual companies in several industries.

J. M. Harrington has suggested that, considering the digestive problems encountered by some nightworkers, negotiators should give some attention to ensuring the provision of adequate catering arrangements at night†. And in the selection of employees for shift cycles which include nights, individuals should be made aware of the need for suitable conditions for daytime sleep; men and women with a history of stomach ailments should be warned that rotation of day/night work may exacerbate these illnesses.

Operational effects

In evaluating the economics of shift working, companies must balance the advantages of capital utilisation and/or of continuous operation against the premium payments required to compensate employees for unsocial hours. The average hourly earnings of all male shift workers in manual occupations are about 17 per cent greater than men in similar occupations on daywork. In addition, labour costs per unit of output will be influenced not only by wage payments but also by variations in productivity, absenteeism and labour turnover. Profitability will be affected also by arrangements for flexibility of production, maintenance and effectiveness of communication and control.

Evidence on labour productivity suggests that in most cases shift working is unlikely to reduce it. If it replaces work patterns requiring overtime it may well increase it, even assuming the same ratio of fixed assets per employee.

One factor appears to be that outside "the normal day" (8 am-5 pm) employees engaged in production and supervision tend to concentrate more on the work. Outside normal hours, production workers are often given more

The case studies

Greater utilisation of fixed assets is possible only through a greater volume of total output or a smaller volume of fixed assets. For this reason, major changes in utilisation can be introduced only in two situations: (i) a significant increase in the volume of sales or (ii) at a time when fixed assets are being acquired or replaced. A third situation in which shift work may be introduced is where the pattern of hours is changed without a substantial increase in total utilisation, for example when extensive overtime is reduced.

The company in case study no. 1 (an electrical accessories producer) compared the economics of seven-day working with five-day three-shift working plus weekend overtime, at a time when most of the machinery in the department concerned was due for replacement.

Case study no. 2, where output of a rubber-based product is undertaken on a flow line basis, refers to an appraisal of a change from a five-day three-shift system to seven day three-shift working at a time of demand expansion.

Case study no. 3, from the chemicals industry, also describes a rearrangement of shifts which led to a substantial increase in output.

Case study no. 4 describes how a paper manufacturer raised output gradually from three shifts by increasing overtime and then introduced continuous working.

Case study no. 5 refers to an evaluation by a major food-producing company of different patterns of working hours and their implications for capital expenditure for the manufacture of a new product. It demonstrates how uncertainty about the future level of sales may affect decisions on plant utilisation and shiftwork.

Case study no. 6, based on a mechanical engineering firm, does not relate to any change in shiftworking arrangements but concentrates instead on certain operational aspects of a long-established shift system. It has provided material to illustrate certain points in this general review.

straightforward tasks to perform; product variety seems to be less and the work tends to be more machine-controlled. There are fewer distractions outside the normal day.

Another factor which may increase output per manhour on shifts, as recorded in research studies, is that outside normal hours there may be a margin of excess capacity and tasks to which employees can be reassigned if problems arise. In the factory described in case study no. 1, continuous work at weekends on only part capacity proved highly productive because when any breakdown occurred another machine could be brought into operation fairly quickly.

Where a loss of volume and/or quality has occurred at night, a common feature is that the pace and quality of

* German Federal Republic, Bundesminister für Arbeit und Sozialordnung: Schichtarbeit in der Bundesrepublik Deutschland, Bonn, 1979

† *Shiftwork and Health, a critical review of the literature*, by J. M. Harrington; Health and Safety Executive; HMSO, 1978.

* *The introduction and extension of shift working*, £3.67 postage paid from NEDO Books, 1 Steel House, 11 Tothill Street, London SW1H 9L.

† For details of case studies undertaken as part of this project see box on p. 1121.

work were determined by the employees.

Earlier research, supplemented by findings in this current investigation, shows that absenteeism is less serious on shiftwork than in normal dayworking. Whenever a statistically significant difference has been found between the day and night shift periods, the higher rate of absence is on days. This is not surprising because the cost to the employee of absence at night is greater, there is less chance to make up for lost earnings through overtime, there are fewer non-sickness reasons for absence and it is easier to get to work in the middle of the evening than early in the morning. In addition, the element of self-selection of shift workers (a greater proportion of them are in age groups not associated with high absence levels) needs to be emphasised.

Labour wastage

Less research has been directed to labour turnover than to other consequences of adverse reaction to shift work by employees. One problem with such research would be the selection of control groups. Very rarely are identical tasks performed in the same factory on different shift systems and once the nature of the work, the location of the plant and company personnel policies differ it becomes difficult to isolate the influence of shift work. However, increases in labour wastage with a modification of shift systems do not appear to be significant, provided the modification is carefully designed. The characteristics of the existing labour force, in terms of age, marital status, length of service on existing patterns of hours clearly need to be taken into account in the design of any system of shift work.

Certain companies including that in case study no. 6 use shift working to adjust to changes in the levels of activity, transferring employees to regular days when demand is slack. Another means of securing flexibility is operation with a slight degree of undermanning; the paper mill in case study no. 4 is organised on the latter basis. In case study no. 1 weekend overtime is the main source of flexibility.

At most factories using day and night shift systems, maintenance workers have the same normal hours as those in production. Preventive maintenance is undertaken only when machinery is stopped. Where machines are not interdependent and can be stopped individually, such preventive work can be carried out during normal hours. In the case of an interdependent group of machines, for example in vehicle assembly or a series of machines in a thermoplastic process, such work can only be done outside production hours and in many cases is undertaken as overtime.

Expensive options

A move to three-shift working or the introduction of double-day shifts means that maintenance which cannot be carried out during production is to be undertaken at weekends or in the case of double day shifts during the night. Both these options are expensive for the employer, especially when the weekend work is undertaken as overtime. They may also impose unacceptable working hours on maintenance staff.

Two problems are intertwined with the question of hours of maintenance workers. One is the need for access to the

machinery; the other is that maintenance workers' earnings often depend fairly heavily upon overtime. If some means could be found to overcome the earnings problem, that of access for maintenance might be easier to solve.

One French firm visited in the course of the NEDO motor study* had a five-day, forty-hour shift pattern for maintenance workers which included Saturdays (on a rotating basis and with premium rates). Such a scheme might require large increases in basic rates of pay for maintenance workers in the UK, with consequent disturbance to differentials relating to other workers. It is important, therefore, to identify the real obstacle when discussing the problem of maintenance in these circumstances. The question of maintenance of interdependent machinery under shift systems which significantly increase its use requires careful consideration both by management and by maintenance staffs' trade unions.

Difficulties arise where production takes place outside the normal hours of senior management, ancillary staff and suppliers of materials and essential services. Communication between day time management and night shift superintendents and supervisors was described as "inadequate" by some of the people interviewed in the course of the case studies. Where possible, communication and control problems are reduced by the allocation of more straightforward work to the night shift (as in case study no. 6) or to weekend shifts (case study no. 1).

With continuous working of an entire production facility problems of decision-making outside senior management's normal hours can lead to the involvement of senior managers themselves. It is important to introduce some kind of rota system so that managers can avoid being on 24-hour call. In two of the case studies, senior managers admitted that insufficient attention had been paid to the problem before the extension of shift working. The solution may involve a greater degree of delegation of authority.

Financial comparisons

In most cases, different shift patterns and degrees of utilisation will be considered when capital expenditure is considered, either because of the purchase of new assets or the replacement or possible disposal of existing facilities. Factors to be considered are discussed below.

Capital flows, include expenditure on fixed assets and working capital at the outset of a new project, and the expected inflow from those assets' residual value at the end of the comparison period.

Capital expenditure will not vary proportionately with the desired output per hour where certain major items are connected, for example, the purchase of a machine with a particular design speed. Machinery and equipment prices may also be related to the size of the order placed with manufacturers. Shift work can be used in part of a plant to release floor space elsewhere and capital inflows may include money from the sale of surplus equipment and the sale or lease of floor space made available.

Expected profits from the new use need to be compared with additional production costs in that part of the factory where shift work has been introduced.

* Shiftworking in the motor industry, NEDO, London 1974.

Direct labour costs are one element of operating costs likely to be increased by shift work. When estimating direct labour requirements, management ought to consider whether different shift systems will generate different levels of absenteeism and/or productivity. Labour cost calculations should include not only the effects of shift premia, but also possible compensation for loss of overtime earnings. Indirect labour costs including maintenance can also be changed by the alteration of working hours in production.

