

# Employment Gazette

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# Contents

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**Cover picture**

The gap between the highest paid and lowest paid agricultural workers widened last year, according to latest Government estimates. Many farm employees continue to receive produce and housing as part of their earnings (see page 514).

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**EMPLOYMENT BRIEFS**

Code aims to curb "intolerant" union use of the closed shop	499
"Judge disabled people on their merits," urges Employment Secretary	500
New scheme aims to improve technical performance	501
Teenagers in training and job experience projects pioneer new £1bn scheme	502
"Computer count of jobless is more accurate and up-to-date," says Tebbit	503

**SPECIAL FEATURES**

Census of employment results for September 1981	504
Agricultural workers in Great Britain—earnings and hours	514
Pattern of household spending in 1981	521
Flows on and off the unemployment register	527
One parent families and employment	531

**QUESTIONS IN PARLIAMENT**

Statistics—Industrial tribunals—Training—European Social Fund—Community programme—Young people—Availability for work—Work permits—Child care—Professional people—Redundancy payment—Health and Safety—Careers service—Women's employment—Unfair dismissal—Trade unions—Job splitting	536
--	-----

**EMPLOYMENT TOPICS**

Asbestos licensing scheme—Disabled people—Coal mining fatalities in 1981—Redundancies: reported as due to occur—Job splitting—Labour force Survey—Chemical substances—Unfair dismissal cases in 1981	518
--	-----

**CASE STUDY**

Joint working parties: the ACAS experience	540
--	-----

**LABOUR MARKET DATA**

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

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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 not does it include any priced publications of the Department of Employment.

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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	PL619(rev)
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	PL708
8 Itemised pay statement	PL704
9 Guarantee payments	PL694(rev)
10 Employment rights on the transfer of an undertaking	PL699
11 Rules governing continuous employment and a week's pay	PL711
12 Time off for public duties	PL702
13 Unfairly dismissed?	PL712
14 Rights on termination of employment	PL707
15 Union secret ballots	PL701
16 Redundancy payments	PL713
Employment Acts 1980 and 1982—an outline	PL709
Compensation for certain closed shop dismissals between 1974 and 1980—a guide for applicants	PL697
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
Code of practice—picketing	
Code of practice—closed shop agreements and arrangements	

### Industrial tribunals

Industrial tribunals procedure—for those concerned in industrial tribunal proceedings	ITL1
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### Overseas workers

Employment of overseas workers in the UK from January 1, 1980 Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians	OW5(1981)
Employment in the United Kingdom A guide for workers from non-EC countries	OW17(1980)
Employment of overseas workers in the UK from January 1, 1980 Training and work experience schemes	OW21(1981)

### Employers and employees covered by Wages Councils

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

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The Truck Acts Describes the provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with the payment of wages	PL538
Payment of Wages Act 1960 Guide to the legislation on methods of payment of wages for manual workers (in particular those to whom the Truck Acts apply)	PL673

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Job Release Scheme For women aged 59, disabled men aged 60 to 64, and men aged 62 to 64	PL685
Young Workers Scheme Information for employers on a scheme to create more employment opportunities for young people	PL678(rev)
Job Splitting Scheme Details of a new scheme which helps employers to split existing jobs and open up more part-time jobs	PL698

### 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 Practical advice and help available for those in industry, commerce and the public services who want to improve the quality of working life	PL661
Work Research Unit—1981 Report of the Tripartite Steering Group on Job Satisfaction Meeting the challenge of change Guidelines for the successful implementation of changes in organisations	PL667
Meeting the challenge of change Summaries of case study reports produced as a result of monitoring change programmes in twelve British organisations	PL688

### Employment agencies

The Employment Agencies Act 1973 General guidance on the Act, and regulations for users of employment agency and employment business services	PL594(2nd rev)
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### Equal pay

Equal Pay A guide to the Equal Pay Act 1970	
Equal pay for women—what you should know about it	
Information for working women	PL573(rev)

### Race relations

The Race Relations Employment Advisory Service and the multi-racial workforce Background information about some immigrant groups in Britain	PL679
--	-------

### 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	PL694
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# EMPLOYMENT BRIEF

## Code aims to curb "intolerant" union use of the closed shop

### Individual rights to be strengthened

Employment Secretary Norman Tebbit has taken further action to curb what he described as the "intolerant" use of the closed shop by some union leaders.

He has published a revised draft Code of Practice which gives more protection for individuals who work in a closed shop.

Parliamentary approval for the new measure will be sought after January 31, 1983, to allow for consultation with unions and employers.

The present code clearly needed to be strengthened, Mr Tebbit said, when introducing the new draft recently, because "the closed shop is still causing substantial injustice to individuals."

"Some closed shops are being applied intolerantly and without regard to individual rights." As examples he cited dismissal cases by local authorities at Sandwell and Walsall.

Referring to the TUC's Day of Action in support of health service workers, he declared that some unions had "used the power of the closed shop to force their members to strike against their will and even unlawfully by the threat of expulsion from their union and a consequent loss of their jobs."

Mr Tebbit said that the 1982 Employment Act had gone a long way towards ending abuses of this sort and the new code supplemented the legislation in a number of important ways.

### Safeguards

In particular there would be safeguards for anyone who was intimidated by their trade union into taking part in industrial action against his will.

The code states for instance that a union should not discipline a member who refuses for whatever reason to take part in industrial action which has not been affirmed in a secret ballot, or if it is in breach of a procedure agreement or if there are reasonable grounds for believing it to be unlawful.

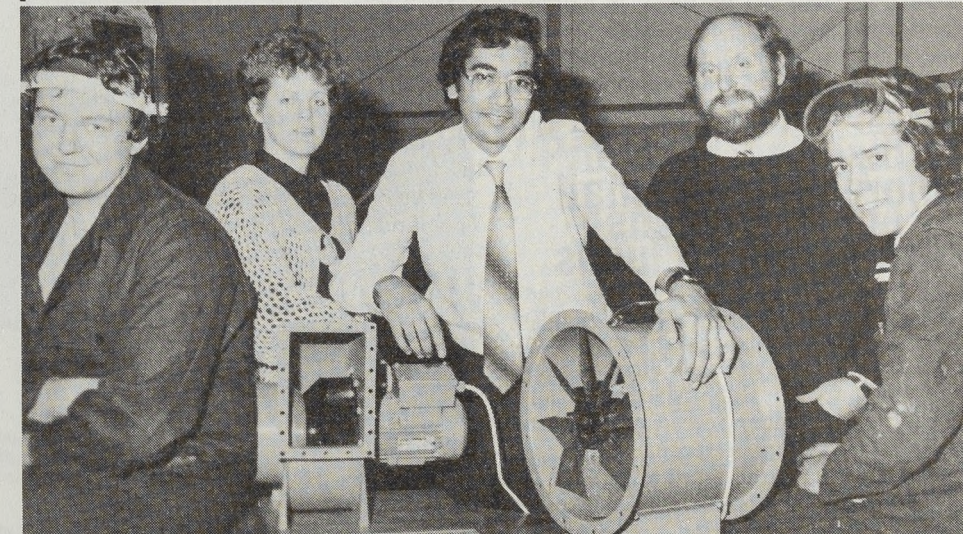
Mr Tebbit added: "Industrial tribunals will have to take this guidance into account wherever they consider it relevant."

"Once the new code is in force any employee who complains to a tribunal under the 1980 Act that he has been

unreasonably expelled from his union as a result of refusing to take industrial action is much more likely to win his case, especially if the strike is unlawful or if there has been no secret ballot."

Comments on the draft revision should be sent to Department of Employment (IRB 2), Caxton House, Tothill Street, London SW1H 9NF to arrive by January 31, 1983.

## TOPS scheme aids Whirlwind start



A new north east company has launched a fight-back against growing imports of ventilation equipment for industry—with help from the Manpower Services Commission.

Consett-based Whirlwind Fans aims to produce £100,000 worth of fans and extractors during its first year of operation.

The firm is run by Areef Abraham, 29 (centre above) who left a steady job with a major engineering company to start up his own business.

He took a course sponsored by the MSC under its Training Opportunities Scheme (TOPS). The course helps budding entrepreneurs avoid the pitfalls of setting up on their own.

Mr Abraham now has five employees at his new factory which was officially opened by Mr Peter Morrison, an employment minister, earlier this month.

## Computer help for Careers Service

The Government is to provide £1 million towards computers to help the Careers Service in its work on the new Youth Training Scheme.

Employment Secretary Norman Tebbit said that his Department in consultation with the Scottish and Welsh offices and with the Manpower Services Commission, would develop a standard programme for micro-computers by which the Careers Service would be able to maintain records of opportunities under the Youth Training Scheme, likely candidates, their replacement and progress under the scheme.

The Government will make £1 million available spread over the financial years 1983-84 and 1984-85 to local education authorities in Great Britain who are prepared to make matching contributions to the cost of installing micro-computers in Careers Offices for this programme.



**Limit raised on pay amount used for calculations**

The limit on the amount of a week's pay used for calculating redundancy payments, some unfair dismissal awards and insolvency payments are to be raised from £135 to £140 from February 1, 1983.

This is a result of Orders\* laid before Parliament by Mr Norman Tebbit, Secretary of State for Employment, following the annual review of a number of payments made under an employment protection Act.

The rise covers: redundancy payments; basic awards of compensation for unfair dismissal and the additional award for an employer's failure to comply with an order for reinstatement or re-engagement; and arrears of pay and similar payments under the insolvency provisions of the Act.

It is also proposed that the limit on the compensatory award for unfair dismissal, sex and racial discrimination will go up from £7,000 to £7,500.

Also on February 1, 1983 the limit on the statutory guarantee payment to workers on short time or temporary lay-off will be increased from £9.15 to £9.50 a day.

The Orders are subject to the approval of both Houses of Parliament.

\* 1) Employment Protection (Variation of Limits) (No 2) draft Order 1982. 2) Unfair Dismissal (Increase of Compensation Limit) (No 2) draft Order 1982.

**More help for small firms from EC funds**

Cheap EC loans, simpler tendering procedures for small firms seeking Government contracts and a new Small Firms Centre were announced by John MacGregor MP Parliamentary Under-Secretary of State for Industry during a recent debate on small business and the economy.

Mr MacGregor, who has special responsibilities for small firms, referred to arrangements currently being finalised to facilitate lending to small and medium-sized businesses in the UK from European funds available under the New Community Instrument.

He hoped that early 1983 would see the introduction of a new form of European Community loan finance for small and medium-size firms.



Sir Geoffrey Gilbertson (left), chairman of the awards scheme, with three of the winners, Mr J. K. Pattison, of J. H. Fenner & Co, Mr R. A. Lister, Gilby Engineering Co, and Mr G. Rowe, Jarrod & Sons.

**"Judge disabled people on their merits" urges Employment Secretary**

Employment Secretary Norman Tebbit, congratulated 101 "Fit for Work" Award winners in London recently and told them it made good sense to give disabled people the opportunity to demonstrate their worth. "They are not looking for favours or special privileges," he said, but the chance to be "judged on their merits".

Mr Tebbit said that all those employers who had competed for the 1982 Award had shown that they were committed to the idea of equal opportunities for disabled people. "We would like you to help us get this message across to other employers," he said.

As an example of what could be done Mr Tebbit referred to: an open-cast coal site in the north-east that employed disabled people in jobs such as rig-operator, time-keeper, bench-fitter and field foreman; a Cornish ship-repairers particularly good at retraining newly disabled employees; and an East End clothing firm that had taken a particularly enlightened and constructive approach towards the employment of people with psychiatric problems and

mental handicaps.

Mr Tebbit said: "All these examples come from parts of the country or of industry which have been particularly badly hit by the recession. I am heartened to see that high unemployment is not being used as an excuse to refuse disabled people jobs.

"The MSC's 'Fit for Work' campaign is part of an essential process of education and persuasion. It operates without threats of statutory penalties and without sentimental appeals to employers' social consciences. Its message is simple: employing disabled people, who can do the job, makes good sense. By helping a disabled person you help yourself."

**Minister opens IT centre in Bradford**

The establishment of Information Technology Centres was a prime example of the Government's commitment, alongside the £1 billion youth training scheme, towards bringing Britain's training arrangements into the 1980s, said Mr Michael Alison, Minister of State for Employment, recently when he opened the Bradford Information

Technology Centre.

Mr Alison referred to the misconception that new technology would lead to more unemployment and declared that it was not change which threatened jobs. It was the refusal to change which cost jobs, as had been seen so often in this country in the past.

**New scheme aims to improve technical performance**

A new initiative which aims to stimulate technical and vocational education for about 10,000 young people in England and Wales is to be introduced from September 1983.

The scheme is part of a drive to improve the performance in the development of new skills and technology. The Prime Minister has asked the Manpower Services Commission to develop the pilot scheme, which will be funded within existing public expenditure provisions, in association with local education authorities and industry.

The scheme will start with up to nine projects in England and one in Wales, each catering for perhaps 1,000 young persons on four year courses of technical, vocational and general education as well as work experience in skills ranging from manual trades to computer sciences.

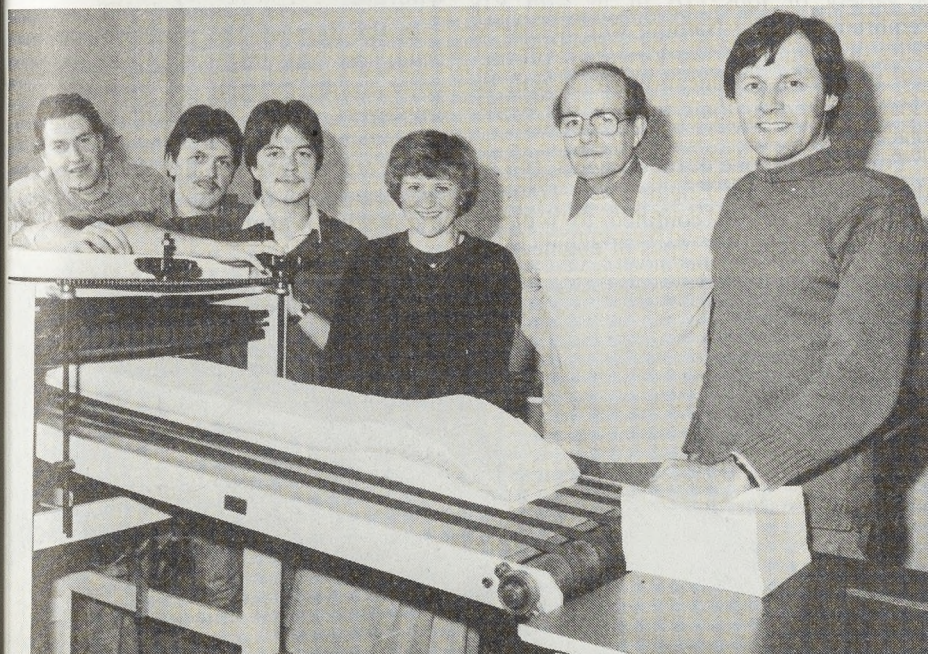
Welcoming the scheme, Employment Secretary Norman Tebbit said that the priority need for technical and vocational education was a common concern of all the parties involved—local education authorities, schools and colleges, industry and commerce, the Manpower Services Commission, parents and not least young people themselves.

He said the scheme followed on from the Government's White Paper on the New Training Initiative which referred to the importance in the last two years of compulsory education and the need for more vocationally-orientated courses for those

continuing full-time education past 16.

"We are seeking the establishment of a number of pilot projects in England and Wales in the provision of full-time integrated courses of technical and vocational education, starting at age 14, leading to recognised technical qualifications. If successful we would hope this would be developed from an occasional to a regular option. This will complement existing opportunities in full-time education and parallel the provision under the Youth Training Scheme next September for those leaving full-time education at 16."

**Stationery firm takes off**



A firm producing continuous computer stationery is now well-established in Consett thanks to Government grants and help from the Manpower Services Commission.

After nearly 20 years in the printing business, Jim Crowther (far right, above) and his ex-works colleague Raymond Mewse (next to him), decided to have a go at setting up their own business.

Mr Crowther attended a New Enterprise Programme course, under the MSC's Training Opportunities Scheme. After only a few months, their firm, Northumbria Computer Print, now has seven employees and a healthy order book with customers in the West Midlands, London and Scotland.

**Course is a step in the right direction**

Budding entrepreneurs who want to be their own boss can take a step in the right direction with the help of a new course from the Manpower Services Commission.

The MSC is launching a pilot programme in the North East specially to help unemployed people set up their own business. Under the Training Opportunities Scheme (TOPS), the MSC wants to encourage unemployed people who already have a basic skill to branch out and make a go of it on their own.

The "Skill into Business" course, pioneered by Durham University Business School, aims to sharpen an existing skill by intensive training geared to the needs of each individual course member. The skill, or hobby, can be anything from making pottery and repairing cars to producing home computer programmes for sale. This extra training will be provided through TOPS in the MSC's own skillcentres and colleges of further education in the area.

Course members will then come together at Darlington College of Technology for a series of modules on the practical side of becoming self-employed. They will examine in detail all the necessary ingredients which make up a successful small business.

**Proposal for flexible pension scheme**

The Social Services Select Committee has recommended a flexible pension scheme based on a new notional pension age of perhaps 63.

The report on the Age of Retirement emphasised that 63 was not a new common pension age and was not intended to have any connection with retirement. It was rather a necessary figure around which to construct a pension scheme.

Those who retired earlier or later would receive an appropriately adjusted pension.

The report said that the age could be raised in order to save money or lowered if further resources were to be found.

Third Reports from the Social Services Committee, Session 1981-82, Age of Retirement, Volume I Report £6, Volume II Minutes of Evidence and Appendices £14.80, HMSO.



### MSC appoints new executive

Mr Roger Dawe, the Manpower Services Commission's Director of Youth Training, has been appointed chief executive of the Commission's recently formed Training Division. He succeeds Mr A W Brown, who is moving to a post in the Department of Energy.

Mr Dawe's new post means that, following the merger of the msc's Special Programmes and Training Services Divisions, he will assume responsibility for both youth training—his present responsibility—and occupational training of adults.

Mr Dawe (41) will rank above under secretary and will have two under secretaries reporting to him, one responsible for youth training, the other for occupational training.

The two under secretaries will be Mr Kenneth Atkinson (51), who becomes Director of Youth Training, and Miss Jenny Bacon (37), director of occupational training.

### BT expansion will benefit employees

There will be advantages for over 250,000 people employed in British Telecom as a result of the Telecommunications Bill, Industry Secretary Patrick Jenkin declared recently.

The success of privately owned telephone companies had been demonstrated in the United States, where there had been a huge expansion in telephone networks and in the numbers employed by the telephone companies.

"The creation of a plc and its sale to the private sector will enable BT's employees to benefit from similar expansion of the business in which they work," he said.

The Minister stressed that recent claims about job losses were not based on any objective analysis and added that the pension rights of BT's pensioners and existing employees would be safeguarded.

Once 51 per cent of the shares had been sold to the public and it was free to borrow without Government limits, BT plc would be able to finance more of its investment from borrowing and not from day to day revenue, he said. Today's consumers would no longer have to pay high telephone bills to provide the extra revenue for tomorrow's investment.

### Teenagers in training and job experience projects pioneer new £1bn scheme

More than 700 young people are pioneering the Manpower Services Commission's new approach to youth training in pilot projects throughout Britain. They are helping the msc to test its £1bn Youth Training Scheme, which is due to become fully operational next September.

The 727 school leavers, who are undergoing training on six schemes in England, Scotland and Wales, will get the benefit of 12 months' high-quality training and work experience, providing a 'bridge' between school and work.

They are being sponsored by two major industrial concerns—GEC and ICI—a training association, an international firm of insurance brokers and two county councils.

#### Feature

The sponsors are "managing agents" for the projects, which all have union agreement. They are receiving £1,950 per trainee for the year and all are taking on at least three unemployed youngsters to every two trainees they normally recruit—a feature central to the success of the Youth Training Scheme.

The trainees will be taught a range of skills, including computer technology, as part of the Scheme's aim to equip them for a variety of jobs. To fit in with YTS requirements, the training will include at least three months' work-related, off-the-job training and education which will be closely linked to their time in the workplace.

For instance, one of the projects, run by the Foundry and Engineering Training Association, is not confined to foundry work, but teaches all types of engineering

training and office skills. Agricultural projects, run by Gwynedd and Nottinghamshire County Councils, include the teaching of welding and woodwork skills which could be applied outside farming.

The sponsors have drawn up standards at which the trainees should aim and will issue them with a certificate at the end of the year, showing what they have achieved.

Many of the sponsors plan to keep on some of the young people after the end of the YTS year for further training or a job. Some trainees will be able to progress straight into the second year of apprenticeship.

A number of the sponsors involved are already making plans to reform their existing training system, moving towards a broader-based training and education involving the achievement of recognised standards.

#### Operate

In this respect, the pilot projects illustrate how YTS might operate, and also serve as an example of how the msc, employers, unions and training organisations might work towards the broader aims of the msc's New Training Initiative, with its emphasis on reorganising skills training and making it available to a wider section of people.



Unemployed teenagers listen to an instructor on the msc's new youth training scheme at ICI Wilton on teesside.

### Increased payments to dust victims soon

Increased compensation is to be paid to sufferers of dust related diseases who cannot claim compensation through the courts because their former employers are no longer in business.

Draft regulations laid before Parliament recently will increase by 40 per cent payments made under the Pneumoconiosis etc (Workers' Compensation) Act 1979. The new scale of payments will apply to those who first become entitled to a payment on or after January 1, 1983. The increases will restore the payments to their original value.

Payments under these regulations range from £1,015 for those first diagnosed as 10 per cent disabled at age 77 or over, to £20,000 or more for a small number first diagnosed with a high percentage disability under the age of 50. The original regulations will continue to apply to those who first become entitled to a payment before January 1, 1983.

The Act provides for lump-sum payments to sufferers from certain dust diseases. The industries primarily concerned are cotton, potteries, slate quarrying and foundries or those working with asbestos. Payments may also be made to certain dependants of sufferers who have died.

### Trades unions urged to change

The most depressing aspect of the trade unions' attitude to industrial relations reform is their refusal even to consider the need for change, Mr David Waddington, Parliamentary Under Secretary of State for Employment said recently at an Industrial Society conference in London.

There was a growing agreement in the country that trade unions ought to become far more democratic in the way they were run, he declared. Many still failed to consult their members directly through the ballot box even on the most major decisions such as the election of their own leaders. Moreover it now seemed certain that the problem would not be solved by voluntary means alone.

### "Computer count of jobless is more accurate and up-to-date" says Tebbit

A computerised system of calculating the unemployment figures has replaced the old method of counting people who registered at Jobcentres. The figures are now based on computer records of those who claim at unemployment benefit offices.

Employment Secretary Norman Tebbit, announcing the new system recently said that the figures were more accurate because they were based on a computer rather than a manual count and because they gave a more up-to-date picture of unemployment on the day of the count.

#### Register

Under the new count, the trend in unemployment is similar to that in the old but the level is lower. This is partly because it excludes people who register as unemployed but do not claim benefit and also because benefit offices generally find out more quickly than Jobcentres when people find work. Against this, severely disabled unemployed people are now included.

The first computerised figures to be published showed a reduction of 246,000 in unemployment for October. This was said to be an exceptionally large difference compared with those in previous months when the system was being tested. Nearly half the difference in October was attributed to the result of a more accurate count.

In the summer when the new count excludes new school leavers who are not entitled to a benefit, a separate count of these will be made in June, July and August.

A description of the data now available, the effect of changing the system and an explanation of how past series on the new basis has been estimated appear on page S20.

### Project will improve Thames towpath

A project to improve sections of a riverside walk on the south bank of the Thames was one of the first schemes to be set up under the Government's new Community Programme.

Thames Heritage Trust is sponsoring the project which will improve a walk between Beverley Brook and Mortlake. It provides 13 full-time and 21 part-time jobs for long term unemployed people.

Michael Alison, an Employment Minister, who visited the scheme recently said he was encouraged by what he had seen. Newspaper reports that the Community Programme was in trouble were wrong.



Picture: Richmond and Twickenham Times.

Minister Michael Alison lends a hand with the wheelbarrow on the towpath.

where the target was 17,000, and 12,000 places were already secured. Several other areas were similarly placed.

The Community Programme will provide up to 130,000 places for long-term unemployed people a year on projects which undertake work of benefit to local communities which would not otherwise be done.

#### Proposals

The facts were, he declared, that over 4,000 places had already been approved, many local authorities and voluntary organisations were developing proposals with the Manpower Services Commission and demand from sponsors for places was so high that if all the projects were mounted now the whole year's supply would be used up.

He said that in North Lancashire and Cumbria where the msc aim to have 11,000 places by September 1983, they already had commitments of more than 10,000. Another example was the West Midlands





## Census of employment results for September 1981

This article gives the first results of the September 1981 census of employment, showing the numbers of male and female, full-time and part-time employees in particular industries and regions in Great Britain.

□ First results now available from the census of employment, relating to September 1981, show that there were 21,148,000 employees in employment, compared with 22,274,000 in June 1978 when the previous census of employment was taken. The fall in the three years was 1,126,000, the main reductions being in manufacturing industry, with a fall of 1,193,000 and in construction, down by 135,000, with service industries showing a modest rise, of 214,000.

Reflecting this industry pattern, there was a greater fall in the number of male employees, down by 965,000, than in female employees, which were lower by 161,000. The number of female employees working full time was 232,000 lower but this was partly offset by an increase of 71,000 in part time female workers, because of the opportunities in the service industries.

The overall reduction shown by the censuses between 1978 and 1981, of 1,126,000 was some 538,000 less than that in the quarterly employment series published in *Employment Gazette*. The latter are calculated by projecting forward from the previous census using information

from a sample of firms and some deviation must be expected between censuses, one of the main purposes of which is to provide a periodic check of the position on a comprehensive basis.

Whilst the information from the sample of firms used in the quarterly estimates provides a good guide to trends in employment in existing businesses, it is unable to provide a comprehensive measure either of firms going out of business or of new businesses becoming established. This is particularly significant in the service industries where changes of this kind are numerous and often involve small firms; it is in these sectors where the main divergence between the census and the quarterly series has occurred. Also, associated with this, about half of the divergence was in part-time female employees.

About one-third of the divergence in the service industries was in the distributive trades where employment proved to be virtually unchanged over the three years instead of falling by about 150,000 as estimated in the quarterly series. Much of the remaining divergence was in insurance and banking and in miscellaneous

Table 1 Employees in employment

Great Britain	Thousand		
	Census 1981	Census 1978	Change
<b>All industries and services<sup>††</sup></b>			
Male and female	21,148	22,274	-1,126
Male	12,135	13,100	-965
Female	9,013	9,173	-161
Full-time	5,254	5,486	-232
Part-time	3,759	3,688	71
<b>Manufacturing industries</b>			
Male and female	5,924	7,117	-1,193
Male	4,237	5,032	-795
Female	1,687	2,085	-398
Full-time	1,318	1,604	-286
Part-time	369	480	-111
<b>Service industries<sup>††</sup></b>			
Male and female	13,091	12,878	214
Male	6,058	6,070	-12
Female	7,033	6,808	225
Full-time	3,740	3,691	49
Part-time	3,294	3,117	177

See notes to tables beneath.

services where the census recorded increases in employment of 128,000 and 169,000 respectively, compared with relatively little change shown in the quarterly series.

In manufacturing industries as a whole there was little divergence, a decline of 17 per cent in the number of employees between the two census dates, estimated in the quarterly series, being confirmed in the census results. Some differences do emerge, however, if detailed industry figures are examined. In particular an increase of around 33,000 employees in computers and electronics, MLH's 366 and 367, was identified in the census whereas the sample surveys, used for the quarterly series, identified an increase of under 5,000, again reflecting that it has not been practicable to pick up new firms in these surveys. In textiles the fall in employment was understated by the surveys; in engineering the fall was overstated.

In the regional figures, the difference between the census results and the quarterly estimates is greatest for

Table 2 Comparison between census and quarterly series changes

Great Britain	Thousand	
	Change 1978 to 1981	
	Census <sup>††</sup>	Quarterly series
<b>All industries and services<sup>††</sup></b>		
Male and female	-1,126	-1,664
Male	-965	-1,169
Female	-161	-496
Full-time	-232	-311
Part-time	71	-184
<b>Manufacturing industries</b>		
Male and female	-1,193	-1,245
Male	-795	-816
Female	-398	-429
Full-time	-286	-302
Part-time	-111	-128
<b>Service industries<sup>††</sup></b>		
Male and female	214	-252
Male	-12	-185
Female	225	-67
Full-time	49	-12
Part-time	177	-54

See notes to tables opposite.

the South East region excluding London. In this region the quarterly estimates for manufacturing industries indicated a fall in employment of 158,000 between June 1978 and September 1981 whereas the census indicated a fall of 101,000. In the service industries the quarterly estimates showed virtually no change over the period against an increase of 132,000 indicated by the census.

Summary results from the census are shown in table 1; changes in employment between 1978 and 1981 from the census are compared with the quarterly survey estimates in table 2. Results for broad industry groups, based on Orders of the 1968 Standard Industrial Classification, are shown in table 3. Figures for regional employment are given in table 4. Table 5 gives numbers of male, female, full-time and part-time employees in September 1981 by Minimum List Headings of the sic and table 6 changes from June 1978 for industry groups. Further results, mainly for industries within regions and the United Kingdom will be published in the February 1983 issue of *Employment Gazette*.

These first census results have been produced in just over a year from the census date by the adoption of new procedures. In particular for some 875,000 mainly small and new employers the first results have been based on figures from a sample of just under 10 per cent. Figures reported by these sample employers have been scaled up to represent the total numbers employed in these firms. The remaining returns not in the sample are now being processed and will be used to produce later results, in particular the detailed local area figures analysed by industry which are expected to be available before the end of 1983.

### Notes to tables

- (1) Because the figures have been rounded independently, rounded totals may differ from the sum of the rounded components.
- (2) Except for agriculture, part-time employees are defined as those working for not more than 30 hours a week.
- (3) When a change of business activity is notified by an employer the industrial classification in the census is amended accordingly.

\* Estimate of employment 100-499.

— Estimate of employment under 100.

† Estimates for agriculture are based on figures provided by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland.

‡ National and local government employees engaged in, for example, building, education and health are included under the industries appropriate to those activities. HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published quarterly in *Employment Gazette*.

†† Excludes private domestic service.

‡‡ Figures for June 1978 shown in this article have been revised upwards by 20,000 to take account of employees in medical and dental services (MLH 874) not reported in the 1978 census.



**Table 3 Employees in employment: by industry** Thousand

Great Britain	Order of SIC	Census 1981	Census 1978	Change 1978 to 1981	(Quarterly series estimates)
<b>SIC 1968</b>					
<b>All industries and services</b>		21,148	22,274	-1,126	(-1,664)
Agriculture, forestry, fishing	I	371	373	-2	(-1)
Mining and quarrying	II	334	351	-17	(-18)
<b>Manufacturing industries</b>	III-XIX	5,924	7,117	-1,193	(-1,245)
Food, drink and tobacco	III	629	682	-53	(-68)
Coal, petroleum and chemical products	IV & V	431	478	-46	(-49)
Metal manufacture	VI	314	458	-144	(-140)
Engineering and allied industries	VII-XII	2,753	3,276	-524	(-604)
Textile, leather and clothing	XIII-XV	610	857	-247	(-189)
Other manufacturing	XVI-XIX	1,188	1,366	-178	(-194)
<b>Construction</b>	XX	1,090	1,225	-135	(-148)
Gas, electricity and water	XXI	338	330	8	(0)
<b>Service industries</b>	XXII-XXVII	13,091	12,878	214	(-252)
Transport and communication	XXII	1,419	1,462	-43	(-57)
Distributive trades	XXIII	2,718	2,724	-5	(-14)
Insurance, banking, finance and business services	XXIV	1,309	1,182	128	(39)
Professional and scientific services	XXV	3,600	3,597	3	(-45)
Miscellaneous services	XXVI	2,529	2,360	169	(-10)
Public administration and defence	XXVII	1,516	1,553	-38	(-31)

See notes to tables on page 505.

**Purpose and operation of the census**

The Census of Employment has two main purposes—to give accurate national and regional “benchmark” figures with which to re-align the employment estimates obtained from the monthly and quarterly sample enquiries and to provide detailed regional and local area estimates of employees in employment in each industry. The census is inevitably a major operation; over one million forms were despatched for the 1981 census. In the early 1970s procedures were largely clerical and, as a result, were very costly. This led to attempts at rapid computerisation which, because of insufficient planning and testing, resulted in the analyses of the 1977 and 1978 censuses being seriously delayed. Because of this, together with the need to reduce government expenditure, the 1979 and 1980 censuses were cancelled.

Compared with earlier censuses, staff costs for the 1981 census have been reduced by about one third even though

**Revisions to monthly and quarterly estimates of employment**

The short term estimates of employment are based on Census of Employment benchmarks. With the availability of Census results for 1981 it is necessary to update estimates from mid-1978. This requires a substantial amount of calculation, and updating of the tables will be phased over several issues. The timing for individual tables in the Labour Market Data section is as follows.

Tables 1-1 and 1-2 have been provisionally revised. Quarterly figures have been updated from September 1978 and monthly figures from July 1978. In addition, the latest quarterly figures for the distributive trades and miscellaneous services have now been included in table 1-2 a month earlier than the previous timing. Further revisions will be made to these tables in the February 1983 *Employment Gazette*.

Table 1-3 and 1-8 are omitted but will be included in February on the new basis.

Tables 1-11 and 1-12 continue to be based on the 1978 Census in this issue. They will be revised from the third quarter of 1978 in the February 1983 *Employment Gazette*.

Tables 1-4 and 1-5 will be omitted from the January *Employment Gazette* and will be published in revised form with table 1-6 in the February 1983 issue.

By convention the character “R” in the tables will indicate, as appropriate, a column, row or figure which has been revised.

