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● **Cover picture**

New regulations covering the safety of freight containers came into force this month. See page 33.



The skill and training needs of technicians in the British theatre are analysed on pages 15-20.



Results of a follow-up survey on participants in the Community Programme are presented on pages 9-14.

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Free Department of Employment leaflets

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

In cases of difficulty or for bulk supplies (10 or more) orders should be sent to **General Office, Information 4, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.**

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

Employment legislation

A series of leaflets giving guidance on current employment legislation.

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

Industrial tribunals

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

Overseas workers

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

Employers and employees covered by Wages Councils

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

Other wages legislation

- | | |
|---|-------|
| The Fair Wages Resolution | PL726 |
| Information for government contractors | |
| The Truck Acts | PL725 |
| Describes the provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with the payment of wages | |
| Payment of Wages Act 1960 | PL673 |
| Guide to the legislation on methods of payment of wages for manual workers (in particular those to whom the Truck Acts apply) | |

Special employment measures

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

Job Splitting Scheme

What you should know about working in a split job

PL719

Just what your company needs

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

PL732

Jobs, training and early retirement

PL723

Young people

The work of the Careers Service
A general guide

PL669

Employing young people

Describes the help available to employers from the Careers Service

PL690

Help for handicapped young people

A guide to the specialist help available from the Careers Service

PL675

Quality of working life

Work Research Unit
Publicity leaflet

PL722

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

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

PL687

Meeting the challenge of change

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

PL688

Employment agencies

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

PL594(3rd rev)

Equal pay

Equal Pay
A guide to the Equal Pay Act 1970

PL743

Equal pay for women—what you should know about it

Information for working women

PL739

Race relations

The Race Relations Employment Advisory Service. A specialist service for employers

PL748

Background information about some ethnic groups in Britain

PL738

Miscellaneous

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

EMPLOYMENT BRIEF

Optimistic outlook for employment and job vacancies

Halting the haemorrhage

Although the stock of vacancies fell in the final quarter of 1984, the Secretary of State for Employment, Mr Tom King, commented that "it is encouraging that throughout the fourth quarter of 1984 vacancies flowed into Jobcentres at a rate of 214,000 a month—the highest level for four years."

Employment, he said, has been rising; not only has there been a substantial growth in service industry jobs, but in the three months to October there was also a small increase in manufacturing jobs: "We have halted the haemorrhage in the loss of jobs and started to create more jobs."

Mr King also welcomed a report by the largest private agency, which described recruitment prospects as being at their most favourable for five years, with further growth in employment expected in 1985.

If this glimmer of light in manufacturing is to get brighter and the recovery continue, warned Mr King, then there must be moderation in pay claims and settlements. Wage negotiators, he stressed, should not



Mr Tom King.

Hazard controls protect people & environment

New controls on major accident hazards stress the need for large industrial concerns to reassure local people that the factory in their midst does not provide jobs and prosperity at an unacceptable risk to public safety. They aim to ensure that where there is any significant potential risk, local people know what the factory is doing and what emergency plans have been made.

"Britain has one of the tightest and most sophisticated systems for controlling the risk of major industrial accidents of any country in the world," Mr Peter Bottomley, Minister responsible for health and safety at work, told the House of Commons. By introducing these new Regulations, he said, he hoped to reduce even further the likelihood of such accidents and minimise the consequences. "Where there is a potential hazard, companies must demonstrate that they have properly assessed any risks to safety and taken effective measures to combat them. Emergency plans must also be prepared and local residents given information. This will protect both local people and their environment."

"The Regulations," said Mr Bottomley, "implement a European Community Directive which clearly illustrates one of the great advantages of our membership of the European Community—member states

working together, sharing knowledge and experience so that our countries can reap the benefits of advanced technological industries without running undue or unnecessary risks. The Directive is the result of collective experience and expertise and gives the assurance that these crucial safety standards will be the same wherever you live or work in the Community."

Requirements

Manufacturers in activities involving certain dangerous explosives, flammable or toxic substances will be required to provide evidence, at any time, to the Health and Safety Executive (HSE) that hazards to both man and the environment have been identified. Adequate precautions must also be taken to minimise their occurrence and to reduce the consequences of any that do occur. Any major accidents will need to be reported.

At a more specific level, involving sites with larger inventories and more dangerous substances, the Regulations require submission to the HSE of a written report or "safety case"; preparation of an on-site emergency plan by the manufacturer; preparation of an off-site emergency plan by the local authority at the county or equivalent level; and provision of information to

Balance swings to non-manual jobs

The non-manual share of employment is increasing steadily and is now over 50 per cent; whereas unemployment is concentrated in the manual occupations, says the latest *Labour market quarterly report* from the Manpower Services Commission.

The balance between manual and non-manual occupations "changed significantly" between 1979 and 1983, it says. Over the four years non-manual jobs increased from 47 to 52 per cent of the total, with a fairly steady trend over the period.

Different pattern

The proportion in non-manual occupations are quite different for men and women and the pattern of change too has been different: from around 39 per cent of male workers and 60 per cent of female workers in non-manual occupations in 1979, the figures rose to just over 44 and 64 per cent respectively in 1983.

Manual occupations over the same period showed a fall for men from over 61 per cent to under 56 per cent, while the figure for women dropped from just below 40 per cent to just below 36 per cent.

Similarly, comparing vacancies in the quarter ending September 1980 with the equivalent quarter for 1984, non-manual vacancies rose from around 30 per cent of the total to almost 34 per cent, with a corresponding decrease in the proportion of manual vacancies.

people in the vicinity of a major hazard site who might be affected by a major accident.

Also among the Regulations is one which enables local authorities responsible for drawing up the off-site emergency plan to recover the costs for the work from the manufacturer.

For new sites all the requirements will apply after a three-month transitional period. For existing sites the duties on manufacturers will apply from April 1, except submission of a "safety case" for which the latest date is July 8, 1989. Off-site emergency plans are required by October 1 this year, with the provision of information to the public by January 1, 1986.

Record aid for disabled workers

Eight South Lancashire employers have won Manpower Services Commission "Fit for Work" (FFW) awards in recognition of their extremely high standards, positive policies and strong commitment towards disabled people.

The MSC has been making these awards annually since 1979 but never before have there been eight award winners in one area. Lancashire as a whole is the top county this year with a total of ten awards and eight certificate of merit winners.

Good sense

Speaking at another FFW awards ceremony this month Parliamentary Under Secretary of State for Employment, Mr Alan Clark, said it made good sense to employ disabled people who were loyal and hardworking and whose abilities were often under used.

Referring to the new *Code of good practice on the employment of disabled people* launched by the Manpower Services Commission, the Minister said: "When employers fail to make full use of the skills of disabled people, it is not because they lack goodwill but because they do not always have ready access to helpful advice. The



The eight South Lancashire "Fit for Work" winners with radio and TV personality, Mr Keith Macklin, (centre) who presented the awards, and (on his left) Mrs Sheila Oldham, chairman of the East Lancashire Committee for Employment of Disabled People. Among the recipients were the Mayor of Blackburn, who collected the award on behalf of his borough council, two representatives from Blackburn companies, two from Barnoldswick and one each from companies based in Burnley, Chorley and Darwen.

new Code has been introduced to meet this need and I hope it will be widely used by employers in all parts of the country.

"The first point the Code makes is that the right lead needs to be given from the top. It shows senior managers and directors the benefits of a constructive policy towards the employment of disabled people and it is

essential reading for all concerned." For a policy to be truly effective, he continued, it needed "a full contribution" from all managers, employers and their representatives, including personnel and line managers.

Copies of the code of practice are available from the MSC's Disablement Advisory Service, through local Jobcentres.

(Almost) everything you want to know about the British

It took seven minutes work for a married man on average earnings with a non-earning wife to pay for a large loaf of white bread in 1983, according to *Social trends* (published by HM Stationery Office, price £19.95).

It reports that there were 56 m people living in the United Kingdom in 1983—about half a million more than in 1971—but the number of people aged 65 or over has increased by more than two million since 1961 and now represents 15 per cent of the population.

Between 1971 and 1981 the proportion of people in England and Wales employed in manufacturing declined by 24 per cent; in agriculture, forestry and fishing by 19 per cent; and in energy and water supplies by 11 per cent. In contrast, there were increases in the numbers employed in banking and finance (27 per cent) and in public service occupations (15 per cent).

Manpower in the law enforcement services also increased: the strength of the police forces in the United Kingdom at the end of 1983, at 142,000, was 27 per cent greater than in 1971, while the manpower in the prison service in Great Britain at the beginning of 1984 was 50 per cent higher than in 1971. Between 1972 and 1983, the number of judges in England and Wales rose by 41 per cent, registrars by 27 per cent, magistrates by 26 per cent, barristers by 72 per cent and solicitors by 63 per cent.

Women, it appears, are returning to work more quickly now after having a baby: the

median time of return to work after the latest birth fell from around 7½ years in 1950-4 to just under 3½ years in 1975-9. And the civilian labour force increased by 1.3 m between 1971 and 1983, entirely because of an increase in the number of women in the labour force.

School leavers

The proportion of school leavers in England and Wales seeking employment fell from 77 per cent in 1979/80 to 73 per cent in 1982/3; nearly a third of girls and almost a quarter of boys leaving school in 1982/3 intended to go on to further or higher education. This follows a generally gradual, steady growth throughout the 1970s in the proportions of pupils staying on at school for the sixth form; the 1980s have since seen sharp rises in these staying-on rates.

The number of unemployed school leav-

ers under 18 in 1984 was lower than in previous years—90,000 in August, which was around 22,000 fewer than a year earlier and 12,000 fewer than in August 1982. The report adds that the Youth Opportunities Programme and the Youth Training Scheme helped 381,000 young people (mainly school leavers) in Great Britain throughout 1983-4.

Private pension schemes covered over a half of male employees in Great Britain in 1972 but only a third of female employees. By 1982 these proportions had risen to about seven-tenths and three-fifths respectively.

Other facts to appear in the publication are that in 1982, 43 per cent of unemployed men aged 25-44 were recorded as being heavy drinkers compared with 28 per cent of those of the same age who were in work; that a boy born in 1981 could expect to live for 70 years and a girl 76 years but in 1951 the equivalent figures were only 66 and 71 years respectively; that people consumed more pork, poultry and margarine in 1983 than in 1961; and that the proportion of households in Great Britain without a fixed bath or shower fell from 12 per cent in 1971 to three per cent in 1983.

Youth service advisory body

A new advisory body to advise the Government on the youth service is being planned. Its terms of reference are being finalised but Education junior Minister, Mr Peter Brooke, said it will be able to consider the role of the service in specific areas, such as youth unemployment. He foresees it as a "small, workmanlike body, including young people, capable of offering informed advice not only to Ministers but also to others with youth service responsibilities." And he is hopeful that it will offer "clear and valuable leadership, for example, over questions of priorities."

Long-term training doubled

Following the introduction of the Youth Training Scheme, the amount of long-term training being undertaken by 16-year-olds was twice as high by the end of 1983 as in 1978, according to the Manpower Services Commission. In 1978, it says, 29 per cent of 16-year-olds joining the labour market found jobs where at least six months training was involved.

Although this figure had declined to ten per cent by 1983, it included a significant element of employment and training which had transferred to the YTS.

Including the YTS, 58 per cent of 16-year-olds joining the labour market by the end of 1983 were receiving at least six months training—exactly double the 1978 level.

A major area where the YTS is claimed to have increased the level of training is in administrative and clerical jobs. According

to a survey conducted between April and July 1984, 34 per cent of those who left the YTS with jobs went into this type of employment.

Christmas undertaking

The undertaking that all registered unemployed 16-year-old school leavers would be offered a place on the YTS by Christmas has been substantially met. Only 3,853 were still awaiting a place; this compared with 4,300 the previous year. "In this second year," commented MSC chairman, Mr Bryan Nicholson, "we are improving the Scheme by applying the lessons learnt in the first 12 months of operation."

In its first year, YTS catered for about 350,000 entrants. In the second year, the MSC is expecting about 375,000.

Holland's 'new deal' for British youngsters

There is need for a "new deal" to enable young people to enter the labour market with a qualification relevant to their employment, Mr Geoffrey Holland, director of the Manpower Services Commission, told a national conference on education and training for 14 to 18-year-olds. Under this new deal, he said, people aged 16 to 18 would be entitled to work-based and work-related training and further education in a scheme that would equip them to become "qualified workers".

If backed by industry and commerce, trade unions and the education service, the scheme, he predicted, would produce a flow of qualified workers capable not only of meeting the skill requirements of a modern economy (either directly or after some further training) but also capable of 'independent' wealth creation through creativity, motivation and enterprise.

A "traineeship for today" would be created which would build on all that was best in the apprenticeship tradition, cover all sectors of employment and focus on the achievement of standards of competence rather than time-serving.

Mr Holland suggested that young people volunteering to take part in this new deal might have a new status to go with it; the possibility of developing a "contract of training" and a new "trainee status" should be examined, he urged. He also emphasised that this would not involve taking young people out of the labour market—rather, it was putting them in, but on terms which secured them entry.

Under the "new deal", he felt, the offer of a place on the scheme might be brought forward from Christmas (as in the case of the Youth Training Scheme) to some time in the autumn, and the promise of a place could be extended to those young people who had gone into a job without training but who had become unemployed before their 18th birthday.

For such a deal to work, stressed Mr

Holland, there had to be, apart from public funds, a substantial contribution by employers and a contribution, albeit indirectly, from the young people themselves: "I believe it is not beyond the bounds of possibility that a jointly-funded scheme can be evolved and agreed. For the deal offers much to employers, much to young people, much to trade unions and much to the country."

In Mr Holland's view, one of the major problems at the moment is the nation's attitude to training. This attitude, he said, has led to:

- British employers having to recruit from an under-qualified, under-trained and under-educated population;
- a quite inadequate flow of technically and occupationally qualified young entrants to the labour force;
- young people not being accustomed to or prepared for the continuing education and training required for survival in a rapidly changing world and labour market;
- Britain having a uniquely high level of unemployed people under the age of 18 and thus having to divert large sums of money to social security benefits—money which might be more usefully invested in vocational education and training.

By the end of this decade, he pointed



Mr Geoffrey Holland.

out, the numbers in the 16-24 age group will have fallen by over 550,000, and so the country will be provided with "a unique opportunity to close the gap between present training provision and something very much better and more comprehensive."



Britain's changing local labour markets

by M G Coombes,

A E Green

and S Openshaw,

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upon Tyne*

The pattern of local labour market areas across Britain reflects the distributions of jobs and of employed and unemployed residents. There has been a long-term trend towards longer distance journeys to work as people moved out of the major cities, first to the suburbs and then to the more rural areas beyond. More recently, employment has been decentralising also. Since the late 1970s, recession has also had a substantial impact on commuting patterns, particularly in those local areas where job loss has been severe. In this article the influence of these various processes on commuting patterns is assessed by comparing the latest set of Travel-to-Work Areas (TTWAs) with those defined on the basis of earlier information on commuting flows.

The latest revision of TTWAs was the outcome of a major research project to provide a newly accurate description of Britain's local labour market areas. This was made possible not only by the use of 1981 Census data but also by several technical developments (detailed in *Occasional Supplement 3, Employment Gazette*, September 1984). These can be summarised as follows:

- (i) Analysis of Census journey-to-work data at the ward level.
- (ii) Refinement of TTWA definition algorithm through sensitivity testing.
- (iii) Adoption of precise statistical objectives for evaluation of proposed TTWAs.

(iv) The results of the analysis could be used without the need to convert the resultant areas to groups of Employment Office Areas (EOAs). (As the Department of Employment's local unemployment and employment data had previously been available just for EOAs, earlier revisions had been forced to "best fit" their results to EOAs so that TTWAs could fulfil their task of being the reporting units for the Department's local unemployment rates.)

* The authors' work on the review of TTWAs, at the Centre for Urban and Regional Development Studies, was commissioned by the Department of Employment. We wish to acknowledge the contributions of Colin Wymer and Martin Charlton to the project.

These technical improvements together ensure that the new TTWAs represent the outcome of an extensive and detailed analysis of the most up-to-date comprehensive data on journey to work patterns.

In the context of the present article, however, these improvements must be recognised as a "mixed blessing". Although it is clearly essential that the new TTWAs are a reasonable and consistent set of local labour market areas, the latest revision has dramatised the limitation of earlier sets of TTWAs devised at an earlier "state of the art".

Perhaps the most important difference was the need to convert the earlier results into EOAs, which introduced considerable scope for subjective factors (Coombes and Openshaw, 1982).

Consequently, some changes between "old" and "new" TTWAs are due more to the technical improvements in the revision than to actual changes in the pattern of local labour market areas. This is particularly true at the detailed level due to the ward base of the latest revision. In fact, fewer than one in ten of the new TTWAs are ward-for-ward identical to the old, EOA-based definitions. Even so, the broad patterns in the following comparison can be considered as evidence of the relative strength of trends such as "decentralisation" or "suburbanisation", which are affecting Britain's local labour market areas.

Emergent TTWAs

The latest revision has resulted in a decline in the number of TTWAs from 380 to 322: a reduction similar to that in earlier revision exercises. Despite this overall decrease, there are 21 new, "emergent" TTWAs which had no direct equivalent in the previous set of areas. This small but interesting group forms a suitable starting point for an assessment of new patterns in the local labour market areas of Britain.

A local labour market area which splits itself in two must have experienced growth of more localised commuting flows relative to the longer flows which previously led to its definition as a unitary area.

Of the emergent TTWAs, Heathrow is the most striking example of the decentralisation of employment taking place in the 1970s. Decentralisation appears to be far more advanced on the western side of London than around other suburban centres, such as Croydon or Enfield. The South Hampshire area also provides evidence for the outward spread of economic growth, with the emergence of the Gosport & Fareham and Winchester & Eastleigh TTWAs from Portsmouth and Southampton respectively.

Decentralisation to a "freestanding" town can be seen with the new Bicester TTWA—in fact the analysis showed that nearby Witney was also close to emerging as separable from the Oxford TTWA. Decentralisation on a scale sufficient to create an emergent TTWA has been limited to this area south and west of London that has been identified by several studies of recent growth as Britain's "sunbelt" or "M4 corridor".

At the western end of the same motorway is the one emergent TTWA that could be attributed to the process of restructuring that accelerated in the late 1970s. The run-down of employment in the steelworks at Port Talbot has greatly reduced the commuting flows from Bridgend, where the opening of the Ford engine works has in turn formed a new focus for local labour market patterns (MSC, 1981). The new Bridgend TTWA, therefore, reflects major changes to the structure of local industry, whereas the remaining 16 emergent TTWAs all reflect to some extent the changes in the technicalities of TTWA revision as well as local changes in commuting patterns.

For example, although there have been very substantial shifts in the distribution of industry on Teesside, these are not the prime causes of the division of the old TTWA into the new Stockton and Middlesbrough TTWAs. The novel use of ward-level commuting data proves the distinctness of these two labour market areas; in the past they had been merged simply due to the loss of separate data for the individual towns after an earlier reorganisation of local government. Therefore, this emergent TTWA cannot be attributed to either decentralisation or restructuring.

More generally, it is notable that a hypothesised reduction of commuting to inner city areas during the recession has not caused many suburban towns to become separate TTWAs. Despite the very extensive loss of manufacturing jobs in the inner areas of the large cities, the TTWAs centred on these areas have not generally subdivided; most have extended their boundaries still further.

Maximum detail

The Teesside case illustrates a wider principle in the revision of TTWAs: use of maximum detail. It was decided that the number of areas defined should be the maximum that was possible, subject to statistical and geographical constraints. This would ensure the maximum level of detail in the publication of unemployment rates. This is also very important for the subsequent use of TTWAs by the Department of Industry for the designation of Assisted Areas. This objective was in part responsible for all the emergent TTWAs not so far discussed.

The remaining 16 emergent TTWAs tend to be more rural in location. Most would have met the criteria for "old" TTWAs from the 1971 Census data, but eight simply had no Employment Office Area to represent them in the final set of definitions. It is remarkable that this group is not larger since many more "potential" TTWAs from the 1971 data were lost in the "best fit" to EOAs (Coombes and Openshaw, 1982). These eight non-EOA emergent TTWAs—Torrington, S Molton, Settle, Windermere, Crieff, Badenoch, Keith and Sutherland—are basically the largest places previously lost in the "best fit". Consequently there is no evidence here for a major urban-rural shift over the decade; rather the reverse—the number of small (non-EOA) towns emerging as TTWAs is less than might have been expected.

The "maximum detail" objective generally resulted in adherence to the results of the computerised analysis. For example, six of the emergent TTWAs—Totnes, Newton Abbot, Poole, Annan, Lockerbie and Alloa—had previously been unnecessarily grouped with larger neighbouring TTWAs. Again, the emergence of these TTWAs does not represent rural growth but simply the striving for "maximum detail".

This objective was particularly relevant in the consultation stage which took place after the computerised analysis and before the final TTWA definitions were decided. It was at this stage that the final emergent TTWA, Bishop Auckland, was identified. This area had emerged in many of the earlier sensitivity analysis computer runs but not in the particular run chosen to form the basis for the final TTWA definitions. However, it could be recreated within the statistical and geographical objectives of the revision; thereby approaching closer to "maximum detail".

Merging TTWAs

The analysis of emergent TTWAs was perhaps disappointing in the extent to which it reflected technical rather than geographical factors. The majority of changes, in fact, are

of previously separate TTWAs merging together; and these may be more closely related to straightforward trends such as the growth of longer distance commuting.

In all, 79 old TTWAs merged with adjacent areas in the recent revision. Only a few of these fall into a "takeover" category characteristic of rapidly growing urban systems, where small areas are absorbed into the hinterland of much larger neighbours. Of the TTWAs in this category, two are associated with the New Towns programme: Milton Keynes (absorbing Buckingham) and Peterborough (March). The other three illustrate a dynamic freestanding city absorbing a smaller neighbour: Southampton (Lymington), Cambridge (Ely) and Norwich (Dereham). It is significant that all examples from this category are located south of a line from the Severn to Lincolnshire.

Further north, there have been no similar cases of "takeovers" through growth. However, in selected areas suburbanisation has caused some previously self-contained TTWAs to fall below the self-containment threshold in 1981. The merging of Stratford-upon-Avon with Warwick and Leamington is one example.

By contrast, suburbanisation is far more evident in the Home Counties. The two new TTWAs covering Hertfordshire are in reality clusters of similar-sized towns, with no single urban focus. Many of the TTWAs were poorly self-contained in 1971 and the 1981 situation reflects little further change. Mergers in such areas of complex commuting flows may be attributable to the shift of employment away from central locations as well as to further increases in commuting to London. The pattern here is increasingly complex, due to the continuing evolution of Britain's urban system.

Employment change

So far, the discussion of merging TTWAs has emphasised population movements rather than employment changes. A further category of merging TTWAs includes those which have suffered localised job losses but where out-commuting to neighbouring employment centres was also possible. In these cases self-containment of commuting flows is reduced on both counts. Examples of TTWAs falling into this category are Rossendale, Todmorden, Dewsbury, Hinckley and Redditch, showing a strong concentration in the "heartland" of Britain.

Turning to areas of employment increase shifts attention to a set of merging TTWAs located exclusively in the South West. Here service sector growth has led to increasing diversification and integration of areas which previously had very localised commuting patterns. The new grouping around Bodmin and several binodal TTWAs (such as Dorchester & Weymouth and Penzance & St Ives) fall into this category. This group is among the most interesting as it does provide plausible examples of rural growth areas, yet these are found only in a very limited part of Britain.

In the remaining cases of merging TTWAs, local changes in commuting patterns have been further emphasised by the technical changes in the recent revision. In one such group, marginal self-containment in 1971 has been coupled with substantial local job loss during recession. Examples include TTWAs dominated by heavy and traditional manufacturing industries, such as the steel closure areas of Consett and Shotton, mining areas such as Maltby, Peterlee, Leigh and Coalville, and textile towns such as Bury.

To have remained as separate TTWAs on the basis of 1981 commuting flows, such areas would have needed to expand their local employment base. These TTWAs had been suffering protracted local job loss; and increased levels of out-commuting had to some extent compensated for localised

employment decline. It is, therefore, not coincidental that many of the old TTWAs losing jobs most rapidly in the recession were "marginal" in their self-containment at the start of the period.

The next group of merging TTWAs are those in the hinterlands of large cities where low self-containment as early as 1971 may be attributed to long-established suburbanisation. Again the majority of examples come from a chain of TTWAs around London, including Braintree, the Medway towns, Cranbrook and High Wycombe. However it is interesting to find Southport and Ormskirk from Merseyside in this category also.

Finally, the introduction of an explicit size factor into the objectives for the new TTWA algorithm caused some "old" TTWAs to be merged which were also quite marginal on self-containment grounds. This group includes Liskeard, Market Harborough and Llanrwst where out-commuting to larger neighbours was already substantial.

Conclusions

The reduction in the number of TTWAs from 380 to 322 clearly over-emphasises the changes in commuting patterns and in local labour market areas that have taken place in recent years. Many "old" TTWAs were not sustainable on the grounds of actual journey-to-work flows in 1971, let alone 1981, and account has to be taken of this when comparing the latest TTWAs with the previous set.

Use of ward-level data in the latest revision of TTWAs and elimination of much of the "best fitting" procedure has meant greater consistency in the application of results from commuting flow analysis and so improves the comparability of TTWAs for policy purposes.

Nonetheless, the evidence presented here is sufficient to suggest that, despite recession in manufacturing and an urban-rural shift of employment and population, the urban and regional system in Britain has proved remarkably resilient to change. In the South, decentralisation has continued to reduce the number of broadly self-contained local labour market areas but has rarely been sufficient to result in the emergence of new TTWAs. There is little evidence of a new diffuse, non-urban centred pattern of local labour market areas, though the South West has seen the grouping together of some pairs of towns where neither is necessarily "dominant".

In the North, suburbanisation is evident only in a few favoured locations. Most of the observable changes relate to localised job loss, though this is often only the culmination of a long process which had reduced several "old" TTWAs to being highly marginal in self-containment of commuting flows.

Taking the country as a whole, there are instances of several different processes—restructuring, decentralisation, and so on—but no confirmation of any generalised pattern of population or employment redistribution shaping local labour market areas.

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SPECIAL FEATURE



After the Community Programme—results of the first follow-up survey

by Paul Turner,
Planning branch,
Manpower Services
Commission

The Community Programme (CP) was launched in October 1982 as a scheme to help those who have been out of work for some time and to help local communities. The aim was to provide 130,000 temporary jobs for unemployed adults on work projects which would improve their long-term prospects for employment while also providing something of practical benefit to the community. The Programme, administered by the Manpower Services Commission, for the Department of Employment, replaced the Community Enterprise Programme (CEP), the main difference being the increased size, (CEP had 35,000 places), and the provision for part-time employees under CP. This article reports on the results of a postal follow-up survey, which will be followed by others, indicating what happens to participants once they have left the Programme.

□ A postal follow-up survey has been conducted on participants in the Community Programme to complement existing management information relating to the number, characteristics, attitudes and experiences of both participants and sponsors, as well as to provide an assessment of the CP's effectiveness in enhancing individuals' employment prospects. Hence it was designed to be of help to the Government in its continuing development of the Programme.

The main objectives of the follow-up survey of participants were to provide information about ex-CP participants covering:

- (1) The duration of employment on CP.
- (2) Employment status at the time of the survey.
- (3) Details of number of jobs and periods of unemployment since leaving CP.
- (4) Details of current employment and comparison with that while on CP.

- (5) Reasons, where applicable, for leaving CP before the completion of 12 months employment.
- (6) Methods used, where applicable, to find out about participants' current jobs.
- (7) Experiences immediately after leaving the Programme.

Methodology

The administrative procedures of the follow-up survey, together with the format of both the original and reminder versions of the questionnaire, were tested by a small-scale pilot survey undertaken between March and May 1984.

In May 1984 Community Programme Area Offices (CPAOs) were asked to produce a sub-set of individual entrants' certificates (EC1s) where the starting date for employment on the CP project was between January 1 and March 31, 1983 inclusive (CEP projects and entrants were excluded).

An approximate ten per cent random sample of

entrants over the required period was generated by selecting from the sub-set only those whose "day of birth" was either the 3rd, 20th or 28th of any month in any year.

Once selected, copies of the individual EC1s were sent by each CPAO to Head Office where the relevant information was prepared for computer input.

In total, 882 sets of individual details (name, address, set, marital status, age, and so on) were entered into the Department of Employment computer at Runcorn. Name and address labels were produced by the computer for use in issuing a short questionnaire (and reminder if necessary) before all names and addresses were removed from the computer files to protect confidentiality.

Questionnaires were sent out, en masse, by June 25, together with a pre-paid return address label and spare envelope, which were provided in an attempt to maximise response. All of those who had not replied within two weeks were sent a reminder questionnaire, once again supplied with a pre-paid return address label and envelope.

Overall, response rates were encouragingly high; by the time reminders were issued 40 per cent had responded and when the survey was closed for analysis (August 20), this had risen to 65 per cent. In addition a further 51 people (six per cent) could no longer be traced.

As with all postal surveys, the element of non-response is a problem, for it is one source of possible bias in the results. Further investigation is planned to assess the effect of any such bias. It is proposed to undertake an interview based follow-up (thereby minimising non-response), one of the objectives of which will be to determine the type and significance of non-response bias inherent in the postal survey. However, the results generated by the postal follow-up survey are usable as they provide the best available estimates.

Sample and respondent characteristics

Table 1 gives a breakdown of the characteristics of the sample as a whole and of those who responded to the questionnaire. (Response from 48 individuals who had not yet left the CP have been excluded). These characteristics have been derived from the information provided on individual EC1s although in some cases there was a problem in identifying particular characteristics; for example, a missing, incorrect or unrecognisable project type code. For comparison an analysis of entrants during January-March 1983 (taken from the relevant census returns), has been provided for all but the project type classification.

Job type on Community Programme

Table 2 shows an analysis of the main types of job done on the CP. The largest group (42 per cent) was those who said they undertook some form of environment work (including construction, landscaping, gardening and horticultural work). Nearly two-thirds of this group said that their work was of an unskilled nature. These results are much as expected, given that almost half of all approved places during the first six months of the Programme were on projects classified as environmental or building.

There were statistically significant differences between the main types of job done by males and females. This reflects the findings of the *Survey of CP participants: autumn 1983* by Social and Community Planning Research (May 1984), undertaken in November-December 1983, although no direct comparison can be made because SCPR

Table 1 Sample and respondent characteristics
Per cent (except numbers in brackets)

	Sample	Respondents	Entrants Jan-Mar 1983
Base	(878)	(519)	(20,942)
Sex			
Male	77	75	77
Female	23	25	23
Marital status			
Married	35	35	34
Single	63	63	66
Unknown	(13)	(8)	
Age			
18-20	26	26	26
21-24	26	23	29
25 and above	48	51	45
Hour worked on CP			
Full-time	30	28	31
Part-time	68	70	69
Unknown	(22)	(10)	
Registered disabled			
Yes	4	6	6
No	95	94	94
Unknown	(5)	(3)	
Benefit claimant			
Yes	85	84	87
No	14	14	13
Unknown	(11)	(9)	
Project type			
Environmental	27	27	
Building, etc	16	16	
Services	26	27	
Other	16	16	
Unknown	15	15	

The table clearly illustrates that the sample and respondents are representative of the characteristics of entrants over the three-month period. It is likely therefore that no bias has been introduced by the sampling arrangements and that it is possible to generalise results to the "population" of entrants as a whole.

Table 2 Main type of job done on CP by sex
Per cent (except numbers in brackets)

Category	Male	Female	All
Base	(387)	(132)	(519)
Environmental	53	8	42
Clerical	3	30	10
Services	4	24	9
Manual	19	9	16
Other (incl multi response)	16	28	19
Not answered	5	2	4

used a slightly different job type classification and analysed multiple response.

Duration of employment on CP

As table 3 indicates, the average duration of completed employment on the Programme was 9.1 months.

Overall, about one in ten people who entered the CP left within the first three months of employment. The majority of these, as illustrated by table 4, went directly into employment outside of the CP. Correspondingly, only about 13 per cent of people who continued their CP employment to ten months or more went directly into employment upon leaving, with a further three per cent going into full-time education or other MSC schemes (defined as "into training" in the table).

Activity on leaving CP

Table 5 shows what participants did on leaving the CP. Nearly a quarter went directly into other employment, more than 80 per cent of these into full-time jobs. A further four per cent of respondents stated that they went

Table 3 Duration of completed employment on community programme

	Per cent (except numbers in brackets)									
	Age at entry			Sex		Project type				All
	18-20	21-24	25+	Male	Female	Env	Build	Serv	Other	(465)
Base	(126)	(108)	(230)	(347)	(118)	(126)	(74)	(127)	(74)	(465)
Less than 1/2 month	5	2	5	4	5	3	8	5	3	5
1/2 to 1 1/2 months	1	2	2	1	2	2	1	2	0	1
1 1/2 to 2 1/2 months	2	2	2	3	0	2	7	1	0	2
2 1/2 to 3 1/2 months	3	2	1	2	3	2	3	2	1	2
3 1/2 to 4 1/2 months	2	3	3	3	3	1	3	5	7	3
4 1/2 to 5 1/2 months	4	2	3	2	6	4	1	3	4	3
5 1/2 to 6 1/2 months	5	4	5	5	4	6	0	6	8	5
6 1/2 to 7 1/2 months	2	6	4	5	3	6	7	3	3	5
7 1/2 to 8 1/2 months	3	7	3	4	3	4	3	4	5	4
8 1/2 to 9 1/2 months	6	1	5	5	3	6	5	4	1	4
9 1/2 to 10 1/2 months	6	10	7	7	7	6	9	7	9	7
10 1/2 to 11 1/2 months	50	40	41	43	42	42	38	43	45	42
11 1/2 to 12 1/2 months	10	13	13	12	14	10	11	11	12	12
12 1/2 to 13 1/2 months	1	3	3	2	3	2	1	3	1	2
13 1/2 to 14 1/2 months	0	1	2	1	3	1	3	2	0	1
14 1/2 to 15 1/2 months	1	1	0	1	0	1	0	1	0	0
15 1/2 to 16 1/2 months	0	2	0	0	1	1	0	0	0	0
Average (months)	9.1	9.6	9.1	9.1	9.3	9.2	8.6	9.1	9.2	9.1

There is no evidence to suggest that there are any significant differences in duration by age or sex, although there is a tendency for more people employed on building and home insulation projects to leave the CP during the first three months than from other types of project.

Table 4 Status on leaving CP by duration of completed employment

	Per cent (except numbers in brackets)				
	Duration (months)				
	0-3	4-6	7-9	10-12	13 or more
Base	(45)	(51)	(57)	(290)	(22)
Into employment	40	39	37	12	(5)
Into training	10	6	0	3	(0)
Into unemployment	33	35	58	81	(17)
Other	17	20	5	4	(0)

into some form of training, either on another MSC scheme or full-time education. The remainder became unemployed or left the labour market.

There was no statistically significant difference between the sexes in the proportions who went into either employment or unemployment, but there was a significant difference in the type of employment entered: men tended to go into full-time (35 or more hours a week) and women part-time (less than 35 hours a week) employment.

Nearly one in ten women said that they did something other than the options provided on the questionnaire, the majority of them saying that they effectively dropped out of the labour market to have or to rear children.

Table 5 Status on leaving CP by sex and age

	Per cent (except numbers in brackets)					
	Sex		Age			All
	Male	Female	18-20	21-24	25+	
Base	(387)	(132)	(135)	(119)	(265)	(519)
MSC scheme	3	2	3	2	3	3
Full-time employment	21	13	19	20	17	19
Part-time employment	1	14	3	3	5	4
Full-time education	1	2	2	1	0	1
Unemployed	67	57	68	64	65	65
Other	3	10	3	8	4	5
Not answered	4	3	2	3	5	4

There was very little difference among the age groupings in what they did immediately upon leaving the Programme. The higher than average level of 21 to 24-year-olds who said they did something other than the questionnaire options probably relates to the women mentioned above.

Employment history between CP and survey

Four in every five who had left the Programme had been unemployed at some time between then and the date they completed the questionnaire. The average duration of the first period of unemployment experienced by those who answered the question was 3.7 months. The average total length of time unemployed since leaving, again for those who answered the question, was 4.0 months.

Although no precise estimate can be derived (because of the conditions for entry to the CP), it is likely that about five to ten per cent of those who had left the Programme were, at the time of the survey, eligible for a further period of employment on the CP if they wished.

Table 6 shows that 42 per cent of those who had left the CP had been employed in at least one job since. Nearly one in ten had had two or more jobs, and half no job at all. The only statistically significant difference between the various groupings is that those employed on "other" types of Projects, ie library, cultural, workshop, research or managing agencies types of project, were less likely to have had a job than other respondents.

Table 6 Number of jobs since leaving CP by sex, age and project type

Per cent (except numbers in brackets)

	Sex		Age			Project type				All
	Male	Female	18-20	21-24	25+	Env	Build	Serv	Other	
Base	(346)	(118)	(126)	(108)	(230)	(126)	(74)	(127)	(74)	(464)
None	58	51	56	54	58	51	53	54	69	56
One	30	41	29	36	33	35	30	40	24	33
Two	5	7	8	5	5	7	5	2	5	6
Three	1	0	1	3	0	0	1	2	1	1
More than three	2	0	4	0	1	3	4	0	0	2
Not answered	3	2	3	3	3	4	7	2	0	3

Employment status

If an assessment of the effectiveness of the CP in improving the long-term employment prospects of individual participants is to be made, one of the key variables is current employment status. Experience has shown that a balance must be struck between ensuring that the individual has sufficient time to attempt to find and secure employment and ensuring that this period is not so long that the effects of the measure (in this case CP employment) have become too difficult to ascertain.

Analysis of response shows that at the time of the survey the average length of time since leaving the CP was 7.7 months.

The proportions in employment, in training, unemployed and elsewhere at the time of the survey are shown in table 7. Overall 32 per cent were in employment and a further five per cent were undertaking training. Half were currently unemployed and the remaining 13 per cent, having dropped out of the labour market for various reasons (including to have and/or raise families, to go abroad and, in a few cases, to go to prison), gave multiple responses or did not answer the particular question. Those in the 21-24 age group proved most successful, with 37 per cent in employment and a further five per cent in training. Those in the 18-20 age group were slightly less successful than average, with 29 per cent in employment, but this is probably partly explained by their greater likelihood of

going into training.

One of the most encouraging features was the proportion (26 per cent) of those who had more than 12 months continuous unemployment at the time of entry to the Programme and who were now in a job. Even though this was below the average of all respondents, it nevertheless illustrates the rehabilitative effects of the CP. There was little difference in employment rates between the various groupings of type of job done on the Programme though manual work was slightly less likely to lead to employment and slightly more likely to lead to unemployment than other types of work.

There was, however, a significant difference between the proportions of men and women in employment, and women were more likely than men to be in part-time (that is less than 35 hours a week) jobs. Of the men in employment at time of the survey, more than nine in every ten were in a full-time job.

Type of employment (current)

Those who said they were currently in a job were asked to select (from a list provided on the questionnaire) the one type of work they did for most of their time. The results are summarised in table 8. There was a wide range of answers, with 15 of the 17 named categories having at

Table 7 Employment status at time of survey

Per cent (except numbers in brackets)

Variable	Value	Base (number)	In employment	In training	Unemployed	Other
Sex	Male	(387)	29	5	53	13
	Female	(132)	41	3	43	13
Marital status	Married	(183)	36	4	45	15
	Single	(328)	30	5	53	12
Project type	Environ	(139)	34	6	47	13
	Building	(83)	29	5	49	17
	Services	(138)	37	4	47	12
	Other	(84)	26	5	57	12
Hours worked on CP	Full-time	(147)	35	5	50	10
	Part-time	(362)	30	5	52	13
Previously unemployed for a year or more	Yes	(168)	26	5	58	11
	No	(79)	33	8	51	8
Benefit claimant	Yes	(438)	31	5	52	12
	No	(72)	37	1	42	20
Job type on CP	Environ	(214)	30	7	55	8
	Clerical	(51)	31	4	47	18
	Services	(45)	(21)	(1)	(22)	(1)
	Manual	(85)	27	5	58	10
Age	18-20	(135)	29	7	54	10
	21-24	(119)	37	5	48	10
	25 and over	(265)	31	4	52	13
All		(519)	32	5	51	13



least one respondent and almost a third giving an answer other than those categories provided. The main categories of jobs currently undertaken were manual type work and construction. There was a significant difference between

Table 8 Current job type by sex, project type and age

Per cent (except numbers in brackets)

	Sex		Project type				Age			All
	Male	Female	Env	Build	Serv	Other	18-20	21-24	25+	
	Base	(150)	(60)	(62)	(34)	(59)	(25)	(57)	(58)		(95)	(210)
Environment and construction	20	0	18	(11)	2	(3)	13	16	13	13
Clerical	4	14	2	(0)	12	(3)	11	5	5	7
Services	4	26	5	(0)	17	(6)	4	11	14	10
Manual	27	25	35	(8)	24	(4)	36	29	23	29
Other (including multi-response)	34	33	31	(9)	37	(10)	29	34	35	33
No answered	11	2	8	(6)	8	(0)	9	5	10	8

Table 9 How present job was first heard about by sex, project type and age

Per cent (except numbers in brackets)

	Sex		Project type				Age			All
	Male	Female	Env	Build	Serv	Other	18-20	21-24	25+	
	Base (number)	(148)	(58)	(60)	(34)	(58)	(25)	(54)	(57)		(95)	(206)
Jobcentre display	17	17	13	17	(7)	16	(2)	19	13	15
Jobcentre staff	10	0	12	(4)	3	(1)	9	7	7	7
Newspaper/mag	13	20	15	(3)	19	(5)	6	16	18	15
Careers offices	0	2	0	(0)	2	(0)	2	0	0	1
UBO	1	0	0	(1)	0	(0)	2	0	0	1
Employer contact	18	18	15	(4)	17	(7)	17	16	20	18
Friend/relative	24	32	25	(7)	29	(5)	27	36	20	26
Other (inc multi-response)	5	9	7	(2)	2	(2)	10	2	6	7
Not answered	13	7	10	(6)	12	(3)	8	9	14	11

the sexes, men doing relatively more construction and women services type work.

How present job first heard about

Table 9 presents the results obtained from the question which asked those currently in a job about the method by which they first heard of their job. Overall, nearly a quarter had found out about it via a Jobcentre, while the most quoted source was a friend or relative. Newspapers and direct employer contact were the only other significant sources.

There was a statistically significant difference between the proportions of men and women who first heard about their current jobs via a Jobcentre, with men more likely to have heard from this source. One in six used direct employer contact (possibly the sponsor of the CP project on which they had been employed).

These results refer to how the job was first heard about and not how the job was eventually secured or the main methods used in jobsearch by individuals.

Conclusions

The survey results indicate an average length of stay on the CP of 9.1 months and this appeared to vary little by age, sex or project type. Those who left early appeared to do so mainly in order to go directly into employment or training. As a concomitant of this, those who stayed on the Programme longer than the average were more likely to become unemployed on leaving the Programme.

At the time of the survey, on average 7.7 months after leaving the Programme, about a third of former participants were in employment and a further five per cent in training. Even among those who had been continuously unemployed for 12 months or more at their time of entry to the Programme, 26 per cent were in employment and a further five per cent in training. Among 21 to 24-year-olds the figure for those in employment at the time of the survey was as high as 37 per cent, with a further five per

cent in training. Since leaving the Programme, 42 per cent of respondents had had some employment.

These results compare favourably with other survey data throwing light on the success of the longer term unemployed in finding and keeping jobs. A study carried out for the Department of Employment in 1980-81 of those unemployed for a year or more* discovered that, after a further 15 months only seven per cent of the men and 11 per cent of the women were actually in work. More recently, a study of unemployment among 18 to 24-year-olds who had been unemployed for six months or more at the beginning of 1984† found that five months later 14 per cent were in work. A 1980-82 cohort study of the unemployment flow‡ found that 15 per cent of those who had been unemployed for a year obtained employment in the succeeding six months but did not necessarily keep it.

Naturally, these survey results cannot demonstrate how the participants in the Community Programme would have fared had they not joined the Programme, but they do provide some basis on which to form a general judgement of its effectiveness in improving the long-term employment prospects of participants. On this basis, the Programme does appear to be effective in that former participants are proving some two or three times more successful in obtaining jobs than might otherwise have been expected.

Success in finding employment after participation in the CP did not vary markedly by the type of work done while on the Programme.

It appears that the Programme's success in respect of participants starting between January and March 1983 may have depended more on providing realistic work experience and on employment reference and less on

specific work-based skills and knowledge. The training provided in conjunction with the Community Programme will be strengthened by the short courses of work preparation and basis skills training which are being made available for up to 50,000 CP participants under the Adult Training Strategy. The results of this and other developments in the Programme's priorities will be monitored in further surveys.

Retail Prices Indices 1914-1983

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

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* Long term unemployment and labour markets, M White, PSI 1983.

† Long term unemployment among 18-24 year olds, PSI/SCPR.

‡ Study of the unemployment flow 1980-1982, PSI.

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SPECIAL FEATURE



A study of technicians in the British theatre

by Ruth Tenne*
The Manpower Services Commission

This article details the study, funded jointly by the Manpower Services Commission and the Arts Council, to provide initial information about the skill and training needs of the industry and the adequacy of existing training provisions.

In recent years many theatres in Britain have increasingly found it difficult to recruit and retrain technicians with the right qualifications and skills.

In order to deal with this problem a Working Party was set up under the auspices of the Theatres' Advisory Council. The Working Party—which includes representatives of the entertainment unions/associations, theatre management bodies, and the Arts Council—asked the Manpower Services Commission to assist them in examining the perceived mismatch between required and available technical skills in the theatre, and in establishing the necessary training provisions.

The MSC agreed to fund jointly with the Arts Council a study of technicians training in the theatre, in order to encourage the establishment of a training initiative in the industry. It was felt that the study would help to provide initial information about the skill and training needs of the industry and the adequacy of existing training provisions. While the theatre industry itself is not, perhaps, of crucial importance it forms part of the radio/tv/film and entertainment

sector which is a major expanding user of technical skills. It was expected that the theatre would prove to be a significant provider of skilled technicians to these sectors; and an industry-wide survey would help to quantify this as well as to offer direction and win commitment to training in the industry.

The study was carried out by the National Opinion Polls (NOP) between July 1983 and January 1984. Its major objectives were defined as follows:

- To examine whether there is a current, or potential, mismatch of theatre technicians with *appropriate skills and experience*.
- To ascertain what factors are responsible for the perceived difficulties in recruiting and retraining theatre technicians.

* The work described in this article was undertaken while the author was working as a Senior Research Officer in the Manpower Intelligence and Planning Division of MSC. She has since been engaged in the evaluation of the MSC Technical and Vocational Education Initiative (TVEI), for which she carries out a research responsibility.

● To identify policies and methods which could improve skill training in the theatre and help technicians to adjust to the new job and skill requirements of the industry.

Methodology

The research programme was split into two parts:

● Exploratory study involving in depth interviews with technicians, technical managers, and students and lecturers in theatre-related courses.

● An industry-wide survey based on a representative random sample of theatres in Britain.

In consultation with the Working Party of the Theatres' Advisory Council (TAC) six main categories of theatres were defined—major producing theatres (eg the subsidised theatre); major opera/ballet companies; medium producing theatres; large taking-in theatres (for example the West End theatres); medium taking-in theatres (for example provincial theatre); and fringe. In all, a total of 85 theatres were visited representing, roughly, the relative size and geographical mixture of each of the six theatre categories (the total number of professional British theatres is circa 450).

Within the surveyed theatres a total of 170 technical managers and 482 technicians were interviewed, including staff employed by touring companies but excluding casual workers and freelancers. The *technical management* group consisted of production managers, technical managers, heads of department and managers who have responsibility and control over technical staff. The interviewed *technicians* comprised eight major groups—scenery construction; scene painting; props; stage technicians; wardrobe/wigs; lighting; sound; and stage management. These groups consist mainly of various levels of craft technicians who possess specialised theatre skills.

Broadly speaking, the skills of the above occupational groups could be described in terms of the following process of theatre production³:

The early stages of the production process are taken up with the design and casting of the play. At this stage, planning expertise of a high order is required which is normally the work of specialists, or individual experts. Once designs for the production have been made, in the form of drawings or models, they are handed to the scenic construction department where wooden sets are built. Some of the sets are of metal construction and these have to be constructed in engineering workshops using basic engineering skills such as fitting, welding. When the set has been constructed it is passed to the scenic studio where painters carry out the necessary decoration of the set. While the set is being constructed and painted the prop-making and buying department is busy in making, or acquiring, the particular properties which will be used in the production. The skills required for this occupation are considerable since properties can range from substantial items of furnishing to musical instruments. Many prop-makers have to possess specialised skills in addition to their more general skills (for example carpentry or metal working). Once a production set has been built it requires to be staged. A number of skills and departments are involved in this work which are normally common to all theatres. The moving of scenery both on- and off-stage is the work of stage technicians, and their ability is an important factor

in the complexity which can be used on sets. In addition, there are employees who move props on- and off-stage and ensure that such items are in the correct position on-stage. The other two stage departments are lighting and sound which are usually smaller than other stage departments. Lighting and sound technicians normally possess more general skills, such as electrical, electronics and acoustics, as well as more specialised skills (for example board operation, film projection and recording skills). These skills may also be required in tv/film/radio and other entertainment sectors. The implications of this will be discussed more fully in the following parts of the article.

On the whole, production skills and expertise are developed by in-house workshops which are mainly run by the subsidised theatre. Stage technicians, however, are more difficult to train and there are no effective in-house schemes for this group.

Main findings

Staffing levels

The main employers of technicians in the theatre are, in descending order—major producing companies; large taking-in theatres; medium producing companies; and major opera/ballet. Obviously staff with the more specialised skills, such as scene painting and props, are particularly likely to be employed by major producing theatres and major opera/ballet companies. Lighting technicians could be found in all the theatre groups and sound technicians are primarily employed by major producing theatres.

Turning to the staffing levels within the surveyed theatres, the study revealed that among the interviewed technicians 52 per cent felt that the level of staffing in their department was about right, whereas 45 per cent thought that their "department has not quite enough staff", or, "is very understaffed". A slightly greater proportion of the technical managers (53 per cent) felt that their department was understaffed. This was in particular evident among technical management in medium producing companies and fringe theatres. In comparison, the majority of both managers and technicians in large taking-in companies (for example West End theatres), felt that their department had the *right number* of staff, or was even slightly overstaffed.

Under-staffing

Scene painting and sound technicians saw their departments as particularly understaffed, while managers felt that lighting and stage management were the areas which were mostly understaffed.

Clearly, the fact that theatre departments were seen to be understaffed does not necessarily mean a labour shortage. A number of reasons could be responsible for this situation, and the one which was cited mostly by both managers and technicians was lack of money. Most of the theatres interviewed admitted to being unable to pay enough to get the skills they need. At the same time, 25 per cent of technicians in major producing theatres have said that the reason for understaffing is the unwillingness of management to pay for more staff and not the lack of money per se. In both cases, however, it was money which was viewed as the primary problem, rather than the availability of suitable skilled candidates.

Table 1 Advantages/disadvantages of working in the theatre (technicians no=482)

	Per cent	
	Advantage	Disadvantage
Job interest/satisfaction	80	1
Creativity	60	2
Work fellows	54	2
Team work	49	1
Opportunity to take responsibility	44	2
Having to work to a deadline	37	6
Excitement	32	1
Social life at work	32	10
Time for personal development	17	13
Overtime	14	16
Working conditions	13	26
Training opportunities	11	16
Job security	11	41
Working hours	9	51
Career structure	8	18
Basic pay	4	54
Pension rights	3	32

In response to a question about possible recruitment problems 55 per cent of managers said that they had no problem of finding new recruits. Nevertheless, the scarcity of applicants with the right skills and/or experience was mentioned by 22 per cent of managers, especially by those in *medium and major producing theatres* (40 per cent and 37 per cent respectively). The lack of these attributes has been specifically mentioned in connection with existing staff, and this will be discussed in the section on "skill and training needs of technical staff in the theatre".

On the whole, 52 per cent of the interviewed managers expected to have at least one vacancy for technical staff in the next few months. Forty per cent of the technicians interviewed expected a vacancy in their own department in the next few months; a fact which indicates that staff turnover in the theatre is far from being still.

Employment conditions and prospects

Technicians were asked, by means of a multi-choice question, what are the advantages and disadvantages of working in the theatre. The answers were surprisingly uniform across the board. Table 1 demonstrates that the main advantages of the job were considered to be job interest, creativity, work fellows and team work. The main disadvantages were pay, working hours and job security.

Career opportunities

Slightly over half of the interviewed managers and technicians felt that the theatre offers an *adequate* careers structure, while about 42 per cent felt that the existing structure is *inadequate*. In particular, 53 per cent of technicians and 48 per cent of managers in the *opera and ballet* group felt that the career structure of technicians is unsatisfactory. This may be explained by the frequent use of freelance and casual staff in this group coupled with low turnover of senior manager posts in the theatre (for example heads of department).

On the whole it is difficult to ascertain how far inadequate career structure may contribute to difficulties in retaining staff in the theatre. However, a comparison between two sets of data suggests some association between these two factors. In medium producing companies, where the rate of technicians who expressed satisfaction with the career structure in their job was the *highest*, the percentage of technicians who planned to move out of the theatre was the *lowest*.

Both managers and technicians were asked what could be done to improve career structure in the theatre. Technicians saw the need for career restructuring which should be based on replacement of casual staff with permanent employees. They also mentioned the need for regrading and upgrading of technical posts, to be coupled with higher salaries and related to gained qualifications and skills of existing staff. Management were in much less agreement as to possible remedies—15 per cent thought that training may offer some solution, with just five per cent agreeing on any other remedy.

Pay and working hours

Over a third of the interviewed technicians were on a gross *basic* pay of less than £100 per week, and a majority were below the national average wage (at this time) of £148 per week; (the majority of technicians claimed to be on a basic week of 36–40 hours). Even when overtime was taken into account 19 per cent of technicians still earned less than £100 gross per week. Wardrobe/wigs staff were the lowest pay groups in terms of basic gross earnings (89 per cent of this group were women in the 16–24 age group).

About 20 per cent of the interviewed technicians worked guaranteed overtime, mostly of up to ten hours a week. In addition, 45 per cent of the interviewed technicians were offered optional overtime. Among managers 37 per cent were paid overtime. Both managers and technicians regarded overtime as part of their normal work. Twenty per cent of stage technicians and scene constructors felt they *had* to work overtime in order to supplement their low basic pay, while a similar proportion of wardrobe and props staff were keen to work overtime so that they could increase their take-home salary.

Naturally, any comparison between the average pay rate of theatre technicians and the national average could be only used as a crude measure for assessing pay levels in the theatre. Nonetheless, the fact that a substantial percentage of technicians felt that only by working overtime could they earn a living salary clearly indicates the unsatisfactory pay level of the industry.

Staff-management relationships

On the whole, managements saw their relationships with staff in a more optimistic light than their employees. While 72 per cent of the managers described the relationships between technical staff and management as "good" or "very good", only 55 per cent of technicians described them as such. Similarly, a mere 14 per cent of managers saw staff-management relationships in the theatre as "poor" or "very poor" as compared to 27 per cent of technicians. Both managers and technicians felt, however, that managers were not well trained to manage, and they noted that training is not accorded a high priority in management thinking.

Perhaps, somewhat surprisingly, large taking-in theatres (for example West End theatres) seem to have good labour relationships; with 88 per cent of managers and 68 per cent of technicians describing them as "good" or "very good", and only three per cent of managers and 17 per cent of technicians referring to them as "poor" or "very poor". In major producing companies, however, 30 per cent of managers and 37 of technicians described staff-management relationships as "poor" or "very poor".

It is not possible to determine the extent to which staff management relationships may affect labour turnover in

Table 2 Pay, career prospects and training opportunities in the theatre as compared to TV and industry Per cent

Theatre	As compared to TV						As compared to industry					
	Very much worse	A little worse	About the same	A little better	Very much better	Don't know	Very much worse	A little worse	About the same	A little better	Very much better	Don't know
Theatre's pay												
Managers (N=170)	61	29	5	—	2	4	26	39	17	8	2	9
Technicians (N=482)	73	16	2	2	2	5	26	35	16	8	1	14
Theatre's career prospects												
Managers	26	32	22	6	2	11	20	30	21	11	2	17
Technicians	16	27	28	13	4	12	14	18	24	20	7	17
Theatre's training opportunities												
Managers	38	18	15	12	1	16	34	25	12	6	2	22
Technicians	29	22	17	9	4	19	33	24	14	6	2	20

the theatre. Although no direct association was found between technicians' views of staff-management relationships and their intention to stay on in their company, it is quite possible that a poor relationships record may accentuate some of the employment difficulties perceived by technicians (and vice versa).

Comparison of employment conditions and training opportunities in the theatre, TV and industry

As can be seen from table 2, working conditions in the theatre were seen in a worse light when compared to those in TV and industry. Both managers and technicians overwhelmingly felt that with regard to pay the theatre is very much worse off (61 per cent and 73 per cent correspondingly).

Similarly, the theatre is quite badly compared to TV and industry in respect of training opportunities. The majority of the interviewed managers and technicians felt that training opportunities in the theatre are worse than those in TV and industry.

Movement

Perhaps in contrast to the above results, only 11 per cent of technicians said they intended to move, in the near future, to TV/films. The figures are, however, considerably higher for props and sound technicians—a fact which may reflect the better job opportunities open to these two groups in the TV and film industries. Overall, 43 per cent of technicians planned to stay in the theatre; with 21 per cent intending to stay in their own company, six per cent to get more senior posts; and 16 per cent planning to move to another theatre company.

In response to a question about their plans for the next five years, 88 per cent of managers and 75 per cent of technicians saw themselves working in the theatre. The proportion of sound and lighting technicians who intended to stay in the theatre in the next five years was markedly smaller. Significantly, the younger age group (16-24) thought they would leave the theatre in greater numbers than the older age groups. This may reflect the better job opportunities and career prospects, as well as the higher work expectations, of this age group.

Sources of technician supply and pre-entry training

From the above it seems that there might be a continued gross movement of technicians away from the theatre (with 25 per cent of technicians expecting to leave the theatre in

five years' time and 47 per cent in the next ten years). This should, however, be examined in the context of technician supply to the theatre. The study revealed that the two main sources of supply are as follows.

Casual workers and freelancers

Casual workers were used in almost all the surveyed theatres, and freelancers in two-thirds of the companies.

Casual workers are widely used for get-ins, get-outs, running the show and rigging, but less commonly for rehearsals and maintenance. Stage technicians, wardrobe/wigs and lighting were the departments most frequently employing casual workers. In general, casual workers could be picked up from a number of sources. In London it appears that stage hands, who comprise the greatest parts of the casual labour force, are likely to be taxi drivers and temporary staff applying for a vacancy. All theatres had a pool of casual workers they could call on when the work pressure was high. In many respects casuals were regarded by both technicians and managers as essential to the running of the theatre. However, casuals were not thought to display the same degree of skills as permanent staff and 28 per cent of technicians felt that the availability of casual workers leads managers to show less concern for permanent staff. Yet, casual work was seen as an important entry route for permanent staff and was one of the main ways of finding employment in the theatre.

Freelancers comprise, normally, high quality technical staff who become self-employed and charge the theatre high fees for their services. The survey data show that about eight per cent of the technicians interviewed intended to move in the near future to freelancing, especially scene painting, wardrobe/wigs and props staff; (23 per cent, 17 per cent and 14 per cent respectively).

Newly-trained technicians

There are a variety of bodies involved in training of theatre occupations. The Association of British Theatre Technicians (ABTT) provides some training courses for technical staff, especially stage technicians and theatre electricians. A number of administrative courses which cover the arts in general are run by some colleges, polytechnics, universities, and arts and drama schools. The Arts Council runs a course in arts administration and has provided bursaries for certain specialisms. There is also a limited amount of in-house theatre training, most of which is carried out in the subsidised theatre where apprentices are taken on and offered day release courses for basic skills. The subsidised theatre runs also in-house workshops for

production technicians (for example, scenery, construction, painting and so on). In addition, there are a number of private workshops providing service to the theatre. These are mainly based in the London area.

The study explored the pre-entry training provided for theatre occupations by utilising in-depth interviews with eight lecturers, alongside 70 self-completion questionnaires administered to students on theatre-related courses in colleges and arts/drama schools. These included courses for stage management, theatrical costume design, lighting design, production management, scenic carpentry, and theatre/TV design and craft. Most of these courses granted college diplomas and DATEC diplomas. Their content and organisation was mainly determined by the Head of Department with some influence from ABTT and DATEC who may be involved in sponsoring or accrediting the course. Although all the theatre courses provided some form of certificate on completion, in most cases this was a college diploma and not necessarily a nationally recognised qualification. Despite feeling among the interviewed lecturers that students should be given a qualification on completion of their course there was little support for entry qualifications to theatre jobs. It was thought that this may prohibit many talented people from working in the theatre. At the same time, lecturers recognised that pre-entry qualifications are becoming more essential for getting a job in the theatre, especially in the light of new technological advances. They welcomed, therefore, a greater involvement of the theatre in college courses along with greater support by means of technical equipment, specialist lectures, and regular contacts.

Qualifications

The students included in the study were fairly well qualified. Almost all of them had 'O' levels and about half held 'A' levels. About one-third claimed to have previously worked in the theatre (possibly on a casual basis). They felt that their course gave them a good understanding of the theatre and they particularly appreciated the practical aspects of the course. Students, in agreement with lecturers, welcomed greater contact and course input from the theatre.

Most of the students felt that their training should make it much easier for them to get a job in the theatre and they would not need any additional formal training before entering the theatre. Almost all the students felt reasonably optimistic about their chances of getting a job in the theatre and their career prospects.

The majority of students saw themselves in middle or

top technical jobs in five years' time. Fifty-three per cent felt that they might still be in the theatre in 20 years' time. Those who thought they would move out were looking towards the TV/film/video areas which were seen as offering better pay.

From the above it seems that the new generation of theatre technicians are fairly confident about their future and prospects in the theatre. Although they were prepared to work hard they expected to progress fairly quickly in their job and they indicated that they would be reluctant to accept poor employment conditions. This again suggests that employment, career and pay conditions will have to be part of the consideration given to any proposed training initiative in the theatre.