Recruitment and training costs would vary with labour turnover and any changes in the numbers employed which in turn would depend on the length of the employees' working week. If any increase in *basic rates* were included in an agreement on changes in working hours among direct workers, this would generate a "ripple" effect among other employees. Such resulting increases were important in case study no. 2.

Adjustment of cash flow forecasts for inflation may be necessary if the rate of inflation is expected to vary for different items of costs and revenue, for example, if labour costs are expected to rise at a faster rate than selling prices. Also, certain cash flows may be fixed in advance in money terms and because of inflation their real value will probably decline. In principle, it is preferable to produce cash flow forecasts in terms of expected future prices since this means that different expected inflation rates can be applied to individual elements in the annual cash flow series. This is very difficult to put into practice during the present, uncertain times.

The idea of forecasting costs and income with different patterns of working hours is to produce a series of net annual cash flows, including all the component elements for each year. Companies will normally adjust these cash flows to take account of any consequential changes in tax liability.

[Dr Fishwick's discussion of the application of standard methods of investment appraisal to comparison of different patterns of working hours is not summarised here because of possible misunderstandings which could arise from compression of his detailed analysis. The factors considered in the report are (a) simple payback; (b) average annual return on capital employed; (c) discounted cash flow—internal rate of return; (d) discounted cash flow—net present value. In a rider to the discussion Dr Fishwick points out that because the factors affecting the economics of shiftworking are likely to change overtime, it is necessary to monitor such factors—the decision to opt for a particular pattern of hours may have been correct at the time of that decision but reappraisal may point to a change in shift arrangements.]

Choice of system

There are four, fairly distinct broad categories of working hours and for each of these the main report provides a checklist of advantages and disadvantages, together with factors which companies and trade unions may wish to consider in the choice of shift systems. Below are a selection.

Seven-day continuous operations give maximum use of fixed assets with minimum flexibility for expansion, short term contraction of output and maintenance. The 3 × 8

hour system is the most common form of seven-day working and is recommended by most outside authorities in preference to the 2 × 12 hour system. The case studies include a change from 2 × 12 to 3 × 8 hours (case study no. 3) and one from 3 × 8 to 2 × 12 hours (case study no. 4). In both cases employees expressed satisfaction with the changes, which also led to increased productivity.

The advantages of *five-day* continuous systems include: only one close down and restart per week where interruption of processes is expensive and weekend periods which are available for maintenance and cleaning. On the other hand, starting and stopping may cause substantial time loss (as in case study no. 2). The week of nights is particularly disliked by many employees, and it is difficult to design any rapid rotation system based on 15 eight-hour shifts.

Greater flexibility

Compared with normal day work, *two-shift* systems can produce an increase of up to 100 per cent utilisation. There is greater flexibility compared with five-day three-shift operations; hours can be increased through overtime and within each 24-hour period there are increased opportunities for maintenance, restarting etc. Some of the health problems referred to earlier which are associated with night work are avoided with *double-day* shifts. Where volume and quality depend on employee performance double day shifts may be more productive and produce fewer defects.

Disadvantages include difficulties in the use of equipment, which tend to occur after start-up. Without regular extensive overtime, two-shift operation would require 50 per cent more capacity than that required with five-day continuous operations.

With separate *day/night* shifts, however, overtime is possible during the Monday-Friday period, and the times between shifts can be used for maintenance, rectification work, restocking etc. In UK engineering industries, day and night shifts tend to predominate over double days, but in most of Europe and in many other UK industries double-day shifts are preferred. Negotiators should consider how the advantages and disadvantages apply to each.

Utilisation can be increased with normal day work in a number of ways. With staggered day work with ten-hour shifts, each employee would continue to work 40 hours but over four days, and the plant would work five days, that is 50 hours (plus any weekend overtime). (Staggered day work would also assist the introduction of a reduced working week—a change to 38 hours with over 47½ hours' plant utilisation). Twilight and evening shifts are particularly productive, the high rate of labour wastage facilitates adjustment to changing demands.

Conclusions

One objective of the study, which is reflected in the analysis of case studies, has been to provide guidance on assessment of the net potential benefits of shift work. It has been emphasised that the choice of shift patterns may substantially affect those net economic and social advantages. The patterns of working hours in many UK factories have not been altered for many years, in spite of substantial economic and social changes. Reassessment of these patterns may in some cases be long overdue. ■

Racial discrimination at work

The outcome of applications to industrial tribunals under the Race Relations Act 1976 covering cases completed during the period July 1, 1979, to June 30, 1980, are detailed in this article. Previous articles gave the results for the periods from June 13 1977 (when the Act came into force) until June 30 1978 (*Employment Gazette*, October 1978) and from July 1, 1978, to June 30, 1979 (*Employment Gazette*, December 1979).

The Race Relations Act 1976 makes discrimination on the grounds of race, colour, nationality (including citizenship) or ethnic or national origins unlawful in employment, training and related matters, in education and in the provision of goods, facilities and services to the public. The Act gives individuals the right of direct access to the courts or, in employment, training and related cases, to industrial tribunals.

The Act also provides for conciliation. A copy of each application is sent to a conciliation officer of the Advisory, Conciliation and Arbitration Service (ACAS) and the conciliation officer has a duty to try to promote a settlement of a complaint without the need for a tribunal hearing. At the end of each case, that is after it has been determined at a tribunal hearing or settled by agreement without recourse to a tribunal hearing or withdrawn for other reasons, statistical returns are completed by ACAS.

Over the period July 1, 1979, to June 30, 1980, those returns show that action was completed in respect of 426 applications to industrial tribunals arising under the employment provisions of the Race Relations Act 1976.

The types of discrimination involved, some characteristics of the applicants and respondents, the type of complaints and the outcome of the application are described below.

Types of discrimination. Discrimination is defined in the Act to include firstly "direct" racial discrimination, that is, the less favourable treatment of a person, on the grounds of his or her colour, race, nationality, or ethnic or national origins (this includes segregation). Secondly, it includes "indirect" discrimination, that is the application of conditions or requirements which although applied equally to all racial groups are nevertheless discriminatory in their effect on a particular racial group and which cannot be justified. Thirdly, it includes the victimisation of a person who, for example, has asserted his or her rights under the Act. Table 1 Shows that alleged direct discrimination was the reason for the application in nine out of ten of the cases on which action was completed.

Applicants. Table 2 analyses the applications by the age and sex of the applicant and shows that about three-quarters of all applications were made by men and that more than half the applications were made by people aged under 45. Table 3 shows the regional distribution of the applications. The figures reflect the settlement pattern of the main ethnic minority groups. No applications, for example, were made in Scotland and very few in Wales, and

in the South-West or Northern regions.

In table 4 the occupations of the applicants or, in recruitment cases, the job applied for, have been analysed into broad groups based on the 18 major groups of the Department of Employment's Occupational Classification (CODOT). It shows that about three-fifths of the applications came from applicants in manual work and about a fifth from people in managerial and professional occupations.

Respondents. The employment provisions cover discrimination by employers, by employment agencies, by certain vocational training bodies, by trade unions and

Table 1 Applications analysed by type of discrimination and by sex of applicant

	Male	Female	All	Per cent
Direct	292	92	384	90.2
Indirect	20	13	33	7.7
Segregation	—	—	—	—
Victimisation	9	—	9	2.1
All	321	105	426	100.0

Table 2 Applications analysed by age and sex of applicant

	Male	Female	All	Per cent
Under 18	4	3	7	1.6
18-24	27	18	45	10.6
25-34	65	16	81	19.0
35-44	80	34	114	26.7
45-54	60	14	74	17.4
55-60	13	—	13	3.1
Over 60	5	1	6	1.4
Not known	67	19	86	20.2
All	321	105	426	100.0

Table 3 Applications analysed by region and by sex of applicant

	Male	Female	All	Per cent
South Eastern	42	13	55	12.9
South Western	8	2	10	2.3
Midlands	128	36	164	38.5
Yorkshire and Humberside	29	14	43	10.1
North Western	25	9	34	8.0
Northern	6	4	10	2.3
Wales	3	1	4	1.0
Scotland	—	—	—	—
London	80	26	106	24.9
All	321	105	426	100.0

Table 4 Analysis by occupation (held or applied for)

	Male	Female	All	Per cent
Managerial and professional (Groups I-VI)	62	17	79	18.5
Clerical and related (Group VII)	35	27	62	14.6
Other non-manual (Groups VIII and IX)	5	6	11	2.6
Manual except general labourers (Groups X-XVII)	208	46	254	59.6
General labourers (Groups XVIII)	9	7	16	3.8
Not known	2	2	4	0.9
All	321	105	426	100.0