The post-Census figures and indices in the employment tables (that is for the period after September 1981) will be provisional until the next Census results become available.

a much larger number of “new” employers had to be contacted (because of the time since the 1978 census) and there was comprehensive coverage of small businesses; most earlier censuses did not cover the very smallest. These achievements resulted from some organisational changes and a number of innovations. Forms were simplified, to minimise effort required by employers as well as in the department, pre-printed stationery was introduced and a new high speed printer inserted the names and addresses directly on to the forms whereas previously address labels had been used. The reference

**Table 4 Employees in employment: census (and quarterly series estimates) changes by region: June 1978 to September 1981** Thousand

	Region												
	Greater London	Rest of South East	All South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain
<b>All industries and services</b>	-167	23	-144	-7	-41	-217	-77	-158	-186	-115	-84	-97	-1,126
<b>Male and female</b>	(-208)	(-194)	(-403)	(-43)	(-60)	(-260)	(-98)	(-179)	(-243)	(-115)	(-108)	(-155)	(-1,664)
<b>Male</b>	-130	-31	-161	-14	-41	-165	-63	-113	-151	-96	-70	-91	-965
	(-135)	(-133)	(-269)	(-32)	(-49)	(-183)	(-66)	(-123)	(-171)	(-86)	(-79)	(-112)	(-1,169)
<b>Female</b>	-37	54	17	7	0	-52	-14	-45	-34	-20	-14	-7	-161
	(-73)	(-61)	(-134)	(-11)	(-11)	(-77)	(-32)	(-55)	(-72)	(-29)	(-30)	(-43)	(-498)
<b>Full-time</b>	-21	11	-10	1	-2	-45	-16	-33	-37	-27	-18	-26	-232
	(-35)	(-14)	(-49)	(-7)	(-10)	(-60)	(-23)	(-29)	(-46)	(-26)	(-27)	(-35)	(-312)
<b>Part-time</b>	-16	43	27	6	21	-6	1	-12	3	7	5	19	71
	(-38)	(-47)	(-85)	(-5)	(-1)	(-17)	(-9)	(-26)	(-26)	(-4)	(-3)	(-8)	(-184)
<b>Agriculture, forestry, fishing</b>	0	1	1	-1	2	1	1	-1	1	-2	0	-4	-2
	(0)	(1)	(1)	(-1)	(2)	(1)	(0)	(0)	(1)	(0)	(0)	(-4)	(-1)
<b>Index of Production industries</b>	-134	-109	-243	-22	-59	-232	-92	-155	-203	-107	-87	-137	-1,338
	(-133)	(-181)	(-314)	(-32)	(-56)	(-234)	(-100)	(-156)	(-198)	(-94)	(-85)	(-143)	(-1,411)
<b>Manufacturing industries</b>	-119	-101	-220	-18	-56	-216	-84	-139	-182	-80	-77	-119	-1,193
	(-112)	(-158)	(-270)	(-27)	(-45)	(-220)	(-90)	(-138)	(-180)	(-77)	(-74)	(-125)	(-1,245)
<b>Service industries</b>	-32	132	99	16	16	14	13	-2	16	-6	3	44	214
	(-76)	(-14)	(-90)	(-10)	(-6)	(-27)	(3)	(-23)	(-46)	(-21)	(-23)	(-9)	(-252)

Quarterly series estimates are shown in brackets. See notes to tables on page 505.

**Table 5 Employees in employment: by industry: September 1981** Thousand

Great Britain	Order or MLH of SIC	Male			Female			Male and female
		Full-time	Part-time	All	Full-time	Part-time	All	
<b>All industries and services</b>		11,426	709	12,135	5,254	3,759	9,013	21,148
<b>Agriculture, forestry, fishing</b>	I	247	32	279	61	31	92	371
<b>Index of Production industries</b>	II-XXI	5,717	80	5,798	1,453	434	1,888	7,686
<b>Manufacturing industries</b>	III-XIX	4,174	64	4,237	1,318	369	1,687	5,924
<b>Service industries</b>	XXII-XXVII	5,461	597	6,058	3,740	3,294	7,033	13,091
<b>Agriculture, forestry, fishing</b>	I	247	32	279	61	31	92	371
Agriculture and horticulture	001	232	31	263	59	30	89	352
Forestry	002	10	*	10	1	1	2	12
Fishing	003	6	*	6	*	*	1	7
<b>Mining and quarrying</b>	II	315	1	316	14	4	18	334
Coal mining	101	260	*	260	8	3	11	270
Stone and slate quarrying and mining	102	14	*	14	1	*	1	15
Chalk, clay, sand and gravel extraction	103	16	*	16	2	*	2	18
Petroleum and natural gas	104	21	-	21	3	*	3	24
Other mining and quarrying	109	5	-	5	*	*	1	6
<b>Food, drink and tobacco</b>	III	367	8	375	168	87	254	629
Grain milling	211	12	*	12	3	3	6	18
Bread and flour confectionery	212	51	3	54	17	16	33	87
Biscuits	213	14	*	15	12	14	26	41
Bacon curing, meat and fish products	214	48	1	49	32	15	47	96
Milk and milk products	215	34	1	35	10	3	14	48
Sugar	216	7	-	7	2	*	2	9
Cocoa, chocolate and sugar confectionery	217	28	*	28	17	15	32	60
Fruit and vegetable products	218	26	*	27	21	8	29	55
Animal and poultry foods	219	19	*	19	4	1	5	24
Vegetable and animal oils and fats	221	5	-	5	1	*	1	7
Food industries not elsewhere specified	229	22	*	22	12	5	17	39
Brewing and malting	231	51	*	52	10	2	12	64
Soft drinks	232	16	*	16	5	2	7	23
Other drink industries	239	19	-	19	10	1	11	30
Tobacco	240	14	-	14	12	2	13	28
<b>Coal and petroleum products</b>	IV	25	-	25	3	*	3	28
Coke ovens and manufactured fuel	261	5	-	5	*	-	*	5
Mineral oil refining	262	15	-	15	1	*	2	17
Lubricating oils and greases	263	5	-	5	1	*	1	6
<b>Chemicals and allied industries</b>	V	287	2	290	93	20	114	403
General chemicals	271	114	*	114	18	3	22	136
Pharmaceutical chemicals and preparations	272	42	*	43	26	5	31	74
Toilet preparations	273	9	*	9	11	2	13	22
Paint	274	18	*	18	5	1	6	24
Soap and detergents	275	10	-	11	4	2	6	16
Synthetic resins and rubber and plastics materials	276	41	*	41	8	2	10	51
Dyestuffs and pigments	277	10	-	10	1	*	2	12
Fertilisers	278	9	-	9	1	*	1	10
Other chemical industries	279	35	*	36	18	4	22	58
<b>Metal manufacture</b>	VI	276	2	278	29	7	36	314
Iron and steel (general)	311	120	*	121	9	2	11	132
Steel tubes	312	29	*	29	4	1	4	34
Iron castings, etc	313	47	1	48	4	1	5	53
Aluminium and aluminium alloys	321	35	*	35	5	1	6	42
Copper, brass and other copper alloys	322	25	*	25	4	1	5	30
Other base metals	323	20	*	20	3	1	4	24



Table 5 (continued) Employees in employment: by industry: September 1981

Great Britain	Order or MLH of SIC	Thousand						Male and female
		Male			Female			
		Full-time	Part-time	All	Full-time	Part-time	All	
<b>SIC 1968</b>								
<b>Mechanical engineering</b>	<b>VII</b>	<b>641</b>	<b>6</b>	<b>648</b>	<b>95</b>	<b>24</b>	<b>119</b>	<b>767</b>
Agricultural machinery (except tractors)	331	17	*	17	2	1	3	21
Metal-working machine tools	332	46	*	47	6	2	8	54
Pumps, valves and compressors	333	59	*	60	10	2	12	71
Industrial engines	334	28	-	28	3	1	4	32
Textile machinery and accessories	335	13	*	13	2	1	2	15
Construction and earth-moving equipment	336	28	-	28	3	*	3	31
Mechanical handling equipment	337	47	*	48	6	1	7	55
Office machinery	338	12	-	12	4	*	5	17
Other machinery	339	150	2	151	25	7	32	183
Industrial (including process) plant and steelwork	341	108	1	109	11	3	14	122
Ordnance and small arms	342	20	-	20	5	*	6	25
Other mechanical engineering not elsewhere specified	349	115	2	117	18	6	24	140
<b>Instrument engineering</b>	<b>VIII</b>	<b>87</b>	<b>2</b>	<b>89</b>	<b>36</b>	<b>9</b>	<b>45</b>	<b>133</b>
Photographic and document copying equipment	351	9	-	9	3	1	3	12
Watches and clocks	352	4	-	4	3	*	4	8
Surgical instruments and appliances	353	15	1	16	8	3	11	27
Scientific and industrial instruments and systems	354	59	1	60	22	5	27	87
<b>Electrical engineering</b>	<b>IX</b>	<b>446</b>	<b>5</b>	<b>451</b>	<b>183</b>	<b>39</b>	<b>222</b>	<b>673</b>
Electrical machinery	361	88	1	89	21	4	24	114
Insulated wires and cables	362	26	*	26	8	1	9	35
Telegraph and telephone apparatus and equipment	363	39	*	39	20	2	22	61
Radio and electronic components	364	59	1	60	39	12	50	111
Broadcast receiving and sound reproducing equipment	365	12	-	12	10	2	12	25
Electronic computers	366	45	*	45	14	2	16	61
Radio, radar and electronic capital goods	367	80	1	81	25	4	30	110
Electric appliances primarily for domestic use	368	32	*	33	14	3	17	49
Other electrical goods	369	65	1	66	32	9	41	107
<b>Shipbuilding and marine engineering</b>	<b>370</b>	<b>132</b>	<b>1</b>	<b>133</b>	<b>9</b>	<b>3</b>	<b>11</b>	<b>144</b>
<b>Vehicles</b>	<b>XI</b>	<b>519</b>	<b>2</b>	<b>521</b>	<b>62</b>	<b>8</b>	<b>69</b>	<b>590</b>
Wheeled tractor manufacturing	380	24	-	24	1	*	2	26
Motor vehicle manufacturing	381	288	1	289	34	4	38	327
Motor cycle, tricycle and pedal cycle manufacturing	382	7	-	7	2	*	2	9
Aerospace equipment manufacturing and repairing	383	159	*	159	23	2	25	185
Locomotives and railway track equipment	384	17	-	17	1	*	1	18
Railway carriages and wagons and trams	385	25	-	25	1	-	1	26
<b>Metal goods not elsewhere specified</b>	<b>XII</b>	<b>326</b>	<b>6</b>	<b>333</b>	<b>85</b>	<b>28</b>	<b>113</b>	<b>445</b>
Engineers' small tools and gauges	390	47	1	48	8	3	11	59
Hand tools and implements	391	11	*	11	3	1	4	15
Cutlery, spoons, forks and plated tableware, etc	392	6	*	6	3	1	4	10
Bolts, nuts, screws, rivets, etc	393	15	*	15	4	1	5	20
Wire and wire manufactures	394	21	*	21	4	1	5	26
Cans and metal boxes	395	22	-	22	8	2	10	32
Jewellery and precious metals	396	11	*	12	6	2	7	19
Metal industries not elsewhere specified	399	194	4	198	49	17	66	264
<b>Textiles</b>	<b>XIII</b>	<b>166</b>	<b>4</b>	<b>169</b>	<b>118</b>	<b>27</b>	<b>145</b>	<b>315</b>
Production of man-made fibres	411	15	-	15	2	*	2	18
Spinning and doubling on the cotton and flax systems	412	13	*	13	8	2	10	23

Table 5 (continued) Employees in employment: by industry: September 1981

Great Britain	Order or MLH of SIC	Thousand						Male and female
		Male			Female			
		Full-time	Part-time	All	Full-time	Part-time	All	
<b>SIC 1968</b>								
<b>Textiles (continued)</b>								
Weaving of cotton, linen and man-made fibres	413	12	*	13	7	2	9	22
Woolen and worsted	414	30	1	31	17	5	22	52
Jute	415	3	-	3	1	*	1	4
Rope, twine and net	416	2	-	2	2	*	2	4
Hosiery and other knitted goods	417	26	1	27	49	10	60	86
Lace	418	2	-	2	2	1	2	4
Carpets	419	14	*	14	6	1	7	21
Narrow fabrics (not more than 30 cm wide)	421	6	*	6	4	1	5	11
Made-up textiles	422	7	*	7	9	2	12	19
Textile finishing	423	22	1	23	7	2	9	32
Other textile industries	429	13	-	13	3	1	4	17
<b>Leather, leather goods and fur</b>	<b>XIV</b>	<b>16</b>	<b>1</b>	<b>16</b>	<b>9</b>	<b>4</b>	<b>13</b>	<b>30</b>
Leather (tanning and dressing) and fellmongery	431	10	*	10	3	1	4	13
Leather goods	432	4	*	5	6	2	8	13
Fur	433	2	*	2	1	1	2	4
<b>Clothing and footwear</b>	<b>XV</b>	<b>62</b>	<b>3</b>	<b>65</b>	<b>167</b>	<b>34</b>	<b>200</b>	<b>265</b>
Weatherproof outerwear	441	3	*	3	8	2	10	13
Men's and boys' tailored outerwear	442	8	1	8	25	4	28	36
Women's and girls' tailored outerwear	443	6	*	7	17	3	20	27
Overalls and men's shirts, underwear, etc	444	5	*	6	22	4	25	31
Dresses, lingerie, infants' wear, etc	445	11	1	11	52	13	65	76
Hats, caps and millinery	446	1	*	1	2	1	3	4
Dress industries not elsewhere specified	449	4	*	4	14	4	19	23
Footwear	450	25	*	25	27	4	30	55
<b>Bricks, pottery, glass, cement, etc</b>	<b>XVI</b>	<b>165</b>	<b>2</b>	<b>167</b>	<b>39</b>	<b>8</b>	<b>47</b>	<b>213</b>
Bricks, fireclay and refractory goods	461	28	*	29	3	1	3	32
Pottery	462	25	*	25	17	2	19	44
Glass	463	45	*	45	11	3	13	59
Cement	464	15	-	15	1	*	1	17
Abrasives and building materials, etc, n.e.s.	469	52	1	53	7	2	9	62
<b>Timber, furniture, etc</b>	<b>XVII</b>	<b>168</b>	<b>4</b>	<b>172</b>	<b>32</b>	<b>12</b>	<b>44</b>	<b>216</b>
Timber	471	54	1	55	6	3	9	64
Furniture and upholstery	472	61	1	62	12	4	16	78
Bedding, etc	473	9	*	9	7	2	8	17
Shop and office fitting	474	25	*	25	3	2	5	30
Wooden containers and baskets	475	8	*	8	2	1	2	11
Miscellaneous wood and cork manufactures	479	12	1	12	2	1	3	16
<b>Paper, printing and publishing</b>	<b>XVIII</b>	<b>330</b>	<b>14</b>	<b>344</b>	<b>126</b>	<b>38</b>	<b>164</b>	<b>508</b>
Paper and board	481	38	*	39	7	2	9	47
Packaging products of paper, board and associated materials	482	44	1	45	18	5	23	68
Manufactured stationery	483	16	*	16	9	2	11	27
Manufactures of paper and board n.e.s.	484	13	*	13	6	2	8	21
Printing, publishing of newspapers	485	65	8	74	18	7	24	98
Printing, publishing of periodicals	486	26	1	27	13	3	16	43
Other printing, publishing, book-binding, engraving, etc	489	127	4	132	55	18	73	204
<b>Other manufacturing industries</b>	<b>XIX</b>	<b>160</b>	<b>3</b>	<b>163</b>	<b>67</b>	<b>21</b>	<b>88</b>	<b>250</b>
Rubber	491	59	*	59	14	3	17	76
Linoleum, plastics floor-covering, leathercloth etc	492	7	-	7	2	*	2	9
Brushes and brooms	493	4	*	4	3	1	4	8



Table 5 (continued) Employees in employment: by industry: September 1981

Great Britain SIC 1968	Order or MLH of SIC	Male			Female			Male and female
		Full-time	Part-time	All	Full-time	Part-time	All	
<b>Other manufacturing industries</b> (continued)								
Toys, games, children's carriages and sports equipment	494	13	1	13	12	5	17	31
Miscellaneous stationers' goods	495	4	-	4	3	1	4	8
Plastics products not elsewhere specified	496	64	1	65	26	9	35	100
Miscellaneous manufacturing industries	499	10	*	11	7	2	8	19
<b>Construction</b>	<b>500</b>	<b>960</b>	<b>16</b>	<b>975</b>	<b>67</b>	<b>47</b>	<b>114</b>	<b>1,090</b>
<b>Gas, electricity and water</b>								
Gas	601	79	*	79	22	5	27	106
Electricity	602	138	*	138	25	7	31	169
Water supply	603	53	*	53	8	2	10	63
<b>Transport and communication</b>								
Railways	701	183	*	184	14	1	15	198
Road passenger transport	702	156	10	166	22	6	28	194
Road haulage contracting for general hire or reward	703	153	4	158	13	8	21	179
Other road haulage	704	16	*	17	2	1	3	20
Sea transport	705	56	*	56	6	1	7	63
Port and inland water transport	706	52	1	53	4	1	5	58
Air transport	707	61	*	62	22	1	23	85
Postal services and telecommunications	708	320	3	323	83	21	104	427
Miscellaneous transport services and storage	709	114	6	119	59	17	76	195
<b>Distributive trades</b>								
Wholesale distribution of food and drink	810	149	5	154	45	25	71	225
Wholesale distribution of petroleum products	811	27	*	27	6	1	6	33
Other wholesale distribution	812	149	10	160	74	33	107	267
Retail distribution of food and drink	820	185	46	231	154	232	386	617
Other retail distribution	821	323	67	390	402	454	856	1,246
Dealing in coal, oil, builders' materials, grain and agricultural supplies	831	88	4	92	22	12	34	126
Dealing in other industrial materials and machinery	832	149	5	153	35	15	50	204
<b>Insurance, banking, finance and business services</b>								
Insurance	860	152	4	156	110	27	137	293
Banking and bill discounting	861	156	1	158	182	27	209	367
Other financial institutions	862	56	5	60	57	16	73	134
Property owning and managing, etc	863	47	13	60	32	28	60	120
Advertising and market research	864	20	1	22	15	4	18	40
Other business services	865	110	21	132	64	108	172	304
Central offices not allocable elsewhere	866	32	1	33	16	3	19	52
<b>Professional and scientific services</b>								
Accountancy services	871	49	2	51	34	16	50	101
Educational services	872	447	94	541	490	661	1,151	1,692
Legal services	873	29	3	32	65	25	89	121
Medical and dental services	874	267	35	302	604	480	1,084	1,386
Religious organisations	875	12	4	16	4	7	12	28
Research and development services	876	77	1	78	24	6	30	107
Other professional and scientific services	879	100	4	104	40	21	60	165
<b>Miscellaneous services<sup>††</sup></b>								
Cinemas, theatres, radio, etc	881	49	6	56	25	17	42	98

Table 5 (continued) Employees in employment: by industry: September 1981

Great Britain SIC 1968	Order or MLH of SIC	Male			Female			Male and female
		Full-time	Part-time	All	Full-time	Part-time	All	
Sport and other recreations	882	52	24	76	21	40	61	137
Betting and gambling	883	23	10	33	26	39	64	97
Hotels and other residential establishments	884	80	20	100	82	88	170	270
Restaurants, cafes, snack bars	885	52	18	70	42	83	125	195
Public houses	886	30	40	70	29	147	177	246
Clubs	887	20	30	49	15	70	85	134
Catering contractors	888	18	3	21	32	25	57	77
Hairdressing and manicure	889	9	1	10	56	27	82	93
Laundries	892	13	1	14	19	10	29	42
Dry cleaning, job dyeing, carpet beating, etc	893	4	*	5	7	9	15	20
Motor repairers, distributors, garages and filling stations	894	340	27	366	69	45	114	480
Repair of boots and shoes	895	3	*	3	1	1	2	5
Other services	899	137	29	165	178	292	471	636
<b>Public administration and defence<sup>‡</sup></b>								
National government service	901	313	4	317	246	24	270	587
Local government service	906	581	35	616	193	119	312	928

See notes to tables on page 505.

numbers and other known information were also printed on the forms in positions convenient for subsequent processing. Mechanical folding and envelope sealing machines were used to speed despatch and receipt of returned forms was automatically recorded using optical character wand readers. A streamlined system for dealing with employers' enquiries was introduced. In 1981 the census was taken in September instead of June as previously. This change was made to avoid a conflict of demand on the Department's resources when the New Earnings Survey already coincided with a peak period of work at unemployment benefit offices.

### Response

Over one million forms were issued for the 1981 census. Of these some 150,000, relating to the "larger" employers who had reported more than 10 employees in 1978, were issued by selected unemployment benefit offices. The remainder, around 875,000 much simplified forms, were issued centrally from the Department's Watford headquarters. The response rate from the "larger" employers was, as usual, over 99 per cent. Response from the "smaller" employers selected for the sample, used in compiling these first results, was 98.8 per cent and from the remaining employers, not included in the sample and not subjected to the same level of follow-up, it was 92 per cent.

### Use of sampling

Census forms were sent to all employers but, in order to produce the initial results quickly, processing of completed returns has been divided into two phases. The results for national and regional employment are based on returns from all employers who reported more than ten employees in the 1978 census and on a sample of returns from "new" employers and from those who reported ten or fewer employees in that census. In the first phase only

essential information—employee figures, industrial classifications, postcodes and major address changes—has been checked and used. Detailed name and address corrections and all data from those returns that were not included in the sample of "small" employers are now being processed to produce detailed local area results before the end of 1983.

The selected sample consisted of ten per cent of "new" employers, ten per cent of employers who had reported between 1 and 10 employees in the 1978 census and five per cent of those who had reported having no employees. In 1978 these "small" employers had accounted for only seven per cent of total employment. In the 1981 census the number of employees estimated from the sample, about 2,700,000, is approximately 13 per cent of the total. This is because of the new employers, and some of those who had ten or fewer employees in 1978, had more than ten employees at September 1981.

### Notes on sampling errors and rounding

As only a sample of returns from small employers has been included the first results are subject to sampling errors. These errors arise mainly from variations in the proportion of reporting units sampled in particular categories, for example, industries within regions. Though a 1 in 10 sample may be taken overall it is not possible to ensure that exactly this fraction of returns is taken in each and every "cell" represented by an industry within a region\*. A few "industry within region cells", particularly those with relatively few employees, will contain quite large sampling errors. Reliable data for these cells must await the processing of the remaining returns from "smaller" employers in 1983.

\* In fact, the chance of selecting a sample of just 10 out of 100 returns in a category is only about one in eight. There is about a one in twenty chance that the number actually sampled will be less than four or more than 16. Nevertheless the numbers of employees reported by sample firms have to be scaled up as if an exact one in ten sample has been taken.



Table 6 Employees in employment: industry changes between June 1978 and September 1981

Great Britain SIC 1968	Order of SIC	Male			Female			Male and female
		Full-time	Part-time	All	Full-time	Part-time	All	
<b>All industries and services<sup>††</sup></b>		<b>-970</b>	<b>5</b>	<b>-965</b>	<b>-232</b>	<b>71</b>	<b>-161</b>	<b>-1,126</b>
Agriculture, forestry, fishing <sup>†</sup>	I	-4	2	-2	2	-2	0	-2
Index of Production industries	II-XXI	-935	-16	-951	-282	-104	-386	-1,338
Manufacturing industries	III-XIX	-775	-20	-795	-286	-111	-398	-1,193
Service industries <sup>††</sup>	XXII-XXVII	-31	20	-12	49	177	225	214
Agriculture, forestry, fishing <sup>†</sup>	I	-4	2	-2	2	-2	0	-2
Mining and quarrying	II	-19	0	-19	2	0	2	-17
Food, drink and tobacco	III	-27	-4	-31	-10	-12	-22	-53
Coal and petroleum products	IV	-10	0	-10	-1	0	-2	-12
Chemicals and allied industries	V	-21	0	-21	-8	-6	-14	-35
Metal manufacture	VI	-126	-1	-127	-13	-4	-17	-144
Mechanical engineering	VII	-127	-2	-129	-22	-5	-27	-156
Instrument engineering	VIII	-6	0	-6	-7	-3	-9	-15
Electrical engineering	IX	-24	0	-23	-37	-16	-53	-76
Shipbuilding and marine engineering	X	-27	0	-27	-1	0	-1	-28
Vehicles	XI	-133	-1	-134	-17	-3	-20	-154
Metal goods not elsewhere specified	XII	-57	-2	-59	-26	-9	-35	-93
Textiles	XIII	-78	-3	-81	-47	-17	-64	-145
Leather, leather goods and fur	XIV	-4	0	-4	-3	-1	-4	-8
Clothing and footwear	XV	-18	0	-18	-56	-18	-74	-95
Bricks, pottery, glass, cement, etc	XVI	-33	-1	-34	-9	-3	-12	-46
Timber, furniture, etc	XVII	-29	-1	-30	-6	0	-6	-36
Paper, printing and publishing	XVIII	-18	-1	-18	-6	-1	-8	-26
Other manufacturing industries	XIX	-40	-1	-41	-18	-11	-29	-71
Construction	XX	-146	3	-143	0	7	7	-135
Gas, electricity and water	XXI	6	0	5	3	0	3	8
Transport and communication	XXII	-59	1	-57	15	0	15	-43
Distributive trades	XXIII	0	-11	-11	-8	14	5	-5
Insurance, banking, finance and business services	XXIV	49	9	58	49	21	70	128
Professional and scientific services	XXV	-19	-3	-23	-21	47	25	2
Miscellaneous services <sup>††</sup>	XXVI	14	25	39	26	105	130	169
Public administration and defence <sup>‡</sup>	XXVII	-16	-2	-18	-11	-9	-20	-38

Thousand

See notes to tables on page 505.

The effects of the sampling errors are not serious in the estimates of the larger employment aggregates but may be important for smaller aggregates. A simple rule is to assume that no employment estimate is more accurate than about plus or minus 200 employees and that most cannot be assumed to be better than within about plus or minus 500 of the true employment figure. The possible effects of sampling errors should also be kept in mind when considering estimates of changes in employment levels.

In the tables given in this article a simple rounding procedure has been adopted to remind readers of the existence of sampling errors. Estimates of 500 or more employees have been rounded to the nearest thousand. Estimates of 100 to 499 employees are not given but are indicated with an asterisk and estimates of less than 100 employees with a dash.

### Changes in the census operation

Estimates of changes in employment between 1978 and 1981 may have been influenced by improvements in operational methods in the census. The main changes introduced were in the method used to compile the address register on which the census is based, the design of the questionnaires and the centralisation of much of the operation. Estimates for industries may also have been influenced by the centralisation of industry coding. Improvements in diagnostic procedures should have reduced the possibility of duplicated returns from employers remaining unidentified.

The 1981 census was the first to be based on a list of

employers' addresses held on a central computer. This list was built up using computer tapes of addresses corresponding to employers' PAYE schemes obtained from Inland Revenue and a computer held address list derived from the 1978 census. Receipts of forms from employers were checked automatically against this list of addresses. Previously, lists of addresses were built up in unemployment benefit offices partly from central computer records and partly from information obtained from clerical records held at local offices of the Inland Revenue. Receipts of forms were recorded clerically.

The enquiry forms used in 1981 were easier for employers to complete and for the Department to process. The forms were simple and direct and the few notes concentrated on avoiding major or general problem areas found in previous censuses. In particular a note was included stating that part-time workers included schoolboys and schoolgirls working at weekends or in the evenings however few hours they worked. Previously notes asked employers to count as part-time those persons normally employed for not more than 30 hours per week. It should be noted, however, that much of the increase in the number of part-time females reported in 1981 occurred in industries where part-time female employment is relatively common and where it is unlikely employers will have counted part-time workers in a different way from previous censuses.

A major part of the work in a census is the postcoding of employers' addresses and coding the descriptions provided by employers of their activities to headings of the Standard Industrial Classification. In the 1981 census,

postcodes were extensively checked by computer and these codes are now believed to be relatively error free. Although local area results may be affected, regional results are unlikely to have been affected by corrections to postcodes. The efficiency of clerical coding to industry was also improved but, because of the limited information provided and the inherent difficulties of the operation, some uncertainty must remain, particularly at the level of Minimum List Headings. Changes in employment between 1978 and 1981 in some industries may in part reflect changes in the industrial classification of individual employers.

### Future censuses

Following the review of the Government Statistical Service under the guidance of Sir Derek Rayner it was recommended that the census should normally be conducted triennially instead of annually. It was however noted that decisions to hold the census more frequently should depend on the overall employment situation and prevailing circumstances. The 1981 census was the first since 1978 and the decision on whether to hold a census in 1983 will be taken shortly.

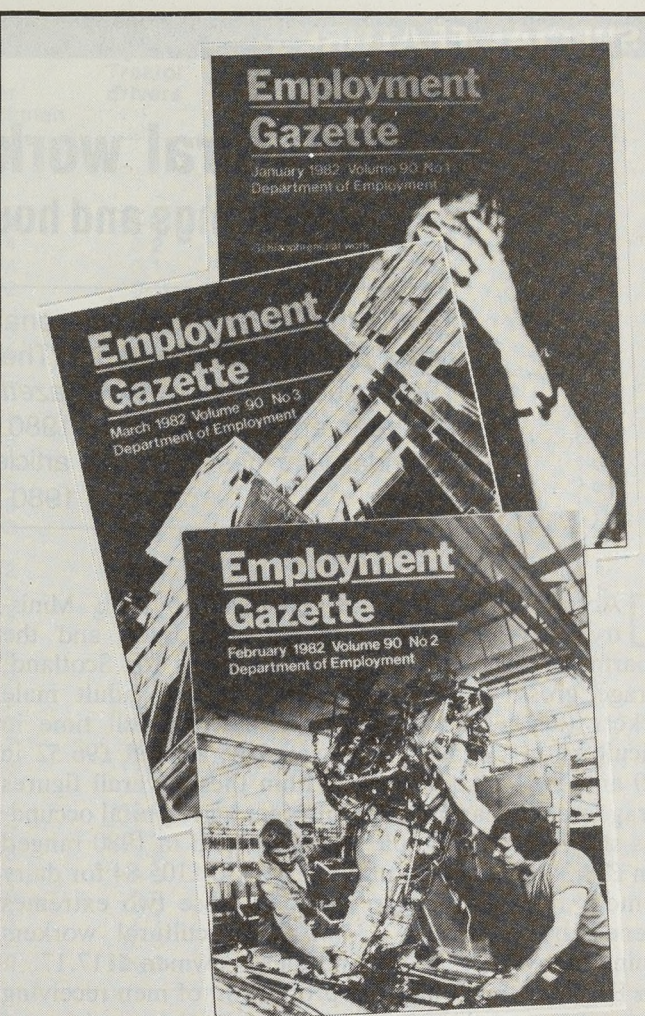
### Appendix

Before 1971 estimates of the number of employees were based on counts of national insurance cards. Since 1971 censuses of employment have provided detailed statistics of employees (not the self-employed) analysed by industry and area, covering virtually the whole economy. The only sectors excluded are HM Forces and employees in private domestic service; also, to avoid duplication of enquiries, the figures for agriculture are based on figures provided by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland. The results of the previous (1978) census were published in the February and March 1981 issues of *Employment Gazette*.

The census of employment is taken by means of a postal enquiry and a full response is sought in order to obtain an accurate measurement of the level of employment at the census date and of the changes in employment from one census to the next. The enquiry is therefore conducted under the provisions of the Statistics of Trade Act 1947.

The census forms are sent to the addresses where employers hold their pay records (paypoints). Employers are asked to show the numbers of their employees and the business activity for each address where they have employees.

Each unit for which separate information is obtained constitutes "census unit". Most commonly the census unit will represent, for instance, an entire factory, office or shop and will include all the employees working there. There are however a substantial number of cases where there are two or more census units for the same address. This arises where pay records for different categories of employee, like the weekly and the monthly paid, are handled at different paypoints and separate information is obtained for each group. In another situation where more than one distinct business activity is carried on at a single address, separate information is required for each so that the employees can be allocated to the appropriate industrial classification. A census unit may therefore be a complete business or only part of a business, a single establishment or only part of an establishment.



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# Agricultural workers in Great Britain

## Earnings and hours in 1980 and 1981

This is the latest in an occasional series of articles on the earnings and hours of agricultural workers. The last article appeared in the November 1980 issue of *Employment Gazette* and dealt with earnings and hours for the year ended March 31, 1980. Data are now to be presented on a calendar year basis and this article covers the years ended December 31, 1980 and 1981.

According to estimates compiled by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland, average gross weekly earnings of regular adult male workers (aged 20 and above), employed full time in agriculture in Great Britain were £86.26 and £96.52 in 1980 and 1981 respectively. Within these overall figures average weekly earnings for different agricultural occupations showed considerable variation, and in 1980 ranged from £78.34 for horticultural workers to £105.84 for dairy cowmen. In 1981 the gap between these two extremes widened by just over £3 with horticultural workers earning on average £86.50 and dairy cowmen £117.17.

In England and Wales the proportion of men receiving part payment of their wages in kind by the provision of board and/or lodging is estimated at 4.4 per cent in 1980 and 6.4 per cent in 1981. The proportion of men benefiting from the provision of a house or a cottage in part payment of wages is similarly estimated at 49.9 and 45.1 per cent in the two years, whilst 12.7 per cent in 1980 and 20.9 per cent in 1981 are reckoned to have received milk and/or potatoes as payment in kind. In Scotland in

1980 4.0 per cent of men are estimated to have received board and/or lodging, 71.5 per cent a house and 40.0 per cent milk and/or potatoes. The corresponding figures for 1981 are 4.7 per cent and 66.7 per cent and 41.6 per cent respectively.

In Great Britain as a whole regular full time men worked an average of 46.4 hours per week in 1980 and 46.9 in 1981. Dairy cowmen worked the longest hours in both years completing an average of 52.4 hours per week in 1980 and 53.1 hours in 1981. The shortest hours were worked by horticultural workers who, on average, were employed for 42.6 hours per week in 1980 and 42.7 hours in 1981. For all men taken together average basic hours worked in a week were 40.1 in 1980 and 40.3 in 1981 and overtime hours were therefore 6.3 and 6.6 hours per week on average in the two years. Youths are estimated to have worked an average of 44.8 hours per week in 1980 and 44.9 in 1981. These figures include 5.0 and 4.7 hours of overtime respectively. Total weekly hours worked on average by women and girls in the two years were 42.1 and 41.7, including 2.7 hours of overtime in 1980 and 2.2 hours of overtime in 1981.