Skill and training needs of technical staff in the theatre

The survey's data indicated that technical departments in the theatre were considered to be understaffed by about half of the interviewed managers and technicians. Moreover, only 60 per cent of all the interviewed managers, and 51 per cent of managers from major producing companies, felt that their staff had the necessary skills. The elements which were felt as particularly lacking were basic craft skills and applications, and theatre experience. Among technicians, however, only 15 per cent thought that technical staff were lacking in skills; though those who expressed concern over this agreed with managers about the main areas of skill deficiencies.

Technicians and managers were further asked what entry skills/qualities and advanced skills were required from staff in their own department. The results are shown in table 3.

Important skills

As can be seen from table 3, basic technical skills are regarded as most important for wardrobe/wigs staff (who possess highly specialised skills) and for sound and lighting technicians.

Advanced technical skills are especially required from lighting technicians and scene constructors. This is possibly due to new technological developments in these areas and the increasingly sophisticated design of stage construction.

However, somewhat unexpectedly, advanced technological skills appear to be less relevant to sound technicians, which perhaps reflects the general level of development of sound technology in medium and small-sized theatres.

Table 3 Skills/qualities required from theatre technicians (by occupational groups)

	Total N=482	Wardrobe/ wigs N=64	Props N=44	Stage techni- cians N=86	Scene construc- tion N=56	Scene paint- ing N=22	Lighting N=91	Sound N=26	Per cent
									Stage manage- ment N=93
Entry skills/qualities									
Basic technical skills	42	66	34	30	54	18	59	65	14
Theatre experience	15	8	11	16	2	5	14	8	34
Commonsense									
Intelligence	13	3	20	21	13	—	8	12	17
	12	13	14	14	11	—	8	8	16
Interest in the theatre									
Artistic bent	8	8	5	13	11	5	3	4	11
	7	5	16	1	9	73	1	—	1
Additional skills/qualities needed to progress									
Experience	24	27	27	28	13	32	26	23	18
Advanced technical skills	23	27	27	19	30	27	33	19	8
Theatre-related skills									
Understanding of people	20	22	23	20	23	9	14	15	23
	11	5	7	9	5	14	3	4	30

Nonetheless, when technicians were asked about their experience of new technology in the theatre a high proportion of both lighting and sound technicians (80 per cent and 76 per cent) felt that new technology had brought many changes in their job. Likewise, 72 per cent of lighting technicians and 81 per cent of sound technicians stated that further training would help them to keep up-to-date with new developments in their field. They also were in agreement that the training courses available have *not* kept pace with developments in their field. As could be expected, technicians in large taking-in theatres expressed the greatest awareness of the effects of new technology; and those in major and medium producing companies (including opera and ballet) indicated the greatest desire for training. Furthermore, the study revealed that about half of the technicians and managers had no formal pre-entry vocational training, and that the majority of both groups would be interested in taking skill training courses.

Technicians and managers alike were asked what kind of training was the most suitable for their own needs. On-the-job training with courses in specialised subjects was the provision most favoured by sound, lighting and stage technicians. Pre-entry courses followed by on-the-job training were considered most suitable by wardrobe/wigs, scene-painting, and stage management staff. Managers' views largely concurred with those of the technicians—showing high preference for on-the-job training and short courses in specialist subjects.

These findings largely correspond with an earlier MSC study of electronic technicians which showed that on-the-job training and short specialist courses were the most popular practice used by companies for upgrading and updating technical skills⁴.

A national initiative

The data discussed so far indicate that training in the theatre has been left in the past to the initiative of individual companies and their employees. In accordance with its main objectives, the study attempted to establish whether there is a recognised need for an industry-wide training effort, and if so what form should it take. Table 4 presents the views of both technicians and managers on this issue.

From the above, it is clear that the majority of both technicians and managers wanted some form of recognised training and accredited qualifications. Managers, however, appear to be more keen than technicians on setting up recognised skill standards and qualifications for theatre technicians. Nonetheless, both technicians and managers were in agreement about the need for more formalised approach to training involving industry-based courses,

Table 4 Preferred forms of national training initiative in the theatre

Options	Per cent	
	Technicians (N=482)	Managers (N=170)
Specialised training courses with recognised qualifications	25	26
Development of in-service training courses	20	28
Development of training guidelines	16	18
Setting up skills standards with recognised qualifications	11	17
Accrediting theatre courses offered by different bodies	6	15
Setting up an examining board for theatre skills courses	6	11
No need for national initiative	30	25

Notes

- (1) The author's views expressed in this article do not necessarily reflect those of the Manpower Services Commission, the Working Party of the Theatres Advisory Council or NOP.
- (2) Inquiries about the NOP report—which includes further details on technician employment, vocational training, unionisation, and equal opportunities in the British theatre—should be addressed to Ruth Tenne, msc, Selkirk House (10/16), 166 High Holborn, London, WC1.
- (3) This section is largely adopted from an internal document produced by a representative of the theatre industry, (DR 1 November 1979).
- (4) Ruth Tenne, "A study of electronics occupations in England and Wales", *Employment Gazette*, October 1982, pp 417-420, 430.

training guidelines and recognised qualifications. Thirty-seven per cent of managers and 31 per cent of technicians thought that training should be funded by employers, while a similar proportion said that central government should provide the funds. The Arts Council and local authorities were also mentioned as possible funds providers. Only a very small proportion of managers and technicians believed that trainees should pay for their own training.

Managers and technicians alike felt that senior technicians and heads of department should be involved in organising the content of theatre-related courses (44 per cent and 56 respectively). Likewise, 35 per cent of managers and 21 of technicians wanted the Association of British Theatre Technicians (ABTT) to get involved in organising courses content; (the ABTT runs a number of specialised courses for theatre technicians). Only a small proportion of managers and technicians saw this as the role of employers or theatre-related unions.

The way ahead

The study clearly demonstrated that there is a recognised need in the theatre for improving employment conditions and skill training. It also indicated that existing difficulties may be exacerbated in the future as result of a combination of factors, such as understaffed technical departments, scarcity of skilled and experienced staff, low pay and relatively unfavourable employment conditions.

This suggests a need for setting up an industry-wide initiative which will help to alleviate the immediate and potential pressures in the industry. Such an initiative will have to take account of the identified needs for recognised skill standards and qualifications, along with a better career structure and pay levels. It will also have to consider the technical developments in the industry, and the employment conditions and skill requirements of different types of theatre and technical occupations.

The study's results further indicated that both managers and technicians would like senior technical staff in the theatre and ABTT to get involved in developing the training content and aspects of a proposed national initiative. The Working Party of the Theatres' Advisory Council—which represents technical management, technician unions and associations, and the Arts Council—has indeed undertaken upon itself to act on the study's findings and make recommendations for future progress. This will hopefully help to meet the identified needs of the industry for skilled and better trained technicians, and improve employment prospects in the theatre.

LABOUR MARKET DATA

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Publication dates of main economic indicators 1985

Unemployment and vacancies	Retail Price Index	Employment and hours	Average Earnings Index
Thursday, January 31	Friday, February 22	Wednesday, February 20	Wednesday, February 20
Thursday, March 7	Friday, March 22	Wednesday, March 20	Wednesday, March 20

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

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

Summary

On the basis of preliminary information, GDP in 1984 as a whole is expected to be about 2½ per cent higher than in 1983. The coal strike is expected to have depressed output by a little over 1 per cent in the year as a whole. The average measure of GDP provisionally rose by around ½ per cent during the third quarter of 1984 to a level 1½ per cent higher than a year earlier. It is estimated that the coal strike reduced GDP by about 1¼ to 1½ per cent in both the second and third quarters of 1984.

Output of the production industries rose by 2 per cent in the three months to November, compared with the previous three months but was broadly unchanged compared with the same period a year earlier; the coal strike is estimated to have reduced output by about 3½ per cent in the three months to November. Manufacturing output increased by 1½ per cent in the three months to November and was 3 per cent higher than in the corresponding period in 1983.

Consumers' expenditure is provisionally estimated to have increased by 2 per cent between the third and fourth quarters of 1984 to a level 2¼ per cent higher than a year earlier. The volume of retail sales rose by 3 per cent in the fourth quarter of 1984 to a level 4½ per cent higher than a year earlier. Real personal disposable income remained broadly unchanged in 1984 up to the third quarter, after rising through much of 1983.

Total fixed investment fell by 2 per cent between the second and third quarters of 1984. In the six months to September 1984 investment was 1 per cent lower than in the previous six months, but was 7 per cent higher than in

the six months to September 1983.

The total volume of stocks fell by £0.2 billion in the third quarter, following destocking of about £0.8 billion in the first half of the year. This further fall in stocks in the third quarter largely reflected the effects of the miners' strike.

The employed labour force in Great Britain increased by 49,000 (seasonally adjusted) in the third quarter of 1984, following a rise of 17,000 in the second quarter; during the year to September 1984 there was an increase of 226,000. The number of employees in employment in Great Britain increased by 29,000 (seasonally adjusted) in the third quarter of

1984, following a slight fall in the second quarter. In the year to September 1984, the number of employees in employment rose by 152,000; a rise of 234,000 in service employment being offset by reductions in the manufacturing, energy and water supply, construction and agriculture, forestry and fishing industries.

Short-time working by operatives in manufacturing industries fell to an average of 0.56 million hours a week lost in the three months to November, from an average of 0.85 million hours a week lost in the three months to August. Overtime working was 11.96 million hours a week in November, virtually unchanged from October and above the level of about 11½ million hours a week during the previous six months.

The seasonally adjusted level of unemployment (excluding school leavers) increased by nearly 6,000 in December. The average increase of 4,000 a month in the quarter to December is much lower than the average rise of 20,000 a month in the third quarter. However, it is too soon to say that the underlying upward trend has moved below the bottom of the range of 10 to 15,000 a month experienced throughout 1984. The seasonally adjusted stock of unfilled vacancies decreased by 6,000 in December, partly because of a fall in Community Programme vacancies.

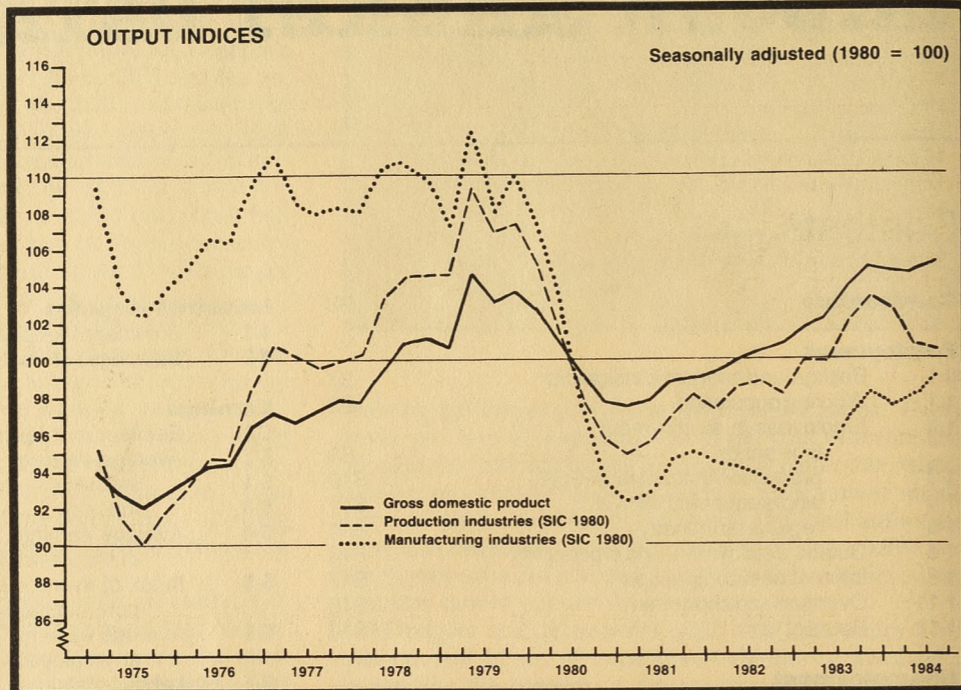
The steady upward trend in the inflow of vacancies notified to jobcentres since March appears to be continuing.

The underlying increase in average weekly earnings in the year to November was about 7½ per cent. The actual increase was below the underlying trend because of special factors, in particular, the depressed level of earnings in the coalmining industry.

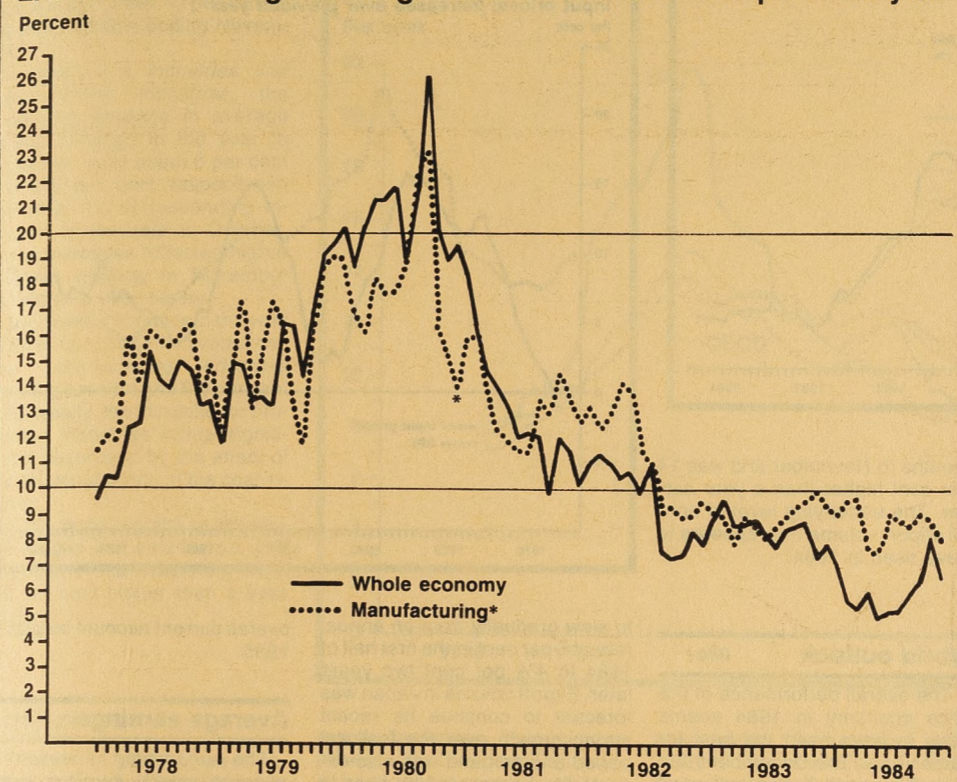
The rate of inflation as measured by the 12-month change in the retail prices index was 4.6 per cent in December, compared with 4.9 per cent in November.

Economic background

The CSO's *longer leading index*, which had fallen between March and July, rose again between August and December to a level slightly higher than the peak in March last year. The recent rise in the index has mainly reflected the resurgence of share prices. The *shorter leading index* has recovered in recent months largely due to movement in new consumer credit. The recovery in both the longer and shorter leading indicators together with some inconsistency in the profile of the two series, makes the predictions of the timing of the next cyclical peak uncertain. There is now no clear



EARNINGS: Average earnings index: increases over previous year



*SIC 1968 for increases up to 1980; SIC 1980 for increases since 1981

evidence of a turning point in economic activity in early 1985. The occurrence of a peak would not necessarily imply a subsequent fall in the level of activity, but rather a reduction in the underlying rate of growth.

The *consensus of outside economic forecasts* expects GDP (output) to grow by about 3 per cent in 1985, of which about 1 per cent represents recovery from an assumed ending of the coal strike.

The *average measure of GDP*, on preliminary estimates, rose by about ½ per cent between the second and third quarters of 1984, reaching a level 1½ per cent higher than a year earlier. Comparisons with 1983 are, however, affected by the coal strike, which is estimated to have depressed GDP by about 1¼ to 1½ per cent in the second and third quarters of 1984. More recent movements of both output and expenditure indicators suggest further growth in the fourth quarter.

The Chancellor's Autumn Economic Statement expected GDP growth of about 2½ per cent in 1984 as a whole, with the coal strike depressing output by a little over 1 per cent.

GDP (output) increased by ½ per cent between the second and third quarters of 1984. In the third quarter GDP (output) was some 1½ per cent higher than a year earlier, despite the effects of the coal strike.

Output of the production industries was 2 per cent higher in the three months to November than in the previous three months, but was broadly unchanged when compared with the same period a year earlier. The miners' dispute is estimated to have reduced industrial production by about 3½ per cent in both the three months to November and in the previous three months, largely reflecting the direct loss of coal output, with the effect on manufacturing remaining small. Manufacturing output, after remaining broadly unchanged in the first quarter of 1984, has been rising steadily since then. In the three months to November manufacturing output rose by 1½ per cent compared with the previous three months and was 3 per cent above the level of a year earlier.

The results of the December CBI *Monthly Trends Enquiry* suggested that manufacturing output was expected to increase further over the coming four months. Output expectations in recent surveys have now recovered to levels comparable with those reported in the summer.

Consumers' expenditure, after falling by nearly ½ per cent in the third quarter, was provisionally estimated to have increased by 2 per cent in the fourth quarter of 1984, to a level of 2¼ per cent higher than a year ago. The volume of retail sales, which accounts for about half consumer

spending, in the fourth quarter of 1984 was 3 per cent higher than in the previous quarter, and 4½ per cent above a year earlier.

Real personal disposable income has remained broadly unchanged in 1984 up to the third quarter, after rising through much of 1983. In the third quarter of 1984 real personal disposable income was 1 per cent higher than in the same quarter of 1983. The *personal savings ratio* remained at about 10½ per cent in the third quarter of 1984, having been in the range of between 10 to 12 per cent during the past two years.

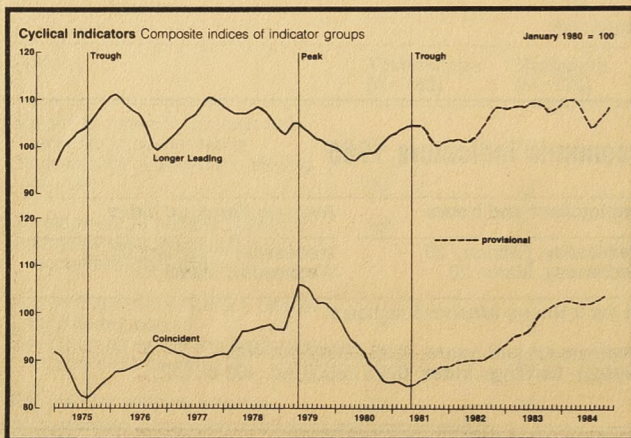
The total volume of stocks fell

by £0.2 billion in the third quarter, following destocking of about £0.8 billion in the first half of the year. This further fall in stocks in the third quarter largely reflected the effects of the miners' strike on coal stocks. Manufacturing stocks rose by about £30 million in the third quarter, following a fall of around £105 million in the first half of the year. Wholesalers' stocks increased by £40 million in the third quarter, after a rapid run down of £270 million the previous six months. Retail stocks fell by £20 million in the third quarter, following a fall of about £60 million in the second quarter; during the first half of 1984 there was a rise of about £15 million.

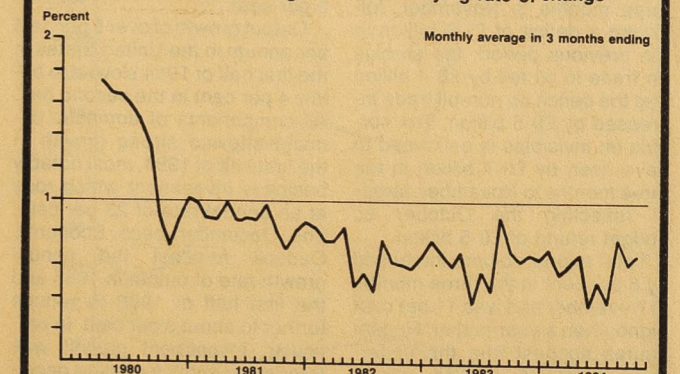
Total fixed investment fell by 2 per cent in the third quarter of 1984, and by 1 per cent in the six months to September compared with the previous six months. However, investment was 7 per cent higher than in the six months to September 1983. Manufacturing investment continues to rise, although the 5 per cent increase in the six months to September represented a slowing in the rate of increase compared with the previous six months; manufacturing investment was 16 per cent higher than in the six months to September 1983. In the third quarter of 1984, investment by the construction, distribution and financial industries fell by 1 per cent but in the six months to September 1984 was 3 per cent higher than in the previous six months and 12 per cent higher than a year earlier.

The results of the latest DTI *Investment Intentions Survey* indicated that manufacturing investment was expected to rise by around 7 per cent in 1985. First indications for 1986 suggested that manufacturing investment may be lower than in 1985. Investment by construction, distribution and selected service industries was expected to increase by around 9 per cent in 1985, with a further, though smaller, rise in 1986.

The two target monetary aggregates

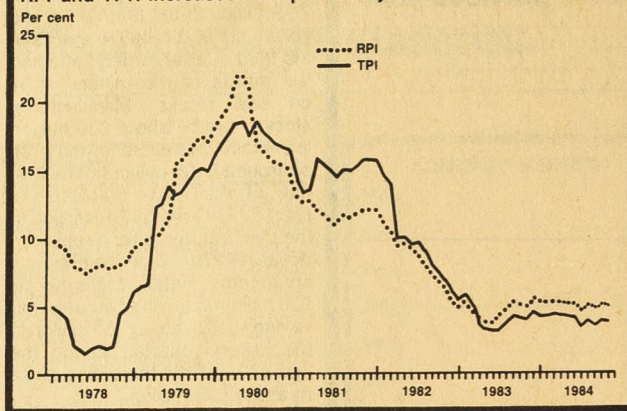


EARNINGS: Average earnings index: underlying rate of change*



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

RPI and TPI: increases over previous year



gates, sterling M3 and M0, are estimated to have increased at annual rates of 10 per cent and 7½ per cent respectively over the period February to December 1984; the respective 1984/85 target ranges are 6-10 per cent and 4-8 per cent. Money supply figures for the last two months, however, have been erratically high due to the distortions caused by the British Telecom offer at the end of November.

Sterling's effective exchange rate fell to an all time low in early January, partly reflecting the strength of the dollar, and also concerns that oil prices could not be held at present levels. On January 14, sterling's effective exchange rate was 70.8 (1975=100), 4 per cent below the December 1984 average and 13½ per cent lower than in January 1984.

Clearing bank base rates, after being raised by 1 percentage point on January 11, were raised by a further 1½ points to 12 per cent on January 14. Apart from a short period in mid-1984 when the rate was also 12 per cent, this is the highest figure since the middle of 1982.

The current account of the *balance of payments* is estimated to have been in deficit by £0.1 billion in the three months to November, compared with a surplus of £0.1 billion in the previous three months. There was a deficit on visible trade of £1.8 billion in the three months to November, following a deficit of £1.0 billion in the previous period; the surplus on trade in oil fell by £0.4 billion and the deficit on non-oil trade increased by £0.5 billion. The surplus on invisibles is estimated to have risen by £0.7 billion in the three months to November, largely reflecting the October EC budget refund of £0.5 billion.

Total *export volume* increased by 5 per cent in the three months to November and was 11 per cent higher than a year earlier. Recent figures suggest that the underlying level of non-oil export volume has increased since the middle of 1984. Import volume rose by 8½ per cent in the three

months to November and was 14 per cent higher than a year earlier. The underlying level of non-oil import volume now appears to have risen in 1984.

World outlook

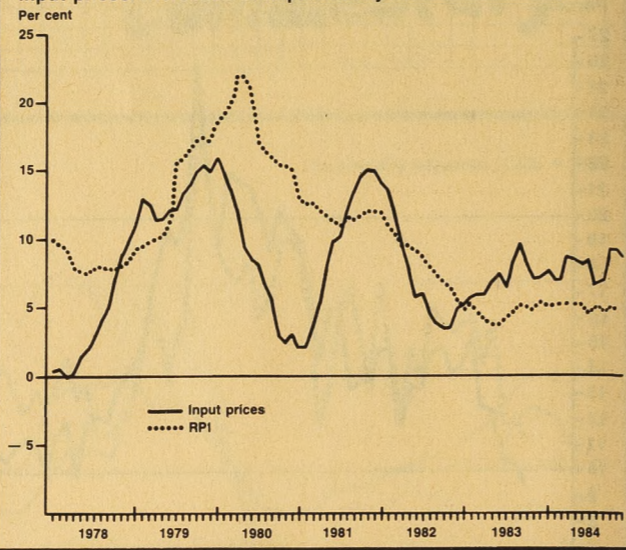
The overall performance of the OECD economy in 1984 seems likely to have been the best for some years. The December 1984 OECD Economic Outlook reported that OECD output was likely to have risen by 4¾ per cent in the year as a whole, the most rapid rate of increase since 1976. Over the coming 18 months continued expansion of activity was predicted without any significant acceleration in the inflation rate.

However, the rate of increase in real GNP in the OECD area is generally expected to have peaked in the first half of 1984. This is mainly due to a marked slowdown in the growth of domestic demand in the United States from the middle of 1984, resulting in lower export growth for its main trading partners, together with little, if any, strengthening in domestic demand growth outside the US. The December Outlook forecast the overall OECD growth rate to have fallen from an annual rate of 5½ per cent in the first half of 1984 to 3½ per cent in the second half. Growth in 1985 and the first half of 1986 was projected to be around 3 per cent.

Output growth of over 8 per cent per annum in the United States in the first half of 1984 slowed to below 4 per cent in the second half. All components of domestic demand showed strong growth in the first half of 1984, most notably business investment which rose at an annual rate of 23 per cent. The December OECD Economic Outlook forecast the annual growth rate of output in 1985 and the first half of 1986 to reduce further to about 3 per cent. In particular, investment growth was forecast to show a marked deceleration.

Outside the United States, output growth in Japan was expected

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



to slow gradually from an annual rate of 6 per cent in the first half of 1984 to 4½ per cent two years later. Export volume in Japan was forecast to continue its recent strong growth over the forecast period and demand was also expected to be boosted by rises in private investment. European growth in output was forecast to be maintained around 2½ per cent per annum on average over the period.

The overall OECD current account deficit is likely to have worsened; the OECD Economic Outlook saw an overall deficit of \$70 billion in 1984, deteriorating further in 1985. However, this was wholly, explained by the United States' record deficit of around \$100 billion and this was forecast by the OECD to rise again in 1985 to \$130 billion. The combined influence of a strong US demand and improved competitiveness pushed the current surplus in Japan to \$30 billion in 1984 and further improvement in 1985 was forecast. European countries as a group were also expected to experience improvement in their

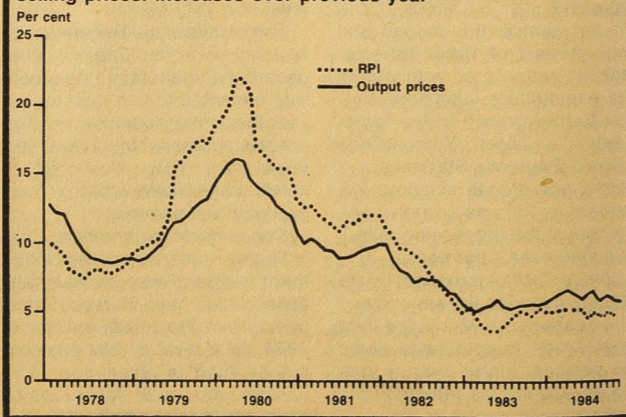
overall current account surplus in 1985.

Average earnings

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

The *actual increase* in the year to November, 6.6 per cent, was below the underlying increase because of the combined effect of a number of temporary factors. Industrial action in the coal industry depressed the level of average earnings recorded for the whole economy to a greater extent than similar action in November 1983, reducing the actual increase by about ¼ per cent. Delays in the settlements for local authority non-manual employees and coal-mining manuals reduced the actual increase by about ¼ per cent. On the other hand, back-pay was higher in November 1984 than in November 1983, inflating the actual increase by about ¼ per cent.

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



The *underlying monthly rate of increase* in average weekly earnings was just under ¾ per cent in the three months ending November.

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

The *actual increases* in the year to November 1984 for *production and manufacturing industries* were 5.6 per cent and 8.0 per cent respectively, the increase for production industries being significantly depressed by the effect of the industrial action in the coal industry.

In the three months to November, *wages and salaries per unit of output in manufacturing* were 5.0 per cent higher than a year earlier.

Retail prices

The rate of inflation, as measured by the 12-month change in the *retail prices index (RPI)* was 4.6 per cent in December, compared with 4.9 per cent in November.

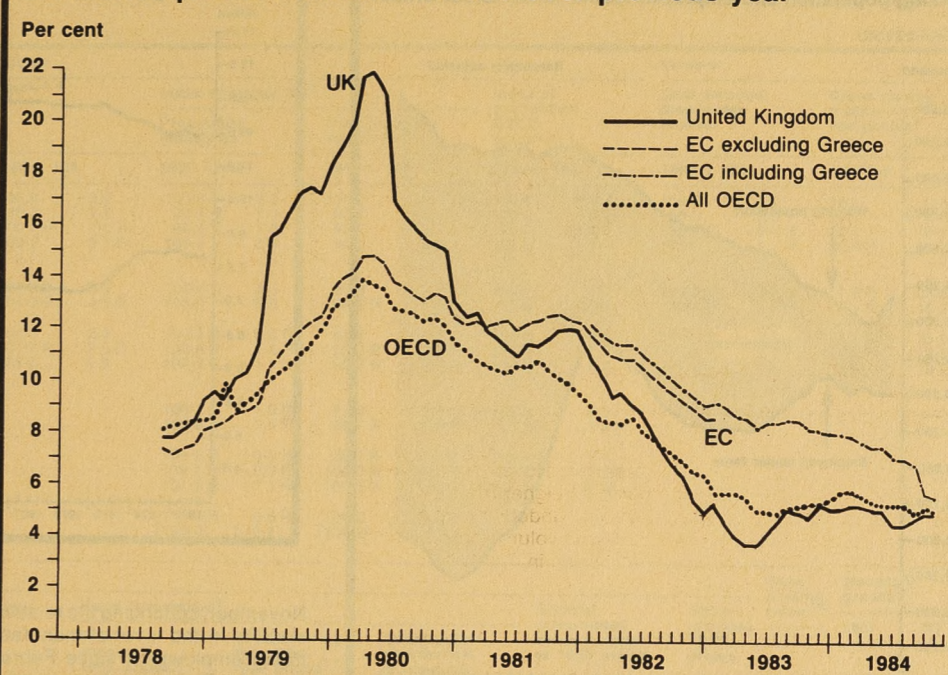
The index itself was 0.1 per cent lower in December than in November. This fall was the net result of some positive and some negative influences. On the positive side there were increases in rents and in the prices of bread, beer, newspapers and some types of clothing, but the effect of these was less than that of lower prices for wines and spirits and second-hand cars and, most significantly, lower mortgage interest payments brought about by a general reduction in building societies' interest rates between November and December. The latter effect alone would have reduced the "all items" index by about 0.3 per cent.

The *tax and price index* changed by the same percentage as the RPI between November and December to stand 3.3 per cent higher than a year earlier. The gap between the 12-month changes in the two indices remains about 1¼ percentage points as it has for the last six months.

The gaps between the 12-month changes in retail prices and producer prices also remain fairly stable, though in the opposite direction. In December the price index for materials and fuel purchased by manufacturing industries was 8.8 per cent higher than a year earlier and that for the prices of home sales of manufactured products was 5.8 per cent higher than a year earlier.

In November the average 12-

Consumer prices indices: increase over previous year



month increases in consumer prices for the European Community and for OECD countries (5.7 per cent and 5.1 per cent respectively) were above the United Kingdom rate of 4.9 per cent. However, the average rate for the seven major OECD countries (4.2 per cent) was lower than the UK's and some individual countries in this group had much lower rates, most notably Federal Germany (2.1 per cent) and Japan (2.2 per cent).

Unemployment and vacancies

The *seasonally-adjusted level* of United Kingdom unemployment (excluding school leavers) in December was 3,107,000, an increase of nearly 6,000 on November. In the quarter to December there was an average increase of 4,000 a month, compared with 20,000 a month in the third quarter. However, it is too soon to say that the underlying upward trend has moved below the bottom of the range of 10 to 15,000 per month experienced throughout 1984. During the six months to December the rise averaged 12,000 a month, compared with 15,000 in the first half of 1984, and 1,000 per month in the second half of 1983.

The *recorded total* in December decreased by 3,000 to 3,219,000 (13.4 per cent of all employees) reflecting, (a) an increase of 8,000 adults from seasonal influences, (b) a seasonally-adjusted increase of 6,000 and (c) a decrease of 17,000 in the number of school leavers.

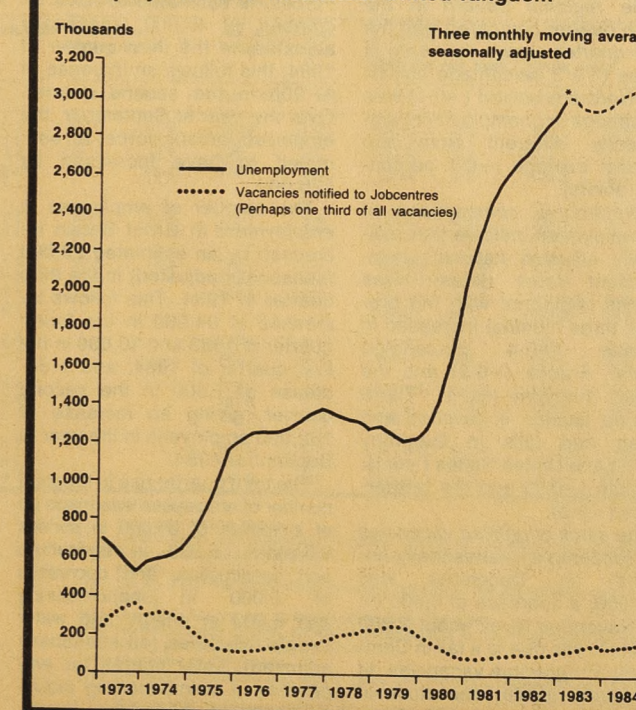
Included in the December total were 111,000 *school leavers*

aged under 18, compared with 118,000 in December 1983. Since September, the monthly fall in school leavers has been smaller than in the corresponding months last year, mainly because of earlier recruitment to the Youth Training Scheme this year compared with last. However, by December the effect of this distortion was very small; the decrease of 17,000 between November and December was close to the fall of

20,000 over the same period last year.

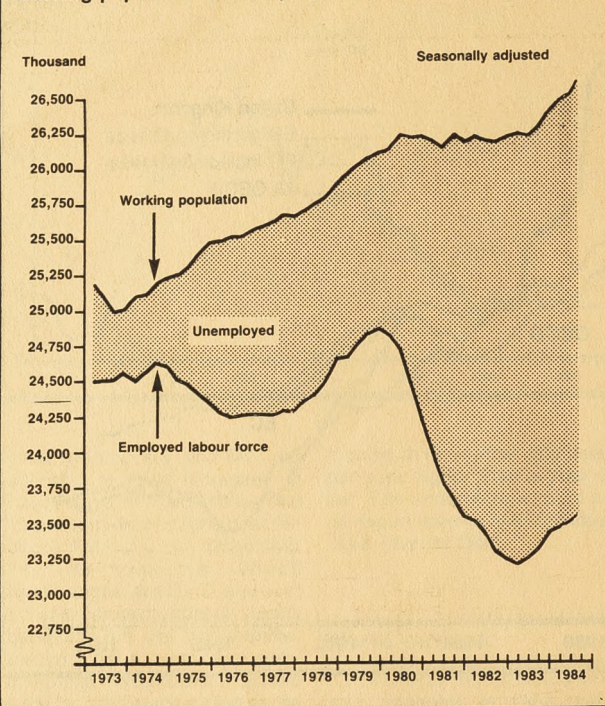
The number of people assisted by the special *employment and training measures* at the end of November was 679,000. This is 19,000 lower than at the end of October, mainly because the defunct Temporary Short-Time Working Compensation Scheme is now excluded from the figures. There was a small increase in numbers on the Community Pro-

Unemployment and vacancies: United Kingdom



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

Working population and employed labour force: Great Britain



gramme, and small reductions in the Youth Training Scheme, the Young Workers Scheme and the Job Release Scheme. It is estimated that as a direct effect of the measures, about 485,000 people were in jobs, training or early retirement instead of claiming unemployment benefit at the end of November.

Male and female unemployment both increased by 0.1 percentage points (seasonally adjusted) between the third and fourth quarters of 1984.

The regional pattern in the fourth quarter shows that only in Wales (+0.3 percentage points) and Northern Ireland (-0.1) was the change in unemployment significantly different from the national average (+0.1 percentage points).

International comparisons of unemployment indicate that seasonally adjusted national unemployment rates (latest three months compared with the previous three months) increased in Canada (+0.4 percentage points), France (+0.2) and the United Kingdom (+0.1). There was no change in Sweden and Japan and falls in Germany (-0.1), the United States (-0.1), Belgium (-0.2) and the Netherlands (-0.3).

The stock of unfilled vacancies at jobcentres (seasonally-adjusted) in December was 161,000, a decrease of 6,000 on the November level, about 3,000 of which was due to a fall in Community Programme vacancies. In the fourth quarter, the stock of vacancies averaged 166,000 a month, compared with 165,000 in

the third quarter. Inflows of vacancies notified to jobcentres remain buoyant and the steady upward trend since March appears to be continuing.

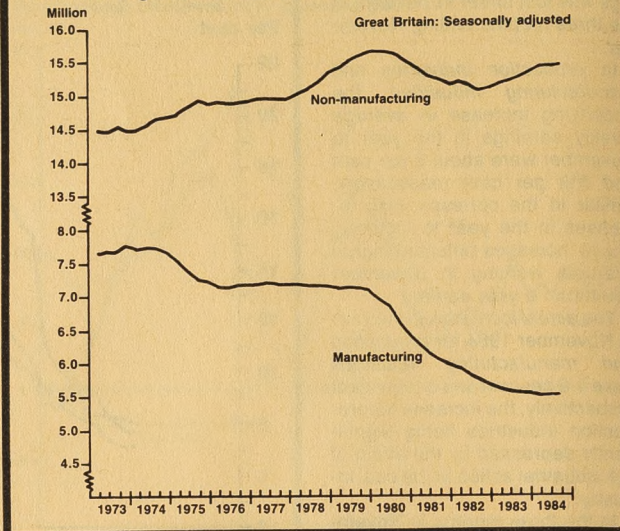
Employment

The employed labour force in Great Britain, which includes employees in employment, the self employed and members of HM Forces, is estimated to have increased by 49,000 (seasonally adjusted) in the third quarter of 1984; this follows an increase of 17,000 in the second quarter. Over the year to September, the employed labour force is estimated to have increased by 226,000.

The number of employees in employment in Great Britain increased by an estimated 29,000 (seasonally adjusted) in the third quarter of 1984. This follows increases of 94,000 in the fourth quarter of 1983 and 30,000 in the first quarter of 1984, and a decrease of 1,000 in the second quarter, giving an increase of 152,000 employees in the year to September 1984.

The third quarter rise in the total number of employees was made up of increases of 35,000 in service industries, 5,000 in agriculture and construction, and decreases of 5,000 in manufacturing and 6,000 in energy and water supply industries (all seasonally adjusted). Later figures for employees in manufacturing industries show no change (seasonally adjusted) between October and

Manufacturing and non-manufacturing employees in employment



November, continuing the relative stability in the level of manufacturing employment since February 1984. During the three months ending in November, the number of employees in manufacturing industries increased by an average of 6,000 per month compared with an average decrease of 5,000 per month in the three months ending August.

The increase in the number of employees in employment over the year to September was accounted for by a substantial increase of 234,000 (1.8 per cent) in service employment, offset by reductions of 32,000 (0.6 per cent) in manufacturing, 24,000 (3.7 per cent) in energy and water supply industries, 18,000 (1.8 per cent) in construction, and 6,000 (1.7 per cent) in agriculture, forestry and fishing.

Growth in individual industries over the year to September was strongest in retail distribution (+76,000; 3.7 per cent), banking, finance and insurance (+70,000; 3.8 per cent), wholesale distribution and repairs (+39,000; 3.4 per cent), and hotels and catering (+31,000; 3.2 per cent). In manufacturing, increases were recorded in office machinery, electrical engineering and instruments (+17,000; 2.0 per cent), manufacturing of metal goods (+6,000; 1.5 per cent), paper products, printing and publishing (+6,000; 1.2 per cent), and timber, wooden furniture, rubber, plastics etc (+2,000; 0.4 per cent). The largest reductions, over the same period, were in other transport equipment (-23,000; 7.3 per cent), construction (-18,000; 1.8 per cent), and coal, oil and natural gas, (-18,000; 5.8 per cent).

All regions other than Yorkshire and Humberside and the North showed increases in the total number of employees over the year to September 1984. Overtime working, by opera-

tives in manufacturing industries, was 11.96 million hours a week in November (seasonally adjusted), virtually unchanged from October. This level of overtime working compares with the broadly stable average level of 11.54 million hours a week worked during the six months April to September 1984.

Short-time working, at 0.48 million hours lost a week in November (seasonally adjusted), was also virtually unchanged from October. This led to an average of 0.56 million hours lost a week in the three months ending in November, compared to an average of 0.85 million hours lost a week in the three months to August.

Industrial stoppages

It is provisionally estimated that 1,903,000 working days were lost through stoppages of work due to industrial disputes in December. Of these, 1.7 million days are estimated to be attributable to the coalmining strike; this figure is lower than in recent months and reflects the fewer number of working days in December and the return to work by some miners. One strike in the car industry accounted for just over two-thirds of the remaining days lost in the month.

The provisional number of working days lost during the whole of 1984 is estimated as 26.6 million. This compares with 3.8 million in 1983 and an average of 9.8 million over the ten years 1974 to 1983; it is the highest annual figure since 1979. The increased number of days lost in 1984 arises mainly from disputes in the coal-mining industry which resulted in an estimated 22.3 million days being lost.

Year	GDP average measure ^{1, 2}		Output				Income							
	GDP ^{1, 3, 4}		Index of output UK ⁵		Index of production OECD countries ¹	Real personal disposable income	Gross trading profits of companies ⁸							
	1980 = 100	1980 = 100	Production industries ⁶	Manufacturing industries ⁷										
1980	100.0	-2.3	100.0	-2.9	100.0	-6.5	100.0	-8.5	100.0	-0.7	100.0	1.0	18.1	0.8
1981	98.7	-1.3	98.3	-1.7	96.4	-3.6	93.7	-6.3	100.2	0.2	98.0	-2.0	19.1	5.8
1982	100.8	2.1	100.1 R	1.8 R	98.1	1.8	93.7	0.0	96.3	-3.9	98.4 R	+0.4 R	22.7	18.6
1983	104.0 R	3.2 R	103.2	3.1 R	101.3	3.3	96.1	2.6	99.5	3.3	100.1	1.7 R	26.9 R	18.7 R
1984	...	...	...	...	...	...	...	...	...	...	...	...	...	...
1983 Q3	104.4	3.7	103.8 R	3.3	102.0	3.3	96.8	3.3	100.7	5.1	100.4 R	2.8 R	7.2 R	23.2 R
Q4	105.8 R	4.0 R	104.9 R	4.1 R	103.5	5.6	98.2 R	5.9 R	102.8	8.8	102.4 R	3.9 R	7.1 R	19.2
1984 Q1	106.5 R	3.4 R	104.8	2.9	102.9 R	3.0 R	97.4	2.6	105.0	9.3	101.3 R	2.8	8.1 R	28.0 R
Q2	105.6 R	2.5 R	104.7 R	2.5 R	100.8 R	1.0 R	98.2 R	3.9 R	105.4	7.2	101.6 R	2.3 R	7.5 R	17.3 R
Q3	105.9 R	1.4	105.2	1.3	100.9 R	-1.1 R	99.7 R	3.0 R	107.5	6.8	101.5	1.1	8.5	19.2
Q4	...	...	...	...	...	...	...	...	...	...	...	...	...	...
1984 May	...	...	...	...	100.2	1.3 R	97.6	3.6	106.3	8.1	...	...	...	...
June	...	...	...	...	100.8 R	1.0 R	98.7 R	3.9 R	105.2 R	7.3 R	...	...	...	...
July	...	...	...	...	100.3 R	+0.1 R	98.7 R	3.1 R	107.4	7.4	...	...	...	...
Aug	...	...	...	...	100.4 R	-0.3 R	100.0 R	3.3 R	107.8 R	7.0 R	...	...	...	...
Sep	...	...	...	...	101.9 R	-1.1 R	100.3 R	3.0 R	[107.3]	[6.8]	...	...	...	...
Oct	...	...	...	...	103.2 R	-0.6 R	100.0	3.3 R	...	...	...	...	...	...
Nov	...	...	...	...	[103.0]	[-0.2]	[100.9]	[3.2]	...	...	...	...	...	...
Dec	...	...	...	...	...	...	...	...	...	...	...	...	...	...

Year	Expenditure		Retail sales volume ⁹		Fixed investment ⁹		Construction distribution & financial industries ¹²		General government consumption at 1980 prices		Stock changes 1980 prices		Base lending rates ¹³		Monetary growth ¹⁴	
	Consumer expenditure 1980 prices	£ billion	1980 = 100	£ billion	1980 = 100	£ billion	1980 = 100	£ billion	1980 = 100	£ billion	per cent	per cent	per cent	per cent	per cent	
1980	136.8	-0.4	100.0	-0.6	41.63	-5.2	7.3	-10.9	8.6	-1.4	48.8	1.5	-2.90	14	...	
1981	136.7	0.1	100.4	0.4	38.08	-8.5	5.7	-22.1	8.6	-0.0	48.9 R	0.2 R	-2.74	14 1/2	...	
1982	138.1	1.0	102.5	2.1	40.65	6.7	5.6	-1.7	9.4	8.2	49.3 R	0.9 R	-1.25	10-10 1/4	...	
1983	144.0	4.3	107.9	5.3	42.29 R	4.0 R	5.4	-2.9	9.8	4.5	50.8 R	2.9 R	0.22	9	...	
1984	...	...	...	...	...	...	...	...	...	...	...	...	...	9 1/2-9 3/4	...
1983 Q3	36.4	5.1	108.3	5.2	10.43 R	0.7 R	1.3	-5.9	2.4	2.0	12.7 R	2.7 R	0.19	9 1/2	0.7	
Q4	36.5	3.8	110.4	6.3	10.95 R	5.0 R	1.4	3.7	2.6	2.0	12.8	2.6 R	0.10 R	9	2.6	
1984 Q1	36.3	2.7	108.5	2.8	11.60 R	9.5 R	1.5	12.7	2.7	13.4	12.7	1.4 R	-0.36 R	8 1/2-8 3/4	2.3	
Q2	36.7 R	2.8 R	111.7	4.1	11.26 R	9.2 R	1.5	14.9	2.7	13.1	12.7	0.1	-0.41 R	9 1/4	2.4	
Q3	36.6 R	0.6 R	112.4	3.8	11.01	5.5	1.6	[16.8]	[2.7]	[11.1]	12.8	0.8	-0.49	10 1/2	1.1	
Q4	[37.3]	[2.2]	[115.5]	[4.6]	...	...	...	...	...	...	...	...	...	9 1/2-9 3/4	1.1
1984 May	...	...	110.7	3.3	...	...	...	...	...	...	...	...	...	9.9 1/4	0.8
June	...	...	112.1	4.1	...	...	...	...	...	...	...	...	...	9 1/4	2.0
July	...	...	111.2	3.8	...	...	...	...	...	...	...	...	...	12	-1.0
Aug	...	...	110.9	3.8	...	...	...	...	...	...	...	...	...	10 1/2	0.7
Sep	...	...	114.5	3.7	...	...	...	...	...	...	...	...	...	10 1/2	1.3
Oct	...	...	113.5	3.8	...	...	...	...	...	...	...	...	...	10 1/2	0.3
Nov	...	...	115.0	4.0	...	...	...	...	...	...	...	...	...	9 1/2-9 3/4	2.7
Dec	...	...	[117.5]	[4.6]	...	...	...	...	...	...	...	...	...	9 1/2-9 3/4	-0.5

Year	Visible trade		Balance of payments		Competitiveness		Prices										
	Export volume	Import volume	Visible balance ¹⁶	Current balance ¹⁶	Effective exchange rate ^{17, 18}	Relative unit labour costs ^{1, 18}	Tax and prices index ¹⁹	Producer prices index ^{17, 19, 20}									
	1980 = 100	1980 = 100	£ billion	£ billion	1975 = 100	1980 = 100	Jan 1978 = 100	Materials and fuels	Home sales								
1980	100.0	0.9	100.0	-5.4	1.5	3.6	96.1	10.1	100.0	21.9	132.8	17.3	100.0	8.5	100.0	14.0	
1981	99.2	-0.8	96.1	-3.9	3.4	6.9	95.3	-1.2	105.2	5.2	152.5	14.8	109.2	9.2	109.5	9.5	
1982	101.5	2.3	100.7	4.8	2.1	4.9	90.7	-4.6	101.3	-3.7	167.4	9.8	117.2	7.3	118.0	7.8	
1983	102.3	0.8	107.7 R	7.0	-1.1	2.3	83.3	-8.2	95.8	-5.4	174.1	4.0	125.4	7.0	124.5	5.5	
1984	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
1983 Q3	99.2	0.3	106.6	7.9	-0.4	0.8	84.9	-7.2	98.1	-3.7	175.1	3.6	124.8	8.1	125.1	5.4	
Q4	107.3	4.1	112.9 R	13.5	-0.2	0.4	83.2	-6.6	97.5	-2.3	177.4	4.1	128.4	7.5	126.8	5.6	
1984 Q1	109.5	7.0	113.3 R	8.4	-0.2	0.4	81.7	-1.5	97.3	7.3	178.7	4.3	133.6 R	7.2 R	129.0	5.9	
Q2	108.3	8.0	118.3 R	11.0	-1.3	-0.4	79.8	-5.3	95.3	-1.5	179.5	4.1	134.3 R	8.7 R	132.0	6.3	
Q3	107.4	8.3	119.5 R	12.1	-1.7	-0.5	78.0	-8.1	...	...	181.3	3.5	134.1	7.5 R	132.8 R	6.2
Q4	...	...	...	...	...	...	...	...	...	...	...	...	[140.1]	[9.1]	[134.3]	[5.9]
1984 May	108.5	6.9	115.1	12.0	-0.3	0.0	80.0	2.4	...	...	179.6	4.1	134.3	8.1	132.1	6.4
June	112.0	8.0	117.5	11.0	-0.1	0.2	79.4	-5.3	...	...	180.1	4.1	134.1	8.4	132.2	6.3
July	102.7	8.0	108.9	6.4	-0.2	0.2	78.4	-5.4	...	...	179.9	3.3	134.0 R	-8.8 R	132.5	6.3 R
Aug	111.6	8.9	123.9	10.2	-0.6	[-0.3]	78.4	-7.4	...	...	181.8	3.7	133.2	6.9 R	132.6	6.2
Sep	107.9	8.2	125.8	12.1	-0.8	[-0.5]	77.3	-8.1	...	...	182.2	3.5	135.2 R	6.9 R	133.2 R	6.0 R
Oct	115.6 R	10.2 R	133.8	15.7	-0.9	[0.0]	75.6	-8.7	...	...	183.5	3.7	137.9 R	9.3 R	133.9 R	[6.1]
Nov	118.7	10.6	121.1	13.9	-0.1	[0.3]	75.7	-9.2	...	...	184.1	3.7	[139.2]	[9.3]	[134.3 R]	[5.9]
Dec	[143.2]	[8.8]	[134.7]	[5.8]

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

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

(2) For details of GDP measures see Economic Trends November 1981.

(3) For details of the accuracy of this series see Economic Trends, July 1984 p. 72.

(4) GDP at factor cost.

(5) Output index numbers include adjustments as necessary to compensate for the use of sales indicators.

(6) Production Industries: sic divisions 1 to 4.

(7) Manufacturing Industries: sic divisions 2 to 4.

1.1 EMPLOYMENT Working population

THOUSAND

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces‡	Employed labour force‡	Unemployed||	Working population‡
	Male	Female	All					
A UNITED KINGDOM								
Unadjusted for seasonal variation								
1981 Dec	12,330	9,296	21,626	2,154	332	24,112	2,764	26,876
1982 Mar	12,222	9,197	21,419	2,172	328	23,919	2,821	26,740
June	12,215	9,259	21,473	2,190	324	23,987	2,770	26,757
Sep	12,192	9,192	21,384	2,207	323	23,914	3,066	26,980
Dec	12,058	9,190	21,248	2,225	321	23,794	3,097	26,891
1983 Mar	11,947	9,080	21,027	2,242	321	23,590	3,172	26,763
June	11,982	9,228	21,210	2,260	322	23,792	2,984	26,776
Sep	12,057	9,259	21,316	[2,278]	325	23,919	3,167	27,086
Dec	12,004	9,345	21,349	[2,296]	325	23,969	3,079	27,049
1984 Mar R	11,943	9,272	21,214	[2,313]	326	23,853	3,143	26,996
June R	11,997	9,377	21,374	[2,331]	326	24,031	3,030	27,061
Sep	12,076	9,387	21,464	[2,349]	328	24,140	3,284	27,424
Adjusted for seasonal variation								
1981 Sep	12,429	9,289	21,718	2,136	335	24,189		26,874
Dec	12,331	9,260	21,591	2,154	332	24,077		26,836
1982 Mar	12,286	9,269	21,555	2,172	328	24,055		26,857
June	12,210	9,235	21,446	2,190	324	23,959		26,831
Sep	12,122	9,176	21,298	2,207	323	23,828		26,828
Dec	12,062	9,157	21,218	2,225	321	23,765		26,853
1983 Mar	12,010	9,152	21,162	2,242	321	23,725		26,876
June	11,978	9,205	21,182	2,260	322	23,765		26,856
Sep	11,986	9,242	21,229	[2,278]	325	23,831		26,928
Dec	12,009	9,314	21,323	[2,296]	325	23,944		27,011
1984 Mar R	12,005	9,343	21,348	[2,313]	326	23,987		27,108
June R	11,994	9,353	21,347	[2,331]	326	24,004		27,145
Sep	12,004	9,372	21,376	[2,349]	328	24,053		27,263

* Estimates of employees in employment from December 1981 include an allowance for underestimation. See article on page 319 of the July Gazette.
 † Estimates of the self-employed have been updated to 1983 and assume that the rate of increase between 1981 and 1983 has continued subsequently. See article on page 319 of the July Gazette.
 ‡ See notes above on employees and self-employed.

1.2 EMPLOYMENT Employees in employment: industry*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services		Production and construction		Production industries		Manufacturing industries		Service industries																		
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments										
Divisions or Classes	0-9	1-5	1-4	2-4	6-9	01-03	11-14	15-17	21-24	25-26	32	33-34	37														
1980 June	22,458	22,436	8,737	8,746	7,520	7,533	6,804	6,816	13,370	13,331	352	357	360	637	414	986	931										
1981 June	21,386	21,359	7,910	7,918	6,799	6,809	6,100	6,109	13,132	13,089	343	344	355	543	379	889	857										
1982 June	21,000	20,973	7,512	7,520	6,480	6,490	5,803	5,812	13,143	13,098	345	329	347	509	365	847	828										
1983 Feb	20,562	20,697	7,245	7,280	6,246	6,272	5,583	5,608	12,999	13,092	339	320	342	475	349	802	825										
Mar	20,562	20,697	7,223	7,254	6,232	6,251	5,571	5,589	12,999	13,092	339	320	341	473	351	798	824										
Apr			7,204	7,237	6,213	6,237	5,554	5,578				318	340	468	346	797	827										
May			7,187	7,208	6,196	6,213	5,541	5,557				316	339	466	347	788	825										
June	20,744	20,717	7,183	7,191	6,191	6,201	5,539	5,548	13,222	13,177	339	314	339	465	346	789	824										
July			7,202	7,178	6,206	6,190	5,554	5,537				312	340	463	348	786	829										
Aug			7,214	7,172	6,214	6,183	5,563	5,532				310	340	461	350	792	831										
Sep	20,849	20,762	7,202	7,157	6,196	6,164	5,547	5,517	13,281	13,257	366	309	340	462	348	786	830										
Oct			7,178	7,146	6,175	6,152	5,529	5,507				306	340	459	346	782	831										
Nov			7,176	7,156	6,177	6,161	5,533	5,518				304	339	459	346	782	833										
Dec	20,882	20,856	7,149	7,148	6,153	6,149	5,511	5,508	13,385	13,362	348	304	339	457	344	782	835										
1984 Jan			7,096	7,132	6,106	6,136	5,468	5,498				301	336	454	342	777	832										
Feb			7,084	7,119	6,098	6,123	5,462	5,487				300	336	453	342	775	832										
Mar R	20,752	20,886	7,080	7,111	6,102	6,120	5,468	5,486	13,337	13,429	335	298	336	454	342	773	836										
Apr R			7,072	7,105	6,096	6,119	5,463	5,486				297	336	455	343	775	835										
May R			7,076	7,096	6,102	6,118	5,471	5,486				295	336	454	345	780	837										
June R	20,913	20,885	7,082	7,091	6,109	6,119	5,480	5,489	13,500	13,455	330	294	335	450	345	782	840										
July R			7,103	7,080	6,126	6,110	5,499	5,482				293	335	451	347	780	842										
Aug R			7,111	7,068	6,128	6,097	5,502	5,471				292	335	452	348	780	844										
Sep R	21,002	20,914	7,128	7,082	6,140	6,108	5,515	5,484	13,515	13,490	360	291	334	455	348	784	847										
Oct R			7,124	7,092	6,137	6,113	5,512	5,490				290	334	454	347	783	848										
Nov			7,118	7,098	6,129	6,113	5,505	5,490				290	334	453	347	785	848										

* Estimates of employees in employment from October 1981 include an allowance for underestimation. See article on page 319 of the July Gazette.
 Note: For dates prior to those given in tables 1-1 and 1-2 see Historical Supplement No 1 issued with August 1984 Gazette.