Table 5 Applications analysed by type of complaint and sex of applicant

	Male	Female	All	Per cent
By applicants for employment against employers regarding:				
Arrangements made by employers for recruitment	14	2	16	3.8
Terms offered	2	2	4	0.9
Refusal to engage or offer employment	76	25	101	23.7
By employees regarding access to opportunities for:				
Promotion	30	9	39	9.2
Training	3	4	7	1.6
Transfer	12	3	15	3.5
Other benefits	7	1	8	1.9
By employees in respect of:				
Dismissal	80	45	125	29.3
Other unfavourable treatment	74	11	85	20.0
By complaints against respondents other than employers:				
All	23	3	26	6.1
All	321	105	426	100.0

Table 6 Applications analysed by size of firm

Number of employees	All	Per cent
Under 20	14	3.5
20-49	10	2.5
50-99	17	4.2
100-249	45	11.2
250-499	39	9.8
500-999	16	4.0
1,000 and over	131	32.8
Not known	128	32.0
All	400	100.0

employers associations and by bodies granting licences or other qualifications which facilitate the carrying-on of a particular trade or profession. As table 5 shows, nearly all the applications during the period related to alleged discrimination by employers, and among these, complaints about refusal to offer employment or about dismissal were the largest categories.

For complaints against employers, table 6 analyses the applications by the size of the firms involved. An analysis of respondents by the industry orders of the 1968 Standard Industrial Classification is contained in table 7. More than

Table 7 Analysis by industry of respondent

	Male	Female	All	Per cent
Agriculture, forestry and fishing (I)	2	—	2	0.5
Mining and quarrying (II)	2	—	2	0.5
Manufacturing (III-XIX)	184	56	240	56.3
Construction (XX)	17	—	17	4.0
Gas, electricity and water (XXI)	2	—	2	0.5
Transport and communication (XXII)	26	3	29	6.8
Distributive trades (XXIII)	6	6	12	2.8
Financial professional and miscellaneous services (XXIV-XXVI)	47	32	79	18.5
Public administration and defence (XXVII)	35	8	43	10.1
All	321	105	426	100.0

Table 8 Outcome of applications

	Male	Female	All	Per cent
Cases cleared without a tribunal hearing				
Conciliated settlement	17	14	31	7.3
Withdrawn by applicant:				
Private settlement	19	—	19	4.5
Reason not known*	127	46	173	40.6
Tribunal decisions:				
Applications upheld†	13	9	22	5.2
Order declaring rights	(2)	(1)	(3)	
Award of compensation	(7)	(7)	(14)	
Recommended course of action	(5)	(3)	(8)	
Applications dismissed	145	36	181	42.4
All	321	105	426	100.0

* These will include cases where the parties reached a private settlement but ACAS were not informed and cases where the applicant found the complaint to be out of scope.
† Figures in brackets give details of all remedies provided where applications are upheld. Tribunals may provide more than one remedy.

Table 9 Compensation and settlements

	Agreed at conciliation	Awarded by tribunal
£1-49	—	1
£50-99	7	4
£100-149	6	3
£150-199	1	1
£200-299	2	1
£300-399	4	—
£400-499	—	—
£500-749	—	2
£750-999	—	1
£1,000 and over	4	1
All	24	14

half the applications were against respondents in the manufacturing industries and almost one-fifth against respondents in financial, professional and miscellaneous services.

Outcome. Table 8 shows that just over half of all applications were cleared without the need for a tribunal hearing and that about one in six applications led to a conciliated or private settlement or to the application being upheld at a tribunal hearing. Table 9 analyses applications by the amount of settlements agreed at conciliation or compensation awarded by a tribunal.

Employment rehabilitation: looking to the future

Employment rehabilitation centres (ERCs) are designed to help people after a period of illness, injury or long unemployment, to return to working fitness. Courses aim to improve a person's physical capacity, restore confidence, and produce a considered and practicable recommendation about the type of work most likely to lead to permanent resettlement.

In the 1980s the employment rehabilitation service will benefit from the results of a research programme undertaken by the Employment Rehabilitation Research Centre. The centre was established in 1976, when there was some concern that, although the service itself had acquired a "standard" form at an early stage in its development, there had been a lack of co-ordinated and systematic research to test the effectiveness of the service and contribute to its development. The main aims of the centre are to develop measures of ERCs' performance, to evaluate their procedures and methods, and to examine their relationship with the health service, the training services, and the outside world generally.

Initially, most of the centre's resources have been devoted to an in-depth multi-disciplinary survey of the background, experience on ERC courses, and subsequent employment record of a representative sample of 300 clients. A major purpose was to derive viable methods of measuring factors which contribute to a client's employability, such as motivation, work confidence, fitness, and so on. In a follow-up survey an attempt was made to see how any change in clients' employability was reflected in the year after they left the ERC.

Employment Rehabilitation Research Centre staff are now preparing a report on the survey; as well as a series of information papers on the research that has been undertaken. Although it is too early to have a comprehensive picture of all the implications of the results, three major contributions which they can make to the work of the rehabilitation service seem clear. Firstly, they will give the service a better idea of who its clients are. Although there has been a changing pattern of clients' disabilities—more people with spinal injuries, and far fewer with TB, for example—rather less than had been thought were found to have been referred following recent sickness or disablement; and labour market factors were found to be most

Table 1 Where people needing rehabilitation came from
Per cent

People leaving ERCs in the periods specified who were:	Apr-Sept 1979*	Apr 1978-Mar 1979	Jan-Dec 1977
Referred by hospitals and General Practitioners	11.1	12.1	14.5
Referred by the Regional Medical Officer or doctors in the Regional Medical Service of the Department of Health and Social Security	19.9	22.3	23.5
Referred by other outside bodies	8.4	7.7	7.8
Referred by sources within the Manpower Services Commission:			
Following recent medical treatment	18.1	18.5	18.7
Other disabled people	31.1	29.0	28.5
Able bodied or with no obvious disability†	11.4	10.4	7.0
Numbers of clients in each period	7,141	14,256	13,906

* Six-month period only.

† This definition should not be taken as implying no disability.

important in handicapping clients for work. Secondly, the research will provide a better indication of what the service can do really effectively. For example, it appears that clients' fitness does improve while they are on courses and that many do improve their workshop performance; and that clients with a history of mental illness were found to respond particularly well in this regard. On the other hand it is difficult to change deep-rooted motivational aspects and the evidence also suggested that the effects of courses on attitudinal problems are mixed. Finally the results will point to several ways of improving the organisation and methods of ERCs.

Implications of research undertaken

One such improvement with immediate implications for the service concerns the proportion of people leaving ERCs who are successfully resettled in employment or training. This is of key importance to the service, as successful resettlement is the object of employment rehabilitation. Even the proper measurement of resettlement rates has been a matter of discussion, both by the ERRC and others. Table 3 presents the pattern of resettlement over recent years shown by the existing regular follow-up enquiries and chart 1 compares the changes that have occurred with changes in unemployment over the last 16 years. Although the results had shown some improvement since the substantial increase in unemployment in 1975, there is a danger that resettlement prospects will now deteriorate again in the renewed rise in unemployment. In order to counteract this, the service is to develop at a number of ERCs special advisory sessions on job-getting skills. These sessions are modelled on experimental work in this field which was started in individual ERCs and extended by the ERRC. Such sessions were generally well received by the clients†. The longer term effectiveness of this form of training is currently being evaluated.

The research centre can be expected to make a greater contribution to improving—and indeed to measuring—resettlement rates when the results of the follow-up survey appear. In the meantime, the service has taken initiatives of its own in this field; the number of job rehearsals (where a client is still in receipt of his ERC allowances but works for a trial period with an employer) increased from 381 in 1977 to 451 in 1979–80. The majority of such job rehearsals led

* The April 1979 issue of the *Employment Gazette* (Vol 87, No 4, pp 337.9) outlines the work of the 27 ERCs and some recent developments.

† An Information Paper on such services is available from: The Employment Rehabilitation Research Centre, Vincent Drive, Edgbaston, Birmingham B15 2TD.