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

	Men							Youths	Women and girls
	General farm workers	Foremen and grieves	Dairy cowmen	All other stockmen	Tractor drivers	Horticultural workers	Other farm workers		
<b>Year ended December 31 1980</b>									
Total cash earnings	78.48	97.60	103.06	86.28	85.53	77.67	87.72	84.56	64.37
Payments in kind	1.71	1.68	2.78	1.81	1.67	0.67	0.93	1.70	1.16
<b>Total earnings</b>	<b>80.19</b>	<b>99.27</b>	<b>105.84</b>	<b>88.10</b>	<b>87.19</b>	<b>78.34</b>	<b>88.65</b>	<b>86.26</b>	<b>65.53</b>
of which:									
Prescribed wage	71.57	84.19	89.66	76.81	78.28	66.86	77.17	75.99	59.56
Premium	8.61	15.08	16.18	11.28	8.91	11.48	11.48	10.27	5.97
<b>Year ended December 31 1981</b>									
Total cash earnings	86.39	111.36	114.13	96.38	95.56	85.87	96.86	94.13	68.94
Payments in kind	2.77	2.63	3.05	2.05	2.24	0.64	1.65	2.39	1.41
<b>Total earnings</b>	<b>89.16</b>	<b>113.99</b>	<b>117.17</b>	<b>98.44</b>	<b>97.79</b>	<b>86.50</b>	<b>98.51</b>	<b>96.52</b>	<b>70.35</b>
of which:									
Prescribed wage	80.03	96.97	100.64	85.91	88.15	73.21	81.14	85.23	64.82
Premium	9.12	17.02	16.53	12.53	9.65	13.29	17.37	11.29	5.53

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

	General farm workers	Foremen and grieves	Dairy cowmen	All other stockmen	Tractor drivers	Horticultural workers	Other farm workers	All men
<b>Year ended December 31, 1980</b>								
£								
Under 58	1.4	—	0.5	0.4	0.6	2.2	3.1	1.1
58 and under 59	2.0	—	—	0.4	0.2	1.6	—	1.0
59 and under 60	0.9	—	—	0.4	0.1	0.9	0.3	0.5
60 and under 61	1.0	—	—	0.2	0.1	0.4	0.6	0.5
61 and under 62	0.4	—	—	0.5	0.2	0.8	—	0.3
62 and under 63	0.8	—	0.1	0.1	0.3	1.0	—	0.4
63 and under 64	0.8	—	0.1	—	0.3	0.6	—	0.4
64 and under 65	0.9	—	—	—	0.5	1.7	0.3	0.6
65 and under 66	1.0	0.1	0.1	0.4	0.6	1.0	—	0.7
66 and under 67	2.3	0.1	0.1	0.5	1.5	2.3	0.3	1.5
67 and under 68	1.1	—	0.1	0.6	1.3	1.1	2.6	1.0
68 and under 69	5.4	—	0.2	1.6	2.2	4.4	0.6	3.2
69 and under 70	2.5	0.1	0.3	0.9	2.4	1.6	3.7	1.9
70 and under 71	2.8	0.2	0.1	1.3	1.5	2.5	1.9	1.9
71 and under 72	1.6	0.4	0.5	1.2	1.4	1.2	1.8	1.3
72 and under 73	2.0	0.6	0.2	1.5	1.6	3.0	2.6	1.7
73 and under 74	2.0	0.8	0.5	1.4	1.6	2.4	2.9	1.7
74 and under 75	1.8	0.8	0.4	2.1	1.7	1.6	1.6	1.6
75 and under 76	1.9	0.9	0.2	1.8	1.6	1.9	4.7	1.6
76 and under 77	4.0	1.1	0.2	1.7	2.5	4.6	3.4	2.9
77 and under 78	2.3	1.3	0.7	2.5	2.2	2.2	0.2	2.0
78 and under 79	3.2	1.0	0.4	2.0	2.8	4.0	0.7	2.5
79 and under 80	2.2	1.4	0.4	2.7	2.6	2.5	0.7	2.2
80 and under 85	11.0	8.4	2.9	12.8	11.8	9.8	7.8	10.5
85 and under 90	8.6	10.0	3.6	11.4	10.2	12.2	8.2	9.3
90 and under 95	7.6	10.5	6.1	11.7	8.4	7.4	10.7	8.4
95 and under 100	5.4	10.2	8.3	8.8	7.6	5.9	6.3	7.0
100 and under 110	5.5	9.8	12.7	10.0	8.6	6.5	7.6	7.9
110 and under 120	4.8	8.6	13.6	6.5	6.2	4.6	7.4	6.4
120 and under 130	6.0	12.6	16.5	6.4	7.1	4.8	9.5	7.5
130 and over	6.8	21.1	31.2	8.2	10.3	3.3	10.5	10.5
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>Year ended December 31, 1981</b>								
£								
Under 58	1.0	0.1	0.2	0.6	0.6	2.2	8.5	1.0
58 and under 59	0.2	—	—	0.1	—	0.1	2.7	0.1
59 and under 60	0.5	—	—	—	—	0.2	—	0.1
60 and under 61	0.3	—	0.2	—	—	0.2	—	0.2
61 and under 62	0.4	—	—	0.2	—	0.2	0.4	0.2
62 and under 63	0.4	—	—	—	—	0.2	—	0.2
63 and under 64	0.4	—	—	—	—	0.2	0.4	0.2
64 and under 65	4.5	—	0.2	0.9	0.3	5.4	1.8	2.2
65 and under 66	2.0	—	—	0.7	0.1	2.2	0.7	1.0
66 and under 67	1.3	—	—	0.1	0.3	3.8	1.8	0.9
67 and under 68	1.5	—	—	0.1	0.3	1.2	1.1	0.7
68 and under 69	1.4	—	0.2	0.1	0.5	1.9	0.4	0.8
69 and under 70	1.2	—	0.2	0.1	0.8	1.9	0.7	0.8
70 and under 71	1.4	—	—	0.4	0.6	2.7	2.9	1.0
71 and under 72	1.2	—	—	0.5	1.0	1.4	1.8	0.9
72 and under 73	1.4	0.1	0.3	0.6	0.8	1.5	1.4	1.0
73 and under 74	3.8	0.1	0.2	1.1	2.9	4.8	1.4	2.6
74 and under 75	2.3	0.1	—	0.9	2.2	2.8	1.1	1.8
75 and under 76	3.3	0.1	0.5	1.4	2.7	2.2	1.8	2.3
76 and under 77	2.1	0.1	0.4	1.3	2.4	2.9	2.5	1.9
77 and under 78	2.2	0.5	0.4	1.1	3.1	1.9	8.1	2.1
78 and under 79	1.9	0.2	0.8	1.4	2.2	1.9	1.4	1.7
79 and under 80	2.0	0.4	0.5	1.6	2.7	2.2	—	1.8
80 and under 85	10.0	5.1	2.3	9.0	12.0	11.9	6.8	9.5
85 and under 90	8.8	7.5	4.2	12.7	10.8	11.4	8.2	9.6
90 and under 95	8.9	9.0	3.8	13.2	8.1	5.9	5.8	8.5
95 and under 100	6.5	9.0	5.3	11.0	6.5	5.3	6.9	7.0
100 and under 110	11.4	16.2	14.1	14.6	12.8	7.7	10.1	12.5
110 and under 120	6.9	14.7	18.0	10.9	9.0	5.0	4.3	9.2
120 and under 130	3.5	13.8	19.8	7.1	6.0	2.6	10.6	6.9
130 and over	7.5	23.1	28.4	8.4	11.5	6.1	6.4	11.4
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0



**Table 3 Average weekly earnings (£) —by type of hired regular whole time worker in Great Britain 1980 and 1981 by quarters**

Type of worker	Jan-Mar	Apr-June	July-Sep	Oct-Dec	Jan-Dec
<b>Year ended December 31, 1980</b>					
<b>Men</b>					
General farm workers	72.72	79.79	87.33	80.91	80.18
Foremen and grieves	93.11	101.44	103.34	99.25	99.27
Dairy cowmen	101.96	107.89	109.03	104.15	105.84
All other stockmen	82.94	88.67	89.68	89.16	88.10
Tractor drivers	77.01	88.18	96.97	86.62	87.19
Horticultural workers	72.41	81.86	78.55	80.51	78.34
Other farm workers	86.02	81.34	94.52	92.85	88.65
<b>All hired men</b>	<b>79.04</b>	<b>86.90</b>	<b>92.42</b>	<b>86.69</b>	<b>86.26</b>
<b>Youths</b>	<b>53.07</b>	<b>56.67</b>	<b>59.24</b>	<b>57.51</b>	<b>56.66</b>
<b>Women and girls</b>	<b>64.51</b>	<b>65.14</b>	<b>64.98</b>	<b>68.96</b>	<b>65.53</b>
<b>Year ended December 31, 1981</b>					
<b>Men</b>					
General farm workers	80.15	88.96	97.70	88.99	89.16
Foremen and grieves	105.90	113.41	122.31	113.34	113.99
Dairy cowmen	111.94	123.13	120.31	115.53	117.17
All other stockmen	93.84	98.73	103.24	95.79	98.44
Tractor drivers	83.64	95.33	109.39	97.37	97.79
Horticultural workers	80.46	88.28	90.94	87.26	86.50
Other farm workers	91.93	99.67	107.76	94.66	98.51
<b>All hired men</b>	<b>87.95</b>	<b>96.95</b>	<b>104.82</b>	<b>96.05</b>	<b>96.52</b>
<b>Youths</b>	<b>57.46</b>	<b>61.98</b>	<b>65.19</b>	<b>63.26</b>	<b>62.15</b>
<b>Women and girls</b>	<b>69.40</b>	<b>74.44</b>	<b>69.72</b>	<b>69.87</b>	<b>70.35</b>

**Table 4 Average weekly hours of hired regular whole time agricultural workers in Great Britain by quarters**  
Year ended December 31, 1980

Type of worker	January-March 1980			April-June 1980			July-September 1980			October-December 1980			January-December 1980		
	Basic hours	O/T hours	All weekly hours	Basic hours	O/T hours	All weekly hours	Basic hours	O/T hours	All weekly hours	Basic hours	O/T hours	All weekly hours	Basic hours	O/T hours	All weekly hours
<b>Men</b>															
General farm workers	39.4	4.1	43.5	39.7	5.4	45.1	39.9	8.0	47.9	39.7	5.7	45.4	39.7	5.9	45.5
Foremen and grieves	39.9	3.2	43.1	41.4	6.1	47.5	41.1	6.8	47.9	41.0	5.0	46.0	40.9	5.2	46.1
Dairy cowmen	40.4	11.8	52.2	40.8	12.1	52.9	40.2	12.5	52.7	41.0	10.7	51.7	40.6	11.8	52.4
All other stockmen	40.2	5.2	45.4	40.3	5.8	46.1	40.1	5.6	45.7	40.2	6.3	46.5	40.2	5.7	45.9
Tractor drivers	39.9	3.6	43.5	41.1	7.0	48.1	40.8	10.1	50.9	40.3	6.3	46.6	40.5	6.7	47.2
Horticultural workers	38.7	1.5	40.2	39.5	4.2	43.7	38.1	3.6	41.7	39.9	3.5	43.4	39.4	3.2	42.6
Other farm workers	40.5	3.3	43.8	39.8	2.8	42.6	40.8	5.3	46.1	40.2	3.9	44.1	40.3	3.8	44.1
<b>All hired men</b>	<b>39.7</b>	<b>4.4</b>	<b>44.1</b>	<b>40.3</b>	<b>6.2</b>	<b>46.5</b>	<b>40.2</b>	<b>8.4</b>	<b>48.6</b>	<b>40.2</b>	<b>6.0</b>	<b>46.2</b>	<b>40.1</b>	<b>6.3</b>	<b>46.4</b>
<b>Youths</b>	<b>39.5</b>	<b>4.0</b>	<b>43.5</b>	<b>40.1</b>	<b>4.9</b>	<b>45.0</b>	<b>40.0</b>	<b>6.1</b>	<b>46.1</b>	<b>39.5</b>	<b>4.8</b>	<b>44.3</b>	<b>39.8</b>	<b>5.0</b>	<b>44.8</b>
<b>Women and girls</b>	<b>39.1</b>	<b>1.6</b>	<b>40.7</b>	<b>39.6</b>	<b>3.0</b>	<b>42.6</b>	<b>39.4</b>	<b>3.0</b>	<b>42.4</b>	<b>39.6</b>	<b>3.0</b>	<b>42.6</b>	<b>39.4</b>	<b>2.7</b>	<b>42.1</b>

**Year ended December 31, 1981**

Type of worker	January-March 1981			April-June 1981			July-September 1981			October-December 1981			January-December 1981		
	Basic hours	O/T hours	All weekly hours	Basic hours	O/T hours	All weekly hours	Basic hours	O/T hours	All weekly hours	Basic hours	O/T hours	All weekly hours	Basic hours	O/T hours	All weekly hours
<b>Men</b>															
General farm workers	39.7	3.2	42.9	40.0	5.9	45.9	40.2	8.8	49.0	39.9	5.6	45.5	39.9	5.9	45.8
Foremen and grieves	40.0	4.2	44.2	41.5	6.8	48.3	42.1	8.0	50.1	40.7	5.6	46.3	41.1	6.1	47.2
Dairy cowmen	40.8	11.6	52.4	40.9	14.4	55.3	40.4	12.3	52.7	40.4	11.8	52.2	40.6	12.5	53.1
All other stockmen	40.3	5.2	45.5	40.8	6.0	46.8	40.8	6.8	47.6	40.8	5.6	46.4	40.7	5.9	46.6
Tractor drivers	39.2	3.3	42.5	40.2	6.6	46.8	41.0	11.6	52.6	40.1	7.0	47.1	40.1	6.3	46.4
Horticultural workers	39.1	1.5	40.6	39.9	2.8	42.7	39.4	4.2	43.6	39.2	4.8	44.0	39.4	3.3	42.7
Other farm workers	39.7	3.8	43.5	41.2	5.0	46.2	41.9	5.3	47.2	39.5	2.9	42.4	40.5	4.3	44.8
<b>All hired men</b>	<b>39.9</b>	<b>4.1</b>	<b>44.0</b>	<b>40.5</b>	<b>6.8</b>	<b>47.3</b>	<b>40.7</b>	<b>8.8</b>	<b>49.5</b>	<b>40.2</b>	<b>6.4</b>	<b>46.6</b>	<b>40.3</b>	<b>6.6</b>	<b>46.9</b>
<b>Youths</b>	<b>39.8</b>	<b>2.9</b>	<b>42.7</b>	<b>40.5</b>	<b>4.7</b>	<b>45.2</b>	<b>40.5</b>	<b>6.5</b>	<b>47.0</b>	<b>40.0</b>	<b>4.7</b>	<b>44.7</b>	<b>40.2</b>	<b>4.7</b>	<b>44.9</b>
<b>Women and girls</b>	<b>39.4</b>	<b>2.0</b>	<b>41.4</b>	<b>39.7</b>	<b>2.9</b>	<b>42.6</b>	<b>39.8</b>	<b>2.2</b>	<b>42.0</b>	<b>38.9</b>	<b>1.4</b>	<b>40.3</b>	<b>39.5</b>	<b>2.2</b>	<b>41.7</b>

**Table 5 Analysis of payments-in-kind received by hired regular whole time men in agriculture in Great Britain—1980 and 1981**

Type of payment-in-kind	Percent-age of workers receiving	Average weekly value (£)	
		Per worker receiving	All workers receiving
<b>Year ended Dec 31 1980</b>			
<b>England and Wales</b>			
Board and/or lodging	4.4	14.3	<b>0.63</b>
House	49.9	1.44	<b>0.72</b>
Milk and/or potatoes	12.7	0.71	<b>0.09</b>
<b>Scotland</b>			
Board and/or lodging	4.0	17.89	<b>0.74</b>
House	71.5	0.99	<b>0.71</b>
Milk and/or potatoes	40.0	2.32	<b>0.97</b>
<b>Year ended Dec 31 1981</b>			
<b>England and Wales</b>			
Board and/or lodging	6.4	18.14	<b>1.17</b>
House	45.1	1.55	<b>0.70</b>
Milk and/or potatoes	20.9	0.48	<b>0.10</b>
<b>Scotland</b>			
Board and/or lodging	4.7	18.76	<b>0.96</b>
House	66.7	0.99	<b>0.66</b>
Milk and/or potatoes	41.6	2.58	<b>1.10</b>

Under the Agricultural Wages Acts minimum wages are determined by the Agricultural Wages Boards. These Boards prescribe the weekly minimum wage and the standard number of hours to which it relates; they define the hours of work which qualify for overtime payment and fix an hourly overtime rate for them, and they prescribe the holidays with pay to which workers are entitled. They

### Definitions of terms

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

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

The **prescribed wage** is the wage prescribed in Agricultural Wages Boards' Orders for total hours and the **premium** is the excess of total earnings over the prescribed wage.

also specify and evaluate payments-in-kind which may be reckoned as part-payment of wages.

In England and Wales the statutory minimum weekly wage for men and women (ordinary rate) was raised from £48.50 to £58.00 on January 20, 1980 and to £64.00 on

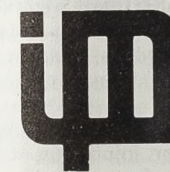
January 21, 1981, for a 40 hour standard week. There were comparable increases from these dates in the pay rates of craftsmen, graded workers, youths and girls.

In Scotland the statutory minimum weekly wage for adult general workers was raised from £55.75 to £59.00 on June 2, 1980 and to £65.20 on February 16, 1981.

### Authority

To ensure that Wages Board Orders are observed, officers of the Agriculture Departments are authorised to enter farms and obtain information from employers and workers on wages paid, hours worked and conditions of employment. In addition to the investigation of specific complaints of underpayment, the inspectors make test inspections on a number of farms with hired labour selected as a random sample. The size of the sample is currently about 4,000 farms per year in Great Britain and the data contained in tables 1 to 5 are based on information collected by wages inspectors on these visits.

In the tables relating to regularly employed full time workers in Great Britain, analysis by occupation is based on the classification of individual workers according to the work on which they are primarily engaged. Since most farm workers carry out a variety of duties this classification is somewhat arbitrary and not all of those assigned to a single group will be doing exactly the same work. ■



### SHORT COURSES

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# Employment topics

## Asbestos licensing scheme

Proposals to strengthen and extend the scope of the draft regulations on licensing of work with asbestos insulation and coating are contained in a consultative document published by the Health and Safety Commission.

Earlier draft regulations proposed that contractors involved in the removal of existing sprayed asbestos coating and asbestos based insulation should be licensed by the Health and Safety Executive. The new proposals suggest the licensing scheme should be extended to employers using their own employees, or self-employed persons, undertaking work with asbestos insulation and coating on their own premises, with an alternative of proving notifications of any such work to HSE; and provide for obligatory medical surveillance on a regular basis for employees and the self-employed

in the asbestos coating and insulation industry.

In order to minimise delay, comments on the proposals will be required by January 7, 1983.

The Commission is also consulting on the amendments that will be necessary to the Approved Code of Practice and Guidance Note on work with asbestos insulation and asbestos coating, as a result of its decision to introduce tighter control limits for asbestos from January 1, 1983.

Consultative Document *Asbestos (Licensing) Draft Regulations*, price £1.25. ISBN 0 11 883468 1.

Consultative Document *Work with asbestos insulation and asbestos coating. Amendment to the Approved Code of Practice*, price £0.75p. ISBN 0 11 883467 3. Obtainable from HMSO or from booksellers.

## Disabled people

At April 15, 1982, the number of people registered under the Disabled Persons (Employment) Acts, 1944 and 1958, was 447,259. Registration is voluntary and many people choose not to register. The table below, therefore, relates to both registered disabled people, and those people who, although

eligible, choose not to register.

Section 1 classifies those disabled people suitable for ordinary or open employment, while section 2 classifies those unlikely to obtain employment other than under sheltered conditions. Only registered disabled people can be placed in sheltered employment.

### Returns of unemployed disabled people at Sep 9, 1982

	Male	Female	All
<b>Section 1</b>			
Registered	58,599	9,985	68,584
Unregistered	93,887	25,922	119,809
<b>Section 2</b>			
Registered	5,930	1,620	7,550
Unregistered	3,162	1,225	4,387

### Placings of disabled people in employment from Sep 4, 1982 to Oct 8, 1982

		Male	Female	All
Registered disabled people	Open	1,362	399	1,761
	Sheltered	129	38	167
Unregistered disabled people	Open	1,066	528	1,594
<b>All placings</b>		<b>2,557</b>	<b>965</b>	<b>3,522</b>

## Coal mining fatalities in 1981

The general downward trend in mining accidents continued in 1981 although in most cases their pattern changed little, says a report<sup>1</sup> recently published by the Health and Safety Executive.

At coal mines the 35 fatal accidents was the lowest since records were kept with a further 815 sustaining major injuries. Of these 26 fatalities and 697 major injuries occurred underground.

Although the year saw significant changes in the definition of reporting accidents and dangerous occurrences, their basic causes were not materially changed. Underground haulage and transport operations continued to be the major problems, followed by accidents from miscellaneous causes and falls of ground.

Sixteen men were killed and 239 received major injuries in underground transport accidents accounting for 35 per cent of all underground accidents. Half of the accidents were directly attributable to human behaviour—lack of discipline or ordinary caution, bad operator practice and illegal man-riding. Analysis reveals an even spread of accidents across all age groups and that young and relatively inexperienced men are no more likely to be involved in accidents resulting from lapses in behaviour than older and more experienced men.

### Caution

While rope-hauled supply systems are still the greatest source of accidents, the report notes the disappointing increase in locomotive haulage accidents—a total of 25 in 1981 compared with 15 the previous year. Although analysis shows most could have been avoided by ordinary caution, there is an underlying implication that technical improvements alone do not offer a complete solution and improved training methods should be devised to emphasise the need for greater personal awareness of the hazards.

Three men were killed and 158 sustained major injuries in accidents from falls of ground, 92 per cent occurring at the face.

On powered support faces analysis shows that 40 per cent of the accidents from falls of ground still occurred along the face line, most

being in the propfree front area where 43 were the result of falls of roof and 10 due to falls of face.

In the majority of falls-of-roof accidents, cavities, friable roof strata or fault conditions were present necessitating particular care and there was evidence that the support systems were not always adequate to deal with the particular situation encountered.

One person was killed and 49 sustained major injuries in accidents associated with machines underground. Half of the accidents involved power loaders on the face and 16 of these were associated with the haulage chain.

### Progress

Steady progress has been made in the elimination of haulage chains and about one-quarter of the long-wall production faces are equipped with chainless haulage systems.

Miscellaneous accidents accounted for 34 per cent of all underground accidents with four killed and 244 sustaining major injuries. About a third were the result of stumbling, falling or slipping, most of which could have been avoided by ordinary caution, says the report.

Nine men were killed and 118 sustained major injuries in accidents on the surface, some 15 per cent of all accidents at coal mines. The accident rate represents a worsening situation, says the report, which has occurred against a background of continuous improvements in surface layouts, the modernisation of plants, and the automation of many operations.

Reportable dangerous occurrences in coal mines increased to 256 compared with 197 in 1980. One-fifth was due to failure of ventilating apparatus (many as a result of power failure) and one-fifth was due to outbreaks of fire below ground.

1. *Mines: Health and Safety 1981*. HMSO or booksellers, price £3.50 plus postage. ISBN 0 11 883668 4.

2. On 1 January 1981, the Notification of Accidents and Dangerous Occurrences Regulations 1980 came into force, bringing about significant changes in the accident and dangerous occurrences definitions. The effect has been to increase the numbers reported and consequently, direct comparisons with figures for previous years are not valid.

## Redundancies: reported as due to occur

The number of redundancies, in groups of ten or more workers, which had been reported to the Manpower Services Commission at December 1, 1982, as expected to occur up to September 1982, are given in the table below. The provisional numbers so far reported for October and November 1982

are 34,400 and 24,900 respectively. After allowing for further reports and revisions, the final totals are likely to be around 36,000 for October and 33,000 for November. The number of redundancies has remained fairly steady so far this year, at a lower level than in 1981.

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

	All	Jan to Sep		1981†	1982‡
1977	158,400	117,700	Jan	44,500	26,800
1978	172,600	131,500	Feb	46,700	30,000
1979	186,800	124,100	Mar	55,000	38,600
1980	493,800	337,200	Apr	53,100	37,200
1981	532,000	409,900	May	56,900	30,300
1982	—	287,000	Jun	39,800	29,300
			Jul	43,800	35,400
			Aug	35,200	29,800
			Sep	34,900	29,000
			Oct	44,900	
			Nov	33,000	
			Dec	44,200	

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

† Figures for February 1981 and later are not fully comparable with those for January 1981 and earlier, because of the improvements in data collection designed to secure a better coverage of redundancies actually taking place.

## Job splitting

Worksharing schemes can only be effective in reducing unemployment if there is "no significant increase in employers' costs", said Mr Michael Alison, Minister of State for Employment, addressing the British Institute of Management Conference in London. This is why the new Job Splitting scheme offers incentives to employers who split jobs provided they create work for people who would otherwise be unemployed, he explained.

A flat-rate grant of £750, paid in four instalments, would be available to offset the costs incurred in splitting an existing full-time job into two part-time jobs. The first payment of £300 would be made when an application had been approved for grant and subsequent instalments of £150 would be made at three, six and 12 month intervals.

The Minister said that the actual costs would, of course, vary considerably between jobs, but that in many cases the £750 would "fully cover the training and administrative costs included in having an extra person on the payroll".

Discussing the long-term benefits to employers, Mr Alison

said: "These include higher productivity, particularly—though not exclusively—in areas of routine work; more flexible use of working time; improved job satisfaction; lower staff turnover and absences, and cover for holidays, sickness and off the job training. There is also scope for building up a pool of trained labour, some of which may be available for full-time employment when the upturn comes."

Mr Alison said that the scheme would be open to all employers in the public and private sectors; it would operate on a nationwide basis, and that any existing job could be split, provided that it had been filled already by full-time employees for three months. "This focus on an existing full-time job is consistent with our desire to generate additional part-time opportunities," he said.

The new Job Splitting scheme was first outlined by the Chancellor on July 27 and it was given Parliamentary approval on November 17. It will apply to jobs split on or after Monday, January 3, 1983 and will remain open for application—to Regional Offices of the Department of Employment—from that date until Friday March 30, 1984.

## Labour Force Survey

Results from the 1981 Labour Force Survey, which is sponsored by the Department of Employment, were published in December\*.

The Labour Force Survey has been carried out in the UK every two years since 1973. It collects information on the employment and unemployment characteristics of the population and on a range of other topics from a large sample of private households. Some preliminary results from the survey were published in the May 1982 *Gazette*† and in an OPCS Monitor‡.

The report on the 1981 survey contains six chapters and is divided into two parts. Part I describes the technical procedures used in the survey and presents sampling errors for selected variables. Part II summarises some of the results from the survey and contains three chapters. One on employment and unemployment, includes information on economic activity rates, the industry, occupations, qualifications, hours worked and mobility of those working, and for the unemployed the method of job search, length of time seeking work and reason for leaving last job. The other two chapters present results on country of birth, ethnic origin and nationality, and on housing in England.

\* Labour Force Survey 1981 Office of Population Censuses and Surveys, LFS No 3, HMSO £6.20, December 1982.

† Labour Force Survey 1981: preliminary results, *Employment Gazette*, May 1982.

‡ OPCS Monitor Labour Force Survey 1981, reference LFS821, May 1982.

## Chemical substances

Approved Codes of Practice setting out test methods for obtaining scientific data required under the "Notification of New Substances Regulations" were recently published by the Health and Safety Commission. Also published was a detailed guidance booklet on the regulations and codes which came into effect on November 26, 1982.

Under the regulations, many new chemical substances to be marketed in Europe, in quantities of 1 tonne or more a year, will be subject to detailed testing and notification procedures with the aim of ensuring that their potential to cause harm to man or the environment is assessed before they are placed on the market.

The guidance booklet explains in detail the scope of the regulations and their requirements. It has been designed to assist manufacturers and importers of new chemical substances in the preparation and

submission of notifications and to provide them with information on the procedures which will be adopted by the Health and Safety Executive (HSE) and the Department of the Environment (DOE) who will operate the regulations jointly.

### Approved Codes of Practice

Substances subject to the full testing and notification provisions of the regulations will require the submission of a technical dossier containing scientific reports of a number of tests. The appropriate test methods by which the data required may be obtained are set out in the Approved Codes of Practice. The test methods contain an essential element of flexibility and will be subject to review and updating in the light of technical progress.

Three of the codes deal with physico-chemical properties, toxicity and eco-toxicity. They describe methods for establishing the basic physical characteristics of a substance, its likely distribution and persistence in the environment, whether the substance possesses flammable, oxidising or explosive properties, mammalian toxicity, irritancy, and also toxicity to fish and other biota.

The fourth code deals with good laboratory practice and sets out the scientific principles which are to be observed by laboratories generating data for submission in support of notifications. It covers a wide range of aspects of laboratory management and procedures including qualifications and responsibilities of staff, the handling of test substances, the maintenance of equipment and records, and the requirements for the establishment of an in-house quality assurance unit.

Health and Safety Series Booklet HS(R)14 *A guide to the Notification of New Substances Regulations 1982*, price £3.00. ISBN 0 11 883660 9.

Approved Code of Practice, COP7. *Principles of good laboratory practice*, price £2.50. ISBN 0 11 883658 7.

Approved Code of Practice, COP8. *Methods for the determination of physico-chemical properties*, price £5.50. ISBN 0 11 883656 0.

Approved Code of Practice, COP9. *Methods for the determination of physico-chemical properties*, price £5.00. ISBN 0 11 883655 2.

Approved Code of Practice, COP10. *Methods for the determination of toxicity*, price £5.00. ISBN 0 11 883657 9.

Obtainable from HM Stationery Office or from booksellers.

The regulations are the *Notification of New Substances Regulations 1982*, SI No 1496. They were laid before Parliament on November 5, 1982 and stem from the European Council Directive of September 18, 1979 amending for the sixth time Directive 67/548/EEC on the approximation of the laws, regulations and administrative provisions relation to the Classifications, Packaging and Labelling of Dangerous Substances (79/831/EEC).



## Unfair dismissal cases in 1981

□ The number of unfair dismissal cases disposed of during 1981 compared with those for 1980 and 1979 are given in table 1. These figures do not relate to unfair dismissal applications registered, of which there were about 35,000, 33,000 and 37,000 in 1979, 1980 and 1981 respectively. Nor are cases included which were not registered following letters written by the Tribunal Secretariat pointing out that they appeared to be outside the limit of the tribunals' jurisdiction.

About 27 per cent more cases were disposed of in 1981 than in 1980. This increase is in contrast to the downward trend from 1978 to 1980, when the number of cases disposed of decreased by about 16 per cent.

Table 1 analyses the number of cases by ACAS region. In general the percentage distribution shows little variation over the three years.

Table 2a shows that almost two-

thirds of cases are withdrawn or settled after conciliation. Table 2b shows that of those cases which reach a tribunal hearing, just under one-quarter are upheld, that is, dismissal is found to be unfair.

Table 3b shows that around one-third of the awards made by Industrial tribunals amounted to less than £500. More than half the awards were less than £1,000, and just under five per cent of awards were more than £5,000. The median award rose in 1981 to £963 from £598 in 1980.

Included for the first time in table 4 are figures relating to pre-hearing assessments for the period October 1, 1980 to December 31, 1981, the first 15 months of operation of this new procedure. These figures have been compiled from the Central Offices of Industrial Tribunals (England and Wales, and Scotland) and are not directly comparable with the figures for cases disposed of.

Table 1 Analysis by ACAS region

	1979		1980		1981	
	Number	Per cent	Number	Per cent	Number	Per cent
South East	10,959	32.8	8,953	31.3	11,855	32.7
South West	2,097	6.3	1,750	6.1	2,278	6.3
Midlands	5,539	16.6	4,523	15.8	6,595	18.2
Yorkshire & Humberside	2,903	8.7	2,914	10.2	3,506	9.7
North West	4,678	14.0	4,241	14.8	4,652	12.8
North	1,878	5.6	1,622	5.7	1,822	5.0
Wales	1,505	4.5	1,406	4.9	1,767	4.9
Scotland	3,824	11.5	3,215	11.2	3,801	10.4
All	33,383	100.0	28,624	100.0	36,276	100.0

Table 2 Outcomes of cases 1981

Total cases completed 36,276  
Total cases conciliated 22,840 (63.0 per cent)

	Number	Per cent	Per cent of all cases (36,276 = 100)
<b>(2a) Conciliated cases*</b>			
Complaint withdrawn			
out of scope	296	1.3	0.8
for other reasons	9,249	40.5	25.5
leading to private settlements	1,918	8.4	5.3
All withdrawals	11,463	50.2	31.6
Re-employment agreed	416	1.8	1.2
Compensation agreed	10,729	47.0	29.6
Some other remedy	232	1.0	0.6
All agreed settlements	11,377	49.8	31.4
All cases conciliated	22,840		
<b>Total cases heard at tribunals 13,436 (37.0 per cent)</b>			
<b>(2b) Tribunal hearings</b>			
Cases dismissed			
out of scope	1,226	9.1	3.4
held to be fair	6,050	45.1	16.7
for other reasons	3,026	22.5	8.3
All cases dismissed	10,302	76.7	28.4
Re-instatement	93	0.7	0.3
Re-engagement	57	0.4	0.2
Compensation	1,945	14.5	5.3
Redundancy payment	165	1.2	0.4
Other remedy	874	6.5	2.4
All cases upheld	3,134	23.3	8.6
All cases heard	13,436		

\* ACAS is required to conciliate in certain cases where no formal complaint to a tribunal has been lodged. Comparison between the figures in this table and those in the ACAS Annual Report 1981 is therefore inappropriate.

Table 3a Compensation agreed at conciliation

Amount	1979*		1980*		1981†	
	Number	Per cent	Number	Per cent	Number	Per cent
Not known	11	0.1	—	0.0	—	0.0
Less than £50	552	5.1	292	3.3	222	2.1
£50-£99	1,862	17.2	1,153	12.8	907	8.3
£100-£149	1,970	18.2	1,327	14.7	1,327	12.4
£150-£199	1,196	11.0	920	10.2	965	9.0
£200-£299	1,871	17.3	1,668	18.5	1,888	17.6
£300-£399	884	8.2	913	10.1	1,074	10.0
£400-£499	541	5.0	541	6.0	703	6.6
£500-£749	856	7.9	1,021	11.3	1,347	12.6
£750-£999	210	1.9	198	2.2	273	2.5
£1,000-£1,499	346	3.2	391	4.3	579	5.4
£1,500-£1,999	149	1.4	158	1.8	389	3.6
£2,000-£2,999	179	1.6	174	1.9	537	5.0
£3,000-£3,999	75	0.7	78	0.9	251	2.3
£4,000-£4,999	45	0.4	56	0.6	98	0.9
£5,000-£5,999	40	0.4	40	0.4	57	0.5
£6,000-£6,999	16	0.1	29	0.3	21	0.2
£7,000-£7,999	20	0.2	15	0.2	21	0.2
£8,000-£8,999	3	0.0	9	0.1	14	0.1
£9,000 and over	16	0.1	40	0.4	53	0.5
All	10,842‡	100.0	9,023‡	100.0	10,726‡	100.0

\* Excludes redundancy payments.  
‡ Includes some cases where re-employment and compensation agreed.  
† 1981 figures include some cases where redundancy payments are included.