EMPLOYMENT 1.1 Working population

THOUSAND

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces‡	Employed labour force‡	Unemployed||	Working population‡
	Male	Female	All					
B. GREAT BRITAIN								
Unadjusted for seasonal variation								
1981 Dec	12,064	9,077	21,142	2,093	332	23,566	2,663	26,229
1982 Mar	11,960	8,980	20,941	2,111	328	23,379	2,718	26,097
June	11,957	9,044	21,000	2,129	324	23,453	2,664	26,117
Sep	11,936	8,976	20,911	2,146	323	23,380	2,950	26,331
Dec	11,804	8,973	20,778	2,164	321	23,263	2,985	26,248
1983 Mar	11,697	8,865	20,562	2,181	321	23,064	3,059	26,123
June	11,733	9,012	20,744	2,199	322	23,265	2,871	26,136
Sep	11,808	9,041	20,849	[2,217]	325	23,391	3,044	26,434
Dec	11,755	9,126	20,882	[2,235]	325	23,441	2,961	26,402
1984 Mar R	11,697	9,054	20,752	[2,252]	326	23,330	3,022	26,352
June R	11,752	9,160	20,913	[2,270]	326	23,508	2,911	26,419
Sep	11,831	9,171	21,002	[2,288]	328	23,618	3,157	26,774
Adjusted for seasonal variation								
1981 Sep	12,162	9,071	21,233	2,075	335	23,643		26,223
Dec	12,065	9,041	21,106	2,093	332	23,531		26,189
1982 Mar	12,024	9,052	21,077	2,111	328	23,515		26,214
June	11,953	9,020	20,973	2,129	324	23,425		26,191
Sep	11,866	8,959	20,825	2,146	323	23,294		26,178
Dec	11,808	8,940	20,748	2,164	321	23,233		26,209
1983 Mar	11,759	8,937	20,697	2,181	321	23,199		26,237
June	11,729	8,988	20,717	2,199	322	23,238		26,216
Sep	11,737	9,024	20,762	[2,217]	325	23,304		26,277
Dec	11,761	9,095	20,856	[2,235]	325	23,416		26,365
1984 Mar R	11,759	9,126	20,886	[2,252]	326	23,464		26,463
June R	11,748	9,137	20,885	[2,270]	326	23,481		26,503
Sep	11,759	9,155	20,914	[2,288]	328	23,530		26,614

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

EMPLOYMENT 1.2 Employees in employment: industry*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services		Production and construction		Production industries		Manufacturing industries		Service industries																		
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments										
Divisions or Classes	0-9	1-5	1-4	2-4	6-9	01-03	11-14	15-17	21-24	25-26	32	33-34	37														
1980 June	22,458	22,436	8,737	8,746	7,520	7,533	6,804	6,816	13,370	13,331	352	357	360	637	414	986	931										
1981 June	21,386	21,359	7,910	7,918	6,799	6,809	6,100	6,109	13,132	13,089	343	344	355	543	379	889	857										
1982 June	21,000	20,973	7,512	7,520	6,480	6,490	5,803																				

1.3 EMPLOYMENT

Employees in employment*: index of production and construction industries

THOUSAND

GREAT BRITAIN	Division class or group	Nov 1983			Sep 1984			[Oct 1984]			[Nov 1984]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Production and construction industries	1-5	5,389.5	1,786.3	7,175.7	5,357.5	1,770.2	7,127.7	5,354.0	1,770.1	7,124.1	5,353.5	1,764.1	7,117.6
Production industries	1-4	4,508.6	1,668.4	6,177.0	4,488.9	1,651.3	6,140.2	4,485.0	1,651.6	6,136.6	4,483.9	1,645.5	6,129.5
All manufacturing industries	2-4	3,949.7	1,583.6	5,533.3	3,946.0	1,568.9	5,514.9	3,942.7	1,569.4	5,512.1	3,941.8	1,563.2	5,505.0
Energy and water supply	1	558.9	84.8	643.7	542.9	82.4	625.3	542.3	82.2	624.5	542.1	82.3	624.4
Coal extraction and solid fuels	111	233.7	10.4	244.1	220.5	10.0	230.5	220.1	10.0	230.1	219.9	10.0	229.9
Electricity	1610	128.4	29.6	158.0	126.3	29.4	155.7	126.2	29.3	155.4	126.3	29.3	155.6
Gas	1620	74.7	24.9	99.6	73.1	24.3	97.4	72.8	24.3	97.2	72.9	24.3	97.2
Water supply	1700	54.6	10.6	65.2	54.6	9.9	64.5	54.6	9.9	64.5	54.5	10.0	64.5
Other mineral and ore extraction and processing	2	646.2	158.6	804.7	648.8	154.1	803.0	647.5	153.6	801.1	647.5	152.5	800.0
Metal manufacturing	22	196.4	21.1	217.5	195.5	17.2	212.7	195.2	17.0	212.2	195.5	16.9	212.4
Iron and steel	2210	90.4	5.6	96.0	90.7	4.8	95.6	90.7	4.8	95.4	90.8	4.8	95.5
Steel tubes, drawing, cold rolling and forming	2220/223	49.2	7.4	56.6	48.0	5.4	53.4	47.9	5.5	53.4	48.0	5.6	53.6
Non-ferrous metals	224	56.8	8.1	64.9	56.7	6.9	63.7	56.6	6.8	63.4	56.7	6.6	63.2
Extraction of metals, ores and minerals n.e.s.	21/23	38.6	3.2	41.8	39.1	2.9	42.0	39.2	2.8	42.0	39.2	2.8	42.1
Non-metallic mineral products	24	164.5	35.2	199.7	166.8	33.2	200.0	166.4	33.0	199.3	165.8	32.4	198.2
Building products of concrete, cement etc	243	36.7	4.2	40.9	38.0	3.8	41.9	37.2	4.2	41.4	36.8	3.7	40.5
Chemical industry	25	233.3	97.1	330.5	234.0	98.9	333.0	233.3	98.8	332.2	233.7	98.4	332.1
Basic industrial chemicals	251	101.6	20.3	121.9	99.9	20.0	119.9	99.8	19.9	119.8	99.7	20.3	120.0
Pharmaceutical products	2570	45.8	35.7	81.5	46.4	35.9	82.3	46.5	36.0	82.4	46.6	35.4	82.0
Soap and toilet preparations	258	19.3	17.4	36.7	19.7	18.4	38.1	19.5	18.3	37.7	19.5	18.2	37.7
Metal goods, engineering and vehicles	3	2,072.4	541.9	2,614.2	2,065.1	540.1	2,605.2	2,064.6	539.0	2,603.7	2,066.9	537.9	2,604.8
Metal goods n.e.s.	31	296.0	87.1	383.0	300.6	86.8	387.5	300.6	86.5	387.1	300.7	86.7	386.5
Foundries	311	63.5	8.5	72.0	62.6	8.4	71.0	62.3	8.1	70.4	62.2	8.1	70.3
Bolts, nuts, springs etc	313	35.5	11.9	47.4	35.9	11.9	47.8	35.7	12.0	47.7	35.1	11.8	46.9
Hand tools and finished metal goods	316	158.5	57.7	216.3	164.3	58.1	222.4	164.8	58.0	222.8	164.9	58.4	223.3
Mechanical engineering	32	659.9	122.3	782.3	662.4	121.9	784.4	661.8	121.5	783.3	663.6	121.1	784.8
Industrial plant and steelwork	320	65.3	8.6	74.0	67.0	8.9	75.9	67.1	8.6	75.7	68.0	8.5	76.4
Machinery for agriculture, food, chemical industries etc	321/324	69.0	11.8	80.8	68.4	10.7	79.1	67.6	10.6	78.2	67.2	10.4	77.6
Metal working machine tools etc	322	63.8	12.9	76.8	66.2	13.4	79.7	66.4	13.5	79.9	66.3	13.6	79.8
Mining machinery, construction equipment etc	325	75.5	10.5	86.0	73.9	10.1	84.1	74.1	10.2	84.4	74.5	10.1	84.6
Mechanical power transmission equipment	326	25.2	4.9	30.1	24.6	4.7	29.4	24.7	4.7	29.4	24.7	4.7	29.4
Other machinery and mechanical equipment	328	309.6	58.8	368.3	310.6	59.1	369.8	310.4	59.1	369.5	311.2	59.1	370.3
Office machinery and data processing equipment	33	53.5	17.9	71.4	56.2	18.5	74.7	56.1	18.4	74.5	56.2	18.2	74.4
Electrical and electronic equipment	34	439.5	212.2	651.7	447.6	212.1	659.8	448.6	212.2	660.7	450.0	211.5	661.5
Basic electrical equipment	3420	89.6	26.4	116.0	88.1	27.2	115.3	87.7	26.8	114.4	87.8	26.6	114.4
Industrial equipment, batteries etc	343	63.9	28.7	92.6	65.6	28.9	94.5	65.8	29.0	94.7	66.2	28.8	95.0
Telecommunications equipment	344	137.8	63.5	201.4	141.2	63.9	205.1	141.8	64.0	205.8	142.1	63.8	205.9
Other electronic equipment	345	74.5	58.5	133.0	77.9	57.8	135.7	78.4	57.8	136.1	78.5	57.7	136.1
Domestic-type electric appliances	3460	30.4	15.1	45.5	31.3	14.6	45.9	31.2	14.8	45.9	31.3	14.6	45.9
Motor vehicles and parts	35	266.2	34.0	300.3	257.0	33.1	290.1	257.4	33.0	290.4	256.7	33.1	289.8
Motor vehicles and engines	3510	97.5	9.1	106.6	96.9	8.8	105.8	98.0	8.9	106.9	97.7	8.9	106.6
Parts	3530	117.5	21.0	138.4	112.8	20.6	133.4	112.5	20.4	132.9	112.6	20.5	133.0
Other transport equipment	36	283.3	32.9	316.1	264.9	31.6	296.4	263.8	31.3	295.1	264.1	31.2	295.3
Shipbuilding and repairing	3610	102.2	8.5	110.7	89.0	8.0	97.0	88.4	7.8	96.3	89.2	7.8	96.9
Railway and tramway vehicles	3620	33.9	1.6	35.5	30.7	1.4	32.0	30.5	1.3	31.9	30.4	1.3	31.8
Aerospace equipment	3640	140.1	20.4	160.5	138.1	19.7	157.8	137.8	19.6	157.4	137.5	19.5	157.0
Instrument engineering	37	74.0	35.4	109.4	76.3	36.1	112.4	76.3	36.1	112.5	76.4	36.1	112.5
Other manufacturing industries	4	1,231.2	883.2	2,114.3	1,232.1	874.6	2,106.8	1,230.6	876.8	2,107.3	1,227.4	872.8	2,100.2
Food drink and tobacco	41/42	369.1	259.9	629.0	367.3	257.8	625.2	367.4	259.3	626.7	366.0	258.2	624.2
Slaughtering, meat, meat products and organic oils and fats	411/412	60.1	41.4	101.5	61.7	41.9	103.6	61.3	42.3	103.5	61.7	43.0	104.7
Milk and milk products	4130	32.0	10.9	42.9	31.7	11.1	42.9	31.8	11.1	42.9	31.7	10.9	42.7
Fruit and vegetable processing	4147	17.7	18.9	36.7	18.4	19.1	37.5	18.0	18.8	36.8	17.8	18.6	36.4
Grain milling, starch, bread, biscuits and flour confectionery	4160/4180/419	77.9	71.0	148.9	78.8	71.1	149.9	78.4	72.4	150.8	78.1	71.6	149.6
Cocoa, chocolate, sugar confectionery etc	421	31.3	33.6	65.0	31.4	34.2	65.6	31.2	34.1	65.3	31.2	33.8	65.0
Animal feeding stuffs and miscellaneous foods	422/4239	44.5	33.6	78.1	44.3	33.9	78.3	44.5	33.8	78.3	44.6	33.6	78.3
Spirit distilling, wines, brewing and malting	4240/4261/4270	61.6	20.2	81.8	59.9	19.3	79.2	61.0	19.7	80.7	60.0	19.8	79.8
Textiles	43	122.1	117.4	239.5	121.1	113.6	234.7	120.7	114.0	234.6	120.2	112.4	232.6
Woolen and worsted	431	25.8	17.7	43.5	25.6	16.6	42.2	25.6	17.4	43.0	25.7	16.6	42.2
Cotton and silk	432	23.5	16.6	40.1	24.0	15.9	39.8	24.0	15.7	39.6	23.7	15.4	39.0
Hosiery and other knitted goods	436	25.3	59.5	84.8	25.0	58.0	83.0	24.5	57.7	82.1	24.6	57.3	81.8
Textile finishing etc	4336/4340/4350/4370	23.6	8.9	32.5	23.2	8.9	32.1	22.9	8.9	31.8	22.8	8.9	31.7
Footwear and clothing	45	71.8	206.1	278.0	69.3	202.0	271.3	69.0	202.1	271.1	68.2	202.0	270.2
Footwear	4510	23.2	27.8	51.0	22.7	27.4	50.2	22.8	27.3	50.2	22.9	27.2	50.0
Clothing, hats and gloves and fur goods	453/456	38.8	162.1	200.9	36.9	158.7	195.6	36.7	159.0	195.7	36.1	158.7	194.7
Timber and wooden furniture	46	162.8	40.5	203.3	165.8	40.6	206.4	165.0	40.6	205.6	165.4	40.4	205.8
Wood, sawmilling, planing etc, semi-manufacture, builders carpentry and joinery	4610/4620/4630	60.1	10.0	70.1	61.6	9.9	71.5	61.1	9.7	70.8	61.2	9.8	71.0
Wooden and upholstered furniture etc	467	82.8	21.7	104.5	83.9	21.8	105.7	83.9	21.8	105.7	84.3	21.5	105.8
Paper, paper products, printing and publishing	47	326.2	160.5	486.7	329.5	163.6	493.0	329.8	164.9	494.7	330.1	164.7	494.8
Pulp, paper and board	4710	32.2	6.8	38.9	32.2	6.7	38.9	32.3	6.6	38.9	32.4	6.7	39.0
Conversion of paper and board	472	66.3	40.4	106.7	67.3	40.8	108.1	67.0	40.8	107.9	67.2	40.4	107.6
Printing and publishing	475	227.7	113.3	341.1	229.9	116.1	346.1	230.4	117.4	347.9	230.4	117.7	348.1

1.4 EMPLOYMENT

Employees in employment*: September 1984

THOUSAND

GREAT BRITAIN	Division Class or Group	Sep 1983			Jun 1984			Sep 1984					
		Male	Female	All	Male	Female	All	Male	Female	All			
											Part-time	Part-time	Part-time
SIC 1980													
Other transport equipment	36	286.3	33.3	4.5	319.6	265.2	31.4	4.2	296.6	264.9	31.6	4.0	296.4
Shipbuilding and repairing	3610	103.4	8.8	2.2	112.2	90.0	8.0	2.0	98.0	89.0	8.0	1.8	97.0
Railway and tramway vehicles	3620	34.6	1.6	0.3	36.2	30.7	1.4	0.2	32.1	30.7	1.4	0.2	32.0
Cycles, motor cycles and other vehicles	363, 3650	7.0	2.5	0.3	9.5	6.9	2.4	0.3	9.3	7.1	2.5	0.3	9.6
Aerospace equipment	3640	141.3	20.5	1.7	161.8	137.7	19.6	1.7	157.2	138.1	19.7	1.7	157.8
Instrument engineering	37	73.7	34.8	8.1	108.5	75.0	35.0	8.7	110.0	76.3	36.1	8.9	112.4
Measuring, precision instruments etc	3710	42.9	17.6	3.7	60.5	44.0	17.7	4.3	61.7	44.7	18.2	4.4	62.9
Medical and surgical equipment	3720	13.2	6.9	2.0	20.1	13.3	6.8	1.9	20.1	13.8	7.3	2.2	21.1
Optical precision instruments etc	373	14.1	7.5	2.2	21.6	14.3	7.8	2.4	22.0	14.5	7.9	2.2	22.3
Clocks watches etc	3740	3.5	2.8	0.2	6.3	3.4	2.7	0.2	6.1	3.3	2.7	0.2	6.0
Other manufacturing industries	4	1,238.1	880.7	225.6	2,118.9	1,223.2	866.6	225.3	2,089.8	1,232.1	874.6	226.1	2,106.8
Food, drink and tobacco	41/42	373.0	259.7	92.9	632.7	364.8	252.5	93.5	617.3	367.3	257.8	95.1	625.2
Meat and meat products, organic oils and fats	411/412	60.4	40.3	10.7	100.7	60.8	40.7	11.4	101.5	61.7	41.9	11.3	103.6
Bacon curing and meat processing	4122	33.9	26.6	8.0	60.5	34.1	26.8	8.7	60.9	34.2	27.3	8.4	61.5
Milk and milk products	4130	31.9	11.0	2.7	42.9	32.1	11.3	3.2	43.4	31.7	11.1	2.9	42.9
Fruit and vegetable processing	4147	17.6	17.9	5.4	35.5	17.1	17.0	5.2	34.1	18.4	19.1	5.5	37.5
Fish processing	4150	5.1	9.2	4.1	14.3	4.9	10.0	4.3	14.9	4.8	8.3	4.2	13.2
Bread, biscuits and confectionery etc	419	70.1	68.4	35.7	138.5	68.7	66.8	36.2	135.5	69.7	69.3	36.3	139.0
Sugar and sugar by-products	4200	6.8	2.0	0.4	8.8	6.5	1.9	0.3	8.3	6.6	1.9	0.4	8.6
Cocoa, chocolate, sugar confectionery etc	421	32.7	35.3	16.7	68.0	31.7	33.4	15.9	65.1	31.4	34.2	16.9	65.6
Animal feeding stuffs and miscellaneous food	4160/4180/422/4239	53.9	36.0	11.2	89.9	53.1	34.4	11.0	87.4	53.5	35.7	11.7	89.1
Spirit distilling and compounding	4240	13.9	8.4	0.7	22.2	13.7	8.1	0.7	21.7	13.7	8.2	0.6	21.9
Brewing and malting, cider and perry	4261, 4270	48.1	11.7	2.1	59.8	46.5	11.4	2.1	58.0	46.3	11.1	2.1	57.4
Soft drinks	4283	17.8	7.2	1.7	25.0	17.8	7.2	1.9	25.0	17.7	6.9	1.9	24.7
Tobacco	4290	14.7	12.3	1.6	26.9	12.0	10.3	1.1	22.3	11.8	10.0	1.1	21.8
Textiles	43	123.4	117.7	22.5	241.0	120.2	113.5	21.2	233.6	121.1	113.6	21.9	234.7
Woolen and worsted	4310	26.1	17.7	4.4	43.9	25.4	17.0	4.3	42.4	25.6	16.6	4.5	42.2
Cotton and silk	432	16.7	16.7	3.0	40.4	24.0	15.9	2.9	39.9	24.0	15.9	3.5	39.8
Hosiery and other knitted goods	436	25.4	59.3	10.8	84.7	24.8	57.6	9.5	83.0	25.0	58.0	9.7	83.0
Textile finishing	4370	20.3	7.4	1.4	27.7	20.0	7.5	1.7	27.4	19.9	7.3	1.2	27.2
Carpets etc	438	11.8	5.1	0.7	16.9	11.3	4.9	0.7	16.2	11.4	5.0	0.7	16.4
Other textiles	4336, 4340, 4350, 4399	16.0	11.4	2.2	27.4	14.8	10.6	2.1	25.4	15.3	10.8	2.3	26.0
Leather and leather goods	44	14.7	9.8	2.8	24.5	14.7	9.7	3.1	24.4	15.1	9.9	2.8	24.9
Footwear and clothing	45	71.5	205.7	34.3	277.2	69.6	203.2	32.3	272.8	69.3	202.0	33.4	271.3
Footwear	4510	23.1	27.7	3.1	50.7	22.8	27.5	2.9	50.3	22.7	27.4	2.8	50.2
Clothing, hats, gloves and fur goods	453, 4560	38.6	161.7	25.7	200.3	37.5	160.5	23.3	198.0	36.9	158.7	24.7	195.6
Mens and boys tailored outerwear	4532	7.9	25.9	3.1	33.8	7.4	26.1	3.2	33.5	7.7	26.7	3.2	34.5
Womens and girls tailored outerwear	4533	4.9	15.7	2.0	20.6	4.8	15.3	1.8	20.1	4.6	14.9	1.9	19.5
Work clothing and mens and boys jeans	4534	3.2	14.8	2.3	18.0	3.3	15.1	2.8	18.4	3.0	15.0	2.6	18.0
Womens and girls light outerwear, lingerie etc	4536	11.2	62.1	10.2	73.3	11.2	61.5	8.6	72.7	10.7	60.4	10.2	71.1
Household textiles etc	455	9.9	16.3	5.5	26.2	9.2	15.2	6.1	24.4	9.7	15.8	5.9	25.5
Timber and wooden furniture	46	163.1	40.0	12.1	203.0	164.8	39.9	11.5	204.7	165.8	40.6	11.7	206.4
Saw-milling, planing, semi-finished wood products	4610, 4620	26.7	3.7	1.5	30.4	26.6	3.8	1.6	30.4	26.9	3.8	1.3	30.7
Builders carpentry and joinery	4630	33.2	5.8	2.5	39.1	34.5	6.3	2.3	40.8	34.7	6.1	2.4	40.8
Articles of wood, cork etc	4640/4650/466	20.1	8.7	2.2	28.7	20.0	8.6	2.3	28.7	20.3	8.9	2.2	29.2
Wooden and upholstered furniture	4671	62.5	18.0	4.5	80.5	62.2	17.5	4.2	79.8	63.1	18.1	4.5	81.2
Shop and office fitting	4672	20.6	3.7	1.4	24.4	21.4	3.7	1.1	25.1	20.8	3.7	1.3	24.5
Paper, printing and publishing	47	326.9	160.4	39.6	487.3	326.0	161.6	42.1	487.7	329.5	163.6	41.0	493.0
Pulp, paper and board	4710	31.9	7.0	1.4	38.9	31.8	6.8	1.6	38.6	32.2	6.7	1.7	38.9
Conversion of paper and board	472	66.9	40.3	8.2	107.2	66.2	40.2	8.5	106.4	67.3	40.8	8.6	108.1
Packaging, production of board	4725	29.7	15.5	3.5	45.2	29.5	15.3	3.7	44.9	29.8	15.6	3.7	45.4
Printing and publishing	475	228.0	113.2	30.0	341.2	228.0	114.7	32.1	342.7	229.9	116.1	30.8	346.1
Printing and publishing of newspapers	4751	73.0	25.1	8.0	98.0	73.1	26.0	8.4	99.1	73.8	26.4	8.5	100.2
Printing and publishing of books etc	4752/4753	22.3	16.1	2.6	38.4	22.2	15.9	2.6	38.1	22.3	16.1	2.6	38.3
Rubber and plastics	48	124.8	49.6	12.2	174.5	125.3	50.0	12.2	175.3	125.6	50.6	12.8	176.3
Rubber products, tyre repair etc	4810, 4820	49.1	15.0	2.8	64.1	48.6	14.8	2.6	63.4	48.2	14.9	3.1	63.1
Processing of plastics	483	75.7	34.6	9.5	110.4	76.7	35.2	9.6	111.9	77.4	35.8	9.7	113.2
Other manufacturing	49	40.8	37.9	9.1	78.6	37.8	36.1	9.4	74.0	38.5	36.6	7.4	75.0
Jewellery and coins	4910	8.9	5.4	1.6	14.3	8.6	5.6	2.0	14.2	8.7	5.4	1.5	14.1
Photo/cinematographic processing	4930	7.2	7.6	1.7	14.7	5.8	6.8	1.4	12.6	6.4	7.1	1.3	13.5
Toys and sports goods	494	11.7	15.3	4.1	27.0	11.4	14.1	4.6	25.6	11.1	14.4	3.2	25.5
Other manufacturing nes	4920, 495	13.0	9.6	1.6	22.7	12.1	9.6	1.5	21.7	12.3	9.7	1.5	21.9
Construction	5	887.9	118.0	52.6	1,005.9	854.3	118.7	53.8	972.9	868.6	118.9	54.3	987.5
Construction and repair of buildings, demolition work	5000, 5010	496.2	63.8	29.6	560.0	475.1	64.2	30.3	539.4	480.3	64.4	30.5	544.7
Civil engineering	5020	160.0	21.6	6.0	181.5	153.8	21.6	6.2	175.4	157.6	21.6	6.2	179.2
Installation of fixtures and fittings	5030	146.5	21.5	10.9	168.0	142.4	21.7	11.1	164.1	145.8	21.7	11.2	167.5
Building completion	5040	85.3	11.1	6.1	96.3	82.9	11.2	6.2	94.1	84.9	11.2	6.3	96.1
Distribution, hotels, catering, repairs	6	1,927.5	2,253.6	1,333.3	4,181.1	1,965.6	2,323.1	1,410.4	4,288.7	1,986.9	2,339.8	1,419.4	4,326.7
Wholesale distribution	61	619.5	278.6	99.1	898.2	632.5	285.8	108.2	918.3	640.9	289.9	109.4	930.7
Agricultural and textile raw materials etc	6110	22.3	9.1	3.5	31.4	21.8	8.6	4.0	30.4	22.4	9.4	4.0	31.8
Fuels, ores, metals etc	7120	79.8	25.7	7.3	105.5	82.2	26.1	7.7	108.3	81.9	26.1	8.3	108.0
Timber and building materials	6130	98.3	30.8	11.4	129.2	102.1	32.2	12.1	134.2	102.8	32.9	12.6	135.7
Motor vehicles and parts	6148	34.2	11.2	3.4	45.3	31.9	11.1	3.6	43.0	31.8	11.2	3.5	43.0
Machinery, industrial equipment, vehicles	6149	71.6	27.7	7.2	99.2	74.4	28.3	7.2	102.7	75.2	28.3	7.8	103.6
Household goods, hardware, ironmongery	6150	34.9	19.1	6.6	53.9	36.4	20.6	7.7	57.0	36.9	20.8	7.6	57.7
Textiles, clothing, footwear etc	6160	21.4	18.9	6.4	40.3	21.5	19.9	7.2	41.4	22.6	20.1	7.4	42.7
Food, drink and tobacco	6170	171.3	77.6	31.9	249.0	175.3	79.4	35.7	254.7	178.2	80.4	35.5	258.7
Pharmaceutical and medical goods	6180	15.9	14.8	4.4	30.7	15.7	14.9	4.8	30.7	15.1	14.9	4.9	31.0
Other wholesale distribution	6190	69.8	43.9	17.1	113.7	71.2	44.6	18.1	115.8	73.1	45.5	18.0	118.6
Dealing in scrap and waste materials	62	16.2	3.5	2.4	19.7	17.2	3.3	2.2	20.6	17.3	3.6	2.5	20.9
Commission agents	63	11.3	6.7	2.9	18.0	11.4	6.9						

1.5 EMPLOYMENT

Employees in employment by region*

Standard region	Male		Female		Total	Index 1980 = 100	Production and construction industries	Index 1980 = 100	Production industries	Index 1980 = 100	Manufacturing industries	Index 1980 = 100	Service industries	Index 1980 = 100
	All	Part-time	All	Part-time										
SIC 1980							1-5		1-4		2-4		6-9	
South East														
1983 June	4,020	3,123	1,338		7,143	95.8	2,027	88.0	1,709	88.3	1,593	88.1	5,046	99.3
1983 Sep	4,058	3,133	1,334		7,191	96.4	2,030	88.2	1,706	88.2	1,590	87.9	5,083	100.1
1983 Dec	4,057	3,175	1,377		7,232	97.0	2,018	87.6	1,697	87.7	1,581	87.4	5,141	101.2
1984 Mar	4,049	3,159	1,366		7,207	96.6	2,004	87.0	1,688	87.2	1,573	87.0	5,133	101.0
1984 June	4,068	3,187	1,393		7,255	97.3	2,003	87.0	1,688	87.2	1,574	87.0	5,181	102.0
1984 Sep	4,098	3,191	1,384		7,289	97.7	2,018	87.6	1,697	87.7	1,583	87.6	5,194	102.3
Greater London (included in South East)†														
1983 June	1,989	1,497	539		3,486		824		676		626		2,659	
1983 Sep	2,005	1,494	534		3,499		819		668		618		2,678	
1983 Dec	2,003	1,508	546		3,511		806		656		607		2,702	
1984 Mar	1,989	1,500	540		3,489		798		650		602		2,689	
1984 June	1,999	1,503	548		3,501		795		647		599		2,704	
1984 Sep	2,001	1,504	544		3,505		794		644		597		2,708	
East Anglia														
1983 June	398	288	133		686	102.5	221	87.5	186	88.1	174	87.4	429	105.8
1983 Sep	401	290	129		691	103.2	224	88.7	189	89.5	177	88.9	426	105.0
1983 Dec	392	291	135		683	102.1	226	89.5	191	90.5	179	89.9	421	103.9
1984 Mar	393	289	134		683	102.0	222	89.1	188	89.0	176	88.4	423	104.4
1984 June	401	294	136		696	104.0	225	89.1	191	90.3	179	89.8	435	107.4
1984 Sep	406	298	134		704	105.2	227	89.9	192	91.0	183	91.8	437	107.7
South West														
1983 June	860	662	342		1,522	96.4	469	86.1	392	85.8	364	85.5	1,007	102.0
1983 Sep	868	663	343		1,531	96.9	471	86.5	393	86.0	364	85.5	1,010	102.4
1983 Dec	860	656	343		1,516	96.0	471	86.5	393	86.0	365	85.7	997	101.0
1984 Mar	858	651	345		1,509	95.5	469	86.2	392	85.7	364	85.5	994	100.7
1984 June	869	672	357		1,541	97.6	474	87.0	396	86.6	369	86.6	1,022	103.5
1984 Sep	875	674	358		1,549	98.1	478	87.7	398	87.1	371	87.2	1,023	103.6
West Midlands														
1983 June	1,124	806	341		1,931	88.6	851	79.5	770	79.5	718	78.7	1,049	97.2
1983 Sep	1,134	807	347		1,942	89.1	854	79.8	772	79.7	720	78.9	1,056	97.8
1983 Dec	1,134	817	357		1,951	89.5	848	79.3	767	79.2	716	78.5	1,074	99.5
1984 Mar	1,127	807	354		1,934	88.7	842	78.7	762	78.7	712	78.0	1,063	98.5
1984 June	1,129	810	352		1,939	89.0	842	78.7	763	78.8	713	78.2	1,070	99.2
1984 Sep	1,139	812	350		1,950	89.5	845	79.0	766	79.0	717	78.5	1,074	99.5
East Midlands														
1983 June	808	612	279		1,420	92.8	638	85.8	577	85.7	493	85.2	750	99.7
1983 Sep	813	619	278		1,433	93.6	643	86.5	581	86.3	498	86.1	755	100.3
1983 Dec	807	623	286		1,430	93.4	639	85.9	578	85.8	496	85.7	758	100.7
1984 Mar	799	616	281		1,415	92.4	628	84.4	567	84.2	488	84.3	756	100.4
1984 June	802	623	289		1,425	93.1	631	84.8	570	84.7	493	85.1	763	101.4
1984 Sep	809	625	287		1,434	93.7	638	85.7	576	85.5	499	86.3	762	101.2
Yorkshire and Humberside														
1983 June	1,027	750	361		1,777	91.0	717	81.6	632	81.8	522	79.8	1,031	98.7
1983 Sep	1,031	749	363		1,780	91.1	720	81.9	634	82.1	527	80.6	1,030	98.6
1983 Dec	1,029	758	373		1,787	91.5	713	81.1	628	81.3	523	80.0	1,046	100.1
1984 Mar	1,020	748	368		1,768	90.5	704	80.1	620	80.3	516	79.0	1,037	99.2
1984 June	1,018	753	374		1,771	90.6	700	79.6	617	79.9	514	78.6	1,043	99.9
1984 Sep	1,023	752	373		1,775	90.9	707	80.5	623	80.7	521	79.6	1,038	99.3
North West														
1983 June	1,307	1,058	472		2,364	90.8	878	79.8	771	79.7	711	79.1	1,470	98.9
1983 Sep	1,314	1,062	479		2,375	91.2	880	80.0	771	79.7	711	79.1	1,478	99.4
1983 Dec	1,310	1,073	496		2,383	91.5	872	79.2	765	79.1	703	78.2	1,494	100.5
1984 Mar	1,297	1,063	495		2,360	90.7	861	78.2	757	78.3	695	77.3	1,483	99.8
1984 June	1,307	1,069	501		2,376	91.2	858	78.0	754	78.0	694	77.2	1,501	101.0
1984 Sep	1,310	1,076	501		2,387	91.7	862	78.3	757	78.3	697	77.5	1,507	101.4
North														
1983 June	598	455	206		1,053	87.9	416	78.3	361	79.9	300	79.3	612	95.6
1983 Sep	595	458	207		1,054	88.0	413	77.7	357	79.0	297	78.5	626	96.0
1983 Dec	589	465	217		1,055	88.1	406	76.4	351	77.7	293	77.4	635	97.4
1984 Mar	585	462	216		1,047	87.4	402	75.6	349	77.2	292	77.1	632	97.0
1984 June	582	465	217		1,047	87.4	398	75.0	347	76.7	290	76.7	635	97.5
1984 Sep	583	462	216		1,045	87.3	398	74.9	346	76.6	291	76.8	633	97.1
Wales														
1983 June	517	392	173		909	91.6	315	78.5	268	78.5	213	75.7	572	100.8
1983 Sep	519	393	168		912	91.9	316	78.7	268	78.5	214	76.0	572	100.8
1983 Dec	514	394	171		908	91.5	311	77.5	264	77.3	212	75.3	572	100.8
1984 Mar	510	389	169		899	90.6	308	76.8	262	76.7	211	74.8	569	100.2
1984 June	512	399	174		911	91.8	309	77.1	263	77.0	212	75.3	580	102.2
1984 Sep	513	399	174		913	92.0	309	77.1	262	76.8	212	75.2	580	102.1
Scotland														
1983 June	1,073	865	367		1,938	93.7	651	82.6	526	83.1	450	80.7	1,245	100.9
1983 Sep	1,074	868	369		1,941	93.9	652	82.7	526	83.1	449	80.5	1,245	100.9
1983 Dec	1,062	875	380		1,937	93.7	646	82.0	522	82.5	444	79.6	1,248	101.1
1984 Mar	1,060	870	379		1,929	93.3	640	81.2	518	81.8	440	78.9	1,247	101.1
1984 June	1,064	889	388		1,952	94.4	641	81.4	520	82.2	442	79.3	1,269	102.8
1984 Sep	1,073	882	389		1,955	94.5	643	81.6	521	82.2	442	79.3	1,268	102.8
Great Britain														
1983 June	11,733	9,011	4,012		20,744	93.2	7,183	83.4	6,192	83.6	5,539	82.7	13,222	99.5
1983 Sep	11,808	9,041	4,017		20,849	93.7	7,202	83.6	6,196	83.6	5,547	82.9	13,281	99.9
1983 Dec	11,755	9,126	4,134		20,882	93.8	7,149	83.0	6,154	83.0	5,511	82.3	13,385	100.7
1984 Mar	11,697	9,054	4,107		20,752	93.2	7,080	82.2	6,102	82.3	5,468	81.7	13,337	100.4
1984 June	11,752	9,160	4,181		20,913	93.9	7,082	82.2	6,109	82.4	5,480	81.9	13,500	101.6
1984 Sep	11,829	9,171	4,166		21,000	94.3	7,125	82.7	6,138	82.8	5,515	82.4	13,515	101.7

EMPLOYMENT 1.5

Employees in employment by region*

Standard region	THOUSAND										
	Agriculture, forestry and fishing	Energy and water supply	Metal manufacturing and chemicals	Metal goods, engineering and vehicles	Other manufacturing	Construction	Wholesale distribution, hotels and catering	Retail distribution	Transport and communication	Banking insurance	

1.8 EMPLOYMENT Indices † of output, employment and productivity

seasonally adjusted (1980 = 100)

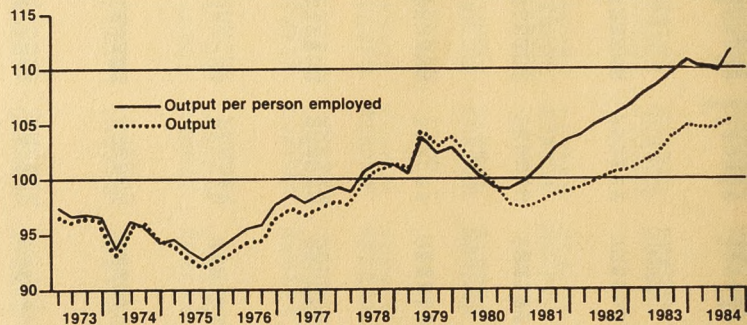
UNITED KINGDOM	Whole economy			Production Industries Divisions 1 to 4			Manufacturing Industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1978	99.9	99.4	100.5	103.1	104.8	98.4	109.6	106.1	103.3	100.7
1979	103.0	100.7	102.3	107.0	104.2	102.7	109.3	105.3	103.9	101.3
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	98.3	96.6	101.8	96.4	91.3	105.7	93.7	91.0	103.1	104.4
1982	100.1 R	95.1	105.4 R	98.1	86.8	113.1	93.7	86.3	108.8	108.8
1983	103.2	94.5	109.2	101.3	83.2	122.0 R	96.1	82.7	116.3 R	115.5
1978 Q1	97.7	98.9	98.9	100.2	105.1	95.5	107.8	106.4	101.4	98.6
1978 Q2	99.7	99.2	100.6	103.3	104.8	98.5	110.2	106.2	103.8	101.3
1978 Q3	100.8	99.5	101.4	104.4	104.6	99.8	110.6	106.0	104.4	101.9
1978 Q4	101.1	100.0	101.2	104.4	104.6	99.8	109.7	105.9	103.6	101.0
1979 Q1	100.6	100.3	100.3	104.5	104.5	100.0	107.2	105.7	101.5	98.9
1979 Q2	104.5	100.6	103.9	109.2	104.4	104.7	112.2	105.6	106.3	103.4
1979 Q3	103.1	100.9	102.2	107.0	104.2	102.7	108.1	105.4	102.7	100.6
1979 Q4	103.7	101.1	102.6	107.2	103.7	103.5	109.8	104.7	105.0	102.3
1980 Q1	102.6	101.0	101.6	105.1	102.8	102.3	106.7	103.5	103.2	101.2
1980 Q2	100.7	100.6	100.1	101.3	101.4	99.9	102.3	101.6	100.7	99.9
1980 Q3	99.1	99.8	99.3	97.9	99.2	98.7	97.6	98.9	98.7	99.3
1980 Q4	97.7	98.7	99.0	95.7	96.6	99.1	93.4	95.9	97.4	99.6
1981 Q1	97.6	97.7	99.9	94.9	93.8	101.3	92.5	93.5	98.9	101.6
1981 Q2	97.8	96.8	101.0	95.6	91.6	104.3	92.8	91.5	101.4	103.1
1981 Q3	98.8	96.2	102.7	96.9	90.4	107.2	94.6	90.0	105.2	105.8
1981 Q4	99.0	95.8	103.4	98.1	89.3	109.9	94.9	88.9	106.8	107.1
1982 Q1	99.2 R	95.6	103.8 R	97.1	88.4	109.9	94.4	88.0	107.4	107.4
1982 Q2	100.0 R	95.3	105.0 R	98.4	87.4	112.6	94.2	86.9	108.5	108.6
1982 Q3	100.5 R	94.8	106.0 R	98.7	86.2	114.5	93.7	85.6	109.5	109.6
1982 Q4	100.8 R	94.5	106.7 R	98.0	85.1	115.2	92.7	84.5	109.8	109.6
1983 Q1	101.8 R	94.3	108.0 R	99.9	84.1	118.8	94.9	83.5	113.8	113.5
1983 Q2	102.1	94.3	108.3	99.8	83.3	120.0	94.5 R	82.9	114.2	113.9
1983 Q3	103.8 R	94.6	109.8	102.0	82.8	123.3	96.8	82.4	117.5	116.8
1983 Q4	104.9 R	94.9	110.6 R	103.5	82.4	125.8 R	98.1	82.2	119.5	117.9
1984 Q1	104.8	95.2	110.2 R	102.8 R	82.1	125.2 R	97.4 R	81.9	119.0 R	117.4
1984 Q2	104.7 R	95.3	109.9 R	100.7	81.9	123.0	98.1 R	81.8	120.0 R	118.6 R
1984 Q3	105.2 R	95.5	110.2	100.5 R	81.8	122.8 R	99.1 R	81.7	121.4 R	120.2 R

‡ Gross domestic product for whole economy.

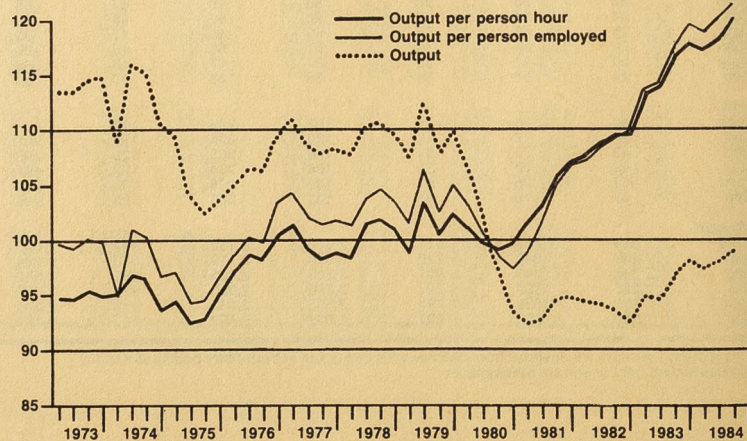
* Estimates of the employed labour force include an allowance for underestimation. See footnotes on table 1-1.

Output and productivity

Whole economy



Manufacturing industries (SIC 1980)



Seasonally adjusted
(1980 = 100)

EMPLOYMENT

Selected countries: national definitions

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)(7)	Canada	Denmark (6)	France (7)	Germany (FR) (FR)	Greece (8)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Netherlands (6)(11)	Norway (5)	Spain (12)	Sweden (5)	Switzerland (2)(5)	United States	
QUARTERLY FIGURES: seasonally adjusted unless stated																			Thousand
Civilian labour force																			
1982 Q1	26,529	6,873	3,306	..	11,903	..	..	26,951	..	..	22,668	57,510	..	1,983	12,975	4,340	3,055	109,414
Q2	26,507	6,881	3,282	..	11,942	..	..	26,921	..	..	22,657	57,593	..	2,008	12,953	4,351	3,049	110,192
Q3	26,505	6,889	3,317	..	12,016	..	..	26,909	..	..	22,557	57,620	..	1,996	13,037	4,375	3,033	110,517
Q4	26,532	6,936	3,309	..	12,033	..	22,860	26,925	..	..	22,560	58,226	..	2,005	13,135	4,359	3,039	110,829
1983 Q1	26,555	6,965	3,296	..	12,048	..	..	26,965	..	..	22,716	58,852	..	1,997	13,102	4,367	3,029	110,700
Q2	26,534	6,979	3,293	..	12,186	..	..	26,909	..	..	22,897	58,778	..	2,032	13,106	4,378	3,015	111,277
Q3	26,603	6,977	3,297	..	12,245	..	..	26,879	..	..	22,791	58,953	..	2,035	13,210	4,386	3,012	112,057
Q4	26,686 R	7,016	3,288	..	12,227	..	22,596	26,847	..	..	22,933	59,000	..	2,032	13,265	4,371	3,018	112,012
1984 Q1	26,774 R	7,055	..	..	12,270	..	..	26,864	..	..	..	58,987	..	2,042	13,260	4,370	3,016	112,607
Q2	26,820 R	7,114	..	..	12,341	..	..	26,813	..	..	..	59,090	..	2,027	13,177	4,356	3,012	113,642
Civilian employment																			Thousand
1982 Q1	23,727	6,445	3,208	..	10,846	..	..	25,274	..	..	20,577	56,235	..	1,943	10,890	4,211	3,046	99,749
Q2	23,635	6,428	3,179	..	10,696	..	..	25,167	..	..	20,647	56,252	..	1,959	10,892	4,219	3,035	99,810
Q3	23,505	6,398	3,195	..	10,555	..	..	25,048	..	..	20,481	56,275	..	1,946	10,879	4,225	3,017	99,493
Q4	23,443	6,342	3,177	..	10,499	..	20,997	24,889	..	..	20,485	56,787	..	1,937	10,876	4,225	3,017	99,054
1983 Q1	23,404	6,277	3,146	..	10,546	..	..	24,722	..	..	20,497	57,247	..	1,923	10,757	4,224	3,003	99,214
Q2	23,443	6,260	3,160	..	10,693	..	..	24,655	..	..	20,578	57,215	..	1,963	10,825	4,225	2,990	100,037
Q3	23,506	6,260	3,162	..	10,824	..	..	24,607	..	..	20,576	57,383	..	1,966	10,848	4,224	2,984	101,528
Q4	23,619	6,359	3,168	..	10,864	..	20,732	24,611	..	..	20,577	57,489	..	1,975	10,805	4,226	2,988	102,506
1984 Q1	23,654 R	6,379	..	..	10,881	..	..	24,581	..	..	..	57,312	..	1,979	10,592	4,234	2,982	103,741
Q2	23,679 R	6,478	..	..	10,935	..	..	24,567	..	..	..	57,497	..	1,966	10,503	4,218	2,981	105,146
LATEST ANNUAL FIGURES: 1983 unless stated																			Thousand
Civilian Labour Force: Male	15,859	4,361	2,016	2,494	7,098	1,463	13,580	16,363	2,505	899	14,824	35,640	3,685	1,156	9,197	2,337	1,953	63,047	
Female	10,595	2,624	1,277	1,594	5,084	1,207	9,152	10,544	1,173	369	8,011	23,240	1,902	868	4,068	2,038	1,067	48,503	
All	26,454	6,984	3,294	4,088	12,183	2,670	22,732	26,907	3,678	1,268	22,835	58,886	5,587	2,024	13,265	4,375	3,020	111,550	
Civilian Employment: Male	13,714	3,935	1,946	..	6,240	..	12,752	15,090	..	..	13,823	34,690	..	1,122	7,606	2,258	1,937	56,787
Female	9,756	2,351	1,213	..	4,495	..	8,116	9,559	..	..	6,734	22,630	..	835	3,199	1,966	1,057	44,047
All	23,470	6,289	3,159	3,620	10,734	2,437	20,868	24,649	3,529	1,131	20,557	57,330	4,984	1,957	10,805	4,224	2,994	100,834	
Civilian employment: proportions by sector																			Per cent
Male: Agriculture	3.7	8.0	8.3	..	7.1	..	..	4.7	..	..	11.9	8.0	..	9.3	18.7	7.6	8.0	5.0
Industry	44.0	36.4	49.3	..	33.8	..	..	51.6	..	..	41.0	38.9	..	39.9	40.1	43.5	45.8	36.7
Services	52.2	55.7	42.2	..	59.1	..	..	43.8	..	..	47.1	53.1	..	50.7	41.3	48.9	46.2	58.3
Female: Agriculture	1.2	4.3	12.4	..	3.2	..	..	7.0	..	..	13.3	11.3	..	5.0	16.5	3.0	5.4	1.6
Industry	19.0	15.2	21.8	..	14.0	..	..	26.9	..	..	25.8	28.4	..	12.2	18.0	14.3	22.6	16.8
Services	79.8	80.4	65.6	..	82.7	..	..	66.2	..	..	60.8	60.3	..	82.5	65.5	82.8	72.0	81.6
All: Agriculture	2.7	6.6	9.9	3.0	5.5	8.5	8.1	5.6	30.7	17.3	12.4	9.3	5.0	7.5	18.0	5.4	7.1	3.5	
Industry	33.6	28.5	38.8	32.3	25.5	33.9	33.9	42.0	29.0	31.1	36.0	34.8	28.8	28.1	33.5	29.9	37.6	28.0	
Services	63.7	64.9	51.3	64.7	69.0	65.1	58.0	52.4	40.3	51.5	51.6	56.0	66.3	64.3	48.4	64.7	55.3	68.5	

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

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

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

[3] Annual figures relate to June.

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

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

[6] Annual figures relate to 1982.

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

[8] Annual figures relate to 1981.

[9] Annual figures relate to April.

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

[11] Annual figures relate to January.

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

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 of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Seasonally adjusted	Average per operative on short-time
1979	1,744	34.2	8.7	15.07		8	320	42	460	10.6	51	1.0	781		15.0
1980	1,422	29.5	8.3	11.76		21	823	258	3,183	12.1	279	5.9	4,006		14.3
1981	1,137	26.6	8.2	9.37		16	621	320	3,720	11.4	335	7.8	4,352		12.6
1982	1,198	29.8	8.3	9.98		8	320	134	1,438	10.7	142	3.5	1,769		12.4
1983	1,209	31.5	8.5	10.30		6	244	71	741	10.2	77	2.0	985		12.9
Week ended															
1982 Nov 13	1,207	31.3	8.3	9.97	9.64	9	359	154	1,690	11.0	163	4.1	2,048	1,765	12.5
Dec 11	1,209	31.2	8.4	10.13	9.66	7	294	140	1,443	10.3	147	3.8	1,737	1,605	11.8
1983 Jan 15	1,068	28.2	7.8	8.35	9.45	6	242	139	1,488	10.8	145	3.8	1,731	1,456	11.9
Feb 12	1,147	30.2	8.2	9.49	9.51	11	434	127	1,378	10.9	138	3.7	1,812	1,436	13.2
Mar 12	1,189	31.3	8.2	9.80	9.68	6	238	119	1,260	10.6	125	3.3	1,498	1,261	12.0
April 16	1,139	30.0	8.1	9.34	9.45	9	365	96	1,048	11.0	105	2.8	1,414	1,362	13.5
May 14	1,234	32.7	8.3	10.28	9.94	6	256	77	774	10.1	83	2.2	1,030	1,158	12.3
June 11	1,168	30.9	8.4	9.85	9.60	7	297	69	714	10.4	76	2.0	1,011	1,170	13.3
July 16	1,201	31.4	8.7	10.47	10.29	7	267	44	477	10.9	51	1.3	743	1,064	15.1
Aug 13	1,122	29.0	8.8	9.88	10.51	4	142	38	368	9.8	41	1.1	510	718	12.6
Sep 10	1,238	31.9	8.9	10.98	11.03	5	199	39	372	9.6	44	1.1	571	644	13.0
Oct 15	1,326	33.7	8.9	11.74	11.45	4	152	36	325	9.0	40	0.9	477	471	12.0
Nov 12	1,345	34.5	8.7	11.68	11.38	5	180	37	341	9.2	42	1.1	521	446	12.5
Dec 10	1,327	34.5	8.9	11.78	11.36	4	161	35	341	9.9	39	1.0	502	459	13.0
1984 Jan 14	1,185	31.1	8.4	9.89	10.97	6	245	42	493	11.9	48	1.3	738	623	15.5
Feb 11	1,305	34.3	8.7	11.24	11.25	8	306	44	437	9.9	51	1.4	742	593	14.5
Mar 10	1,294	34.0	8.7	11.21	11.11	4	174	47	528	11.2	52	1.4	702	590	13.6
April 14	1,311	34.5	8.7	11.36	11.50	4	144	44	395	9.2	48	1.3	554	530	11.5
May 19	1,335	35.1	8.9	11.79	11.43	4	179	41	361	8.8	45	1.2	540	605	11.7
June 16	1,328	34.9	8.9	11.79	11.54	7	281	39	394	10.2	46	1.2	675	774	14.8
July 14	1,304	34.1	9.0	11.71	11.56	7	271	33	317	9.7	39	1.0	587	858	15.1
Aug 18	1,234	32.2	9.0	11.05	11.64	8	316	31	333	10.8	39	1.0	649	906	16.6
Sep 15	1,290	33.6	9.0	11.55	11.59	7	284	32	334	10.6	39	1.0	618	705	16.0
Oct 13	1,375	35.5	9.0	12.36	12.05	5	181	29	327	11.2	34	0.8	508	503	15.1
Nov 10	1,379	35.7	8.9	12.24	11.96	6	249	32	317	10.0	38	1.0	567	484	14.9

* The figures are based on the definition of manufacturing industries in the 1980 Standard Industrial Classification.

1.12 EMPLOYMENT

Hours of work—Operatives: manufacturing industries

Seasonally adjusted
1980 AVERAGE = 100

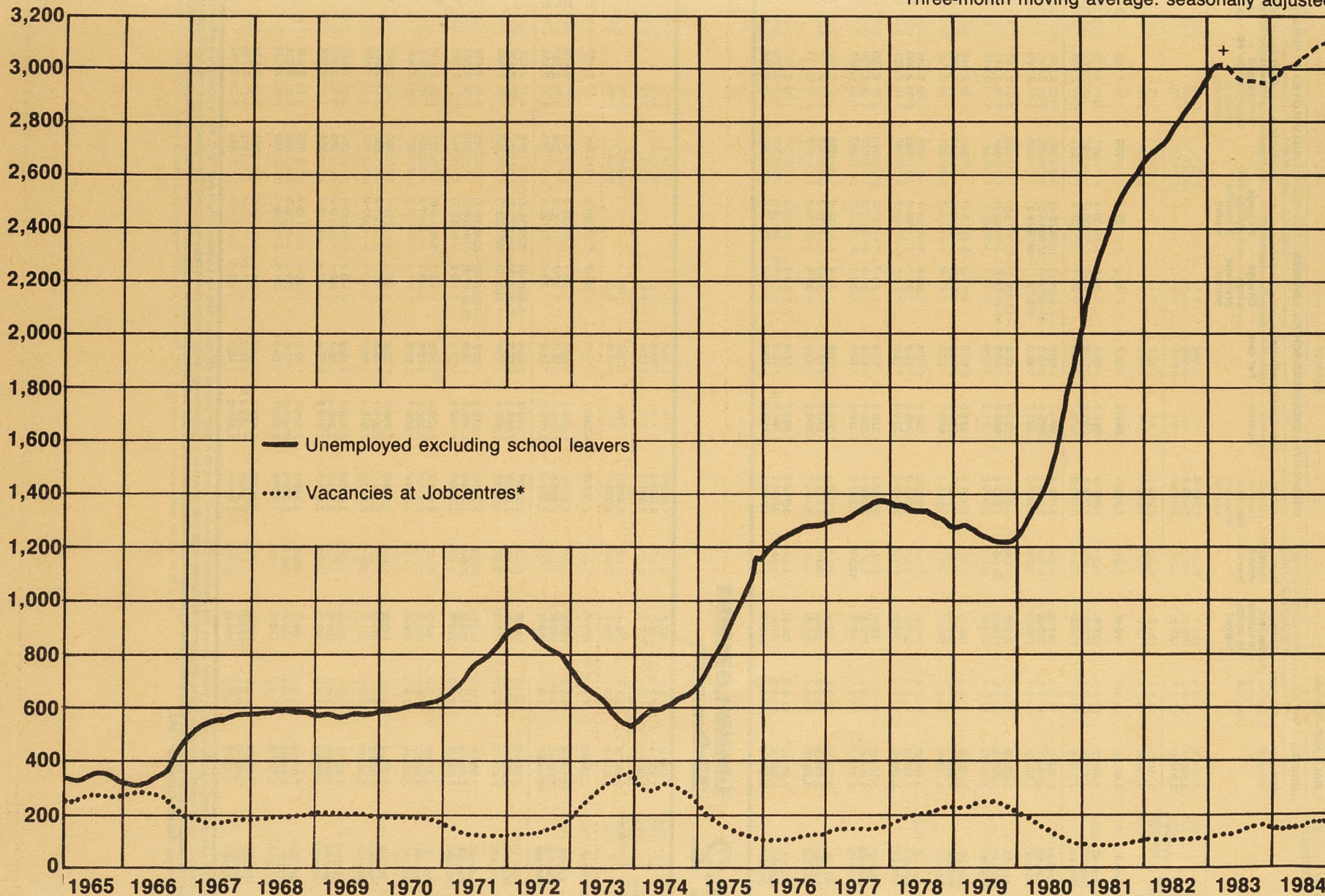
GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
SIC 1980 classes	21-49					21-49				
1979	110.4	110.2	114.0	119.7	104.5	103.4	103.3	106.6	104.2	101.4
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	89.1	89.2	86.8	89.5	93.8	98.7	98.9	98.9	101.5	99.1
1982	84.2	84.0	80.9	85.8	90.0	100.5	100.9	100.9	103.9	99.6
1983	81.8	81.9	76.5	86.5	88.0	101.5	102.0	103.1	105.5	100.2
Week ended										
1982 Nov 13	82.2					100.7				
Dec 11	81.9	81.8	78.8	84.8	88.4	100.8	101.2	100.8	104.6	99.7
1983 Jan 15	81.7					100.9				
Feb 12	81.7					100.9				
Mar 12	81.6	81.6	77.7	85.3	88.9	101.2	101.4	102.3	104.9	100.0
April 16	81.2					101.0				
May 14	81.4					101.1				
June 11	80.9	80.8	75.9	85.2	87.3	100.9	101.0	101.3	105.2	99.8
July 16	81.3					101.3				
Aug 13	81.8					101.6				
Sep 10	82.1	82.3	76.8	87.5	88.3	101.8	102.0	103.8	105.8	100.6
Oct 15	82.5					102.5				
Nov 12	82.7					102.7				
Dec 15	82.2	82.9	76.1	88.2	87.4	102.6	103.5	104.9	106.2	100.5
1984 Jan 14	81.9					102.6				
Feb 11	81.8					102.7				
Mar 10	81.6	82.8	75.1	88.2	86.2	102.5	103.7	104.4	106.2	100.1
Apr 14	81.5					102.5				
May 19	81.3					102.3				
Jun 16	81.1	82.1	72.9	87.4	86.3	102.3	103.2	102.4	105.8	100.6
July 14	80.9					102.1				
Aug 18	80.6					102.1				
Sep 15	81.6	82.5	76.5	88.9	85.0	102.1	102.7	104.0	105.2	101.0
Oct 13	82.3					102.6				
Nov 10	82.3					102.6				

* The figures are based on the definition of manufacturing industries in the 1980 Standard Industrial Classification.