Table 2 Details of illness or disabilities

Illness or disability group	No. of clients (Apr-Sept 1979*)	No. in each group as a % of total	No. who completed the course	Resettlement position within 3 months of completion of course as a % of those completing		
				Employment	Training or awaiting training	All
No obvious disability	741	10.4	621	24.8	16.4	41.2
Amputations	112	1.6	95	29.5	23.2	52.6
Arthritis and rheumatism	235	3.3	209	31.6	21.1	52.6
Diseases of digestive system	147	2.1	131	33.6	18.3	51.9
Heart and circulatory system	521	7.3	448	32.4	17.9	50.2
Respiratory system (other than TB)	335	4.7	285	27.4	19.7	47.0
Ear defects	166	2.3	156	33.3	14.7	48.1
Eye defects	161	2.3	144	28.5	16.7	45.1
Injuries of head and trunk	120	1.7	95	32.6	15.8	48.4
Injuries						
Diseases and deformities of:						
lower limb	482	6.7	414	30.7	18.6	49.3
upper limb	324	4.5	289	29.4	18.0	47.4
spine (including paraplegia)	908	12.7	775	28.3	20.6	48.9
Psychoneurosis	945	13.2	776	31.8	12.9	44.8
Psychosis	553	7.7	413	26.9	10.2	37.0
Mental sub-normality	226	3.2	212	24.5	7.6	32.1
Epilepsy	416	5.8	369	28.2	14.4	42.5
Other organic nervous diseases	341	4.8	299	26.4	13.0	39.5
Respiratory TB	17	0.2	12	25.0	16.7	41.7
TB other forms	9	0.1	8	25.0	12.5	37.5
Other diseases	382	5.3	324	28.4	17.9	46.3
All* Total for:	7,141	100.0	6,075	29.0	16.3	45.3
Apr 1978-Mar 1979	14,256	100.0	12,168	27.0	19.2	46.2
Jan-Dec 1977	13,906	100.0	11,936	25.0	18.9	43.9

See footnote to table 1.

Table 3 Results of follow up enquiries

People leaving ERCs in the periods specified who, 6 months later, were:	Apr-Sept 1979*	Apr 1978-Mar 1979	Jan-Dec 1979
Regarded as satisfactorily resettled	44.3	46.7	41.3
In employment but not to their satisfaction	4.7	5.1	4.9
Not in employment but have had some work since leaving the ERC	12.5	10.2	10.4
Not in employment and have had no work since leaving the ERC	38.5	38.0	43.4
Numbers of clients in each period	7,141	14,256	13,906

See footnote to table 1.

to an offer of employment from the employer concerned. The research will also have important implications for a number of broader policy issues concerning the organisation and methods of ERCs. A major example is the division of labour between the members of staff in the ERCs. ERCs employ a number of different specialists, and it is clearly important to ensure that the skills of staff are brought to bear on clients' problems in the most efficient way. The research findings will play an important role in a review of employment rehabilitation which is currently being undertaken and which is due to report at the end of the year.

The performance of the service

While the future of employment rehabilitation is under review, 1979–80 was a year which also saw improvements in the current operation of the service despite the difficult climate in the labour market. About 16,000 people attended courses at ERCs in the course of the year. Underlying this performance was an improved use of existing

resources. In many centres, for example, a higher level of occupancy was achieved, and the service is expected to maintain these improvements in 1980–1.

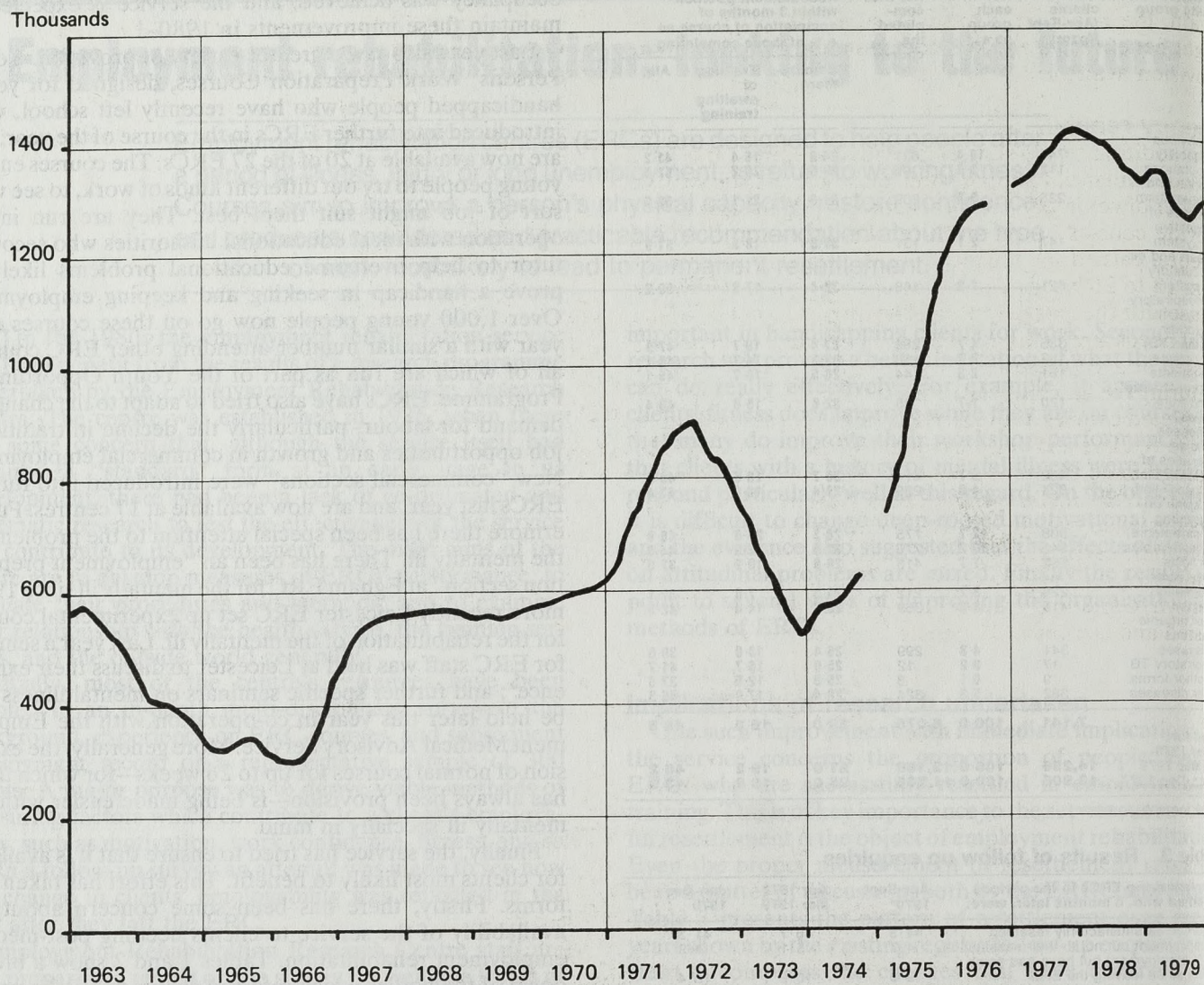
Last year also saw a greater variety of provision. Young Persons' Work Preparation Courses, designed for young handicapped people who have recently left school, were introduced into further ERCs in the course of the year, and are now available at 20 of the 27 ERCs. The courses enable young people to try out different kinds of work, to see what sort of job might suit them best. They are run in co-operation with local educational authorities who second a tutor to help overcome educational problems likely to prove a handicap in seeking and keeping employment. Over 1,000 young people now go on these courses each year with a similar number attending other ERC courses, all of which are run as part of the Youth Opportunities Programme. ERCs have also tried to adapt to the change in demand for labour, particularly the decline in traditional job opportunities and growth in commercial employment. New "commercial sections" were introduced into further ERCs last year, and are now available at 17 centres. Furthermore there has been special attention to the problems of the mentally ill. There has been an "employment preparation section" at Egham ERC for the mentally ill since 1975; more recently Leicester ERC set up experimental courses for the rehabilitation of the mentally ill. Last year a seminar for ERC staff was held at Leicester to discuss their experience*; and further specific seminars on mental illness will be held later this year in co-operation with the Employment Medical Advisory Service. More generally, the extension of normal courses for up to 26 weeks—for which there has always been provision—is being made easier with the mentally ill specially in mind.

Finally, the service has tried to ensure that it is available for clients most likely to benefit. This effort has taken two forms. Firstly, there has been some concern about the availability of the service to clients needing post-medical employment rehabilitation. Tables 1 and 2 show a breakdown of the bodies which referred clients to ERCs, and of the illnesses or disabilities clients suffered.