Table 3b Compensation awarded by a tribunal

Amount	1979		1980		1981	
	Number	Per cent	Number	Per cent	Number	Per cent
Not known	—	—	—	—	18	0.9
Less than £50	18	0.8	7	0.4	12	0.6
£50-£99	156	6.5	83	4.2	44	2.3
£100-£149	261	10.9	135	6.8	76	3.9
£150-£199	206	8.6	141	7.1	67	3.4
£200-£299	320	13.4	212	10.6	125	6.4
£300-£399	231	9.7	172	8.6	123	6.3
£400-£499	190	8.0	140	7.0	110	5.7
£500-£749	328	13.7	272	13.6	240	12.3
£750-£999	184	7.7	192	9.6	195	10.0
£1,000-£1,499	217	9.1	258	12.9	303	15.6
£1,500-£1,999	107	4.5	138	6.9	183	9.4
£2,000-£2,999	89	3.7	132	6.6	209	10.8
£3,000-£3,999	31	1.3	45	2.3	98	5.0
£4,000-£4,999	22	0.9	20	1.0	52	2.7
£5,000-£5,999	17	0.7	19	1.0	39	2.0
£6,000-£6,999	7	0.3	18	0.9	27	1.4
£7,000-£7,999	3	0.1	6	0.3	15	0.8
£8,000-£8,999	—	—	2	0.1	5	0.3
£9,000 and over	1	0.1	2	0.1	4	0.2
All	2,338	100.0	1,994	100.0	1,945	100.0
Median award		£401		£598		£963

	Number	Per cent	Number	Per cent	Number	Per cent
Cases where basic award only made	446	18.7	334	16.8	180	9.3
Cases where compensatory award was the maximum						
£5,750 from 1.2.1979 and						
£6,250 from 1.2.1980	15	0.6	8	0.4	17	0.9

Table 4 Pre-hearing assessments October 1, 1980 to December 31, 1981

	Number
<b>Total number of PHAs ordered</b>	2,237
PHA initiated by applicants	22*
PHA initiated by respondents	1,013*
PHA initiated by chairman	1,203
<b>Cases withdrawn/settled before PHA</b>	335
Withdrawn	118
Settled	—
<b>Outcome of PHAs</b>	883
Costs warning against applicant	15
Costs warning against respondent	—
<b>Total</b>	898
<b>Cases where warning given against applicant</b>	709
Withdrawn after PHA but before full hearing	35
Settled after PHA but before full hearing	131
Cases proceeded with	—
<b>Cases where no warning given against applicant</b>	199
Withdrawn after PHA but before full hearing	151
Settled after PHA but before full hearing	510
Cases proceeded with	—
<b>Outcome of full hearing in cases where applicant was warned</b>	12
Applicant won	119
Applicant lost	44
Costs awarded against applicant	—
<b>Outcome of full hearing in cases where applicant not warned</b>	97
Applicant won	413
Applicant lost	11

\* Note: in one case a PHA was requested by both parties

# LABOUR MARKET DATA

## Contents

<b>Commentary</b>	S2	<b>Industrial disputes</b>	
0-1 Background economic indicators	S7	4-1 Summary; industry; causes	S44
C1 Labour market indicators	S8	4-2 Stoppages of work: summary	S44
<b>Employment</b>		<b>Earnings</b>	
1-1 Working population	S10	5-1 Average earnings index:	
1-2 Employees in employment		5-1 industrial sectors	S45
time series	S11	5-3 industry	S46
1-7 Labour turnover	S13	5-4 Average earnings and hours: manual	
1-9 International comparisons	S17	5-4 workers	S48
1-11 Overtime and short-time	S18	5-5 Index of average earnings:	
1-12 Hours of work	S19	5-5 non-manual workers	S48
<b>Unemployment</b>		5-6 Average earnings and hours: all employees	S50
C2 Unemployment and vacancies chart	S21	5-7 Labour costs	S51
2-1 UK summary	S22	5-8 Basic wage rates and normal hours	S52
2-2 GB summary	S26	5-9 International comparisons	S54
2-3 Regions	S30	C3 Earnings, prices and output chart	S55
2-4 Assisted and local areas	S34	<b>Retail prices</b>	
2-13 Adult students	S38	6-1 Recent movements	S56
2-14 Temporarily stopped	S38	6-2 Latest figures: detailed indices	S56
2-18 International comparisons	S39	6-3 Average retail prices of items of food	S57
2-19 Flows of unemployed and vacancies	S40	6-4 General index: time series	S58
<b>Vacancies</b>		6-5 Changes on a year earlier: time series	S60
3-1 Summary: seasonally adjusted: regions	S41	6-6 Pensioner household indices	S60
3-2 Summary: regions	S42	6-7 Group indices for pensioner households	S60
3-3 Industry	S43	C4 Charts	S61
3-4 Occupation	S43	6-8 International comparisons	S62
		<b>Definitions and conventions</b>	S63
		<b>Index</b>	S64



## Trends in labour statistics

### Summary

The overall level of economic activity increased a little in the third quarter, with a slight decline in manufacturing output offset by improvements in some service industries. On the demand side, consumers' expenditure rose perceptibly in the third quarter, but exports declined and there was renewed and substantial destocking.

Growth of about 1½ per cent in UK output in 1983 was predicted in the Treasury Economic Statement of November 8. In the industrial countries taken together, a modest improvement is also forecast for 1983 after negligible expected growth during 1982 as a whole.

The underlying increase in average earnings in October was much the same as in September. This stabilisation, at an annual rate of 8¾ per cent, after eight months of slowing down, is to be expected at this time of year before settlements in the current pay round begin to come through on a significant scale in the New Year.

The underlying rate of increase in unemployment may have eased in October and November, although it is too early to be sure of a change in the trend. Parallel to this was a slowing in the rate of decline in employment in manufacturing industry in September and October. Overtime working was little changed but short-time working has increased slightly.

Data from the 1981 Labour Force Survey suggests that employment fell between 1979 and 1981 by some 800,000 less than had been thought, and that over

the same period the labour force grew roughly in line with the increase in the population of working age. The increase in retail prices over the previous 12 months fell once more in November to 6.3 per cent. The rate of inflation is now approximately half the 12 per cent recorded one year ago.

### Economic background

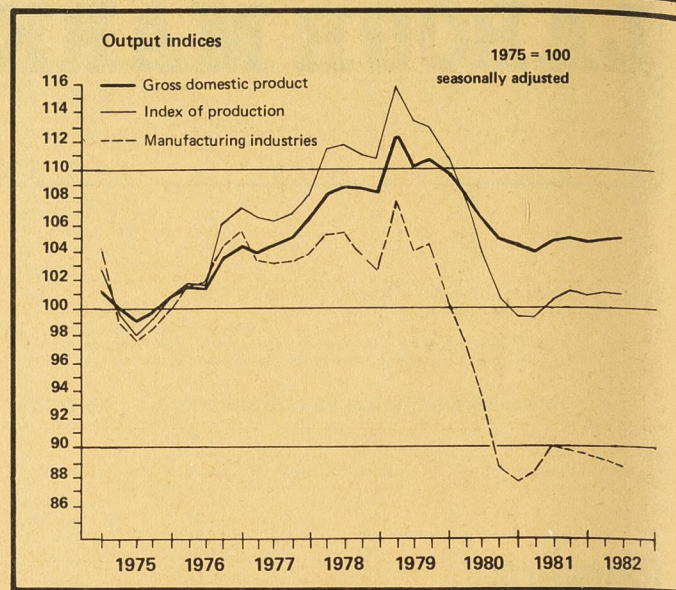
GDP (output) is provisionally estimated to have risen slightly in the third quarter. Output is now 1 per cent higher than the low point in the spring of 1981, but has remained more or less flat since the third quarter of last year. The most marked movements in the third quarter were in the service sector: both the distributive and motor trades showed substantial increases in activity, while transport output was depressed by the July rail dispute.

The November CBI Monthly Trends Enquiry showed export orders noticeably lower than in earlier months, reaching the worst balance since November 1980. Firms' expectations for the volume of their output weakened in November to their lowest position since March 1981.

The treasury economic statement of November 8 predicted economic growth of 1½ per cent in 1983. The latest National Institute for Economic and Social Research's Review, published this month, also forecast modest rises in output: of 1 per cent in 1983 and the same in 1984.

While the increase in the CBI's longer-leading indicator was maintained in October, the shorter-leading index fell back after

# Commentary



rising between June and September. Rises in share prices and falls in interest rates have offset the drop in business optimism. The coincident index has continued to rise steadily, with the main upward contributions coming from retail sales and manufacturing production.

Industrial production and manufacturing output were both unchanged in the third quarter compared with the second quarter. Industrial production is now ½ per cent above its level a year earlier, while manufacturing, on the same comparison is 1 per cent lower than in the third quarter of 1981, and fell slightly in October.

Within this total, growth during the third quarter in the food, drink and tobacco industry and the engineering and allied industries was more than offset by falls in metal manufacture (-10 per cent), textiles, leather and clothing (-5 per cent), other manufacturing (-4 per cent), and chemicals, coal and petroleum products (-3 per cent).

On the demand side, the volume of consumer's expenditure was 1½ per cent higher than in the second quarter. This partly reflected an increase in retail sales in recent months. In October, retail sales remained at the higher level reached in the previous two months, which was 3 per cent up on the corresponding period of 1981.

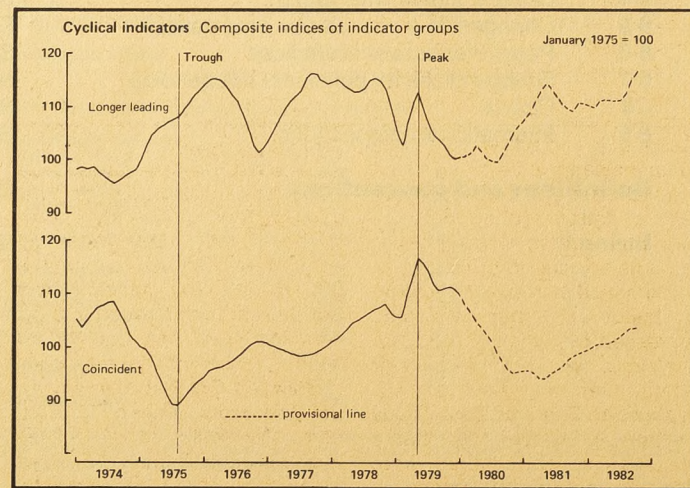
Provisional figures for the volume of stocks held by manufacturing industries and distribu-

tive trades in the third quarter show a return to heavy destocking, following little change in stock levels during the first half of the year. Overall, the volume of stocks fell by £420 million in the third quarter. The reduction in stocks held by wholesalers and retailers was associated with the higher level of retail sales. The fall in manufacturers' stocks may reflect a response to over optimistic demand expectations. The CBI survey points to stocks of finished goods still being excessive.

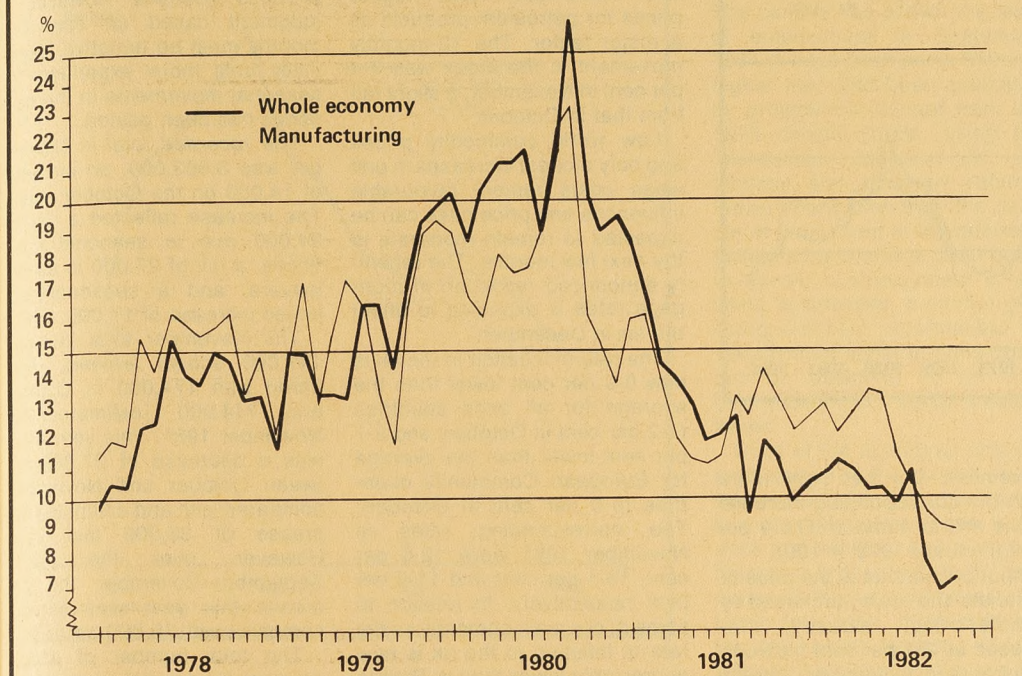
A renewed increase in investment by service industries is suggested by the provisional third quarter estimates of capital expenditure by manufacturing and service industries. The decline in manufacturing investment seems to have halted. Capital expenditure by manufacturing, distributive and service industries rose by 3 per cent in the third quarter. Manufacturing direct investment was little changed, but increased by 1 per cent compared with the second quarter, after allowing for assets leased from the service industries; service sector investment rose by 4½ per cent. The level of capital expenditure remains, however, at a historically low level.

Sterling's effective exchange rate fell by 7 per cent during November stabilising in early December. In the face of this fall, the clearing banks raised their base rates by 1-1¼ per cent towards the end of the month.

The surplus on the current



Index of average earnings : increases over previous year Per cent



account of the balance of payments is estimated to have increased by £20 million to reach £459 million in October. An increase in the surplus on trade in oil more than offset the increased deficit on trade in non-oil goods. There has been little change since the beginning of the year in the volume of imports, while the underlying level of export volumes is now somewhat lower than earlier in the year.

### World outlook

Few signs of sustained recovery in the world economy have become evident. Activity in most OECD countries is at best flat and little expansion seems likely for some months.

For OECD countries as a whole the consensus is that output may have declined slightly in 1982 compared with 1981. A modest recovery is expected next year as

the effects of lower inflation and lower interest rates stimulate some growth in consumer spending and stockbuilding.

In the United States, GNP rose by ¼ per cent between the second and third quarters, mainly as a result of increased stockbuilding. A slow rise in the US index of leading economic indicators was renewed in September following a slight fall in August. GNP growth slowed in the third quarter in Japan, partly reflecting depressed consumers' expenditure. There were successive monthly falls in West German industrial production between March and July this year: a hesitant recovery in August was followed by a drop in September. In France, the most recent industrial surveys suggest a deterioration in business confidence.

Unemployment continues to increase in most OECD countries and seems likely to continue to rise into the second half of 1983, although a recent slowdown in

the rate of increase is apparent in Western European Countries.

The world recession has had a significant impact on inflation in OECD countries, both by depressing commodity prices and slowing the growth in earnings. In September, US consumer prices were 5 per cent higher than a year earlier, while increases of 3.2 per cent and 4.9 per cent were recorded in Japan and West Germany respectively.

### Average earnings

Average earnings in October showed an underlying increase over the previous 12 months of about 8¾ per cent, similar to the figure for September. The stabilisation of the rate of change, following eight months of continuous decline, reflects the fact that relatively few employees receive annual pay increases in October and the effect of changes in hours worked was about the same in both periods. It is quite usual for the underlying

rate to flatten out in this way during the autumn when few settlements are due to be paid.

The actual increase in the year to October (7.3 per cent) was depressed by temporary factors, in a similar way but to a smaller extent than in the year to September. There was much less back-pay in October 1982 than a year earlier. The figures were also depressed by delays in

reaching annual pay settlements for some employees (notably in the National Health Service, local government and transport), though the number of employees affected was less than in September. In addition, average earnings in October were again depressed by industrial action, though this arose mainly from the coal-miners' overtime ban rather than the NHS dispute which affected the September figures. These three factors accounted respectively for about ½, ¾ and ¼ percentage points of the difference between the underlying and actual increases.

The underlying monthly increase in average earnings in the three months to October was ¾ per cent, as it had been in the three months to September and during the first half of the year. Allowing for a small element of pay drift this is broadly consistent with evidence on the average level of settlements being implemented during the three months to October. However, it should not be taken as an indication of the level of pay increases in the current pay round as most of the settlements affecting earnings up to October had operative dates before the end of July.

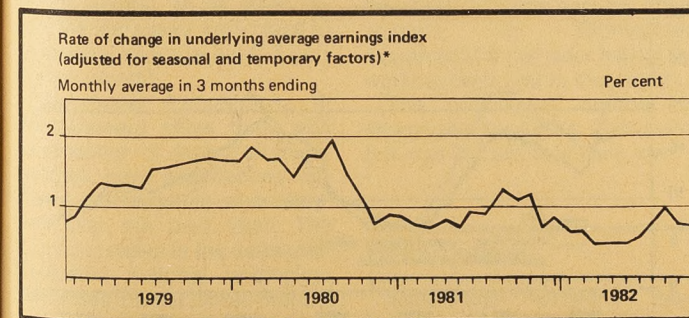
The underlying increase in average earnings over the latest year was 9¼ per cent in manufacturing and in index of production industries, both unchanged from the (revised) figures for the previous month. The actual increase in manufacturing (8.8 per cent) was somewhat depressed by temporary factors, mainly the effect of higher back-pay last year, and that for index of production industries (8.6 per cent) was further depressed by the coal-mining dispute.

The earnings increase in manufacturing continues to be partially offset by improvements in output per head, and in the three months to October unit wage costs were 5½ per cent higher than in the corresponding period a year earlier.

### Retail prices

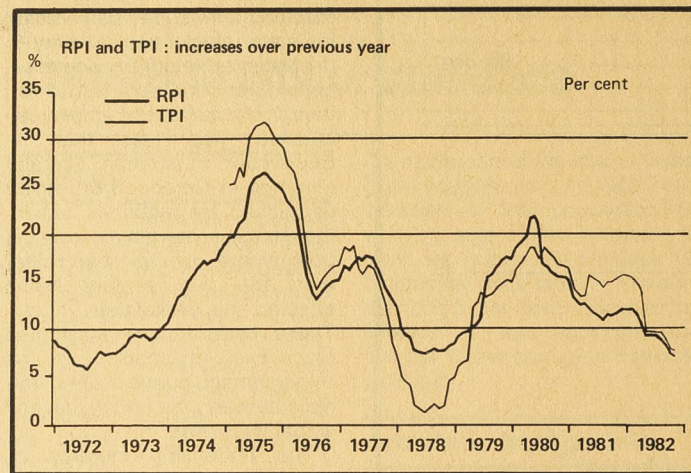
The rate of inflation, as measured by the 12-monthly change in the Retail Prices Index fell again in November to stand at 6.3 per cent. This compares with 6.8 per cent in October, 7.3 per cent in September, and 12 per cent at the beginning of the year.

Between October and November the index rose by 0.5 per cent, the same as in October after showing virtually no movement over the three previous



\* For description see *Employment Gazette*, April 1981, pages 193-6.





months. The rise was the effect of an increased price for milk, higher average charges for gas and smaller price increases for a wide range of other goods and services. There was a small fall in seasonal food prices, mainly among fresh fruit and vegetables. There were rises in the prices of coal, petrol and oil.

In November the increase in the RPI over six months, excluding the effects of seasonal food, was 2.2 per cent, similar to the increase of 2.3 per cent over the six months to October.

The Tax and Prices Index rose by 6.7 per cent in the year to

November, 0.4 per cent more than the corresponding increase in the RPI, to stand at 170.9 per cent (January 1978 = 100).

Input prices, that is the price of materials and fuels purchased by manufacturing industry, increased by 2.1 per cent between October and November, largely because of a higher sterling price for crude oil brought about by the depreciation of sterling against the dollar. The increase in the index over 12 months was 6.2 per cent in November compared with 3.4 per cent in October.

Manufacturers' selling prices (as measured by the wholesale

prices index for home sales) rose by 0.5 per cent between October and November, with higher prices for petroleum products as a major factor. The 12-monthly movement in the index was 7.4 per cent in November, a slight fall from that in October.

Low world commodity prices and only modest increases in unit wage costs remain favourable influences and price rises can be expected to remain moderate in the next few months. The recently announced reduction in mortgage rates is expected to affect the RPI in December.

The rate of inflation in the UK is now 0.9 per cent lower than the average for all OECD countries (7.2 per cent in October) and 2.7 per cent lower than the average for European Community countries (9.0 per cent in October). The corresponding rates in November 1981 were 12.0 per cent, 10.1 per cent and 11.8 per cent respectively. In relation to some of our main competitors the rate of inflation in the UK is now appreciably lower than in France and Italy but remains higher than in Japan, West Germany and the USA.

### Unemployment\* and vacancies

The November unemployment figures are on the *new (claimant) basis* described in pages S20 of this *Gazette*, and also in the September issue [pp 389-93].

The underlying rate of increase of unemployment in the United Kingdom in October-November averaged 18,000 a month, compared with average monthly increases of 31,000 in the third quarter, 28,000 in the second quarter and 20,000 in the first quarter. It now seems possible that there may have been some easing in the rate of increase in

unemployment in October and November compared with the two previous quarters. However, a judgment based on only two months must be tentative, especially until more experience of seasonal movements in the new series has been gained.

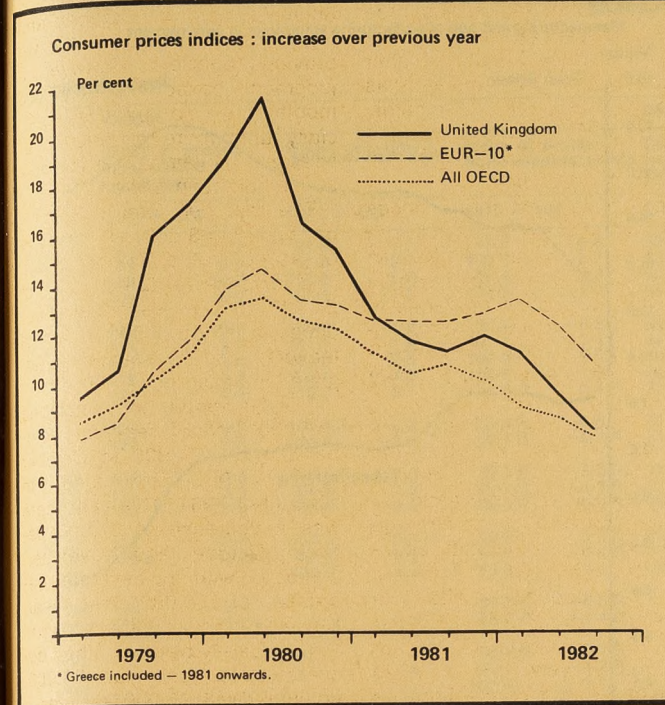
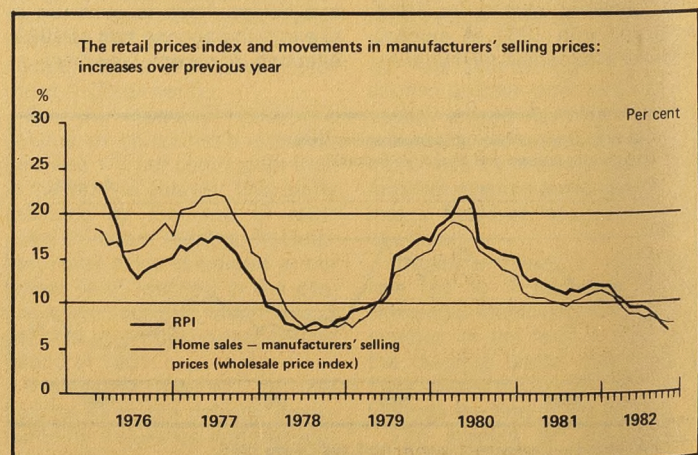
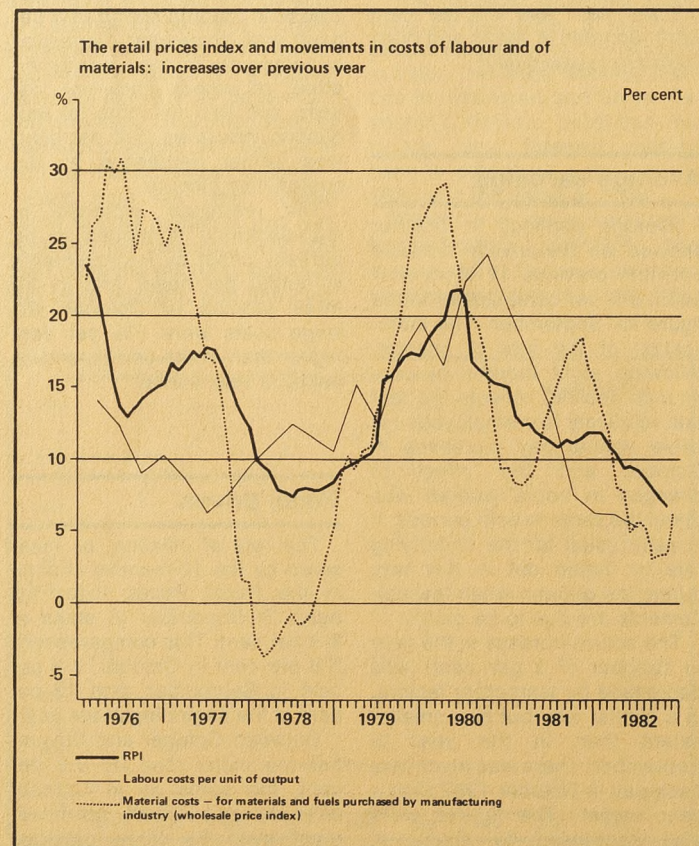
The recorded total in November was 3,063,000, an increase of 14,000 on the October count. The increase reflected a rise of 24,000 due to seasonal influences, a fall of 27,000 in school leavers, and a seasonally-adjusted increase of 17,000.

The November total included 147,000 school leavers, compared with 174,000 in October and 144,000 [estimated] in November 1981. This year there was a decrease of 27,000 between October and November, compared with an estimated decrease of 36,000 last year. However, over the period September-November the decrease this year was 56,000, compared with 35,000 last year.

The total number of people covered by *special employment measures* was 645,000 at the end of October, an increase of 28,000 since September. The increase mainly reflected greater numbers on the Youth Opportunities Programme and the Young Workers Scheme. There was also a small increase in the numbers supported by the Temporary Short-Time Working Compensation Scheme. The effect on the unemployment count, which for a number of reasons is much less than the total, is estimated at 375,000.

Vacancies, both stock and inflow, have shown little change in trend over the past six months though remaining up on a year earlier. In November there was a seasonally-adjusted increase of 1,000 in the stock to 114,000. In the latest three months (Septem-

\* New basis (claimants).



ber-November), the stock has averaged 112,000 a month, compared with 110,000 in the previous three months (June-August) and 109,000 in the three months before that. In September-November last year the stock averaged 101,000 a month. The inflow of vacancies in August-October averaged 161,000 a month, compared with 163,000 in the previous three months (May-July) and 163,000 in the three months before that. In August-October last year the inflow averaged 155,000 a month.

Male unemployment continues to rise faster than for females. In the three months to November, the increase on the previous three months was 0.4 percentage points for males, compared with 0.2 percentage points for females.

The regional pattern in the latest three months, compared with the previous three months, shows above-average increases in the seasonally-adjusted percentage rate for Northern Ireland and East Anglia (both 0.5 percentage points). In all other regions the increases were close to the national average (up 0.3 percentage points).

International comparisons of unemployment show that, with the exception of Japan, all major countries, have experienced significant increases in unemployment over the past year. The recent increases in the seasonally-adjusted national unemployment rates (latest three months compared with the previous three months) are: Canada (+1.4 per-

centage points), Ireland (+0.9), the Netherlands (+0.8), Germany (+0.7), the United States (+0.5), the United Kingdom (+0.3) and France and Belgium (both +0.1).

### Industrial stoppages

It is provisionally estimated that 211,000 working days were lost through industrial stoppages during November. This is the lowest monthly total this year, and a considerable drop from the recent run of higher figures; it is accounted for by the tapering-off of industrial action in the long-running health service dispute.

The cumulative total of days lost in the period January to November is 7,852,000, compared with 3,947,000 in the comparable period last year, and an average for the same period over the last 10 years, of 11,686,000 days.

The health service stoppage, strikes in three car companies and two engineering firms, and the strike by social security office workers in Birmingham accounted for just over half of the working days lost in the month.

The provisional number of stoppages beginning in November was 91, still relatively low.

### Employment

Substantial revisions have been made to the monthly and quarterly estimates of employees

in employment in the light of the 1981 census of employment results, published on page 000. The census has shown the level of employment in September 1981 to have been some 559,000 higher than had been estimated by projections forward from the 1978 census totals, using the information collected in the monthly and quarterly returns. Whilst information from the sample of firms used in the quarterly estimates provides a good guide to trends in employment in existing businesses, it cannot give comprehensive information on employment either in firms going out of business or in new businesses which become established.

Most of the additional employment shown by the census was in the service industries, particularly in the distributive trades, insurance and banking, and in miscellaneous services, where the incidence of "births" and "deaths" is particularly high. In manufacturing, the results from the census were much closer to those in the monthly series, being some 50,000 higher and totalling 5,924,000.

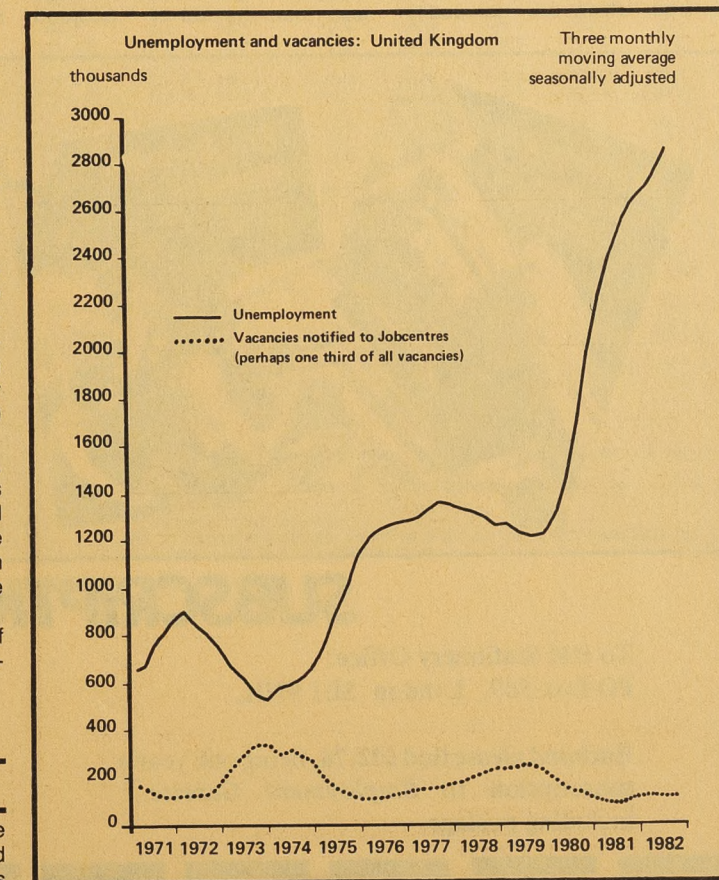
The current trends in employment are little affected by these revisions, however. First indications are that total employment [seasonally-adjusted] fell by over 150,000 in the third quarter of

1982, and that there has been a slowing-down in the fall in manufacturing employment in September and October. Although it is too soon to say whether this is a firm trend, it is consistent with the slowing-down of the rise in unemployment in October and November.

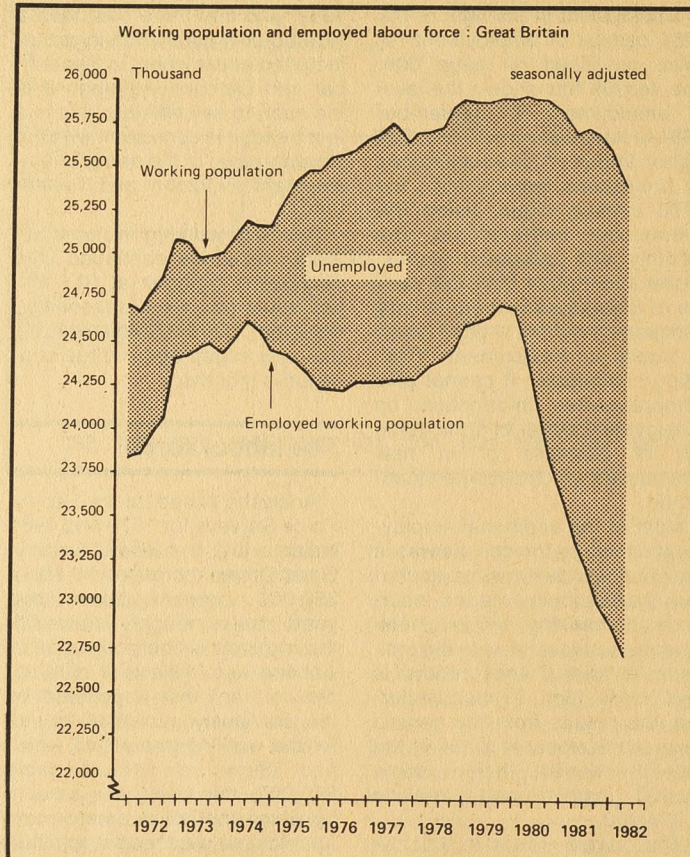
Overtime working in manufacturing industries continued little changed in October, at 10.1 million hours per week [seasonally-adjusted], but short-time working has now edged up for three consecutive months.

### The labour force

Analyses based on the Labour Force Surveys for 1979 and 1981 indicate that the labour force in Great Britain increased by about 250,000 between those two years; that is, roughly in line with the increase in the population of working age. This is a different picture from that suggested by the previously published figures for the working population which had shown a fall of some 370,000, this being the amount by which the fall in employment (employees plus self-employed) had exceeded the rise in unemployment. However the series for employment are being substantially revised in the light of the results of the 1981 census of





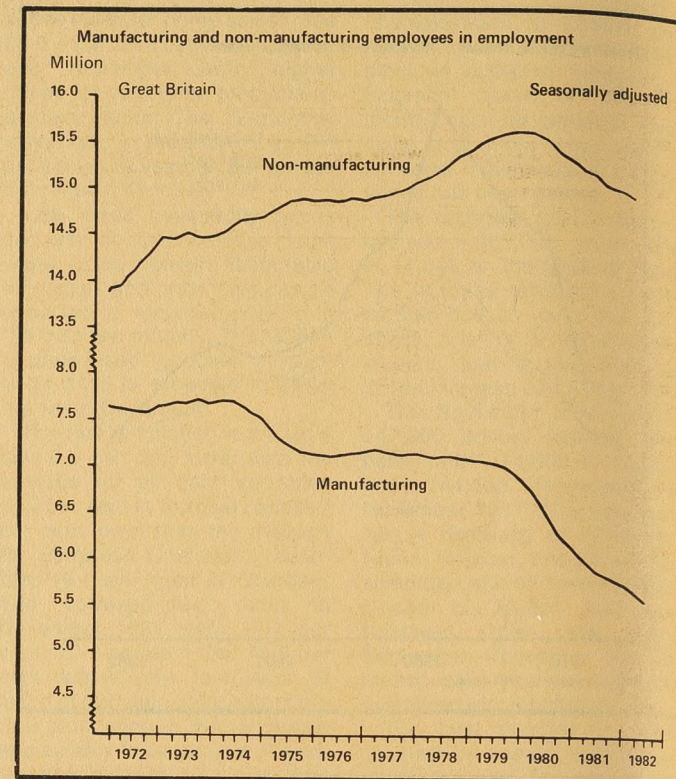


Note: See notes to table 1.1

employment, for employees, and new, and higher, figures for the self-employed.

The new figures for employees, which are included in

this issue of *Employment Gazette*, indicate a fall of 1,350,000 between June 1979 and June 1981, some 330,000 less than the fall of 1,680,000



shown in the previously published figures.

Information from the Labour Force Surveys and the 1981 Census of Population suggests a substantial increase between 1979 and 1981 in the number of self-employed. However a revised self-employment series has not yet been completed.

The February issue of *Employment Gazette* will include fully revised estimates of the employed labour force, incorporating revised estimates for the number of self-employed and also an article giving detailed estimates of trends in the labour force and reconciling the figures derived from various sources.