Unemployment and vacancies: United Kingdom 1965—1984

THOUSAND

Three-month moving average: seasonally adjusted



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

2.1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent	School leavers included in unem- ployed	Non-claimant school leavers ‡	Actual	Seasonally adjusted	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	
1980	1,664.9	6.8	104.1	..	1,560.8	6.4						
1981	2,520.4	10.4	100.6	..	2,419.8	9.9						
1982	2,916.0	12.1	123.5	..	2,793.4	11.5						
1983††	3,104.7	12.9	134.9	..	2,969.7	12.3						
1984	3,159.8	13.1	113.0	..	3,046.8	12.7						
1982 Dec 9	3,097.0	12.8	130.6	..	2,966.4	2,948.8	12.2	43.3	27.5	299	2,563	234
1983 Jan 13	3,225.2	13.4	137.8	..	3,087.4	2,982.7	12.4	33.9	32.4	311	2,675	240
Feb 10	3,199.4	13.3	123.8	..	3,075.6	3,000.6	12.5	17.9	31.7	296	2,664	239
Mar 10	3,172.4	13.2	112.2	..	3,060.2	3,025.7	12.6	25.1	25.6	272	2,656	245
April 14††	3,169.9	13.2	134.5	..	3,035.4	3,021.1	12.6	-4.6(24.8)	12.8(22.6)	323	2,629	218
May 12	3,049.4	12.7	125.6	..	2,923.7	2,969.9	12.3	-51.2(23.0)	-10.2(24.3)	275	2,626	148
June 9	2,983.9	12.4	118.9	128.4	2,865.0	2,967.7	12.3	-2.2(26.7)	-19.3(24.8)	266	2,596	122
July 14	3,020.6	12.6	115.5	211.1	2,905.0	2,957.3	12.3	-10.4(9.8)	-21.3(19.8)	352	2,565	103
Aug 11	3,009.9	12.5	112.1	211.9	2,897.8	2,949.9	12.2	-16.4(-7.3)	-9.7(9.7)	304	2,611	95
Sep 8	3,167.4	13.2	214.6	..	2,952.8	2,951.3	12.3	10.4	-5.5(4.3)	461	2,613	94
Oct 13	3,094.0	12.9	168.1	..	2,925.9	2,941.0	12.2	-10.3	-5.4(-2.4)	361	2,642	91
Nov 10	3,084.4	12.8	137.7	..	2,946.7	2,938.5	12.2	-2.5	-0.8	317	2,680	87
Dec 8	3,079.4	12.8	118.1	..	2,961.3	2,946.1	12.2	7.6	-1.7	291	2,703	86
1984 Jan 12	3,199.7	13.3	116.8	..	3,082.9	2,976.0	12.4	29.9	11.7	308	2,084	87
Feb 9	3,186.4	13.2	105.5	..	3,080.9	3,005.1	12.5	29.1	22.2	295	2,809	87
Mar 8	3,142.8	13.1	94.8	..	3,048.0	3,011.6	12.5	6.5	21.8	260	2,801	82
April 5	3,107.7	12.9	85.3	..	3,022.4	3,010.9	12.5	-0.7	11.6	272	2,755	80
May 10	3,084.5	12.8	104.2	..	2,980.3	3,027.9	12.6	17.0	7.6	277	2,730	78
June 14	3,029.7	12.6	95.3	123.6	2,934.5	3,038.0	12.6	10.1	8.8	267	2,688	75
July 12	3,100.5	12.9	92.4	166.7	3,008.1	3,054.6	12.7	16.6	14.6	365	2,660	75
Aug 9	3,115.9	12.9	89.9	160.1	3,025.9	3,073.9	12.8	19.3	15.3	308	2,735	73
Sep 13	3,283.6	13.6	181.9	..	3,101.7	3,096.5	12.9	22.6	19.5	478	2,731	74
Oct 11	3,225.1	13.4	150.6	..	3,074.6	3,099.7	12.9	3.2	15.0	371	2,781	74
Nov 8	3,222.6	13.4	127.9	..	3,094.7	3,101.6 R	12.9	1.9	9.2	325	2,826	71
Dec 6	3,219.4	13.4	111.3	..	3,108.1	3,107.2	12.9	5.6	3.6	293	2,856	70

2.2 UNEMPLOYMENT GB Summary

UNITED KINGDOM	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent	School leavers included in unem- ployed	Non-claimant school leavers ‡	Actual	Seasonally adjusted	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	
1980	1,590.5	6.7	97.8	..	1,492.7	6.3						
1981	2,422.4	10.2	94.0	..	2,328.4	9.8						
1982	2,808.5	11.9	117.3	..	2,691.3	11.4						
1983††	2,987.6	12.7	130.7	..	2,856.8	12.2						
1984	3,038.4	12.9	109.7	..	2,928.7	12.5						
1982 Dec 9	2,984.7	12.6	125.8	..	2,858.9	2,840.7	12.0	42.2	26.3	291	2,462	231
1983 Jan 13	3,109.0	13.2	133.4	..	2,975.6	2,873.4	12.2	32.7	31.0	303	2,570	237
Feb 10	3,084.7	13.1	119.8	..	2,964.8	2,891.1	12.3	17.7	30.9	288	2,561	236
Mar 10	3,058.7	13.0	108.8	..	2,950.0	2,915.7	12.4	24.6	25.0	264	2,553	242
April 14††	3,053.3	13.0	129.8	..	2,923.7	2,909.2	12.4	-6.5(22.9)	11.9(21.7)	312	2,526	215
May 12	2,934.4	12.5	121.6	..	2,812.8	2,857.3	12.2	-51.9(22.3)	-11.3(23.3)	267	2,522	145
June 9	2,870.5	12.2	115.3	125.6	2,755.2	2,855.4	12.2	-1.9(25.9)	-20.1(23.7)	258	2,493	120
July 14	2,903.5	12.4	112.2	206.6	2,791.3	2,843.3	12.1	-12.1(7.8)	-22.0(18.7)	343	2,458	102
Aug 11	2,892.9	12.3	109.0	206.1	2,783.9	2,826.4	12.0	-16.9(-7.9)	-10.3(8.6)	295	2,504	93
Sep 8	3,043.7	13.0	208.5	..	2,835.2	2,834.6	12.1	8.2	-6.9(2.7)	447	2,505	92
Oct 13	2,974.2	12.7	162.8	..	2,811.4	2,826.5	12.0	-8.1	-5.6(-2.6)	351	2,534	89
Nov 10	2,964.7	12.6	133.1	..	2,831.6	2,822.8	12.0	-3.7	-1.2	308	2,571	86
Dec 8	2,960.9	12.6	114.3	..	2,846.7	2,830.7	12.1	7.9	-1.3	283	2,594	84
1984 Jan 12	3,077.4	13.1	113.2	..	2,964.3	2,859.8	12.2	29.1	11.1	299	2,692	86
Feb 9	3,063.8	13.0	102.2	..	2,961.7	2,887.1	12.3	27.3	21.4	286	2,697	81
Mar 8	3,021.9	12.9	91.9	..	2,930.0	2,893.6	12.3	6.5	21.0	252	2,689	80
April 5	2,987.6	12.7	82.7	..	2,904.9	2,893.0	12.3	-0.6	11.1	264	2,645	79
May 10	2,963.9	12.6	100.6	..	2,863.3	2,909.4	12.4	16.4	7.4	268	2,619	76
June 14	2,910.8	12.4	92.3	120.9	2,818.6	2,919.8	12.4	10.4	8.7	258	2,579	74
July 12	2,978.9	12.7	89.7	163.0	2,889.2	2,936.2	12.5	16.4	14.4	355	2,550	74
Aug 9	2,995.2	12.8	87.4	156.0	2,907.8	2,955.2	12.6	19.0	15.3	300	2,624	71
Sep 13	3,156.6	13.4	176.6	..	2,979.9	2,977.1	12.7	21.9	19.1	462	2,622	72
Oct 11	3,103.2	13.2	146.5	..	2,956.7	2,981.2 R	12.7	4.1	15.0	360	2,670	73
Nov 8	3,101.6	13.2	124.5	..	2,977.0	2,983.4 R	12.7	2.2	9.4	316	2,716	70
Dec 6	3,100.0	13.2	108.6	..	2,991.4	2,989.6	12.7	6.2	4.2	285	2,746	69

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

UNEMPLOYMENT 2.1 UK summary

THOUSAND

UNITED KINGDOM	MALE										FEMALE												
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				MARRIED			
	Number	Per cent	School leavers included in unem- ployed	Non-claimant school leavers ‡	Actual	Seasonally adjusted	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Number	Per cent	School leavers included in unem- ployed	Non-claimant school leavers ‡	Actual	Seasonally adjusted	Change since previous month	Average change over 3 months ended				
1980	1,180.6	8.3	55.0	..	1,125.6	7.9						484.3	4.8	49.1	..	435.2	4.3						
1981	1,843.3	12.9	55.6	..	1,787.8	12.4						677.0	6.8	45.0	..	632.0	6.3						
1982	2,133.2	15.0	70.1	..	2,063.2	14.5						783.6	7.8	53.4	..	730.2	7.3						
1983††	2,218.6	15.9	77.2	..	2,141.4	15.3						886.0	8.8	57.7	..	828.3	8.2						
1984	2,197.4	15.7	65.0	..	2,132.4	15.3						962.5	9.5	48.0	..	914.5	9.1						
1982 Dec 9	2,268.0	16.0	74.1	..	2,193.9	2,178.5	15.3					829.0	8.3	56.5	..	772.5	7.7						
1983 Jan 13	2,354.9	16.8	77.5	..	2,277.4	2,199.5	15.7					870.4	8.6	60.3	..	810.0	7.8						
Feb 10	2,336.6	16.7	70.1	..	2,266.6	2,208.5	15.8					862.8	8.6	53.7	..	809.1	7.9						
Mar 10	2,319.5	16.6	63.8	..	2,255.6	2,223.6	15.9					852.9	8.5	48.4	..	804.5	8.0						
April 14††	2,306.4	16.5	77.4	..	2,229.0	2,210.1	15.8					863.5	8.6	57.1	..	806.4	8.1						
May 12	2,199.4	15.7	72.5	..	2,126.9	2,148.6	15.4					849.9	8.4	53.1	..	796.8	8.1						
June 9	2,144.7	15.3	68.6	..	2,076.1	2,137.1	15.3					839.2	8.3	50.3	..	788.9	8.2						
July 14	2,144.0	15.3	66.9	..	2,077.1	2,117.7	15.1					876.6	8.7	48.7	..	827.9	8.3						
Aug 11	2,125.0	15.2	65.4	..	2,059.6	2,100.6	15.0					884.9	8.8	46.6	..	838.2	8.3						

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female	
								Number	Per cent	Change since previous month	Average change over 3 months ended			Number	Per cent
SOUTH EAST														
1980	328.1	241.0	87.1	14.6	4.2	5.4	2.8	313.5		4.1				
1981	547.6	407.5	140.1	16.5	7.0	9.0	4.3	531.0		6.8				
1982	664.6	490.8	173.8	22.4	8.5	10.9	5.3	642.3		8.3				
1983††	721.4	514.5	206.9	24.5	9.3	11.6	6.3	696.9		9.0				
1984	748.0	511.3	236.7	20.1	9.6	11.5	7.2	727.9		9.4				
1983 Dec 8	723.5	504.1	219.3	22.8	9.3	11.3	6.6	700.6	700.7	9.0	3.7	2.2	490.6	210.1
1984 Jan 12	750.9	522.0	228.9	20.9	9.7	11.7	6.9	730.0	707.8	9.1	7.1	4.7	492.9	214.9
Feb 9	748.7	519.3	229.4	18.8	9.7	11.7	6.9	729.8	713.4	9.2	5.6	5.5	495.5	217.9
Mar 8	740.1	513.0	227.1	16.9	9.5	11.5	6.9	723.2	715.7	9.2	2.3	5.0	495.7	220.1
Apr 5	732.6	507.2	225.4	15.0	9.5	11.4	6.8	717.6	715.8	9.2	0.1	2.7	494.4	221.4
May 10	725.4	500.3	225.1	17.8	9.6	11.2	6.8	707.6	719.2	9.3	3.4	1.9	494.7	224.5
Jun 14	716.6	493.1	223.5	16.8	9.2	11.1	6.8	699.8	724.4	9.3	5.2	2.9	497.4	227.0
Jul 12	735.9	501.3	234.6	16.2	9.5	11.3	7.1	719.7	729.4	9.4	5.0	4.5	499.6	299.8
Aug 9	745.1	503.5	241.5	15.4	9.6	11.3	7.3	729.7	735.0	9.5	5.6	5.3	502.3	232.7
Sep 13	778.2	521.8	256.3	31.5	10.0	11.7	7.7	746.6	743.7	9.6	8.7	6.4	507.8	235.9
Oct 11	767.9	516.8	251.1	27.9	9.9	11.6	7.6	740.0	743.4	9.6	-0.3	7.7	508.0	235.4
Nov 8	768.0	517.6	250.4	23.8	9.9	11.6	7.6	744.2	745.9	9.6	2.5	3.6	508.6	237.3
Dec 6	766.7	519.8	246.8	20.4	9.9	11.7	7.5	746.3	749.0	9.7	3.1	1.8	510.1	238.9
GREATER LONDON (included in South East)														
1980	157.5	117.1	40.4	6.0	4.2	5.4	2.6	151.5		4.1				
1981	263.5	195.8	67.6	9.0	7.0	8.7	4.3	254.5		6.7				
1982	323.3	238.5	84.8	10.7	8.5	10.6	5.4	312.6		8.2				
1983††	359.9	258.8	101.1	12.0	9.5	11.8	6.3	347.9		9.2				
1984	380.9	265.6	115.3	10.2	10.0	12.1	7.2	370.7		9.8				
1983 Dec 8	366.0	258.7	107.3	11.9	9.6	11.8	6.7	354.0	356.4	9.4	2.7	2.2	253.3	103.1
1984 Jan 12	375.6	264.7	110.9	10.9	9.9	12.0	7.0	364.7	358.9	9.5	2.5	2.5	253.8	105.1
Feb 9	375.5	264.2	111.3	9.8	9.9	12.0	7.0	365.7	361.6	9.5	2.7	2.6	255.2	106.4
Mar 8	373.5	263.0	110.6	9.0	9.8	12.0	6.9	364.6	363.4	9.6	1.8	2.3	256.0	107.4
Apr 5	371.9	261.8	110.0	7.9	9.8	11.9	6.9	363.9	363.9	9.6	0.5	1.7	256.0	107.9
May 10	370.5	260.2	110.3	8.9	9.8	11.8	6.9	361.6	364.7	9.6	0.8	1.0	255.6	109.1
Jun 14	369.6	259.5	110.1	8.6	9.7	11.8	6.9	361.0	370.4	9.8	5.7	2.3	259.9	110.5
Jul 12	378.1	263.3	114.8	8.3	10.0	12.0	7.2	369.8	372.5	9.8	2.1	2.9	260.6	111.9
Aug 9	383.5	265.2	118.4	8.0	10.1	12.1	7.4	375.5	375.3	9.9	2.8	3.5	262.2	113.1
Sep 13	397.6	273.1	124.6	14.5	10.5	12.4	7.8	383.1	380.3	10.0	5.0	3.3	265.5	114.8
Oct 11	392.6	270.6	122.0	13.6	10.3	12.3	7.7	378.9	381.2	10.0	0.9	2.9	266.5	114.7
Nov 8	391.5	270.5	121.0	12.1	10.3	12.3	7.6	379.4	382.6	10.1	1.4	2.4	267.3	115.3
Dec 6	391.2	271.5	119.7	10.6	10.3	12.3	7.5	380.7	384.2	10.1	1.6	1.3	268.1	116.1
EAST ANGLIA														
1980	39.2	28.5	10.7	2.0	5.3	6.5	3.6	37.2		5.0				
1981	61.4	45.9	15.5	2.0	8.3	10.3	5.2	59.4		8.0				
1982	72.2	53.2	19.0	2.4	9.7	12.0	6.3	69.8		9.4				
1983††	77.5	54.8	22.6	2.7	10.2	12.3	7.2	74.7		9.9				
1984	77.0	51.8	25.2	2.2	10.1	11.6	8.0	74.8		9.9				
1983 Dec 8	76.2	52.5	23.7	2.5	10.0	11.8	7.5	73.7	73.0	9.6	-0.1	-0.2	50.5	22.5
1984 Jan 12	80.0	54.9	25.0	2.3	10.5	12.3	8.0	77.7	74.0	9.7	1.0	0.2	50.9	23.1
Feb 9	80.7	55.6	25.1	2.0	10.6	12.5	8.0	78.6	74.9	9.9	0.9	0.6	51.5	23.4
Mar 8	79.1	54.4	24.7	1.8	10.4	12.2	7.9	77.2	74.4	9.8	-0.5	0.5	51.0	23.4
Apr 5	77.5	53.1	24.4	1.6	10.2	11.9	7.8	75.8	74.0	9.7	-0.4	—	50.6	23.4
May 10	76.1	51.7	24.4	2.1	10.0	11.6	7.8	74.0	74.5	9.8	0.5	-0.1	50.8	23.7
Jun 14	73.1	49.4	23.7	1.9	9.6	11.1	7.5	71.2	74.6	9.8	0.1	0.1	50.6	24.0
Jul 12	74.0	49.4	24.6	1.9	9.7	11.1	7.8	72.1	75.2	9.9	0.6	0.4	50.8	24.4
Aug 9	74.0	49.1	24.9	1.7	9.7	11.0	7.9	72.2	75.6	10.0	0.4	0.4	50.8	24.8
Sep 13	77.2	50.6	26.6	3.6	10.2	11.4	8.5	73.6	76.0	10.0	0.4	0.5	50.9	25.1
Oct 11	76.8	50.4	26.3	2.9	10.1	11.3	8.4	73.9	75.0	9.9	-1.0	-0.1	50.3	24.7
Nov 8	77.3	51.0	26.3	2.4	10.2	11.5	8.4	74.9	75.5	9.9	0.5	—	50.5	25.0
Dec 6	78.1	51.9	26.3	2.1	10.3	11.6	8.4	76.0	75.5	9.9	—	-0.2	50.2	25.3
SOUTH WEST														
1980	106.9	75.3	31.6	5.5	6.4	7.7	4.5	101.5		6.0				
1981	155.6	112.0	43.6	4.4	9.2	11.5	6.3	151.2		9.0				
1982	179.0	128.0	51.0	5.7	10.6	13.1	7.2	173.3		10.2				
1983††	188.6	129.3	59.3	6.2	11.2	13.4	8.3	182.3		10.8				
1984	193.9	127.3	66.6	5.0	11.5	13.2	9.3	188.9		11.2				
1983 Dec 8	191.2	126.8	64.4	5.5	11.4	13.1	9.0	185.8	180.8	10.7	0.9	0.2	120.7	60.1
1984 Jan 12	199.3	132.1	67.2	5.1	11.8	13.7	9.4	194.3	182.8	10.9	2.0	0.9	121.5	61.3
Feb 9	198.6	131.3	67.3	4.6	11.8	13.6	9.4	194.0	185.1	11.0	2.3	1.7	122.8	62.3
Mar 8	195.1	129.0	66.0	4.0	11.6	13.3	9.2	191.0	185.5	11.0	0.4	1.6	122.9	62.6
Apr 5	191.2	126.5	64.7	3.6	11.3	13.1	9.0	187.6	185.6	11.0	0.1	0.9	122.6	63.0
May 10	185.7	123.0	62.7	4.5	11.0	12.7	8.7	181.3	185.9	11.0	0.3	0.3	122.8	63.1
Jun 14	179.3	118.9	60.4	4.1	10.6	12.3	8.4	175.2	186.9	11.1	1.0	0.5	123.3	63.6
Jul 12	183.9	120.7	63.2	4.0	10.9	12.5	8.8	180.0	188.1	11.2	1.2	0.8	123.6	64.5
Aug 9	186.1	121.5	64.6	3.8	11.0	12.6	9.0	182.3	190.1	11.3	2.0	1.4	124.8	65.3
Sep 13	198.9	128.8	70.1	8.5	11.8	13.3	9.8	190.5	193.8	11.5	3.7	2.3	127.1	66.7
Oct 11	200.5	130.0	70.5	7.1	11.9	13.4	9.8	193.4	194.2	11.5	0.4	2.0	127.8	66.4
Nov 8	203.8	132.3	71.5	5.9	12.1	13.7	10.0	197.8	195.1	11.6	0.9	1.7	128.5	66.6
Dec 6	204.7	133.7	71.0	5.1	12.2	13.8	9.9	199.6	195.5	11.6	0.4	0.6	128.6	66.9

See footnotes to table 2.1.

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female	
								Number	Per cent	Change since previous month	Average change over 3 months ended			Number	Per cent
WEST MIDLANDS														
1980	170.1	119.4	50.7	12.2	7.3	8.5	5.4	157.9		6.8				
1981	290.6	213.9	76.6	12.3	12.5	15.2	8.3	278.3		11.9				
1982	337.9	249.9	87.9	14.8	14.7	18.0	9.7	323.0		14.1				
1983††	354.7	257.3	97.4	16.0	15.6	18.9	10.7	338.6		14.9				
1984	345.6	243.1	102.5	12.8	15.2	17.								

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted			Male	Female	
								Number	Per cent	Change since previous month	Average change over 3 months ended	Number			Per cent	Change since previous month	Average change over 3 months ended
NORTH															
1980	140.8	99.9	40.8	9.8	10.4	12.3	7.6	130.9	9.7						
1981	192.0	141.0	50.9	8.9	14.7	17.9	9.9	183.0	14.0						
1982	214.6	158.8	55.8	10.9	16.5	20.3	10.9	203.9	15.7						
1983††	225.7	164.7	61.0	11.8	17.7	21.6	11.9	213.9	16.8						
1984	231.3	166.4	64.9	9.8	18.1	21.8	12.7	221.5	17.4						
1983 Dec 8	224.2	162.1	62.1	10.2	17.6	21.2	12.1	214.0	212.5	16.7	0.3	0.4	154.5	58.0	
1984 Jan 12	230.9	166.8	64.1	9.3	18.1	21.9	12.5	221.5	213.0	16.7	0.5	0.7	154.5	58.5	
Feb 9	228.8	165.5	63.3	8.4	17.9	21.7	12.4	220.5	215.4	16.9	2.4	1.1	156.3	59.1	
Mar 8	226.8	164.4	62.3	7.6	17.8	21.5	12.2	219.2	218.0	17.1	2.6	1.8	158.6	59.4	
Apr 5	225.6	163.9	61.7	6.9	17.7	21.5	12.2	218.7	218.6	17.1	0.6	1.9	159.1	59.5	
May 10	226.7	164.4	62.3	8.8	17.8	21.5	12.2	217.9	221.2	17.3	2.6	1.9	161.0	60.2	
Jun 14	223.9	162.3	61.6	8.1	17.6	21.3	12.0	215.8	222.6	17.5	1.4	1.5	161.9	60.7	
Jul 12	227.8	164.1	63.7	8.2	17.9	21.5	12.4	219.7	223.3	17.5	0.7	1.6	162.2	61.1	
Aug 9	227.5	163.0	64.5	8.3	17.8	21.4	12.6	219.2	223.6	17.5	0.3	0.8	161.9	61.7	
Sep 13	244.0	172.3	71.7	17.2	19.1	22.6	14.0	226.8	225.3	17.7	1.7	0.9	162.9	62.4	
Oct 11	237.5	169.0	68.5	13.4	18.6	22.1	13.4	224.1	225.5	17.7	0.2	0.7	163.0	62.5	
Nov 8	238.9	170.6	68.3	11.5	18.7	22.4	13.3	227.4	227.5	17.8	2.0	1.3	164.6	62.9	
Dec 6	237.5	170.4	67.1	10.0	18.6	22.3	13.1	227.5	227.1	17.8	-0.4	0.6	163.9	63.2	
WALES															
1980	102.7	72.0	30.7	7.4	9.4	10.9	7.1	95.3	8.7						
1981	145.9	106.8	39.1	6.5	13.5	16.3	9.2	139.4	12.9						
1982	164.8	120.9	43.8	7.7	15.4	18.8	10.3	157.1	14.7						
1983††	170.4	122.9	47.5	8.3	15.9	19.4	10.9	162.1	15.2						
1984	173.0	123.0	50.0	6.8	16.2	19.4	11.5	166.3	15.6						
1983 Dec 8	168.7	120.1	48.6	7.0	15.8	19.0	11.1	161.7	159.1	14.9	-0.8	—	114.1	45.0	
1984 Jan 12	174.7	124.5	50.2	6.5	16.3	19.7	11.5	168.2	160.8	15.0	1.7	0.6	115.3	45.5	
Feb 9	173.9	124.3	49.6	5.8	16.3	19.7	11.4	168.1	163.2	15.3	2.4	1.6	117.3	45.9	
Mar 8	171.6	122.7	48.9	5.2	16.1	19.4	11.2	166.5	163.9	15.3	0.7	1.6	117.8	46.1	
Apr 5	169.6	121.5	48.1	4.6	15.9	19.2	11.0	165.0	164.1	15.4	0.2	1.1	117.7	46.1	
May 10	168.8	121.0	47.8	6.6	15.8	19.1	10.9	162.2	165.5	15.5	1.4	0.8	119.1	46.4	
Jun 14	162.9	116.9	46.0	5.5	15.2	18.5	10.6	157.5	164.4	15.4	-1.1	0.2	118.0	46.4	
Jul 12	167.2	119.0	48.2	5.3	15.6	18.8	11.0	161.9	165.9	15.5	1.5	0.6	118.8	47.1	
Aug 9	167.4	118.7	48.7	5.1	15.7	18.9	11.2	162.3	167.1	15.6	1.2	0.5	119.5	47.6	
Sep 13	161.9	127.1	54.8	12.0	17.0	20.1	12.6	169.9	170.2	15.9	3.1	1.9	121.6	48.6	
Oct 11	178.6	125.8	52.7	9.6	16.7	19.9	12.1	169.0	170.1	15.9	-0.1	1.4	121.7	48.4	
Nov 8	179.6	126.8	52.9	8.0	16.8	20.0	12.1	171.7	171.0	16.0	0.9	1.3	122.0	49.0	
Dec 6	180.1	127.9	52.2	6.9	16.8	20.2	12.0	173.2	171.5	16.0	0.5	0.4	122.5	49.0	
SCOTLAND															
1980	207.9	140.3	67.6	13.2	9.1	10.7	7.1	194.7	8.6						
1981	282.8	197.6	85.2	14.6	12.4	15.0	8.9	268.2	11.8						
1982	318.0	223.9	94.1	17.8	14.0	17.1	9.8	300.2	13.2						
1983††	335.6	232.1	103.4	20.6	14.9	18.0	10.7	315.0	14.0						
1984	341.4	235.1	106.3	18.4	15.2	18.3	11.0	323.0	14.3						
1983 Dec 8	332.5	230.0	102.6	17.1	14.8	17.9	10.6	315.4	312.7	13.9	0.4	-0.2	217.0	95.7	
1984 Jan 12	353.4	243.1	110.3	23.6	15.7	18.9	11.4	329.8	318.6	14.1	5.9	2.2	220.6	98.0	
Feb 9	351.1	242.3	108.8	21.1	15.6	18.8	11.3	329.9	322.3	14.3	3.7	3.3	224.0	98.3	
Mar 8	343.3	236.3	107.0	19.2	15.2	18.4	11.1	324.1	321.7	14.3	-0.6	3.0	223.5	98.2	
Apr 5	337.2	232.4	104.9	17.3	15.0	18.1	10.9	320.0	319.7	14.2	-2.0	0.4	221.8	97.9	
May 10	331.6	230.0	101.6	16.0	14.7	17.9	10.5	315.6	322.7	14.3	3.0	0.1	225.1	97.6	
Jun 14	329.1	227.7	101.4	15.1	14.6	17.7	10.5	314.0	323.3	14.3	0.6	0.5	225.3	98.0	
Jul 12	336.5	230.3	106.1	14.7	14.9	17.9	11.0	321.9	323.5	14.4	0.2	1.3	224.9	98.6	
Aug 9	336.6	230.3	106.3	14.5	14.9	17.9	11.0	322.1	324.1	14.4	0.6	0.5	224.6	99.5	
Sep 13	349.0	236.3	112.7	25.2	15.5	18.5	11.4	323.8	326.3	14.5	2.2	1.0	226.2	100.1	
Oct 11	342.9	235.6	107.3	20.6	15.2	18.3	11.1	322.3	325.9	14.5	-0.4	0.8	225.8	100.1	
Nov 8	343.2	236.5	106.6	17.8	15.2	18.4	11.0	325.4	325.9	14.5	—	0.6	226.3	99.6	
Dec 6	342.9	237.7	105.2	15.8	15.2	18.5	10.9	327.1	325.7	14.5	-0.2	-0.2	226.3	99.4	
NORTHERN IRELAND															
1980	74.5	51.5	22.9	6.4	12.8	15.3	9.3	68.1	11.7						
1981	98.0	70.0	27.9	6.6	16.8	20.7	11.5	91.4	15.7						
1982	108.3	77.3	31.0	6.2	18.7	23.2	12.6	102.1	17.7						
1983††	117.1	85.1	32.0	4.2	20.2	25.5	13.0	112.9	19.5						
1984	121.4	87.7	33.7	3.3	21.0	26.3	13.7	118.1	20.4						
1983 Dec 8	118.4	86.2	32.2	3.8	20.5	25.9	13.1	114.6	115.4	19.9	-0.3	-0.4	84.0	31.4	
1984 Jan 12	122.5	88.8	33.5	3.6	21.1	26.7	13.6	118.7	116.2	20.1	0.8	0.6	84.6	31.6	
Feb 9	122.2	89.5	33.0	3.3	21.2	26.9	13.4	119.2	118.0	20.4	1.8	0.8	85.9	32.1	
Mar 8	120.9	88.4	32.4	2.9	20.9	26.6	13.2	118.0	118.0	20.4	—	0.9	86.0	32.0	
Apr 5	120.1	87.6	32.5	2.6	20.7	26.3	13.2	117.5	117.9	20.4	-0.1	0.6	85.7	32.2	
May 10	120.6	87.7	32.8	3.6	20.8	26.4	13.4	117.0	118.5	20.5	0.6	0.2	86.0	32.5	
Jun 14	118.9	86.1	32.8	3.0	20.5	25.9	13.3	115.9	118.2	20.4	-0.3	0.1	85.4	32.8	
Jul 12	121.6	87.0	34.7	2.8	21.0	26.1	14.1	118.9	118.4	20.4	0.2	0.2	85.4	33.0	
Aug 9	120.7	86.5	34.2	2.5	20.9	26.0	13.9	118.2	118.7	20.5	0.3	0.1	85.7	33.0	
Sep 13	127.1	90.0	37.1	5.3	21.9	27.0	15.1	121.8	119.4	20.6	0.7	0.4	86.2	33.2	
Oct 11	122.0	87.2	34.8	4.1	21.1	26.2	14.1	117.9	118.5	20.5	-0.9	—	85.6	32.9	
Nov 8	121.0	87.0	34.0	3.3	20.9	26.1	13.8	117.7	118.2	20.4	-0.3	-0.2	85.4	32.8	
Dec 6	119.4	86.7	32.7	2.7	20.6	26.0	13.3	116.7	117.6	20.3	-0.6	-0.6	85.3	32.3	

See footnotes to table 2-1.

UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status† and in local areas at December 6, 1984

	Male		Female		All unemployed		Rate		Male		Female		All unemployed		Rate	
	Number	Per cent	Number	Per cent	Number	Per cent	per cent	per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
ASSISTED REGIONS																
South West																
Development Areas	9,673	23.3	4,698	11.3	14,371	23.3	23.3									
Intermediate Areas	16,601	15.4	9,806	9.1	26,407	15.4	15.4									
Unassisted	107,462	11.3	56,455	11.3	163,917	11.3	11.3									

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status and in local areas at December 6, 1984

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
Melton Mowbray	1,325	809	2,134	10.5	Wigan and St Helens	23,612	10,735	34,347	18.7
Middlesbrough	23,597	7,779	31,376	23.9	Winchester and Eastleigh	2,339	1,279	3,618	4.9
Milton Keynes	5,950	3,104	9,054	13.0	Windermere	442	285	727	12.2
Minehead	835	567	1,402	16.2	Wirral and Chester	27,638	11,205	38,843	18.2
Morpeth and Ashington	5,547	2,286	7,833	15.9	Wisbech	1,858	684	2,542	15.2
Newark	2,057	1,004	3,061	13.5	Wolverhampton	18,611	7,123	25,734	18.6
Newbury	1,475	992	2,467	7.9	Woodbridge and Leiston	918	431	1,349	7.5
Newcastle upon Tyne	47,338	17,738	65,076	19.0	Worcester	4,626	2,188	6,814	11.9
Newmarket	1,251	804	2,055	8.9	Workington	3,414	1,625	5,039	19.4
Newquay	1,646	1,109	2,755	29.2	Worksop	2,379	1,117	3,496	14.5
Newton Abbot	2,022	1,093	3,115	13.7	Worthing	3,869	1,822	5,691	8.6
Northallerton	703	370	1,073	9.0	Yeovil	1,908	1,339	3,247	8.2
Northampton	6,854	3,332	10,186	12.8	York	5,423	3,164	8,587	9.6
Northwich	4,227	2,213	6,440	14.1					
Norwich	9,035	4,202	13,237	9.9					
Nottingham	30,259	12,154	42,413	13.1	Wales				
Okehampton	353	202	555	12.9	Aberdare	2,884	1,110	3,994	21.6
Oldham	8,177	3,332	11,509	13.8	Aberystwyth	842	452	1,294	11.3
Oswestry	1,117	563	1,680	13.7	Bangor and Caernarfon	3,713	1,408	5,121	18.9
Oxford	8,296	4,760	13,056	7.7	Brecon	556	262	818	10.7
Pendle	2,965	1,622	4,587	14.6	Bridgend	6,188	2,691	8,879	16.4
Penrith	749	520	1,269	9.8	Cardiff	21,261	7,626	28,887	14.5
Penzance and St Ives	2,685	1,096	3,781	23.5	Cardigan	1,066	500	1,566	26.1
Peterborough	7,980	3,495	11,475	13.1	Carmarthen	1,067	523	1,590	9.5
Pickering and Helmsley	354	210	564	8.7	Conwy and Colwyn	3,201	1,635	4,836	16.1
Plymouth	10,989	6,592	17,581	14.6	Denbigh	799	442	1,241	14.5
Poole	3,832	1,853	5,685	10.5	Doigellau and Barmouth	462	233	695	15.9
Portsmouth	13,141	5,516	18,657	12.0	Ebbw Vale and Abergavenny	5,196	1,972	7,168	19.9
Preston	12,250	5,941	18,191	11.7	Fishguard	411	204	615	19.7
Reading	6,970	3,384	10,354	7.8	Haverfordwest	2,623	1,172	3,795	18.0
Redruth and Camborne	2,823	1,215	4,038	20.0	Holyhead	2,841	1,117	3,958	23.0
Retford	1,627	982	2,609	12.9	Lampeter and Aberaeron	788	290	1,078	24.2
Richmondshire	858	730	1,588	13.4	Llandeilo	336	153	489	15.3
Ripon	478	313	792	7.8	Llandrindod Wells	697	397	1,094	15.0
Rochdale	7,292	3,347	10,639	17.1	Llanelli	4,081	1,727	5,808	17.6
Rotherham and Mexborough	15,166	6,273	21,439	20.1	Machynlleth	420	171	591	19.6
Rugby and Daventry	3,347	2,015	5,362	11.3	Merthyr and Rhymney	7,823	2,835	10,658	20.2
Salisbury	2,272	1,351	3,623	9.1	Monmouth	407	214	621	12.9
Scarborough and Filey	3,044	1,556	4,600	15.5	Neath and Port Talbot	5,830	2,565	8,395	16.3
Scunthorpe	7,131	2,668	9,799	18.5	Newport	9,121	3,568	12,689	15.6
Settle	252	195	447	8.6	Newtown	767	314	1,081	12.8
Shaftesbury	733	419	1,152	8.3	Pontypool and Cwmbran	4,282	1,760	6,042	15.8
Sheffield	30,544	12,339	42,883	14.8	Pontypridd and Rhondda	8,165	3,086	11,251	17.4
Shrewsbury	3,209	1,488	4,697	11.2	Porthmadoc and Ffestiniog	729	393	1,122	18.4
Sittingbourne and Sheerness	3,723	1,959	5,682	14.9	Pwllheli	828	369	1,197	22.4
Skegness	1,817	846	2,663	24.8	Shotton, Flint and Rhyl (Formerly Flint and Rhyl)	8,944	4,245	13,189	19.2
Skipton	533	340	873	8.2	South Pembrokeshire	2,101	877	2,978	22.0
Sleaford	782	518	1,300	12.3	Swansea	13,435	5,220	18,655	16.6
Slough	7,414	3,864	11,278	6.8	Welsphool	563	311	874	13.4
South Molton	302	185	487	12.2	Wrexham	5,665	2,442	8,107	17.8
South Tyneside	11,131	4,412	15,543	25.4					
Southampton	13,014	5,579	18,593	10.6	Scotland				
Southern	23,849	10,479	34,328	14.4	Aberdeen	6,194	3,605	9,799	6.2
Spalding and Holbeach	1,528	938	2,466	11.4	Alloa	2,300	1,024	3,324	18.8
St Austell	1,973	1,097	3,070	14.3	Annan	848	475	1,323	16.5
Stafford	3,886	2,377	6,263	9.5	Arbroath	1,061	592	1,653	18.1
Stamford	1,181	816	1,997	12.3	Ayr	4,557	2,191	6,748	13.9
Stockton-on-Tees	11,491	4,274	15,765	20.6	Badenoch	419	321	740	20.9
Stoke	15,997	8,047	24,044	12.4	Banff	532	274	806	10.2
Stroud	2,399	1,320	3,719	10.7	Bathgate	6,885	3,024	9,909	20.9
Sudbury	1,042	568	1,610	10.8	Berwickshire	426	249	675	14.0
Sunderland	27,373	10,316	37,689	21.6	Blairgowrie and Pitlochry	938	569	1,507	15.5
Swindon	6,048	3,289	9,337	10.5	Brechin and Montrose	874	664	1,538	12.2
Taunton	2,458	1,370	3,828	9.7	Buckie	326	211	537	13.7
Telford and Bridgnorth	9,151	3,589	12,740	21.0	Campbeltown	517	250	767	17.5
Thanet	5,492	2,420	7,912	20.1	Crieff	294	167	461	13.5
Theftord	1,518	868	2,386	12.3	Cumnock and Sanquhar	2,897	1,081	3,978	23.2
Thirsk	339	220	559	12.8	Dumbarton	3,875	2,117	5,992	20.6
Tiverton	718	393	1,111	11.8	Dumfries	1,630	849	2,479	10.2
Torbay	5,611	2,971	8,582	20.3	Dundee	11,216	5,295	16,511	17.0
Torrington	400	229	629	17.0	Dunfermline	4,563	2,662	7,225	14.1
Toines	579	335	914	15.0	Dunoon and Bute	1,030	553	1,583	20.5
Trowbridge and Frome	2,480	1,560	4,040	9.6	Edinburgh	22,784	10,295	33,079	11.0
Truro	1,738	817	2,555	12.4	Elgin	989	725	1,714	11.3
Tunbridge Wells	3,529	1,890	5,419	6.5	Falkirk	7,168	3,585	10,753	17.6
Uttoxeter and Ashbourne	674	437	1,111	10.8	Forfar	679	450	1,129	10.3
Wakefield and Dewsbury	11,189	4,718	15,907	13.8	Forres	371	230	601	21.4
Walsall	19,199	7,346	26,545	17.4	Fraserburgh	597	257	854	13.6
Wareham and Swanage	557	438	995	10.7	Galashiels	703	417	1,120	7.3
Warminster	351	336	687	11.0	Girvan	595	254	849	23.1
Warrington	6,864	3,037	9,901	12.9	Glasgow	79,911	30,077	109,988	16.9
Warwick	4,502	2,659	7,161	9.4	Greenock	6,271	2,307	8,578	18.0
Watford and Luton	18,503	9,406	27,909	8.8	Haddington	641	434	1,075	9.2
Wellingborough and Rushden	3,272	1,781	5,053	12.0	Hawick	523	283	806	9.6
Wells	1,206	757	1,963	8.1	Huntly	228	135	363	11.8
Weston-super-Mare	3,381	1,995	5,376	15.1	Invergordon and Dingwall	2,677	836	3,513	25.0
Whitby	1,081	482	1,563	24.4	Inverness	2,856	1,372	4,228	11.6
Whitchurch and Market Drayton	1,224	648	1,872	13.9	Irvine	8,283	3,261	11,544	24.7
Whitehaven	2,701	1,388	4,089	13.2	Islay/Mid Argyll	445	245	690	15.2
Widnes and Runcorn	8,358	3,191	11,549	19.2	Keith	382	245	627	12.0
					Kelso and Jedburgh	262	174	436	8.5
					Kilmarnock	3,896	1,665	5,561	18.0

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status and in local areas at December 6, 1984

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
Kirkcaldy	6,748	3,225	9,973	15.2	Southampton	9,159	3,542	12,701	
Lanarkshire	22,835	9,565	32,400	20.6	Test Valley	1,581	959	2,540	
Lochaber	984	726	1,710	21.6	Winchester	1,546	692	2,238	
Lockerbie	337	215	552	13.9	Hertfordshire	19,151	10,598	29,749	7.3
Newton Stewart	467	293	760	23.3	Broxbourne	1,662	935	2,597	
North East Fife (Formerly St Andrews)	1,168	765	1,933	11.7	Dacorum	2,706	1,590	4,296	
Oban	628	484	1,112	15.6	East Hertfordshire	1,464	1,030	2,494	
Orkney Islands	532	238	770	11.5	Hertsmeire	1,649	741	2,390	
Peebles	360	184	544	11.6	North Hertfordshire	2,405	1,315	3,720	
Perth	2,081	959	3,040	9.4	St Albans	1,972	1,052	3,024	
Peterhead	1,078	670	1,748	13.0	Stevenage	2,218	1,470	3,688	
Shetland Islands	474	260	734	6.3	Three Rivers	1,346	618	1,964	
Skye and Wester Ross	676	403	1,079	24.4	Watford	1,843	847	2,690	
Stewartry	646	418	1,064	14.2	Welwyn Hatfield	1,886	1,000	2,886	
Stirling	3,069	1,662	4,731	11.5	Isle of Wight	4,675	2,494	7,169	16.6
Stranraer	951	413	1,364	16.0	Medina	2,469	1,299	3,768	
Sutherland	706	302	1,008	27.1	South Wight	2,206	1,195	3,401	
Thurso	430	328	758	12.0	Kent	44,893	22,429	67,322	12.4
Western Isles	1,443	484	1,927	19.9	Ashford	2,473	1,217	3,690	
Wick	621	233	85						

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status† and in local areas at December 6, 1984

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
EAST ANGLIA					Shropshire	15,558	6,732	22,290	16.2
Cambridgeshire	15,832	7,853	23,685	9.6	Bridgnorth	1,525	820	2,345	
Cambridge	2,633	1,212	3,845		North Shropshire	1,392	748	2,140	
East Cambridgeshire	818	540	1,358		Oswestry	960	466	1,426	
Fenland	2,520	1,045	3,565		Shrewsbury and Atcham	2,901	1,323	4,224	
Huntingdon	2,412	1,639	4,051		South Shropshire	990	496	1,486	
Peterborough	6,256	2,597	8,853		The Wrekin	7,790	2,879	10,669	
South Cambridgeshire	1,193	820	2,013		Staffordshire	35,190	18,252	53,442	13.5
Norfolk	22,028	11,031	33,059	11.9	Cannock Chase	3,631	1,996	5,627	
Breckland	2,614	1,509	4,123		East Staffordshire	3,109	1,618	4,727	
Broadland	1,735	998	2,733		Lichfield	2,738	1,437	4,175	
Great Yarmouth	3,898	1,972	5,870		Newcastle-under-Lyme	3,786	1,910	5,696	
Norwich	5,843	2,335	8,178		South Staffordshire	3,444	1,821	5,265	
North Norfolk	2,266	1,230	3,496		Stafford	2,902	1,718	4,620	
South Norfolk	1,851	1,063	2,914		Staffordshire Moorlands	2,266	1,414	3,680	
West Norfolk	3,821	1,924	5,745		Stoke-on-Trent	10,131	4,715	14,846	
Suffolk	14,222	7,556	21,778	9.2	Tamworth	3,183	1,623	4,806	
Babergh	1,501	808	2,309		Warwickshire	14,709	8,329	23,038	12.3
Forest Heath	835	519	1,354		North Warwickshire	1,799	1,124	2,923	
Ipswich	3,778	1,613	5,391		Nuneaton and Bedworth	4,857	2,434	7,291	
Mid Suffolk	1,238	700	1,938		Rugby	2,554	1,570	4,124	
St Edmundsbury	1,676	1,060	2,736		Stratford-on-Avon	2,096	1,312	3,408	
Suffolk Coastal	1,707	920	2,627		Warwick	3,403	1,889	5,292	
Waveney	3,487	1,936	5,423		West Midlands	156,493	59,620	216,113	16.4
SOUTH WEST					Birmingham	66,468	23,929	90,397	
Avon	31,025	14,932	45,957	11.2	Coventry	18,322	7,882	26,204	
Bath	2,559	1,245	3,804		Dudley	13,924	6,133	20,057	
Bristol	18,281	7,440	25,721		Sandwell	18,859	7,377	26,236	
Kingswood	1,834	1,118	2,952		Solihull	7,639	3,257	10,896	
Northavon	2,490	1,714	4,204		Walsall	14,825	5,058	19,883	
Wansdyke	1,566	880	2,446		Wolverhampton	16,456	5,984	22,440	
Woodspring	4,295	2,535	6,830		EAST MIDLANDS				
Cornwall	17,462	9,089	26,551	19.2	Derbyshire	33,190	14,817	48,007	13.3
Caradon	1,965	1,297	3,262		Amber Valley	2,963	1,415	4,378	
Carrick	3,179	1,497	4,676		Bolsover	2,823	1,202	4,025	
Kerrier	3,606	1,700	5,306		Chesterfield	4,247	1,880	6,127	
North Cornwall	2,157	1,224	3,381		Derby	10,675	3,916	14,591	
Penwith	3,034	1,226	4,260		Erewash	3,774	1,691	5,465	
Restormel	3,463	2,087	5,550		High Peak	2,343	1,368	3,711	
Scilly Isles	58	58	116		North East Derbyshire	3,383	1,725	5,108	
Devon	31,477	17,307	48,784	13.9	South Derbyshire	1,681	773	2,454	
East Devon	2,546	1,401	3,947		West Derbyshire	1,301	773	2,074	
Exeter	3,230	1,577	4,807		Leicestershire	26,762	13,063	39,825	10.5
Mid Devon	1,271	725	1,996		Blaby	1,358	869	2,227	
North Devon	2,872	1,471	4,343		Hinkley and Bosworth	2,033	1,282	3,315	
Plymouth	9,181	5,228	14,409		Charnwood	3,300	1,723	5,023	
South Hams	1,619	1,104	2,723		Harborough	1,076	653	1,729	
Teignbridge	2,803	1,507	4,310		Leicester	14,313	5,861	20,174	
Torbay	5,431	2,870	8,301		Melton	1,017	607	1,624	
Torrige	1,591	839	2,430		North West Leicestershire	2,225	1,125	3,350	
West Devon	933	585	1,518		Oadby and Wigston	856	525	1,381	
Dorset	16,673	8,398	25,071	11.6	Rutland	584	418	1,002	
Bournemouth	6,459	2,886	9,345		Lincolnshire	18,878	9,137	28,015	13.9
Christchurch	1,037	439	1,476		Boston	1,734	825	2,559	
North Dorset	660	483	1,143		East Lindsey	4,289	2,067	6,356	
Poole	3,422	1,570	4,992		Lincoln	4,279	1,470	5,749	
Purbeck	760	540	1,300		North Kesteven	1,830	1,099	2,929	
West Dorset	1,377	767	2,144		South Holland	1,575	982	2,557	
Weymouth and Portland	1,716	1,062	2,778		South Kesteven	2,916	1,551	4,467	
Wimborne	1,242	651	1,893		West Lindsey	2,255	1,143	3,398	
Gloucestershire	14,185	7,298	21,483	10.0	Northamptonshire	17,065	8,564	25,629	12.1
Cheltenham	2,673	1,223	3,896		Corby	3,302	1,311	4,613	
Cotswold	1,184	712	1,896		Daventry	1,199	811	2,010	
Forest of Dean	2,442	1,495	3,937		East Northamptonshire	1,280	822	2,102	
Gloucester	3,797	1,568	5,365		Kettering	2,022	991	3,013	
Stroud	2,414	1,352	3,766		Northampton	6,101	2,779	8,880	
Tewkesbury	1,675	948	2,623		South Northamptonshire	962	753	1,715	
Somerset	10,330	6,185	16,515	10.3	Wellingborough	2,199	1,097	3,296	
Mendip	1,910	1,149	3,059		Nottinghamshire	40,077	16,691	56,768	12.7
Sedgemoor	2,713	1,440	4,153		Ashfield	4,066	1,581	5,647	
Taunton Deane	2,354	1,316	3,670		Bassetlaw	3,749	1,943	5,692	
West Somerset	910	584	1,494		Broxtowe	3,095	1,464	4,559	
Yeovil	2,443	1,696	4,139		Gedling	2,894	1,451	4,345	
Wiltshire	12,434	7,637	20,071	9.7	Mansfield	3,972	1,686	5,658	
Kennet	1,132	869	2,001		Newark	3,220	1,644	4,864	
North Wiltshire	2,177	1,518	3,695		Nottingham	16,620	5,688	22,308	
Salisbury	2,171	1,288	3,459		Rushcliffe	2,461	1,234	3,695	
Thamesdown	4,926	2,515	7,441		YORKSHIRE AND HUMBERSIDE				
West Wiltshire	2,028	1,447	3,475		Humberside	41,657	15,958	57,615	16.9
WEST MIDLANDS					Beverley	2,446	1,426	3,872	
Hereford and Worcester	21,234	10,714	31,948	13.5	Boothferry	2,317	1,179	3,496	
Bromsgrove	2,897	1,428	4,325		Cleethorpes	3,259	1,276	4,535	
Hereford	1,636	949	2,585		East Yorkshire	2,169	1,236	3,405	
Leominster	1,089	551	1,640		Glanford	2,338	1,100	3,438	
Malvern Hills	2,241	1,031	3,272		Great Grimsby	5,643	1,699	7,342	
Redditch	3,160	1,572	4,732		Holderness	1,471	804	2,275	
South Herefordshire	1,265	706	1,971		Kingston-upon-Hull	17,671	5,905	23,576	
Worcester	3,263	1,398	4,661		Scunthorpe	4,343	1,333	5,676	
Wychavon	2,294	1,347	3,641		North Yorkshire	17,000	9,893	26,893	10.6
Wyre Forest	3,389	1,732	5,121		Craven	1,858	998	2,856	
					Hambleton	1,661	976	2,637	
					Harrogate	2,649	1,522	4,171	
					Richmondshire	876	737	1,613	

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status† and in local areas at December 6, 1984

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
WALES					Wales	16,694	7,807	24,501	18.2
Ciwyd	3,061	1,487	4,548		Alyn and Deeside	3,061	1,487	4,548	
Colwyn	1,741	889	2,630		Colwyn	1,741	889	2,630	
Delyn	3,025	1,378	4,403		Delyn	3,025	1,378	4,403	
Glyndwr	1,165	612	1,777		Glyndwr	1,165	612	1,777	
Rhuddlan	2,627	1,264	3,891		Rhuddlan	2,627	1,264	3,891	
Wrexham Maelor	5,075	2,177	7,252		Wrexham Maelor	5,075	2,177	7,252	
Dyfed	13,656	6,040	19,696	17.3	Dyfed	13,656	6,040	19,696	17.3
Carmarthen	1,644	761	2,405		Carmarthen	1,644	761	2,405	
Ceredigion	2,113	978	3,091		Ceredigion	2,113	978	3,091	
Dinefwr	1,322	608	1,930		Dinefwr	1,322	608	1,930	
Llanelli	3,254	1,331	4,585		Llanelli	3,254	1,331	4,585	
Preseli	3,222	1,485	4,707		Preseli	3,222	1,485	4,707	
South Pembrokeshire	2,101	877	2,978		South Pembrokeshire	2,101	877	2,978	
Gwent	20,553	8,081	28,634	16.7	Gwent	20,553	8,081	28,634	16.7
Blaenau Gwent	4,353	1,552	5,905		Blaenau Gwent	4,353	1,552	5,905	
Islwyn	2,573	1,020	3,593		Islwyn	2,573	1,020	3,593	
Monmouth	2,197	1,177	3,374		Monmouth	2,197	1,177	3,374	
Newport	7,314	2,670	9,984		Newport	7,314	2,670	9,984	
Torfaen	4,116	1,662	5,778		Torfaen	4,116	1,662	5,778	
Gwynedd	10,769	4,590	15,359						

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status[‡] and in local areas at December 6, 1984

	Male	Female	All unemployed	Rate		Male	Female	All unemployed
				per cent				
Cumbernauld and Kilsyth	8,301	3,312	11,613		Hertfordshire			
Cumnock and Doon Valley	2,934	1,039	3,973		Broxbourne	1,808	1,021	2,829
Cunninghame	2,937	1,466	4,403		Hertford and Stortford	1,253	868	2,121
Dumbarton	3,875	2,117	5,992		Hertsmere	1,757	808	2,565
East Kilbride	3,045	1,824	4,869		North Hertfordshire	2,311	1,246	3,557
					South West Hertfordshire	1,677	859	2,536
East Wood	934	668	1,602		St Albans	1,625	829	2,454
Hamilton	5,639	2,417	8,056		Stevenage	2,437	1,641	4,078
Inverclyde	6,088	2,163	8,251		Watford	2,158	1,014	3,172
Kilmarnock and Loudoun	3,896	1,665	5,561		Welwyn Hatfield	1,892	1,020	2,912
Kyle and Carrick	4,827	2,333	7,160		West Hertfordshire	2,233	1,292	3,525
					Kent			
Monklands	6,689	2,527	9,216		Ashford	2,473	1,217	3,690
Motherwell	8,439	3,463	11,902		Canterbury	2,611	1,281	3,892
Renfrew	10,865	4,407	15,272		Dartford	2,288	1,238	3,526
Strathkelvin	3,060	1,599	4,659		Dover	2,615	1,574	4,189
					Faversham	3,545	1,835	5,380
Tayside region	16,970	8,533	25,503	14.7	Folkestone and Hythe	3,013	1,471	4,484
Angus	2,762	1,768	4,530		Gillingham	3,603	1,802	5,405
City of Dundee	10,746	4,961	15,707		Gravesham	3,449	1,633	5,082
Perth and Kinross	3,462	1,804	5,266		Maidstone	2,475	1,138	3,613
					Medway	3,715	1,819	5,534
Orkney Islands	532	238	770	11.5	Mid Kent	3,331	1,678	5,009
					North Thanet	3,617	1,593	5,210
Shetland Islands	474	260	734	6.3	Sevenoaks	1,582	811	2,393
					South Thanet	3,046	1,495	4,541
Western Isles	1,443	484	1,927	19.9	Tonbridge and Malling	1,845	1,012	2,857
					Tunbridge Wells	1,685	832	2,517
					Oxfordshire			
PARLIAMENTARY CONSTITUENCIES					Banbury	1,992	1,264	3,256
ENGLAND					Henley	1,285	742	2,027
SOUTH EAST					Oxford East	2,795	1,284	4,079
Bedfordshire					Oxford West and Abingdon	1,929	1,089	3,018
Luton South	4,435	2,023	6,458		Wantage	1,436	926	2,362
Mid Bedfordshire	1,659	1,123	2,782		Witney	1,653	1,235	2,888
North Bedfordshire	3,072	1,495	4,567					
North Luton	2,901	1,509	4,410		Surrey			
South West Bedfordshire	2,387	1,494	3,881		Chertsey and Walton	1,394	764	2,158
					East Surrey	1,139	625	1,764
Berkshire					Epsom and Ewell	1,292	624	1,916
East Berkshire	2,193	1,114	3,307		Esher	1,010	502	1,512
Newbury	1,623	976	2,599		Guildford	1,379	645	2,024
Reading East	2,801	1,200	4,001					
Reading West	2,404	1,140	3,544		Mole Valley	1,117	566	1,683
Slough	3,083	1,561	4,644		North West Surrey	1,444	844	2,288
Windsor and Maidenhead	1,616	976	2,592		Reigate	1,382	720	2,102
Wokingham	1,175	751	1,926		South West Surrey	1,087	525	1,612
					Spelthorne	1,480	818	2,298
Buckinghamshire					Woking	1,490	879	2,369
Aylesbury	1,643	980	2,623					
Beaconsfield	1,125	557	1,682		West Sussex			
Buckingham	1,686	939	2,625		Arundel	2,194	1,163	3,357
Chesham and Amersham	1,082	672	1,754		Chichester	1,615	923	2,538
Milton Keynes	4,642	2,385	7,027		Crawley	1,703	1,105	2,808
Wycombe	1,905	931	2,836		Horsham	1,394	871	2,265
					Mid Sussex	1,242	789	2,031
East Sussex					Shoreham	1,485	735	2,220
Bexhill and Battle	1,283	598	1,881		Worthing	1,853	823	2,676
Brighton Kemptown	3,504	1,374	4,878					
Brighton Pavilion	3,233	1,523	4,756		Greater London			
Eastbourne	2,280	1,052	3,332		Barking	2,950	1,080	4,030
Hastings and Rye	3,418	1,373	4,791		Battersea	4,853	1,882	6,735
Hove	3,010	1,374	4,384		Beckenham	2,118	963	3,075
Lewes	1,623	869	2,492		Bethnal Green and Stepney	5,598	1,632	7,230
Wealden	1,201	705	1,906		Bexley Heath	1,404	939	2,343
					Bow and Poplar	6,074	2,102	8,176
Essex					Brent East	4,327	1,919	6,246
Basildon	4,851	2,051	6,902		Brent North	2,085	1,092	3,177
Billericay	2,477	1,325	3,802		Brent South	4,606	2,019	6,625
Braintree	2,063	1,351	3,414		Brentford and Isleworth	2,736	1,404	4,140
Brentwood and Ongar	1,670	780	2,450					
Castle Point	2,427	1,177	3,604		Carshalton and Wallington	2,053	968	3,021
					Chelsea	2,997	1,334	4,331
Chelmsford	1,944	1,201	3,145		Chingford	1,711	875	2,586
Epping Forest	1,909	1,033	2,942		Chipping Barnet	1,366	777	2,143
Harlow	2,736	1,639	4,375		Chislehurst	1,514	683	2,197
Harwich	3,258	1,388	4,646					
North Colchester	2,767	1,414	4,181		Croydon Central	2,660	1,070	3,730
					Croydon North East	2,438	1,307	3,745
Rochford	1,909	1,011	2,920		Croydon North West	2,554	1,386	3,940
Saffron Walden	1,480	916	2,396		Croydon South	1,393	755	2,148
South Colchester and Maldon	2,835	1,675	4,510		Dagenham	3,046	1,328	4,374
Southend East	3,582	1,337	4,919					
Southend West	2,550	1,123	3,673		Dulwich	3,374	1,533	4,907
Thurrock	4,173	1,598	5,771		Ealing North	2,494	1,226	3,720
					Ealing Acton	3,073	1,457	4,530
Hampshire					Ealing Southall	3,586	2,286	5,872
Aldershot	1,722	1,291	3,013		Edmonton	2,805	1,139	3,944
Basingstoke	2,167	1,277	3,444					
East Hampshire	1,475	891	2,366		Eltham	2,460	1,053	3,513
Eastleigh	2,368	1,434	3,802		Enfield North	2,356	1,028	3,384
Fareham	2,019	1,138	3,157		Enfield Southgate	1,783	834	2,617
					Erith and Crayford	2,659	1,386	4,045
Gosport	2,121	1,592	3,713		Feltham and Heston	3,005	1,701	4,706
Havant	3,811	1,369	5,180					
Isle of Wight	4,675	2,494	7,169		Finchley	1,827	1,036	2,863
New Forest	1,644	774	2,418		Fulham	3,669	1,700	5,369
North West Hampshire	1,507	950	2,457		Greenwich	3,171	1,270	4,441
					Hackney North and Stoke Newington	7,048	2,664	9,712
Portsmouth North	3,294	1,363	4,657		Hackney South and Shoreditch	7,351	2,912	10,263
Portsmouth South	5,000	2,168	7,168					
Romsey and Waterside	2,121	1,139	3,260		Hammersmith	4,739	1,759	6,498
Southampton Itchen	4,455	1,743	6,198		Hampstead and Highgate	4,042	2,085	6,127
Southampton Test	4,033	1,484	5,517		Harrow East	2,229	1,300	3,529
Winchester	1,492	667	2,159		Harrow West	1,654	897	2,551
					Hayes and Harlington	1,708	1,045	2,753

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status[‡] and in local areas at December 6, 1984

	Male	Female	All unemployed		Male	Female	All unemployed
Hendon North	1,874	888	2,762	Plymouth Sutton	2,221	1,479	3,700
Hendon South	1,838	976	2,814	South Hams	2,665	1,703	4,368
Holborn and St Pancras	6,375	2,422	8,797	Teignbridge	2,556	1,360	3,916
Hornchurch	2,081	1,075	3,156	Tiverton	1,808	1,013	2,821
Hornsey and Wood Green	4,908	2,480	7,388	Torbay	4,355	2,259	6,614
				Torridge and West Devon	2,524	1,424	3,948
Ilford North	1,820	946	2,766				
Ilford South	2,613	1,328	3,941	Dorset			
Islington North	6,278	2,575	8,853	Bournemouth East	3,996	1,752	5,748
Islington South and Finsbury	4,993	2,057	7,050	Bournemouth West	3,157	1,444	4,601
Kensington	3,715	1,738	5,453	Christchurch	1,700	793	2,493
				North Dorset	1,330	864	2,194
Kingston-upon-Thames	1,696	755	2,451	Poole	2,728	1,260	3,988
Lewisham East	3,261	1,343	4,604	South Dorset	2,326	1,545	3,871
Lewisham West	3,564	1,527	5,091	West Dorset	1,347	740	2,087
Lewisham Deptford	5,312	2,004	7,316				
Leyton	3,586	1,448	5,034	Gloucestershire			
Mitcham and Morden	2,499	1,061	3,560	Cheltenham	2,870	1,348	4,218
Newham North East	3,730	1,724	5,454	Cirencester and Tewkesbury	1,926	1,148	3,074
Newham North West	3,889	1,594	5,483	Gloucester	3,874	1,627	5,501
Newham South	4,077	1,466</					

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status[‡] and in local areas at December 6, 1984

	Male	Female	All unemployed		Male	Female	All unemployed
EAST MIDLANDS				Huddersfield	3,702	1,839	5,541
Derbyshire				Keighley	2,769	1,274	4,043
Amber Valley	2,604	1,220	3,824	Leeds Central	5,624	1,924	7,548
Bolsover	3,347	1,422	4,769	Leeds East	5,748	1,948	7,696
Chesterfield	3,834	1,699	5,533	Leeds North East	3,258	1,437	4,695
Derby North	3,803	1,376	5,179	Leeds North West	2,906	1,281	4,187
Derby South	5,894	2,064	7,958	Leeds West	4,102	1,588	5,690
Erewash	3,609	1,617	5,226	Morley and Leeds South	3,409	1,348	4,757
High Peak	2,436	1,460	3,896	Normanton	2,371	1,304	3,675
North East Derbyshire	3,272	1,686	4,958	Pontefract and Castleford	3,906	1,691	5,597
South Derbyshire	2,659	1,323	3,982	Pudsey	1,973	1,207	3,180
West Derbyshire	1,732	950	2,682	Shipley	2,455	1,082	3,537
Wakefield				Wakefield	3,649	1,414	5,063
Leicestershire				NORTH WEST			
Blaby	1,769	1,101	2,870	Cheshire			
Bosworth	2,176	1,344	3,520	City of Chester	3,966	1,640	5,606
Harborough	1,521	946	2,467	Congleton	1,843	1,324	3,167
Leicester East	3,922	1,837	5,759	Crewe and Nantwich	2,857	1,659	4,516
Leicester South	5,265	2,070	7,335	Eddisbury	3,348	1,713	5,061
Leicester West	5,126	1,954	7,080	Ellesmere Port and Neston	4,394	2,087	6,481
Loughborough	2,464	1,161	3,625	Halton	5,889	2,322	8,211
North West Leicestershire	2,461	1,279	3,740	Macclesfield	2,062	1,332	3,394
Rutland and Melton	2,058	1,371	3,429	Tatton	2,438	1,296	3,734
Lincolnshire				Warrington North	4,675	1,857	6,532
East Lindsey	3,983	1,904	5,887	Warrington South	4,169	1,747	5,916
Gainsborough and Horncastle	2,561	1,306	3,867	Lancashire			
Grantham	2,878	1,515	4,393	Blackburn	5,618	1,986	7,604
Holland and Boston	2,550	1,214	3,764	Blackpool North	4,056	1,814	5,870
Lincoln	4,785	1,763	6,548	Blackpool South	4,220	2,054	6,274
Stamford and Spalding	2,121	1,435	3,556	Burnley	3,840	1,773	5,613
Northamptonshire				Chorley	2,934	1,725	4,659
Corby	3,976	1,735	5,711	Fylde	1,853	1,042	2,895
Daventry	1,657	1,193	2,850	Hyndburn	2,719	1,337	4,056
Kettering	2,190	1,109	3,299	Lancaster	2,438	1,186	3,624
Northampton North	3,495	1,603	5,098	Morecambe and Lunesdale	2,596	1,413	4,009
Northampton South	2,942	1,429	4,371	Pendle	2,965	1,622	4,587
Wellingborough	2,805	1,495	4,300	Preston	5,584	1,997	7,581
Nottinghamshire				Ribble Valley	1,259	874	2,133
Ashfield	3,682	1,383	5,065	Rossendale and Darwen	3,010	1,656	4,666
Bassetlaw	3,316	1,639	4,955	South Ribble	2,889	1,692	4,581
Broxtowe	2,523	1,218	3,741	West Lancashire	5,127	2,032	7,159
Gedling	2,441	1,199	3,640	Wyre	2,857	1,358	4,215
Mansfield	3,506	1,453	4,959	Greater Manchester			
Newark	2,851	1,476	4,327	Altrincham and Sale	2,279	1,019	3,298
Nottingham East	6,890	2,465	9,355	Ashton-under-Lyne	3,406	1,519	4,925
Nottingham North	5,096	1,599	6,695	Bolton North East	4,102	1,471	5,573
Nottingham South	4,634	1,624	6,258	Bolton South East	4,836	1,959	6,795
Rushcliffe	2,461	1,234	3,695	Bolton West	3,343	1,621	4,964
Sherwood	2,677	1,401	4,078	Bury North	3,090	1,412	4,502
YORKSHIRE AND HUMBERSIDE				Bury South	3,029	1,605	4,634
Humberside				Cheadle	1,818	1,054	2,872
Beverley	2,289	1,299	3,588	Davyhulme	3,490	1,340	4,830
Booth Ferry	2,850	1,581	4,431	Denton and Reddish	4,070	1,737	5,807
Bridlington	3,264	1,765	5,029	Eccles	3,896	1,676	5,572
Brigg and Cleethorpes	4,561	1,903	6,464	Hazel Grove	2,355	1,227	3,582
Glanford and Scunthorpe	5,379	1,806	7,185	Heywood and Middleton	4,215	1,771	5,986
Great Grimsby	5,643	1,699	7,342	Leigh	4,001	1,851	5,852
Kingston-upon-Hull East	6,132	1,787	7,919	Littleborough and Saddleworth	2,325	1,343	3,668
Kingston-upon-Hull North	6,198	2,151	8,349	Makerfield	4,157	2,205	6,362
Kingston-upon-Hull West	5,341	1,967	7,308	Manchester Central	9,014	2,707	11,721
North Yorkshire				Manchester Blackley	4,800	1,634	6,434
Harrogate	2,008	1,105	3,113	Manchester Gorton	5,134	1,763	6,897
Richmond	2,355	1,572	3,927	Manchester Withington	4,847	2,036	6,883
Ryedale	1,874	1,211	3,085	Manchester Wythenshawe	5,433	1,691	7,124
Scarborough	3,747	1,840	5,587	Oldham Central and Royton	4,380	1,640	6,020
Selby	1,943	1,294	3,237	Oldham West	3,038	1,312	4,350
Skipton and Ripon	1,499	1,015	2,514	Rochdale	4,715	2,000	6,715
York	3,574	1,856	5,430	Salford East	7,040	1,949	8,989
South Yorkshire				Stalybridge and Hyde	4,061	1,734	5,795
Barnsley Central	3,848	1,571	5,419	Stockport	3,394	1,428	4,822
Barnsley East	3,463	1,441	4,904	Stretford	6,701	2,249	8,950
Barnsley West and Penistone	3,174	1,569	4,743	Wigan	4,468	2,138	6,606
Don Valley	4,477	2,156	6,633	Worsley	4,100	1,802	5,902
Doncaster Central	5,205	2,305	7,510	Merseyside			
Doncaster North	5,235	2,458	7,693	Birkenhead	7,550	2,339	9,889
Rother Valley	3,573	1,826	5,399	Bootle	8,605	2,710	11,315
Rotherham	4,932	1,898	6,830	Crosby	3,570	1,798	5,368
Sheffield Central	7,442	2,310	9,752	Knowsley North	7,707	2,325	10,032
Sheffield Attercliffe	3,972	1,627	5,599	Knowsley South	7,449	2,855	10,304
Sheffield Brightside	5,655	1,939	7,594	Liverpool Broadgreen	5,673	2,420	8,093
Sheffield Hallam	3,012	1,616	4,628	Liverpool Garston	5,939	2,026	7,965
Sheffield Heeley	4,655	1,816	6,471	Liverpool Mossley Hill	4,907	1,999	6,906
Sheffield Hillsborough	3,731	1,753	5,484	Liverpool Riverside	9,363	2,990	12,353
Wentworth	4,126	1,827	5,953	Liverpool Walton	7,576	2,776	10,352
West Yorkshire				Liverpool West Derby	7,358	2,447	9,805
Batley and Spen	3,637	1,478	5,115	Southport	3,204	1,670	4,874
Bradford North	5,706	1,804	7,510	St Helens North	4,874	2,146	7,020
Bradford South	4,586	1,645	6,231	St Helens South	5,581	2,143	7,724
Bradford West	6,590	1,992	8,582	Wallasey	5,323	2,248	7,571
Calder Valley	2,628	1,537	4,165	Wirral South	2,905	1,324	4,229
Colne Valley	2,383	1,434	3,817	Wirral West	3,185	1,378	4,563
Dewsbury	3,491	1,580	5,071				
Elmet	2,258	1,180	3,438				
Halifax	4,205	1,583	5,788				
Hemsworth	3,200	1,584	4,784				