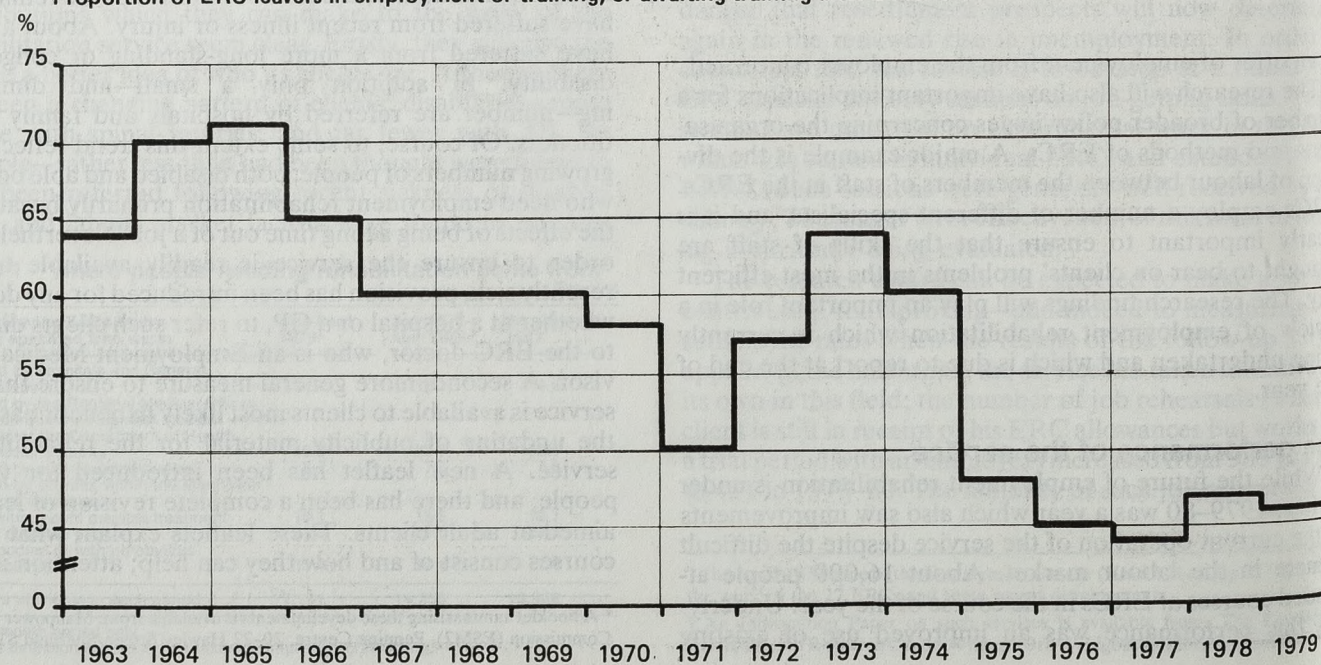
Although only just over 10 per cent of ERC clients have no obvious disability, it does not follow that the remainder have suffered from recent illness or injury. About a third have suffered from a more long-standing or congenital disability. In addition only a small—and diminishing—number are referred by hospitals and family practitioners. Of course, to some extent this trend reflects the growing numbers of people, both disabled and able bodied, who need employment rehabilitation primarily because of the effects of being a long time out of a job. Nevertheless in order to ensure the service is readily available to the recently sick, provision has been introduced for any doctor, whether at a hospital or a GP, to refer such clients directly to the ERC doctor, who is an Employment Medical Advisor. A second, more general measure to ensure that the service is available to clients most likely to benefit has been the updating of publicity material for the rehabilitation service. A new leaflet has been introduced for young people, and there has been a complete revision of leaflets aimed at adult clients. These leaflets explain what ERC courses consist of and how they can help; attention is also

* A booklet summarising these developments is available from: Manpower Services Commission (ESM2), Pennine Centre, 20–22 Hawley Street, Sheffield S1 3GA.

Unemployed excluding school leavers



Proportion of ERC leavers in employment or training, or awaiting training after 3 months



being given to improving the publicity material aimed at outside referral bodies, such as employers and doctors. Again, the intention is to make sure that everyone who might benefit from an ERC course should be aware of the provision available.

Agency rehabilitation

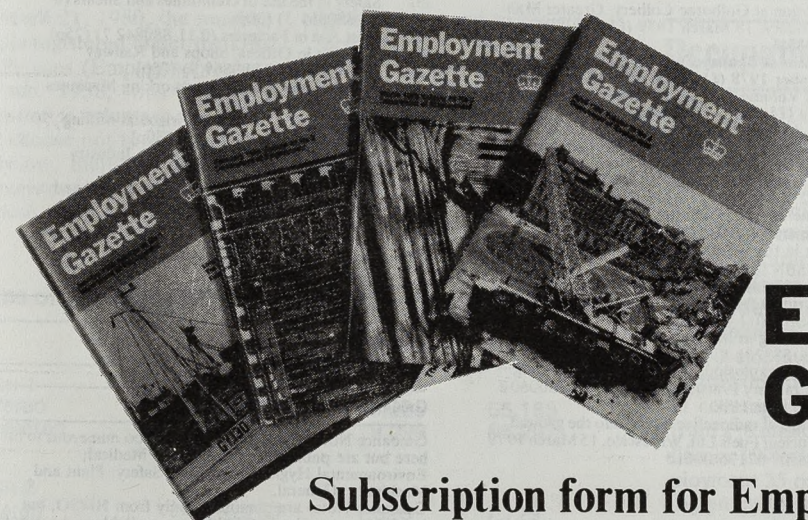
In addition to the courses provided at ERCs, the MSC provides financial support and technical assistance to a number of voluntary and local authority organisations who provide courses of approved rehabilitation for the blind, cerebral palsied and the mentally ill. Courses normally last from 12 to 26 weeks depending upon progress. However, courses for the mentally ill can last up to 52 weeks where a client needs a rehabilitation programme which can be progressed at a slower pace.

During the last financial year, a total of 292 blind people completed courses at the RNIB, Torquay, and the Society for the Welfare and Teaching of the Blind, Ceres, Scotland. A programme of improvements to the workshop facilities will be carried out this year at Ceres. New machinery is due to be installed, which will extend the range of assessments that can be carried out and additionally, another technical member of staff will be recruited. The Spastics Society at Welwyn Garden City provides courses for the cerebral palsied and last year 137 people completed courses at the

centre. The client group consists largely of young people.

Two voluntary organisations and three local authorities provide rehabilitation courses specifically for the mentally ill and, during the last financial year, 11 people completed courses of rehabilitation. Clients at these centres tend to be those who have suffered from the more severe forms of mental illness or who have become institutionalised by long stays in hospital (although the numbers of long stay patients is decreasing due to "open door" treatment methods). The "agency" centres provide a normalising environment for such clients over an extended period thus allowing them gradually to become accustomed to work and society in general. The MSC is willing to consider proposals from organisations who can provide courses of rehabilitation suitable for people recovering from mental illness. The basic criterion for recognition as an agency is that the clients should be judged able to return to work within a maximum period of 12 months rehabilitation, and this should be reflected in selection methods. ■

Further statistical information may be available and anyone wishing such information should write to the Manpower Services Commission, ESM2, Pennine Centre, 20-22 Hawley Street, Sheffield S1 3GA.



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The 1974 Health and Safety at Work Act gave the Health and Safety Commission responsibility for keeping some 25 million people informed of guidelines and regulations for their health and safety in places of work. The Commission has undertaken progressively to revise, standardise and extend the existing regulations and recommended practices. HSC/HSE publications reflect the major programme of research, inspection and consultation which is in hand.

Priced publications are obtainable only from HMSO or through booksellers. Some general leaflets, advice and information are available free of charge from HSE Area Offices or by post from HSE General Enquiry Point, Baynards House, 1 Chepstow Place, London W2 4TF (Tel. 01-229 3456 ext. 734).

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Guidance Notes are obtainable only from HMSO, but inquiries concerning which titles are available in the various series should be addressed to HSE (see above).

Agricultural Safety leaflets

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

EMAS leaflets

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

* Free of charge

† Published since last month

Employment topics

Wages and hours

Details of minimum or standard time rates of wages or minimum entitlements including general supplements in nearly 300 industries and services, and of the normal weekly hours for which these are paid, are given in a new edition of *Time Rates of Wages and Hours of Work**, compiled by the Department of Employment.