# Employment Gazette

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### UNITED KINGDOM

	Output		Demand		Retail sales volume <sup>1</sup>		Real personal disposable income		Fixed investment <sup>3</sup> 1975 prices		Stock building <sup>4,9</sup> 1975 prices				
	Index of production—OECD countries <sup>1</sup>	Whole economy <sup>2</sup>	Index of production—manufacturing	Consumers' expenditure 1975 prices	£ billion	1978 = 100	1975 = 100	£ billion	£ billion	£ billion	£ billion				
	1975 = 100	1975 = 100	1975 = 100	£ billion	1978 = 100	1975 = 100	£ billion	£ billion	£ billion	£ billion					
1971	92	1.1	94.9	1.5	97.5	-0.6	59.7	-3.3	90.7	-	87.6	1.5	8.1	-	-
1972	98	6.5	97.8	-3.1	100.1	2.7	63.3	6.0	95.2	5.0	95.2	8.7	9.6	1.4	-0.1
1973	108	10.2	103.5	5.8	108.4	8.3	66.3	4.7	99.6	4.6	101.4	6.5	8.9	-2.1	2.2
1974	109	0.9	101.9	-1.5	106.6	-1.7	65.0	-1.8	98.5	-1.0	100.5	-1.3	7.3	-2.1	1.4
1975	100	-8.3	100.0	-1.9	100.0	-6.2	64.7	-0.6	96.6	-1.8	100.0	-0.1	7.4	1.2	-1.5
1976	109	9.0	101.9	1.9	101.4	1.4	64.7	0.9	96.4	-0.1	99.2	-0.8	7.3	-1.3	0.7
1977	113	3.6	104.6	2.6	102.9	1.5	64.5	-0.3	98.3	-1.7	97.7	-1.5	7.9	9.1	1.1
1978	118	4.4	108.0	3.3	103.9	1.0	68.2	5.8	100.0	5.6	105.7	8.2	8.8	10.7	0.5
1979	123	4.2	110.3	2.1	104.3 R	0.4 R	71.6	4.9	104.2	4.6	113.1	7.0	10.0	12.8	1.1
1980	123	0.0	107.4 R	-2.9	95.4 R	-8.5	71.6 R	0.0	104.3	0.6	114.5 e	1.2 R	9.9	-0.9	-1.6
1981	124	0.8	104.5	-2.4	89.4 R	-6.3 R	71.8 R	-0.1	105.5	1.2	112.0 R	-2.2 R	9.4	-5.3	-1.3
1981 Q2	124	0.8	104.1 R	-3.8	89.3 R	-8.3 R	17.9	1.1	104.7	1.9	111.4 R	-1.2 R	2.3 R	-5.9	-0.4
Q3	124	3.3	104.8	-1.3	89.9 R	-4.2 R	17.9	-0.7	105.5	1.4	111.6 R	-3.5 R	2.4 R	-4.7	-0.2
Q4	123	0.0	105.0	0.3	89.6 R	-0.6 R	18.0	0.7	105.4	1.2	110.5 R	-4.4 R	2.4	-3.6	-0.3
1982 Q1	121	-2.4	104.6	0.4 R	89.2	0.3 R	17.9	0.6	106.6	0.0	111.5 R	-2.7 R	2.4	3.4	0.1
Q2	120 e	-3.2 e	104.8	0.9	88.9	-0.4 R	17.9	0.0	106.2 R	1.4	109.4	-1.8	2.3	0.0	-0.0
Q3	..	..	105.0	0.2	88.8	-1.1	[18.6]	..	108.7 R	3.0 R	..	..	[2.4]	0.0	-0.4
1982 May	120	-2.4	..	..	89.7 R	-0.5 R	..	..	105.9 R	1.3	..	..	..	..	..
June	119 e	-3.2 e	..	..	88.0 R	-0.4 R	..	..	106.8 R	1.4	..	..	..	..	..
July	..	..	..	..	88.6 R	-0.7 R	..	..	107.6	1.9	..	..	..	..	..
Aug	..	..	..	..	89.1	-1.3 R	..	..	109.2	2.4	..	..	..	..	..
Sep	..	..	..	..	[88.8]	[-1.1]	..	..	109.1 R	3.0	..	..	..	..	..
Oct	..	..	..	..	..	..	..	..	109.2	3.1	..	..	..	..	..
Nov	..	..	..	..	..	..	..	..	[109.5]	3	..	..	..	..	..

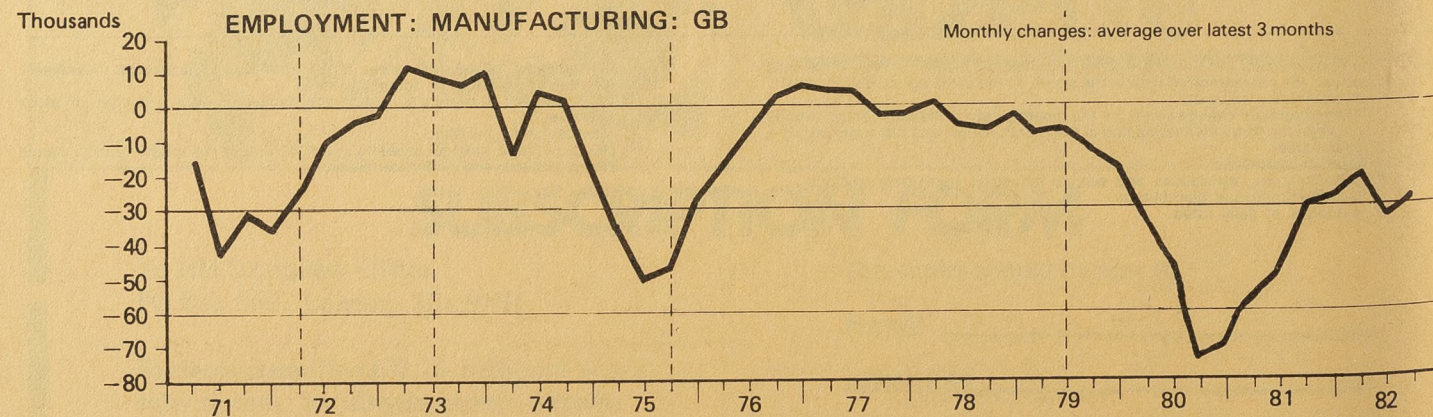
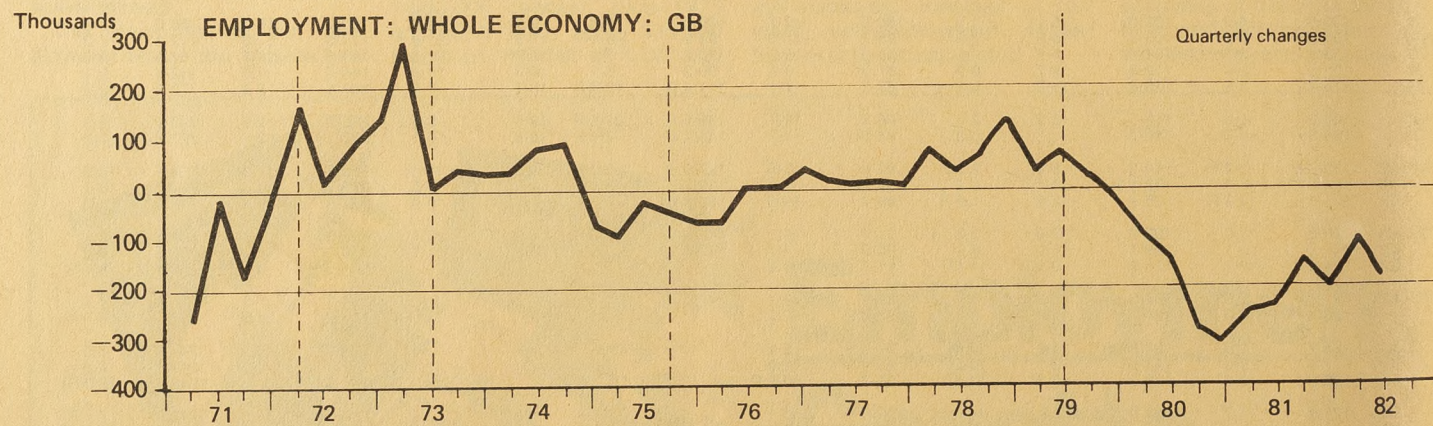
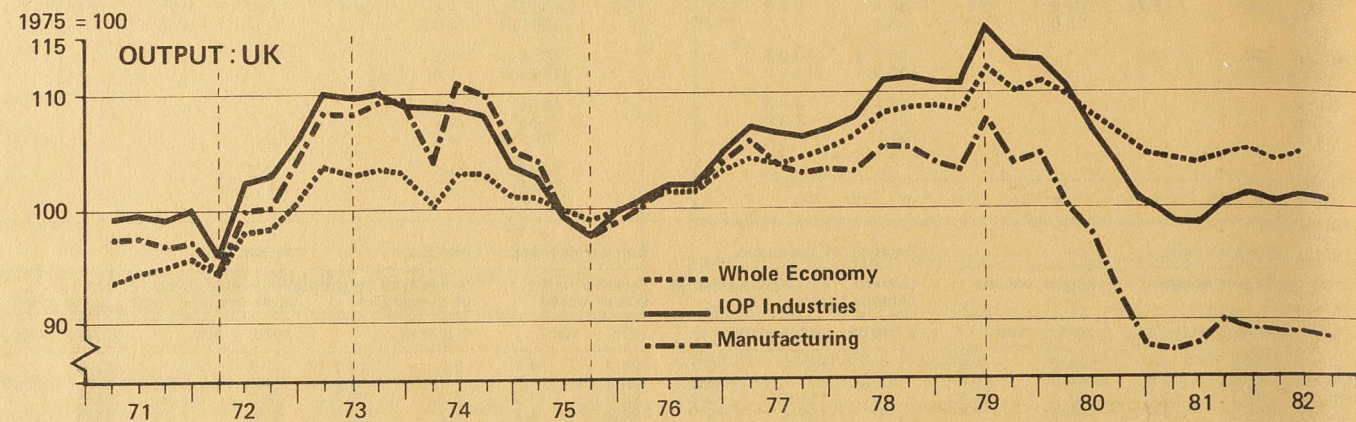
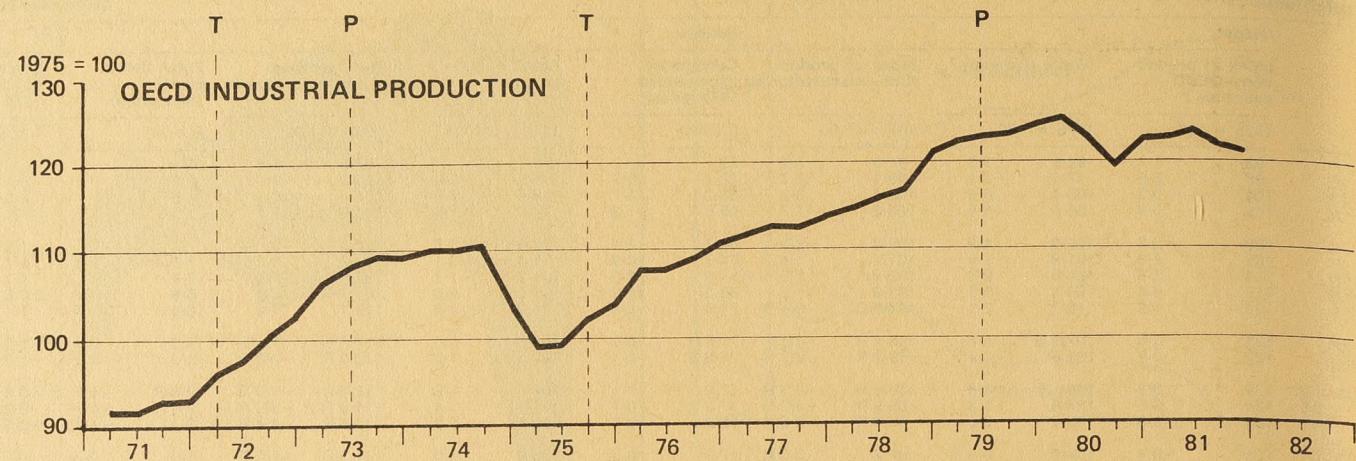
	Visible trade		Balance of payments		Competitiveness		Profits		Prices						
	Export volume	Import volume	Current balance	Effective exchange rate <sup>5</sup>	Relative unit labour costs <sup>6</sup>	Gross trading profits of companies <sup>7</sup>	Wholesale prices index <sup>8</sup> Materials and fuels	Home sales							
	1975 = 100	1975 = 100	£ billion	1975 = 100	1975 = 100	£ billion	1975 = 100	1975 = 100							
1971	85.9	5.9	85.5	4.5	1.1	127.9	-0.2	101.9	4.1	6.6	16.0	42.5	-	59.0	
1972	85.6	-0.3	95.2	11.3	0.2	123.3	-3.6	100.2	-1.7	7.7	16.6	44.4	4.5	62.1	5.3
1973	97.2	13.6	108.4	13.9	-1.0	111.8	-9.3	89.0	-11.2	8.8	15.2	58.8	32.4	66.7	7.4
1974	104.2	14.6	109.5	1.0	-3.3	108.3	-3.1	94.5	6.2	8.3	-5.7	86.8	47.6	81.8	22.6
1975	100.0	-4.0	100.0	-8.7	-1.5	100.0	-7.7	100.0	5.8	9.5	14.3	100.0	15.2	100.0	22.2
1976	109.9	9.9	105.8	5.8	-0.9	85.7	-14.3	93.9	-6.1	11.8	23.9	127.0	27.0	117.3	17.3
1977	118.4	7.7	107.7	1.8	-	81.2	5.3	90.2	3.9	15.7	33.0	145.6	14.6	140.5	19.8
1978	121.5	2.6	112.8	4.7	0.9	81.5	0.4	96.2	6.7	18.3	16.4	144.6	-0.7	153.3	9.1
1979	125.7	3.5	125.6	11.3	-0.9	87.3	7.1	111.4 R	15.8 R	18.7	2.2	167.6	15.9	172.0	12.2
1980	128.0	1.8	119.1	-5.2	2.9	96.1	10.1	136.5 R	22.5 R	18.8	0.5	200.9	19.9	200.0	16.3
1981	126.8	-0.1	119.1	..	6.0	94.9	-1.2	145.2 R	6.4 R	18.6	-0.1	228.2	13.6	221.3	10.6
1981 Q2	125.7 R	-2.2 R	114.2	-8.8	2.0 R	97.8	3.5	147.0 R	10.9 R	4.6	-14.8	225.8	12.2	219.4	10.3
Q3	128.0	2.4	132.1 R	14.1	0.2	90.6	-6.3	139.7	-0.5 R	4.6	9.5	235.9	16.8	224.1	10.1
Q4	131.8	4.3 R	125.7	12.8	1.5 R	89.7	-10.5	138.8 R	-6.7 R	5.1	10.9	237.3	16.7	229.2	11.2
1982 Q1	125.3	3.0	122.5	17.3	0.7	91.2	-10.1	141.4 R	-9.0 R	5.2	20.9	238.2	11.4	234.3	10.4
Q2	130.7	4.1	129.1	13.0	0.9	90.3	-7.7	142.0	-3.4 R	5.6	21.7	240.0	6.3	238.2	8.6
Q3	124.5	-2.7	125.5	-5.0	[1.0]	91.4	0.8	..	..	..	..	244.9 R	3.8 R	242.0 R	8.0 R
1982 May	132.0	6.5	134.0	12.2	0.1	89.9	-9.1	..	..	..	..	237.7	7.0	238.3	6.9
June	126.4	4.8	124.8	13.0	0.3	91.0 R	-7.7	..	..	..	..	243.2	6.3	239.2	8.6 R
July	125.7	-1.6	124.0	5.0	[0.4]	91.2 R	-5.1	..	..	..	..	245.0	5.3	241.0	8.5
Aug	117.6	-2.0	124.3	-3.7	[0.2]	91.4 R	-2.0	..	..	..	..	244.1	4.7	241.7	8.2
Sep	130.3	-2.7	128.2	-5.0	[0.4]	91.7	0.8 R	..	..	..	..	245.6 R	[3.7]	[243.8]	[8.0 R]
Oct	127.4	-4.2	124.9	-3.3	..	92.5	3.1	..	..	..	..	[246.4]	[2.3]	[245.1 R]	[7.7 R]
Nov	..	..	..	..	..	89.5	0.7	..	..	..	..	[251.6]	[3.9]	[246.4]	[7.4 R]

Notes: \* For each indicator two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier. † not seasonally adjusted.  
(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.  
(2) GDP at factor cost.  
(3) Manufacturing, distributive and service industries [excluding shipping].  
(4) Manufacturing and distribution.  
(5) Averages of daily rates.

(6) IMF index of relative unit labour costs [normalised]. Downward movements indicate an increase in competitiveness.  
(7) Industrial and commercial companies excluding MLH 104, net of stock appreciation.  
(8) Manufacturing industry.  
(9) No percentage change series is given as this is not meaningful for series taking positive and negative values.

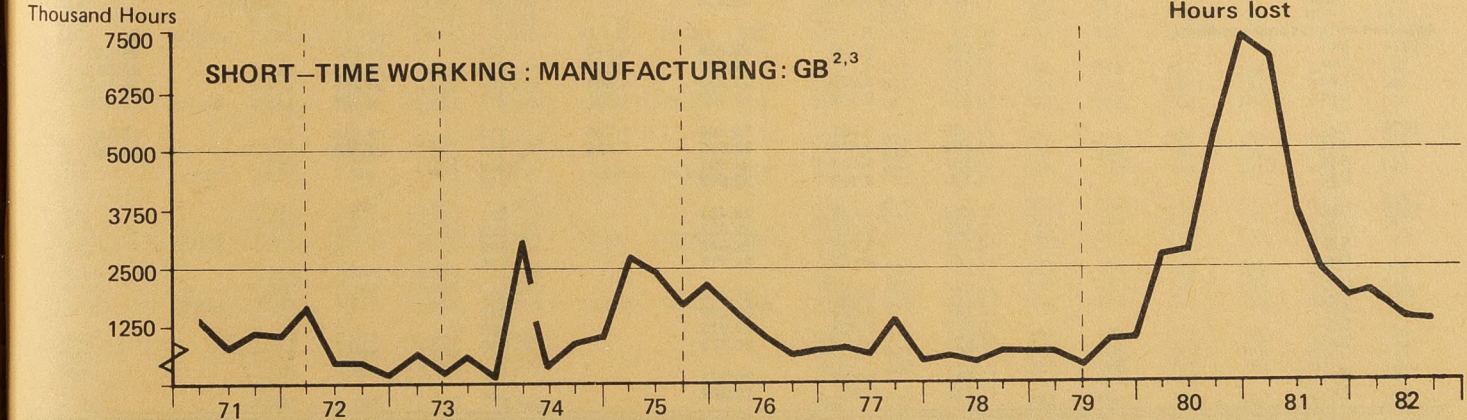
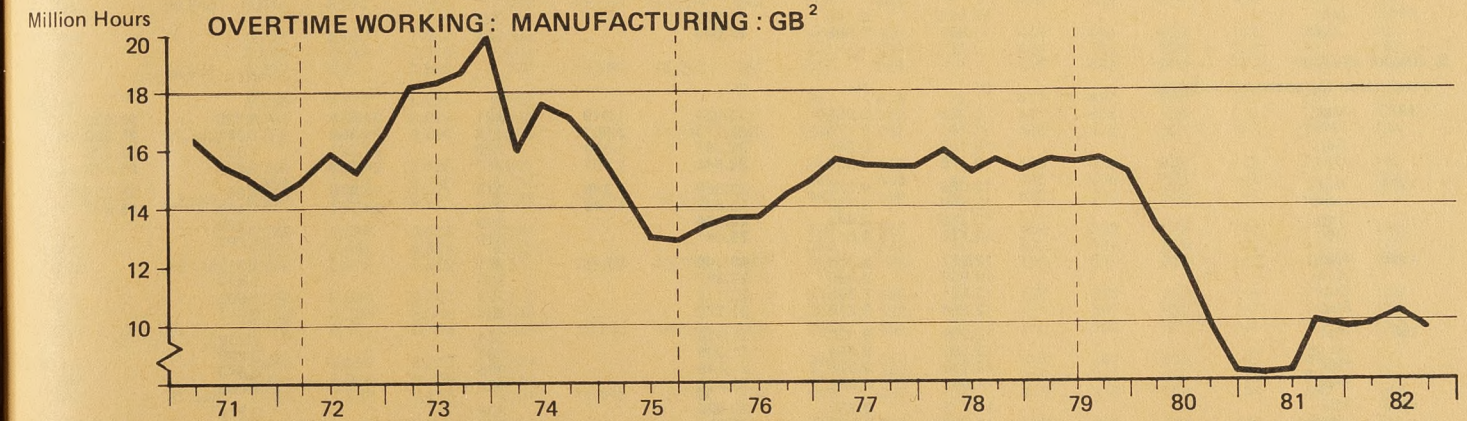
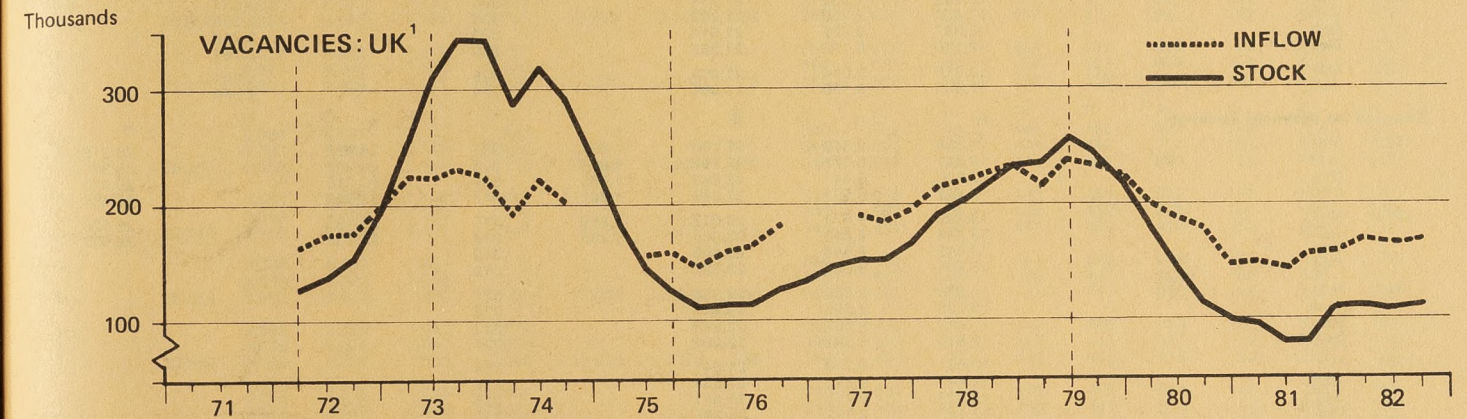
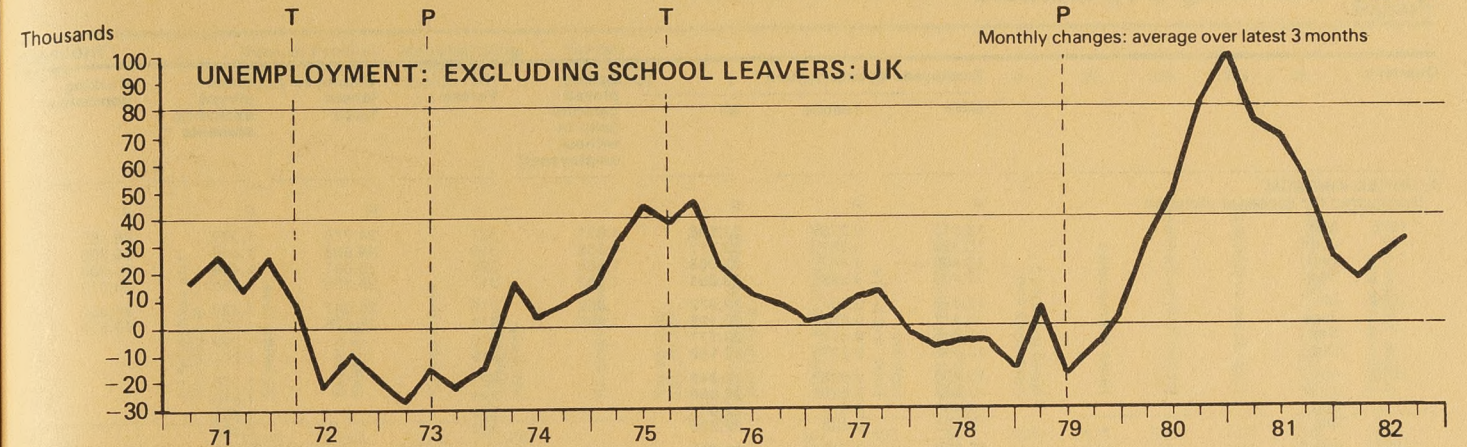


# C1 LABOUR MARKET INDICATORS



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

# LABOUR MARKET INDICATORS C1



The vertical lines indicate peaks and troughs in the economy as given by the CSO Index of coincident indicators.

All data is seasonally adjusted unless otherwise stated.

- 1 Notified to Jobcentres
- 2 Operatives only
- 3 Not seasonally adjusted



# 1.1 EMPLOYMENT\* Working population

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces ‡	Employed labour force*	Unemployed excluding students**	Working population*	
	Male	Female	All						
<b>A. UNITED KINGDOM</b>									
Unadjusted for seasonal variation									
1978	Mar	13,316	9,270	22,586	1,871	321	24,778	1,379	26,157
	June	13,390	9,387	22,777	1,868	318	24,963	1,343	26,306
	Sep	13,460	9,447	22,906	1,865	320	25,091	1,418	26,509
	Dec	13,466	9,588	23,054	1,862	317	25,233	1,280	26,513
1979	Mar	13,373	9,501	22,873	1,859	315	25,047	1,320	26,367
	June	13,447	9,657	23,105	1,856	314	25,275	1,235	26,510
	Sep	13,505	9,672	23,177		319		1,292	
	Dec	13,415	9,737	23,152		319		1,261	
1980	Mar	13,258	9,588	22,846		321		1,376	
	June	13,238	9,622	22,860		323		1,513	
	Sep	13,095	9,517	22,611		332		1,891	
	Dec	12,823	9,434	22,258		334		2,100	
1981	Mar	12,559	9,235	21,794		334		2,334	
	June	12,450	9,258	21,709		334		2,395	
	Sep	12,387	9,228	21,614		335		2,749	
	Dec	12,190	9,199	21,389		332		2,764	
1982	Mar	12,019	9,064	21,083		328		2,821	
	June	11,960	9,106	21,066		324		2,770	
Adjusted for seasonal variation									
1978	Mar	13,388	9,342	22,730	1,871	321	24,922		26,316
	June	13,391	9,371	22,762	1,868	318	24,948		26,321
	Sep	13,400	9,441	22,840	1,865	320	25,025		26,370
	Dec	13,452	9,537	22,989	1,862	317	25,168		26,481
1979	Mar	13,445	9,573	23,017	1,859	315	25,191		26,526
	June	13,444	9,641	23,086	1,856	314	25,256		26,522
	Sep	13,442	9,664	23,106		319			
	Dec	13,404	9,687	23,091		319			
1980	Mar	13,330	9,660	22,990		321			
	June	13,236	9,605	22,841		323			
	Sep	13,032	9,507	22,538		332			
	Dec	12,814	9,387	22,202		334			
1981	Mar	12,631	9,310	21,941		334			
	June	12,447	9,241	21,689		334			
	Sep	12,323	9,218	21,541		335			
	Dec	12,183	9,152	21,335		332			
1982	Mar	12,092	9,140	21,232		328			
	June	11,956	9,088	21,044		324			
<b>B. GREAT BRITAIN</b>									
Unadjusted for seasonal variation									
1978	Mar	13,028	9,057	22,084	1,810	321	24,215	1,320	25,535
	June	13,101	9,173	22,273	1,807	318	24,398	1,282	25,680
	Sep	13,169	9,229	22,397	1,804	320	24,521	1,351	25,872
	Dec	13,176	9,366	22,542	1,801	317	24,660	1,222	25,882
1979	Mar	13,085	9,278	22,363	1,798	315	24,476	1,261	25,737
	June	13,159	9,432	22,592	1,795	314	24,701	1,175	25,876
	Sep	13,219	9,448	22,666		319		1,226	
	Dec	13,130	9,511	22,641		319		1,201	
1980	Mar	12,977	9,363	22,340		321		1,313	
	June	12,959	9,399	22,357		323		1,444	
	Sep	12,821	9,295	22,115		332		1,806	
	Dec	12,556	9,216	21,772		334		2,011	
1981	Mar	12,299	9,020	21,318		334		2,239	
	June	12,195	9,044	21,239		334		2,299	
	Sep	12,135	9,013	21,148		335		2,643	
	Dec	11,942	8,984	20,926		332		2,663	
1982	Mar	11,775	8,850	20,626		328		2,718	
	June	11,720	8,894	20,614		324		2,664	
Adjusted for seasonal variation									
1978	Mar	13,098	9,128	22,226	1,810	321	24,357		25,690
	Jun	13,102	9,157	22,259	1,807	318	24,384		25,694
	Sep	13,110	9,223	22,332	1,804	320	24,456		25,739
	Dec	13,162	9,316	22,478	1,801	317	24,596		25,848
1979	Mar	13,156	9,351	22,506	1,798	315	24,619		25,893
	Jun	13,156	9,416	22,573	1,795	314	24,682		25,886
	Sep	13,157	9,440	22,597		319			
	Dec	13,120	9,462	22,582		319			
1980	Mar	13,048	9,435	22,483		321			
	Jun	12,956	9,381	22,337		323			
	Sep	12,758	9,285	22,042		332			
	Dec	12,548	9,169	21,718		334			
1981	Mar	12,370	9,094	21,464		334			
	Jun	12,192	9,027	21,220		334			
	Sep	12,072	9,003	21,075		335			
	Dec	11,935	8,938	20,873		332			
1982	Mar	11,847	8,926	20,773		328			
	Jun	11,716	8,876	20,592		324			

\* Estimates of employees in employment and unemployed revised extensively (See notes on pages 504/S20 respectively). Revised figures for the self employed, and hence for the employed labour force and working population, will be published in next February's issue of the Gazette. It is assumed in the Commentary chart that the working population includes unchanged numbers of self employed from June 1979.  
 † 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.  
 \*\* New basis (claimants) see foot notes to table 2-1.

# EMPLOYMENT\* 1.2 \*Employees in employment: industry

GREAT BRITAIN	Index of Production Industries II-XXI	Manufacturing Industries III-XIX	Service Industries XXII-XXVII	Industry																
				I	II	III	IV	V	VI	VII	VIII	IX	X							
				All industries and services †: R	All employees	Seasonally adjusted ‡	All employees	Seasonally adjusted ‡	All employees R	Seasonally adjusted ‡: R	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering
1978	Jan			9,044	9,064	7,143	7,158					347	680	39	436	475	928	149	749	173
	Feb			9,041	9,071	7,143	7,164					348	674	39	437	474	927	150	751	173
	Mar	22,084		9,030	9,068	7,135	7,161	12,699	12,787	356		349	675	39	437	471	927	149	751	173
	April			9,017	9,060	7,119	7,151					350	675	39	438	467	925	148	750	173
	May			9,011	9,046	7,109	7,140					350	675	40	438	463	924	148	748	173
	June	22,273		9,023	9,039	7,117	7,135	12,878	12,848	373		351	682	40	438	458	923	149	749	173
	July			9,060	9,031	7,145	7,127				R	R	R	R	R	R	R	R	R	R
	Aug			9,057	9,025	7,143	7,120					349	692	40	441	458	923	149	752	172
	Sep	22,397		9,059	9,026	7,144	7,117	12,949	12,933	389		346	694	40	444	457	921	150	753	173
	Oct			9,058	9,024	7,138	7,112					345	688	39	443	454	927	150	758	173
	Nov			9,059	9,030	7,139	7,114					344	687	39	442	452	927	151	760	173
	Dec	22,542		9,050	9,029	7,130	7,107	13,120	13,077	371		343	684	39	444	452	928	152	758	172
1979	Jan			9,009	9,032	7,084	7,101					344	670	38	441	450	924	152	755	172
	Feb			8,990	9,022	7,069	7,091					345	667	37	440	447	923	152	756	171
	Mar	22,363		8,977	9,014	7,060	7,086	13,033	13,124	353		345	667	38	441	447	920	152	756	169
	April			8,962	9,006	7,047	7,079					345	670	38	442	445	918	152	754	168
	May			8,975	9,009	7,047	7,075					345	673	37	443	444	917	152	753	168
	June	22,592		8,995	9,007	7,052	7,066	13,238	13,206	358		346	680	37	443	442	915	152	752	166
	July			9,044	9,012	7,084	7,063					346	691	37	445	443	914	153	756	166
	Aug			9,034	8,999	7,079	7,053					344	695	37	448	441	914	154	756	166
	Sep	22,666		9,014	8,977	7,060	7,032	13,270	13,254	383		345	689	37	446	439	914	153	756	165
	Oct			8,981	8,947	7,027	7,003					346	688	36	445	435	908	152	755	163
	Nov			8,959	8,934	7,015	6,994					347	688	36	444	434	908	152	757	162
	Dec	22,641		8,927	8,911	6,992	6,974	13,350	13,306	364		347	686	35	445	432	906	153	758	159
1980	Jan			8,848	8,870	6,921	6,938					347	675	35	441	427	898	151	754	157
	Feb			8,803	8,															



# 1.2 EMPLOYMENT\*

## \*Employees in employment: industry

THOUSAND

	XI	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	GREAT BRITAIN XXVII
	Vehicles	Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services R	Miscellaneous services†	Public administration and defence†
1978 Jan	749	538	465	39	362	259	252	530	319	1,221	337					2,243	1,544
Feb	750	540	464	39	363	259	252	532	319	1,218	334						
Mar	749	539	463	39	362	258	251	533	319	1,216	330	1,442	2,690	1,174	3,606	2,243	1,544
April	746	538	459	39	361	258	251	533	320	1,217	336						
May	745	539	458	39	360	259	250	532	319	1,221	333						
June	744	539	459	38	360	259	251	534	321	1,225	330	1,462	2,724	1,182	3,597	2,360	1,553
July	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
Aug	742	543	459	38	361	261	253	537	324	1,231	334						
Sep	742	541	457	38	358	261	251	539	324	1,234	335						
Oct	743	542	454	38	356	260	251	541	322	1,235	336	1,472	2,749	1,208	3,574	2,386	1,560
Nov	744	541	452	38	355	261	252	541	323	1,237	338						
Dec	741	542	452	38	355	261	254	542	322	1,239	338	1,466	2,855	1,222	3,650	2,374	1,553
1979 Jan	736	538	446	38	354	260	251	542	317	1,242	339						
Feb	734	537	446	38	354	258	251	541	317	1,238	339						
Mar	733	536	445	38	352	258	252	541	316	1,234	338	1,461	2,772	1,230	3,660	2,358	1,552
April	734	532	441	37	351	258	251	540	315	1,230	340						
May	733	535	440	37	352	258	250	542	314	1,244	339						
June	733	534	440	37	354	259	251	543	314	1,259	338	1,474	2,813	1,241	3,657	2,489	1,564
July	734	537	440	37	355	260	253	547	317	1,271	342						
Aug	733	536	435	37	352	260	252	548	316	1,269	342						
Sep	735	535	432	36	350	259	252	547	314	1,268	341	1,486	2,835	1,270	3,611	2,510	1,557
Oct	733	532	427	36	349	257	251	548	312	1,265	342						
Nov	731	534	422	36	347	255	249	548	311	1,256	342						
Dec	728	533	418	36	343	254	248	549	308	1,247	342	1,483	2,908	1,282	3,682	2,456	1,539
1980 Jan	722	530	411	36	337	252	245	546	303	1,238	342						
Feb	719	528	404	35	334	252	243	544	296	1,234	342						
Mar	715	528	397	34	331	251	241	544	294	1,231	341	1,474	2,817	1,282	3,680	2,442	1,534
April	709	525	389	33	326	250	239	542	292	1,230	342						
May	705	521	387	33	320	247	238	541	289	1,234	342						
June	699	512	382	33	319	246	237	539	288	1,237	342	1,480	2,820	1,291	3,658	2,571	1,539
July	692	513	375	33	316	244	234	539	284	1,240	343						
Aug	686	504	367	33	310	242	232	536	278	1,235	344						
Sep	679	497	358	32	306	239	230	533	274	1,228	346	1,476	2,783	1,316	3,609	2,564	1,538
Oct	673	489	351	32	299	235	228	530	271	1,222	345						
Nov	662	485	343	32	293	230	226	526	265	1,203	344						
Dec	658	477	340	32	290	226	224	523	259	1,183	344	1,448	2,799	1,305	3,665	2,495	1,527
1981 Jan	645	474	335	32	281	228	221	519	253	1,161	343						
Feb	639	464	332	31	280	222	220	516	252	1,150	343						
Mar	629	455	329	30	278	220	222	517	253	1,138	341	1,424	2,706	1,294	3,666	2,437	1,518
April	621	452	328	30	277	217	222	514	252	1,126	340						
May	613	449	325	31	277	213	220	512	251	1,122	339						
June	608	444	318	30	271	217	217	510	252	1,117	338	1,421	2,714	1,295	3,651	2,522	1,520
July	599	442	319	31	271	217	215	508	251	1,110	338						
Aug	591	448	320	32	268	215	214	510	254	1,100	338						
Sep	590	445	315	30	265	213	216	508	250	1,090	338	1,419	2,718	1,309	3,600	2,529	1,516
Oct	585	442	314	32	269	213	211	509	253	1,080	338						
Nov	582	441	313	31	267	210	212	507	249	1,061	337						
Dec	576	440	311	30	262	207	210	506	245	1,043	335	1,392	2,754	1,300	3,669	2,422	1,502
1982 Jan	573	433	309	30	261	205	209	501	240	1,014	334						
Feb	570	435	308	30	261	206	207	501	239	1,012	334						
Mar	565	432	306	29	260	204	206	499	239	1,010	332	1,377	2,657	1,291	3,678	2,393	1,495
April	557	429	304	29	260	205	203	498	237	1,007	331						
May	552	427	300	28	260	205	205	496	237	1,009	330						
June	547	428	298	29	260	204	203	493	236	1,011	329	1,372	2,653	1,305	3,650	2,484	1,497
July	547	424	298	30	260	205	204	493	236	1,012	329						
Aug	542	421	298	29	260	202	203	491	236	1,012	328						
Sep	540	419	296	29	258	202	205	490	234	1,012	328						
Oct	533	415	294	29	265	196	202	491	234	1,011	327						