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status[‡] and in local areas at December 6, 1984

	Male	Female	All unemployed		Male	Female	All unemployed
NORTH				SCOTLAND			
Cleveland				Borders region			
Hartlepool	7,513	2,522	10,035	Roxborough and Berwickshire	1,211	706	1,917
Langbaurgh	6,173	2,241	8,414	Tweeddale, Ettrick and Lauderdale	1,063	601	1,664
Middlesbrough	8,666	2,558	11,224	Central region			
Redcar	7,161	2,306	9,467	Clackmannan	3,064	1,425	4,489
Stockton North	7,187	2,411	9,598	Falkirk East	3,534	1,631	5,165
Stockton South	5,490	2,293	7,783	Falkirk West	2,986	1,510	4,496
Stirling				Stirling	2,600	1,446	4,046
Cumbria				Dumfries and Galloway region			
Barrow and Furness	2,198	1,727	3,925	Dumfries	2,602	1,387	3,989
Carlisle	2,759	1,335	4,094	Galloway and Upper Nithsdale	2,565	1,430	3,995
Copeland	2,834	1,424	4,258	Fife region			
Penrith and the Borders	1,928	1,352	3,280	Central Fife	3,334	1,648	4,982
Westmorland and Lonsdale	1,533	975	2,508	Dunfermline East	2,727	1,548	4,275
Workington	3,391	1,669	5,060	Dunfermline West	2,135	1,232	3,367
Durham				Kirkcaldy	2,940	1,341	4,281
Bishop Auckland	5,405	1,921	7,326	North East Fife	1,532	1,006	2,538
City of Durham	3,175	1,415	4,590	Grampian region			
Darlington	4,255	1,812	6,067	Aberdeen North	2,441	1,082	3,523
Easington	4,117	1,779	5,896	Aberdeen South	2,029	949	2,978
North Durham	5,077	2,026	7,103	Banff and Buchan	2,207	1,201	3,408
North West Durham	4,543	1,583	6,126	Gordon	1,024	1,055	2,079
Sedgefield	3,458	1,460	4,918	Kincardine and Deeside	1,065	790	1,855
Northumberland				Moray	2,068	1,411	3,479
Berwick-upon-Tweed	2,191	1,283	3,474	Highland region			
Blyth Valley	3,280	1,445	4,725	Caithness and Sutherland	1,757	863	2,620
Hexham	1,533	917	2,450	Inverness, Nairn and Lochaber	3,709	2,134	5,843
Wansbeck	3,202	1,369	4,571	Ross, Cromarty and Skye	3,903	1,524	5,427
Tyne and Wear				Lothian region			
Blythdon	3,654	1,441	5,095	East Lothian	2,383	1,303	3,686
Gateshead East	5,266	1,926	7,192	Edinburgh Central	3,216	1,499	4,715
Houghton and Washington	5,687	2,356	8,043	Edinburgh East	3,272	1,362	4,634
Jarrow	5,699	2,126	7,825	Edinburgh Leith	4,497	1,708	6,205
Newcastle upon Tyne Central	4,327	1,784	6,111	Edinburgh Pentlands	2,499	1,166	3,665
Newcastle upon Tyne East	5,162	1,890	7,052	Edinburgh South	2,798	1,254	4,052
Newcastle upon Tyne North	4,788	1,793	6,581	Edinburgh West	1,589	851	2,440
South Shields	5,432	2,286	7,718	Linlithgow	4,064	1,739	5,803
Sunderland North	8,666	2,735	11,401	Livingston	3,423	1,751	5,174
Sunderland South	6,506	2,417	8,923	Mid Lothian	2,836	1,332	4,168
Tyne Bridge	7,400	2,061	9,461	Strathclyde region			
Tynemouth	4,560	1,836	6,396	Argyll and Bute	2,441	1,410	3,851
Wallsend	5,556	2,267	7,823	Ayr	3,396	1,614	5,010
WALES				Carrick, Cumnock and Doon Valley	4,365	1,758	6,123
Clwyd				Clydebank and Milngavie	3,276	1,246	4,522
Alyn and Deeside	3,297	1,571					

2.5 UNEMPLOYMENT Age and duration

THOUSAND

UNITED KINGDOM	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE AND FEMALE																
1981 Jan	638.5	201.4	91.1	931.0	688.0	216.1	234.1	1,138.2	155.7	64.4	130.1	350.2	1,482.2	481.8	455.4	2,419.5
1981 Apr	562.6	241.8	112.7	917.2	672.4	291.4	266.1	1,229.9	153.8	87.2	137.2	378.2	1,388.9	620.4	515.9	2,525.2
1981 July	769.5	245.8	155.0	1,170.2	618.6	339.8	320.6	1,279.1	149.5	102.0	151.2	402.8	1,537.6	687.6	626.9	2,852.1
1981 Oct	752.0	238.9	204.1	1,195.0	611.0	344.4	401.3	1,356.7	151.5	106.3	179.2	437.0	1,514.5	689.5	784.6	2,988.6
1982 Jan	662.0	255.8	235.8	1,153.6	655.4	333.2	478.2	1,466.8	149.7	109.4	191.1	450.2	1,467.1	698.5	905.1	3,070.6
1982 Apr	564.4	283.0	256.6	1,104.1	595.7	327.8	530.3	1,453.8	133.0	109.5	207.5	450.0	1,293.1	720.3	994.4	3,007.8
1982 July	760.9	257.3	278.8	1,297.0	560.7	315.8	566.7	1,443.3	122.5	102.8	225.1	450.4	1,444.1	676.0	1,070.5	3,190.6
1982 Oct	758.0	233.1	312.0	1,303.1	603.9	305.5	611.0	1,520.5	130.8	94.3	246.5	471.6	1,492.7	632.9	1,169.6	3,295.1
Oct *	721.6	217.5	257.6	1,196.3	587.3	293.3	494.7	1,375.3	138.9	101.2	237.5	477.5	1,447.7	612.1 †	989.3 †	3,049.0
1983 Jan	691.6	248.8	285.5	1,226.0	643.5	293.2	557.4	1,494.1	145.5	95.8	263.9	505.2	1,480.6	637.8	1,106.8	3,225.2
Apr †	583.0	307.7	301.1	1,191.8	589.3	313.0	591.6	1,493.8	135.3	98.2	250.8	484.3	1,307.6	718.8	1,143.4	3,169.9
July	602.8	272.6	321.0	1,196.4	548.7	297.3	618.0	1,463.9	114.8	81.8	163.6	360.2	1,266.3	651.7	1,102.6	3,020.6
Oct	701.3	221.0	339.0	1,261.3	561.4	273.6	638.9	1,473.9	117.0	76.8	165.0	358.8	1,379.7	571.4	1,142.9	3,094.0
1984 Jan	674.9	237.7	347.1	1,259.7	625.6	277.3	670.2	1,573.0	121.3	74.9	170.7	366.9	1,421.7	589.9	1,188.0	3,199.7
Apr	530.2	300.9	349.4	1,180.5	574.5	296.0	690.4	1,560.9	108.9	78.9	178.4	366.3	1,213.7	675.8	1,218.2	3,107.7
July	586.5	264.0	352.9	1,203.4	549.8	290.9	705.6	1,546.3	98.6	76.4	175.9	350.8	1,234.9	631.3	1,234.4	3,100.5
Oct	719.5	200.7	366.2	1,286.4	578.2	275.0	727.6	1,580.9	104.4	70.4	183.1	357.9	1,402.1	546.2	1,276.9	3,225.1
MALE																
1981 Jan	383.0	117.9	58.5	559.4	510.5	152.8	184.3	847.6	138.0	56.7	114.7	309.3	1,031.4	327.4	357.6	1,716.4
1981 Apr	342.0	148.6	74.3	564.9	495.5	213.0	211.2	919.7	136.8	77.2	121.0	335.1	974.4	438.9	406.5	1,819.8
1981 July	442.8	155.3	102.6	700.7	444.3	254.2	254.4	952.8	132.9	90.8	133.6	357.3	1,020.0	500.2	490.6	2,010.8
1981 Oct	428.7	150.1	137.5	716.4	431.4	252.4	319.1	1,002.9	133.8	94.8	158.5	387.1	993.9	497.3	615.1	2,106.4
1982 Jan	388.6	156.6	162.8	708.0	471.1	240.2	385.9	1,097.1	132.0	97.9	168.3	398.2	991.8	494.6	716.9	2,203.3
1982 Apr	334.5	170.3	178.9	683.7	418.7	233.4	428.5	1,080.6	117.3	97.3	183.0	397.6	870.5	501.1	790.4	2,162.0
1982 July	434.6	155.9	193.0	783.5	386.3	223.0	456.6	1,065.9	107.6	91.4	198.7	397.7	928.5	470.2	848.4	2,247.1
1982 Oct	433.2	142.1	212.5	787.8	415.5	211.2	488.3	1,115.1	114.6	83.7	217.5	415.7	963.4	437.0	918.3	2,318.7
Oct *	418.1	135.5	182.5	735.8	419.1	212.2	417.0	1,047.9	122.6	90.3	211.2	424.0	959.4	438.0 †	810.2 †	2,207.4
1983 Jan	405.3	154.4	202.9	762.6	464.3	208.5	470.1	1,143.0	128.8	85.1	235.3	449.2	998.4	448.1	908.4	2,354.9
Apr †	344.2	187.1	213.4	744.5	415.1	222.5	496.5	1,134.1	120.0	86.5	220.9	427.5	879.4	496.1	930.8	2,306.4
July	351.4	163.5	225.6	740.5	373.7	209.1	516.4	1,099.3	100.5	70.6	133.1	304.2	825.6	443.2	875.2	2,144.0
Oct	400.3	131.7	233.7	765.7	379.2	186.2	531.2	1,096.6	101.7	66.5	131.9	300.1	881.2	384.4	896.8	2,162.4
1984 Jan	390.2	142.4	238.2	770.8	428.5	185.1	555.2	1,168.8	105.3	64.8	135.7	305.8	924.0	392.2	929.1	2,245.4
Apr	310.8	176.0	238.8	725.7	387.1	195.4	569.1	1,151.6	94.5	67.7	140.6	302.8	792.5	439.1	948.5	2,180.1
July	342.7	153.4	239.4	735.5	357.7	190.8	577.9	1,126.4	84.9	65.4	137.9	288.2	785.3	409.6	955.2	2,150.1
Oct	417.5	118.7	245.2	781.4	375.4	177.3	591.6	1,144.3	89.0	60.4	142.9	292.3	881.9	356.4	979.7	2,218.0
FEMALE																
1981 Jan	255.5	83.5	32.6	371.6	177.5	63.3	49.8	290.6	17.8	7.7	15.4	40.9	450.8	154.4	97.8	703.1
1981 Apr	220.8	93.2	38.4	352.2	176.9	78.3	54.9	310.2	17.0	10.0	16.1	43.1	414.5	181.5	109.5	705.5
1981 July	326.6	90.5	52.4	469.5	174.4	85.7	86.2	326.2	16.7	11.3	17.6	45.6	517.6	187.4	136.2	841.3
1981 Oct	323.3	88.7	66.5	478.6	179.6	92.0	82.2	353.8	17.8	11.4	20.7	49.9	520.6	192.2	169.5	882.3
1982 Jan	273.3	99.2	73.0	445.6	184.3	93.1	92.4	369.7	17.7	11.6	22.8	52.1	475.3	203.8	188.2	867.3
1982 Apr	229.9	112.7	77.8	420.4	177.0	94.4	101.7	373.1	15.6	12.2	24.5	52.3	422.6	219.2	204.0	845.8
1982 July	326.3	101.4	85.7	513.5	174.4	92.8	110.1	377.4	14.9	11.5	26.3	52.7	515.7	205.7	222.1	943.6
1982 Oct	324.8	91.0	99.5	515.3	188.4	94.3	122.7	405.4	16.2	10.6	29.1	55.9	529.3	195.9	251.2	976.5
Oct *	303.5	82.1	75.1	460.5	168.5	81.2	77.7	327.4	16.3	11.0	26.3	53.5	488.3	174.1 †	179.1 †	841.6
1983 Jan	286.4	94.4	82.5	463.3	179.1	84.7	87.3	351.1	16.7	10.7	28.6	55.9	482.2	189.7	198.4	870.4
1983 Apr	238.8	120.5	87.7	447.0	174.1	90.5	95.1	359.7	15.3	11.7	29.9	56.9	428.2	222.7	212.6	863.5
1983 July	251.4	109.1	95.4	455.9	175.0	88.1	101.6	364.7	14.3	11.2	30.6	56.1	440.7	208.5	227.5	876.6
1983 Oct	301.1	89.3	105.3	495.7	182.1	87.4	107.7	377.3	15.3	10.4	33.0	58.7	498.5	187.0	246.1	931.6
1984 Jan	284.6	95.4	108.9	489.0	197.0	92.2	115.0	404.3	16.1	10.1	35.0	61.1	497.7	197.7	258.9	954.3
Apr	219.4	124.9	110.5	454.9	187.4	100.6	121.3	409.3	14.4	11.2	37.8	63.5	421.2	236.8	269.7	927.6
July	243.8	110.6	113.5	467.9	192.0	100.2	127.7	419.9	13.7	10.9	38.0	62.6	449.5	221.7	279.2	950.4
Oct	302.0	82.0	120.9	504.9	202.8	97.7	136.0	436.6	15.4	10.0	40.2	65.6	520.2	189.8	297.1	1,007.1

Note: The figures prior to October 1982 are not comparable with the figures after October 1982 due to the changed system of counting the unemployed from registrations to claimants. See also footnotes to tables 2.1 and 2.2.
 * The claimant duration figures for October 1982 have been affected by industrial action in 1981. The consequent emergency computer procedures have caused an increase in the numbers in the 26 to 52 weeks category by about 40,000, with a corresponding reduction in the over 52 weeks group. The total figure for the latter is estimated at 1,029,000. From January 1983 figures for those groups are unaffected.
 † Affected by provisions announced in the 1983 Budget. See footnotes †† to tables 2.1 and 2.2. By April 1983 the numbers affected in the over 52 weeks category were 25,000; the total effect over all groups was 29,000. Between April and July 1983, a further 94,000 and 123,000 respectively were affected; between July and October 1983 a further 6,000 and 9,000 respectively were affected.

UNEMPLOYMENT 2.7 Age 2.7

UNITED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
MALE AND FEMALE									
1983 Oct	251.2	383.5	626.7	668.9	421.6	383.3	257.5	101.3	3,094.0
1984 Jan	204.3	391.1	664.4	718.3	451.0	403.8	269.9	97.0	3,199.7
Apr	160.6	368.6	651.3	711.5	445.9	403.5	276.0	90.3	3,107.7
July	164.1	350.9	688.3	709.6	439.8	397.0	267.3	83.5	3,100.5
Oct	234.0	374.9	677.5	725.5	449.7	405.7	274.0	83.9	3,225.1
Proportion of number unemployed									
1983 Oct	8.1	12.4	20.3	21.6	13.6	12.4	8.3	3.3	100.0
1984 Jan	6.4	12.2	20.8	22.4	14.1	12.6	8.4	3.0	100.0
Apr	5.2	11.9	21.0	22.9	14.3	13.0	8.9	2.9	100.0
July	5.3	11.3	22.2	22.9	14.2	12.8	8.6	2.7	100.0
Oct	7.3	11.6	21.0	22.5	13.9	12.6	8.5	2.6	100.0
MALE									
1983 Oct	142.7	220.0	403.0	478.4	331.2	287.0	199.5	100.6	2,162.4
1984 Jan	115.9	226.9	428.0	512.4	354.5	301.9	209.4	96.4	2,245.4
Apr	91.5	215.6	418.6	503.1	348.5	300.0	213.2	89.6	2,180.1
July	94.7	205.4	435.4	494.1	339.5	292.8	205.6	82.6	2,150.1
Oct	134.0	215.4	432.0	501.4	345.5	297.4	209.3	83.0	2,218.0
Proportion of number unemployed									
1983 Oct	6.6	10.2	18.6	22.1	15.3	13.3	9.2	4.7	100.0
1984 Jan	5.2	10.1	19.1	22.8	15.8	13.4	9.3	4.3	100.0
Apr	4.2	9.9	19.2	23.1	16.0	13.8	9.8	4.1	100.0
July	4.4	9.6	20.2	23.0	15.8	13.6	9.6	3.8	100.0
Oct	6.0	9.7	19.5	22.6	15.6	13.4	9.4	3.7	100.0
FEMALE									
1983 Oct	108.5	163.5	223.7	190.5	90.5	96.4			

2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1983 Dec 8	1,398	573	457	157	176	101	157	230	259	127	201	3,263	10	3,273
1984 Jan 12	8,939	3,415	719	3,166	2,211	1,936	3,304	3,730	806	1,129	958	26,898	618	27,516
Feb 9	814	327	44	184	121	173	135	193	67	102	297	2,130	—	2,130
Mar 8	421	216	31	106	104	79	109	153	74	86	155	1,298	—	1,298
Apr 5	14,571	5,643	1,631	2,697	2,034	2,561	3,909	3,540	1,092	2,615	4,358	39,008	552	39,560
May 10	1,870	1,116	131	526	534	507	878	958	299	256	918	6,877	—	6,877
Jun 14	2,273	1,207	247	563	826	485	918	1,608	681	428	8,558	16,579	6,325	22,904
Jul 12	44,130	18,116	4,409	10,777	15,228	9,787	16,843	24,086	9,279	11,252	23,237	169,028	8,888	177,916
Aug 12	51,510	22,797	4,634	12,942	17,090	11,145	17,470	25,894	9,448	11,916	23,587	185,636	9,023	194,659
Sep 13	61,789	26,183	5,449	15,534	19,383	14,043	20,670	30,168	11,825	13,945	26,147	218,953	9,945	228,898
Oct 11	9,868	5,266	799	2,046	2,634	1,651	2,090	3,402	1,141	1,297	3,818	28,746	2,043	30,789
Nov 8	2,321	1,476	213	360	555	447	433	863	227	295	773	6,487	—	6,487
Dec 6	1,600	1,225	46	171	169	141	139	213	96	121	217	2,913	—	2,913

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

2.14 Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1983 Dec 8	911	119	168	245	1,137	1,324	1,221	1,161	429	408	1,437	8,441	1,018	9,459
1984 Jan 12	913	176	130	721	1,363	1,410	1,463	1,316	460	483	3,228	11,487	1,213	12,700
Feb 9	947	199	161	683	1,481	1,768	2,473	1,680	1,650	666	4,737	16,246	1,728	17,974
Mar 8	892	224	176	400	1,615	1,769	1,676	1,262	650	511	1,722	10,673	1,385	12,058
Apr 5	877	246	210	379	1,759	1,764	4,514	1,253	945	1,346	1,691	14,738	1,129	15,867
May 10	727	208	108	327	1,672	920	5,226	905	905	965	2,524	14,279	1,048	15,327
Jun 14	1,038	243	131	308	8,220	1,157	5,334	1,071	922	1,391	1,538	21,110	1,194	22,304
Jul 12	1,137	549	57	209	3,208	827	4,838	991	941	1,314	2,043	15,565	1,159	16,724
Aug 9	741	176	54	231	1,187	924	3,907	1,195	697	1,009	1,772	11,717	1,051	12,768
Sep 13	939	412	49	249	1,035	1,116	2,967	847	701	758	1,638	10,299	1,028	11,327
Oct 11	1,307	1,099	62	386	1,702	919	3,118	1,024	772	892	1,764	11,946	756	12,702
Nov 8	1,107	530	114	229	1,037	1,200	3,179	965	925	976	2,015	11,747	907	12,654
Dec 6	1,255	181	172	372	1,202	1,213	3,307	4,669	850	887	2,309	16,236	943	17,179

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

UNEMPLOYMENT

Selected countries: national definitions

THOUSAND

	United Kingdom†		Australia xx	Austria*	Belgium‡	Canada xx	Denmark§	France*	Germany (FR)*	Greece*	Irish Republic*	Italy||	Japan¶	Netherlands*	Norway*	Spain*	Sweden*	Switzerland*	United Statesxx	
	Incl. school leavers	Excl. school leavers																		
NUMBERS UNEMPLOYED																				
Annual averages																				
1979	1,296	1,227	405	57	294	836	164	1,350	876	32	90	1,653	1,170	281	24.1	1,037	88	10.3	6,138	
1980	1,665	1,561	406	53	322	865	184	1,451	889	37	102	1,776	1,140	325	22.3	1,277	86**	6.3	7,637	
1981	2,520	2,420	390	69	392	896	241	1,773	1,272	42	128	1,993	1,260	480	28.4	1,566	108	5.9	8,273	
1982	2,917	2,793	491	105	457	1,314	258	2,008	1,833	51	157	2,379	1,360	655	41.4	1,873	137	13.2	10,678	
1983	3,105	2,970	697	127	505	1,448	281	2,042	2,258	62	193	2,707	1,560	801	63.6	2,207	151	26.3	10,717	
Quarterly averages																				
1983 Q3	3,066	2,919	698	90	511	1,353	256	1,972	2,177	40	193	2,630	1,530	822	63.6	2,188	170	23.9	10,316	
Q4	3,086	2,945	656	137	509	1,295	281	2,205	2,230	70	201	2,797	1,460	839	64.9	2,302	146	28.3	9,168	
1984 Q1	3,176	3,071	719	179	520	1,497	319	2,252	2,490	85	215	2,992	1,710	852	75.6	2,443	145	34.2	9,406	
Q2	3,074	2,979	649	112	502	1,430	269	2,183	2,166	58	211	2,924	1,640	813	63.3	2,413	123	32.4	8,420	
Q3	3,167	3,045	607	93	518	1,345	251	2,280	2,183	49	213	2,866	1,580	826	66.4	2,455	147	31.9	8,382	
Monthly																				
1984 Feb	3,186	3,081	738	189	523	1,476	320	2,258	2,537	84	216	3,003	1,710	858	76.9	2,453	139	34.6	9,407	
Mar	3,143	3,048	701	158	515	1,541	309	2,247	2,393	77	214	3,012	1,780	835	70.3	2,442	134	33.5	9,057	
Apr	3,108	3,022	677	133	509	1,468	288	2,235	2,253	68	214	2,960	1,680	815	69.0	2,444	137	33.5	8,525	
May	3,084	2,980	637	110	504	1,460	266	2,168	2,133	54	208	2,930	1,600	807	59.2	2,404	115	32.3	8,154	
Jun	3,030	2,934	634	92	494	1,362	252	2,148	2,113	52	211	2,915	1,630	816	61.6	2,391	128	31.4	8,582	
Jul	3,101	3,008	596	91	519	1,326	240	2,184	2,202	49	212	2,859	1,570	818	64.9	2,404	147	30.5	8,714	
Aug	3,116	3,026	605	92	524	1,347	258	2,241	2,202	50	214	2,838	1,570	840	72.1	2,449	153	32.9	8,382	
Sep	3,284	3,102	621	96	512	1,363	256	2,416	2,144	48	212	2,901	1,590	821	62.3	2,512	140	32.2	8,051	
Oct	3,225	3,075	579	117	511	1,305	257	2,515	2,145	61	212	2,968	1,590	803		2,577	138	33.1	7,989	
Nov	3,223	3,095	570		510	1,355			2,189	89	217	2,983		798			125		7,869	
Dec	3,219	3,108							2,325	225									7,978	
Percentage rate latest month																				
	13.4		8.0	4.0	18.5	10.9	9.8	13.1	9.4	5.3	17.8	13.2	2.7	17.1	3.1 e	21.5	2.9	1.1	7.0	
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																				
Quarterly averages																				
1983 Q3		2,950	724	148	517	1,421	280	2,034	2,308	56	196	2,104	1,590	818	66.1	2,237	159		10,529	
Q4		2,941	680	123	508	1,348	278	2,084	2,250	67	201	2,328	1,520	828	64.1	2,280	150		9,507	
1984 Q1		2,998	663	122	505	1,389	281	2,191	2,230	64	210	2,543	1,600	838	70.5	2,383	142		8,866	
Q2		3,026	659	144	513	1,406	276	2,306	2,281	66	213	2,519	1,590	841	66.7	2,435	131		8,496	
Q3		3,076	630	153	525	1,408	274	2,354	2,305	65	216	2,192	1,600	825	68.6	2,536	135		8,510	
Monthly																				
1984 Feb		3,005	661	119	503	1,395	281	2,193	2,223	62	211		1,610	838	71.8	2,380	136		8,801	
Mar		3,012	662	135	510	1,399	284	2,244	2,251	63	211		1,580	841	67.5	2,398	137		8,772	
Apr		3,011	679	137	511	1,397	276	2,296	2,270	66	213	2,519	1,540	842	68.2	2,417	151		8,843	
May		3,028	635	141	514	1,442	274	2,296	2,278	67	211		1,570	848	63.8	2,427	127		8,514	
Jun		3,038	664	155	513	1,379	277	2,325	2,294	66	214		1,660	834	67.5	2,460	127		8,130	
Jul		3,055	629	153	521	1,361	275	2,343	2,307	64	214	2,192	1,650	822	69.6	2,490	146		8,543	
Aug		3,074	634	158	533	1,391	278	2,360	2,310	64	216		1,650	833	71.8	2,546	135		8,526	
Sep		3,097	628	147 e	521	1,472	269	2,359	2,299	64 e	216		1,660	819	65.6	2,573	124		8,460	
Oct		3,100	617	132 e	516	1,418	264	2,367	2,271	73 e	216		1,650 e	807		2,578	144		8,431	
Nov		3,102	621		513 e	1,422			2,252	84 e	219			795			134		8,154	
Dec		3,107							2,230	222									8,191	
Percentage rate:																				
latest month		12.9	8.7	4.6 e	18.6 e	11.3	10.0	12.3	9.0	5.0 e	17.5	9.6	2.8 e	17.0	3.3	21.5	3.1		7.2	
latest three months																				
change on previous three months		+0.1	-0.3	-0.1	-0.2	+0.4	-0.2	+0.2	-0.2	+0.4	+0.3	-1.4	—	-0.5	+0.2	+0.9	—		-0.3	

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

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

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

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

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

† See footnotes to table 2.1.

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

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

** Average of 11 months.

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

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

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

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

2.19 UNEMPLOYMENT

Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM Month ending	INFLOW†				Male				Female				
	Male and Female				Male				Female				
	All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1983 Dec 8	351.8	12.2	339.6	..	233.6	6.9	226.7	..	118.2	48.4	5.2	112.9	..
1984 Jan 12	354.3	17.4	337.0	+11.4	225.2	9.5	215.7	+2.0	129.1	49.3	7.9	121.2	+9.4
Feb 9	362.3	14.8	347.5	+9.9	234.9	8.3	226.6	+3.4	127.4	52.2	6.4	121.0	+6.5
Mar 8	318.5	10.6	307.9	-6.6	206.8	6.1	200.7	-10.5	111.6	48.8	4.4	107.2	+3.8
Apr 5	328.7	9.0	319.8	+3.9	215.2	5.2	210.0	-7.5	113.5	50.3	3.7	109.8	+3.6
May 10	336.3	31.1	305.2	+3.9	215.4	18.1	197.3	-7.5	120.8	50.9	13.0	107.9	+3.6
June 14	316.6	13.3	303.3	-0.1	204.9	7.7	197.2	-4.9	111.7	47.2	5.7	106.1	+4.8
July 12	419.1	14.7	404.3	+22.5	260.8	8.2	252.6	+9.4	158.3	52.1	6.6	151.7	+13.1
Aug 9	363.8	13.8	350.0	-0.6	227.9	8.1	219.9	-6.3	135.8	53.4	5.7	130.1	+5.8
Sep 13	511.0	100.3	410.7	+11.0	308.7	56.5	252.3	+4.1	202.3	54.5	43.9	158.4	+7.0
Oct 11	446.3	32.0	414.3	-4.7	281.2	17.9	263.3	-3.7	165.1	57.5	14.1	151.0	-1.0
Nov 8	391.0	15.0	376.0	+3.9	250.1	8.4	241.6	0.0	140.9	55.4	6.5	134.4	+3.9
Dec 6	353.8	10.7	343.1	+3.5	231.6	6.1	225.6	-1.1	122.2	50.7	4.6	117.6	+4.7

UNITED KINGDOM Month ending	OUTFLOW†				Male				Female				
	Male and Female				Male				Female				
	All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1983 Dec 8	357.3	25.2	332.0	..	225.0	13.8	211.2	..	132.2	45.1	11.4	120.8	..
1984 Jan 12	250.1	11.9	238.2	+11.6	157.3	6.6	150.6	+5.7	92.8	36.0	5.2	87.6	+5.9
Feb 9	376.7	19.2	357.6	-0.5	244.1	10.7	233.4	-6.0	132.6	51.1	8.4	124.2	+5.5
Mar 8	365.7	15.0	350.7	+12.2	241.3	8.5	232.8	+5.6	124.4	47.8	6.5	117.9	+6.7
Apr 5	366.8	12.3	354.5	+8.9	242.3	6.8	235.5	+1.7	124.5	48.6	5.5	119.0	+7.2
May 10	356.4	10.2	346.2	+8.9	231.8	5.9	225.9	+1.7	124.6	49.3	4.3	120.3	+7.2
June 14	364.0	14.7	349.4	+7.0	240.9	8.4	232.5	+2.6	123.2	48.2	6.3	116.9	+4.4
July 12	342.3	12.6	329.8	-6.6	227.7	7.0	220.7	-8.1	114.6	44.7	5.5	109.1	+1.5
Aug 9	347.1	11.0	336.2	-19.6	226.9	5.9	220.9	-18.6	120.3	44.2	5.0	115.2	-1.0
Sep 13	365.6	21.7	343.9	+9.3	226.9	12.3	214.5	-5.2	138.8	51.3	9.4	129.4	+14.5
Oct 11	509.7	54.5	455.1	-4.9	311.0	30.6	280.4	-11.2	198.6	55.1	23.9	174.8	+6.0
Nov 8	393.8	30.7	363.1	+3.9	245.0	17.0	228.0	-4.6	148.8	51.8	13.7	135.1	+8.6
Dec 6	357.3	20.7	336.6	+4.5	221.0	11.4	209.6	-1.6	136.2	49.9	9.3	126.9	+6.1

* The unemployment flow statistics on the new basis (claimants) are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4 1/2 week month.
† The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.
While these assumptions are reasonable in most months, the inflows tend to be understated a little in September and after Easter when there are many school leavers joining the register and consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected.
‡ The change in the count of school leavers between one month and the next reflects some of them reaching the age of 18 as well as the excess of their inflow over their outflow.
†† Change since the same month in the previous year gives the best indication of the trend of the series' excluding school leavers. Adjustments were made to the April to August 1983 outflows to allow for the effects of the provisions announced in the 1983 Budget for certain older men see footnote †† to table 2.1.

UNEMPLOYMENT 2.20

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

THOUSAND

Great Britain Month ending	INFLOW									
	Age group									
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59*§	60 and over*§	All ages
MALE										
1983 Dec 8	20.2	23.9	46.9	29.7	22.8	35.2	25.3	12.8	10.4	227.2
1984 Jan 12	21.3	23.3	45.7	28.0	21.4	32.2	23.7	12.7	10.5	218.8
Feb 9	21.6	25.3	47.8	29.9	22.7	34.3	24.3	11.8	9.5	227.2
Mar 8	17.3	21.4	42.0	26.7	20.2	30.7	22.2	11.0	8.9	200.4
Apr 5	16.0	21.9	44.6	27.6	21.0	31.5	23.6	12.9	10.2	209.2
May 10	27.6	20.4	42.1	26.4	19.8	30.2	21.9	11.2	9.2	208.9
June 14	18.4	21.9	43.9	26.0	19.2	29.1	20.8	10.6	8.5	198.4
July 12	19.5	29.7	78.2	31.0	21.3	31.3	22.4	11.3	9.3	254.1
Aug 9	19.6	25.7	55.6	28.6	20.4	30.6	21.5	10.6	8.9	221.6
Sep 13	70.5	46.7	55.6	29.2	21.1	31.6	22.6	12.3	9.3	298.8
Oct 11	32.9	35.5	62.0	33.4	23.4	35.4	25.3	13.7	11.6	273.2
Nov 8	23.2	28.5	54.1	31.7	23.1	35.4	25.2	12.1	9.8	243.0
Dec 6	19.7	25.3	49.8	30.5	22.6	34.2	23.8	11.0	8.6	225.5
FEMALE										
1983 Dec 8	15.4	18.0	30.0	17.2	9.3	12.3	8.8	3.1	—	114.1
1984 Jan 12	18.5	21.0	32.2	17.5	9.9	13.3	9.0	3.2	—	124.7
Feb 9	16.7	19.6	32.0	18.6	10.3	13.4	9.1	3.1	—	122.9
Mar 8	12.7	16.2	28.1	16.6	9.5	12.8	8.8	3.0	—	107.7
Apr 5	11.4	16.1	29.0	17.3	9.8	13.3	9.0	3.2	—	109.5
May 10	20.0	15.1	28.2	17.8	9.9	13.3	9.3	3.0	—	116.3
June 14	13.0	16.0	29.2	16.6	9.1	12.0	8.3	2.9	—	107.1
July 12	14.6	24.2	57.2	19.5	10.6	14.1	9.0	3.0	—	152.3
Aug 9	14.0	19.8	39.9	19.4	10.8	14.8	9.5	3.2	—	131.5
Sep 13	54.5	43.5	37.3	19.4	10.9	14.8	10.0	4.1	—	194.4
Oct 11	26.3	29.9	41.2	21.3	11.6	15.0	10.5	3.9	—	159.6
Nov 8	17.9	22.3	36.5	20.3	10.9	14.7	10.4	3.6	—	136.5
Dec 6	14.5	18.4	31.8	18.5	9.8	13.2	9.1	2.9	—	118.3
Changes on a year earlier										
MALE										
1983 Dec 8	-3.2	+0.9	+0.1	-1.2	-1.8	-1.9	-1.5	-0.6	-1.1	-10.4
1984 Jan 12	-6.6	+1.3	+2.5	+0.4	-0.3	-0.6	-0.1	-0.1	-1.4	-5.4
Feb 9	-4.4	+1.7	+3.4	+0.7	-0.3	-0.4	-1.0	-0.6	-1.9	-2.8
Mar 8	-4.9	+0.1	+0.3	-0.9	-1.3	-2.6	-2.4	-1.0	-2.8	-15.4
Apr 5	-7.3	-0.1	+1.5	0.0	-0.9	-1.3	-1.5	-1.2	-2.7	-13.7
May 10	-7.3	-0.1	+1.5	0.0	-0.9	-1.3	-1.5	-1.2	-2.7	-13.7
June 14	-1.7	+0.2	+3.1	-0.2	-1.1	-1.4	-1.6	-1.8	-2.2	-7.7
July 12	-1.8	+2.0	+8.3	+1.4	-0.2	-0.4	-1.2	-1.3	-3.3	+6.8
Aug 9	-2.4	-0.3	+3.6	-0.1	-1.1	-0.5	-0.9	-2.1	-1.5	-7.3
Sep 13	-9.8	+1.0	+4.0	+0.9	+0.1	-0.4	-0.8	-0.9	-0.9	-6.8
Oct 11	-10.3	-1.8	+4.3	+0.6	-0.5	-1.0	-1.5	-1.3	-0.3	-11.9
Nov 8	-0.9	+1.6	+2.6	+0.2	-0.4	-0.1	-1.0	-1.3	-1.5	-0.9
Dec 6	-0.5	+1.4	+2.9	+0.8	-0.2	-1.0	-1.5	-1.8	-1.8	-1.7
FEMALE										
1983 Dec 8	-2.8	+0.1	+2.1	+1.9	+0.9	+1.5	+0.5	0.0	—	+4.2
1984 Jan 12	-6.8	+1.4	+3.1	+2.0	+1.1	+1.5	+0.5	-0.1	—	+2.7
Feb 9	-5.1	-0.1	+1.8	+2.2	+1.3	+1.2	+0.2	-0.3	—	+1.5
Mar 8	-4.5	-0.6	+1.3	+1.5	+0.9	+1.3	0.0	-0.2	—	-0.3
Apr 5	-6.0	-1.1	+1.4	+1.7	+1.0	+1.3	+0.5	-0.2	—	-1.5
May 10	-6.0	-1.1	+1.4	+1.7	+1.0	+1.3	+0.5	-0.2	—	-1.5
June 14	-1.9	-0.6	+2.3	+1.8	+0.8	+0.7	+0.1	0.0	—	+3.2
July 12	-1.6	+0.5	+6.5	+2.1	+0.6	+0.8	-0.1	-0.1	—	+10.7
Aug 9	-1.9	-1.0	+3.6	+1.7	+0.8	+1.5	+0.4	+0.1	—	+5.3
Sep 13	-11.4	-0.4	+1.9	+1.5	+1.1	+1.8	+0.7	+0.2	—	-4.7
Oct 11	-9.3	-3.8	+1.8	+1.4	+0.9	+1.0	+0.5	0.0	—	-7.7
Nov 8	-1.4	+0.4	+1.1	+1.1	+0.8	+1.1	+0.5	-0.1	—	+3.4
Dec 6	-0.9	+0.4	+1.8	+1.3	+0.5	+0.9	+0.3	-0.2	—	+4.2

UNEMPLOYMENT

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

OUTFLOW

THOUSAND

Great Britain Month ending	Age group									
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54§	55-59*§	60 and over**§	All ages
MALE										
1983										
December	23.6	24.5	45.0	25.6	18.8	28.2	19.5	8.2	11.8	205.2
1984										
January	12.3	15.5	30.6	18.1	13.5	20.5	14.3	6.3	8.8	139.8
February	20.6	23.8	46.3	29.1	21.8	32.4	21.5	8.7	12.2	216.4
March	18.1	25.2	48.9	29.6	22.3	33.7	21.7	8.6	10.9	219.0
April	15.7	26.2	48.9	30.0	22.6	34.5	22.5	8.9	10.8	220.1
May	12.7	24.3	46.3	27.5	20.5	31.6	20.9	8.7	10.3	202.8
June	15.3	26.4	50.2	30.0	22.4	34.0	22.3	8.9	10.9	220.3
July	13.9	25.7	50.3	28.8	20.8	31.9	20.8	8.2	10.1	210.4
August	12.2	24.4	53.1	27.6	20.1	29.6	19.8	7.5	9.2	203.6
September	20.0	25.4	55.9	27.8	19.5	29.1	18.8	7.5	8.8	213.0
October	40.3	47.5	67.8	31.6	21.7	31.9	20.1	8.3	10.1	279.2
November	26.9	28.6	51.2	27.4	19.6	29.2	19.1	7.7	10.5	220.1
December	20.9	25.5	46.8	25.5	18.2	27.5	18.0	7.3	10.4	200.2
FEMALE										
1983										
December	19.8	22.4	32.8	16.5	8.9	11.3	7.0	2.5	0.1	121.4
1984										
January	10.0	14.9	23.3	12.5	7.2	9.1	5.8	2.0	0.1	84.8
February	16.3	20.6	32.5	18.0	10.0	12.6	7.9	2.5	0.1	120.6
March	13.8	20.2	31.1	17.0	9.5	12.1	7.7	2.4	0.1	114.0
April	12.4	20.4	31.8	17.3	9.8	12.3	7.9	2.4	0.1	114.1
May	10.1	20.3	32.3	17.4	9.9	12.7	8.1	2.6	0.1	113.4
June	11.7	20.5	32.3	17.7	9.5	12.2	7.8	2.4	0.1	114.3
July	10.5	19.5	32.2	16.9	8.9	11.2	7.2	2.2	0.1	108.6
August	9.7	19.4	32.2	16.8	8.6	10.6	6.7	2.1	0.1	110.1
September	15.3	21.6	42.5	18.5	10.7	14.2	8.1	2.3	0.1	133.3
October	31.7	41.6	48.0	20.9	11.6	14.6	8.4	2.6	0.1	179.6
November	21.8	25.6	36.9	18.9	10.6	12.9	7.8	2.4	0.1	137.0
December	16.9	22.7	35.1	18.1	10.0	12.4	7.4	2.2	0.1	125.0
Changes on a year earlier										
MALE										
1983										
December	-1.3	+4.9	+5.7	+1.9	+0.5	+1.6	+0.8	+0.4	+4.1	+18.5
1984										
January	-3.6	+1.1	+0.7	0.0	0.0	+0.4	-0.1	+0.1	+2.4	+1.0
February	-7.0	+1.5	-0.5	-0.7	-0.8	-1.4	-1.6	-0.3	+3.6	-7.1
March	-4.5	+2.9	+2.3	+0.1	+0.3	+0.2	-1.4	-0.4	+2.7	+1.5
April*	-2.3	+2.7	+1.4	-0.1	-0.4	-0.3	-1.0	-0.8	-0.5	-3.3
May*	-4.1	+1.3	+1.8	+1.4	+1.1	+1.4	+0.6	-0.2	0.0	+3.3
June	-0.6	+3.4	+2.3	+0.3	+0.1	+0.2	-0.9	-1.2	-13.3	-9.8
July	-0.4	+1.4	+0.1	-0.8	-1.5	-2.1	-2.0	-1.2	-2.7	-12.0
August	-1.9	-0.6	-3.5	-2.6	-1.8	-3.8	-2.8	-1.9	-3.6	-22.4
September	+3.6	+0.9	+0.7	-1.1	-0.9	-2.8	-2.7	-1.5	-2.2	-7.0
October	-10.7	+2.8	+1.7	-1.3	-1.8	-1.9	-2.3	-1.1	-1.3	-16.0
November	-5.8	+0.6	+1.6	-0.4	-1.2	-1.9	-2.3	-1.3	-1.7	-12.5
December	-2.7	+1.0	+1.8	-0.1	-0.4	-0.7	-1.5	-0.9	-1.4	-5.0
FEMALE										
1983										
December	-2.0	+3.0	+3.8	+1.7	+0.9	+1.7	+0.7	0.0	0.0	+9.9
1984										
January	-3.7	+0.7	+1.3	+0.9	+0.6	+1.2	+0.5	0.0	0.0	+1.3
February	-8.1	+0.7	+2.2	+2.0	+1.0	+1.5	+0.6	-0.1	0.0	-0.1
March	-5.5	+1.0	+2.0	+1.3	+1.0	+1.3	+0.4	-0.1	0.0	+1.4
April*	-4.1	+1.3	+1.8	+1.4	+1.1	+1.4	+0.6	-0.2	0.0	+3.3
May*	-4.1	+1.3	+1.8	+1.4	+1.1	+1.4	+0.6	-0.2	0.0	+3.3
June	-1.2	+0.9	+1.3	+1.1	+0.8	+1.0	0.0	-0.4	0.0	+4.4
July	-1.3	+0.3	+1.7	+1.6	+0.4	+0.5	-0.1	-0.3	0.0	+2.6
August	-1.8	-0.5	+0.8	+1.2	+0.3	0.0	-0.3	-0.3	0.0	-0.8
September	+2.4	+1.4	+3.7	+1.9	+1.2	+1.5	+0.5	-0.2	0.0	+12.2
October	-10.1	+3.3	+3.5	+2.0	+0.7	+0.8	-0.2	-0.2	0.0	-0.1
November	-4.9	+0.5	+2.4	+1.9	+1.2	+0.7	+0.1	-0.2	0.0	+1.8
December	-2.9	+0.3	+2.3	+1.6	+1.1	+1.1	+0.4	-0.3	0.0	+3.6

* Changes on a year earlier in the flows figures for April and May have been averaged to take account of the different timing of Easter.
 ** Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4 1/2 week month.
 † From April to August 1983 the figures for men aged 59 and over reflect the effects of the provisions in the 1983 Budget, because some of them no longer have to sign at an unemployment benefit office, estimates of this effect on computerised records are not available. This has a greater effect on the outflow than the inflow.
 § Figures for older age groups are further affected by an increase in the numbers of people who attend benefit offices only quarterly and cease to be part of the computerised records. This has a greater effect on the outflow than the inflow since the vast majority of new claims to benefit are computerised.

CONFIRMED REDUNDANCIES* 2.30

Region

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	York-shire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1977	24,510	7,602	2,866	12,651	6,135	5,658	13,258	31,736	18,840	115,654	11,931	30,775	158,360
1978	25,741	9,183	4,405	11,968	10,006	6,346	15,150	37,617	18,648	129,881	18,914	23,768	172,563
1979	26,798	15,179	2,981	11,031	19,320	8,449	17,838	40,705	14,985	142,107	11,663	33,014	186,784
1980	70,015	33,951	7,554	26,598	69,436	40,957	50,879	92,596	33,276	391,311	45,215	57,240	493,766
1981	105,878	54,998	11,463	30,998	59,556	33,720	63,102	91,738	40,103	436,559	36,432	59,039	532,030
1982	80,300	49,396	6,471	24,898	40,829	29,429	45,957	67,117	32,424	326,825	24,647	48,944	400,416
1983	58,345	34,078	4,165	23,777	40,413	23,259	37,807	51,019	30,274	269,059	16,041	41,538	326,638
1984 †	(41,917)	(23,895)	(2,341)	(13,595)	(22,099)	(17,731)	(25,443)	(35,521)	(24,737)	(183,384)	(11,212)	(28,836)	(223,432)
1983 Q4	15,325	8,596	933	7,167	7,604	6,014	9,875	11,994	7,411	66,323	4,499	8,448	79,270
1984 Q1	8,458	4,106	814	3,286	5,910	4,451	8,388	10,138	6,074	47,519	3,031	7,763	58,313
Q2	11,691	5,129	282	3,917	6,550	4,840	6,537	9,175	9,299	52,291	2,319	9,942	64,552
Q3	11,980	8,525	974	3,785	7,302	5,478	6,088	8,274	5,588	49,469	3,356	7,255	60,080
Q4 †	(9,788)	(6,135)	(271)	(2,607)	(2,337)	(2,962)	(4,430)	(7,934)	(3,776)	(34,105)	(2,506)	(3,876)	(40,487)
1984 Jan	2,839	1,758	197	980	1,275	1,002	2,487	3,459	1,733	13,972	1,014	3,357	18,343
Feb	2,445	1,228	419	854	1,422	1,190	2,894	2,451	2,012	13,687	948	1,957	16,592
Mar	3,174	1,120	198	1,452	3,213	2,259	3,007	4,228	2,329	19,860	1,069	2,449	23,378
Apr	5,047	2,162	119	1,144	2,324	1,606	2,120	2,937	3,225	18,522	794	4,484	23,800
May	2,747	1,091	68	1,172	2,160	1,483	1,925	2,817	2,666	15,038	759	3,443	19,240
June	3,897	1,876	95	1,601	2,066	1,751	2,492	3,421	3,408	18,731	766	2,015	21,512
July	3,872	2,709	94	1,118	2,470	1,864	1,855	3,070	2,387	16,730	1,126	3,470	21,326
Aug	4,062	3,116	232	1,587	2,544	2,087	1,732	2,406	1,672	16,322	1,161	2,733	20,216
Sep	4,046	2,700	648	1,080	2,288	1,527	2,501	2,798	1,529	16,417	1,069	1,052	18,538
Oct	3,475	2,661	14	931	1,054	1,516	1,739	3,168	833	12,730	943	1,252	14,925
Nov†	(2,489)	(1,475)	(13)	(996)	(681)	(725)	(1,022)	(2,157)	(1,283)	(9,366)	(614)	(1,786)	(11,746)
Dec†	(3,824)	(1,999)	(244)	(680)	(602)	(721)	(1,669)	(2,609)	(1,660)	(12,009)	(949)	(858)	(13,816)

CONFIRMED REDUNDANCIES* 2.31

Industry

SIC 1980	1984 Division	Class or Group	Q1	Q2	Q3	Q4†	Jul	Aug	Sep	Oct	Nov†	Dec†
Agriculture, forestry and fishing	0	01-03	70	42	14	(70)	0	0	14	0	(20)	(50)
Coal extraction and coke		11-12	2,819	2,236	1,580	(765)	511	797	272	288	(201)	(276)
Mineral oil and natural extraction		13	95	0	53	(101)	18	35	0	56	(5)	(40)
Mineral oil processing		14	122	95	138	(324)	38	72	28	136	(137)	(51)
Nuclear fuel production		15	0	0	0	(0)	0	0	0	0	(0)	(0)
Gas, electricity and water		16-17	255	138	346	(249)	33	124	189	167	(52)	(30)
Energy and water supply industries	1		3,291	2,469	2,117	(1,439)	600	1,028	489	647	(395)	(397)
Extraction of other minerals and ores		21, 23	49	22	86	(58)	0	32	54	12	(31)	(15)
Metal manufacture		22	2,294	3,176	1,618	(1,032)	842	255	521	285	(170)	(577)
Manufacture of non-metallic products		24	1,462	839	527	(453)	59	335	133	115	(120)	(218)
Chemical industry		25	1,579	1,049	1,203	(991)	473	333	397	413	(336)	(242)
Production of man-made fibres		26	130	66	70	(0)	10	10	50	0	(0)	(0)
Extraction of minerals and ores other than fuel: manufacture of metal mineral products and chemicals	2		5,514									

3.1 VACANCIES Regions: notified to Jobcentres: seasonally adjusted*

THOUSAND

	South East	Greater London†	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1983 Dec 2	55.5	24.4	5.1	13.1	12.4	8.9	10.5	15.5	8.0	7.4	15.6	152.1	1.2	153.3
1984 Jan 6	55.2	24.3	4.9	12.7	11.6	8.2	10.0	14.6	7.2	7.1	15.1	146.4	1.2	147.6
Feb 3	54.7	24.4	5.1	12.7	10.8	8.0	9.6	14.7	6.9	7.0	14.6	144.2	1.2	145.4
Mar 2	54.8	24.5	5.4	12.9	10.3	8.3	9.8	15.3	7.5	7.1	15.0	146.0	1.3	147.3
Mar 30	54.7	25.3	5.3	12.7	10.7	8.6	9.3	14.8	7.6	6.9	15.8	146.6	1.3	147.9
May 4	57.8	25.7	5.7	14.5	11.0	8.0	9.8	16.1	8.0	7.6	15.7	154.2	1.5	155.7
Jun 8	60.3	27.1	5.6	13.4	12.1	7.9	10.0	16.8	8.5	7.9	15.1	157.0	1.7	158.7
Jul 6	62.8	27.9	5.4	14.9	12.5	8.5	10.2	16.3	8.8	7.8	15.2	162.5	1.7	164.2
Aug 3	61.1	27.7	5.2	13.9	12.3	8.4	10.3	16.1	8.3	8.1	16.1	159.9	1.7	161.6
Sep 7	62.8	28.7	5.7	15.3	12.8	9.9	10.7	17.4	8.9	8.1	16.3	168.0	1.6	169.6
Oct 5	62.0	27.2	5.5	15.5	13.5	10.2	10.6	17.3	8.3	8.0	17.7	168.8	1.7	170.5
Nov 2	33.1	27.8	5.7	14.8	13.0	9.1	10.2	17.5	8.0	7.7	16.7	165.8	1.8	167.6
Nov 30	62.8	28.3	5.5	14.3	11.8	8.8	9.7	16.2	7.8	7.3	15.6	159.8	1.5	161.3

3.2 VACANCIES Regions: notified to Jobcentres and careers offices

THOUSAND

	South East	Greater London†	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to Jobcentres														
1980	62.5	31.4	4.9	10.4	8.0	8.0	8.1	11.4	6.1	6.1	16.5	142.0	1.0	143.0
1981	36.8	17.5	3.5	7.7	6.0	5.8	5.7	8.8	4.3	5.2	12.6	96.3	0.7	97.0
1982	41.3	19.9	4.1	9.9	6.9	7.0	7.0	10.2	5.1	5.7	13.2	110.3	1.0	111.3
1983	50.5	22.4	4.8	12.6	11.3	8.4	10.1	15.2	7.4	7.2	16.4	143.9	1.2	145.1
1984	59.3	26.6	5.4	13.9	11.9	8.7	10.0	16.1	8.0	7.5	15.7	156.6	1.5	158.1
1983 Dec 2	50.0	21.8	4.7	11.3	11.9	8.3	9.7	14.3	7.4	6.5	14.5	138.7	1.1	139.8
1984 Jan 6	49.7	21.9	4.6	10.6	10.9	7.5	9.3	13.3	6.5	6.1	13.1	131.7	1.1	132.8
Feb 3	49.9	22.5	4.8	11.5	10.3	7.5	9.1	13.8	6.5	6.4	13.3	133.2	1.2	134.4
Mar 2	52.1	23.0	5.3	12.6	10.2	8.3	9.6	15.2	7.5	7.0	14.4	142.4	1.3	143.7
Mar 30	56.3	25.5	5.5	13.9	10.9	8.8	9.5	16.1	8.2	8.1	16.3	153.8	1.3	155.1
May 4	62.2	27.4	6.1	16.4	11.5	9.0	10.5	17.7	8.4	8.9	17.0	167.8	1.5	169.4
Jun 8	65.4	29.3	6.0	15.7	12.3	8.6	10.7	18.0	9.0	8.8	16.7	171.0	1.8	172.8
Jul 6	64.5	28.4	5.6	15.3	12.4	8.3	10.5	16.6	8.9	8.0	15.7	165.8	1.8	167.6
Aug 3	61.1	26.9	5.2	13.9	12.3	8.4	10.1	15.9	8.4	8.0	16.4	159.6	1.7	161.3
Sep 7	65.4	29.7	5.9	15.6	13.2	9.9	10.9	17.1	9.0	7.9	16.9	171.7	1.6	173.4
Oct 5	66.3	30.5	5.6	15.1	14.0	10.3	11.0	17.4	8.5	7.7	18.0	174.0	1.7	175.7
Nov 2	62.0	28.2	5.5	13.7	13.2	9.0	10.0	16.9	7.9	7.1	16.6	161.9	1.8	163.7
Nov 30	57.2	25.7	5.2	12.5	11.3	8.2	8.9	15.1	7.1	6.4	14.6	146.4	1.4	147.8
Notified to careers offices														
1980	8.4	5.2	0.5	0.7	1.2	0.8	0.9	0.7	0.3	0.3	0.6	14.2	0.1	14.4
1981	2.4	1.4	0.2	0.2	0.6	0.3	0.3	0.2	0.1	0.2	0.2	4.7	0.1	4.8
1982	2.9	1.6	0.2	0.4	0.6	0.4	0.4	0.3	0.3	0.2	0.3	5.9	0.2	6.1
1983	3.6	1.9	0.2	0.5	0.7	0.5	0.5	0.3	0.3	0.2	0.3	7.2	0.3	7.4
1984	4.3	2.1	0.3	0.6	0.9	0.5	0.6	0.5	0.3	0.2	0.3	8.5	0.5	9.0
1983 Dec 2	3.1	1.5	0.2	0.4	0.8	0.4	0.4	0.4	0.2	0.1	0.2	6.2	0.3	6.6
1984 Jan 6	3.1	1.4	0.2	0.4	0.6	0.4	0.4	0.3	0.2	0.1	0.2	5.9	0.3	6.3
Feb 3	3.5	1.8	0.2	0.5	0.7	0.4	0.5	0.4	0.2	0.2	0.2	6.7	0.3	7.1
Mar 2	3.7	1.8	0.3	0.4	0.7	0.5	0.4	0.4	0.2	0.2	0.2	7.0	0.4	7.4
Mar 30	3.8	1.8	0.3	0.6	0.9	0.5	0.6	0.5	0.2	0.3	0.3	8.1	0.4	8.5
May 4	5.2	2.6	0.3	0.7	1.0	0.6	0.6	0.6	0.3	0.2	0.4	10.0	0.5	10.5
Jun 8	5.7	2.9	0.4	1.1	1.2	0.6	0.7	0.7	0.4	0.3	0.4	11.6	0.6	12.2
Jul 6	4.9	2.5	0.4	0.8	1.0	0.5	0.6	0.6	0.3	0.3	0.3	9.7	0.5	10.2
Aug 3	4.3	2.1	0.4	0.6	1.0	0.5	0.6	0.6	0.3	0.2	0.3	8.8	0.6	9.4
Sep 7	4.6	2.3	0.4	0.7	0.9	0.5	0.8	0.6	0.4	0.2	0.3	9.4	0.6	10.0
Oct 5	4.5	2.2	0.4	0.7	1.0	0.5	0.7	0.5	0.3	0.1	0.3	9.0	0.7	9.7
Nov 2	4.4	2.2	0.3	0.6	0.9	0.5	0.6	0.4	0.2	0.1	0.2	8.3	0.7	9.1
Nov 30	3.9	2.1	0.3	0.5	0.8	0.5	0.5	0.4	0.2	0.1	0.2	7.3	0.7	8.1

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

VACANCIES 3.5 Flows at Jobcentres: seasonally adjusted* THOUSAND

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

* The vacancy flow statistics are described in *Employment Gazette*, June 1980, pp. 627-635 while the coverage of the flow statistics differs from the published totals of vacancies notified to Jobcentres, the movements in the respective series are closely related.
Flow figures are collected for four or five-week periods between count dates; the figures in this table are converted to a standard 4 1/3 week month.

4.1 INDUSTRIAL DISPUTES Stoppages of work*

Stoppages: December 1984

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages: in progress in month of which:	47	145,600	1,903,000
Beginning in month continuing from earlier months	24	5,500†	28,000
	23	140,100‡	1,875,000

† Includes 4,200 directly involved.
‡ Includes 300 involved for the first time in the month.

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

Stoppages: cause

United Kingdom	Beginning in December 1984		Beginning in 1984	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay-wage-rates and earnings levels—extra-wage and fringe benefits	8	1,800	479	446,700
Duration and pattern of hours worked	3	200	47	15,300
Redundancy questions	3	500	153	291,300
Trade union matters	2	100	80	315,500
Working conditions and supervision	1	500	70	23,300
Manning and work allocation	5	900	156	67,800
Dismissal and other disciplinary measures	2	200	136	41,600
All causes	24	4,200	1,154	1,213,800

Prominent stoppages in quarter ending December 31, 1984

Industry and location	Date when stoppage		Number of workers involved†		Number of working days lost in quarter	Cause or object
	Began	Ended	Directly	Indirectly		
‡ Coal extraction						
Great Britain	12.3.84	Cont.	133,000	7,000	6,600,000	Protest at pit closures
Engineering						
Coventry	1.8.84	12.11.84	530	—	16,200	For an improved pay offer. (Total working days lost 37,000)
Coventry	3.10.84	30.10.84	350	1,050	20,200	In support of pay claim
Vehicles and other transport equipment						
Scarborough	20.8.84	17.10.84	900	—	10,600	Over suspension of workers for refusing to work normally during pay dispute (Total working days lost 36,600)
Ellesmere Port and Luton	5.9.84	26.10.84	14,040	—	155,200	For improved pay offer. (Total working days lost 163,600).
Cowley/Longbridge/and Swindon	5.11.84	21.11.84	24,600	—	225,000	For improved pay offer
Coventry/ Castle Bromwich	1.11.84	9.11.84	7,500	—	52,500	For improved pay offer
Dagenham/Halewood	15.11.84	20.12.84	11,040	—	238,000	Claim for regrading
Birkenhead	28.8.84	5.10.84	120	1,500	5,100	In protest against redundancies. (Total working days lost 85,300)
Melksham	3.9.84	23.11.84	220	—	8,800	In support of pay claim. (Total working days lost 13,200)
Glasgow	23.11.84	30.11.84	3,700	—	19,400	Dismissal of electrician in dispute over reduction in washing-up times
Food drink and tobacco						
Castleford	8.10.84	Cont.	60	700	38,700	Proposed change in lunch-break pay agreement
Tadcaster	24.10.84	19.11.84	770	—	13,900	For improved pay offer
Paper, printing and publishing						
Gravesend and Maidstone	7.12.84	Cont.	990	—	12,300	Over manning and work allocation
Construction						
Humberside	10.10.84	27.11.84	1,400	—	42,300	Over the introduction of new working practices
Public administration and other services						
Newcastle-on-Tyne	14.5.84	Cont.	550	—	27,900	Over new working arrangements and shift patterns
Sheffield	6.9.84	7.12.84	770	—	35,800	Over the introduction of new technology. (Total working days lost 43,300)
St Helens	3.10.84	28.11.84	2,500	—	101,300	Over re-organisation of council departments
Scotland	19.9.84	Cont.	3,100	—	10,000	Over new time table arrangements
Mid-Glamorgan	10.12.84	Cont.	360	500	7,100	Over proposed redundancies
Bolton	2.5.84	Cont.	460	—	24,600	For improved pay award
London N	18.10.84	2.11.84	1,030	—	11,200	For extra payment for using new technology

† The figures shown are the highest number of workers involved during the quarter.
‡ The numbers of workers involved have been amended to take account of estimates of both the number directly affected but working away from collieries and the number of men indirectly affected. The number directly affected fell from 133,000 in October to 117,000 in December.