Particulars are also given, where available, of the basic rates for pieceworkers and the additional rates payable to shift workers and night workers. Brief details are also given of the arrangements for a guaranteed weekly wage, where these are known to differ from those provided by the Employment Protection (Consolidation) Act 1978, and for a minimum earnings guarantee.

In general, the details given relate to the position at April 1980, and, where available, information is also given about future changes.

Information about overtime rates of pay and brief particulars of holidays-with-pay arrangements are given in appendices together with details of the minimum rates for young people in the principal industries. Some estimates of the number of workers covered by the principal collective agreements are also included.

Most of the information in the tables can be kept up to date throughout the year by references to the details of changes given in the monthly publication *Changes in Rates of Wages and Hours of Work†*.

* HMSO, £12 (£12.43 by post).

† HMSO 50p net. Annual subscription, £7.20 including postage.

Disabled people

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

eligible, choose not to register.

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

Returns of unemployed disabled people at August 14, 1980

	Male	Female	All
Section 1 Registered	46,948	8,235	55,183
Unregistered	66,108	19,099	85,207
Section 2 Registered	6,253	1,526	7,779
Unregistered	2,794	991	3,785

Placings of disabled people from July 5, 1980 to August 8, 1980

	Male	Female	All
Registered disabled people	1,335	357	1,692
Unregistered disabled people	120	42	162
All placings	2,714	902	3,616

Special exemption orders, August 1980

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

orders in respect of employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued by further orders granted in response to renewed applications. The number of women and young people covered by special exemption orders current on August 31, 1980, according to the type of exemption granted were:*

Type of exemption	Females (18 years and over)	Young people aged 16 and 17		All
		males	females	
Extended hours†	24,276	1,244	1,720	27,240
Double day shifts‡	39,394	3,777	2,772	45,943
Long spells	11,904	396	1,295	13,595
Night shifts	62,556	2,751	743	66,050
Part-time work§	11,602	196	333	12,131
Saturday afternoon work	5,698	241	220	6,159
Sunday work	60,772	1,453	1,999	64,224
Miscellaneous	7,091	413	358	7,862
All	223,293	10,471	9,440	243,204

* The numbers shown are those stated by employers in their applications. The actual numbers of workers employed on conditions permitted by the orders may, however, vary during the period of validity of the orders.

† "Extended hours" are those worked in excess of the limitations imposed by the Factories Act for daily hours or overtime.

‡ Includes 15,553 people employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

§ Part-time work outside the hours of employment allowed by the Factories Act.

Occupational pension schemes

The aggregate membership of occupational pension schemes in the United Kingdom in 1979 was about 11.8 million. This information was obtained in the Government Actuary's *Sixth Survey of Occupational Pension Schemes*, which was based on answers to a questionnaire sent to a sample of 3,000 employers. The main sector of growth shown was in the increase in coverage of women employees, from 2.8 million in 1975 to 3.3 million in 1979. Of the women in employment 35 per cent are now earning an entitlement to a pension on

retirement, including over half of those working full-time. Since 1978 there has been a statutory requirement for employers to provide equal access to occupational pension schemes for men and women. The number of pensions being paid from schemes is now approaching four million, and it continues to rise slowly as schemes become more mature and the population over retirement age increases. Nearly two million of the 3½ million male state retirement pensioners are now receiving an occupational pension in addition.

Pensions paid from pension schemes

Year	Pensions to former employees			Pensions to widows and dependants	
	Male	Female	All	Male	Female
1975	2.2	0.6	2.8	0.6	0.7
1979	2.4	0.7	3.1	0.7	0.7

Employees in pension schemes 1975 and 1979

Year	Membership (millions)			Percentage of all employees		
	Male	Female	All	Male	Female	All
1975	8.6	2.8	11.4	62	30	50
1979	8.5	3.3	11.8	62	35	51

Average earnings

□ The monthly earnings index is affected by various seasonal influences which cause temporary fluctuations in the series and can obscure more enduring trend movements. These seasonal fluctuations are allowed for by calculating a "seasonally adjusted" series which takes account of average seasonality.

It has become possible this year to extend this adjustment process to the whole economy index now that this has been running for over four years—sufficient to give enough experience on which to base an assessment of seasonal influences. The adjustments are quite small, ranging from 0.8 per cent upwards (in January) to 1.2 per cent downwards (in July).

No allowance

The accompanying table shows the percentage for each month of 1980 and the corresponding figures for the manufacturing and Index of Production industries indices. The index series themselves, both unadjusted and adjusted, are given in table 5.1 of *Employment Gazette*.

It is necessary to stress that the figures make no allowance for temporary fluctuations in earnings which do not recur with reasonable regularity every year, such as those arising from back-pay or strikes, though these affect the index very frequently and are often of greater magnitude than the purely seasonal movements.

Key figure

Also, the seasonal adjustment process does not significantly affect the percentage change over 12 months, which has conventionally been regarded as a key figure in assessing the rate of change of earnings. The seasonally adjusted index is particularly valuable because it

allows comparisons over periods of less than a year, thus moving towards a more sensitive appreciation of current trends.

Experience has shown that the monthly index of average earnings tends to be:

relatively low at the beginning of the calendar year, partly due to winter weather;

high from May to July when many workers customarily receive their annual pay increase;

low in August owing to holidays; and

high in December when Christmas and end-year bonuses are paid.

The exact timing and magnitude of these and similar recurring influences vary from year to year but by taking an average of past experience it is possible to make approximate allowance for them and thus get closer to a measure of the underlying trend.

The seasonality for a particular month can be gauged by comparing the month's figures with an estimate of the trend for that month (obtained by standard techniques involving moving averages) and averaging these differences between the actual figures and the trend figures in successive years to produce a "seasonal factor" for the month. The factors are revised each year, taking into account the extra year's experience and producing factors to be applied in the year to come.

Factors

Seasonal factors can be either "additive" or "multiplicative". The additive type, that is an addition to or subtraction from the recorded figure, is used where the seasonal effect on the indicator in question is a more or less constant amount whatever the level of the indicator (as in the case of adult unemployment).

The multiplicative type, that is a factor by which the recorded figure is scaled up or down, is ap-

propriate where the seasonal effect is roughly proportional to the level. In the case of average earnings the seasonal differences increase with inflation, rather than being fixed in cash terms, so multiplicative factors are used.

An initial step in the adjustment procedure for earnings is to allow for exceptional features which make the figures untypical and would distort the assessment of seasonality. These allowances are technically known as "prior adjustments" and are part of standard seasonal adjustment procedure. The sorts of factor involved appear quite frequently in the earnings series; for example, in 1979 they included:

unusually bad weather and industrial disputes in January; an exceptionally large payment of bonus in one of the public corporations in February; back-pay in local authorities and parts of manufacturing in March; delays in reaching pay settlements for certain public service groups, which affected earnings in May; back-pay in the public sector in June, July and August; the national engineering dispute in August and September; and back-pay in postal and banking

services in November and December.

None of these was expected to recur consistently every year so it was necessary to exclude their effects. An estimate was made of what the index series would have been if these transitory factors had not been operating. It was this modified series on which the seasonal factors were based.

In deriving the seasonally adjusted series it is important to appreciate that the seasonal factors are applied to the original, unmodified, series. The adjusted series therefore allows for regular seasonal movements only. It still contains the irregular factors, such as those listed above, and therefore shows quite wide fluctuations from the underlying trend. These are smoothed out to some extent by taking an average of several months' adjusted figures but a more discriminating approach is to allow, however approximately, for the effect of the particular factors operating in each month. Some information on this is now being published regularly in the earnings section of the key statistics commentary in *Employment Gazette*, and efforts are being made to improve and refine this.

Man-made craftsmen

□ The labour force in the man-made fibres producing industry dropped by a staggering 14 per cent in the year to March 1980, the largest fall ever recorded by the training board which covers the industry. Half the loss is due, says the board's annual report*, to plant closures, and it is already predicting a further decline of another ten per cent by March 1982. The report blames continuing world over-production of man-made fibres, falling demand and the strength of sterling which have all contributed to poor market conditions at home and abroad.

In spite of this the board's report contains some statistics which it describes as "surprising". There were still reports of engineering craft shortages in the industry—75 this year compared with 200 last year—despite the fact that there have been over 400 skilled job losses in this area of the industry over the 12-month period covered by the report. The board concludes that this "must indicate an overall shortage either nationally or in certain regions". Yet no firms reported this year that craft shortages were a limiting factor on production although a quarter of the sites covered by the board had said this was the case last year.