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

# EMPLOYMENT 1.7

## Manpower in the local authorities

TABLE A England

Service	Mar 14, 1981			June 13, 1981			[Sep 12, 1981]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	498,262	142,361	528,149	496,495	131,221	525,157	488,234	86,398	511,096
—Others	181,730	448,531	375,943	178,098	444,925	370,832	176,220	434,297	364,091
Construction	115,052	492	115,265	111,716	451	111,912	110,705	451	110,903
Transport	19,339	349	19,492	19,698	360	19,855	19,514	360	19,671
Social Services	130,779	160,826	198,497	130,629	159,605	197,859	130,517	160,713	198,196
Public libraries and museums	23,037	15,582	30,718	22,866	15,431	30,464	22,960	15,714	30,696
Recreation, parks and baths	61,430	17,931	69,157	65,117	19,444	73,500	64,865	19,382	73,226
Environmental health	19,899	1,596	20,584	20,110	1,654	20,816	19,754	1,688	20,475
Refuse collection and disposal	45,623	288	45,746	45,202	332	45,343	45,170	325	45,309
Housing	44,205	12,626	49,745	44,102	12,549	49,630	44,467	12,694	50,050
Town and country planning	19,930	603	20,239	19,772	589	20,073	19,547	592	19,849
Fire Service—Regular	33,618	10	33,623	33,555	9	33,560	33,524	3	33,526
—Others (a)	4,045	1,903	4,859	4,019	1,913	4,839	4,014	1,918	4,836
Miscellaneous services	220,863	42,740	239,507	219,175	43,242	238,058	218,000	42,772	236,689
<b>All above</b>	<b>1,417,812</b>	<b>845,838</b>	<b>1,751,524</b>	<b>1,410,554</b>	<b>831,725</b>	<b>1,741,898</b>	<b>1,397,491</b>	<b>777,307</b>	<b>1,718,613</b>
Police service—Police (all ranks)	111,475	—	111,475	112,184	—	112,184	112,473	—	112,473
—Others (b)	39,210	6,726	42,113	38,755	6,716	41,654	38,614	6,642	41,481
Probation, magistrates' courts and agency staff	16,316	4,522	18,511	16,373	4,649	18,634	16,472	4,698	18,760
<b>All (excluding special employment and training measures)</b>	<b>1,584,813</b>	<b>857,086</b>	<b>1,923,623</b>	<b>1,577,866</b>	<b>843,090</b>	<b>1,914,37</b>			



# 1.7 EMPLOYMENT

## Manpower in the local authorities

Service	[Dec 12, 1981]			[Mar 13, 1982]			[June 12, 1982]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	487,979	141,548	516,908	490,081	144,861	520,075	489,530	132,109	518,121
—Others	175,844	442,101	367,435	175,441	444,790	368,273	173,453	439,161	363,852
Construction	109,359	436	109,549	108,647	458	108,847	107,305	476	107,515
Transport	18,458	354	18,612	18,211	344	18,362	18,278	348	18,430
Social Services	130,713	161,630	198,795	131,228	162,113	199,540	130,354	162,459	198,808
Public libraries and museums	22,761	15,659	30,487	22,750	15,845	30,572	22,501	15,875	30,331
Recreation, parks and baths	60,842	18,097	68,669	60,322	18,102	68,147	64,464	19,689	72,980
Environmental health	19,359	1,579	20,035	19,221	1,549	19,885	19,453	1,595	20,138
Refuse collection and disposal	43,764	298	43,892	43,378	287	43,500	42,787	311	42,919
Housing	44,239	12,610	49,786	44,341	12,655	49,914	44,378	12,807	50,024
Town and country planning	19,504	582	19,802	19,472	572	19,765	19,320	565	19,609
Fire Service—Regular	33,658	3	33,660	33,791	4	33,793	33,790	3	33,792
—Others (a)	4,047	1,939	4,878	3,996	1,933	4,825	3,975	1,936	4,804
Miscellaneous services	215,442	42,285	233,925	213,972	41,780	232,231	214,073	42,033	232,468
<b>All above</b>	<b>1,385,969</b>	<b>839,121</b>	<b>1,716,433</b>	<b>1,384,851</b>	<b>845,293</b>	<b>1,717,729</b>	<b>1,383,661</b>	<b>829,367</b>	<b>1,713,791</b>
Police service—Police (all ranks)	112,982	—	112,982	113,390	—	113,390	113,931	—	113,931
—Others (b)	38,695	6,482	41,493	38,317	6,425	41,090	38,063	6,405	40,827
Probation, magistrates' courts and agency staff	16,593	4,587	18,828	16,721	4,796	19,058	16,697	4,885	19,073
<b>All (excluding special employment and training measures)</b>	<b>1,554,239</b>	<b>850,190</b>	<b>1,889,736</b>	<b>1,553,279</b>	<b>856,514</b>	<b>1,891,267</b>	<b>1,552,352</b>	<b>840,657</b>	<b>1,887,622</b>

Service	[Dec 12, 1981]			[Mar 13, 1982]			[June 12, 1982]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	32,266	4,831	33,104	32,371	4,459	33,183	32,409	4,301	33,203
—Others	10,460	27,245	21,968	10,453	27,086	21,891	10,431	26,821	21,776
Construction	9,847	9	9,851	9,900	8	9,903	9,759	10	9,763
Transport	1,874	31	1,887	1,847	32	1,860	1,860	34	1,874
Social Services	8,155	9,338	12,042	8,043	9,761	12,111	8,162	9,584	12,152
Public libraries and museums	1,127	741	1,490	1,113	774	1,491	1,117	776	1,497
Recreation, parks and baths	4,132	1,518	4,776	4,159	1,516	4,803	4,699	1,723	5,430
Environmental health	1,150	227	1,244	1,143	223	1,235	1,160	220	1,251
Refuse collection and disposal	2,083	5	2,085	2,061	5	2,063	2,068	5	2,070
Housing	1,778	512	2,011	1,822	525	2,061	1,820	517	2,055
Town and country planning	1,416	30	1,430	1,411	26	1,423	1,395	29	1,409
Fire Service—Regular	1,807	1	1,808	1,814	—	1,814	1,808	1	1,809
—Others (a)	240	125	292	251	128	304	252	126	305
Miscellaneous services	17,852	3,369	19,272	17,779	3,410	19,217	17,960	3,449	19,415
<b>All above</b>	<b>94,187</b>	<b>47,982</b>	<b>113,260</b>	<b>94,167</b>	<b>47,953</b>	<b>113,359</b>	<b>94,900</b>	<b>47,596</b>	<b>114,009</b>
Police service—Police (all ranks)	6,357	—	6,357	6,370	—	6,370	6,390	—	6,390
—Others (b)	1,692	335	1,837	1,668	335	1,813	1,677	333	1,821
Probation, magistrates' courts and agency staff	989	215	1,089	991	218	1,093	993	219	1,095
<b>All (excluding special employment and training measures)</b>	<b>103,225</b>	<b>48,532</b>	<b>122,543</b>	<b>103,196</b>	<b>48,506</b>	<b>122,635</b>	<b>103,960</b>	<b>48,148</b>	<b>123,315</b>

# EMPLOYMENT 1.7

## Manpower in the local authorities

Service	Mar 14, 1981			June 13, 1981			Sep 12, 1981		
	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	61,846	5,536	64,060	62,025	4,842	63,962	61,470	3,656	62,932
—Others (e)	25,045	36,575	41,931	25,107	37,281	42,213	24,827	36,980	41,897
Construction	20,711	147	20,779	20,785	130	20,845	20,781	118	20,831
Transport	8,761	77	8,797	8,645	113	8,702	8,672	79	8,709
Social Services	19,109	22,315	29,386	19,932	21,918	30,014	19,893	22,259	30,128
Public libraries and museums	3,043	1,411	3,788	3,125	1,454	3,883	3,145	1,440	3,897
Recreation, leisure and tourism	11,334	2,553	12,541	12,684	2,893	14,048	12,432	2,739	13,714
Environmental health	2,189	463	2,400	2,257	553	2,509	2,262	546	2,511
Cleansing	9,970	206	10,063	10,090	219	10,189	10,290	192	10,377
Housing	4,450	424	4,654	4,571	411	4,769	4,649	402	4,842
Physical planning	1,573	22	1,585	1,611	24	1,624	1,609	25	1,623
Fire Service—Regular	4,536	—	4,536	4,521	—	4,521	4,498	—	4,498
—Others (a)	511	108	560	523	109	573	523	114	576
Miscellaneous services	32,478	2,998	33,931	32,561	3,097	34,151	32,699	3,109	34,200
<b>All above</b>	<b>205,556</b>	<b>72,835</b>	<b>239,011</b>	<b>208,437</b>	<b>73,044</b>	<b>242,003</b>	<b>207,750</b>	<b>71,659</b>	<b>240,735</b>
Police service—Police (all ranks)	13,254	—	13,254	13,221	—	13,221	13,175	—	13,175
—Others (b)	3,649	2,441	4,754	3,537	2,441	4,642	3,427	2,437	4,530
Administration of District Courts	82	14	90	86	14	94	86	10	91
<b>All (excluding special employment and training measures)</b>	<b>222,541</b>	<b>75,290</b>	<b>257,109</b>	<b>225,281</b>	<b>75,499</b>	<b>259,960</b>	<b>224,438</b>	<b>74,106</b>	<b>258,531</b>

Service	Dec 12, 1981			Mar 13, 1982			June 12, 1982		
	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	61,547	4,324	63,277	61,460	4,695	63,338	60,589	4,585	62,423
—Others (e)	24,741	36,880	41,769	24,706	36,761	41,669	24,576	36,173	41,276
Construction	20,751	86	20,791	20,622	89	20,658	20,086	77	20,121
Transport	8,601	77	8,638	8,479	77	8,516	8,439	75	8,474
Social Services	20,000	21,920	30,086	19,989	21,892	30,058	20,142	21,862	30,204
Public libraries and museums	3,029	1,402	3,762	3,046	1,431	3,797	3,065	1,455	3,828
Recreation, leisure and tourism	11,156	2,525	12,343	11,118	2,517	12,301	12,455	2,780	13,763
Environmental health	2,195	473	2,413	2,190	455	2,398	2,363	479	2,581
Cleansing	9,855	195	9,943	9,764	195	9,852	9,805	197	9,894
Housing	4,638	403	4,832	4,661	399	4,854	4,703	450	4,919
Physical planning	1,632	23	1,644	1,590	18	1,600	1,589	23	1,601
Fire Service—Regular	4,516	—	4,516	4,504	—	4,504	4,512	—	4,512
—Others (a)	500	112	551	499	107	548	513	102	560
Miscellaneous services	32,073	3,067	33,629	31,921	3,018	33,381	32,091	3,014	33,544
<b>All above</b>	<b>205,234</b>	<b>71,487</b>	<b>238,194</b>	<b>204,549</b>	<b>71,654</b>	<b>237,474</b>	<b>204,928</b>	<b>71,272</b>	<b>237,700</b>
Police service—Police (all ranks)	13,180	—	13,180	13,191	—	13,191	13,206	—	13,206
—Others (b)	3,318	2,470	4,434	3,272	2,444	4,378	3,346	2,453	4,455
Administration of District Courts	87	12	94	85	11	91	92	12	99
<b>All (excluding special employment and training measures)</b>	<b>221,819</b>	<b>73,969</b>	<b>255,902</b>	<b>221,097</b>	<b>74,109</b>	<b>255,134</b>	<b>221,572</b>	<b>73,737</b>	<b>255,460</b>

Notes: (d) Includes only those part-time staff employed in vocation FE.  
(e) Includes school-crossing patrols.  
(f) Based on the following factors to convert part-time employees to approximate full-time equivalents: lecturers and teachers 0.40; non-manual staff (excluding Police, Teachers and Firemen 0.59); manual employees 0.45.  
(g) The responsibilities of local authorities in Scotland differ somewhat from those in England and Wales; for example, they discharge responsibilities for water management which fall to Regional Water Authorities in England and Wales.



## **1.8 EMPLOYMENT** **Indices of output, employment and productivity**

Table 1.8 and the associated charts will next appear in the February 1983 issue of *Employment Gazette*. The productivity indices published in February will incorporate the effects of both the revision of the employee figures from September 1978 [see page 504], and of a revised self-employed series, also to be published in the February *Employment Gazette*.

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# 9 EMPLOYMENT

## Selected countries: national definitions

1

	United Kingdom (1) (2)	Australia (2) (3) (4)	Austria (2) (5)	Belgium (1)	Canada (2)	Denmark	France	Germany (FR) (2)	Irish Republic (6)	Italy (2)	Japan (2) (5)	Netherlands (7)	Norway (2) (5)	Spain (5) (8)	Sweden (2)	Switzerland (2)	United States (2)
Indices: 1975 = 100																	
<b>CIVILIAN EMPLOYMENT</b>																	
<b>Years</b>																	
1972	97.5	96.0	101.7	98.6	89.9	101.0	99.2	105.4	98.4	96.3	98.1	100.7	96.6	98.8	95.1	105.7	95.7
1973	99.9	99.0	102.3	99.9	94.4	102.3	100.5	105.7	99.0	97.3	100.7	100.6	96.9	101.3	95.5	106.2	99.1
1974	100.3	100.3	102.3	101.4	98.3	101.0	101.2	103.6	99.8	99.4	100.3	100.7	97.2	101.8	97.5	105.6	101.1
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	99.2	101.0	100.2	99.2	102.1	102.6	100.7	99.0	99.1	100.8	100.9	100.0	104.8	98.8	100.6	96.7	103.4
1977	99.4	102.6	101.6	99.0	103.9	103.5	101.6	98.8	100.9	101.8	102.3	100.6	106.9	98.0	100.9	96.7	107.2
1978	100.0 R	102.2	102.5	99.0	107.4	106.0	101.9	99.6	103.5	102.3	103.5	101.2	108.6	95.3	101.3	97.3	111.9
1979	101.3 R	103.4 R	103.7	100.2	111.7	107.1	102.0	101.0	106.7	103.4 R	104.9	102.4	109.7	93.3	102.9	98.2	115.1
1980	100.3 R	106.4 R	104.3 R	100.1	114.8	..	102.0	102.0	108.5	104.9 R	106.0	102.7	112.1	89.7	104.2	100.0	115.7
1981	95.6 R	108.5 R	104.6 R	..	117.8	..	101.2	101.4	..	105.3 R	106.9	..	113.2	87.1	104.0	101.2	117.0
<b>Quarters</b>																	
1980 Q1	100.8 R	105.2 R	104.7 R	..	114.1	..	..	102.0	..	104.0 R	105.5	..	111.6	92.0	104.0	98.9	116.2
Q2	100.2 R	106.0 R	104.7 R	..	114.1	..	..	102.1	..	104.6 R	105.9	..	111.7	90.8	104.8	99.8 R	115.3
Q3	99.0 R	106.9 R	103.1 R	..	114.7	..	..	102.1	..	105.3 R	106.3	..	112.0	90.5	104.4	100.2 R	115.3
Q4	97.6 R	107.3 R	104.8 R	..	116.2	..	101.7	102.0	..	105.6 R	106.3	..	113.2	89.7	103.9	99.9 R	115.9
1981 Q1	96.6 R	107.8 R	104.9	..	117.5	..	..	101.8	..	105.9 R	106.8	..	114.1	88.6	104.6	100.7 R	116.6
Q2	95.5 R	108.5 R	105.0 R	..	118.2	..	..	101.6	..	105.1 R	106.7	..	112.8	87.9	103.5	101.1 R	117.4
Q3	94.9 R	108.8 R	105.1 R	..	118.1	..	..	101.2	..	104.7 R	106.8	..	113.1	87.8	104.5	101.4 R	117.2
Q4	94.1 R	108.9 R	105.1	..	117.2	..	100.7	101.0	..	105.2 R	107.3	..	112.8	87.1	103.5	101.3 R	116.5
1982 Q1	93.7 R	109.2 R	..	..	116.2	..	..	100.4	..	105.0 R	107.9	..	113.6	86.8	103.5	101.1	116.0
Q2	92.9 R	109.0	..	..	114.8	..	..	..	..	105.5	107.7	..	115.2	86.8	103.9	101.1	116.2
<b>CIVILIAN EMPLOYMENT</b>																	
1975	24,647	5,841	2,942	3,748	9,284	2,332	20,714	24,798	1,058	19,594	52,230	4,547	1,707	12,692	4,062	3,017	85,846
1979	24,961 R	6,064	3,051	3,754	10,369	2,498	21,118	25,041	1,129	20,266 R	54,790	4,654	1,872	11,706	4,180	2,962	98,824
1980	24,716 R	6,242	3,070	3,751	10,655	..	21,127	25,302	1,148	20,551 R	55,360	4,669	1,914	11,254	4,232	3,016	99,303
1981	23,565 R	6,364	3,079 R	..	10,933	..	20,965	25,145	..	20,623 R	55,810	..	1,932	10,931	4,225	3,054	100,397
<b>Civilian employment: proportions by sector</b>																	
1981 Agriculture†	2.8	6.5	10.3	3.0*	5.5	8.3**	8.6	5.9	19.2 <sup>†</sup>	13.4 R	10.0	6.0*	8.5	18.2	5.6	7.0	3.5
Industry††	36.3	30.6	40.1 R	34.8*	28.3	30.0**	35.2	44.1	32.4 <sup>†</sup>	37.5 R	35.3	31.9*	29.8	35.2	31.3	39.3	30.1
Services	60.9	62.8	50.0 R	62.3*	66.2	61.7**	56.2	49.9	48.4 <sup>†</sup>	49.2 R	54.7	62.1*	61.7	46.6	63.1	53.6	66.4
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>Manufacturing</b>																	
1971	34.0	26.6	29.7	32.3	21.8	..	28.0	..	20.4	..	27.0	26.0	..	..	27.3	36.4	24.7
1972	32.9	25.5	29.7	31.9	21.8	24.9	28.1	36.6	..	..	27.0	25.1	23.8	..	27.1	35.5	24.3
1973	32.3	25.6	..	31.8	22.0	24.7	28.3	36.4	20.7	..	27.4	24.7	23.5	..	27.5	35.0	24.8
1974	32.4	25.2	30.2	31.5	21.7	23.6	28.4	36.6	21.0	..	27.2	24.6	23.6	..	28.3	34.8	24.2
1975	30.9	23.4	30.1	30.1	20.2	22.7	27.9	35.8	21.2	..	25.8	23.9	24.1	..	28.0	33.7	22.7
1976	30.2	23.5	29.6	29.1	20.3	22.5	27.4	35.8	20.8	..	25.5	22.9	23.2	24.0	26.9	32.8	22.8
1977	30.3	23.1	29.8	28.1	19.6	21.6	27.1	35.7	21.2	27.5	25.1	22.8	22.4	..	25.9	32.7	22.7
1978	30.0	21.8	29.7	27.0	19.6	21.5	26.6	35.4	21.1	27.1	24.5	22.1	21.3	24.1	24.9	32.6	22.7
1979	29.5	22.2	29.5	25.9	20.0	21.3	26.1	35.1	21.2	26.7	24.3	21.6	20.5	23.7	24.5	32.3	22.7
1980	28.4	30.9	29.5	25.4	19.8	..	25.7	35.1	21.2	26.7	24.7	21.3	20.3	23.7	24.2	32.2	22.1

Main Source: OECD—Labour Force Statistics.

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

(6) Annual figures relate to April.

(7) Data in terms of man-years.

(8) Annual data relate to the 4th quarter.

\* 1980

\*\* 1979.

† Including hunting, forestry and fishing.

†† 'Industry' includes manufacturing, construction, mining and quarrying, electricity, gas and water.

— Break in series



# 1.11 EMPLOYMENT

## Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Operatives (Thou)	Percent- age of all opera- tives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week			
			Average per operative working over-time	Actual (million)	Season- ally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percent- age of all opera- tives	Hours lost (Thou)	Average per operative on short-time
1976	1,661	32.2	8.4	14.00	5	183	81	784	9.9	85	1.6	966	11.7	
1977	1,801	34.6	8.7	15.58	13	495	35	362	10.2	48	0.9	857	17.4	
1978	1,793	34.8	8.6	15.50	5	199	32	355	11.0	37	0.7	554	15.1	
1979	1,720	34.2	8.7	14.86	8	316	42	454	10.6	50	1.0	769	15.0	
1980	1,392	29.5	8.3	11.52	20	805	252	3,111	12.1	272	5.9	3,916	14.3	
1981	1,113	26.7	8.2	9.19	15	594	308	3,580	11.3	323	7.7	4,174	12.5	
<b>Week ended</b>														
1978 Oct 14	1,812	35.5	8.7	15.80	15.54	4	172	28	276	10.0	32	0.6	447	11.1
Nov 11	1,829	35.8	8.6	15.76	15.25	7	263	35	438	12.6	42	0.8	699	17.0
Dec 9	1,871	36.7	8.7	16.25	15.34	4	137	35	431	12.5	38	0.7	569	15.0
1979 Jan 13	1,621	32.0	8.2	13.31	14.62	10	377	61	740	12.1	70	1.4	1,117	15.8
Feb 10	1,729	34.2	8.5	14.75	14.86	18	701	45	467	10.5	61	1.2	1,169	18.9
Mar 10	1,840	36.5	8.7	15.93	15.64	6	224	33	365	11.0	39	0.8	589	15.2
April 7	1,877	37.2	8.7	16.23	15.99	6	235	26	256	9.8	32	0.6	490	15.3
May 5	1,851	36.8	8.4	15.57	15.24	4	160	28	257	9.3	32	0.6	415	13.2
June 9	1,827	36.3	8.6	15.66	15.59	2	73	29	265	9.0	31	0.6	337	10.9
July 7	1,816	35.9	8.9	16.08	15.70	4	169	35	434	12.6	39	0.8	603	15.6
Aug 4	1,300	25.7	9.2	11.90	13.18	3	120	21	177	8.4	24	0.5	297	12.4
Sep 8	1,403	27.8	9.0	12.61	12.74	9	362	42	421	10.1	51	1.0	782	15.4
Oct 13	1,689	33.7	8.6	14.57	14.47	23	917	62	708	11.4	85	1.7	1,625	19.1
Nov 10	1,831	36.7	8.6	15.75	15.30	8	298	56	645	11.4	64	1.3	944	14.7
Dec 8	1,856	37.3	8.6	16.00	15.17	4	155	61	710	11.5	65	1.3	866	13.2
1980 Jan 12	1,625	33.0	8.3	13.43	14.66	5	182	80	995	12.4	85	1.7	1,177	13.8
Feb 16	1,697	34.7	8.4	14.24	14.35	13	537	106	1,194	11.2	119	2.4	1,731	14.5
Mar 15	1,638	33.7	8.4	13.72	13.44	22	871	153	1,857	12.2	175	3.6	2,727	15.7
April 19	1,525	31.7	8.3	12.65	12.33	13	524	143	1,579	11.0	157	3.3	2,102	13.4
May 17	1,527	31.8	8.3	12.72	12.45	16	650	154	1,690	11.0	171	3.5	2,340	13.8
June 14	1,501	31.4	8.3	12.47	12.30	14	546	192	2,218	11.6	206	4.3	2,763	13.5
July 12	1,363	28.7	8.5	11.53	11.17	11	437	211	2,509	11.9	222	4.7	2,946	13.3
Aug 16	1,168	24.9	8.4	9.79	10.99	19	770	245	3,002	12.3	264	5.6	3,772	14.3
Sep 13	1,202	25.9	8.2	9.90	10.03	33	1,304	336	4,081	12.1	369	8.0	5,385	14.6
Oct 11	1,167	26.0	8.1	9.43	9.45	38	1,514	431	5,694	13.2	468	10.4	7,207	15.4
Nov 15	1,143	25.8	8.1	9.21	8.78	26	1,053	503	6,373	12.7	529	12.0	7,425	14.0
Dec 13	1,152	26.3	7.9	9.12	8.34	32	1,276	470	6,139	13.1	502	11.4	7,415	14.8
1981 Jan 17	990	23.0	7.7	7.66	8.88	41	1,626	553	6,830	12.4	594	13.7	8,455	14.2
Feb 14	1,048	24.5	7.9	8.33	8.45	29	1,174	551	6,813	12.4	581	13.6	7,987	13.8
Mar 14	1,046	24.7	8.1	8.45	8.15	19	765	491	6,016	12.3	510	12.0	6,782	13.3
April 11	1,096	26.1	8.3	9.09	8.72	18	720	417	4,949	11.9	435	10.3	5,669	13.0
May 16	1,094	26.2	8.0	8.84	8.61	17	697	335	3,789	11.4	352	8.4	4,486	12.7
June 13	1,124	27.1	8.1	9.15	8.91	10	386	291	3,251	11.2	300	7.2	3,638	12.1
July 11	1,101	26.6	8.3	9.23	8.88	9	360	202	2,274	11.3	211	5.1	2,634	12.5
Aug 15	1,030	24.9	8.7	8.90	10.07	8	328	189	2,020	10.7	197	4.8	2,348	11.9
Sep 12	1,164	28.1	8.5	9.89	10.03	8	317	181	1,943	10.7	189	4.6	2,260	11.9
Oct 10	1,177	28.6	8.4	9.89	9.99	6	255	167	1,789	10.7	173	4.3	2,045	11.7
Nov 14	1,247	30.4	8.3	10.31	9.87	6	259	174	1,782	10.2	181	4.4	2,042	11.1
Dec 12	1,245	30.6	8.4	10.51	9.75	6	245	141	1,504	10.7	147	3.6	1,749	11.9
1982 Jan 16	1,082	26.9	8.1	8.84	10.06	7	270	148	1,665	11.2	155	3.9	1,934	12.5
Feb 13	1,197	29.8	8.4	10.12	10.24	12	483	148	1,572	10.6	160	4.0	2,055	12.8
Mar 20	1,242	31.1	8.3	10.25	9.94	11	429	144	1,530	10.6	154	3.9	1,958	12.7
April 24	1,180	29.7	8.2	9.61	9.22	6	237	135	1,462	10.8	141	3.7	1,699	12.1
May 22	1,221	30.8	8.6	10.47	10.25	7	277	119	1,253	10.5	126	3.2	1,530	12.2
June 19	1,229	31.1	8.5	10.44	10.15	5	199	112	1,220	10.9	117	3.0	1,420	12.2
July 17	1,181	29.9	8.6	10.12	9.77	4	170	82	844	10.2	86	2.2	1,015	11.8
Aug 14	1,083	27.5	8.6	9.34	10.49	5	207	91	970	10.6	96	2.4	1,177	12.2
Sep 11	1,160	30.1	8.4	9.71	9.84	7	275	106	1,111	10.5	113	2.9	1,386	12.3
Oct 16	1,203	31.4	8.3	9.97	10.10	8	322	120	1,291	10.8	128	3.3	1,613	12.6

Note: Figures from July 1978 are provisional (see page 504).

# EMPLOYMENT 1.12

## Hours of work—Operatives: manufacturing industries

1962 AVERAGE = 100

GREAT BRITAIN	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*										INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*				
	All manufacturing industries		Engin- eering, allied industries (except vehicles) Orders VII-X & XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink, tobacco Order III	All manufacturing industries		Engin- eering, allied industries (except vehicles) Orders VII-X & XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink, tobacco Order III			
	Orders III-XIX	Actual					Seasonally adjusted	Actual					Seasonally adjusted		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted							
1959	100.9		96.3	104.9	108.6	99.1	103.3		102.8	104.9	104.5	102.0			
1960	103.9		99.4	107.9	110.1	100.1	102.4		101.7	101.7	104.8	101.7			
1961	102.9		101.9	102.9	104.7	100.1	101.0		101.3	100.6	101.1	100.4			
1962	100.0		100.0	100.0	100.0	100.0	100.0		99.6	100.2	100.5	99.9			
1963	98.4		97.6	99.1	98.2	98.4	99.9		99.6	100.8	101.4	99.9			
1964	100.7		101.7	99.1	98.8	97.3	100.7		100.7	98.4	100.3	99.0			
1965	99.8		101.9	96.2	95.6	96.6	99.4		98.8	98.4	100.3	99.0			
1966	97.3		101.0	91.5	91.7	95.2	97.8		97.4	95.7	98.5	98.1			
1967	92.4		96.8	86.1	84.4	92.8	97.1		96.6	95.7	97.3	98.0			
1968	91.5		94.6	87.0	83.3	90.4	97.9		96.8	98.9	98.3	98.3			
1969	92.4		96.1	88.3	83.6	90.8	98.0		97.3	97.4	97.7	98.4			
1970	90.2		94.3	86.7	78.3	89.3	97.0		96.1	95.4	96.9	97.5			
1971	84.4		87.2	82.1	74.0	85.9	95.1		93.4	93.2	96.3	96.6			
1972	81.3		82.7	79.8	71.7	84.5	94.7		92.6	92.8	95.6	96.7			
1973	83.2		85.8	82.6	71.2	85.4	96.5		94.9	95.1	96.7	97.6			
1974	81.0		84.7	79.3	66.1	87.2	93.8		92.4	91.8	94.8	96.8			
1975	75.4		80.2	75.1	60.9	82.0	92.8		91.3	92.5	93.7	95.4			
1976	73.8		76.5	74.3	58.8	79.8	93.1		91.1	93.7	93.8	95.1			
1977	74.9		78.0	75.7	59.3	80.0	94.0		92.2	93.3	94.2	95.8			
1978	74.1		77.9	76.1	57.6	77.6	93.8		92.0	93.4	94.0	95.6			
1979	72.5		75.6	76.1	56.3	77.4	93.6		91.6	93.1	93.9	95.7			
1980	65.1		67.9	68.4	48.1	73.1	91.1		89.5	89.5	90.4	95.0			
1981	57.6		59.3	59.9	44.8	71.0	90.0		87.8	88.0	91.3	94.7			
<b>Week ended</b>															
1978 Oct 14	75.5	73.6	79.2	77.7	58.7	79.3	93.7	93.8	92.0	91.7	94.1	95.5			
Nov 11	75.3	73.5	79.2	77.2	56.6	78.2	93.6	93.7	92.1	91.5	94.0	94.9			
Dec 9	75.3	73.2	79.1	77.5	58.7	78.3	94.0	93.7	92.3	92.3	94.3	95.6			
1979 Jan 13	73.6	72.9	77.4	76.7	57.8	74.9	92.2	93.3	90.6	91.3	93.1	93.4			
Feb 10	73.7	72.9	77.8	76.7	58.0	75.7	93.1	93.7	91.6	92.1	93.6	94.9			
Mar 10	74.2	73.2	77.9	78.0	58.1	76.4	93.7	93.9	92.0	93.5	94.0	95.4			
April 7	74.3	73.0	77.6	78.6	58.0	77.2	94.1	94.1	92.2	94.1	94.3	95.9			
May 5	74.4	72.8	77.3	79.2	58.2	77.8	93.9	93.6	91.7	94.3	94.2	95.8			
June 9	74.6	73.3	77.4	78.6	58.6	78.9	93.9	93.7	91.9	93.5	94.4	96.1			
July 7	70.6	73.2	73.8	70.1	53.6	77.7	94.6	93.8							



# Changed basis of the unemployment statistics

The unemployment figures from October 1982 are derived from records of claimants to benefit held at Unemployment Benefit Offices. A full description of the new system of compiling the figures appeared in the September 1982 *Employment Gazette* (pp 389-393). This note describes the data now available, indicates the effect of changing from the old to the new basis, and explains how past series on the new basis have been estimated.

## The new basis

As explained in the September 1982 article, it was necessary to transfer the unemployment count to Benefit Offices, in place of the clerical count of people registering for work at Jobcentres and Careers Offices, because the latter records were no longer a valid basis for the statistics, following the introduction of voluntary registration at Jobcentres on October 18, 1982.

The change to voluntary registration was made following a "Rayner" scrutiny of the arrangements for paying benefit to the unemployed (see *Employment Gazette*, April 1981, pp 197-200). This found that requiring people who claim benefit also to register at a Jobcentre was wasteful, hindered the task of helping jobseekers, and was not an effective test of availability for work. Making registration voluntary saved £10 million a year (partly on statistical work) and relieved many unemployed from the need to visit more than one office.

The new count relates to unemployed people who *claim* unemployment benefit, supplementary benefits and national insurance credits.

The differences between the new and old counts arise from three factors:

- (a) The exclusion of unemployed people not claiming benefit, who can no longer be counted.
- (b) The inclusion of severely disabled unemployed people, previously excluded from the count, who cannot be separately identified.
- (c) The changed method of counting: the use of Benefit Office records means that there is generally less delay between a person finding a job and this being reflected in the figures; and the use of computers enables the figures to be kept more up to date by taking

into account later information about the position of individuals on the day of the count.