Stoppages—industry

United Kingdom	Jan to Dec 1984			Jan to Dec 1983		
	Stoppages beginning in period	Workers involved	Working days lost	Stoppages beginning in period	Workers involved	Working days lost
SIC 1980						
Agriculture, forestry and fishing	1	300	1,000	2	100	1,000
Coal extraction	78	279,900	22,264,000	355	133,200	484,000
Coke, mineral oil and natural gas	3	600	1,000	4	3,700	108,000
Electricity, gas, other energy and water	17	6,400	35,000	14	37,500	780,000
Metal processing and manufacture	18	3,500	18,000	34	15,400	142,000
Mineral processing and manufacture	31	4,800	28,000	23	4,400	32,000
Chemicals and man-made fibres	28	13,800	54,000	21	6,000	21,000
Metal goods not elsewhere specified	47	8,000	65,000	31	6,100	34,000
Engineering	146	84,600	409,000	171	69,100	507,000
Motor vehicles	148	242,700	1,042,000	90	111,800	545,000
Other transport equipment	46	74,000	489,000	43	24,700	191,000
Food, drink and tobacco	65	25,300	237,000	57	16,300	81,000
Textiles	19	3,800	16,000	14	1,700	15,000
Footwear and clothing	17	6,900	48,000	26	5,400	17,000
Timber and wooden furniture	14	2,500	27,000	9	900	4,000
Paper, printing and publishing	47	10,200	126,000	62	10,400	88,000
Other manufacturing industries	28	4,300	45,000	29	11,900	97,000
Construction	26	15,300	93,000	45	6,900	68,000
Distribution, hotels and catering, repairs	29	3,400	12,000	36	4,300	23,000
Transport services and communication	153	144,000	283,000	107	37,100	186,000
Supporting and miscellaneous transport services	37	50,800	377,000	43	10,500	109,000
Banking, finance, insurance, business services and leasing	6	11,100	20,000	10	6,500	11,000
Public administration, education and health services	148	402,800	738,000	115	41,500	120,000
Other services	24	6,100	135,000	17	8,400	89,000
All industries and services	1,154§	1,405,300	26,564,000	1,352§	573,800	3,754,000

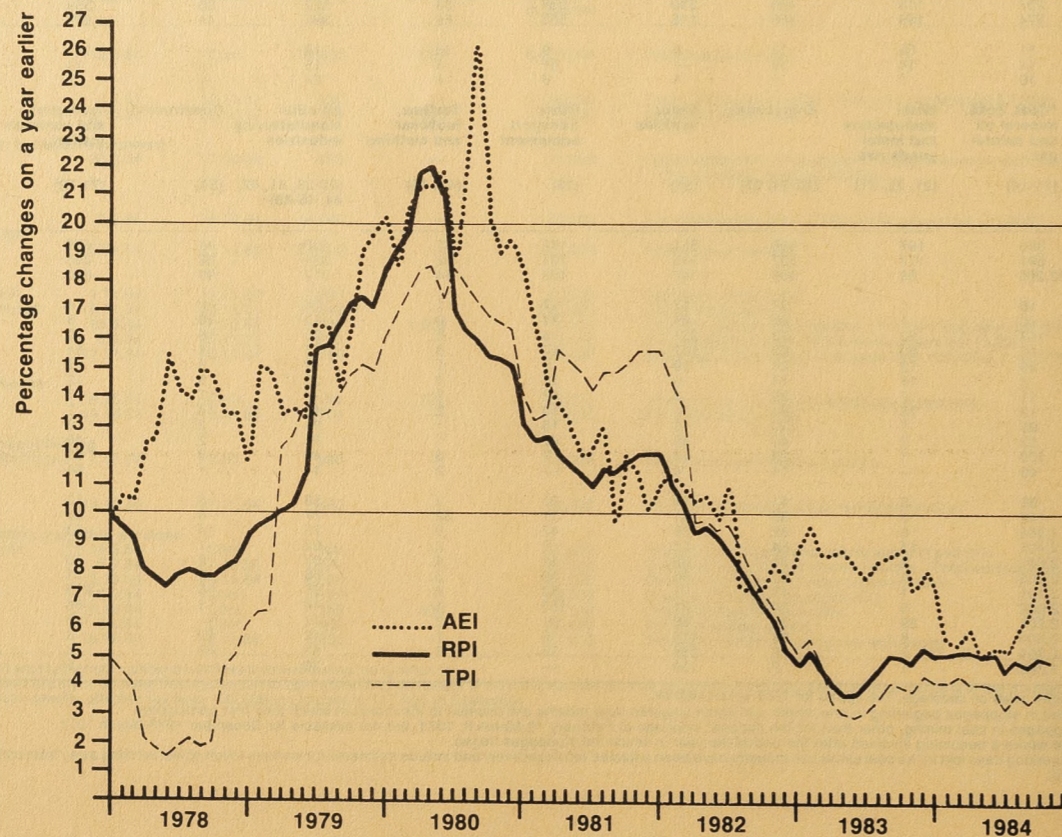
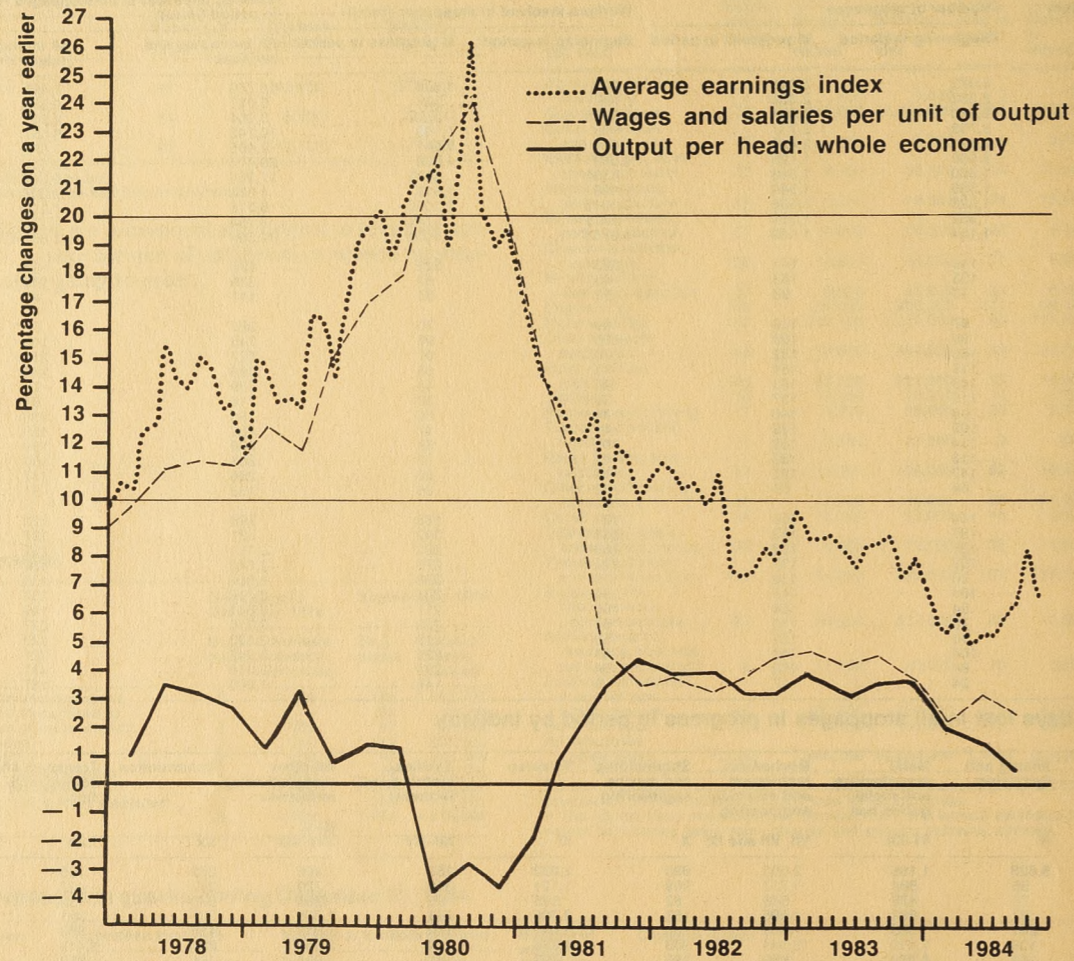
§ Some stoppages involved workers in more than one industry group but have each been counted as only one stoppage in the total for all industries.
• The figures have been adjusted retrospectively and include estimates for workers involved but working away from collieries and workers indirectly affected.

INDUSTRIAL DISPUTES* 4.2 Stoppages of work: summary

United Kingdom	Number of stoppages		Workers involved in stoppages (thou)		Working days lost in all stoppages in progress in period (thou)	
	Beginning in period	In progress in period	Beginning in period†	In progress in period	All industries and services	All manufacturing industries
1974‡	2,922	2,946	1,622	1,626	14,750	7,498
1975	2,282	2,332	789	809	6,012	5,002
1976	2,016	2,034	666§	668§	3,284	2,308
1977	2,703	2,737	1,155	1,166	10,142	8,057
1978	2,471	2,498	1,001	1,041	9,405	7,678
1979	2,080	1,125	4,583	4,608	29,474	22,552
1980	1,330	1,348	830§	834§	11,964	10,896
1981	1,338	1,344	1,489	1,513	4,266	2,292
1982	1,528	1,536	2,101§	2,103§	5,313	1,919
1983	1,352	1,364	573§	574§	3,754	1,776
1984	1,154	1,169	1,375§	1,405§	26,564	2,604
1982 Oct	116	141	283	322	428	107
Nov	133	163	45	69	239	153
Dec	73	93	52	55	111	43
1983 Jan	97	109	69	70	327	98
Feb	99	129	56	96	746	108
Mar	150	182	76	97	527	314
Apr	119	154	41	65	386	298
May	118	153	36	44	139	70
June	119	137	28	30	118	84
July	108	146	34	48	186	136
Aug	109	139	41	47	206	158
Sep	114	159	41	59	298	166
Oct	118	153	47	70	303	166
Nov	147	195	71	89	366	147
Dec	54	86	32	68	153	31
1984 Jan	144	159	127	156	298	122
Feb	137	183	331	399	531	197
Mar	126	172	263	282	2,151	232
Apr	103	137	122	275	2,642	136
May	96	130	175	398	2,959	136
June	104	145	50	234	2,717	233
July	84	124	58	211	2,511	149
Aug	78	110	61	220	2,316	227
Sep	90	122	56	216	2,583	223
Oct	104	143	61	221	3,042	301
Nov	64	102	65	231	2,910	481
Dec	24	47	6	146	1,903	167

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

United Kingdom	Mining and quarrying	Metal manufacture and metal goods nes	Mechanical, instrument and electrical engineering	Shipbuilding and marine engineering	Vehicles	Textiles, clothing and footwear	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries	THOUSAND
1974 ‡	5,628	1,106	2,005	693	2,033	255	1,406	252	705	666	
1975	56	564	1,737	509	1,121	350	720	247	422	286	
1976	78	478	543	62	895	65	266	570	132	196	
1977	97	981	1,895	163	3,095	264	1,660	297	301	1,390	
1978	201	585	1,193	160	4,047	179	1,514	416	360	750	
1979	128	1,910	13,341	303	4,836	110	2,053	834	1,419	4,541	
1980	166	8,884	586	195	490	44	698	281	253	367	
1981	237	113	433	230	956	39	522	86	359	1,293	
1982	374	199	486	116	656	66	395	44	1,675	1,301	
1982 Oct	11	55	12	8	9	12	12	—	141	168	
Nov	11	14	58	—	61	6	15	—	13	62	
Dec	10	1	4	4	6	4	24	—	3	55	
	(11-14)	(21, 22, 31)	(32-34, 37)	(35)	(36)	(43, 45)	(23-26, 41, 42, 44, 46-49)	(50)	(71-79)	(01-03, 15-17, 61-67, 81-85, 91-99 & 00)	
SIC 1980											
1982	380	197	538	551	172	61	400	41	1,675	1,299	
1983	591	177	507	545	191	32	324	68	295	1,024	
1984	22,265	83	409	1,042	489	64	517	93	660	941	
1983 Jan	10	1	37	17	17	1	24	2	6	212	
Feb	46	4	25	29	34	2	13	10	5	577	
Mar	167	22	22	234	5	5	25	6	30	10	
Apr	10	80	62	122	14	3	17	4	54	20	
May	29	12	24	19	5	1	9	3	19	17	
June	3	18	14	5	23	1	22	5	12	14	
July	11	9	35	3	12	7	70	17	17	5	
Aug	13	18	84	4	10	2	40	14	2	20	
Sept	90	1	120	5	15	1	24	2	8	32	
Oct	62	3	44	46	47	1	25	2	45	27	
Nov	109	7</									



GREAT BRITAIN	Whole economy (Divisions 0-9)				Manufacturing industries (Revised definition) (Divisions 2-4)				Production industries (Revised definition) (Divisions 1-4)				
	Actual		Seasonally adjusted		Actual		Seasonally adjusted		Actual		Seasonally adjusted		
			% change over previous 12 months	Underlying % change over previous 12 months†			% change over previous 12 months	Underlying % change over previous 12 months†			% change over previous 12 months	Underlying % change over previous 12 months†	
SIC 1980													JAN 1980 = 100
1980	111.4				109.1				109.4				
1981	125.8				123.6				124.1				
1982	137.6				137.4				138.2				
1983	149.2				149.7				150.0				
1980	Jan*	100.0	101.1		100.0	100.5			100.0	100.6			
	Feb*	102.6	103.7		101.2	101.9			101.1	101.8			
	Mar*	105.9	105.9		104.4	104.3			105.5	105.1			
	April	107.1	107.7		105.7	106.1			106.1	106.3			
	May	109.2	109.2		108.3	107.3			108.6	107.5			
	June	112.5	111.4		111.6	110.0			111.7	110.2			
	July	113.3	112.2		112.5	111.5			112.7	111.6			
	Aug	114.0	114.1		110.8	111.9			111.1	112.1			
	Sep	117.9	118.0		111.7	112.8			111.9	113.1			
	Oct	116.0	116.2		112.2	113.0			112.5	113.4			
	Nov	117.8	117.3		115.2	114.5			115.2	114.5			
	Dec	120.8	119.6		116.1	115.5			115.9	115.5			
1981	Jan	118.2	119.7	18.4	17	115.7	116.5	15.9	14½	116.4	117.3	16.6	15
	Feb	119.3	120.7	16.4	15½	117.3	118.2	16.0	14	117.8	118.7	16.6	14½
	Mar	121.2	121.3	14.5	15½	118.9	118.9	14.0	14	119.9	119.4	13.6	14½
	April	121.9	122.6	13.8	14	118.4	119.2	12.3	14	119.1	119.7	12.6	14½
	May	123.5	123.6	13.2	13½	121.0	120.0	11.8	13½	121.5	120.5	12.1	14
	June	126.0	124.8	12.0	12½	124.5	122.6	11.5	13½	125.2	123.5	12.1	14
	July	126.9	125.8	12.1	11½	125.4	124.2	11.4	13½	126.2	124.8	11.8	14
	Aug	129.0	128.9	13.0	11½	126.0	126.9	13.4	13½	126.3	127.3	13.6	13¾
	Sep	129.4	129.5	9.7	11½	126.2	127.4	12.9	13½	126.6	127.9	13.1	13¾
	Oct	130.0	130.2	12.0	11½	128.6	129.4	14.5	13½	128.9	129.9	14.6	13¾
	Nov	131.4	130.8	11.5	11	130.8	129.9	13.4	13¼	130.9	130.0	13.5	13½
	Dec	133.1	131.7	10.1	11	130.8	130.2	12.7	13	130.9	130.5	13.0	13
1982	Jan	131.2	132.8	10.9	11	131.1	132.0	13.3	12¾	131.6	132.6	13.0	13
	Feb	132.8	134.3	11.3	10¾	131.8	132.8	12.4	12	133.7	134.7	13.5	12¼
	Mar	134.6	134.7	11.0	10¾	134.4	134.4	13.0	11¾	135.2	134.6	12.7	12
	April	134.5	135.4	10.4	10½	134.8	136.0	14.1	11¾	135.2	136.1	13.7	11¾
	May	136.5	136.7	10.6	10¼	137.5	136.5	13.8	11½	137.8	136.9	13.6	11¼
	June	138.3	137.0	9.8	9½	138.8	136.7	11.5	11¼	139.6	137.6	11.4	11
	July	140.7	139.5	10.9	9¼	139.2	137.8	11.0	11	140.1	138.5	11.0	11
	Aug	138.8	138.6	7.5	8¾	137.6	138.4	9.1	9½	138.4	139.3	9.4	9½
	Sep	138.7	138.9	7.3	8¾	137.9	139.3	9.3	9¼	138.7	140.2	9.6	9½
	Oct	139.6	139.8	7.4	8¾	140.0	140.9	8.9	9¼	139.9	141.1	8.6	9½
	Nov	142.4	141.7	8.3	8½	142.5	141.6	9.0	9	143.7	142.8	9.8	9½
	Dec	143.6	142.0	7.8	8	143.2	142.7	9.6	9	144.0	143.8	10.2	9
1983	Jan	142.6	144.5	8.8	8	142.9	144.0	9.1	9	143.5	144.6	9.0	8¾
	Feb	145.4	147.2	9.6	8	143.7	144.8	9.0	8¾	144.1	145.2	7.8	8¾
	Mar	146.1	146.3	8.6	7¾	145.1	145.0	7.9	8½	145.9	145.3	7.9	8½
	April	146.0	147.0	8.6	7½	146.7	148.1	8.9	8½	147.4	148.5	9.1	8½
	May	148.3	148.6	8.7	7½	149.2	148.2	8.6	8½	149.3	148.4	8.4	8½
	June	149.7	148.2	8.2	7½	150.2	147.8	8.1	8½	150.4	148.2	7.7	8
	July	151.7	150.3	7.7	7½	151.2	149.7	8.6	8¾	151.8	150.0	8.3	8½
	Aug	150.4	150.2	8.4	7¾	149.9	150.8	9.0	8¾	150.4	151.3	8.6	8½
	Sep	150.5	150.7	8.5	7¾	150.9	152.4	9.4	9¼	151.4	153.0	9.1	9
	Oct	151.7	152.0	8.7	7¾	153.3	154.4	9.6	9½	154.1	155.4	10.1	9¼
	Nov	152.8	152.1	7.3	7¾	156.5	155.6	9.9	9¾	155.7	154.7	8.3	9¼
	Dec	155.1	153.4	8.0	8	157.0	156.6	9.7	9¾	155.9	155.8	8.3	9¼
1984	Jan	152.7	154.7	7.1	7¾	155.9	157.0	9.0	9½	154.9	156.0	7.9	9
	Feb	153.8	155.6	5.7	7¾	157.5	158.7	9.6	9½	156.5	157.8	8.7	9
	Mar	154.2	154.4	5.5	7¾	159.3	159.2	9.8	9½	154.3	153.7	5.8	9
	April	154.7	155.8	6.0	7¾	158.0	159.5	7.7	9¼	153.4	154.5	4.0	8¾
	May	155.7	156.0	5.0	7¾	160.6	159.5	7.6	9¼	155.7	154.7	4.2	8¾
	June	157.5	156.0	5.3	7¾	163.8	161.1	9.0	9¼	158.4	156.1	5.3	8¾
	July	159.6	158.2	5.3	7½	164.6	162.9	8.8	9	159.5	157.6	5.1	8½
	Aug	159.2	159.0	5.9	7½	162.8	163.7	8.6	8¾	157.7	158.7	4.9	8½
	Sep	159.9	160.2	6.3	7½	164.5	166.1	9.0	8¾	159.7	161.4	5.5	8¼
	Oct	164.2	164.5	8.2	7½	167.2	168.3	9.0	8½	162.2	163.6	5.3	8
	[Nov]	163.0	162.2	6.6	7½	169.0	168.0	8.0	8½	164.3	163.3	5.6	8

Note: The seasonal adjustment factors currently used for the SIC 1980 series are based on data up to December 1982 with data prior to January 1980 from the corresponding SIC 1968 series.
 * The figures reflect abnormally low earnings owing to the effects of national disputes.
 † For the derivation of the underlying change, see *Employment Gazette*, November 1984, p 517.

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN	Agri-culture and forestry	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing **	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical and electronic engineering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco	Textiles
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)	(43)
JAN 1980 = 100														
1980	117.7	106.1	104.4	116.2	**	109.2	109.8	106.9	109.0	100.5	111.4	103.7	109.0	107.3
1981	131.8	118.6	119.8	133.5	124.9	121.6	124.8	117.3	123.4	111.4	124.0	116.8	123.8	120.2
1982	144.2	131.1	135.8	147.8	137.3	136.8	138.9	130.6	139.2	125.3	137.3	129.3	136.7	131.7
1983	157.5	134.7	147.8	159.2	150.7	148.5	152.0	142.3	152.9	138.6	143.2	140.3	149.6	143.5
1980 Jan	100.0	100.0	100.0	100.0	**	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1980 Feb	108.3	100.1	106.4	100.2	**	101.6	100.6	101.9	101.2	99.2	103.2	99.4	101.1	102.7
1980 Mar	111.4	109.5	100.8	120.7	**	102.0	104.5	104.0	105.2	99.9	121.5	99.2	107.0	104.2
1980 April	117.9	106.9	100.5	112.1	100.0	106.0	102.5	104.9	105.8	98.7	108.8	101.3	104.2	105.0
1980 May	117.2	103.0	99.8	117.8	117.1	108.9	103.3	106.1	107.4	95.5	106.8	103.0	106.7	105.9
1980 June	118.5	106.0	105.0	119.4	112.5	114.3	114.5	107.8	109.8	103.6	111.5	104.3	109.9	109.2
1980 July	117.5	107.9	105.6	121.6	117.9	111.8	113.7	108.5	112.6	102.6	113.5	105.3	109.6	109.0
1980 Aug	124.0	106.1	105.9	119.6	109.4	110.3	111.9	108.3	110.9	98.3	113.0	103.7	110.2	107.2
1980 Sep	131.6	107.6	104.8	119.7	109.5	111.8	113.4	108.9	111.6	99.3	111.5	104.8	110.7	109.3
1980 Oct	127.9	108.8	106.2	121.8	107.2	111.7	111.9	109.5	113.3	98.9	114.5	105.5	112.9	111.0
1980 Nov	120.1	108.8	106.9	121.6	114.1	114.0	119.2	110.5	114.8	103.0	117.2	108.9	116.3	113.2
1980 Dec	118.5	108.5	110.4	119.5	115.0	116.7	121.9	112.3	115.5	102.4	115.2	108.6	119.4	111.0
1981 Jan	118.1	120.5	114.0	120.4	110.1	113.3	114.8	111.3	115.8	102.8	116.3	109.7	117.4	114.4
1981 Feb	119.9	118.5	116.7	121.9	116.6	113.4	115.8	112.3	116.6	109.5	118.9	110.8	116.8	116.8
1981 Mar	125.9	120.7	116.4	130.5	118.4	116.0	119.2	114.0	119.6	109.7	118.4	113.3	117.3	117.1
1981 April	132.9	117.0	116.9	128.9	118.3	116.0	117.4	113.7	118.9	108.2	119.5	111.1	118.7	112.8
1981 May	130.2	113.7	120.2	132.4	119.7	119.7	120.9	115.7	121.7	101.9	124.0	114.4	121.7	118.0
1981 June	131.7	116.3	117.9	140.7	123.0	125.3	124.3	117.0	123.9	112.1	123.8	116.3	126.0	122.6
1981 July	130.0	118.8	123.3	140.6	131.8	123.7	123.7	117.0	126.5	114.6	126.7	116.7	125.2	122.4
1981 Aug	143.8	117.5	121.0	135.5	128.4	124.1	134.4	117.7	124.5	112.3	129.2	117.7	125.9	122.7
1981 Sep	147.7	118.4	121.1	136.7	131.3	123.9	126.9	119.9	125.3	112.2	123.5	119.7	126.1	122.5
1981 Oct	143.0	120.3	121.1	138.1	133.8	125.0	131.0	122.0	127.8	113.7	133.9	121.1	126.9	124.8
1981 Nov	131.4	121.0	123.0	138.5	133.9	127.2	133.2	122.9	129.3	121.4	127.7	126.4	131.6	126.1
1981 Dec	126.5	120.2	126.2	138.3	132.2	131.9	135.6	123.8	131.3	117.8	126.1	124.8	132.6	122.6
1982 Jan	125.1	120.6	133.8	141.7	136.4	126.7	132.5	123.9	131.8	120.4	130.2	123.2	129.9	127.2
1982 Feb	134.6	146.6	131.7	142.0	134.3	130.4	131.1	125.7	132.5	121.4	131.0	125.2	129.9	127.5
1982 Mar	138.9	132.7	132.7	140.7	134.6	134.6	133.0	128.0	136.7	123.7	133.4	128.6	131.5	130.0
1982 April	144.2	128.8	132.0	139.3	137.4	134.8	134.4	127.7	136.9	119.7	137.4	127.3	133.6	130.0
1982 May	140.6	130.7	132.8	141.3	136.9	137.6	135.0	130.1	137.6	124.9	137.8	131.0	139.3	133.2
1982 June	144.0	128.0	135.6	153.2	135.7	141.6	140.8	131.6	140.5	125.7	141.4	129.5	137.9	134.1
1982 July	152.2	129.1	142.4	154.5	145.9	138.9	140.9	132.9	140.7	128.3	137.4	129.8	136.5	133.2
1982 Aug	154.0	130.2	135.3	150.0	136.3	137.2	139.0	130.8	139.6	124.8	136.3	128.7	137.8	131.6
1982 Sep	160.8	128.6	137.4	151.5	135.0	138.5	139.0	131.1	140.2	121.7	138.9	130.0	139.4	131.3
1982 Oct	152.8	117.6	137.0	151.8	140.8	139.2	140.8	133.2	143.2	125.7	141.2	131.0	139.1	133.1
1982 Nov	143.4	139.6	138.2	157.2	136.1	140.5	149.5	135.5	144.1	129.5	142.3	133.9	142.7	135.5
1982 Dec	139.5	140.5	140.7	150.4	138.1	142.0	150.9	136.5	146.3	137.8	140.0	132.9	143.0	134.7
1983 Jan	138.0	141.3	146.3	146.2	140.9	141.2	143.7	135.1	147.0	133.9	138.5	133.5	142.2	137.9
1983 Feb	145.2	139.5	146.1	145.9	140.4	141.9	145.0	136.0	147.1	134.6	139.5	134.1	142.6	139.0
1983 Mar	145.1	139.0	146.1	156.0	141.8	142.7	143.3	138.1	150.1	134.7	143.7	137.3	144.1	140.6
1983 April	155.1	136.5	147.3	158.9	146.2	144.9	146.2	138.8	150.6	133.7	142.7	136.4	146.6	141.7
1983 May	151.0	131.2	146.3	158.2	147.4	146.5	149.4	141.7	152.2	139.0	144.0	141.0	149.4	144.0
1983 June	156.7	133.7	148.6	160.1	147.6	152.3	150.3	143.2	154.0	139.0	144.5	139.2	150.9	144.6
1983 July	167.2	135.4	156.7	164.9	166.3	147.7	151.9	143.4	154.8	140.1	141.5	140.3	151.1	145.1
1983 Aug	162.7	135.5	149.0	161.8	151.7	149.7	157.1	141.8	152.8	137.1	137.9	140.7	149.7	143.7
1983 Sep	178.0	137.0	150.9	162.6	152.1	151.3	152.9	143.2	153.3	137.8	142.4	142.1	150.8	145.5
1983 Oct	173.6	140.1	143.9	169.7	163.8	150.2	153.1	145.3	157.5	139.8	146.1	144.1	152.0	146.6
1983 Nov	160.4	123.9	140.9	165.1	154.3	156.8	164.7	148.6	156.8	146.0	150.6	147.9	155.5	147.2
1983 Dec	156.7	123.6	151.9	161.5	155.8	156.6	166.1	152.8	158.7	147.2	147.4	146.6	159.7	146.1
1984 Jan	155.3	121.5	158.1	162.7	167.3	151.4	155.8	148.8	158.3	145.7	148.4	145.2	153.9	149.8
1984 Feb	158.6	125.2	159.9	163.0	159.3	153.8	158.1	151.3	160.0	147.4	154.5	149.0	155.5	151.6
1984 Mar	156.6	54.4	161.6	164.9	162.6	155.5	158.2	153.7	163.4	147.0	154.2	151.2	155.5	153.4
1984 April	165.2	55.7	164.0	167.0	171.2	154.1	157.6	150.5	166.9	148.0	151.9	147.9	155.7	145.2
1984 May	163.1	51.0	158.4	171.1	161.4	158.5	159.9	153.6	165.1	149.6	152.3	151.4	158.2	155.1
1984 June	171.2	51.6	162.0	170.1	162.6	162.3	164.8	157.0	167.5	147.7	163.4	151.7	162.1	156.7
1984 July	177.4	51.3	167.2	175.8	181.6	160.0	164.2	158.8	169.6	152.2	153.7	153.0	162.4	157.0
1984 Aug	186.1	51.0	162.1	172.3	164.6	158.6	171.3	155.3	166.2	147.0	152.6	150.6	159.4	152.6
1984 Sep	188.6	57.5	163.9	174.0	163.7	164.2	164.8	156.5	168.3	151.3	158.3	153.0	162.8	155.5
1984 Oct	181.3	57.6	162.7	177.0	176.1	162.6	166.0	161.2	170.7	147.7	174.1	154.7	164.2	158.2
1984 [Nov]	..	67.1	164.9	176.7	164.8	164.5	179.7	162.3	173.2	153.8	161.7	158.4	168.5	159.1

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

EARNINGS 5.3

Average earnings index: all employees: by industry

(not seasonally adjusted)

Leather, footwear and clothing	Timber and wooden furniture	Paper products printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication†	Banking, finance and insurance	Public administration	Education and health services	Other services ‡	Whole economy	GREAT BRITAIN
(44-45)	(46)	(47)	(48-49)	(50)	(61-65, 67)	(66)	(71-72, 75-77,79)	(81-82 83pt.-84pt.)	(91-92pt.)	(93,95)	(97pt.-98pt.)		SIC 1980 CLASS
JAN 1980 = 100													
107.6	105.9	110.4	107.6	111.5	107.2	107.9	108.4	112.7	114.2	123.8	113.4	111.4	JAN 1980 = 100
121.4	115.2	128.3	121.1	125.8	120.3	120.4	120.6	128.9	129.6	140.8	128.0	125.8	1980
134.1	126.9	142.8	134.0	137.6	132.6	127.6	132.2	144.6	140.0	147.9	143.8	137.6	1981
145.2	139.9	156.6	144.0	148.0	1								

5.4 EARNINGS AND HOURS

Average earnings and hours: manual workers: by industry

SIC 1968

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, leather goods and fur
MALE												
Weekly earnings												
Full-time men (21 years and over)												
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	£ 61.91
1978	83.91	95.65	90.78	91.93	83.39	76.41	80.35	88.64	84.88	81.69	75.96	71.20
1979	99.79	116.51	107.95	103.58	96.39	90.34	92.34	95.46	98.01	93.92	87.35	80.82
Full-time males on adult rates*												
1980	115.61	136.07	123.36	118.20	109.34	101.95	107.41	109.63	109.41	103.05	97.90	92.74
1981	126.36	151.26	138.48	132.96	119.51	114.17	118.31	127.04	119.08	114.64	106.60	105.39
1982	138.28	175.01	148.46	139.01	130.01	121.30	128.47	141.81	132.73	123.74	113.78	107.12
1983	148.55	196.68	163.53	154.23	140.70	133.83	138.54	148.55	146.81	136.90	126.47	115.09
Hours worked												
Full-time men (21 years and over)												
1977	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9
1978	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.6	43.4
1979	46.3	44.4	44.5	43.0	42.5	42.3	42.3	43.7	41.5	42.7	43.1	43.0
Full-time males on adult rates*												
1980	45.5	44.2	42.9	41.6	41.5	41.9	41.6	41.8	40.1	41.1	42.2	42.5
1981	44.8	42.4	43.1	42.4	41.5	41.6	41.6	41.8	39.9	41.8	42.4	43.3
1982	44.9	43.2	43.1	41.4	41.4	41.4	41.8	43.7	39.7	41.3	42.5	42.3
1983	45.3	45.3	43.0	42.2	41.9	41.4	41.9	42.8	40.7	42.1	43.8	43.1
Hourly earnings												
Full-time men (21 years and over)												
1977	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	pence 144.3
1978	181.6	222.4	203.5	210.4	193.9	179.8	187.3	202.4	205.0	189.5	174.2	164.1
1979	215.5	262.6	242.6	240.6	226.8	213.6	218.3	218.4	236.2	220.0	202.7	188.0
Full-time males on adult rates*												
1980	254.1	307.9	287.6	284.1	263.5	243.3	258.2	262.3	272.8	250.7	232.0	218.2
1981	282.1	356.7	321.3	314.3	288.0	274.4	284.4	294.1	298.4	274.3	251.4	243.4
1982	308.0	405.1	344.5	335.8	314.0	293.0	307.3	324.5	334.3	299.6	267.7	253.2
1983	327.9	434.2	380.3	365.5	335.8	323.3	330.6	347.1	360.7	325.2	288.7	267.0
FEMALE												
Weekly earnings												
Full-time women (18 years and over)												
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	£ 36.90
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03
1979	62.86	68.37	64.44	63.27	64.02	62.12	62.55	61.00	69.52	60.12	52.44	49.62
Full-time females on adult rates*												
1980	74.60	86.29	77.68	73.64	75.29	72.41	73.98	71.57	80.71	69.61	61.06	61.02
1981	83.06	94.69	87.62	79.07	82.67	81.21	81.18	85.06	89.97	77.34	65.96	67.16
1982	90.76	120.04	94.36	88.12	90.39	87.73	89.32	94.02	97.67	84.27	71.35	71.39
1983	99.56	108.61	101.13	96.16	99.14	97.63	97.77	100.20	108.62	91.40	77.75	74.41
Hours worked												
Full-time women (18 years and over)												
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7
Full-time females on adult rates*												
1980	37.9	38.4	38.9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37.1	37.4
1981	38.1	39.3	39.1	37.1	38.5	38.7	38.1	38.0	37.6	37.8	37.1	37.7
1982	38.4	41.3	39.0	37.8	38.4	38.4	37.6	38.2	37.4	37.6	37.6	37.6
1983	39.0	39.4	38.4	38.3	39.0	39.3	38.0	37.4	38.3	37.9	38.1	37.6
Hourly earnings												
Full-time women (18 years and over)												
1977	124.7	148.5	127.3	126.6	135.3	120.7	124.4	130.1	141.3	122.4	112.5	pence 101.9
1978	142.1	153.9	143.6	143.7	149.8	135.9	142.4	149.3	161.8	139.9	125.4	114.5
1979	165.0	176.7	167.4	166.5	170.3	160.5	166.4	154.4	184.9	161.6	144.1	135.2
Full-time females on adult rates*												
1980	196.8	224.7	199.7	193.8	199.2	189.1	196.2	201.0	214.1	188.6	164.6	163.2
1981	218.0	240.9	224.1	213.1	214.7	209.8	213.1	223.8	239.3	204.6	177.8	178.1
1982	236.4	290.7	241.9	233.1	235.4	228.5	237.6	246.1	259.8	225.3	189.8	189.9
1983	255.3	275.7	263.4	251.1	254.2	248.4	257.3	267.9	283.6	241.2	204.1	197.9

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

EARNINGS AND HOURS 5.4

Average earnings and hours: manual workers: by industry

SIC 1968

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication §	All industries covered
MALE										
Weekly earnings										
Full-time men (21 years and over)										
61-61	75-15	67-66	82-09	71-04	73-56	74-96	72-91	72-72	76-96	£ 72-89
67-50	87-48	77-85	96-79	83-51	84-77	84-52	81-77	87-78	88-03	83-50
80-37	102-32	91-05	114-88	96-89	98-28	99-82	94-06	104-30	103-30	96-94
Full-time males on adult rates*										
90-62	114-47	101-16	137-73	108-09	111-64	116-58	113-36	126-12	123-77	113-06
98-67	127-96	111-31	154-22	113-15	123-23	126-08	121-55	142-28	138-19	125-58
106-59	141-91	124-38	162-63	124-08	134-26	138-54	131-53	157-69	150-67	137-06
113-70	154-28	135-47	183-28	138-06	147-23	150-14	140-40	169-12	162-46	149-13
Hours worked										
Full-time men (21 years and over)										
41-3	45-7	43-0	44-5	43-4	43-6	47-2	44-7	42-4	48-0	44-2
41-3	45-4	43-0	44-6	43-3	43-5	47-2	44-9	42-8	48-8	44-2
41-0	45-0	43-2	43-8	43-4	43-2	46-8	44-9	43-4	48-6	44-0
Full-time males on adult rates*										
40-1	43-2	41-7	42-5	41-7	41-9	47-9	44-0	42-2	47-1	43-0
41-1	43-6	41-8	42-2	41-9	42-0	46-0	43-8	40-1	46-9	43-0
41-4	44-2	43-0	41-2	41-8	42-0	47-9	43-8	40-0	46-7	42-9
41-5	44-5	43-5	42-1	43-0	42-6	47-4	43-6	40-8	46-7	43-3
Hourly earnings										
Full-time men (21 years and over)										
149-2	164-4	157-3	184-5	163-7	168-7	158-8	163-1	171-5	160-3	pence 164-9
163-4	192-7	181-0	217-0	192-9	194-9	179-1	182-1	205-1	180-4	188-9
196-0	227-4	210-8	262-3	223-2	227-5	213-3	209-5	240-3	212-6	220-3
Full-time males on adult rates*										
226-0	265-0	242-6	324-1	259-2	266-4	243-4	257-6	298-9	262-8	262-9
240-1	293-5	263-8	368-1	270-7	293-4	274-1	277-5	354-8	294-6	292-0
257-5	321-1	289-3	394-7	296-8	319-7	289-2	300-3	394-2	322-6	319-5
274-0	346-7	311-4	435-3	321-1	345-6	316-8	322-0	414-5	347-9	344-4
FEMALE										
Weekly earnings										
Full-time women (18 years and over)										
38-08	45-59	46-20	48-87	43-44	44-45	—	39-14	47-94	53-25	£ 44-31
41-94	52-12	53-62	55-33	49-15	50-08	—	42-97	58-10	63-79	50-03
50-43	60-06	61-84	67-15	56-08	58-44	—	48-23	70-29	72-38	58-24
Full-time females on adult rates*										
58-62	71-01	74-01	82-15	64-95	68-40	—	61-45	81-75	92-14	68-73
64-02	79-13	81-55	92-83	70-58	75-71	—	66-49	99-07	105-76	76-44
69-58	85-78	90-75	102-44	78-51	83-17	—	69-33	103-22	114-12	83-96
73-22	92-51	99-65	111-70	86-80	90-29	—	78-57	111-72	123-32	91-18
Hours worked										
Full-time women (18 years and over)										
36-1	36-8	37-2	38-5	37-5	37-2	—	37-9	36-0	41-3	37-4
36-1	36-7	37-5	38-1	37-0	37-2	—	38-5	36-8	43-5	37-4
36-0	36-8	36-7	38-3	37-4	37-2	—	37-2	37-6	43-3	37-4
Full-time females on adult rates*										
36-4	37-3	36-8	38-2	37-3	37-3	—	38-5	37-0	42-3	37-5
36-5	37-5	37-6	37-4	37-5	37-5	—	39-1	36-3	42-8	37-7
37-5	38-3	38-2	37-7	38-1	37-8	—	37-9	35-1	42-6	38-0
37-0	38-4	38-2	38-4	38-6	38-1	—	39-2	35-8	41-7	38-2
Hourly earnings										
Full-time women (18 years and over)										
105-5	123-9	124-2	126-9	115-8	119-5	—	103-3	133-2	128-9	pence 118-5
116-2	142-0	143-0	145-2	132-8	134-6	—	111-6	157-9	146-6	133-8
140-1	163-2	168-5	175-3	149-9	157-1					

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 of each year										
FULL-TIME MEN†										
Manual occupations										
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5	172.8
1979	94.5	97.9	46.0	212.8	208.7	90.1	93.0	46.2	201.2	197.5
1980	111.2	115.2	45.0	255.5	250.0	108.6	111.7	45.4	245.8	240.5
1981	119.3	124.7	43.5	286.0	279.8	118.4	121.9	44.2	275.3	269.1
1982*	{ 134.8 134.4 142.8	{ 138.1 137.8 147.4	{ 43.8 43.9 43.7	{ 315.1 313.7 336.7	{ 307.9 306.7 329.2	{ 131.4 140.3 138.4	{ 133.8 143.6 141.6	{ 44.3 43.9 43.8	{ 302.0 326.5 322.7	{ 294.7 319.0 315.2
1983†	141.0	145.5	43.6	333.0	325.5	148.8	152.7	44.3	345.0	336.1
1984	153.6	158.9	44.4	358.1	348.5					
Non-manual occupations										
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1	257.9
1979	116.8	117.7	39.6	293.8	294.7	112.1	113.0	38.8	288.6	289.5
1980	143.6	144.8	39.4	362.3	362.0	140.4	141.3	38.7	360.8	361.3
1981	159.6	161.8	38.8	411.9	411.5	161.2	163.1	38.4	419.1	419.7
1982*	{ 180.1 178.5 193.2	{ 181.4 179.8 194.6	{ 38.8 38.9 39.1	{ 457.9 453.4 481.6	{ 457.0 452.5 491.0	{ 177.9 193.7 190.6	{ 178.9 194.9 191.8	{ 38.2 38.4 38.4	{ 462.5 503.4 494.2	{ 462.3 502.9 494.2
1983†	191.4	192.9	39.1	487.3	486.6	207.3	209.0	38.5	537.4	536.4
1984	211.7	213.5	39.3	537.8	537.1					
All occupations										
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3	204.9
1979	100.5	103.7	44.2	233.1	231.8	98.8	101.4	43.2	232.2	232.4
1980	120.3	124.3	43.4	284.1	281.8	121.5	124.5	42.7	288.2	287.6
1981	131.3	137.1	42.0	323.5	320.8	136.5	140.5	41.7	332.0	331.2
1982*	{ 148.8 147.9 158.6	{ 152.6 151.8 163.3	{ 42.2 42.3 42.2	{ 357.0 354.2 383.0	{ 354.0 351.4 380.0	{ 151.5 163.8 161.1	{ 154.5 167.5 164.7	{ 41.7 41.5 41.4	{ 365.6 399.1 392.6	{ 364.6 398.0 391.2
1983†	156.4	161.2	42.2	378.1	375.0	174.3	178.8	41.7	423.0	421.4
1984	171.2	176.8	42.8	409.9	406.2					
FULL-TIME WOMEN†										
Manual occupations										
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3	124.4
1979	55.4	57.9	39.9	145.4	144.2	53.4	55.2	39.6	139.9	138.7
1980	66.4	69.5	39.8	174.5	172.8	65.9	68.0	39.6	172.1	170.4
1981	72.5	75.3	39.6	192.8	191.4	72.1	74.5	39.4	189.8	188.2
1982*	{ 79.9 79.6 86.7	{ 82.9 82.6 90.3	{ 39.6 39.6 39.7	{ 209.5 208.9 227.3	{ 207.1 206.6 224.9	{ 78.3 80.1 85.6	{ 80.1 87.9 88.1	{ 39.3 39.3 39.3	{ 205.0 224.9 224.9	{ 202.7 222.6 222.6
1983†	86.7	90.4	39.7	227.7	225.3	85.8	88.1	39.3	224.9	222.6
1984	91.9	96.0	39.9	240.9	238.1	90.8	93.5	39.4	238.0	235.1
Non-manual occupations										
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1	157.9
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.8	176.8
1980	76.7	77.1	37.3	205.8	204.9	82.7	82.7	36.7	221.2	220.7
1981	86.4	87.3	37.1	234.2	233.4	95.6	96.7	36.5	259.7	259.2
1982*	{ 97.2 97.0 105.5	{ 97.6 97.4 106.2	{ 37.2 37.2 37.2	{ 260.3 259.8 283.3	{ 259.0 258.5 281.9	{ 104.3 114.2 115.1	{ 104.9 115.1 116.1	{ 36.5 36.5 36.5	{ 283.0 310.0 312.9	{ 282.2 309.0 311.9
1983†	106.2	107.0	37.2	285.4	284.0	115.1	116.1	36.5	312.9	311.9
1984	115.8	117.2	37.4	310.8	308.7	123.0	124.3	36.5	334.3	333.1
All occupations										
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2	148.0
1979	57.9	60.0	38.8	154.6	153.7	61.8	63.0	37.5	166.0	165.7
1980	70.3	72.8	38.7	187.3	186.1	77.3	78.8	37.5	207.0	206.4
1981	78.1	81.5	38.4	211.6	210.6	89.3	91.4	37.2	241.8	241.2
1982*	{ 87.1 86.8 94.5	{ 89.7 89.4 97.6	{ 38.5 38.5 38.6	{ 232.1 231.4 251.8	{ 230.4 229.7 250.1	{ 97.5 106.9 107.6	{ 99.0 108.8 109.5	{ 37.1 37.2 37.2	{ 263.1 288.5 290.6	{ 262.1 287.5 289.5
1983†	94.7	97.9	38.6	252.7	251.0	107.6	109.5	37.2	290.6	289.5
1984	101.7	105.5	38.8	270.9	268.8	114.9	117.2	37.2	310.3	309.1
FULL-TIME ADULTS										
(a) MEN, 21 years and over AND WOMEN, 18 years and over										
All occupations										
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6	187.9
1979	90.4	93.7	43.0	216.7	214.2	87.4	89.6	41.5	213.6	212.4
1980	108.4	112.4	42.3	263.3	259.8	107.7	110.2	41.1	264.8	262.8
1981	118.6	124.3	41.2	299.0	295.6	121.6	124.9	40.3	305.1	303.2
1982*	{ 134.0 133.3 143.2	{ 138.0 137.2 148.0	{ 41.3 41.4 41.4	{ 329.6 327.2 354.1	{ 325.4 323.1 349.9	{ 134.1 145.4 148.3	{ 136.5 148.3 148.3	{ 40.2 40.0 40.0	{ 334.6 365.1 365.1	{ 332.1 362.5 362.5
1983										
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1	185.3
1979	89.1	92.5	43.0	213.9	211.3	86.2	88.4	41.5	210.7	209.3
1980	106.9	110.9	42.3	259.8	256.2	106.3	108.7	41.1	261.1	259.0
1981	116.8	122.5	41.2	294.7	291.2	119.8	123.1	40.3	300.4	298.4
1982*	{ 132.0 131.2 141.2	{ 135.9 135.2 146.0	{ 41.3 41.4 41.4	{ 324.6 322.3 349.1	{ 320.3 318.2 344.8	{ 132.1 143.2 146.1	{ 134.5 146.1 146.1	{ 40.2 40.1 40.1	{ 329.3 359.5 359.5	{ 326.7 356.8 356.8
1983										
(c) MALES AND FEMALES on adult rates										
1983	142.2	147.0	41.4	351.5	347.3	144.5	147.4	40.1	362.6	360.0
1984	155.2	160.8	41.9	380.6	375.4	155.8	159.3	40.3	389.9	386.7

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

LABOUR COSTS 5.7

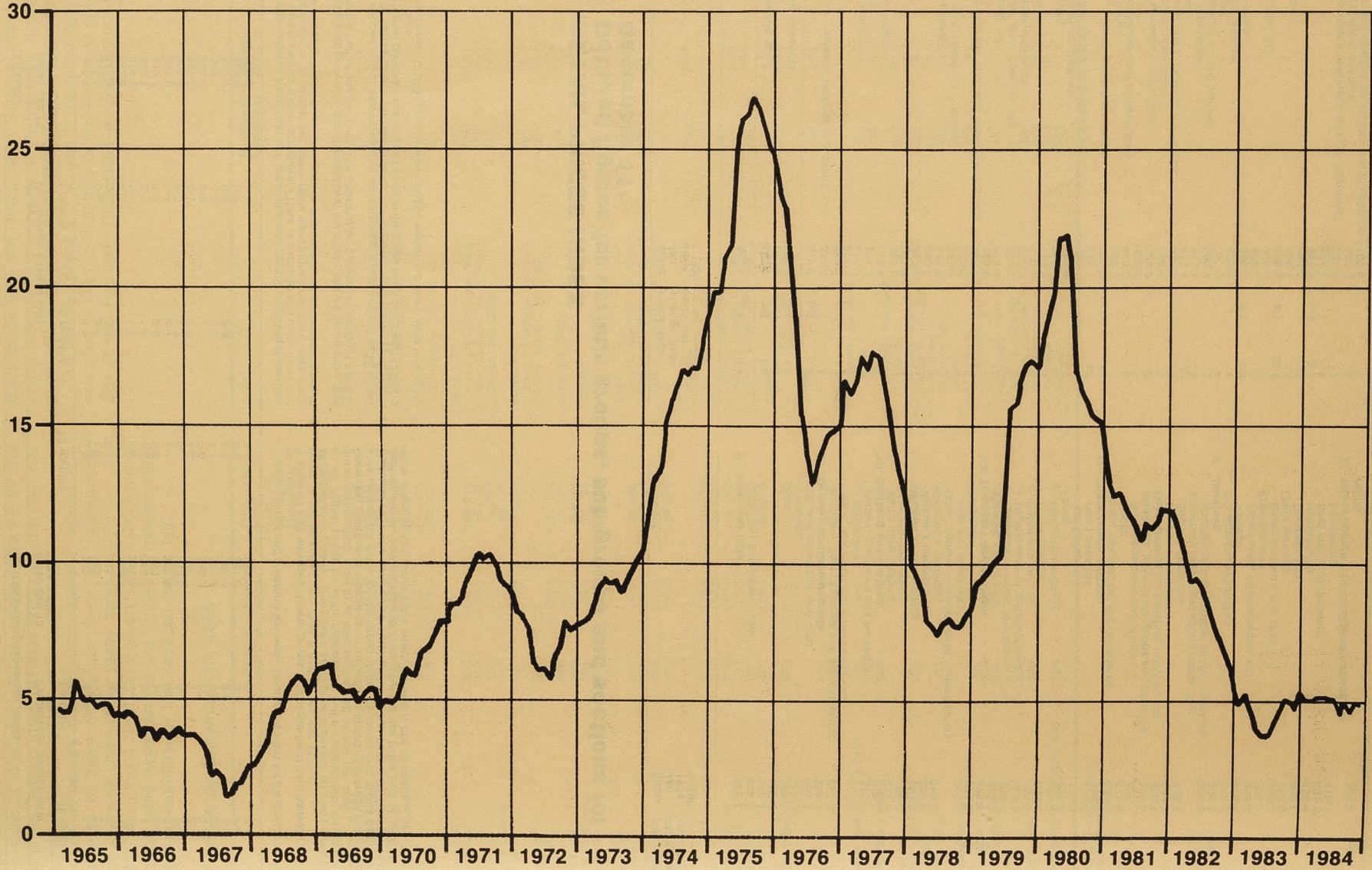
All employees: main industrial sectors and selected industries

SIC 1968		Manu-	Mining and	Construction	Gas,	Index of	Whole
		facturing	quarrying		electricity	production	economy
					and water	industries	
Labour costs							Pence per hour
	1973	106.90	143.45	107.32	129.61	109.37	
	1975	161.68	249.36	156.95	217.22	166.76	
	1978	244.54	365.12	222.46	324.00	249.14	
	1979	295.1	431.1	263.9	377.1	298.9	
	1980	361.0	532.7	333.6	495.1	368.6	
	1981	394.34	603.34	357.43	595.10	405.57	
	1982	432.8	691.1	386.8	682.0	446.6	
	1983	466.1	736.4	416.1	731.6	480.5	
Percentage shares of labour costs *							Percent
Wages and salaries †	1973	89.9	82.5	91.1	84.7	89.3	
	1978	84.3	76.2	86.8	78.2	83.9	
	1981	82.1	73.3	85.0	75.8	81.6	
	1982	82.7	72.3	85.5	75.8	82.0	
	1983	83.1	71.4	86.0	75.5	82.3	
of which Holiday, sickness, injury and maternity pay	1973	8.4	12.0	6.4	9.8	9.2	
	1978	9.2	9.3	6.8	11.2	9.0	
	1981	10.0	8.7	7.8	11.5	9.7	
	1982	10.2	8.5	7.9	11.9	9.9	
	1983	10.4	8.4	8.0	11.8	10.1	
Statutory National Insurance contributions	1973	4.9	4.3	4.9	4.5	4.9	
	1978	8.5	6.7	9.1	8.9	8.4	
	1981	9.0	7.0	9.9	7.0	8.9	
	1982	8.3	6.3	9.1	6.4	8.1	
	1983	7.6	5.7	8.4	5.8	7.5	
Private social welfare payments	1973	3.5	5.9	1.6	8.0	3.7	
	1978	4.8	9.4	2.3	12.2	5.1	
	1981	5.2	10.1	2.8	13.1	5.6	
	1982	5.3	10.3	3.0	13.5	5.9	
	1983	5.5	10.7	3.1	13.9	6.0	
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡	1973	1.6	7.3	2.4	2.9	2.2	
	1978	2.3	7.7	1.9	2.6	2.6	
	1981	3.7	9.6	2.3	4.1	3.9	
	1982	3.7	11.1	2.4	4.3	4.0	
	1983	3.8	12.2	2.5	4.8	4.1	
		Manufacturing	Energy and water supply	Production industries	Construction	Production and Construction industries††	Whole economy
SIC 1980							
Labour costs per unit of output §			% change over a year earlier				% change over a year earlier
							1980 = 100
	1978	70.5	14.8	78.2	73.6	71.0	71.9
	1979	82.6	17.2	79.0	83.1	82.2	82.7
	1980	100.0	21.1	100.0	100.0	100.0	100.0
	1981	107.6	7.6	106.5	105.9	112.0	109.3
	1982	112.4	4.5	106.6	109.0	110.8	112.6
	1983	113.3	0.8	101.4	108.		

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1)(2)	(2)(5)(6)	(7)(8)	(8)	(6)(8)	(4)	(8)	(8)	(8)	(4)	(2)(5)	(4)	(3)(8)	(2)(8)(9)	(6)(8)	(5)	(8)(10)
Annual averages																	Indices 1980 = 100
1974	39.5	61.8	54	53	49.4	45.2	68	27	36	30.1	60.3	66	53	..	54.4	81.1	61
1975	49.9	70.0	65	62	58.9	53.0	74	34	46	38.2	67.2	78	64	..	62.4	87.1	66
1976	56.2	76.3	73	70	66.4	60.4	79	44	54	46.2	75.5	81	75	..	73.6	88.5	72
1977	64.2	82.9	79	78	73.2	68.1	84	53	62	59.1	81.9	87	82	..	78.5	90.0	78
1978	73.4	87.6	85	83	80.7	76.9	89	65	71	66.6	86.8	92	89	..	85.3	93.1	85
1979	84.9	92.1	92	91	89.9	86.9	94	79	83	81.9	93.0	96	91	..	89.3	95.1	92
1980	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100
1981	129.3	145.2	117	112	109.5	114.5	105	127	116	123.7	105.6	103	110	119.9	110.5	105.1	110
1982	138.0	146.8	122	120	120.4	131.9	110	170	133	144.9	110.7	110	121	138.1	119.2	111.6	117
1983	137.4	117.8	122	130	128.3	146.7	114	201	149	166.7	115.0	113	132	158.8	128.6	119.2	121
Quarterly averages																	
1983 Q2	135.7	118.6	120	128	128.7	143.4	114	197	145	162.7	114.4	113	131	163.0	129.0	118.5	121
Q3	138.5	118.4	122	129	129.5	147.1	115	206	150	169.2	114.7	113	133	155.6	128.5	119.5	122
Q4	142.6	118.4	126	132	130.5	150.1	115	219	157	173.5	116.8	113	136	157.4	129.9	119.1	123
1984 Q1	145.2	122.3	125	135	130.5	153.0	115	235	159 R	180.0	119.4	114	136	183.0	130.9	..	125
Q2	146.8	124.4	127	136	135.6	155.3	116	254	162	182.6	120.4	114	141	186.7	137.3	..	125
Q3	150.6	..	127	..	..	158.3	118	..	..	..	..	114	..	..	..	..	126
Monthly																	
1984 Apr	146.3	123.3	..	136	135.6	155.3	116	..	..	180.9	120.4	114	..	..	134.2	..	125
May	146.2	128.6	..	136	135.4	..	..	..	..	183.4	117.7	114	..	..	137.4	..	125
Jun	147.7	121.6	127	136	135.7	..	..	..	162	183.4	123.0	114	..	..	140.3	..	126
Jul	149.4	120.5	..	136	132.6	158.3	118	..	..	..	120.2	114	..	..	142.6	..	126
Aug	150.1	125.4	..	136	135.1	..	..	..	..	..	116.4	114	..	..	139.1	..	126
Sep	152.3	..	127	..	..	..	..	..	..	..	121.6	114	..	..	..	..	127
Oct	154.3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	127
Increases on a year earlier																	Per cent
Annual averages																	
1974	17	16	20	13	21	19	10	26	20	22	26	19	18	..	11	14	8
1975	26	13	20	16	19	17	9	25	28	27	11	14	20	..	15	7	9
1976	17	9	11	14	13	14	7	23	17	21	12	9	17	..	18	2	8
1977	10	9	7	11	10	13	5	24	15	28	9	7	10	..	17	2	9
1978	14	6	9	7	10	13	5	24	15	16	6	5	8	..	7	3	8
1979	16	6	6	9	11	13	6	20	15	19	7	4	3	..	8	2	9
1980	18	8	9	10	11	15	6	27	21	22	7	5	10	..	9	5	9
1981	13	6	10	12	9	15	5	27	16	24	6	3	10	20	11	5	9
1982	11	6	11	12	10	15	5	33	15	17	5	7	10	15	8	6	7
1983	9	5	4	4	7	11	3	18	12	15	4	3	9	15	8	7	4
Quarterly averages																	
1983 Q2	9	5	3	3	8	11	3	16	10	15	4	4	9	13	5	7	4
Q3	9	5	5	2	7	10	3	16	11	15	2	1	6	16	7	7	3
Q4	10	4	4	2	4	12	3	19	12	13	4	1	7	8	6	6	4
1984 Q1	10	6	6	4	4	10	3	29	12 R	13	4	1	7	15	3	..	4
Q2	8	5	6	6	..	8	2	29	12	12	5	1	8	15	6	..	4
Q3	9	..	4	..	..	..	..	..	..	..	..	1	..	..	..	..	3
Monthly																	
Apr	8	6	..	6	6	8	2	..	..	13	5	1	..	..	4	..	4
May	8	6	..	6	6	..	..	..	..	12	5	..	..	..	6	..	4
Jun	9	1	6	6	6	..	..	12	12	12	5	..	..	..	9	..	4
Jul	9	6	..	6	4	8	3	..	..	..	6	1	..	..	..	..	4
Aug	9	3	..	6	4	..	..	..	..	..	2	1	..	..	..	..	4
Sept	9	3	4	..	5	..	..	..	..	..	5	1	..	..	..	..	4
Oct	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4

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

Retail Prices Index — Percentage increase over previous year



6.1 RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal foods for December 11

	All items				All items except seasonal foods			
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1983 Oct	340.7	0.4	2.5	5.0	342.1	0.3	2.2	
Nov	341.9	0.4	2.4	4.8	343.1	0.3	2.1	
Dec	342.8	0.3	2.4	5.3	343.7	0.2	2.1	
1984 Jan	342.6	-0.1	1.8	5.1	343.5	-0.1	1.4	
Feb	344.0	0.4	1.8	5.1	344.8	0.4	1.4	
Mar	345.1	0.3	1.6	5.2	345.8	0.3	1.4	
Apr	349.7	1.3	2.6	5.2	350.1	1.2	2.3	
May	351.0	0.4	2.7	5.1	351.3	0.3	2.4	
June	351.9	0.3	2.7	5.1	352.5	0.3	2.6	
July	351.5	-0.1	2.6	4.5	352.7	0.1	2.7	
Aug	354.8	0.9	3.1	5.0	356.5	1.1	3.4	
Sep	355.5	0.2	3.0	4.7	357.9	0.4	3.5	
Oct	357.7	0.6	2.9	5.0	360.0	0.6	2.8	
Nov	358.8	0.3	2.2	4.9	361.3	0.4	2.8	
Dec	358.5	-0.1	1.9	4.6	361.0	-0.1	2.4	

The fall in the index between November and December was caused mainly by reductions in the rates of interest paid by owner-occupiers. Prices of second-hand cars, wines and spirits were also lower in December but some rents were higher and there were small increases in the prices of bread, beer, newspapers and periodicals and certain types of clothing.

Food: Food prices were generally little changed over the month and the group index rose by rather less than a half of one per cent. The seasonal food index fell by about a half of one per cent.

Housing: The reduced rate of interest paid by owner-occupiers caused the index for the housing group to fall by about 1½ per cent.

Fuel and light: Higher prices for coal caused a rise in the group index of rather less than a half of one per cent.

Clothing and footwear: Clothing prices were slightly higher but there were falls in the

prices of men's and children's footwear. Overall the index for the group rose by about one per cent.

Transport and vehicles: Lower prices for second-hand cars caused the index for this group to fall by rather less than a half of one per cent.

Miscellaneous goods: There were small price increases on many items priced in this group. Higher prices for some newspapers and periodicals had the most effect on the group index which rose by a little over a half of one per cent.

Services: Small price increases on many items including average charges for telephone calls caused the index for this group to rise by rather less than a half of one per cent.

Meals bought and consumed outside the home: Falls were recorded in the prices of canteen meals, sandwiches and snacks but the rise in the cost of restaurant meals had more effect on the group index which showed a rise of nearly a half of one per cent.