In addition the industry's apprentice recruitment figures are still on the up-and-up. The 1979 intake exceeded even the 1976 figure, which was the previous record. Then the overall labour force in the industry was 25 per cent higher than it is now. This confirms the board's belief, says the report, that the man-made fibres industry with its responsible training policies and high recruitment levels is likely to remain a net exporter of skilled engineering staff to other industries.

Losses

Last year the board reported disturbing facts about the losses of craftsmen in the first 18 months after training. A survey of the 1978 intake has confirmed the trend. Of the 1977 apprentice output, 15 out of 19 apprentices who voluntarily left the firm which trained them went to craft jobs in other industries. A year later this figure is 20 out of 28. In 1978 only 51 per cent of the apprentices who completed their training that year, apart from those who were not offered jobs initially, were still working in the industry 18 months later.

Although there is little evidence, says the board, that their skills are being lost to industry altogether, the

surveys show that man-made fibres producers lose about half their engineering craftsmen well before they have had a return on their training investment. If this position persists, says the report, the stock of personnel trained in new technologies will be weakened, the age of the craft labour force in the industry will be increasing and employers will be less willing to maintain their training investment. The training board is naturally very worried about this state of affairs and contends that firms with a reputation for high quality and high quantity training output, who are experiencing these losses should be "worthy of support" for their contribution to the national stock of transferable engineering skills.

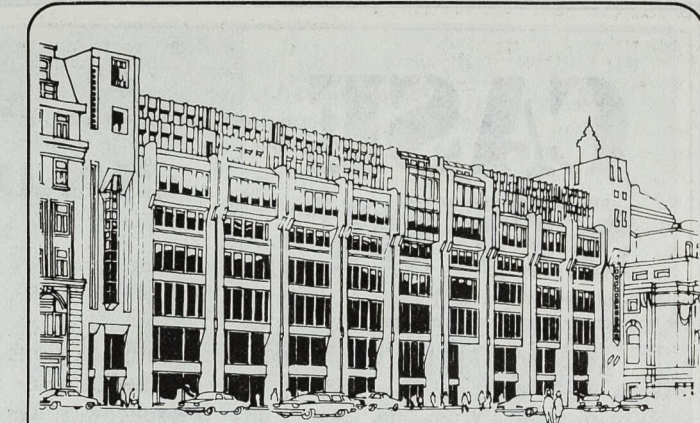
* Man-made Fibres Producing Industry Training Board, *Report and Statement of Accounts for the year ended 31 March 1980*.

Pork bangers

□ Anyone who has ever broken a tooth at the local on a bag of pork scratchings (a crisp made out of a fried pork rind, for the uninitiated) needs no persuading that they constitute a potential safety hazard.

But it comes as a very sobering surprise to learn from the latest research report from the Health and Safety Executive that two men died in an explosion that took place when pork scratchings were being processed. The pork had been cooled with liquid nitrogen to make it easier to mince and the violence of the blast literally fragmented the mincing machine. The executive's health and safety laboratories set about investigating the cause.

The report* says that no traces of solid explosive were found and the most likely explanation was that air had condensed on the cold pork scratchings and reacted violently with them. Because oxygen has a higher boiling point than nitrogen, the liquid "air" that could be expected to condense from the atmosphere onto the surface of the pork would be oxygen-rich. In addition the nitrogen would evaporate more readily than the oxygen and further increase the oxygen concentration of the liquid "air". It is well known that mixtures of liquid oxygen and finely divided organic materials are explosive, but the main site of the explosion appeared to be a skip containing lumps of pork scratchings about a centimetre across. These lumps were found to be a skip containing lumps of pork scratchings about a centimetre across. These lumps were found to be virtually non-porous and it was by



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no means obvious that they could react explosively with liquid air or even liquid oxygen.

In order to test the possibility of such an explosion the investigators placed scratchings in vessel cooled by liquid nitrogen. When the temperature of the pork had dropped sufficiently, air was allowed to condense on the pork. Tests showed that an oxygen-rich mixture of pork and liquid could be obtained in this way which would indeed detonate if suitably confined and ignited. In this case the ignition was probably caused by the friction of the mincing machine.

This work by the executive's laboratories has implications across a wide range of the food processing

industry where liquid nitrogen is being used to render foodstuffs brittle and easier to mince or turn into powder. The report says that almost any organic material being treated in this way constitutes a potentially lethal recipe and that alternative processes should be used.

Among the many other topics covered in the report of last year's £11.4 million research programme are accounts of new sampling techniques for analysing contaminants; the continued work to reduce underground haulage and transport accidents in mines; and the use of testing facilities for experiments involving blast and heat.

* Health and Safety Research 1979. HMSO, £3.80 plus postage.

Labour market shopping

□ Each year the output of statistics, surveys, and reports relating to the labour market increases. The range of material collected by Government agencies alone is vast and the individual sources and publications involved are numerous to say the least. Some information is presented in the form of time series stretching back over a number of years; some is current information; and some is contained in individual reports, often relating to surveys that have often been conducted some years previous to publication. Not all sources are necessarily compatible either.

For those who have to find their way through the statistical jungle, a new publication from the Institute

of Manpower Studies at the University of Sussex could prove invaluable. Called blandly *The UK Labour Market*, it is quite simply a guide to information sources.

It identifies the key sources of labour market information likely to be useful to employers and other practitioners in the field and explains the scope of publications where most of the information can be obtained. The first part of the guide catalogues sources under 19 different headings from economic activity to trade union membership and from educational supply to labour turnover. Under each heading the sources are described and an appraisal of their relative merits and defects for various users is given.

NEWS RELEASES & PICTURES

from your organisation should be addressed to

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Seasonal adjustments applied to the average earnings index (new series) in 1980

	Percentage increase (+) or decrease (-) in unadjusted figure		
	Whole economy	Index of Production	Manufacturing industries
January	+0.8	+0.6	+0.2
February	+1.0	+0.7	+0.5
March	-	-0.2	-0.2
April	+0.2	-0.2	-0.4
May	-0.7	-1.2	-1.4
June	-	-0.8	-0.8
July	-1.2	-0.8	-0.6
August	+0.6	+1.6	+1.8
September	+0.3	+1.1	+1.4
October	+0.4	+0.4	+0.7
November	-	-0.5	-0.5
December	-0.4	-0.2	-0.5

Note: The actual calculation uses indices and factors expressed to more than one place of decimals. Applying the above percentages to the published unadjusted indices may therefore give results which differ slightly from the published seasonally adjusted indices.

CASE STUDY

Booking in the future of a giant hotel

by Geoff White

A novel application of new technology in a fast-growing service industry can be found at Grand Metropolitan's London Penta Hotel in West London. One of the largest hotels to be built in Europe since the last war, the London Penta tower block dominates the Cromwell Road area of West London. With beds for 1,859 guests, the Penta employs over 500 people.

Opened in June 1973, the Penta was designed to cater for the rapidly-growing tourist trade in London but by the early 1970s the problems associated with running such a mammoth hotel were begin-

made life tedious for all concerned.

In 1975, when the hotel accounting machines were due for replacement, the management decided to investigate the possibilities of an alternative system. The rapid development of integrated computerised systems had opened the way to such an alternative.

With the backing of the European Hotel Corporation (Penta Hotels) and the parent organisation, Grand Metropolitan, the London Penta management began to look around for a system which would integrate all the various and individual hotel duties into one recep-

April 14, 1980, was the fully-integrated system, adding advanced reservations, availability analysis and special events booking facilities.

The new system allows reception to see at a glance which rooms are free, who is occupying each room and when they are due to leave. The housekeeping staff can dial the computer via the telephone system, TIGER (Telephone Input Gathering Evaluation and Recording), to let reception know as soon as a room is ready for occupancy. The vacancy list is therefore constantly being updated.

In addition, the accounting staff can print out the guests' accounts, with all bills up to date, at a moment's notice. Advance reservations, such as travel agents' block bookings, can be put straight on to the computer and reservations staff can find out easily whether rooms will be free or not. This facility allows the hotel to accomplish much better long-term planning.

Analytical functions

The system also allows direct crediting and bad debt reporting of companies which have accounts with the hotel, and there are various analytical functions such as marketing analysis, availability analysis and banqueting analysis.