## Differences between the two systems

Over the past year, the new count would generally have been lower than the old by between 170,000 and 190,000. The reduction of 246,000 in the October 1982 figure was exceptional. This is because figures for non-claimants tend to be high at the end of the summer; so do terminations of some claims, which could not be removed in time from the old registration count; and there was some anticipation, in the final months of the old system, of the forthcoming changes in some aspects of the record-keeping. Over the last 12 months as a whole, the average level of total registered unemployment (i.e. on the old basis) was 3,097,000, and this is reduced by 2.5 per cent (78,000), to 3,019,000, by the changed and more accurate method of counting alone. The reduction due to the changes in coverage (exclusion of non-claimants and inclusion of severely disabled) is a further 3.7 per cent (112,000), to 2,907,000.

## Estimation of back series

Tables 2.1 and 2.2 (pp. S 22-29) present estimated figures from 1971 on the new basis, for the United Kingdom and Great Britain. Back figures (from April 1974) have also been prepared for each region, and may be obtained on request from the address below.

For May to October 1982, actual figures on the new basis are available (as described below). For previous periods the old series was adjusted first for the coverage differences, by subtracting non-claimants and adding on the severely disabled, and then for the changed method of counting.

Figures for non-claimants registered as unemployed and estimates for severely disabled claimants are available for previous periods.

Allowance for the changed method of counting was based on data compiled in May to October 1982, when the new system was operating in parallel with the old. For May to October 1981, when similar benefit regulations applied to new school-leavers, the proportionate effect of the change in method was assumed

to be equal to that observed in the corresponding month of 1982. For all other periods, and also for the months November to April in all years, the estimated effect was an average proportion based on results of the parallel run. Underlying these estimations was the assumption that the effect of the changed method of counting would have built up gradually from nil in October 1975. Until that date, retrospective corrections were made to the old count of registrations.

Within the total, separate estimates on the new basis were also made for unemployed school leavers aged under 18.

## Seasonal adjustment

The series of unemployed excluding school leavers aged under 18 on the new basis, has

been seasonally adjusted using the method developed by the US Bureau of the Census and known as the Census Method II, Variant X-11 (described in an article in the August 1979 issue of *Employment Gazette*, and supplemented by a note in the April 1982 issue). Separate adjustments are no longer made for older school leavers.

There will initially be an element of uncertainty in the figures, until longer experience of seasonal movements in the new series has been developed. In order to use as much information as possible about the seasonality of the new series, the seasonal adjustment will be up-dated each month to take account of the latest month's information. The latest month's figure is therefore provisional and subject to revision.

## Data and analyses from the new system

The unemployment tables published regularly in *Employment Gazette* will be affected in the following ways:

### 2-1 UK Summary; 2-2 GB Summary; 2-3 Regions

Series on the new basis as described above, are published in this month's *Employment Gazette*.

### 2-4 Area Statistics

The new statistics will be produced for the existing areas. There will be differences from the old figures, partly for the general reasons described above, but also because of a change in the method of allocating unemployed people to Jobcentre areas (and thereby larger areas) for statistical purposes. In the past the figures depended on where people registered for employment, and were built up from local office totals. In future they will be the nearest approximation to this which can be obtained by counting people claiming benefit who live in the area appropriate to that office.

Area statistics on the new basis for October and November, are published in this issue.

### 2-5, 2-6, 2-7, 2-8, 2-15 Age and duration analyses

Analyses by age of the unemployed and by the duration of their period of unemployment will continue to be made each January, April, July and October. The first figures on the new basis will be published as soon as possible.

### 2-9, 2-10 Industrial analyses

The industrial analyses have been discontinued and the last one, relating to May 1982, appeared in the July 1982 issue of *Employment Gazette*. Information on the industry of claimants is not available at Benefit Offices.

### 2-11, 2-12 Occupational analyses

Occupational analyses on the new basis are not available. Analysis of the occupations of voluntary registrants at Jobcentres will be made, and published separately. Figures for vacancies by occupation will continue to be published.

### 2-13 Students

Figures for May to November on the new basis are now given.

### 2-14 Temporarily stopped

November figures on the new basis are included this month.

### 2-16 Disabled people: non-claimants

This table has been discontinued.

### 2-17 Minority groups

This table has been discontinued: new arrangements for compiling data are under consideration.

### 2-18 International comparisons

The UK series on the new basis is now given.

### 2-19 Flows

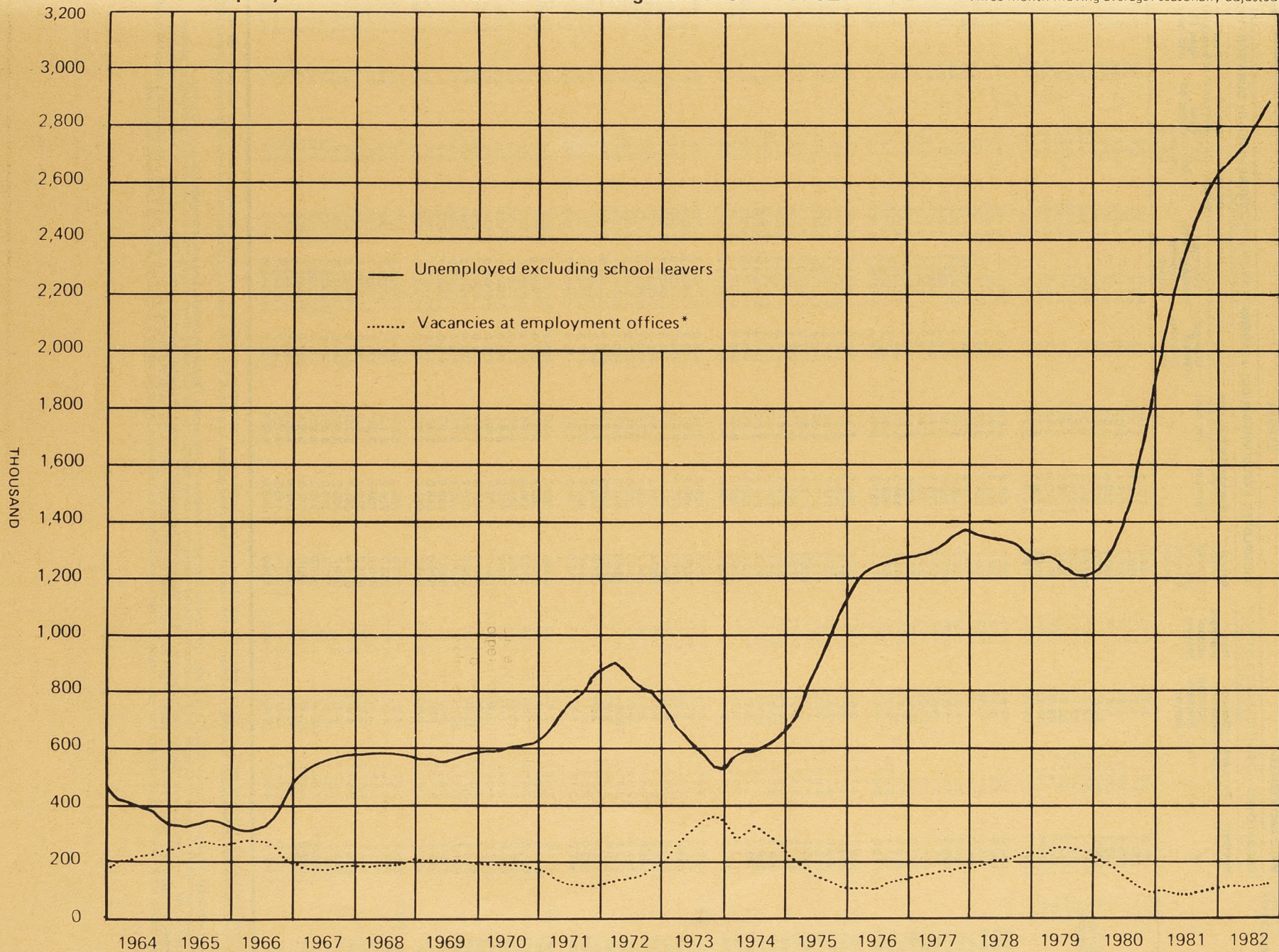
The data on flows, of people joining and leaving the register, are being replaced by numbers of new claimants and of those ceasing to claim each month. These figures exclude a minority still covered by clerical counts in Benefit Offices and consequently have a different coverage from the national recorded figures. A seasonally adjusted series cannot yet be estimated. New and more detailed analyses of the flows figures will become available in due course, distinguishing, for example, the figures by age and by duration of completed spells of unemployment. Vacancy flows will continue to be published as at present.

Address for enquiries about regional series: Miss H R McCormack, Department of Employment (Stats B1), Room 430, Caxton House, Tothill Street, London SW1H 9NF.



# Unemployment and vacancies : United Kingdom 1964 – 1982

Three-month moving average: seasonally adjusted



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



# 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
						Number	Per cent					
1971	751.3	3.3	7.3		744.0	763.9	3.3					
1972	837.4	3.7	11.3		826.1	846.1	3.7					
1973	595.6	2.6	4.5		591.2	610.8	2.6					
1974	599.5	2.6	8.6		590.9	610.8	2.6					
1975	940.9	4.0	38.6		902.3	922.9	3.9					
1976	1,301.7	5.5	72.3		1,229.3	1,249.1	5.2					
1977	1,402.7	5.8	89.7		1,313.0	1,333.1	5.6					
1978	1,382.9	5.7	83.8		1,299.1	1,319.1	5.5					
1979	1,295.7	5.4	68.3		1,227.3	1,242.4	5.1					
1980	1,664.9	6.9	104.1		1,560.8	1,560.8	6.5					
1981	2,520.4	10.7	100.6		2,419.8	2,413.1	10.2					
1971	682.8	3.0	0.4		682.4	636.2	2.8	0.0				
1972	690.9	3.0	0.2		690.7	684.1	2.9	25.2				
1973	705.3	3.1	0.2		705.1	684.1	3.0	22.7				
1974	714.7	3.1	1.5		713.2	710.2	3.1	26.1				
1975	720.0	3.2	1.3		718.7	753.1	3.3	42.9				
1976	696.0	3.1	1.0		695.0	766.3	3.4	13.2				
1977	711.7	3.1	10.0		701.7	776.3	3.4	10.0				
1978	759.0	3.3	34.5		724.5	784.7	3.4	8.4				
1979	783.6	3.4	20.5		763.1	803.0	3.5	18.3				
1980	815.6	3.6	9.4		806.2	835.5	3.7	32.5				
1981	857.4	3.8	5.1		852.3	869.2	3.8	33.7				
1971	878.5	3.9	3.4		875.1	887.6	3.9	18.4				
1972	936.1	4.1	3.5		932.6	885.6	3.9	-2.0				
1973	936.6	4.1	2.8		933.8	904.9	4.0	19.3				
1974	938.0	4.1	2.6		935.4	916.7	4.0	11.8				
1975	918.4	4.0	7.4		911.0	910.1	4.0	-6.6				
1976	840.9	3.7	4.1		836.8	872.8	3.8	-37.3				
1977	777.6	3.4	4.3		773.4	845.7	3.7	-27.1				
1978	776.2	3.4	14.2		762.0	834.5	3.6	-11.2				
1979	808.5	3.5	42.4		766.1	821.2	3.6	-13.3				
1980	809.5	3.5	28.1		781.4	819.3	3.6	-1.9				
1981	783.5	3.4	13.4		770.0	799.6	3.5	-19.7				
1971	771.4	3.4	7.3		764.2	782.3	3.4	-17.3				
1972	751.6	3.3	5.1		746.5	759.8	3.3	-22.5				
1973	776.6	3.3	4.1		772.5	725.5	3.1	-34.3				
1974	725.4	3.1	2.7		722.7	694.6	3.0	-30.9				
1975	693.0	3.0	2.1		690.9	675.9	2.9	-18.7				
1976	656.8	2.8	1.7		655.1	657.3	2.8	-18.6				
1977	601.8	2.6	1.4		600.4	639.2	2.8	-18.1				
1978	556.8	2.4	2.1		554.7	629.1	2.7	-10.1				
1979	541.5	2.3	6.6		534.9	601.9	2.6	-27.2				
1980	552.9	2.4	17.6		535.3	581.8	2.5	-20.1				
1981	530.9	2.3	9.6		521.3	557.4	2.4	-24.4				
1971	513.1	2.2	3.2		509.9	539.7	2.3	-17.7				
1972	503.0	2.2	1.4		501.6	521.8	2.2	-17.9				
1973	495.5	2.1	1.0		494.5	509.5	2.2	-12.3				
1974	611.5	2.6	2.1		609.4	560.6	2.4	51.1				
1975	612.5	2.6	0.8		611.7	583.5	2.5	22.9				
1976	601.5	2.6	0.3		601.2	590.9	2.5	7.4				
1977	588.0	2.5	1.2		586.8	593.8	2.5	2.9				
1978	545.8	2.3	1.9		543.9	586.9	2.5	-6.9				
1979	527.5	2.3	2.8		524.7	602.1	2.6	15.2				
1980	552.1	2.4	13.6		538.5	600.3	2.6	-1.8				
1981	626.8	2.7	42.9		584.0	620.7	2.7	20.4				
1971	621.7	2.7	23.7		598.0	630.1	2.7	9.4				
1972	615.4	2.6	7.2		608.3	638.0	2.7	8.3				
1973	629.8	2.7	3.8		626.0	648.0	2.8	9.6				
1974	661.1	2.8	2.9		658.1	674.0	2.9	26.0				
1975	750.1	3.2	3.3		746.8	704.2	3.0	30.2				
1976	767.8	3.3	4.2		763.7	734.2	3.1	30.0				
1977	778.1	3.3	2.5		775.6	769.2	3.3	35.0				
1978	813.3	3.5	12.2		801.2	812.2	3.4	43.0				
1979	823.4	3.5	9.0		814.4	861.7	3.7	49.5				
1980	838.1	3.6	15.4		822.7	905.2	3.8	43.5				
1981	946.7	4.0	55.7		890.9	948.0	4.0	42.8				
1971	1,090.2	4.6	141.0		949.2	979.1	4.2	31.1				
1972	1,092.6	4.6	103.3		989.3	1,016.1	4.3	37.0				
1973	1,100.9	4.7	55.2		1,045.7	1,075.6	4.6	59.5				
1974	1,127.2	4.8	34.3		1,092.9	1,116.3	4.7	40.7				
1975	1,162.7	4.9	27.4		1,135.3	1,153.5	4.9	37.2				

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

\* New basis (claimants). The figures for Great Britain prior to May 1982 and for Northern Ireland prior to November 1982 are estimates. See article on page S20 of this Gazette.  
 † Fortnightly payment of benefit, prior to October 1979 seasonally adjusted figures have been adjusted by the estimated effect arising from the introduction of fortnightly payment.  
 ‡ Not included in total. The new count of claimants excludes new school leavers not yet entitled to benefit. A special count at Careers Offices is made in June, July and August.  
 § The recorded unemployment figures for July to October 1981 are overstated by about 20,000 (net) as the result of industrial action at benefit offices. The seasonally adjusted figures have been reduced to allow for this. No adjustment has been made to other unemployment figures and in particular tables 2.3 (regions) and 2.19 (unemployment flows).

# UNEMPLOYMENT\* 2.1 UK summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent	School leavers included in unem- ployed	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
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1973	595.6	2.6	4.5		591.2	610.8	2.6					
1974	599.5	2.6	8.6		590.9	610.8	2.6					
1975	940.9	4.0	38.6		902.3	922.9	3.9					
1976	1,301.7	5.5	72.3		1,229.3	1,249.1	5.2					
1977	1,402.7	5.8	89.7		1,313.0	1,333.1	5.6					
1978	1,382.9	5.7	83.8		1,299.1	1,319.1	5.5					
1979	1,295.7	5.4	68.3		1,227.3	1,242.4	5.1					
1980	1,664.9	6.9	104.1		1,560.8	1,560.8	6.5					
1981	2,520.4	10.7	100.6		2,419.8	2,413.1	10.2					
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1979	783.6	3.4	20.5		763.1	803.0	3.5	18.3				
1980	815.6	3.6	9.4		806.2	835.5	3.7	32.5				
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1971	878.5	3.9	3.4		875.1	887.6	3.9	18.4				
1972	936.1	4.1	3.5		932.6	885.6	3.9	-2.0				
1973	936.6	4.1	2.8		933.8	904.9	4.0	19.3				
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1973	776.6	3.3	4.1		772.5	725.5	3.1	-34.3				
1974	725.4	3.1	2.7		722.7	694.6	3.0	-30.9				
1975	693.0	3.0	2.1		690.9	675.9	2.9	-18.7				
1976	656.8	2.8	1.7		655.1	657.3	2.8	-18.6				
1977	601.8	2.6	1.4		600.4	639.2	2.8	-18.1				



# 2.1 UNEMPLOYMENT\* UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE										
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		UNITED KINGDOM
	Number	Per cent	School leavers included in unem- ployed	Non- claimant school leavers	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	
						Number	Per cent				
1976 Jan 8	1,264.9	5.3	31.4	1,233.5	1,179.6	5.0	26.1	+34.7	..	..	
Feb 12	1,262.3	5.3	22.4	1,239.9	1,207.7	5.1	28.1	+30.5	..	..	Feb 12
Mar 11	1,241.8	5.2	16.7	1,225.1	1,221.6	5.1	13.9	+22.7	..	..	Mar 11
Apr 8	1,234.7	5.2	15.0	1,219.7	1,234.3	5.2	12.7	+18.2	..	..	Apr 8
May 13	1,225.8	5.1	27.8	1,198.1	1,250.5	5.3	16.2	+14.3	..	..	May 13
Jun 10	1,265.3	5.3	102.7	1,162.6	1,252.0	5.3	1.5	+10.1	..	..	Jun 10
Jul 8	1,384.8	5.8	182.9	1,201.9	1,259.5	5.3	7.5	+8.4	..	..	Jul 8
Aug 12	1,430.0	6.0	180.2	1,249.8	1,274.5	5.4	15.0	+8.0	..	..	Aug 12
Sep 9	1,387.5	5.8	130.0	1,257.6	1,276.5	5.4	2.0	+8.2	..	..	Sep 9
Oct 14	1,311.2	5.5	69.9	1,241.3	1,270.8	5.3	5.7	+3.8	..	..	Oct 14
Nov 11	1,302.4	5.5	47.8	1,254.7	1,279.0	5.4	8.2	+1.5	..	..	Nov 11
Dec 9	1,309.2	5.5	41.1	1,268.0	1,283.3	5.4	4.3	+2.3	..	..	Dec 9
1977 Jan 13	1,385.8	5.8	39.7	1,346.1	1,289.8	5.4	6.5	+6.3	..	..	1977 Jan 13
Feb 10	1,360.7	5.7	32.0	1,328.6	1,292.4	5.4	2.6	+4.5	..	..	Feb 10
Mar 10	1,322.5	5.5	24.6	1,297.9	1,294.7	5.4	2.3	+3.8	..	..	Mar 10
Apr 14	1,325.3	5.5	39.7	1,285.6	1,301.0	5.4	6.3	+3.7	..	..	Apr 14
May 12	1,277.6	5.3	34.0	1,243.6	1,300.9	5.4	-0.1	+2.8	..	..	May 12
Jun 9	1,359.3	5.7	126.7	1,232.6	1,330.3	5.5	29.4	+11.9	..	..	Jun 9
Jul 14	1,517.2	6.3	226.2	1,291.0	1,349.4	5.6	19.1	+16.1	..	..	Jul 14
Aug 11	1,536.8	6.4	206.8	1,330.0	1,353.5	5.6	4.1	+17.5	..	..	Aug 11
Sep 8	1,513.9	6.3	153.5	1,360.0	1,373.7	5.7	20.2	+14.5	..	..	Sep 8
Oct 13	1,426.1	5.9	83.7	1,342.4	1,372.2	5.7	-1.5	+7.6	..	..	Oct 13
Nov 10	1,411.1	5.9	61.8	1,349.3	1,371.2	5.7	-1.0	+5.9	..	..	Nov 10
Dec 8	1,396.1	5.8	48.0	1,348.9	1,367.2	5.7	-4.0	-2.2	..	..	Dec 8
1978 Jan 12	1,465.5	6.1	48.6	1,416.9	1,356.8	5.6	-10.4	-5.1	..	..	1978 Jan 12
Feb 9	1,425.1	5.9	38.3	1,386.8	1,346.0	5.6	-10.8	-8.4	..	..	Feb 9
Mar 9	1,379.0	5.7	30.3	1,348.8	1,343.8	5.6	-2.2	-7.8	..	..	Mar 9
Apr 13	1,369.8	5.7	46.4	1,323.4	1,337.4	5.5	-6.4	-6.5	..	..	Apr 13
May 11	1,304.7	5.4	36.8	1,267.8	1,329.2	5.5	-8.2	-5.6	..	..	May 11
Jun 8	1,343.1	5.6	122.6	1,220.5	1,326.2	5.5	-3.0	-5.9	..	..	Jun 8
Jul 6	1,470.8	6.1	214.2	1,256.6	1,319.8	5.5	-6.4	-5.9	..	..	Jul 6
Aug 10	1,499.6	6.2	197.2	1,302.4	1,325.2	5.5	5.4	-1.3	..	..	Aug 10
Sep 14	1,418.4	5.9	120.8	1,297.6	1,310.8	5.4	-14.4	-5.1	..	..	Sep 14
Oct 12	1,335.8	5.5	69.1	1,266.7	1,296.9	5.4	-13.9	-7.6	..	..	Oct 12
Nov 9	1,303.0	5.4	47.3	1,255.7	1,275.2	5.3	-21.7	-16.7	..	..	Nov 9
Dec 7	1,280.2	5.3	34.7	1,245.5	1,262.0	5.2	-13.2	-16.3	..	..	Dec 7
1979 Jan 11	1,372.8	5.7	36.9	1,335.9	1,271.2	5.3	9.2	-8.6	..	..	1979 Jan 11
Feb 8	1,369.2	5.7	29.5	1,339.7	1,293.8	5.4	22.6	+6.2	..	..	Feb 8
Mar 8	1,320.3	5.5	22.7	1,297.6	1,289.3	5.3	-4.5	+9.1	..	..	Mar 8
Apr 5	1,260.9	5.2	18.8	1,242.2	1,253.4	5.2	-35.9	-5.9	..	..	Apr 5
May 10	1,218.9	5.0	29.3	1,189.6	1,233.5	5.2	0.1	-13.4	..	..	May 10
Jun 14	1,234.5	5.1	114.8	1,119.7	1,232.7	5.1	-20.8	-18.9	..	..	Jun 14
Jul 12	1,347.3	5.6	186.4	1,160.9	1,227.0	5.1	-5.7	-8.8	..	..	Jul 12
Aug 9	1,344.9	5.6	158.2	1,186.7	1,213.9	5.0	-13.1	-13.2	..	..	Aug 9
Sep 13	1,292.3	5.4	96.7	1,195.6	1,211.8	5.0	-2.1	-7.0	..	..	Sep 13
Oct 11	1,267.5	5.2	56.5	1,211.0	1,222.3	5.1	10.5	-1.6	..	..	Oct 11
Nov 8	1,258.7	5.2	39.8	1,219.0	1,215.8	5.0	-6.5	+0.6	..	..	Nov 8
Dec 6	1,260.9	5.2	30.5	1,230.4	1,224.2	5.1	8.4	+4.1	..	..	Dec 6
1980 Jan 10	1,373.7	5.7	34.6	1,339.1	1,249.4	5.2	25.2	+9.0	..	..	1980 Jan 10
Feb 14	1,388.6	5.8	28.2	1,360.3	1,289.7	5.4	40.3	+24.6	..	..	Feb 14
Mar 13	1,375.6	5.7	22.7	1,353.0	1,321.2	5.5	31.5	+32.3	..	..	Mar 13
Apr 10	1,418.1	5.9	39.3	1,378.8	1,367.5	5.7	46.3	+39.4	..	..	Apr 10
May 8	1,404.4	5.8	36.3	1,368.1	1,413.5	5.9	46.0	+41.3	..	..	May 8
Jun 12	1,513.0	6.3	142.8	1,370.1	1,468.8	6.1	55.3	+49.2	..	..	Jun 12
Jul 10	1,736.5	7.2	251.0	1,485.6	1,535.2	6.4	66.4	+55.9	..	..	Jul 10
Aug 14	1,846.1	7.7	227.4	1,618.8	1,631.3	6.8	96.1	+72.6	..	..	Aug 14
Sep 11	1,890.6	7.9	176.7	1,714.0	1,713.1	7.1	81.8	+81.4	..	..	Sep 11
Oct 9	1,916.4	8.0	121.9	1,794.5	1,806.7	7.5	93.6	+90.5	..	..	Oct 9
Nov 13	2,016.0	8.4	91.5	1,924.5	1,918.9	8.0	112.2	+95.9	..	..	Nov 13
Dec 11	2,099.9	8.7	77.1	2,022.8	2,014.4	8.4	95.5	+100.4	..	..	Dec 11
1981 Jan 15	2,271.1	9.6	80.5	2,190.6	2,094.0	8.9	79.6	+95.8	..	..	1981 Jan 15
Feb 12	2,312.4	9.8	68.9	2,243.5	2,166.0	9.2	72.0	+82.4	..	..	Feb 12
Mar 12	2,333.5	9.9	58.1	2,275.4	2,238.1	9.5	72.1	+74.6	..	..	Mar 12
Apr 9	2,372.7	10.1	53.3	2,319.4	2,301.1	9.8	63.0	+69.0	..	..	Apr 9
May 14	2,407.4	10.2	82.7	2,324.7	2,368.0	10.0	66.9	+67.3	..	..	May 14
Jun 11	2,395.2	10.2	77.5	2,317.7	2,417.4	10.2	49.4	+59.8	..	..	Jun 11
Jul 9	2,511.8	10.6	76.5	2,435.3	2,476.5	10.5	59.1	+58.5	..	..	Jul 9
Aug 13	2,586.3	11.0	85.5	2,500.8	2,514.2	10.7	37.7	+48.7	..	..	Aug 13
Sep 10	2,748.6	11.7	178.8	2,569.9	2,554.6	10.8	40.4	+45.7	..	..	Sep 10
Oct 8	2,771.6	11.7	179.4	2,592.2	2,582.8	10.9	28.2	+35.4	..	..	Oct 8
Nov 12	2,769.5	11.7	143.8	2,625.8	2,615.5	11.1	32.7	+33.8	..	..	Nov 12
Dec 10	2,764.1	11.7	122.2	2,642.0	2,629.0	11.1	13.5	+24.8	..	..	Dec 10
1982 Jan 14	2,896.3	12.4	127.3	2,769.0	2,670.5	11.5	41.5	+29.2	..	..	1982 Jan 14
Feb 11	2,870.2	12.3	111.3	2,758.9	2,669.8	11.5	9.3	+21.4	..	..	Feb 11
Mar 11	2,820.8	12.1	94.9	2,725.9	2,687.9	11.5	8.1	+19.6	..	..	Mar 11
Apr 15	2,818.5	12.1	86.9	2,731.6	2,715.1	11.7	27.2	+14.9	..	..	Apr 15
May 13	2,800.5	12.0	104.5	2,695.9	2,739.8	11.8	24.7	+20.0	..	..	May 13
Jun 10	2,769.6	11.9	99.0	2,670.6	2,772.7	11.9	32.9	+28.3	..	..	Jun 10
Jul 8	2,852.5	12.2	99.4	2,753.2	2,813.8	12.1	41.1	+32.9	..	..	Jul 8
Aug 12	2,898.8	12.4	102.5	2,796.3	2,832.4	12.2	18.6	+30.9	..	..	Aug 12
Sep 9	3,066.2	13.2	203.8	2,862.3	2,866.4	12.3	34.0	+31.2	..	..	Sep 9
Oct 14	3,049.0	13.1	174.2	2,874.6	2,885.4	12.4	19.0	+23.9	36.1	2,468	Oct 14
Nov 11	3,063.0	13.2	147.5	2,915.6	2,902.7	12.5	17.3	+23.4	330.0	220	Nov 11

# UNEMPLOYMENT\* 2.1 UK summary

THOUSAND

MALE	MALE AND FEMALE												
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		UNITED KINGDOM		
	Number	Per cent	School leavers included in unem- ployed	Non- claimant school leavers	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over			
						Number	Per cent						
1,006.6	7.0	17.2	989.5	945.2	6.6	258.3	2.7	14.3	244.0	234.4		2.5	..
1,002.7	7.0	12.0	990.7	962.0	6.7	259.6	2.8	10.4	249.2	245.7	2.6	..	Feb 12
986.5	6.9	8.9	977.7	968.9	6.7	255.2	2.7	7.8	247.4	252.7	2.7	..	Mar 11
981.7	6.8	8.1	973.6	976.5	6.8	253.0	2.7	6.9	246.1	257.8	2.7	..	Apr 8
971.4	6.8	15.7	955.7	985.3	6.9	254.4	2.7	12.0	242.4	265.2	2.8	..	May 13
985.9	6.9	57.7	928.3	984.2	6.8	279.4	3.0	45.0	234.3	267.8	2.8	..	Jun 10
1,042.7	7.3	99.5	943.2	986.2	6.9	342.1	3.6	83.4	258.6	273.3	2.9	..	Jul 8
1,067.9	7.4	99.6	966.3	991.4	6.9	352.1	3.8	80.0	281.5	283.1	3.0	..	Aug 12
1,036.3	7.2	67.9	969.0	990.2	6.9	350.7	3.7	62.0	288.6	286.3	3.0	..	Sep 9
989.7	6.9	34.3	955.4	983.7	6.8	321.5	3.4	35.6	286.0	287.1	3.0	..	Oct 14
993.5	6.9	29.0	964.5	987.1	6.9	308.9	3.3	18.8	290.2	291.9	3.1	..	Nov 11
1,001.9	7.0	25.0	976.9	988.4	6.9	307.3	3.3	16.2	291.1	294.9	3.1	..	Dec 9
1,056.5	7.3	20.4	1,036.2	990.6	6.9	329.3	3.4	19.4	310.0	299.2	3.1	..	1977 Jan 13
1,040.0	7.2	16.2	1,023.9	991.8	6.9	320.6	3.3	15.8	304.8	300.6	3.1	..	Feb 10
1,013.9	7.0	12.6	1,001.3	991.7	6.9	308.6	3.2	12.0	296.6	303.0			



# 2.2 UNEMPLOYMENT\* GB summary

THOUSAND

GREAT BRITAIN	MALE AND FEMALE										
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		GREAT BRITAIN
	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers†	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*	
						Number	Per cent				
1971	713.4	3.2	6.4		707.0		3.3				
1972	799.1	3.6	10.2		788.9		3.6				
1973	566.1	2.5	4.0		669.6		2.9				
1974	571.4	2.5	7.8		563.6		2.6				
1975	901.7	3.9	36.1		865.6		3.9				
1976	1,249.8	5.4	68.6		1,181.2		5.2				
1977	1,344.9	5.7	84.7		1,260.2		5.5				
1978	1,320.7	5.6	78.6		1,242.0		5.4				
1979	1,233.9	5.2	63.6		1,170.3		5.0				
1980	1,590.5	6.8	97.8		1,492.7		6.4				
1981	2,422.4	10.5	94.0		2,328.4		10.1				
1971	645.1	2.9	0.2		644.9	600.8	2.7				
Feb 8	654.1	2.9	—		654.1	626.2	2.8				
Mar 8	669.6	3.0	—		669.6	649.5	2.9	25.4			
Apr 8	678.9	3.0	1.3		677.5	675.1	3.0	23.3			
May 10	684.7	3.1	0.8		683.8	717.4	3.2	42.3	24.8		
June 14	661.0	3.0	0.6		660.4	730.2	3.3	12.8	26.9		
July 12	672.2	3.0	6.9		665.3	739.8	3.3	9.6	21.6		
Aug 9	720.7	3.2	32.8		687.9	747.5	3.4	7.7	10.0		
Sep 13	744.1	3.3	18.9		725.2	764.4	3.4	16.9	11.4		
Oct 11	776.1	3.5	8.3		767.8	796.0	3.6	31.6	18.7		
Nov 8	817.1	3.7	4.1		813.0	829.6	3.7	33.6	27.4		
Dec 6	837.6	3.8	2.6		835.0	848.0	3.8	18.4	27.9		
1972	893.5	4.0	3.0		890.5	845.6	3.8	-2.4	-24.3		
Feb 14	895.6	4.0	2.4		893.2	865.8	3.9	20.2	-28.7		
Mar 13	897.6	4.0	2.2		895.5	877.5	3.9	11.7	-27.3		
Apr 10	876.0	3.9	6.5		869.5	869.2	3.9	-8.3	-22.1		
May 8	802.9	3.6	3.5		799.5	834.6	3.7	-34.6	-17.7		
June 12	740.8	3.3	3.7		737.1	807.9	3.6	-26.7	-14.7		
July 10	736.0	3.3	11.2		724.8	797.2	3.6	-10.7	-17.7		
Aug 14	770.5	3.4	40.2		730.3	784.8	3.5	-12.4	-18.4		
Sep 11	773.1	3.5	26.2		746.9	784.2	3.5	-0.6	-23.1		
Oct 9	749.4	3.3	12.2		737.2	765.7	3.4	-18.5	-19.9		
Nov 13	737.0	3.3	6.4		730.7	748.5	3.3	-17.2	-19.3		
Dec 11	716.7	3.2	4.6		712.1	725.7	3.2	-22.8	-15.5		
1973	741.6	3.3	3.7		737.9	692.8	3.1	-32.9	16.5		
Feb 12	691.5	3.0	2.4		689.1	662.3	2.9	-30.5	12.1		
Mar 12	660.1	2.9	1.8		658.3	643.9	2.8	-18.4	9.8		
Apr 9	625.3	2.8	1.5		623.8	626.4	2.8	-17.5	7.9		
May 14	572.6	2.5	1.2		571.4	609.3	2.7	-17.1	-10.4		
June 11	528.5	2.3	1.8		526.7	599.7	2.6	-9.6	-23.2		
July 9	511.6	2.3	5.2		506.4	573.4	2.5	-26.3	-24.0		
Aug 13	524.3	2.3	8.7		507.8	554.1	2.4	-19.3	-16.6		
Sep 10	503.5	2.2	8.7		494.8	530.4	2.3	-23.7	-7.9		
Oct 8	487.5	2.1	2.8		484.8	513.6	2.3	-16.8	-10.5		
Nov 12	477.3	2.1	1.1		476.3	495.2	2.2	-17.4	-12.1		
Dec 10	469.4	2.1	0.7		468.7	483.9	2.1	-12.3	-19.5		
1974	583.0	2.6	1.9		581.1	534.3	2.3	50.4	6.9		
Feb 11	584.2	2.6	0.7		583.5	556.6	2.4	22.3	20.1		
Mar 11	574.5	2.5	0.2		574.3	564.5	2.5	7.9	26.9		
Apr 8	561.9	2.5	1.2		560.7	567.7	2.5	3.2	11.1		
May 13	520.9	2.3	1.7		519.2	561.1	2.5	-6.6	1.5		
June 10	501.9	2.2	2.7		499.2	575.2	2.5	14.1	3.6		
July 8	522.1	2.3	10.9		511.1	573.0	2.5	-2.2	1.8		
Aug 12	597.1	2.6	40.5		556.7	593.6	2.6	20.6	10.8		
Sep 9	592.3	2.6	22.0		602.3	602.3	2.6	8.7	9.0		
Oct 14	587.1	2.6	6.3		580.8	610.0	2.7	7.7	12.3		
Nov 11	600.2	2.6	3.0		597.2	619.0	2.7	9.0	8.5		
Dec 9	631.0	2.8	2.3		628.6	644.5	2.8	25.5	14.1		
1975	718.2	3.1	2.8		715.4	674.5	2.9	30.0	21.5		
Feb 10	735.1	3.2	3.7		731.4	703.2	3.1	28.7	28.1		
Mar 10	745.9	3.2	2.0		743.8	737.7	3.2	34.5	31.1		
Apr 14	778.9	3.4	11.0		767.9	778.8	3.4	41.1	34.8		
May 12	785.4	3.4	8.0		780.4	826.7	3.6	47.9	41.2		
June 9	802.8	3.5	14.3		788.5	869.4	3.8	42.7	43.9		
July 14	903.8	3.9	49.4		854.4	911.7	4.0	42.3	44.3		
Aug 11	1,045.6	4.5	135.6		910.1	940.7	4.1	29.0	35.8		
Sep 8	1,047.9	4.6	98.5		949.4	976.5	4.2	35.8	35.7		
Oct 9	1,055.6	4.6	51.8		1,003.8	1,032.9	4.5	56.4	40.4		
Nov 13	1,081.3	4.7	31.5		1,049.8	1,072.7	4.7	39.8	44.0		
Dec 11	1,116.9	4.9	24.9		1,092.0	1,109.9	4.8	37.2	44.5		

\*†‡§ See footnotes to table 2.1.