6.2 RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for December 11*

	Index Jan 1974 = 100	Percentage change over (months)			Index Jan 1974 = 100	Percentage change over (months)	
		1	12			1	12
		All items	385.5			-0.1	4.6	V Fuel and light	487.3	0.3	3.9
All items excluding food	367.0	-0.2	5.0	Coal and smokeless fuels	529.5	11	12
Seasonal food	292.6	-0.5	-8.9	Coal	542.4	12	11
Food excluding seasonal	334.4	0.4	4.9	Smokeless fuels	496.2	7	7
I Food	327.6	0.3	2.9	Gas	390.1	4	4
Bread, flour, cereals, biscuits and cakes	341.3	5	5	Electricity	502.2	2	2
Bread	322.7	3	3	Oil and other fuel and light	658.6	3	3
Flour	261.7	8	8	VI Durable household goods	259.1	0.1	2.4
Other cereals	413.7	9	9	Furniture, floor coverings and soft furnishings	277.2	5	5
Biscuits	324.7	5	5	Radio, television and other household appliances	207.8	-1	6
Meat and bacon	270.6	4	4	Pottery, glassware and hardware	375.7	6	6
Beef	320.9	0	0	VII Clothing and footwear	218.5	0.9	0.6
Lamb	261.0	8	8	Men's outer clothing	231.9	-1	-1
Pork	257.2	11	11	Men's underclothing	305.0	2	2
Bacon	250.0	6	6	Women's outer clothing	159.6	-3	-3
Ham (cooked)	243.6	5	5	Women's underclothing	290.9	5	5
Other meat and meat products	247.2	5	5	Children's clothing	260.5	6	6
Fish	276.9	5	5	Other clothing, including hose, haberdashery, hats and materials	245.4	4	4
Butter, margarine, lard and other cooking fats	382.1	10	10	Footwear	225.6	1	1
Butter	443.0	7	7	VIII Transport and vehicles	378.8	-0.3	1.9
Margarine	274.4	13	13	Motoring and cycling	366.3	2	2
Lard and other cooking fats	252.1	16	16	Purchase of motor vehicles	309.3	-2	-2
Milk, cheese and eggs	332.3	4	4	Maintenance of motor vehicles	420.6	6	6
Cheese	370.2	3	3	Petrol and oil	456.6	3	3
Eggs	188.3	3	3	Motor licences	358.4	6	6
Milk, fresh	396.2	5	5	Motor insurance	338.2	3	3
Milk, canned, dried etc	407.9	-1	-1	Fares	469.4	4	4
Tea, coffee, cocoa, soft drinks etc	409.1	17	17	Rail transport	479.6	4	4
Tea	545.1	47	47	Road transport	466.6	3	3
Coffee, cocoa, proprietary drinks	431.3	12	12	IX Miscellaneous goods	374.9	0.6	6.1
Soft drinks	338.2	2	2	Books, newspapers and periodicals	536.9	10	10
Sugar, preserves and confectionery	440.3	5	5	Books	571.9	10	10
Sugar	426.7	-1	-1	Newspapers and periodicals	525.4	10	10
Jam, marmalade and syrup	329.2	2	2	Medicines, surgical etc goods and toiletries	368.5	6	6
Sweets and chocolates	438.4	6	6	Soap, detergents, polishes, matches, etc	396.1	7	7
Vegetables, fresh, canned and frozen	353.6	-13	-13	Soap and detergents	349.7	9	9
Potatoes	415.4	-22	-22	Soda and polishes	466.5	4	4
Other vegetables	313.1	-5	-5	Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	308.8	4	4
Fruit, fresh, dried and canned	300.4	3	3	X Services	366.3	0.3	4.7
Other food	337.0	4	4	Postage and telephones	392.2	6	6
Food for animals	279.3	1	1	Postage	478.4	5	5
II Alcoholic drink	395.2	0.1	5.9	Telephones, telemessages, etc	366.9	6	6
Beer	472.7	9	9	Entertainment	288.7	3	3
Spirits, wines etc	296.2	1	1	Entertainment (other than TV)	444.3	7	7
III Tobacco	506.6	-0.1	12.6	Other services	450.0	6	6
Cigarettes	508.1	13	13	Domestic help	469.5	6	6
Tobacco	489.0	11	11	Hairdressing	458.9	6	6
IV Housing	416.2	-1.6	9.1	Boot and shoe repairing	428.5	6	6
Rent	388.5	7	7	Laundry	419.1	6	6
Owner-occupiers' mortgage interest payments	384.9	17	17	XI Meals bought and consumed outside the home	401.6	0.4	6.9
Rates and water charges	491.2	6	6				
Materials and charges for repairs and maintenance	406.6	5	5				

Note: Indices are given to one decimal place to provide as much information as is available but precision is greater at higher levels of aggregation, that is at sub-group and group levels. * A time series of this table from January 1974-December 1983 can be found in "Retail Prices, 1914-1983" obtainable from Government bookshops, price £4.50.

RETAIL PRICES 6.3

Average retail prices of items of food

Average retail prices on December 11, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 200 areas in the United Kingdom, are given below.

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

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

Average prices on December 11, 1984

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
Beef: home-killed		p	p	Bread		p	p
Chuck (braising steak)	588	171.2	150-189	White, per 800g wrapped and sliced loaf	524	39.4	31-46
Sirloin (without bone)	550	293.8	226-350	White, per 800g unwrapped loaf	296	46.8	43-50
Silverside (without bone) †	596	213.8	195-238	White, per 400g loaf, unsliced	363	30.6	27-33
Best beef mince	574	120.7	98-148	Brown, per 400g loaf, unsliced	424	32.3	31-34
Fore ribs (with bone)	450	150.3	122-183	Flour			
Brisket (without bone)	542	147.1	120-177	Self-raising, per 1½ kg	557	41.9	34-52
Rump steak †	586	284.3	242-315	Butter			
Stewing steak	577	149.9	130-171	Home-produced, per 500g	525	104.1	96-114
Lamb: home-killed				New Zealand, per 500g	461	101.1	96-106
Loin (with bone)	505	188.5	159-214	Danish, per 500g	515	114.8	108-124
Breast †	453	50.2	36-78	Margarine			
Best end of neck	400	26.1	70-189	Standard quality, per 250g	101	20.5	18-24
Shoulder (with bone)	481	107.1	86-136	Lower priced, per 250g	89	19.4	18-21
Leg (with bone)	508	168.6	148-189	Lard, per 500g	563	36.5	32-42
Lamb: imported				Cheese			
Loin (with bone)	319	139.4	120-159	Cheddar type	577	119.6	102-136
Breast †	270	38.2	29-49	Eggs			
Best end of neck	254	98.4	60-144	Size 2 (65-70g), per dozen	382	97.1	90-106
Shoulder (with bone)	301	85.6	74-96	Size 4 (55-60g), per dozen	389	81.6	74-92
Leg (with bone)	315	141.2	128-159	Size 6 (45-50g), per dozen	75	70.0	54-88
Pork: home-killed				Milk			
Leg (foot off)	514	116.5	98-146	per pint	466	21.8	-
Belly †	585	83.4	72-96	Tea			
Loin (with bone)	598	143.0	128-168	Higher priced, per 125g	247	56.2	52-60
Fillet (without bone)	416	182.0	134-270	Medium priced, per 125g	1,082	53.9	52-58
Bacon				Lower priced, per 125g	562	49.0	48-56
Collar †	273	113.9	90-132	Coffee			
Gammon †	342	167.6	136-198	Pure, instant, per 100g	574	129.9	126-140
Middle cut †, smoked	310	132.7	118-146	Sugar			
Back, smoked	292	160.5	142-183	Granulated, per kg	605	47.1	45-49
Back, unsmoked	380	158.4	138-180	Fresh vegetables			
Streaky, smoked	221	105.7	90-130	Potatoes, old loose			
Ham (not shoulder)	462	212.9	162-260	White	372	8.3	6-10
Sausages				Red	239	9.0	7-11
Pork	578	77.5	64-90	Potatoes, new loose	550	51.2	40-60
Beef	437	69.8	58-86	Tomatoes	451	18.1	12-27
Pork luncheon meat, 12 oz can	370	50.5	40-60	Cabbage, greens	444	16.5	10-24
Corned beef, 12 oz can	548	88.0	76-100	Cabbage, hearted	444	16.5	10-24
Chicken: roasting				Cauliflower	384	35.6	20-48
Frozen (3lb), oven ready	363	62.4	58-70	Brussels sprouts	491	17.7	13-24
Fresh or chilled	467	79.2	70-86	Carrots	544	13.6	10-20
(4lb), oven ready				Onions	568	15.8	11-22
Fresh and smoked fish				Mushrooms, per ¼ lb	560	27.7	23-32
Cod fillets	308	145.1	120-171	Fresh fruit			
Haddock fillets	315	150.0	122-174	Apples, cooking	517	23.8	17-30
Haddock, smoked whole	274	147.3	120-171	Apples, dessert	564	29.0	22-37
Plaice fillets	277	164.5	136-195	Pears, dessert	545	30.2	23-37
Herrings	248	68.5	54-84	Oranges	401	33.1	25-44
Kippers, with bone	320	92.4	80-108	Bananas	569	41.2	38-45
Canned (red) salmon, half-size can	458	129.2	116-146				

* Per lb unless otherwise stated.

† Or Scottish equivalent.

6.4 RETAIL PRICES

General index of retail prices†

UNITED KINGDOM	ALL ITEMS	FOOD*								All items except food	All items except items of food the prices of which show significant seasonal variations	
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations			Items mainly manufactured in the United Kingdom	Items mainly home-produced for direct consumption	Items mainly imported for direct consumption			
				Primarily from home-produced raw materials	Primarily from imported raw materials	All						
Weights 1974	1,000	253	47.5-48.8	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	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	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	
1977	1,000	247	44.2-46.7	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	
1978	1,000	233	30.4-33.5	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	
1979	1,000	232	33.4-36.0	180.9-183.6	34.5-35.9	59.1-59.7	93.6-95.6	48.0	38.8-40.6	786	966.8-969.6	
1980	1,000	214	30.4-33.2	176.2-178.9	33.9-34.9	52.8-53.3	87.0-88.2	47.7	36.2-38.4	794	965.7-967.6	
1981	1,000	207	28.1-30.8	171.7-173.6	35.8-36.5	56.7-57.0	92.7-93.6	46.8	35.0-36.9	797	971.5-974.1	
1982	1,000	206	32.4-34.3	174.5-177.1	35.8-36.5	56.7-57.0	92.7-93.6	46.8	35.0-36.9	797	971.5-974.1	
1983	1,000	203	25.9-28.5	167.1-169.7	33.7-34.3	54.7-55.3	88.4-89.4	45.4	33.1-34.9	799	966.1-968.7	
1984	1,000	201	31.3-33.9	167.1-169.7	33.7-34.3	54.7-55.3	88.4-89.4	45.4	33.1-34.9	799	966.1-968.7	
Jan 15, 1974=100												
1974		108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8
1975		134.8	133.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9	135.3	135.1
1976		157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5
1977		182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6	179.7	181.5
1978		197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8
1979	Annual averages	223.5	228.3	211.1	231.7	232.9	255.9	246.7	224.6	205.7	222.2	224.1
1980		263.7	255.9	224.5	262.0	271.0	293.6	284.5	249.8	226.3	265.9	265.3
1981		295.0	277.5	244.7	283.9	296.7	317.1	308.9	274.8	241.3	299.8	296.9
1982		320.4	299.3	276.9	303.5	315.8	331.9	325.4	299.6	258.3	326.2	322.0
1983		335.1	308.8	282.8	313.8	330.0	346.3	339.7	306.5	264.4	337.1	337.1
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	183.1	214.8	177.1	178.7	189.7	185.2	169.6	165.7	170.9	170.9
1978 Jan 17		189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2
1979 Jan 16		207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3
1980 Jan 15		245.3	244.8	223.6	248.9	256.4	277.7	269.1	236.5	218.3	245.5	246.2
1981 Jan 13		277.3	266.7	225.8	274.7	286.7	308.2	299.6	264.2	277.7	280.3	279.3
1982 Jan 12		310.6	296.1	287.6	297.5	306.2	323.4	316.4	296.1	255.4	314.6	311.5
Oct 12		324.5	296.5	244.1	306.7	321.2	338.0	331.1	299.1	260.7	332.2	327.6
Nov 16		326.1	298.8	243.1	309.3	324.5	338.6	332.9	305.3	261.0	333.7	329.2
Dec 14		325.5	300.1	248.2	309.9	324.6	339.4	333.4	306.5	261.2	332.5	328.4
1983 Jan 11		325.9	301.8	256.8	310.3	325.6	341.0	334.8	305.8	260.8	332.6	328.5
Feb 15		327.3	302.1	258.2	310.4	325.6	342.9	335.9	303.8	261.2	334.2	328.8
Mar 15		327.9	302.4	260.6	310.4	326.6	342.9	336.3	302.2	261.8	335.0	330.4
Apr 12		332.5	304.6	270.8	311.0	327.7	343.8	337.3	302.3	262.3	340.3	334.8
May 17		333.9	305.6	270.8	312.2	328.6	345.3	338.5	303.2	263.7	341.7	336.7
June 14		334.7	308.8	281.5	314.0	329.1	346.6	339.5	306.8	264.9	341.9	336.7
July 12		336.5	308.7	279.9	314.0	330.0	346.1	339.6	307.2	264.7	344.3	338.7
Aug 16		338.0	309.4	279.7	315.0	330.7	348.7	341.4	307.6	264.6	345.9	340.2
Sep 13		339.5	313.0	298.2	315.7	331.4	348.9	341.8	308.6	265.8	346.9	341.0
Oct 11		340.7	314.5	304.4	316.7	333.7	348.6	342.5	309.2	267.3	347.9	342.1
Nov 15		341.9	316.1	311.0	317.5	335.5	349.1	343.6	310.1	267.6	349.0	343.1
Dec 13		342.8	318.5	321.1	318.7	335.1	351.7	345.0	311.5	268.3	349.4	343.7
1984 Jan 10		342.6	319.8	321.3	319.8	335.5	353.1	346.0	312.1	270.3	348.9	343.5
Feb 14		344.0	321.4	327.0	320.7	334.0	355.5	346.9	311.2	273.0	350.3	344.8
Mar 13		345.1	323.8	331.9	322.6	338.7	356.8	349.5	312.1	274.8	351.0	345.8
Apr 10		349.7	327.3	343.8	324.5	341.0	358.6	351.5	312.9	277.5	355.9	350.1
May 15		351.0	329.4	347.7	326.2	342.0	361.1	353.4	313.4	280.2	357.0	351.3
June 12		351.9	330.6	339.9	329.2	342.8	363.2	355.0	320.1	282.1	357.8	352.5
July 17		351.5	328.5	325.3	329.5	342.5	364.9	355.9	319.8	281.6	358.0	352.7
Aug 14		354.8	326.9	311.5	330.3	344.2	365.6	357.0	319.8	282.9	362.5	356.5
Sep 11		355.5	324.9	295.8	330.9	344.6	365.9	357.3	320.5	283.8	364.0	357.9
Oct 16		357.7	326.2	296.9	332.1	347.3	367.0	359.1	320.8	284.8	366.4	360.0
Nov 13		358.8	326.6	294.0	333.2	347.1	367.7	359.4	321.4	287.8	367.6	361.3
Dec 11		358.5	327.6	292.6	334.4	346.7	369.1	360.1	322.8	289.7	367.0	361.0

Note: The General Index covers almost all goods and services purchased by most households, excluding only those for which the income of the head of household is in the top 3-4 per cent and those one and two-person pensioner households of limited means covered by separate indices. For those pensioners, national retirement and similar pensions account for at least three-quarters of income.
 * The items included in the various sub-divisions are given on page 191 of the March 1975 issue of *Employment Gazette*.
 † These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones. Excludes telephones from December 1984.
 ‡ Indices prior to 1974 are published in "Retail Prices Indices - 1914-1983" obtainable from Government Bookshops, price £4.50.

RETAIL PRICES

General index of retail prices 6.4

Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	UNITED KINGDOM	
											1974 Weights	1975
80	70	43	124	52	64	91	135	63	54	51	1974 Weights	
77	82	46	108	53	70	89	149	71	52	48	1975	
90	81	46	112	56	75	84	140	74	57	47	1976	
91	83	46	112	58	63	82	139	71	54	45	1977	
96	85	48	113	60	64	80	140	70	56	51	1978	
93	77	44	120	59	64	82	143	69	59	51	1979	
93	82	40	124	59	69	84	151	74	62	41	1980	
104	79	36	135	62	81	81	152	75	66	42	1981	
99	77	41	144	62	64	77	154	72	65	38	1982	
109	78	39	137	69	64	74	159	75	63	39	1983	
102	75	36	149	65	69	70	158	76	65	36	1984	
Jan 15, 1974 = 100												
108.4	109.7	115.9	105.8	110.7	107.9	109.4	111.0	111.2	106.8	108.2	1974	
147.5	135.2	147.7	125.5	147.4	131.2	125.7	143.9	138.6	135.5	132.4	1975	
185.4	159.3	171.3	143.2	182.4	144.2	139.4	166.0	161.3	159.5	157.3	1976	
208.1	183.4	209.7	161.8	211.3	166.8	157.4	190.3	188.3	173.3	185.7	1977	
227.3	196.0	226.2	173.4	227.5	182.1	171.0	207.2	206.7	192.0	207.8	1978	
246.7	217.1	247.6	208.9	250.5	201.9	187.2	243.1	236.4	213.9	239.9	1979	
307.9	261.8	290.1	269.5	313.2	226.3	205.4	288.7	276.9	262.7	290.0	1980	
368.0	306.1	358.2	319.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0	1981	
417.6	341.0	413.3	358.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7	1982	
440.9	366.5	440.9	367.1	465.4	250.4	214.8	366.3	345.6	342.9	364.0	1983	
119.9	118.2	124.0	110.3	124.9	118.3	118.6	130.3	125.2	115.8	118.7	Jan 14 1975	
172.8	149.0	162.6	134.8	168.7	140.8	131.5	157.0	152.3	154.0	146.2	Jan 13 1976	
198.7	173.7	193.2	154.1	198.8	157.0	148.5	178.9	176.2	166.8	172.3	Jan 18 1977	
220.1	188.9	222.8	164.3	219.9	175.2	163.6	198.7	198.6	186.6	199.5	Jan 17 1978	
2												

6.5 RETAIL PRICES

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

Per cent

UNITED KINGDOM	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries*
1974 Jan 15	12	20	2	0	10	6	10	13	10	7	12	21	5
1975 Jan 14	20	18	18	24	10	25	18	19	30	25	16	19	20
1976 Jan 13	23	25	26	31	22	35	19	11	20	22	33	23	44
1977 Jan 18	17	23	17	19	14	18	12	13	11	16	8	18	15
1978 Jan 17	10	7	9	15	7	11	12	10	10	13	12	16	11
1979 Jan 16	9	11	5	4	16	6	7	8	20	9	8	10	7
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
1981 Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	27
1982 Jan 12	12	11	16	32	23	13	4	0	10	7	13	7	11
1983 Jan 11	5	2	10	9	-1	16	3	2	7	8	4	7	15
Oct 11	5	6	6	4	5	4	3	2	6	5	3	6	2
Nov 15	5	6	6	6	5	2	2	2	5	5	4	6	2
Dec 13	5	6	7	6	9	1	2	2	5	5	4	7	1
1984 Jan 10	5	6	6	6	10	1	3	-0	5	5	4	7	1
Feb 14	5	6	6	6	10	2	3	-0	4	6	4	7	2
Mar 13	5	7	6	6	10	2	3	-0	3	6	4	7	2
Apr 10	5	8	6	11	8	2	2	-0	2	6	4	7	2
May 15	5	8	6	12	7	3	2	0	2	5	4	8	3
June 12	5	7	5	13	7	4	2	-0	3	5	4	8	4
July 17	4	6	5	13	5	4	2	0	1	5	4	8	4
Aug 14	5	6	5	13	10	3	3	-0	1	5	4	8	4
Sep 11	5	4	6	13	11	3	3	0	1	5	4	7	4
Oct 16	5	4	6	14	11	3	3	-0	2	6	4	7	4
Nov 13	5	3	6	13	11	4	3	-1	2	6	5	7	4
Dec 11	5	3	6	13	9	4	2	1	2	6	5	7	4

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

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

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
												JAN 16, 1962 = 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
												JAN 15, 1974 = 100
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	233.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4
1984	346.7	353.6	353.8		343.8	351.4	351.3		337.5	344.3	345.3	

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
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6
1978	203.1	199.6	197.9	226.3	224.8	184.8	168.3	228.0	221.3	185.3	209.8
1979	226.8	222.4	219.0	247.8	251.2	205.0	186.6	262.0	250.6	206.0	243.9
1980	264.2	248.1	263.8	290.5	316.9	230.6	206.1	322.5	298.4	248.8	288.3
1981	294.3	269.2	307.5	358.9	381.6	241.4	208.0	363.3	333.6	276.6	313.6
1982	321.7	291.5	341.6	414.1	430.6	248.2	211.6	398.8	370.8	305.5	336.3
1983	336.2	300.7	336.7	441.6	462.3	255.3	215.3	422.3	393.9	311.5	358.2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
1978	201.6	196.9	199.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8
1979	225.6	220.0	221.5	247.8	252.8	206.3	191.7	246.0	246.1	210.3	243.9
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3
1981	292.3	265.5	314.5	358.1	383.4	242.3	216.8	343.9	327.3	284.1	313.6
1982	318.8	287.8	350.7	413.1	430.5	249.4	219.9	369.6	362.3	314.1	336.3
1983	333.3	296.7	377.3	440.6	461.2	257.4	223.8	393.1	383.9	320.6	358.2
GENERAL INDEX OF RETAIL PRICES											
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	185.7
1978	200.4	203.8	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	207.8
1979	225.5	228.3	217.1	247.6	250.5	201.9	187.2	243.1	236.4	213.9	239.9
1980	262.5	255.9	261.8	290.1	313.2	226.3	205.4	288.7	276.9	262.7	290.0
1981	291.2	277.5	306.1	358.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0
1982	314.3	299.3	341.0	413.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7
1983	329.8	308.8	366.5	440.9	465.4	250.4	214.8	366.3	345.6	342.9	364.0

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

RETAIL PRICES

Selected countries: consumer prices indices

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
Annual averages																			Indices 1980 = 100	
1974	41.1	52.6	71.3	65.2	59.4	56	54.4	77.2	41.5	42.8	40.1	65.2	67.8	60	36.5	55	83.5	59.9	56.8	
1975	51.1	60.5	77.3	73.5	65.8	61	60.8	81.8	47.1	51.8	46.9	72.9	74.7	67	42.6	61	89.1	65.3	63.2	
1976	59.6	68.7	83.0	80.2	70.7	66	66.7	85.5	53.3	61.1	54.8	79.7	81.3	73	50.2	67	90.7	69.1	68.7	
1977	69.0	77.1	87.6	85.9	76.4	74	72.9	88.6	59.8	69.4	64.1	86.1	86.6	80	62.5	75	91.8	73.5	74.8	
1978	74.7	83.2	90.7	89.8	83.2	81	79.5	91.0	67.3	74.7	71.9	89.4	90.1	86	74.8	82	92.8	79.2	80.7	
1979	84.8	90.8	94.0	93.8	90.8	89	88.1	94.8	80.1	84.6	82.5	92.6	93.9	90	86.6	88	96.1	88.1	88.6	
1980	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1981	111.9	109.6	106.8	107.6	112.5	112	113.4	106.3	124.5	120.4	117.8	104.9	106.7	114	114.6	112	106.5	110.4	110.5	
1982	121.5	121.8	112.6	117.0	124.6	123	126.8	111.9	150.6	141.1	137.3	107.7	113.1	127	131.1	122	112.5	117.1	119.1	
1983	127.1	134.2	116.3	126.0	131.9	132	139.0	115.6	181.5	155.8	157.3	109.7	116.2	137	147.0	133	115.9	120.9	125.4	
Quarterly averages																				
1983 Q3	128.2	135.1	116.8	127.5	133.1	132	140.3	116.2	182.4	158.3	158.8	109.5	116.6	138	148.0	134	116.0	121.7	126.2	
Q4	129.6 R	138.3	118.0	129.1	134.2	135	143.0	116.7	193.1	161.2	164.3	110.7	117.8	140	153.4	137	117.0	122.8	127.9	
1984 Q1	130.4	137.8	121.8	131.5	135.8	137	145.4	117.7	201.0	165.0	169.1	111.2	118.8	143	158.3	140	118.2	124.1	129.6	
Q2	133.0	138.1	122.4	133.4	137.0	139	148.1	118.3	212.9	168.8	173.0	112.1	119.8	145	161.5	142	119.0	125.5	131.4	
Q3	134.2	139.9 R	123.4	135.0	138.2	140	150.6	118.3	..	170.9	175.4	111.9	120.0	146	165.9	144	119.2	126.8	132.7	
Q4	135.9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																				
1984 Jul	133.3	..	122.7	134.5	138.2	140	149.8	118.4	215.0	..	174.4	112.0	119.8	146	165.0	143	119.0	126.3	132.3	
Aug	134.5	139.9 R	123.9	135.0	138.2	140	150.6	118.2	213.9	..	175.3	111.0	119.9	146	166.1	144	119.4	126.8	132.6	
Sep	134.8	..	123.7	135.4	138.3	141	151.3	118.3	..	..	176.7 R	112.8	120.4	147	166.5	145	119.3	127.4	133.3
Oct	135.6	..	123.9	136.0 R	138.6 R	142	152.3 R	119.0 R	225.6	..	178.2	113.7	121.2	148 R	167.5 R	146	119.5	127.8 R	134.1	
Nov	136.1	143.3	124.1	136.0	139.5	143	152.9	119.2	228.4	..	179.9	113.0	121.4	148.4	168.4	146	120.6	127.7	134.4	
Dec	135.9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																				
Annual averages																				
1974	16.1	15.4	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.0	24.5	9.6	9.4	15.7	9.9	9.8	11.1	13.5	
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.6	7.3	9.2	7.4	9.0	9.7	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.8	5.8	8.7	
1977	15.8	12.3	5.5	7.1	8.1	11.1	9.4	3.7	12.1	13.6	17.0	8.1	6.5	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	8.9	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0	
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8	
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9	
1981	11.9	9.6	6.8	7.6	12.5	11.7	13.4	6.3	24.5	20.4	17.8	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.5	
1982	8.6	11.1	5.5	8.7	10.8	10.1	11.8	5.3	20.9	17.1	16.6	2.7	6.0	11.2	14.4	8.6	5.6	6.1	7.8	
1983	4.6	10.2	3.3	7.7	5.9	6.9	9.6	3.3	20.5	10.5	14.6	1.9	2.7	8.6	12.1	8.9	3.0	3.2	5.3	
Quarterly averages																				
1983 Q3	4.6	9.3	3.1	7.6	5.4	5.6	9.8	2.8	20.0	10.0	13.9	1.4	2.4	7.8	11.0	9.3	1.8	2.6	4.7	
Q4	5.0	8.7	3.7	6.9	4.5	5.6	9.8	2.6	20.2	10.3	11.0	1.7	2.8	7.2	12.5	8.9	1.7	3.3	5.1	
1984 Q1	5.2	5.9	5.6	7.0	5.2	6.3	8.8	3.1	18.7	10.1	12.1	2.4	3.6	6.5	11.9	8.2	3.0	4.5	5.7	
Q2	5.1	3.9	6.1	7.1	4.6	6.7	7.8	2.9	17.6	9.7	11.4	2.1	3.7	6.6	11.4	8.4	2.9	4.3	5.5	
Q3	4.7	3.6 R	5.7	5.9	3.8	6.4	7.3	1.8	..	7.9	10.5	2.2	2.9	6.1	12.1	7.6	2.8	4.2	5.2	
Q4	4.8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																				
1984 Jun	5.1	..	6.3	6.8	4.1	6.9	7.7	2.8	19.2	..	11.3	1.9	3.6	6.4	11.5	8.1	2.8	4.2	5.3	
Jul	4.5	..	5.6	6.3	4.2	6.5	7.5	2.2	19.2	..	10.7	2.6	3.1	6.1	12.8	7.5	2.8	4.1	5.3	
Aug	5.0	3.6 R	6.0	5.7	3.7	6.5	7.4	1.7	18.9	7.9	10.6	1.9	2.8	6.2	12.0	7.7	2.9	4.2	5.3	
Sep	4.7	..	5.6	5.3	3.8	6.2	7.1	1.5	..	..	9.9	2.3	2.8	6.1	11.3	7.7	2.7	4.2	5.0
Oct	5.0	..	5.2	5.8	3.4	6.0	7.0	2.1	18.4	..	9.4	2.2	3.1	6.1	10.5	7.3	2.7	4.2	5.1	
Nov	4.9	3.6	5.3	5.3	4.0	5.8	6.9	2.1	18.4	6.7	9.2	2.2	3.0	6.0	10.0	7.3	2.9	4.0	5.1	
Dec	4.6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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

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

7.1 HOUSEHOLD SPENDING

All expenditure: per household and per person

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

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

7.2 HOUSEHOLD SPENDING

Composition of expenditure

£ per week per household

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

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

DEFINITIONS

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

BASIC WEEKLY WAGE RATES

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

EARNINGS

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

EMPLOYED LABOUR FORCE

Employees in employment plus HM forces and self-employed.

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

HOUSEHOLD SPENDING

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

INDEX OF PRODUCTION INDUSTRIES (SIC 1968)

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

INDUSTRIAL DISPUTES

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

Workers involved and working days lost relate to persons both directly and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. People laid off and working days lost elsewhere, owing for example to resulting shortages of supplies, are not included.

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

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

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

Conventions

The following standard symbols are used:
 ... not available
 — nil or negligible (less than half the final digit shown)
 □ provisional
 — break in series

NORMAL WEEKLY HOURS

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

OVERTIME

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

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES (SIC 1980)

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

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

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

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TAX AND PRICE INDEX.

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED PERCENTAGE RATE

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKING POPULATION

Employed labour force plus the unemployed.

R revised
 e estimated
 MLH Minimum List Heading of the SIC 1968
 n.e.s. not elsewhere specified
 SIC UK Standard Industrial Classification, 1968 or 1980 edition
 EC European Community

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

Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Redundancies (cont.) population	Frequency	Latest issue	Table number or page
Working population: GB and UK				<i>Detailed analysis</i>	A	May 84:	216
Quarterly series	M (Q)	Jan 85:	1-1	<i>Advance notifications</i>	Q (M)	Jan 85:	33
Labour force estimates, and projection		July 84:	322	<i>Payments:</i>			
Employees in employment				GB latest quarter	Q	Jan 85:	33
Industry: GB				Industry	A	May 84:	218
All industries: by Division class or group	Q	Jan 85:	1-4	Earnings and hours			
: time series, by order group	M	Jan 85:	1-2	Average earnings			
Manufacturing: by Division class or group	M	Jan 85:	1-3	<i>Whole economy (new series) index</i>			
Occupation				Main industrial sectors	M	Jan 85:	5-1
Administrative, technical and clerical in manufacturing	A	Nov 84:	1-10	Industry	M	Jan 85:	5-3
Local authorities manpower	Q	Dec 84:	1-7	Underlying trend		Feb 84:	82
Occupations in engineering	D	Oct 82:	421	New Earnings Survey (April estimates)			
Region: GB				Latest key results	A	Oct 84:	461
Sector: numbers and indices,	Q	Jan 85:	1-5	Time series	M (A)	Jan 85:	5-6
Self employed, 1981: by region		July 84:	321	Average weekly and hourly earnings and hours worked (manual workers)			
: by industry		June 83:	257	Manufacturing and certain other industries			
Census of Employment: Sep 1981				Summary (Oct)	M (A)	Jan 85:	5-4
GB and regions by industry on SIC 1980 (provisional)		Feb 83:	61	Detailed results	A	Feb 84:	66
GB and regions by industry on SIC 1980 (final)		Dec 83:	Supp 2	Indices of hours	D	Apr 84:	5-8
UK by industry on SIC 1980 (final)				International comparisons of wages per head	M	Jan 85:	5-9
International comparisons	M	Jan 85:	1-9	Aerospace	A	Aug 84:	383
Apprentices and trainees by industry:		Dec 83:	Supp 2	Agriculture	A	June 84:	265
Manufacturing industries	A	July 84:	1-14	Coal mining	A	Feb 84:	82
Apprentices and trainees by region:				International comparisons of wages per head	M (A)	Jan 85:	5-5
Manufacturing industries	A	June 84:	1-15	Average earnings: non-manual employees			
Registered disabled in the public sector	A	Feb 84:	72	Basic wage rates, (manual workers)			
Exemption orders from restrictions to hours worked: women and young persons		July 83:	315	wage rates and hours (index)	D	Apr 84:	5-8
Labour turnover in manufacturing	Q	Nov 84:	1-6	Normal weekly hours	A	Apr 84:	173
Trade union membership	A	Jan 85:	28	Holiday entitlements	A	Apr 84:	173
Unemployment and vacancies				Overtime and short-time: manufacturing			
Unemployment				Latest figures: industry	M	Jan 85:	1-11
Summary: UK	M	Jan 85:	2-1	Region: summary	Q	Nov 84:	1-13
GB	M	Jan 85:	2-2	Hours of work: manufacturing	M	Jan 85:	1-12
Age and duration: UK	M (Q)	Jan 85:	2-5	Output per head			
Broad category: UK	M	Jan 85:	2-1	Output per head: quarterly and annual indices	M (Q)	Jan 85:	1-8
Broad category: GB	M	Jan 85:	2-2	Wages and salaries per unit of output			
Detailed category: GB, UK	Q	Dec 84:	2-6	Manufacturing index, time series	M	Jan 85:	5-7
Region: summary	Q	Dec 84:	2-6	Quarterly and annual indices	M	Jan 85:	5-7
Age time series UK	M (Q)	Jan 85:	2-7	Labour costs			
: estimated rates	Q	Dec 84:	2-15	Survey results 1981	Triennial	May 83:	188
Duration: time series UK	M (Q)	Jan 85:	2-8	Per unit of output	M	Jan 85:	5-7
Region and area				Retail prices			
Time series summary: by region	M	Jan 85:	2-3	<i>General index (RPI)</i>			
: assisted areas, counties, local areas	M	Jan 85:	2-4	Latest figures: detailed indices	M	Jan 85:	6-2
Occupation	D	Nov 82:	2-12	percentage changes	M	Jan 85:	6-2
Age and duration: summary	Q	Dec 84:	2-6	Recent movements and the index excluding seasonal foods	M	Jan 85:	6-1
Industry				Main components: time series and weights	M	Jan 85:	6-4
Latest figures: GB, UK	D	Jul 82:	2-10	Changes on a year earlier: time series	M	Jan 85:	6-5
Number unemployed and percentage rates: GB	D	Jul 82:	2-9	Annual summary	A	Mar 84:	113
Occupation:				Revision of weights	A	Mar 84:	104
Broad category; time series	D (Q)	Nov 82:	2-11	Pensioner household indices			
Flows:				All items excluding housing	M (Q)	Jan 85:	6-6
GB, time series	D	Mar 84:	2-19	Group indices: annual averages	M (A)	Jan 85:	6-7
UK, time series	M	Jan 85:	2-19	Revision of weights	A	May 84:	235
GB, Age time series	M	Jan 85:	2-20	Food prices	M	Jan 85:	6-3
GB Regions	Q	Dec 84:	2-23/2-24/2-26	London weighting: cost indices	D	June 82:	267
GB Age	Q	Dec 84:	2-21/2-22/2-25	International comparisons	M	Jan 85:	6-8
Students: by region	M	Jan 85:	2-13	Household spending			
Minority group workers: by region	D	Sep 82:	2-17	All expenditure: per household	Q	Jan 85:	7-1
Disabled workers: GB	M	Jan 85:	33	: per person	Q	Jan 85:	7-1
International comparisons	M	Jan 85:	2-18	Composition of expenditure			
Ethnic Origin	M	June 84:	260	: quarterly summary	Q	Jan 85:	7-2
Temporarily stopped: UK				: in detail	Q (A)	Nov 84:	7-3
Latest figures: by region	M	Jan 85:	2-14	Household characteristics	Q (A)	Nov 84:	7-3
Vacancies (remaining unfilled)				Industrial disputes: stoppages of work			
Region				Summary: latest figures	M	Jan 85:	4-1
Time series: seasonally adjusted	M	Jan 85:	3-1	: time series	M	Jan 85:	4-2
: unadjusted	M	Jan 85:	3-2	Latest year and annual series	A	Jul 84:	310
Industry: UK				Monthly			
Occupation: by broad sector and unit groups: UK	Q	Dec 84:	3-3	Broad sector: time series	M	Jan 85:	4-1
Region summary	M (Q)	Jan 85:	3-4	Annual			
Flows: GB, time series	Q	Nov 84:	3-6	Detailed	A	July 84:	308
Redundancies				Prominent stoppages	A	July 84:	311
Confirmed:				Main causes of stoppage			
GB latest month	M	Jan 85:	2-30	Cumulative	M	Jan 85:	4-1
Regions	M	Jan 85:	2-30	Latest year for main industries	A	July 84:	309
Industries	M	Jan 85:	2-31	Size of stoppages	A	July 84:	309
				Days lost per 1,000 employees in recent years by industry	A	July 84:	308
				International comparisons	A	Mar 84:	101

Notes: * Frequency of publication, frequency of compilation shown in brackets (if different). A Annual. Q Quarterly. M Monthly. D Discontinued.

SPECIAL FEATURE

HSE competition paper

Economics of health and safety

by Jeremy Heywood*

After a brief discussion of the need to balance the costs and benefits of health and safety controls, the article examines two alternative approaches to the problem of how to achieve such a balance.

Every year, hundreds of people in this country are killed and thousands are injured as a result of accidents at work: many more are exposed to substances hazardous to health. These are human costs of our economic system of wealth-creation, of industrial development and of our standard of living. But they represent, too, a significant economic cost to the nation.

The measurement of a country's aggregate welfare level has long been a matter of debate among academic economists. As Britain's relative economic decline has proceeded we have reassured ourselves with the comforting notion that the concept of "National Output" or "Gross Domestic Product" inadequately reflects the true standard of living of the nation. The Japanese might be outpacing us in terms of growth rates but at least we do not have to endure the smog of Tokyo, at least we can relax amid our "pastures green". And this argument for a wider definition of economic welfare has much substance: to confine our attention to rather unreliable statistical indicators of how much we produce begins to look increasingly narrow and old-fashioned as we rush towards the "Age of Leisure". The result of this academic debate, therefore, has been a growing acceptance of the need to view social welfare in a much broader light and an increasing concern among economists to place monetary valuations on those previously intangible components of the quality of life: health and safety.

Seen in these terms, the hazards of work acquire a much greater economic significance. For not only do we recognise that illness or premature death reduces the productive capacity of the economy, but also we accept that the concomitant pain, grief and suffering of the afflicted and their relatives considerably reduce the overall level of economic welfare in the community. It has been estimated that in 1980-81 alone the cost to the nation of occupational accidents and diseases was in excess of £1,000 million†.

Clearly, the prevention of accidents at work and the eradication of occupational diseases would be of unambiguous economic benefit to the country. At least, it would



be were it not for the fact that in the economic world there are no "free lunches": if we desire an improvement this must be paid for and the price may be so prohibitive as to make the improvement quite illusory.

Trade off

In the sphere of health and safety this trade-off between costs and benefits is all too familiar: if we want to rid ourselves and our progeny of the hazards of radiation we realise that we must resign ourselves to paying higher electricity prices; if we want to reduce the dangers of industrial machinery we must insist that employers purchase guards; if we want to eliminate asbestos-related diseases we must develop new products. Improvements, in short, use up the scarce resources of our economy and in order to maximise social welfare we must be careful to ensure that these resources are used in the most effective way possible. In the sphere of health and safety, as in all the other sectors of our economy, the aim must be to balance the benefits of further action against the costs. More precisely, we should continue to devote resources to improving health and safety at work up to the point at which a further "improvement" would cost more to implement than could be justified by the benefit which would accrue.

In a sense, this much is self-evident. To spend less on health and safety than this optimum amount would lead to a situation wherein improvements could be made which would add more to societal benefits than to costs; and to spend more than this amount would be to devote scarce resources to a project which brought negative returns. Only at the optimum position will a reallocation of resources fail to bring a net improvement in aggregate

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†Internal Working Paper: this estimate undoubtedly underestimates the true welfare loss.

social welfare. Why to balance is clear; it is to the more complex question of how to balance that we must now address ourselves.

Implicit contracts theory

To many economists, of course, the question of how to balance is a rather strange one, somewhat analogous to asking how to set the price of a commodity. According to this view of the world, market forces, working to the immutable laws of perfect competition, provide the answers while human agents respond with a rational automatism.

Suppose, for instance, that a new firm establishes itself in the plastics industry utilising a substance which is a known carcinogen. Clearly, the employees of this firm face a risk to health which, we presume, they regard as an undesirable feature of their working circumstances. On the other hand, were exposure to the dangerous substance to be reduced to "safe" levels, the firm would incur large costs; it might, for example, have to provide each employee with protective clothing. The question to be resolved is how can this clash of interests result in a society optimum where the costs of protection balance the benefits of safety?

In this situation, each employee will quickly perceive that the wage being offered overstates the net benefit of working for the firm by the amount at which he values the risk to himself. He will respond by working fewer hours in order to reduce his vulnerability to the risk level. But if all workers respond in the same way, the firm will be unable to produce as many goods as it would wish. It will choose to make concessions up to the point at which the benefit of increasing production still further (by inducing employees to work more hours) is outweighed by the cost of the necessary concessions which would facilitate this. The bargaining might take one of two forms: either the firm will agree to introduce protective clothing or it will push up the wage rate so that workers can purchase their own protection and still have the same net wage as they received prior to perceiving the risk level. Whatever the precise form of this bargaining process, advocates of this economic philosophy would maintain that by acting rationally, by arranging behaviour according to their individual preferences, workers and firm will reach an optimal solution.

Real example

To take a more concrete and a more real example, in recent months members of the Health and Safety Executive have been concerned with the question of whether or not to recommend the banning of a certain chemical "X". The chemical "X" is used by several small businesses in this country but for the purposes of the argument we shall confine our attention to one "representative" firm and its employees.

"X" is known and has been known for some time to cause cancers in mice, rats and dogs although there is no firm evidence that "X" causes cancers in humans. Indeed, in the United States, persons have been in contact with "X" without any apparent deleterious effects, for nearly 30 years. Nevertheless, it can be scientifically argued that "X" might well be a human carcinogen, threatening the lives and welfare levels of those employees in daily contact with it. On the other hand, the commercial and industrial qualities of "X" are fully recognised. Replacement chemical inputs are available for some uses of "X", though at much greater cost and with significantly less

acceptable results in terms of product-quality; in other processes "X" has no technically feasible substitutes whatsoever.

To ban "X" would lead to considerable costs for our representative firm: the enforced abandonment of certain product lines; an increase in the prices of other products despite a reduction in quality; or a squeezing of already tight profit-margins in an attempt to remain competitive in a dynamic international sector. On the other hand, banning "X" might lead to a saving of life and to a general improvement in health for the employees of the firm—it would certainly lead to an improved peace of mind. For the government decision-maker this situation is extremely problematical; to the free-market economist it presents no difficulties.

Market forces

If we believe in market forces we would recommend a preservation of the status quo. The workers in our firm are fully apprised of the scientific facts about "X" and yet they choose to continue working for the firm without demanding improvements in protection or an increase in the real wage. The firm itself has taken positive steps towards improving safety and indeed conducts regular urine-sampling, at some cost, to monitor exposure levels. It has no intention of withdrawing these resource-consuming measures for it does not wish to upset the "equilibrium" which has clearly developed. In short, neither of the interested parties in this situation shows any sign of being in a sub-optimal position: neither side expresses any desire to reallocate the existing resources. There is no force for change.

This view of the labour-market, including the health and safety sphere, has been dignified by the title "Implicit Contracts Theory". Because the labour contract is entered into freely by workers and employers and because the terms and conditions of the contract are subject to bargaining between the two, unhealthy or dangerous conditions of work are implicitly accepted by the employee when he agrees to the contract. A worker would not knowingly enter into an agreement which would leave him in a sub-optimal position and hence all workers (and, of course, all employers) must be at their optimum positions. Implicit contracts theory defines away the problem of how to balance as it defines away, also, the problem of unemployment. But is it satisfactory to answer our question by defining it away?

For several different reasons the market-oriented view of the real world would seem to be inadequate, indeed quite dangerous. The basic conclusions of implicit contracts theory—that markets regulate themselves and that government "paternalism" is unnecessary—square uneasily with even the most casual observation of the health and safety field. And this empirical failure is attributable to the unrealistic nature of the underlying assumptions. We examine each of these in turn before moving on to discuss an alternative theoretical framework.

Important assumption

The first important assumption of implicit contracts theory is that there are no rigidities in the labour-market. That is to say, workers are free to bargain individually with their employer and to reach mutually acceptable terms based on their own individual preferences; they are free to vary their hours of work (at the agreed wage level); and they are free to move to alternative employment if

their employer offers an insufficient risk premium. Given such circumstances, it is easy to see that if an employer does not spend "enough" on health and safety measures, his workforce would have sufficient market power to extract concessions. However, in practice these circumstances will tend not to hold.

To resume our earlier example of the firm using chemical "X"; ostensibly, the workers are perfectly happy to continue in their risky jobs without seeking higher wages and without reducing their hours of work in order to induce the firm to "bribe them back" with improved protection. But for these workers the options are merely two: either they accept the conditions of work, negotiated not individually but by the appropriate trade union, or they become unemployed in an area of few alternative openings. The balance of power in the market is such that these employees are not entitled to reduce their hours of work without forgoing their jobs altogether. Optimisation of welfare in the face of the risks introduced by chemical "X" might require the workers to be compensated by an extra £1 per week, but if the only alternative to the present suboptimal position open to the workers is a spell of unemployment (with net earnings losses of more than £1 per week) then clearly the suboptimal position will not be improved upon. Workers will accept that it is the "lesser of two evils" and resign themselves to it. This, then, is the first fallacy of implicit contracts theory: the fact that all parties accept a situation does not imply that it is an optimal situation. Where bargaining is constrained or impossible, the costs and benefits of health and safety will seldom balance.

"Externalities"

A second assumption of implicit contracts theory is that there are no "externalities". In particular, it is assumed that all those agents to be affected by the labour contract will have the opportunity to negotiate so that their preferences can be accommodated within the final agreement. If this is the case there is no reason to suppose that the resulting contract can be improved upon (ignoring for the moment our objections to the other assumptions of the theory): it will be an optimal solution. Once more, however, this line of thought is empirically untenable. It is quite clear that in practice many people and institutions will suffer the "external effects" of accidents and occupational diseases despite the fact that they have no power to influence the level of health and safety expenditure. Two examples will suffice to make the point.

Every accident which causes an injury will lead to the consumption of scarce National Health Service resources which could have been used to treat alternative patients. In 1977-78 alone, the cost to the National Health Service of (reportable) industrial accidents and diseases was an estimated £59 million. Yet no representative of the NHS is consulted when firms bargain with their employees over conditions of work. This on its own would lead to the incontrovertible conclusion that left to the ravages of the market mechanism, health and safety protection would be under-provided.

This conclusion is reinforced if we consider the fact that not only the health and safety of workers but also that of the general public is put at risk by certain industrial processes. A good example is the case of nuclear power. The provision of nuclear power; the recycling of nuclear fuels; the storage of wastes and the decommissioning of irradiated plant will all cause some marginal increase in the level of background radiation to which members of the public are exposed. Taken together with the finite

probability of a major catastrophe, the increase in the level of background radiation may increase the risks of cancer or genetic defects for people who have no power to influence the labour contracts struck between nuclear power operators and their employees. Once more, "external effects" arise and are not taken into account: in the extreme case, people not yet born will be affected by decisions made in the market-place today. The assumption of no "externalities" is clearly not sustainable in the real world.

Perfect information

The last important assumption of implicit contracts theory is that all agents have perfect information and base their behaviour on the rational, self-interested use of this perfect information. In such circumstances, workers are fully aware of the risks confronting them and are able to place a value on these risks, while employers not only know the risks, but also are fully informed about the costs of protection. Both sides will be in a position to value the successive improvements in health and safety won by employees and thus both sides will be aware, at the optimum position, that any further improvement will cost more to implement than could be justified by the attendant benefits. The assumption of perfect information is a necessary condition for implicit contracts theory optimisation.

Once again, however, it is evident that the assumption does not hold in practice. One of the things, for instance, that makes the problem of occupational diseases so intractable is the very fact that information about such diseases rarely comes to light until the damage has been done. In our earlier example, by the time that the chemical "X" is found to be a human carcinogen (if such proves to be the case) employees of the firm will already have received a considerable exposure which cannot medically be reversed. It cannot really be argued that a socially optimal amount was spent on asbestos-protection 30 years ago—and this is, at least in part, due to the fact that information on asbestos-related diseases was far from perfect at the time as it probably is even now. Similarly, in the field of accidents at work, it would be stretching a point to argue that all workers are fully aware of the risks facing them—subjective risk assessments are notoriously unreliable. In short, to paraphrase Adam Smith, the guru of all free-market economists, the fact that in the real world information is incomplete is so perfectly self-evident that it would be absurd to attempt to prove it.

It is clear that a theory resting firmly on a set of fundamentally implausible assumptions cannot be of much use in our search for an answer to the question of how to balance the costs against the benefits of health and safety. We turn, therefore, to an alternative theoretical framework.

Cost-benefit analysis

Market imperfections have always provided the most rational justification for government intervention in the economic system. It is argued that if an unfettered market cannot produce a societal optimum then the government should step in to rectify the situation. But only in the post-war period has any close consideration been given to how the government might actually do this. By the 1960s some sort of academic consensus emerged in support of the technique known as "Cost-Benefit Analysis" (CBA). We must examine how CBA as applied by the government (or its agencies) can, in principle, lead to the maximisation

of social welfare in the field of health and safety.

Broadly speaking, CBA consists in the government decision-maker looking at the social costs and benefits, valued in monetary terms, of a particular project with a view to accepting those projects yielding a positive net benefit and rejecting the remainder. If the technique is applied to all presently conceivable projects designed to improve health and safety at work, then clearly a societal optimum will emerge, for no expenditure which could lead to a further net benefit to society will be rejected and no project which would impose net costs would be sanctioned by the omniscient decision-maker. If projects can only be assessed sequentially, there may be some temporary period of sub-optimisation but in the "long-run" welfare will be maximised.

Two assumptions

Crucial to this approach are two basic assumptions. Firstly, it is assumed that the government can define the social costs and benefits of any particular course of action. That is to say, it will be able to identify the costs and benefits not only to the directly-interested parties, but also to persons and institutions (including itself) "externally" affected by the course of action proposed—the National Health Service, future generations or whoever. Moreover, it will be able to place monetary valuations reflective of society's preferences upon all these identified effects. Secondly, it is assumed that, having established that a particular project should go ahead, the government will have the authority to ensure that it does go ahead even where this might lead to a clash of interest with profit-maximising firms or with wage-maximising employees. In the case of our firm using chemical "X" for instance, a full CBA might lead to the conclusion that "X" should be banned in the interests of welfare maximisation. In such circumstances, the government, or Health and Safety Commission would expect to face opposition from the firm itself and perhaps too from a vociferous minority of workers for whom their jobs might be more important than the risk of cancer. If projects passing the CBA criterion are not implemented or projects failing the criterion are introduced the costs and benefits of health and safety will not be balanced and welfare will, accordingly, be sacrificed to political expediency.

Of course, this view of the world represents the complete antithesis of the implicit contracts approach. The immutable laws of the market are replaced by the iron-grip of a fully-informed, benevolent dictator and the problem of how to balance becomes one of mere data-collection leading to enforced regulations. The difficulties encountered in applying CBA to the complexities of the real world will be discussed after a brief digression on the philosophical problems underlying the technique.

Point to stress

The first point to stress is that few theoretical economists believe that even a strict application of CBA will lead to welfare optimisation, for the definition of the society optimum implicitly assumed by CBA and its advocates is erroneous. Thus far we have not found it necessary for the argument to consider in precise terms what is meant by a "society optimum": indeed we have given no hint that there might be some room for disagreement. In fact, however, there has been much debate among academic economists on this definitional issue and it is important in the present context to note the outcome of the debate.

The generally accepted definition of society's optimum

position originates from Pareto who argued that welfare is maximised if it is "impossible to make one person better off without making somebody else worse off". Given this definition it is clear that a shift in economic resources (for instance, a change in the level of health protection) can only be sanctioned if it will make at least one person better off without making anybody else worse off. Cost-Benefit Analysis, on the other hand, sanctions any change which will leave society as a whole "better off" even if certain individuals or institutions are actually made worse off in the process. An inconsistency is apparent. Advocates of CBA have tried to resolve this inconsistency by suggesting that the gainers could pay compensation to the losers after the CBA-sanctioned project has gone ahead so that post-compensation the losers would not have lost at all while the gainers would still be better off than they would have been in the absence of the project. Nevertheless, as it is usually applied, CBA does not actually require these compensation flows to take place and, as we have seen, if they do not take place then the project may not lead to an improvement in societal welfare as defined by Pareto. (It will certainly not lead to a Pareto-improvement if there are any losers.)

At the root of this debate has been the problem of the distribution of welfare. Pareto showed that many different society optima were conceivable, each one corresponding to a different welfare distribution among the population. He argued, however, that it was not for an economist to say which of these welfare distributions was the fairest or the best for society; such was a politician's job. All an economist could do, said Pareto, was to show whether or not a particular project would improve the present position on the assumption that the present distribution of welfare was optimal—hence his optimisation criterion. If a project sanctioned by CBA goes ahead and compensation is not paid then clearly, the gainers will have made themselves better off at the expense of the losers. In other words, the distribution of welfare will have changed and no economist can say whether there has been a societal improvement or not.

Ominous conclusion

The conclusion to be drawn is rather ominous for advocates of CBA. A project or a proposed regulation which passes its test does not meet the generally-accepted criterion for a socially desirable improvement unless the project or regulation involves no social costs and therefore no losers. And this failure arises from the fact that the usual criterion requires there to be no change in the distribution of welfare. In these circumstances, it is not sufficient for a project to pass the CBA test to ensure that welfare will be maximised: in addition, either all the "losers" must be completely compensated by the "gainers" or the analyst must make some explicit judgment that the post-project welfare distribution is more equitable or socially desirable than that obtaining before.

A second philosophical problem relating to the use of CBA as the major tool of welfare maximisation concerns the question of how far the individual is right. Government intervention in the market-place is usually justified with reference to the various market imperfections outlined above which prevent the individual's preferences from being taken into account when the market solution is determined. However, a problem emerges if, in some sense, the individual has the "wrong" preference. Should the government or its agency seek to maximise welfare as seen by the affected individuals themselves or should the government adopt a paternalist role: "we know what is

best for the people even if they do not know themselves"?

Illustrations

Two examples from the health and safety field might illustrate this dilemma more clearly. Suppose, for instance, that the public was very anxious about a safe area of industry and rather less anxious about a more dangerous area of work, despite the efforts of the government to ensure that the public was fully informed about the relative risk levels. If individual preferences were paramount, the government would feel bound to allocate more resources to the safer area making it still safer because by doing so it would be increasing societal benefits (in terms of alleviated anxieties) by more per pound spent than would have been possible by allocating the same amount of resources to the riskier industry. On the other hand, if the government believed that society would actually prefer to see a reduction in the expected number of fatalities, it would presumably ignore individuals' stated views and allocate more resources to the riskier work area.

To take a second example, suppose an individual claims that his life is worth an infinite amount and even a minute increase in his chance of dying would be wholly unacceptable to him: he would require an infinite amount of money to compensate him for such a risk increase. In these circumstances, any project which offered this individual a reduction in the risk of death would yield an infinite sum of benefits to society if the government accepted the primacy of individual preferences. Even if the project absorbed the entire nation's wealth it would still pass the CBA test, for despite its enormous costs the benefits would be infinitely greater. Clearly, no government could allow such a situation to develop and in this case it would have to over-ride the stated preference of the affected individual by producing its own estimate of his life's worth. But, of course, as soon as the government concedes the principle that the individual might be wrong in one case, it opens up the possibility that he might be wrong in all cases. In the face of such a possibility—somewhat analogous to the threat to certain knowledge presented by the Cartesian Demon—the government will be forced to take upon itself the determination of all valuations in the CBA without recourse to any potentially misguided individual preferences. In such circumstances, the difficulties in applying the technique to the real world multiply considerably. Not only does the government have to identify all the individuals affected by a particular course of action, but also it must, in each case, assign a "true" value—positive or negative—to the individual's particular received effect.

After this brief theoretical digression we must now return to a discussion of the problems encountered in applying CBA to the real world. In particular, how does the Health and Safety Executive undertake CBA in practice and will this lead to a balancing of the costs and benefits of health and safety control?

Pass test

In principle, every proposal designed to improve the standards of health or safety at work must pass the CBA test before it becomes law. In practice, however, many of the CBAs undertaken by the HSE are extremely crude and probably inaccurate: many are couched in words rather than numbers and many have little or no impact on the

final decision as to whether or not to implement the proposal. Even if a socially desirable proposal does become law, its effect on social welfare may be negligible due to the prevalence of non-compliance, together with the legal "loop-hole" of reasonable practicability. We must examine some of these imperfections in more detail, beginning with the production of the CBA itself.

It was stated above that a CBA involves the identification of all those persons or institutions likely to be affected by the particular course of action under study and the placing of monetary valuations reflective of societal preferences upon the expected effects of this course of action as they impinge upon the identified individuals. Typically, in the case of a proposed safety regulation, this process will comprise the evaluation of the benefits to certain workers of a reduced risk of death or injury; the benefits to the whole community of the concomitant freeing of scarce medical resources; the benefits to certain industrial firms of the avoidance of lost output and damage to plant and machinery, potentially accruing from an accident at work; and the costs to these same firms of implementing the new regulation. (It might, for instance, involve the purchase of a machine-guard.) Ignoring the distributional problems alluded to above, a simple comparison of the computed costs and benefits of the regulation would complete the CBA.

In practice, however, this process is extremely difficult. In most cases, for instance, it is apparently not possible to establish even how many firms will be affected by a new regulation. It might well be feasible to obtain from the computer data-base how many firms are to be found in a specified industry, but a regulation might only apply to certain parts of an industry, or it might impose requirements upon an entire industry wherein certain firms are already at the required standard and would, therefore, not incur any additional costs. Equally, it is usually impossible to obtain even an estimate of the number of workers who would benefit from a proposed change in safety standards. From the outset, therefore, it is clear that any CBA rests on rather imprecise "guesstimates".

Monetary valuations

The situation becomes far worse when the HSE attempts to place monetary valuations on the effects of a proposed course of action. Firstly, the problem arises of what the precise effects will be. How many lives will be saved by a regulation? How many cancers will be averted by an extra layer of lead paint at a nuclear power station? How many man-years of ill-health will be avoided by the banning of asbestos? These questions are virtually impossible to answer and as a result, the benefits side of any practical CBA invariably comprises a series of "reasonable assumptions" based more on optimistic introspection than on objective risk-assessments. Even the costs side of the calculation presents problems in terms of the identification of precise effects. The question of what each firm will have to do in order to comply with a proposed new regulation is not a trivial one and what an industry as a whole will have to do can only be estimated very crudely unless a full-scale, resource consuming industrial survey is undertaken. And, of course, even if all the effects of a proposed course of action can be identified with some precision, the problem of assigning appropriate monetary valuations to these effects remains outstanding.

Essentially, the problem of valuation is two-fold; on the one hand, the analyst must correct valuations revealed in the market place so that they become reflective of societal preferences; on the other hand, he must devise valuations

for those effects that do not pass through the market place at all. Some examples will perhaps help to clarify this distinction.

Clearly, if a firm is required to purchase a new machine guard, then one measure of the cost to the firm of the new requirement would be the market price of the appropriate machine guard, say £1,000. However, this market price might not give a true indication of the cost to society of the production of the machine guard. The latter's production might, for instance, only consume £1's worth of resources, the remaining £999 being excess profit for the manufacturer. In such circumstances, the analyst would have to adjust the market price downwards in isolating society's valuation of the cost of the new machine guard. Similarly, suppose a firm was required to employ an extra person as a safety manager. For the firm, the cost of such a regulation would be the extra person's salary (and miscellaneous other non-wage labour costs such as National Insurance payments). However, from society's point of view, the provision of work for a person formerly unemployed would be virtually costless for no extra production in some other area is being foregone as a result of the person being employed as a safety manager. Again, the market price of this requirement would have to be adjusted to reflect societal views.

On the other hand, many of the effects of regulation will never be priced in a market at all: the analyst will have to value these non-market effects without guidance. For instance, how should the reduction in deafness associated with noise controls be valued in the absence of a market for hearing? The best technique for arriving at a evaluation of deafness-prevention would seem to be to ask the affected individuals how much averted-deafness would be worth to them. Of course, there is no guarantee that the resultant valuations would be genuine and not completely whimsical and, as was suggested above, to place complete trust in individual preferences would seem to be a potentially embarrassing policy to adopt. Nevertheless, in the valuation of non-market effects, few other options are available to the CBA practitioner.

Valuing life

An interesting example of this problem of valuation relates to the vexed question of valuing life. Current HSE practice in this field eschews the individual preferences approach completely and values life according to an assumed view of societal preferences: a human being is worth what he can produce economically, together with some notional allowance for the fact that society is prepared to pay people a certain amount (Supplementary Benefit) merely to subsist (that is to enable people to enjoy "life itself"). The result of this approach is that an average life is worth some £200,000 in today's prices. On the other hand, most academics and indeed several other public sector institutions, including the Department of Transport and the National Radiological Protection Board have begun to argue that such an approach gives too little weight to the views of individuals. By looking at the ways in which people value (implicitly) risk in the market place or by asking them direct questions on the valuation of certain risks, these analysts have suggested that the true value of life should be of the order of £1 million or more. If we consider the fact that the benefits of health and safety control very often consist in an expected number of lives saved, it is clear that significant disagreement on the valuation of life could have serious implications for the validity of any practical CBA.

In short, the problem of placing monetary valuations on

the identified effects of a proposed course of action is extremely difficult. Even if these effects pass through the market, the analyst will invariably have to amend the revealed market valuation and in many cases, of course, the effects do not pass through the market. When this valuation problem is set alongside the inaccuracies involved in identifying all those individuals and groups likely to be affected by a change in policy and the difficulties attached to determining what the precise effects will be, it becomes clear that, in practice, any CBA produced by the HSE might well be hopelessly misleading.

In the ideal world, once a proposed regulation has passed the CBA test, it will be adopted without hesitation and enforced to its letter: were it not to be adopted or enforced the government would be failing in its presumed duty to maximise social welfare by undertaking projects which made a net contribution to community welfare. The costs and benefits of health and safety can only be balanced if all projects passing the stringent CBA test are completely implemented.

One again, however, the practice tends to fall some way short of this ideal scenario. In particular, three considerations interpose themselves: we treat these sequentially, beginning with the decision-making process itself.

Clear cut

Despite the apparently clear-cut nature of decision-making when guided by CBA, in practice the technique of CBA is regarded as only "one input" among several to the actual taking of decisions by the HSE and by Parliament. As we have seen, only projects which pass the CBA test stand a chance of improving social welfare, yet it seems that projects that fail the test might still be "acceptable": presumably, in such circumstances other considerations come into play. It is easy to see that this is an intellectually untenable position to hold, for any "other considerations" must certainly be included in the original CBA and that if policy makers actually believe in the technique of CBA they should accept its conclusions wholeheartedly. (It is interesting to speculate about whether there can be any justification for government intervention in the sphere of health and safety at work if there is no belief in CBA.) Perhaps two explanations of the current internal scepticism about CBA may be offered.

Firstly, since we have argued that the practical CBAs produced by the HSE are probably severely flawed, it is not too surprising that little weight is given to their recommendations. An oft-voiced criticism of CBA, for instance, is that it fails to take into account the public's anxiety on a particular issue, such as asbestos. In such circumstances, the policy makers will presumably choose to inflate, intuitively, the benefits side of the proposed regulation to take notional account of the (unincluded) effects of reduced anxieties.