As soon as the hotel envisaged change to a computerised system, the management began to consult staff and inform them of the proposals. From the start, the process of change and consultation was seen as a function of the training department, not the personnel department. The main objective was to win staff confidence and co-operation and the training sessions presented

(continued) ▶



Reception: The VDU allows staff to see at a glance which rooms are free.

ning to appear. The sheer size of the building made such problems as locating vacant rooms, making reservations and keeping track of guests and their accounts increasingly difficult.

A particular problem was the volume of paper-work, which kept the NCR 42 accounting machines busy 24 hours a day, leading to rapid deterioration and frequent mechanical breakdowns. These difficulties led to problems in tracing and "interpreting" customers' bills and to long queues of waiting guests at reception. The resulting dissatisfaction experienced by guests and staff

tion, reservations and accounting system.

Finally, the hotel chose the MARCOL "champs" computer company to create the new system because that company already had experience of computerising a hotel business system at Strand Hotels, although this work had concentrated on advance bookings. The Penta system was designed to come into operation in two stages.

The first stage, which started on July 4, 1977, was the transfer of the guest accounting and location systems from paper to computer. The second stage, which came in on

→ CASE STUDY

the ideal opportunity to use existing avenues of communication with staff. While the London Penta recognises the GMWU hotel and catering union, the union did not negotiate about the new system with management.

All members of staff were told about the new system, even those not directly affected by the change; what the computer could do, why it was being introduced and how it would cut costs. Most importantly, management stressed that there would be no job losses, and that job interest would increase, not decrease.

The MARCOL systems engineers spent a great deal of time at the

reception desk studying the existing systems and how the staff worked them. The existing manual accounting and reservations systems were then directly translated to the computer, which helped the transition stage a great deal.

The engineers were asked to keep codings very simple—therefore RQ equals Reservation Query and AQ equals Account Query.

The training officer ran special training sessions with mixed staff groups, consisting of various grades and skills, to acquaint them with the system, build co-operation between grades, and discover any teething troubles. Training sessions were a useful medium for winning staff over to the new system and, as enthusiasm grew, the management

asked them how they wished to effect the changeover, in one go or over a period of time.

The staff chose to "go live" overnight and arranged the shift systems themselves to cover the event. Once it was in operation, the next six weeks were used as an evaluation period, with staff filling in forms to report any problems.

While the new system has automated many previously manual jobs, there has been no job loss. There were, and still are, 18 staff in reception. However, there is no doubt that the nature of jobs and "job interest" has changed. Reception and cashier duties are now much more integrated, and a guest's problems or inquiries can now be dealt with by one employee, rather than the customer being shunted from desk to desk.

At the same time, the accounting staff have had much of the drudgery of accounts ledger work removed, leaving them free to concentrate on particular problems. Similarly, advance reservations work has become less time-consuming and routine.

The reception staff are part of the hotel's job-evaluated pay structure. While old-fashioned typewriters and accounting machines have gone, keyboard skills are still required, and those who did not have this skill have had to learn. This, in turn, has led to re-gradings and more pay for these staff, and has opened up new career possibilities.

The reception staff are split into two groups: the cashier/receptionist/inquiry clerks and the advanced reservations/tours clerks. The first group can do both types of job but the latter can only handle guest-account work after training (they need expertise in handling foreign currency, travellers' cheques and cash cards).

Staff work a three-shift system over 24 hours: 7 am-3 pm, 3 pm-11 pm, 11 pm-7 am. Because reception is more quiet at night, the night shift is smaller in number (four employees), and is concentrated largely

(continued) ▶



→ CASE STUDY

on the auditing tasks.

The night auditors (three) work permanent nights and are responsible for the "night run", the printing-out by the computer of the accounts at the end of each day's business. The bulk of this work takes place between 2.30 and 5 am.

In addition, because there is no running index of guests kept, apart from the computer tape, the guest list is printed-out around midday, when most leavers have departed, and about 4 pm, when most new guests have checked in. This provides a fail-safe record should some serious computer failure occur (which so far has never happened).

The other staff affected by the new system are the housekeeping staff. The turn-round of rooms in a hotel is most important—an unprepared vacant room is money lost—so the new system is designed to ensure that supplies of fresh linen, for example, are sent to the right floor in the right quantities at the right time.

Chambermaids can signal the computer as soon as a room is ready and the supervisor can signal the room vacant as soon as she has checked it out.

Work measurement

The chambermaids work to a simple work measurement system. They must achieve at least 65 points per day, with extra points paid at bonus rate. Each day, a chambermaid is given her room numbers with the points per room (four for a single, five for a double and six for a triple) from the computer print-out. The computer keeps a check on how many rooms have been cleaned and how many points have been achieved.

The housekeeping staff have their own VDU which they can use to delete rooms taken out of service through damage for instance.

Although the hotel leaves most of the maintenance of the system to MARCOL, elementary tasks such as the input of basic changes in information (for example, VAT or

room prices) are done by hotel staff. The hotel employs one systems electrician plus an apprentice.

The new system was calculated to cost £1,200 per ten-day period including maintenance. The gross savings were estimated at £1,327 over the same period (including printing/stationery £290, linen supply £416, telephone costs £566, and mini-bar charges £55). However, long-term savings have been even greater.

The London Penta has monitored the introduction of the new system carefully to find out the response of management, staff and customers. The results of a staff survey found that they are happy with the computer.

Better information

Staff cited such advantages as more job interest and satisfaction, an improved relationship with guests, greater efficiency, reduced customer queries, reduced typing and paperwork, the ability to locate guests easily, providing better and more information, saving time, a faster output and a greater self-confidence in dealing with guests. There were no disadvantages cited.

Management cited more diversification, less routine administration, better organisation, more efficient statistical analysis of work, more accessible data, and more ease of recruitment of staff, as benefits from the new system. The only disadvantages management saw were the requirement for more precision of information and the initial change in attitude required for working with a computer.

The staff found the new system much less stressful than the old and so useful that some suggested new areas of work which could be integrated into the system, such as a link-up with airport flight information systems. Management suggested a continuous assessment of the system to achieve greater efficiency.

More importantly for the hotel management, the Penta has experienced a large decrease in complaints

from departing customers and a large increase in complimentary comments. From 1978 to 1979 complimentary remarks increased by 21 per cent while the number of derogatory remarks fell by 14 per cent.

The more productive working methods resulting from the new system have led to greater customer satisfaction and more repeat business. For staff, the new system has created more pleasant working conditions. The system has been so successful that Grand Metropolitan have now installed a similar one at the mount Royal Hotel.

The Penta experiment in new technology has been a remarkable success but it is important to put that success into perspective. The hotel did not have to face the problems which a manufacturing company or office employer might confront in making the change.

The hotel industry is an expanding and financially viable sector which could both afford the investment and guarantee no job loss as a result of change. (Furthermore, the relative weakness of trade unions in this sector meant that trade union control over working practices was not firmly established.)

However, the Penta system has limited application elsewhere. There are only a small number of very large hotels and in cost-benefit terms a change to such new integrated computer systems is not always viable in hotels of less than 250 rooms (500 to 550 guests).

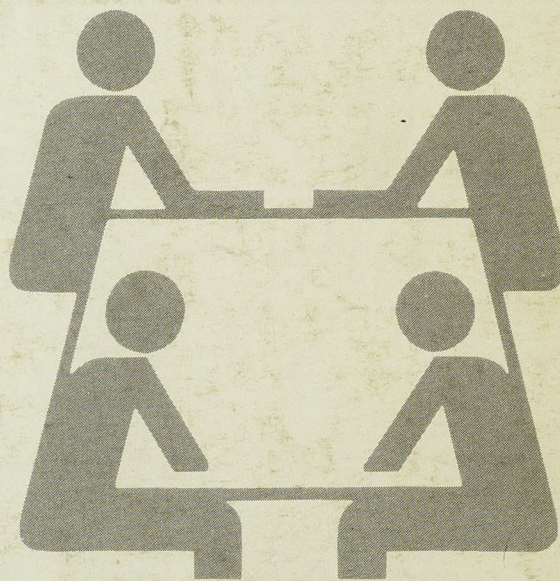
But the experience of the Penta demonstrates for management both the value of investigating new technology as a means to more efficient and productive working and the importance of consulting and informing staff about proposed changes from the earliest possible stage. The Penta key to introducing new technology was winning and keeping staff confidence.

This article is an expanded account of the introduction of new technology at the London Penta Hotel, based on a shorter article included in Incomes Data Services Study 220, Changing Technology, published in June 1980. Copies are available from Incomes Data Services, 140 Gt Portland St, London, W1, price £10 each.

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