Secondly, it might be claimed that even if a particular regulation will lead to an apparent drop in social welfare—a worsening of the balance between the costs and benefits of health and safety—its effects on the distribution of welfare will more than offset this drop, leaving total societal happiness at an improved level. The impact of proposed regulations on the distribution of welfare provides policy makers with a second justification for ignoring the results of a CBA: unfortunately, however, this justification is seldom made explicit.

It is worth remarking, perhaps, that if a comprehensive CBA could be produced including a system for weighting the distribution of effects, then the present policy of unwholehearted support for CBA would become unaccept-

able to anyone interested in improving societal welfare.

A second complication relates to the problem of enforcement: if a sensible regulation is not complied with then the process of CBA will, again, have been in vain. It is quite easy to see, moreover, why compliance with health and safety regulations might not be fully comprehensive. An important reason why the government wishes to intervene in this sphere is that firms left to their own devices will not introduce the optimal level of health and safety protection, indeed they will usually underprovide as we saw above in examining the free market provision of such protection. Firms will not recognise or at least will not accept full responsibility for the full social costs of accidents and illnesses. If the government simply passes a new law, this in itself will not necessarily change the level of provision in the market place of safety protection: firms will continue to operate as they were doing before until they are forced to change by the enforcement of the new law.

Several forms

In fact, the enforcement of health and safety regulations may take several forms as recent work on the subject has argued. In particular, recourse to legal powers in enforcing new legislation seems to be quite rare except as a "last resort". In practice, HSE Inspectors will be more inclined to negotiate face to face with employers to secure compliance voluntarily. For our purposes, however, this very interesting subject is largely irrelevant. The practitioner of CBA will include in the costs of a new regulation the most cost-effective method of enforcement whether it be a legalistic approach or a more ad hoc "bargaining" strategy.

It is crucial to stress, however, that if a new regulation passing the CBA test is not fully enforced by whatever the chosen approach, it will not produce the benefits (or the costs: particularly the enforcement costs) attributed to it. In such circumstances, the CBA will be an utterly useless and irrelevant guide to decision making. The only way around this problem—and one which in practice will be almost universal—would appear to be to recommend a whole series of different initial CBAs each based on a different assumption of the effectiveness of enforcement. If the latter, moreover, is taken to be beyond the control of the HSE (given its resource constraints) then the following conclusion would emerge: a project should be undertaken only if at all conceivable levels of enforcement the result of the project is an unambiguous improvement in net societal welfare. We note immediately, however, that one conceivable level of enforcement effectiveness—affectionately known as the "Italian Syndrome"—would be zero. Clearly, the preservation of the status quo would not lead to an improvement in social happiness and herein lies an intellectual problem for decision-makers operating the technique of CBA in a world of uncertain enforcement efficacy.

Final complication

A final complication is provided by the principle of reasonable practicability. Regulations made under the Health and Safety at Work Act of 1974 are frequently couched in terms of reasonable practicability such that in certain circumstances employers do not have to comply with them. The question arises, therefore, of whether a regulation which passes the CBA test (and is completely enforced) might nevertheless contribute nothing to social welfare because firms can ignore its requirements on the

grounds that it would not be reasonably practicable to comply. Should this possibility exist then the relevance of CBA for practical policy formation would appear to dwindle to nought. We need to look at the concept of reasonable practicability more closely.

In fact, reasonable practicability is really a legal term whose precise definition is to be found in a body of case-law precedents. The most oft-cited definition originates from the *Edwards v National Coal Board* case of 1949:

"a computation must be made by the owner in which the quantum of risk is placed on one scale and the sacrifice involved in measures for averting risk (whether in money, time or trouble) is placed on the other and, if it be shown that there is a gross disproportion between them—the risk being insignificant in relation to the sacrifice—the defendants discharge the onus upon them."

Although this legal definition leaves much unsaid, it seems fair to argue that the "quantum of risk" will be the social valuation of the risk level, while the "sacrifice" involved in averting this risk will be simply the firm's valuation of the costs of protection. As we have seen above, society's valuation of such costs might well diverge from the firm's own valuation and to circumvent this problem the legal definition suggests that these costs will have to be disproportionality high in relation to the potential benefits before non-compliance can be condoned. In short, reading between the lines of our legal definition, we reach the conclusion that it is compatible in spirit with the demands of CBA but that unless the factor of proportionality is precisely calculated (by the judge?) there is a potential conflict in practice between reasonable practicability and CBA. There is absolutely no guarantee that the court's hunch about what might be regarded as disproportionality will necessarily lead in all cases to a judgment in line with the more precise calculations of the CBA practitioner. To prevent any potential conflicts caused by incorrect hunches, a sensible proposal would appear to be to recommend the production of scrupulously accurate CBAs at the outset, before the regulation comes into force. In these circumstances, the concept of reasonable practicability would become redundant for no regulation would be allowed which was not, in its widest social sense, reasonably practicable.

We have now discussed some of the difficulties of applying CBA to the real world, together with a few theoretical problems with the technique itself. While the principle of establishing a government agency to calculate all the costs and benefits of a proposed regulation and to oversee any regulation's enforcement seemed to be the perfect solution to the harsh realities of the free market, once the practical difficulties of applying this principle are glimpsed at it becomes clear immediately that we have found no solution at all. In reality, the HSE cannot identify all the effects of a proposed regulation and it cannot value these effects with any precision. In any case, the technique of CBA is regarded as only one input to decision making; incomplete enforcement renders the produced CBAs irrelevant and the concept of reasonable practicability stands ready to thwart the best laid proposals even after implementation. Any balance between the costs and benefits of health and safety controls, derived from such

(continued on page 30)

Membership of trade unions in 1983

This article gives details of the aggregate membership of trade unions in the UK in 1983 and compares the figure with previous years. All the figures given are provisional and are subject to revision as later information becomes available, while figures for previous years have been revised as necessary in accordance with the latest information.

Membership of trade unions in the UK fell by 2.2 per cent in 1983. A peak in membership was recorded by the Department of Employment of 13.289 million for the end of 1979; since then membership has dropped steadily and by the end of 1983 it had fallen by nearly 15 per cent to 11.338 million. Over the same period employment in the UK fell by eight per cent. Prior to 1979 membership had increased for many years. The continuing decline in union membership reflects in part the decline in employment in those industries where there is a concentration of union membership, particularly certain manufacturing industries. Table 1 summarises the annual changes in membership and in the number of trade unions for the period 1973-83.

Number of trade unions

The number of trade unions at the end of 1983 was 393, a decrease of 14 on the figure for 1982 and only three quarters of the peak number of 519 recorded ten years previously. This reflects a continuing process of mergers and transfers of membership as well as local and craft unions joining with national unions. The figures also reflect the formation of a few new unions in most years.

The annual report of the Certification Officer stated that at December 31, 1983 the statutory list of trade unions comprised 442 organisations, and that the Certification Office knew of about 60 others which, though unlisted, probably satisfied the statutory definition of a trade union. The figure of 393 given above does not correspond with those in the Certification Officer's report. The main reason is that sections of certain unions (for example, areas of the National Union of Mineworkers) are listed as separate trade unions by the Certification Office, whereas the Department has continued its previous practice of counting only the "parent" union in the total number of trade unions. The Department's statistics also include trade unions with headquarters in Northern Ireland, while the Certification Office figures do not.

Membership

Total membership of trade unions in the United Kingdom at the end of 1983 (which includes members in branches outside the United Kingdom) shows a fall of 2.2 per cent from the total for 1982. This compares with an increase of 0.5 per cent in United Kingdom employment during 1983. Many unions are relatively small. Over half the 1983 total had fewer than 1,000 members and together accounted for only 0.5 per cent of the total membership of all unions. At the other end of the scale there were 22 unions each with 100,000 or more members which together accounted for 79.7 per cent of the total membership of all

unions. More than half the total membership was covered by the largest seven unions. An analysis of the membership and the number of unions by size of union at the end of 1983 is given in table 2. Tables 3 and 4 give an analysis by size of union from 1978 to 1983, from which it can be seen that throughout the period over half the unions had less than 1,000 members.

Table 1 Trade unions—numbers and membership 1973-1983

Year	Number of unions at end of year	Total membership at end of year (thousand)	Percentage change in membership since previous year
1973	519	11,456	+0.9
1974	507	11,764	+2.7
1975	501	12,193	+3.6
1975*	470	12,026	—
1976	473	12,386	+3.0
1977	481	12,846	+3.7
1978	462	13,112	+2.1
1979	453	13,289	+1.3
1980	438	12,947	-2.6
1981	414	12,106	-6.5
1982	408	11,593	-4.2
1983	393	11,338	-2.2

* Thirty-one organisations previously regarded as trade unions are excluded from 1975 onwards because they failed to satisfy the statutory definition of a trade union in section 28 of the Trade Union and Labour Relations Act, 1974. To help provide a link in the series, two sets of figures are given for 1975. The first gives the figures on the original basis for comparison with earlier years, while the second gives estimates for comparison with later years.

Table 2 Trade unions—numbers and membership end 1983

Number of members	Number of unions	All membership (thousand)	Percentage of	
			Number of unions	Membership of all unions
Under 100	71	3	17.9	0.0
100-499	102	24	26.0	0.2
500-999	42	28	10.7	0.2
1,000-2,499	57	90	14.5	0.8
2,500-4,999	33	117	8.4	1.0
5,000-9,999	17	108	4.3	1.0
10,000-14,999	2	25	0.5	0.2
15,000-24,999	19	399	4.8	3.5
25,000-49,000	15	545	3.8	4.8
50,000-99,999	13	962	3.3	8.5
100,000-249,999	11	1,878	2.8	16.6
250,000 and more	11	7,158	2.8	63.1
All members	393	11,338	100.0	100.0

Changes in membership

Between 1979 and 1983 both employees in employment and membership of trade unions have declined, but it is not possible to follow the industrial pattern of union membership over this period accurately because there has been a movement towards large multi-industry unions. Table 5 shows an industrial analysis of change in membership and in the number of unions at the end of 1982 and 1983, the industry being that in which most members were deemed to be employed. Nearly three million members are in various which are too general to classify by industry. Some of the largest falls in membership occurred in unions covering employees in manufacturing industries and there have been increases in employment throughout the period in some service industries with a corresponding rise in union membership.

Estimates of changes in male and female trade union membership are not available. It is no longer possible to produce reliable comparisons of male and female membership with previous years as there is a lack of consistency in the number of trade unions providing this information. Those unions which provided separate figures for 1983 represented 82.7 per cent of total membership. Female membership of these unions was 28 per cent.

Basis of the statistics

The statistics cover the membership of all organisations known to the Department. Since 1975 they relate to those organisations that fall within the definition of a trade union as in Section 28 of the Trade Union and Labour Relations Act, 1974. They are based on data supplied by the Certification Officer for Trade Unions and Employers' Associations, supplemented by information obtained by the Department. They include home and overseas membership of those trade unions whose head offices are situated in the United Kingdom but do not include any members of trade unions whose head offices are elsewhere.

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

Table 3 Trade unions—analysis by size 1978-1983

Size	1978	1979	1980	1981	1982	1983
Under 100 members	15.6	16.1	15.8	17.1	19.1	17.9
100-499	29.2	27.4	26.9	28.0	24.3	26.0
500-999	10.4	10.4	10.3	9.9	11.8	10.7
1,000-2,499	13.4	12.8	12.8	12.1	12.5	14.5
2,500-4,999	8.0	9.5	8.9	8.9	9.3	8.4
5,000-9,999	5.6	5.3	5.7	5.6	5.6	4.3
10,000-14,999	1.9	1.5	1.6	1.0	0.7	0.5
15,000-24,999	3.0	4.2	4.8	3.6	4.4	4.8
25,000-49,999	4.1	3.3	4.3	4.1	3.7	3.8
50,000-99,999	3.0	3.5	3.2	3.4	3.2	3.3
100,000-249,999	3.2	3.5	3.4	3.4	2.7	2.8
250,000 and more	2.4	2.4	2.3	2.9	2.7	2.8
All sizes	100	100	100	100	100	100
Number of unions at end of year	462	453	438	414	407	393

Table 4 Trade unions—membership by size 1978-1983

Size	1978	1979	1980	1981	1982	1983
Under 100 members	0.0	0.0	0.0	0.0	0.0	0.0
100-499	0.3	0.2	0.2	0.2	0.2	0.2
500-999	0.3	0.3	0.2	0.3	0.3	0.2
1,000-2,499	0.8	0.7	0.7	0.7	0.7	0.8
2,500-4,999	1.0	1.2	1.1	1.0	1.1	1.0
5,000-9,999	1.3	1.2	1.3	1.3	1.3	1.0
10,000-14,999	0.9	0.6	0.6	0.4	0.4	0.2
15,000-24,999	2.0	2.7	3.0	2.9	3.1	3.5
25,000-49,999	5.4	4.2	5.6	5.0	4.7	4.8
50,000-99,999	7.2	7.6	7.9	7.9	8.4	8.5
100,000-249,999	17.3	18.0	19.4	17.9	16.1	16.6
250,000 and more	63.6	63.4	59.9	62.2	63.7	63.1
All sizes	100	100	100	100	100	100
Total membership at end of year (thousand)	13,112	13,289	12,947	12,106	11,593	11,338

Statutory list of trade unions

Lists of trade unions and employers' associations are maintained by the Certification Office for Trade Unions

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and Employers' Associations in accordance with Section 8 of the Trade Union and Labour Relations Act, 1974. To be entered in the statutory list of trade unions a body must satisfy the definition of Section 28 of the 1974 Act, the essential requirement being that it is an organisation of workers which has the regulation of relations between workers and employers as one of its principal purposes. The Certification Office also maintains records of other bodies which appear to satisfy the statutory definition of a trade union but which have not applied for entry in the list.

Whereas application for entry in the lists is entirely voluntary, all listed and unlisted trade unions and employers' associations (unless they consist wholly or mainly of representatives of constituent or affiliated organisations, or they have been in existence for less than 12 months) are required under Section 11 of the Trade Union and Labour Relations Act to submit annual returns, which include membership figures, to the Certification Officer. The Department, with the co-operation of the Certification Office, has been able to use this information about membership and thus avoid having a separate survey, except for those unions with their head office in Northern Ireland. Information in respect of those unions which, at the time of compiling the statistics, had not rendered returns for 1983 to the Certification Officer, and those which had no obligation to render such returns, was obtained by direct inquiry.

Further information about trade unions

The annual report of the Certification Officer was published in April 1984. It contains, inter alia, the names of those trade unions and employers' associations listed at December 1983, and a statistical summary of the annual returns of membership and finances submitted by both listed and unlisted bodies for the year 1982. Both the lists and the returns are open to public inspection at the Certification Office, 15-17 Ormond Yard, Duke of York Street, London SW1Y 6JT, and, in the case of organisations having their head office in Scotland, at the office of the Assistant Certification Officer for Scotland, 19 Heriot Row, Edinburgh EH3 6HT. A Directory of Employers' Associations, Trade Unions, Joint Organisations, etc, giving names, office addresses, telephone numbers, names of

Table 5 Trade unions—analysis by industry 1982-1983

Industry in which most members were deemed to be employed	Standard Industrial Classification (1980) (Division)	Membership (thousand)		Percentage change
		1982	1983	
Agriculture, forestry and fishing	0	0.5	0.4	-22.3
Energy and water supply	1	413	359	-13.1
Extraction of minerals and ores (not fuels); manufacture of metals, mineral products and chemicals	2	144	140	-2.4
Metal goods, engineering and vehicles	3	1,819	1,779	-2.2
Other manufacturing industries	4	686	713	+3.9
Construction	5	267	265	-0.6
Distribution, hotels and catering; repairs	6	460	445	-3.2
Transport and communication	7	742	701	-5.5
Banking, finance, insurance, business services and leasing	8	337	343	+1.8
National government	9	552	540	-2.2
Local government	9	1,521	1,562	+2.7
Education	9	745	726	-2.5
Medical/health	9	658	675	+2.5
Other	9	151	152	+1.0
Membership of unions covering several industries	—	3,097	2,937	-5.2

secretaries and other information is published by HMSO in the form of quarterly reprints (a fourth part of the whole), any four consecutive issues together comprising the complete Directory, in looseleaf form. ■

Economics of health and safety (continued from page 27)

unpromising circumstances, will be completely accidental.

How, then, to balance? The present techniques used by the HSE are flawed, not so much in principle, but in practice, and indeed, not through ignorance and incompetence, but because of resource constraints. Whenever a CBA is produced it is treated with caution simply because it will most likely be inaccurate or unhelpfully qualitative. But to improve our performance would require large sums of money; nationwide surveys and a vast expansion in the manpower of the Economics and Statistics Unit at the very least. The question arises, however, of whether in a future period of greater affluence the HSE would be advised to improve its CBAs or to move to a radically different method of providing social welfare optimisation.

Conclusion

In this discussion we have sought to examine objectively two basically antithetical views of how the "economics of health and safety" might be balanced. In both cases, we found that enormous practical difficulties severely lessened the attractiveness of the argument. It was suggested, moreover, that the HSE's approach to the problem of striking a balance, while entirely worthy in principle, is completely unsatisfactory in practice. Our implicit conclusion has been that little can be done to improve things without a far greater commitment of resources than is presently seen. But in order to justify such a commitment, we believe that a much more effective scheme will have to be developed. ■

QUESTIONS IN PARLIAMENT

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between December 10 and December 20 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.

Loan schemes

Mr Edward Leigh (Gainsborough and Horncastle) asked if the Government intended to expand the loan scheme available to individuals wishing to undergo industrial retraining.

Mr Leigh also asked the Secretary of State for Employment, how many individuals had applied for government retraining loans.

Mr Morrison: There is not at present a scheme of training loans which is open for applications. The Government intends to introduce an experimental pilot scheme in 1985-86, subject to the response to the recent consultation paper. Any decision to extend or expand the scheme would be taken in the light of the outcome of this experiment.

(December 10)

The principal change in the Rules will be to allow industrial tribunals to issue some written decisions in summary form, thus saving tribunal time, accelerating tribunal procedures and reducing legalism. However, this revised procedure will not apply where one of the parties to a case requests a full decision and in certain types of case specified in the Rules such as those involving sex or race discrimination. In those cases, full decisions will continue to be provided as now.

The opportunity will also be taken to make certain minor technical amendments to the Rules that experience has shown to be desirable and to consolidate the Rules on the procedure to be adopted in equal value cases.

(December 19)

A young person completing a TVEI course would be aged 18 and therefore generally not eligible for the Youth Training Scheme which, apart from some limited exceptions, is open only to 16-year-old school leavers and unemployed 17-year-old school leavers.

Many young people having gained basic work skills either within the educational system or through YTS, would go on to specific skills training, for which employers have the prime responsibility.

(December 20)

Tobacco index

Mr K Harvey Proctor (Billericay) asked the Secretary of State for Employment, if he would set out in the Official Report for each of the last ten years a table showing the tobacco index, the all items index and the percentage amount by which cigarette prices had been increased above the general rate of inflation; and if he would make a statement.

Mr Clark: The information is as follows:

Department of Employment Ministers

Secretary of State: Tom King

Minister of State: Peter Morrison

Parliamentary Under-Secretaries of State: Alan Clark
Peter Bottomley

	Retail prices index (January 1974=100)		Differential increase in price of cigarettes
	Tobacco*	All items	
Jan 1974	100.0	100.0	—
Jan 1975	124.0	119.9	3.6
Jan 1976	162.6	147.9	7.7
Jan 1977	193.2	172.4	2.3
Jan 1978	222.8	189.5	5.6
Jan 1979	231.5	207.2	-5.4
Jan 1980	269.7	245.3	-1.5
Jan 1981	296.6	277.3	-3.0
Jan 1982	392.1	310.6	20.4
Jan 1983	426.2	325.9	3.6
Jan 1984	450.8	342.6	0.6
Oct 1984	504.0	357.7	3.3

* Includes other tobacco products in addition to cigarettes.
† Percentage amount by which the increase for cigarettes since previous January exceeds that for 'all items'.

The suggestion has been made from time to time that cigarettes should be excluded from the index but a fundamental principle of its construction is that the coverage includes the whole range of goods and services on which households spend money. This principle has been followed since the inception of the index in 1947, and follows the recommendations of the Retail Prices Index Advisory Committee. We accept that recommendation.

(December 19)

Adult training

Mr Tony Baldry (Banbury) asked what was the role of Area Manpower Boards in relation to the adult training strategy.

Mr Morrison: Local responsiveness to training needs is central to the adult training strategy. Area Manpower Boards have an important role to play in giving strategic advice to the Manpower Services Commission on adult training needs in their area, and their members can individually and collectively play a valuable part in the national adult training campaign which was launched last month with the aim of raising awareness about the importance of adult training.

(December 20)

Industrial tribunals

Mr Tom Sackville (Bolton West) asked the Secretary of State for Employment, whether he had any plans to change the Rules of Procedure under which the industrial tribunals operate; and if he would make a statement.

Mr Bottomley: Yes. Regulations containing revised Rules of Procedure will be laid before both Houses of Parliament early in 1985, to come into operation on March 1, 1985.

School leavers

Mr Tony Baldry (Banbury) asked what type of youth training scheme provision it was intended to make for school leavers who had completed a Technical and Vocational Education Initiative course.

Mr Morrison: The Technical and Vocational Education Initiative comprises individual pilot projects, the first of which began in September 1983, run by Local Education Authorities. Each provides four-year programmes, starting at age 14, of general, technical and vocational education.



Hazardous chemicals

Mr David Young (Bolton South East) asked would Her Majesty's Government seek to negotiate an international convention on the manufacture of hazardous chemicals.

Mr Bottomley: The manufacture of hazardous chemicals is already subject to extensive controls in the United Kingdom in respect of potential health hazards and risks to safety.

My right hon Friend will this month be laying before the House the Control of Industrial Major Accident Hazard Regulations implementing the European Community Directive on major accident hazards. Aside from this Directive, there are other international instruments relevant to the subject of hazardous substances. The Government will be ready to join in discussion of any proposals for further instruments prepared by the international agencies concerned.

In addition, the knowledge and expertise of the Health and Safety Executive is readily available to other countries who may wish to take advantage of it.

(December 13)

Tourism

Mr Michael Hirst (Strathkelvin and Bearsden) asked the Secretary of State for Employment, if he would change the presentation of classes of employment in Employment Gazette in order to show the number of people employed in tourism.

Mr Clark: Estimates of the numbers of employees working in the industries which are most clearly related to tourism in Great Britain were given in the article on "Overseas travel and tourism" published in *British business* on November 9, 1984 and will be updated quarterly. The figures are also regularly published in *Employment Gazette* and relate to total employment in the hotel and catering trades; in libraries, museums, art galleries, etc; and in sports and other recreational services. There are also many other industries which serve tourists such as retail distribution, transport, banking, etc. Few of these industries are wholly devoted to tourism. It is not possible to distinguish that part of employment in these industries which is generated by tourism from other employment because businesses do not keep detailed records of the type of their customers. Nor would it be feasible to collect on a regular basis from tourists a detailed breakdown of their expenditure in these industries. It is therefore not possible to collect and publish accurate statistics of employment in tourism on an annual basis.

However, the most reliable indication of trends is provided by the statistics now published in *British business* which shows quarterly employment in the industries most heavily dependent on tourism.

Separate figures for England for the industries which are most clearly related to tourism are only available when the detailed Census of Employment is carried out. Figures for September 1981 were published in the supplement to the December 1983 issue of *Employment Gazette*. Figures for September 1984 will be published in due course.

(December 14)

Engineering apprentices

Mr Terry Lewis (Worsley) asked the Secretary of State for Employment, what had been the number of new engineering apprenticeships: (a) starting and (b) completed as a result of the work of the Engineering Industries Training Board in each of the latest two years for which data was available.

Mr Morrison: The Engineering Industry Training Board reports that it was notified of 10,857 new registrations for craft and technician apprenticeships for the year ended March 31, 1983, and 8,911 for the year ended March 31, 1984.

The Board issued 13,137 certificates of craftsmanship to apprentices completing a second training module in the year ended March 31, 1983 and 11,919 certificates in the year ended March 31, 1984.

The number entering traditional apprenticeships will increasingly become irrelevant as a measure of the amount of skill training being undertaken in industry, due to the reform of existing training arrangements and public funding of first-year training under the Youth Training Scheme.

(December 13)

Training grants

Mr Michael Latham (Rutland and Melton) asked whether the Manpower Services Commission had any proposals currently under consideration to disqualify companies employing over 200 people from any training grants; and whether he would make a statement.

Mr Morrison: No such proposals are under consideration. The Manpower Services Commission has a number of schemes that are directly aimed at assisting the creation and growth of new firms and therefore

assist only small firms. While there are not any grant schemes that disqualify companies of a particular size, there are conditions in a number of schemes that give priority to small firms.

(December 18)

Mr Michael Latham (Rutland and Melton) asked whether Manpower Services Commission Area Boards had introduced arrangements to pay grants direct to individual firms, thereby bypassing industrial training associations; and whether he would discuss with the chairman whether the practice should continue.

Mr Morrison: As set out in the White Paper, *Training for jobs* (Cmnd 9135), the adult training strategy aims to improve and strengthen opportunities for meeting the needs of local industry and commerce. This will include provision of publicly funded local training grants available via Manpower Services Commission Area Offices. A limited number of pilot schemes are being run in the 1984-85 financial year.

Grant schemes which meet nationally identified priorities, such as computer and other priority skills training, continue to be available to employers through industry training organisations. In cases where companies approaching Manpower Services Commission Area Offices for local grant aid appear eligible for such national grants, they are first invited to contact the appropriate industry training organisation.

(December 18)

Labour Force Survey

Mr Nigel Forman (Carshalton and Wallington) asked the Secretary of State for Employment, how many of the long-term unemployed, that was those out of work for one year or longer, had no formal qualifications; and what had been the comparable figures for 1974 and 1979.

Mr Clark: Results from the 1983 Labour Force Survey indicate that in the second quarter of 1983 there were 1,213,000 persons in Great Britain aged 16-59 without a job who were looking for work in the week before the survey and had been seeking for more than a year. Of these 726,000 had no educational or vocational qualifications. The corresponding figures from the 1979 survey were 288,000 and 207,000 respectively. There was no Labour Force Survey in 1974.

(December 17)

QUESTIONS IN PARLIAMENT

Employment topics

Disabled jobseekers

Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. Those eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind which would otherwise be suited to their age, experience and qualifications.

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

Returns of disabled jobseekers—Jobcentres (November 1984)*

Registered for employment at November 30, 1984	83,161
Employment registrations taken from November 2, 1984 to November 30, 1984	6,596
Placed into employment by jobcentre advisory service November 2, 1984 to November 30, 1984	3,223

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

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

Great Britain	Disabled people			
	Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions	
	Registered disabled	Un-registered disabled	Registered disabled	Un-registered disabled
1983 Sep of whom unemployed	64.6	105.7	7.5	4.7
Dec of whom unemployed	56.7	91.0	6.6	3.9
1984 Mar of whom unemployed	49.7	76.5	5.9	3.2
1984 Jun of whom unemployed	42.4	67.2	5.7	3.0
1984 Sep of whom unemployed	37.4	55.8	5.1	2.5
1984 Dec of whom unemployed	38.0	61.3	5.4	3.3
1985 Mar of whom unemployed	33.5	51.2	4.9	2.8
1985 Jun of whom unemployed	34.6	59.6	5.1	2.9
1985 Sep of whom unemployed	30.6	49.4	4.6	2.4

Redundancy fund

During the period July 1 to September 30 (inclusive) 105,991 employees (including Government staff) received Statutory redundancy payments amounting to £158.3 million. Of this amount £85.1 million (nett of rebate) was paid by employers and the balance of £73.2 million was paid from the Redundancy Fund. The Fund is financed

by contributions from employers and employees. Analysis of the figures for all payments made during the quarter shows that industries in which the highest redundancies were recorded (figures to the nearest 100) were construction (11,700), retail distribution (10,300) and mechanical engineering (8,700).

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

Freight containers

Regulations to implement the International Convention for Safe Containers came into effect on January 1.

The Regulations, which apply to freight containers in domestic as well as international use, require:

- that all containers are approved as being of suitable design and construction;
- that they are fitted with a safety approval plate as evidence of approval;
- that they are maintained in a safe condition;
- that they are examined routinely in order to verify maintenance;
- that any gross weight markings on the container are consistent with the maximum operating gross weight shown on the safety approval plate.

The approval of containers is being carried out in Great Britain by a small number of organisations appointed by the Health and Safety Executive for this purpose. The booklet *Arrangements in Great Britain for the approval of containers* explains the conditions that appointed organisations are expected to meet, the methods by which manufacturers and owners may make application for the approval of containers and the procedure to be adopted by the appointed organisations in considering applications.

It is available, free of charge from the Health and Safety Executive, Section SPISD A1, 1 Chepstow Place, London W2 4TF.

IMS work

Some 42 firms commissioned work from the Institute of Manpower Studies in the past year and, according to the IMS's annual report, work is in progress that will ensure that research on employment policy, on education and training and on the labour market will in future be fed more quickly and effectively into its advice-giving activities and its conference programme. The effort devoted to advisory work has already been increased by recruitment and by drawing on the expertise of staff working on other programmes.

Rather than, as in the past, being asked to provide a personal service to help create competence in manpower management in a member organisation, the IMS is increasingly being asked to be fully responsible for carrying through extended studies, or to provide long-term support. This has been especially evident in its work with public sector organisations.

Although the IMS's income from projects, contracts and so on dropped by £24,000 in the year to July 31, 1984, this was more than counterbalanced by the £28,000 rise in subscription and investment income. However, as expenditure rose by £66,000, the Institute suffered an excess of expenditure over income for the first time since 1979-80. The largest source of funding was in respect of projects paid for by Government departments and agencies (40 per cent), with members' subscriptions supplying another 23 per cent of the total £982,000.

Redundancies: advance notifications

The numbers of impending redundancies notified to the Department of Employment under the redundancy handling provisions of the Employment Protection Act 1975 in the last six months are given in the table.

However, some notified redundancies do not take place and there

is no statutory requirement to notify withdrawals. A better measure of redundancies involving ten or more employees actually due to occur is provided by Manpower Services Commission reports. (See "Confirmed Redundancies"—table 2-20 Labour Market Data.)

1984

Jul	37,214
Aug	28,575
Sep	28,629
Oct	33,672
Nov	33,658
Dec	20,201

Notes: Section 100 of the Employment Protection Act 1975 requires employers to notify the Secretary of State of impending redundancies involving ten or more employees within certain time limits. A more detailed description of statutory notification figures is given in an article on page 245 in the June 1983 issue of *Employment Gazette*.

Youth Training Scheme

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

YTS planned entrants were based on assumptions about:

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

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

Between the beginning of April and the end of November, there were 327,304 entrants to YTS of whom 242,814 had entered Mode A schemes.

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

There were 311,727 young people in training at the end of November, a decrease of 4,404 since the end of October. Of those in training, 234,913 (75 per cent) were on Mode A schemes.

Region	Planned entrants April 1984–March 1985	Entrants to training April 1984–Nov 1984	In training at Nov 30, 1984
Scotland	42,440	28,981	33,524
Northern	27,133	24,004	21,177
North West	59,208	52,098	46,883
Yorks & Humberside	40,268	35,859	32,812
Midlands	82,774	69,536	64,579
Wales	23,453	20,304	19,436
South West	31,192	24,965	23,562
South East	68,700	52,038	49,601
London	29,392	19,519	20,153
Great Britain	404,560	327,304	311,727

College/employer links

□ Good progress is being made in the college/employer links project, Sir Keith Joseph, Secretary of State for Education and Science, told the House of Commons.

"Project directors, supported by local steering committees of employer, college and other interests, are at work in the eight local education authority areas invited to participate in the project—Birmingham, Bradford, Cleveland, Ealing, Hertfordshire, Lancashire, Leeds and Wiltshire.

"Their inquiries of employers and colleges in their area about the effectiveness of links and the appropriateness of college courses to employers' needs are continuing, but a number of key issues have been identified; for example, the problems in serving small businesses; successful integration of in-house company training and college provision, both college-based and "in-plant"; the effectiveness of

the advisory machinery in colleges and of employer input and appraisal of courses at both college and LEA level; and staff development needs in colleges and the contribution employers can make to meeting these.

"In most areas it has been agreed that the studies should concentrate on particular subject areas (examples are engineering, electronics, textiles, information technology, hotel and catering, robotics) and/or particular colleges in the project area. Close contact is being maintained with related initiatives sponsored by the Department and the Manpower Services Commission, particularly in the field of post-experience vocational education and training.

"Interim reports are expected by about Easter and final reports by about the end of next year. The Department will then consider what action may be required to extend good practice."

Forthcoming statistical articles

The February issue of *Employment Gazette* will include an article on the following:

- **Earnings and hours of manual workers in October 1984**
This article will present and comment upon results of the October 1984 survey of the earnings and hours of manual workers in the production, transport and communications industries in the United Kingdom.

Women managers

□ Being a woman and being a manager is a combination that is examined, both from the point of view of the woman and from that of the organisation for which she works, in *Women in management* edited by Dr Cary L Cooper and Dr Marilyn J Davidson.

The book is split into three main sections. One deals with the current state of participation by women in the management of specific occupational sectors: television, radio, marketing and the service industries. This section covers such topics as recruitment practices, the proportion of female managers and the opportunities for career development.

Another section deals with companies' approaches to implementing equal opportunities and career development for women managers, including a chapter on what is happening in this field in the United States.

But the largest section of the book is devoted to a study of many of the individual issues and problems affecting women in management, often comparing their situation to that of their male counterparts. It looks, for instance, at assertiveness training, stress patterns, the role that unions can play, maternity leave, re-entry policies and general behaviour patterns.

Because the book is based on a conference, each chapter has been written by a different person and so, despite the editing, there tends to be a slight lack of continuity; rather, the book consists of a number of different essays (chapters) on separate aspects of the main theme. This also means that the writing style and general presentation of the subject vary somewhat from chapter to chapter. However, the very diversity of presentation does help to form a more complete picture of the issues under discussion than may, perhaps, have been obtained from a single author.

Women in management, price £12.95, is published by William Heinemann. ISBN 0 434 90262 4.

Public sector pay

□ An information resource centre on pay and conditions of the 100 plus bargaining groups in the public sector has been set up by Incomes Data Services. Called the Public Sector Unit, it will both provide access to the available information and also produce a series of publications on each of the major groups of employees.

The unit is staffed to answer inquiries and to carry out research projects on a fee-paying basis.

IDS has also just published the first of a series of *Public sector digests*—easy-to-read fact sheets with basic information on each of the major public sector bargaining groups. This first one is on the Electricity Supply Industrials NJIC.

Further details are available from Mr Geoff White, IDS Public Sector Unit, telephone: 01-637 5376/7.

Legal problems

□ It was in 1951 that The Industrial Society first published *Legal problems of employment* but it has now published a completely new edition, containing more than 200 legal questions and answers designed to help managers through the maze of employment law.

Individual chapters are devoted to the subjects of terms of service, industrial relations, statutory and other sick pay, health and safety, and sex and race discrimination. In addition there are answers to a host of other problems, ranging from children in canteens to gambling on company premises, employee loans and the use of guard dogs.

All the problems in the book are based on the experience of The Industrial Society's information desk, which handles thousands of inquiries every year.

Legal problems of employment is available from the publications department, The Industrial Society, Peter Runge House, 3 Carlton Terrace, London SW1Y 5DG, price £10. ISBN 0 85290 322 7.

Jobcentre plans

□ Proposals for developing the Jobcentre service (see *Employment Gazette*, November 1984, p 480) have been approved by a majority of the Manpower Services Commission and endorsed by the Secretary of State for Employment, Mr Tom King.

The TUC Commissioners supported some of the proposals, including the extension to the Jobcentre network and the greater use of new technology as and when proven. However, they were opposed to proceeding at the pace and in the way envisaged, and to endorsing staff cuts.

In summarising the MSC's position, its chairman, Mr Bryan Nicholson, said that in principle it welcomed new technology but it would not wish to see it supplant the important personal touch which Jobcentres brought to their job-broking role.

On the issue of manpower reductions, he said that the majority of Commissioners believed it would be right for "full and extensive progress reports" to be provided for Commissioners in the autumn of 1985 and of 1986; and for the views of Area Manpower Boards on the operation of the development proposals in practice, to be ascertained and reported to Commissioners as

part of the autumn 1986 progress report (when over a year of operational experience would be available to AMBs).

This, he claimed, would mean there would be planned reviews of progress and an external consultation which would go a good way toward allowing Commissioners with the greatest doubts and reservations about the proposals to monitor the situation closely and allow time for Commissioners to specify corrective action if need be.

He added that the TUC Commissioners were opposed to proceeding at this pace and in this way and to endorsing staff cuts. They believed that more testing and evaluation was needed before it could be asserted with reasonable confidence that services to both the ordinary and especially disadvantaged jobseekers would not be reduced as a result of these proposals.

They apprehended in particular a reduction of services to long-term unemployed and disabled jobseekers. On new technology, they would have preferred further testing and proving of the proposals. They did not believe the proposals were workable and considered further consultation essential to secure the support of the public and the staff.

Career guides

□ Four new *Working in . . .* booklets have been published by the Manpower Services Commission's Careers and Occupational Information Centre.

Based on first-hand interviews with people working in almost every section of these industries, the booklets aim to give a realistic and informed account of what they are like to work in. They highlight the personal and educational requirements for each job, describe the working conditions, and outline the training opportunities and career prospects.

Aimed primarily at people making their first career choice and those advising them, the books may also be useful to those already working within the field or considering a career change.

Working in hotels covers messengers to managers, chefs to receptionists, and includes issues such as unsocial hours, dealing with the public, wearing uniform, working under pressure and working in a seasonal industry. Advice on entry, training and career prospects is also given.

Working in catering describes the very different demands of working

in quality, popular or staff restaurants, fast food bars and hospital or public house catering. Trade terminology, such as "silver", "family" or "plated" service, is explained, as are the different roles of a commis chef, head waiter, chef de rang, chef de partie or garde manager. The booklet looks at the advantages and disadvantages of working in different types of catering, some of which may, for example, involve a great deal of contact with customers, as in pub catering, or very little, as in hospital catering. Interviews with chefs, waiters and restaurant managers provide an impression of working conditions, opportunities for career progression and entry requirements.

Working in leisure gives an idea of the career options available in the world of sport, the arts and entertainment. It looks at the opportunities available in the private, public and voluntary sector, and outlines the necessary qualifications, both formal and informal, as well as giving tips on gaining vital experience, necessary for taking the first step in a highly competitive area of work. Interviews and career case-studies include a disc jockey, swimming

coach, theatre publicity assistant, catering manageress and sports club manager.

Working in nursing looks at work on hospital wards, with mentally ill or handicapped people, in midwifery, health visiting, school and occupational nursing and family planning. It also surveys the personal qualities and qualifications needed, the working conditions, drawbacks and satisfactions of a nursing career, training opportunities, career prospects, and sources of further information.

Each booklet costs 99p, plus 30p postage and packing, and is available from the MSC, c/o Papworth Industries, Papworth Everard, Cambridge CB3 8RG. Orders for more than £10 are obtainable by invoice from COIC, MSC Moorfoot, Sheffield S1 4PQ.

Personnel administration

□ In the third edition, just published, of *Personnel administration and industrial relations* there is a completely new chapter on industrial relations legislation. Since the second edition was published in 1977 new laws have been passed which have a direct bearing on personnel management.

Other chapters have had new material added to them in the light of research findings, the development of new techniques and fresh ideas, and the creation of new institutions.

The book includes sections on recruitment, staff appraisal, training, remuneration, safety and conditions of employment. And the authors conclude that "whether or not the power and influence of trade unions grow again, there remains a massive challenge to personnel specialists to help employers find the means of sharing policy-making and management with employees, and trade unions where appropriate, in ways which help in the achievement of organisational objectives."

Personnel administration and industrial relations, third edition, by J Valerie Grant and Geoff Smith, price £9.95, is published by Longman. ISBN 0 582 49715 9.

Teacher supply

□ The Government has been urged to allow for a 49 per cent increase in training intake targets for primary school teachers between now and 1989.

In its latest advice to Education

Secretary, Sir Keith Joseph, and Welsh Secretary, Mr Nicholas Edwards, the Advisory Committee on the Supply and Education of Teachers (ACSET) has recommended that planned admissions to initial teacher training courses for primary teachers should be "built up as rapidly as is compatible with the staffing resources of institutions and the maintenance of high standards of provision and recruitment".

These recommendations are based on ACSET's own projections of the future demand for newly trained teachers, and its judgement of the staffing implications of the Government's education policies.

The committee also recommended that training intakes for secondary teachers should be increased from next year. After a dip in the late 1980s because of falling pupil numbers, ACSET believes that demand for secondary teachers will rise in the early 1990s. Much of the additional demand is likely to be met by an expansion of the Postgraduate Certificate in Education after 1989, but in certain subjects undergraduate training courses lasting three or four years make an essential contribution to supply. The Committee therefore has recommended that the expansion of intakes to these courses should begin in 1986, with planned admissions rising from just over 2,000 in 1985 to 2,775 in 1989.

● A new film to encourage more young people to consider primary school teaching as a career has been produced by the Department of Education and Science at a cost of £35,000. Entitled *A class of your own*, it features a group of young teachers talking about their jobs in their working environment—the primary school classroom and shows how teachers use particular techniques in teaching young children to think for themselves, and to work with others in solving problems.

It will be available on free loan to schools for showing to fifth and sixth formers who have an interest in teaching as a possible career.

At the launching of the film Education junior Minister, Mr Bob Dunn, said he wanted to ensure that there was a healthy level of competition for available teacher training places "so that the teaching profession recruits only those people who are well qualified, and suitably motivated for the demanding task of teaching".

He said: "The yearly decline in the numbers of pupils in primary schools, which we have seen for the last decade, is now coming to an end. On our present reckoning the annual number of new primary school teachers required in the late 1980s will be at least 2,000 higher than it is now."

Textile trade

Mr Paul Channon, Minister for Trade, has said that the Government would welcome the views of interested parties on the Silberston report on the Multi-Fibre Arrangement (MFA) before the Government takes a position on the future trade regime for textiles and clothing prior to negotiations in the EC and the GATT.

The report, by Prof Z A Silberston of Imperial College, London, was commissioned in July 1983 by the Department of Trade and Industry. It was published in December 1984.

Among its findings were that:

- Various approaches to assessing the effects of liberalisation of imports on employment in the UK industries show results ranging from a fall of 10,000 to a fall of nearly 50,000. This is in addition to a substantial fall expected even if MFA restrictions remain unchanged for the foreseeable future: "It is strongly emphasised that, on unchanged policies towards the MFA, Cambridge Econometrics are projecting a fall in employment in the two industries together of some 150,000 between 1983 and 1992."

- Even on the highest estimates (an additional loss of employment of nearly 50,000), the cost to consumers of protection amounts to over £10,000 per job at 1982 prices. This is more than average earnings or value added per head in the industries. Thus, in principle, it would be possible to compensate displaced workers, though this would be difficult in practice. Foreign exporters to this country receive over £300 million a year—a transfer of income from the UK—as a result of the higher prices their exporters can charge. Other benefits from protection go in the form of higher profits to the UK industries which permit higher output than would otherwise be possible.

- Liberalisation would lead to a lower exchange rate, making other UK industries more competitive. The additional loss of employment in textiles and clothing would probably be more than offset by an increase in employment elsewhere, though this may not help many of those losing employment in the textile and clothing industries.

IPM publications

Three recent publications from the Institute of Personnel Management cover respectively the fields of equal pay laws, industrial relations management and staff appraisal.

Equal pay: the challenge of equal value warns that the equal value issue will challenge existing pay structures and job evaluation schemes as they have never been challenged before. It discusses possible effects on pay policies as well as providing a guide to the new legislation.

The first part of the book looks at the legal framework and historical background to the legislation. The second part deals with the implications and impact of the current equal pay laws, and includes a checklist against which employers can compare their job evaluation procedures and pay structures. The third part of the book explores this area further, pointing out many inherent weaknesses and statistical misconceptions which may have introduced unintentional sexual bias to evaluation schemes, and which may have to be reviewed in the light of the new laws.

A textbook of industrial relations management by Prof George Thomason, former head of the department of industrial relations and management studies at University College, Cardiff, aims to describe the framework of industrial relations in this country: how it has evolved and how it operates.

Drawing on extensive source materials, it traces the development of current practices and closely examines the various bodies involved. It too is split into three main parts, the first part being concerned mainly with the State's use of legislation and government policy. Part two covers union, professional and employer bodies, voluntary collective bargaining and the structures that employers and employees have established to contain conflict over their respective objectives. The final part of the book studies the processes involved in collective bargaining and considers the problems faced by representatives during negotiations.

Staff appraisal attempts to present an analytical approach to the skills of staff appraisal and advocates training techniques to improve managers' abilities in this area. The book is a revised and updated edition of the earlier book of the same title.

Equal pay: the challenge of equal value by Deirdre Gill and Bernard Ungerson, price £4.30 (IPM members £3.51) ISBN 0 85292 343 0; *A textbook of industrial relations* by Prof George Thomason, price £16.55 (IPM members £13.56) ISBN 0 85292 302 3; and *Staff appraisal* by Gerry Randell, Peter Packard and John Slater, price £7.12 (IPM members £5.82) ISBN 0 85292 333 3 are all available from the Institute of Personnel Management, IPM House, Camp Road, Wimbledon, London SW19 4UW (all prices include postage and packing).

Electrical apparatus in flammable atmospheres

A completely revised list of electrical apparatus certified by the British Approvals Service for Electrical Equipment in Flammable Atmospheres (BASEEFA) has been published by the Health and Safety Executive. The computerised list containing over 350 pages and more than 4,000 entries has been published in a new format to make identification and selection of equipment for manufacturers and users.

It contains a brief description of

each apparatus grouped under apparatus type, along with the name and address of the manufacturer, the coding of the certified apparatus, the certification standard, the certificate or supplementary certificate numbers and dates of issue, together with the date of any current licence.

BASEEFA list 1984. Certified and approved electrical equipment, price £7 is available from the Health and Safety Executive Sales Point, Room 414, St Hugh's House, Stanley Precinct, Bootle. ISBN 0 7176 0211 7.

Fire training

Many hoteliers are breaking the law, according to the Hotel and Catering Industry Training Board. A survey published last year by the board indicated that 57 per cent of the hotels and guesthouses interviewed were not meeting one of the important provisions of the Fire Precautions Act 1971: the staff at these establishments had not had any fire training in the 12 months preceding the survey.

Practical help is now being provided to hoteliers and caterers in the form of two new fire training aids published by the HCTIB. They emphasise that fire training is not only required by law, but is essential to minimise personal injury and damage to property in the event of fire—over 20 fires occur every week in hotels and guesthouses in the UK.

The first of these new titles, *The fire programme*, price £75.80 is a ten-minute video programme featuring Mr John Dunn, a BBC Radio 2 presenter, and Mr Martin Chapman, a divisional fire officer. Through their discussion and the use of graphics, the dangers of fire and smoke are highlighted. The programme also deals with the causes of fire, fire prevention measures, evacuation procedures, fire hazards and what to do when a fire breaks out. Viewing of the programme, it is suggested, can be followed by an exercise in hazard spotting and a practical test of fire fighting and evacuation procedures. It is available in VHS, Betamax or Umatic formats.

Act quickly! Seconds count!—the second new HCTIB title—has been written as a fire handbook for hotel staff. It relies on visual impact (the book is illustrated throughout) and short, easily understood text to convey its messages. The HCTIB hopes that it will be issued to individual members of staff as part of their fire

training. A quantity discount scheme is intended to put this proposal within the budget of most hotels: 100 copies of the book cost £124.50, 50 copies £68, 20 copies £31.80, ten copies £16.70 and single copies £2.05 (these prices include postage).

Both titles are available from the HCTIB's publications office, PO Box 18, Wembley, Middlesex HA9 7AP.

Information technology courses

For those unemployed living in the Manchester area who started the New Year with a resolution to learn about information technology, free courses in the basics of micro-computers are scheduled to start up in many parts of the area during January and February. For those in employment there will be a minimal fee.

The courses are part of a Manpower Services Commission drive to raise the general public awareness of information technology. They will be held in the evenings and at weekends to make it as easy as possible for most people to be able to attend.

This is a pilot scheme and the public response will be monitored by the MSC to assess the real demand.

People interested in taking a course need not have any qualifications and will not be tested during or after the course.

Further information on the courses is available from Mr Richard Guy, MSC programme manager, telephone 061-236 7222, ext 317 or 318.

CASE STUDY

Retirement—the friendly approach

by Mrs S M Hughes, W H Smith and Son PLC

In 1973 an action plan was instigated by the director responsible for staff and training with the aim of recommending appropriate methods by which the company could enable its staff to prepare for retirement. The then head of welfare service contacted local authorities, hospitals, geriatric specialists and the Pre-Retirement Association with a view to compiling a paper including their suggestions and ideas. The main recommendation of the final paper was that the company should hold pre-retirement seminars covering the subjects of pensions, money management, health care and leisure interests.

W H Smith is fortunate in that it has a delightful location near Abingdon in Oxfordshire housing the personnel department and serving as a training college. It is an old Manor House to which has been added a

bedroom block of 72 rooms—an ideal location for the seminars. A decision was taken to hold the seminars, initially for staff retiring during the following calendar year, at weekends for two reasons. Firstly accommodation would be readily available and secondly it would make it easy for partners to accompany those staff approaching retirement.

Invitation

The seminars today are still held at the weekend, but staff are now invited two years before retirement. The company is circulated the previous year with a list of those whom Staff Department select as eligible, and line managers are invited to furnish additions and amendments.

Invitations go out (from the staff director) in the December with a questionnaire giving planned seminar dates, of which there are cur-

rently eight a year, and inviting two choices of dates. Staff are also asked whether they wish to bring a partner. When these have been returned lists are compiled to attempt to give everybody a date of their choice and keep the numbers consistent on all the seminars. Letters are then sent out allocating dates. Joining instructions are sent a month before the seminar. These include a guest list, programme, map and so on. A questionnaire is also enclosed asking for details of time of arrival, first name, interests, and expectations of the seminar.

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The style of the company seminar is social and friendly and includes all levels of staff. It is quite possible to have a senior grade manager next to a newspaper packer or a cash and wrap operator. The only area in which this mix produces problems can be finance; those with little money can get rather bored at being asked to sit through details of lucrative investments. However, it is felt that the advantages outweigh the disadvantages.

Staff are asked to arrive around noon on a Friday, but in practice they start to arrive at about 10.30 am. Everyone is greeted personally by me. Once they have established themselves in their bedrooms they are provided with coffee which progresses to sherry at 12.30. The reception continues until lunchtime at one o'clock. After lunch the delegates are assembled in the Conference Room and the seminar is opened by a director or senior manager. This is followed by administrative details and the seminar starts with the Post Office film *A time to look forward*.

First speaker

After a tea break the first speaker gives a talk on "The challenge of retirement". Last year we asked that this should include the topic of leisure interests. Baroness Phillips of Fulham, who is the president of the Pre-Retirement Association, often agrees to do this session. This is a particularly important session as it tends to "set the scene" for what follows.

A problem we tend to have with most speakers is that they persist in talking as though the men are the ones retiring when it is known that possibly three quarters of the staff at the seminar are women. It is accepted that their husbands will also have to retire but it is offensive for comments to recur about disturbing the life of the woman who has had the house to herself all day. It is now accepted that women may find adjustment to life without outside employment as, or more, difficult than men, particularly if they



have come to their job because of raising a family.

Participation

Normally there are discussions about health matters next, and a little participation is encouraged by the doctor who leads the session. Dinners on the seminar are of a high standard and wine is provided. I am certain that some of the most valuable information is gleaned from informal discussion and we try to encourage our speakers to stay for a meal, and thus be available for personal questions.

Following dinner there is an optional session usually led by our travel manager. He generally shows a film and outlines the reduced rate holidays available to those over 55 without time constraints.

Saturdays tend to be financially orientated beginning with a speaker from the DHSS who gives details of when and how to claim the state retirement pension, and the finer points of the "Earnings rule". As there tend to be large numbers of women present he also gives details of widows' pensions, and state pensions for women; he is very much in demand for private consultation.

The next session is given usually by the pensions manager to those delegates who are members of the Pension Trust. This speaker is with us all weekend and available for private sessions.

Prior to the seminar, booklets prepared by the financial speaker are sent out to enable those who so wish to study at leisure the information given. The speaker puts over his

subject in a light hearted way and includes advice on purchasing council homes as well as investment for gain. In other words he attempts to cover the interests of all those present. This talk is divided with a break for lunch and a drink.

Some discounts are available on insurances to members of staff and the next session outlines these and gives advice on various insurance related matters. The serious business of Saturday winds up with a talk on crime prevention, which is always very well received.

Social evening

Following this session there are a couple of free hours and dinner on Saturday nights is a formal affair with a table plan. VIPs are those with the longest service with the company—often over 50 years, and they are placed on the top table with the visiting director and his wife who are invited to be chief guests. This dinner is followed by a social evening with dancing, darts and so on and those approaching retirement generally appear to have more stamina than the hosts!

On Sunday morning some short video films are shown, which touch

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on most of the subjects covered in the seminar including whether or not to move home. The delegates are then divided into syndicates for an hour to exchange views and raise questions. After coffee a panel of two couples and a single person who have already retired from the company are available at the plenary session, to which all the groups bring their questions and comments.

We provide post-course reading in the form of the *Choice briefing file*, and this is a useful reference for those likely to use it. We also include *Your rights* and a wide range of free leaflets covering various subjects of interest during retirement.

The seminar winds up with information about the company's "Retired Staff Visiting Scheme" and other benefits. Following Sunday lunch they all disperse.

Important factor

The company feels enjoyment of the weekend is an important factor in encouraging a positive attitude to retirement. I think we have to accept that the best seminar will have only limited success in actually preparing everyone for retirement, which is after all a major change in one's life. Our objective can only be to make

those attending aware that planning is necessary and provide leads to sources of information to facilitate their planning. Post-course reading is provided in the form of the *Choice briefing file* and this is a useful reference for those likely to use it.

However, if committed to life planning then inevitably we must agree that planning for this major phase is essential, and that any caring employer will want to provide an opportunity for pre-retirement education for his staff. So can we break down the components that we feel make for a successful "Pre-Retirement Education Scheme"?

New phase

The objective of a pre-retirement seminar cannot be too ambitious as far as a company is concerned. If we alert our staff to the fact that retirement is a whole new phase for which planning is desirable and necessary, and provide them with certain basic information, we are doing quite well.

There must be very many ways that this can be achieved:

Method of achievement

Mix of people
Setting
Atmosphere
Content
Style
Handouts



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Mix of people

One of the problems with retirement is that most of us relate our importance in society to the job we do. If somebody asks me what I do I do not say: "I am a wife and mother of three" but I say: "I manage the Welfare Department of W H Smith". Because of the way we see our importance as being linked to our job, we may also see the fact of being retired as indicating that we are unimportant. This "crisis of status" needs to be faced ahead of the retirement date if it is not to lead to depression, and it is for this reason that we do not set managers aside on a different seminar. Once they are retired, they are all in the same situation. Having said that, we must accept that different financial circumstances lead to very different lifestyles.

The problems with this mix of people are that the more articulate might tend to unnerve the less articulate, and prevent full participation; there is also a problem with different information needs on the subject of finance. At W H Smith we feel the advantages outweigh the disadvantages, and plan to continue mixing all grades of staff.

Setting

Obviously it is very important to get the right setting for the seminar. The reasons why ours is ideal are varied; the grounds are beautiful and private, the bedroom facilities are excellent and those on a seminar can get together in the communal "brew up" room. We have an excellent domestic staff who really do look after our people very well and are interested in the success of the seminars. The standard of catering is extremely high, and we feel the provision of wine is very helpful to the general success of the seminar as it helps people to relax and share their views. The interchange of ideas in the bar, dining room and brew-up

➔ CASE STUDY

room is extremely fruitful. The constant availability of a welfare officer (who is a trained social worker) and the Pension Trust representative offer opportunities for private consultation.

Atmosphere

The atmosphere we try to create is as far as possible from the training courses which are normally held at Milton Hill. This is one of the reasons for them being run by welfare services rather than the training department. It is very important to make those attending feel that they, personally, are important and this can only be done by giving attention to detail. Nothing is more off-putting than to discover that one's name is missing from the bedroom list or the table plan! Careful administration, therefore, is required to create the right atmosphere. It is also important to arrange the seating in as informal a manner as possible. We have found people are not comfortable without a table to put their papers, ashtray, etc, on.

Because of the numbers we are having at each seminar we will have to introduce an extra seminar this year. In fact it is surprising how successful our seminars appear to be in spite of the large numbers attending. I suspect part of the reason for this is the individual attention always available from the Welfare Officer or the Pensions Trust representatives.

Content

There always seems to be discussion about whether health is more important than finance. It seems to me that before retirement people seem more concerned with finance, but once they are retired their pre-occupation shifts to health. The reason for this is obviously that by then they know exactly what their financial situation is and are learning to cope with it.

This seems to highlight the fact that accurate financial information needs to be provided at the seminar including a pension forecast with full commutation information. Clearly advice on the subject of money management and social security benefits entitlement is required also. However, the subject of health, both

physical and mental, also needs to be covered. We have a talk from a doctor, but it is geared towards health in later years, rather than illness. We also have a speaker who talks about the mental attitude under the heading "The challenge of retirement". We sometimes include a tape/slide presentation from the Sports Council about involvement with various physical activities.

Style

Our style is informal and sociable, which has resulted in a very high acceptance rate. We also invite partners to help in the general enjoyment and, more importantly, assist in planning. We also find that encouraging single ladies to bring partners means they are more likely both to attend and to benefit from the occasion.

Handouts

The *Choice briefing file* plus literature on all aspects of retirement is distributed—many of these leaflets are free. We are constantly on the look out for information which we can pass on.

Post-retirement care

While pre-retirement education is clearly a necessary service for a company to provide, even more important is the provision of an efficient post-retirement contact system.

W H Smith has a scheme using volunteer "young" retired staff to visit other retired staff in their own area. The scheme provides for two visits to be made annually, with extra visits in cases such as sickness. The visits are purely social and if problems appear to exist then the company welfare officer for that area is asked to call and give the appropriate care. The company has a benevolent fund for cases of financial need, and as the welfare officers are trained social workers they are familiar with all available forms of state aid and can make referrals where necessary.

We like to feel that the W H Smith "family" looks after its staff until they die, if they so wish. We ask everybody when they retire if they wish to be included in the scheme, and those who refuse are asked

again three years later. After that we leave them to ask us if they then wish to be included.

The volunteer visitors have to be carefully picked and we do tend to have a problem in the inner city areas as most staff who would care to be volunteer visitors, and who would be suitable, tend to move out of the cities on retirement. We aim to pick visitors who are sufficiently articulate to keep a conversation going and are also sympathetic personalities; we also have to consider the spouse of the person concerned as the visiting is usually done in pairs. Because we have many women who are visited, both retired staff and widows of retired and serving staff, we try to get couples to do the visiting. Some women do not like the idea of being visited by a man, although possibly some would love it!

The visitors are briefed on the details of the scheme before they start, and they submit reports on every visit. They either merely indicate that they have visited and when, or make a special report if action is required by Welfare Services. They get their mileage paid for and telephone rental and calls. They are also paid a small honorarium. Obviously they do a very valuable job for the company and every three years they get together for a weekend when problems can be shared and a good time is had by all.

I am sure this valuable scheme is going to continue as a means of caring for retired staff. ■

DE Research papers

The Department of Employment carries out a considerable programme of research, both internally and through external commissions with academic researchers and research institutes, on employment and industrial relations issues. The results of much of this research are published in the Department's Research Papers Series. A list of some publications expected in the next few months is given below.

Copies of research papers can be obtained, free of charge, on request from: Department of Employment, Research Administration, Steel House, 11 Tothill Street, London SW1H 9NF (telephone 01-213 4662). Papers will be sent as soon as they are available.

Employers' use of outwork: A study based on the 1980 Workplace Industrial Relations Survey
Dr C Hakim, Department of Employment and
Ms J Fields, Social and Community Planning
Research

An analysis of data on employers' use of outworkers collected in the 1980 Workplace Industrial Relations Survey, setting the results in the context of studies in the Department's research programme on homeworking.

Worker directors in private industry in Britain

B Towers, Dr E Chell and D Cox, University of Nottingham

Based on detailed case studies of seven organisations, this paper investigates the role, needs and problems of the worker director in private sector organisations and explores the relationship between the worker director and other participatory machinery within the same organisation.

Young women in atypical jobs

Dr G Breakwell, Nuffield College, Oxford

Information on the experiences of young women training to become engineering technicians has been collected. Their social characteristics, their relationships with supervisors and workmates, the nature of problems encountered and strategies adopted in coping with them are examined. An evaluation of the appropriateness of the training techniques used and a study of the women's employers' recruitment and selection policies are included.

Codetermination, Communication and Control in the Workplace: A study of participation in four midlands companies

Ray Loveridge, Paul Lloyd and Geoffrey Broad, Aston University Management Centre

The research paper reports on a study of the attitudes of shop-floor employees and management and on the role of stewards in four companies where participative initiatives had

been introduced alongside a traditional collective bargaining structure. The study examined the awareness of and commitment to the existing industrial relations arrangements and the impact on management and employees' frames of reference of the participative innovations.

Graduate Shortages in Science and Engineering

This paper reports the results of a survey, sponsored by the Departments of Employment and Education and Science, with shortages of graduate employees in science and engineering. The survey consisted of interviews with around 100 employers drawn from the full range of sizes and various activities. The report assesses the extent and reasons for shortages, and sets out the background to this part of the graduate labour market. The final chapter reports a follow-up telephone survey of these same companies some 12 months later in mid-1984.

Women's work histories: an analysis of the Women and Employment Survey

Dr S Dex, University of Keele

Analysis of the Women and Employment Survey was undertaken at the level of the individual to generate classifications of the variety of women's lifetime work history patterns. Disruptions to women's employment and the sequencing of their work and non work periods over the work cycle are described and the characteristics of women with different lifetime employment profiles are outlined.

Women and payment structures

F Wilkinson, Mrs C Craig, Mrs J Rubery and Mrs E Garnsey, Department of Applied Economics, University of Cambridge

This study, conducted in three localities amongst employers and employees in small establishments, examines the intra-organisational and extra-organisational factors that shape payment structures and compares the position of different groups of employees within them.