# UNEMPLOYMENT\* 2.2 GB summary

THOUSAND

GREAT BRITAIN	MALE AND FEMALE										
	MALE				FEMALE				GREAT BRITAIN		
	UNEMPLOYED		UNEMPLOYED EXCLUDING SCHOOL LEAVERS		UNEMPLOYED		UNEMPLOYED EXCLUDING SCHOOL LEAVERS			MARRIED	
	Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted	Number	Per cent	School leavers included in unemployed			Actual
616.8										4.4	
682.8	4.9	6.8	676.0	4.9	116.3	1.4	3.4	112.9	1.4	1972	
482.9	3.5	2.6	480.3	3.5	83.2	0.9	1.3	81.9	1.0	1973	
488.3	3.5	4.9	483.4	3.6	83.1	0.9	2.9	80.2	1.0	1974	
735.7	5.3	20.4	715.3	5.2	166.0	1.8	15.7	150.3	1.7	1975	
969.1	6.9	37.5	931.6	6.7	280.7	3.0	31.1	249.6	2.8	1976	
1,004.0	7.1	43.4	960.5	6.9	340.9	3.6	41.2	299.7	3.3	1977	
965.7	6.9	40.4	925.3	6.7	354.9	3.7	38.3	316.7	3.4	1978	
897.2	6.4	33.1	854.1	6.2	346.7	3.6	30.4	316.3	3.3	1979	
1,129.1	8.1	51.2	1,077.9	7.8	461.3	4.8	46.6	414.8	4.3	1980	
1,773.3	12.9	51.4	1,721.9	12.5	649.1	7.0	42.6	606.5	6.5	1981	
560.8	4.0	0.2	560.7	4.0	84.3	1.0	—	84.3	79.8	0.8	1971
566.3	4.0	—	566.3	4.0	87.7	1.1	—	87.7	85.6	0.9	1972
578.0	4.1	—	578.0	4.1	91.6	1.1	—	91.6	91.0	0.9	1973
589.6	4.2	0.9	588.7	4.2	89.3	1.1	0.4	88.8	93.1	1.0	1974
595.2	4.3	0.8	594.4	4.3	89.5	1.1	—	89.4	100.6	1.0	1975
578.2	4.1	0.6	577.5	4.1	82.8	1.0	—	82.8	102.1	1.0	1976
587.8	4.2	4.4	583.4	4.2	84.4	1.0	2.6	81.8	101.0	0.9	1977
623.1	4.5	21.2	601.9	4.4	97.6	1.2	11.6	86.0	101.4	1.0	1978
639.4	4.6	12.3	627.1	4.5	104.7	1.3	6.6	98.1	107.5	1.0	1979
684.0	4.7	5.5	658.5	4.6	112.1	1.3	2.8	109.3	113.6	1.0	1980
698.9	5.0	3.0	695.9	5.0	118.2	1.4	1.1	117.1	118.8	1.0	1981
720.1	5.1	2.1	718.0	5.1	117.5	1.4	0.5	117.1	121.1	1.1	1981
768.6	5.5	2.2	766.3	5.5	124.9	1.5	0.8	124.2	119.2	1.1	1972
770.1	5.5	1.8	768.3	5.5	125.5	1.5	0.5	124.9	122.7	1.2	1973
770.7	5.5	1.7	769.0	5.5	126.9	1.5	0.5	126.4	126.2	1.3	1974
751.4	5.4	4.5	746.9	5.4	124.7	1.5	2.0	122.6	127.6	1.4	1975
688.7	4.9	2.7	685.0	4.9	102.8	1.2	0.9	101.8	122.1	1.7	1976
638.0	4.6	4.8	635.2	4.6	104.2	1.2	4.0	100.2	118.8	1.8	1977
631.8	4.5	7.2	624.6	4.5	104.2	1.2	14.3	103.3	117.2	1.8	1978
652.9	4.7	25.9	627.0	4.7	117						



# 2.2 UNEMPLOYMENT\* GB summary

THOUSAND

GREAT BRITAIN		MALE AND FEMALE				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		
		UNEMPLOYED								Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
		Number	Per cent	School leavers included in unemployed	Non-claimant school leavers	Actual	Seasonally adjusted	Change since previous month	Average change over 3 months ended			
						Number	Per cent					
1976	Jan 8	1,215.9	5.2	29.1		1,186.8	1,134.7	4.9	24.8	33.9		
	Feb 12	1,214.1	5.2	20.6		1,193.4	1,162.3	5.0	27.6	29.9		
	Mar 11	1,194.1	5.1	15.3		1,178.8	1,175.3	5.1	13.0	21.8		
	Apr 8	1,187.5	5.1	13.9		1,173.6	1,187.8	5.1	12.5	17.7		
	May 13	1,177.0	5.1	25.4		1,151.6	1,202.8	5.2	15.0	13.5		
	June 10	1,214.7	5.2	99.1		1,115.6	1,203.2	5.2	0.4	9.3		
	July 8	1,327.8	5.7	175.4		1,152.3	1,210.5	5.2	7.3	7.6		
	Aug 12	1,371.6	5.9	172.6		1,199.0	1,225.0	5.3	14.5	7.4		
	Sep 9	1,330.4	5.7	123.4		1,206.9	1,226.7	5.3	1.7	7.8		
	Oct 14	1,258.2	5.4	65.8		1,192.4	1,221.1	5.2	-5.6	3.5		
	Nov 11	1,249.9	5.4	44.5		1,205.4	1,229.1	5.3	8.0	1.4		
	Dec 9 e	1,256.8	5.4	38.4		1,218.3	1,233.0	5.3	3.9	2.1		
1977	Jan 13	1,330.5	5.7	37.3		1,293.3	1,238.7	5.3	5.7	5.9		
	Feb 10	1,306.5	5.6	29.8		1,276.7	1,241.5	5.3	2.8	4.1		
	Mar 10	1,269.5	5.4	22.8		1,246.7	1,243.5	5.3	2.0	3.5		
	Apr 14	1,271.5	5.4	36.8		1,234.8	1,249.7	5.3	6.2	3.7		
	May 12	1,224.1	5.2	31.2		1,192.9	1,248.6	5.3	-1.1	2.4		
	June 9	1,302.9	5.6	121.2		1,181.7	1,277.4	5.5	28.8	18.5		
	July 14	1,452.9	6.2	215.7		1,236.5	1,295.9	5.5	5.5	4.0		
	Aug 11	1,471.7	6.3	196.9		1,274.9	1,299.9	5.5	18.5	17.1		
	Sep 8	1,449.9	6.2	144.9		1,305.0	1,319.9	5.6	20.0	14.2		
	Oct 13	1,367.7	5.8	78.2		1,289.5	1,318.5	5.6	-1.4	7.5		
	Nov 10	1,353.0	5.8	57.3		1,295.7	1,316.9	5.6	-1.6	5.7		
	Dec 8	1,338.7	5.7	44.2		1,294.5	1,312.1	5.6	-4.8	2.6		
1978	Jan 12	1,404.5	6.0	45.2		1,359.3	1,301.0	5.5	-11.1	-5.8		
	Feb 9	1,365.1	5.8	35.5		1,329.6	1,289.8	5.5	-11.2	-9.0		
	Mar 9	1,319.9	5.6	27.8		1,292.1	1,287.1	5.5	-2.7	-8.3		
	Apr 13	1,308.5	5.6	42.6		1,265.9	1,279.5	5.4	-7.6	-7.2		
	May 11	1,245.6	5.3	33.5		1,212.1	1,271.6	5.4	-7.9	-6.1		
	June 8	1,281.8	5.4	116.9		1,164.9	1,268.3	5.4	-3.3	-6.3		
	July 6	1,401.4	6.0	203.7		1,197.7	1,261.8	5.4	-6.5	-5.9		
	Aug 10	1,429.3	6.1	186.8		1,242.5	1,266.9	5.4	5.1	-1.6		
	Sep 14	1,350.8	5.7	112.8		1,238.0	1,252.5	5.3	-14.4	-5.3		
	Oct 12	1,274.3	5.4	63.9		1,210.5	1,240.0	5.3	-12.5	-7.3		
	Nov 9	1,244.7	5.3	43.3		1,201.4	1,219.9	5.2	-20.1	-15.7		
	Dec 7	1,222.0	5.2	31.6		1,190.4	1,206.1	5.1	-13.8	-15.5		
1979	Jan 11	1,311.6	5.6	34.1		1,277.5	1,214.6	5.2	8.5	-8.5		
	Feb 8	1,307.7	5.5	27.0		1,280.8	1,236.0	5.2	21.4	5.4		
	Mar 8	1,260.7	5.3	20.6		1,240.1	1,231.8	5.2	-4.2	8.6		
	Apr 5	1,202.9	5.1	17.0		1,185.9	1,196.9	5.1	-34.9	-5.9		
	May 10	1,160.8	4.9	26.4		1,134.4	1,196.4	5.1	-0.5	-13.2		
	June 14	1,174.9	5.0	108.8		1,065.1	1,176.6	5.0	-19.8	-18.4		
	July 12	1,279.0	5.4	176.1		1,102.9	1,169.9	5.0	-6.7	-9.0		
	Aug 9	1,276.9	5.4	148.7		1,128.2	1,156.9	4.9	-13.0	-13.2		
	Sep 13	1,226.3	5.2	89.1		1,137.2	1,154.7	4.9	-2.2	-7.3		
	Oct 11†	1,206.0	5.1	51.7		1,154.4	1,165.2	4.9	10.5	-1.6		
	Nov 8	1,199.1	5.1	35.9		1,163.1	1,159.0	4.9	-6.2	0.7		
	Dec 6	1,200.7	5.1	27.3		1,173.4	1,166.4	4.9	7.4	3.9		
1980	Jan 10	1,310.8	5.6	31.6		1,279.2	1,191.4	5.1	25.0	8.7		
	Feb 14	1,325.1	5.7	25.5		1,299.5	1,230.3	5.2	38.9	23.8		
	Mar 13	1,312.9	5.6	20.4		1,292.5	1,261.0	5.4	30.7	31.5		
	Apr 10	1,353.4	5.8	36.0		1,317.4	1,305.8	5.6	44.8	38.1		
	May 8	1,340.3	5.7	32.9		1,307.3	1,350.8	5.8	45.0	40.2		
	June 12	1,444.3	6.2	135.8		1,308.5	1,404.6	6.0	53.8	47.9		
	July 10	1,656.9	7.1	238.9		1,417.9	1,468.1	6.3	63.5	54.1		
	Aug 14	1,763.2	7.5	215.7		1,547.5	1,561.0	6.7	92.9	70.1		
	Sep 11	1,806.4	7.7	166.7		1,637.8	1,639.9	7.0	78.9	78.4		
	Oct 9	1,831.6	7.8	114.1		1,717.5	1,729.6	7.4	89.7	87.2		
	Nov 13	1,929.4	8.2	84.8		1,844.7	1,838.3	7.8	108.7	92.4		
	Dec 11	2,011.3	8.6	70.8		1,940.5	1,931.3	8.2	93.0	97.1		
1981	Jan 15	2,177.5	9.5	74.5		2,103.1	2,008.6	8.7	77.3	93.0		
	Feb 12	2,218.1	9.6	63.2		2,154.9	2,079.0	9.0	70.4	80.2		
	Mar 12	2,239.1	9.7	53.1		2,186.0	2,149.1	9.3	70.1	72.6		
	Apr 9	2,279.2	9.9	48.9		2,230.3	2,211.7	9.6	62.6	67.7		
	May 14	2,311.5	10.0	76.5		2,235.1	2,276.3	9.9	64.6	65.8		
	June 11	2,299.3	10.0	71.5		2,227.8	2,324.8	10.1	48.5	58.6		
	July 9‡	2,413.9	10.5	70.8		2,343.1	2,383.4	10.3	58.6	57.2		
	Aug 13§	2,488.3	10.8	80.2		2,408.2	2,421.0	10.5	37.6	48.2		
	Sep 10§	2,643.2	11.5	167.8		2,475.4	2,460.9	10.7	39.9	45.4		
	Oct 8§	2,667.7	11.6	169.9		2,497.8	2,488.5	10.8	27.6	35.0		
	Nov 12	2,667.7	11.6	136.1		2,531.6	2,520.7	10.9	32.2	33.2		
	Dec 10	2,662.9	11.6	115.3		2,547.6	2,534.1	11.0	13.4	24.4		
1982	Jan 14	2,790.5	12.3	120.7		2,669.8	2,573.7	11.3	39.6	28.4		
	Feb 11	2,765.5	12.2	105.2		2,660.3	2,582.9	11.4	9.2	20.7		
	Mar 11	2,717.6	12.0	89.9		2,627.7	2,590.1	11.4	7.2	18.7		
	Apr 15	2,714.3	11.9	81.9		2,632.4	2,615.6	11.5	25.5	14.0		
	May 13	2,695.3	11.9	93.4		2,596.9	2,638.8	11.6	23.2	18.6	291	2,201
	June 10	2,663.8	11.7	93.1	101.2	2,570.6	2,670.0	11.7	31.2	26.6	264	2,196
	July 8	2,744.4	12.1	93.5	100.8	2,650.8	2,710.8	11.9	40.8	31.7	344	2,190
	Aug 12	2,789.7	12.3	97.0	106.1	2,692.7	2,728.7	12.0	17.9	30.0	298	2,282
	Sep 9	2,950.3	13.0	193.3		2,757.0	2,761.8	12.1	33.1	30.6	429	2,307
	Oct 14	2,935.3	12.9	166.5		2,768.7	2,780.4	12.2	18.6	23.2	352	2,366
	Nov 11	2,950.8	13.0	141.7		2,809.1	2,795.8	12.3	16.2	22.4	321	2,411

# UNEMPLOYMENT\* GB Summary 2.2

THOUSAND

MALE		FEMALE				GREAT BRITAIN						
UNEMPLOYED		UNEMPLOYED EXCLUDING SCHOOL LEAVERS		UNEMPLOYED		UNEMPLOYED EXCLUDING SCHOOL LEAVERS		MARRIED				
Number	Per cent	Actual	Seasonally adjusted	Number	Per cent	Actual	Seasonally adjusted	Number				
		Number	Per cent			Number	Per cent					
971.2	6.9	15.8	955.4	912.6	6.5	244.7	2.7	13.3	231.4	222.1	1.2	1976 Jan 8
967.9	6.9	11.0	956.9	929.3	6.6	246.2	2.7	9.6	236.6	233.0	1.2	Feb 12
952.1	6.8	8.1	944.1	935.7	6.7	241.9	2.6	7.2	234.7	239.6	1.1	Mar 11
947.5	6.7	7.5	940.0	943.1	6.7	240.0	2.6	6.4	233.5	244.7	1.1	Apr 8
936.3	6.7	14.3	922.1	951.2	6.8	240.7	2.6	11.1	229.5	251.6	1.1	May 13
949.4	6.8	55.4	894.5	949.4	6.8	264.7	2.9	43.7	221.1	253.8	1.1	June 10
1,003.5	7.1	95.4	908.1	951.1	6.8	324.3	3.5	80.0	244.3	259.4	1.0	July 8
1,028.1	7.3	95.4	932.7	956.1	6.8	343.5	3.7	77.1	266.4	268.9</		



# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted			Male	Female
								Number	Per cent	Change since previous month	Average change over 3 months ended	Number		
<b>SOUTH EAST</b>														
1976	300.2	236.5	63.8	11.5	4.0	5.3	2.1	288.7		3.9			234.0	60.7
1977	321.4	245.4	76.0	13.8	4.3	5.5	2.5	307.6		4.2			242.2	71.4
1978	296.0	222.3	73.7	11.0	3.9	5.0	2.4	285.0		3.8			220.7	70.3
1979	257.7	192.3	65.4	7.8	3.4	4.3	2.1	249.9		3.4			191.2	63.1
1980	328.1	241.0	87.1	14.6	4.3	5.5	2.8	313.5		4.2			233.1	80.5
1981	547.6	407.5	140.1	16.5	7.3	9.3	4.6	531.0		7.1			398.1	132.9
1981 Nov 12	619.8	455.0	164.9	27.4	8.3	10.4	5.4	592.4	592.3	7.9	9.4	10.7	441.5	150.8
Dec 10	617.0	457.6	159.4	22.3	8.3	10.4	5.2	594.7	596.1	8.0	3.8	7.8	446.0	151.9
1982 Jan 14	648.2	482.1	166.1	21.8	8.8	11.2	5.5	626.4	605.7	8.2	9.6	7.6	453.8	151.9
Feb 11	648.5	482.7	165.9	18.3	8.8	11.2	5.4	630.3	614.1	8.3	8.4	7.3	459.2	154.9
Mar 11	642.5	479.0	163.5	15.5	8.7	11.1	5.4	627.0	621.0	8.4	6.9	8.3	463.8	157.2
Apr 15	640.1	477.7	162.4	13.7	8.7	11.1	5.3	626.4	624.8	8.5	3.8	6.4	466.0	158.8
May 13	637.7	476.5	161.2	18.5	8.7	11.0	5.3	619.2	630.3	8.6	5.5	5.4	470.1	160.2
Jun 10	628.6	469.7	158.9	17.3	8.5	10.9	5.2	611.3	636.3	8.6	6.0	5.1	474.6	161.7
Jul 8	649.2	480.4	168.8	16.9	8.8	11.1	5.5	632.2	643.2	8.7	6.9	6.1	478.6	164.6
Aug 12	664.5	487.6	176.9	16.9	9.0	11.3	5.8	647.7	649.5	8.8	6.3	6.4	482.5	167.0
Sep 9	699.6	507.6	192.0	37.7	9.5	11.8	6.3	661.9	657.8	8.9	8.3	7.2	488.0	169.8
Oct 14	701.3	509.8	191.5	35.8	9.5	11.8	6.3	665.5	664.2	9.0	6.4	7.0	491.9	172.3
Nov 11	704.1	513.9	190.3	29.9	9.6	11.9	6.2	674.2	674.0	9.2	9.8	8.2	498.8	175.2
<b>GREATER LONDON (included in South East)</b>														
1976	146.8	117.4	29.4	4.4	3.8	5.1	1.9	142.4		3.8			116.9	28.4
1977	155.0	120.3	34.7	5.7	4.1	5.3	2.3	149.4		4.0			119.4	32.9
1978	142.9	109.6	33.3	4.7	3.7	4.8	2.1	138.1		3.7			109.2	32.0
1979	126.0	96.1	29.9	3.4	3.3	4.3	1.9	122.6		3.3			95.9	29.0
1980	157.5	117.1	40.4	6.0	4.2	5.3	2.6	151.5		4.0			114.0	37.6
1981	263.5	195.8	67.6	9.0	7.0	8.8	4.5	254.5		6.8			190.4	64.0
1981 Nov 12	299.5	219.6	79.8	13.8	8.0	9.8	5.3	285.7	286.1	7.7	5.0	7.0	213.0	73.1
Dec 10	297.3	220.1	77.2	11.2	8.0	9.9	5.1	286.1	288.1	7.7	2.0	3.7	215.5	72.6
1982 Jan 14	307.7	228.3	79.4	10.7	8.3	10.4	5.3	297.1	289.8	7.8	1.7	2.9	216.8	73.0
Feb 11	310.1	230.0	80.1	8.9	8.4	10.5	5.3	301.2	295.8	8.0	6.0	3.2	220.5	75.3
Mar 11	309.5	230.6	78.9	7.9	8.4	10.5	5.3	301.6	299.6	8.1	3.8	3.8	223.7	75.9
Apr 15	309.8	230.8	79.0	6.6	8.4	10.5	5.3	303.2	303.1	8.2	3.5	4.4	225.7	77.4
May 13	313.9	233.8	80.1	8.9	8.5	10.6	5.3	304.9	308.1	8.3	5.0	4.1	229.1	79.0
Jun 10	311.3	231.9	79.4	8.5	8.4	10.6	5.3	302.7	312.2	8.4	4.1	4.2	232.2	80.0
Jul 8	320.0	236.8	83.2	8.4	8.7	10.8	5.6	311.6	316.9	8.6	4.7	4.6	235.5	81.4
Aug 12	329.4	241.6	87.8	8.3	8.9	11.0	5.9	321.1	320.1	8.7	3.2	4.0	237.4	82.7
Sep 9	341.9	248.6	93.3	16.0	9.3	11.3	6.2	325.9	321.9	8.7	1.8	3.2	238.6	83.3
Oct 14	341.5	248.5	93.1	16.8	9.2	11.3	6.2	324.7	324.7	8.8	2.8	2.6	240.4	84.3
Nov 11	341.1	249.0	92.1	14.6	9.2	11.3	6.1	326.5	326.9	8.8	2.2	2.3	241.7	85.2
<b>EAST ANGLIA</b>														
1976	32.6	26.0	6.6	1.3	4.7	6.0	2.4	31.3		4.6			25.7	6.2
1977	36.1	27.9	8.2	1.7	5.1	6.4	3.0	34.4		4.9			27.5	7.5
1978	34.1	25.7	8.4	1.5	4.8	5.9	3.0	32.6		4.7			25.4	7.9
1979	30.8	22.7	8.1	1.1	4.3	5.3	2.8	29.7		4.2			22.4	7.7
1980	39.2	28.5	10.7	2.0	5.5	6.6	3.7	37.2		5.2			27.5	9.7
1981	61.4	45.9	15.5	2.0	8.7	10.7	5.6	59.4		8.4			44.9	14.5
1981 Nov 12	66.4	48.8	17.6	3.0	9.4	11.4	6.4	63.4	63.8	9.1	0.3	1.0	47.8	16.0
Dec 10	67.5	49.9	17.5	2.3	9.6	11.7	6.3	65.2	64.9	9.2	1.1	0.9	48.5	16.4
1982 Jan 14	72.0	53.3	18.7	2.2	10.3	12.7	6.8	69.8	66.9	9.6	2.0	1.1	49.8	17.1
Feb 11	72.3	53.7	18.6	1.8	10.4	12.8	6.7	70.5	67.1	9.6	0.2	1.1	49.9	17.2
Mar 11	70.9	52.6	18.2	1.6	10.2	12.6	6.6	69.2	66.7	9.6	-0.4	0.6	49.5	17.2
Apr 15	70.6	52.3	18.3	1.6	10.1	12.5	6.6	69.1	67.4	9.7	0.7	0.2	50.0	17.4
May 13	69.8	51.8	18.0	2.3	10.0	12.4	6.5	67.5	67.9	9.8	0.5	0.3	50.5	17.4
Jun 10	67.5	50.3	17.2	2.0	9.7	12.0	6.2	65.5	68.6	9.9	0.7	0.6	51.1	17.5
Jul 8	68.5	50.4	18.1	1.9	9.8	12.0	6.5	66.6	69.0	9.9	0.4	0.5	51.2	17.8
Aug 12	69.4	51.1	18.3	1.8	10.0	12.2	6.6	67.6	69.6	10.0	0.6	0.6	51.8	17.8
Sep 9	73.8	53.7	20.2	4.2	10.6	12.8	7.3	69.6	71.3	10.2	1.7	0.9	53.0	18.3
Oct 14	75.6	54.8	20.8	3.8	10.9	13.1	7.5	71.9	72.7	10.4	1.4	1.2	54.0	18.7
Nov 11	77.3	56.4	20.9	3.1	11.1	13.5	7.5	74.1	74.5	10.7	1.8	1.6	55.3	19.2

\* † ‡ See footnotes to table 2.1.

# UNEMPLOYMENT Regions 2.4

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		
<b>SOUTH WEST</b>														
1976	99.8	78.1	21.7	4.4	6.2	8.1	3.4	95.4		6.0			76.7	20.3
1977	107.7	81.5	26.1	5.2	6.5	8.3	4.0	102.4		6.3			79.8	24.2
1978	102.4	75.3	27.1	4.9	6.2	7.6	4.0	97.5		6.0			73.9	25.3
1979	90.5	64.9	25.6	3.6	5.4	6.6	3.7	86.9		5.3			63.9	24.2
1980	106.9	75.3	31.6	5.5	6.4	7.7	4.6	101.5		6.1			72.4	29.1
1981	155.6	112.0	43.6	4.4	9.4	11.5	6.4	151.2		9.2			109.7	41.5
1981 Nov 12	173.6	123.2	50.4	6.8	10.5	12.7	7.4	166.8	163.4	9.9	2.1	2.4	118.1	45.3
Dec 10	174.0	124.2	49.8	5.9	10.5	12.8	7.4	168.1	164.3	10.0	0.9	2.1	118.9	45.4
1982 Jan 14	182.1	130.4	51.7	6.0	11.1	13.6	7.5	176.1	166.3	10.1	2.0	1.7	120.7	45.6
Feb 11	181.4	129.7	51.7	5.3	11.0	13.5	7.5	176.1	167.7	10.2	1.4	1.4	121.2	46.5
Mar 11	177.3	127.2	50.1	4.5	10.8	13.3	7.3	172.8	167.4	10.2	-0.3	1.0	120.9	46.5
Apr 15	174.7	125.7	48.9	4.2	10.6	13.1	7.1	170.5	167.9	10.2	0.5	0.5	121.1	46.7
May 13	170.2	123.0	47.2	5.1	10.3	12.8	6.9	165.1	169.0	10.3	1.1	0.4	122.0	47.0
Jun 10	164.6	119.5	45.1	4.6	10.0	12.4	6.6	159.9	171.5	10.4	2.5	1.4	123.7	47.8
Jul 8	169.5	122.5	47.0	4.5	10.3	12.8	6.8	165.0	173.1	10.5	1.6	1.7	124.9	48.2
Aug 12	172.9	123.9	49.0	4.6	10.5	12.9	7.1	168.3	174.3	10.6	1.2	1.8	125.6	48.7
Sep 9	182.8	129.1	53.7	9.2	11.1	13.4	7.8	173.6	177.7	10.8	3.4	2.1	127.6	50.1
Oct 14	187.1	131.9	55.2	8.6	11.4	13.7	8.0	179.1	179.1	10.9	1.4	2.0	128.4	50.7
Nov 11	191.0	134.7	56.3	6.7	11.6	14.0	8.2							



# 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		Change since previous month	Average change over 3 months ended	Male	Female	
								Number	Per cent					
<b>YORKSHIRE AND HUMBERSIDE</b>														
1976	109.6	85.6	24.0	6.2	5.3	6.7	3.0	103.3		5.1		83.5	21.5	
1977	114.9	86.1	28.8	7.3	5.5	6.7	3.5	107.5		5.2		83.7	25.5	
1978	119.2	87.6	31.6	7.3	5.7	6.9	3.8	111.8		5.4		85.2	28.4	
1979†	114.6	82.2	32.3	6.4	5.4	6.5	3.8	108.2		5.2		80.1	29.4	
1980	154.6	109.9	44.7	11.0	7.4	8.7	5.3	143.7		6.9		104.5	39.2	
1981	237.2	175.9	61.3	9.8	11.6	14.2	7.6	227.4		11.1		170.7	56.7	
1981 Nov 12	260.8	192.2	68.6	15.7	12.7	15.5	8.5	245.1	244.7	12.0	1.9	3.6	183.9	60.8
1981 Dec 10	260.6	193.2	67.3	12.8	12.7	15.6	8.3	247.7	246.4	12.0	1.7	1.8	184.9	61.5
1982 Jan 14	270.4	200.4	70.0	12.3	13.4	16.4	8.7	258.1	249.4	12.3	3.0	2.2	187.0	62.4
1982 Feb 11	268.1	198.5	69.6	11.0	13.3	16.3	8.7	257.1	250.0	12.4	0.6	1.8	186.6	63.4
1982 Mar 11	263.0	195.0	68.0	9.3	13.0	16.0	8.5	253.7	249.9	12.4	-0.1	1.2	186.2	63.7
1982 Apr 15	261.7	194.1	67.6	8.5	12.9	15.9	8.4	253.2	252.2	12.5	2.3	0.9	187.7	64.5
1982 May 13	262.7	194.9	67.8	10.9	13.0	16.0	8.5	251.8	255.7	12.7	3.5	1.9	190.6	65.1
1982 Jun 10	259.1	192.5	66.6	10.1	12.8	15.8	8.3	249.0	258.8	12.8	3.1	3.0	193.0	65.8
1982 Jul 8	266.3	196.2	70.1	10.2	13.2	16.1	8.8	256.1	261.4	12.9	2.6	3.1	195.0	66.4
1982 Aug 12	270.3	198.2	72.1	10.7	13.4	16.2	9.0	259.6	263.0	13.0	1.6	2.4	196.3	66.7
1982 Sep 9	288.3	208.4	79.9	22.2	14.3	17.1	10.0	266.1	265.5	13.1	2.5	2.2	197.7	67.8
1982 Oct 14	286.8	208.4	78.4	19.7	14.2	17.1	9.8	267.1	267.8	13.3	2.3	2.1	199.1	68.7
1982 Nov 11	288.9	211.6	77.3	16.6	14.3	17.3	9.7	272.3	271.9	13.5	4.1	3.0	202.8	69.1
<b>NORTH WEST</b>														
1976	188.4	147.8	40.6	12.1	6.7	8.7	3.6	176.3		6.3		142.7	36.2	
1977	199.1	149.6	49.5	15.1	7.0	8.8	4.3	184.0		6.6		143.2	43.3	
1978	197.7	145.0	52.6	14.1	6.9	8.6	4.5	183.6		6.5		139.3	46.9	
1979†	187.0	134.9	52.1	11.2	6.6	8.1	4.4	175.8		6.2		130.2	47.6	
1980	242.1	171.5	70.6	15.4	8.6	10.4	6.0	226.7		8.0		163.3	63.5	
1981	354.9	257.9	97.0	13.9	12.8	15.8	8.6	341.0		12.3		250.2	90.8	
1981 Nov 12	387.4	281.6	105.8	19.2	14.0	17.3	9.3	368.2	386.0	13.3	1.8	4.2	271.3	96.7
1981 Dec 10	385.9	282.2	103.8	17.2	14.0	17.3	9.2	368.7	369.1	13.4	1.1	1.7	272.2	96.9
1982 Jan 14	402.0	293.5	108.4	16.9	14.8	18.3	9.7	385.1	375.0	13.8	5.9	2.9	277.1	97.9
1982 Feb 11	395.7	289.4	106.3	14.6	14.6	18.1	9.5	381.1	373.5	13.7	-1.5	1.8	275.4	98.1
1982 Mar 11	390.5	286.5	103.9	12.8	14.4	17.9	9.3	377.7	376.0	13.8	2.5	2.3	277.4	98.6
1982 Apr 15	393.8	289.8	104.0	11.5	14.5	18.1	9.3	382.3	382.2	14.1	6.2	2.4	282.3	99.9
1982 May 13	393.3	289.5	103.8	13.9	14.5	18.1	9.3	379.4	385.6	14.2	3.4	4.0	285.1	100.5
1982 Jun 10	391.1	288.5	102.5	13.6	14.4	18.0	9.2	377.4	390.8	14.4	5.2	4.9	288.6	102.2
1982 Jul 8	403.8	296.1	107.7	14.2	14.9	18.5	9.6	389.7	393.2	14.5	2.4	3.7	291.0	102.2
1982 Aug 12	409.3	299.5	109.9	14.8	15.1	18.7	9.8	394.5	395.3	14.5	2.1	3.2	292.6	102.7
1982 Sep 9	431.7	312.2	119.6	26.6	15.9	19.5	10.7	405.1	399.8	14.7	4.5	3.0	295.5	104.3
1982 Oct 14	425.6	310.0	115.6	22.6	15.7	19.4	10.3	403.0	403.5	14.8	3.7	3.4	298.9	104.6
1982 Nov 11	426.2	311.7	114.5	19.6	15.7	19.5	10.3	406.6	406.6	15.0	3.1	3.8	300.9	105.7
<b>NORTH</b>														
1976	98.0	74.2	23.8	7.2	7.2	8.8	4.7	90.8		6.8		70.9	20.9	
1977	109.0	79.4	29.6	8.5	8.0	9.4	5.7	100.5		7.4		75.8	25.7	
1978	116.3	83.7	32.6	8.5	8.6	10.1	6.2	107.7		8.0		79.9	28.8	
1979†	113.7	81.0	32.6	7.1	8.3	9.8	6.1	106.5		7.9		77.6	29.6	
1980	140.8	99.9	40.8	9.8	10.4	12.2	7.7	130.9		9.7		94.8	36.2	
1981	192.0	141.0	50.9	8.9	14.6	17.6	9.9	183.0		14.0		136.2	46.8	
1981 Nov 12	207.6	151.5	56.1	12.3	15.8	19.0	10.9	195.4	195.0	14.9	0.9	2.0	145.2	49.8
1981 Dec 10	206.1	151.7	54.4	10.6	15.7	19.0	10.6	195.5	194.3	14.8	-0.7	0.7	144.7	49.6
1982 Jan 14	214.4	158.1	56.3	11.0	16.5	20.1	11.0	203.4	195.8	15.1	1.5	0.6	146.1	49.7
1982 Feb 11	210.0	155.1	54.9	9.3	16.2	19.7	10.8	200.7	194.5	15.0	-1.3	-0.2	144.6	49.9
1982 Mar 11	205.0	151.7	53.3	7.8	15.8	19.3	10.5	197.3	194.7	15.0	0.2	0.1	144.6	50.1
1982 Apr 15	206.7	153.4	53.3	7.7	15.9	19.5	10.5	199.0	197.4	15.2	2.7	0.5	146.9	50.5
1982 May 13	205.2	152.4	52.8	8.7	15.8	19.3	10.4	196.5	199.8	15.4	2.4	1.8	148.9	50.9
1982 Jun 10	204.2	152.1	52.1	8.5	15.7	19.3	10.2	195.8	203.1	15.6	3.3	2.8	151.9	51.2
1982 Jul 8	211.0	157.0	54.1	8.6	16.3	19.9	10.6	202.5	206.6	15.9	3.5	3.1	155.4	51.2
1982 Aug 12	213.7	158.5	55.2	9.5	16.5	20.1	10.8	204.2	207.8	16.0	1.2	2.7	156.5	51.3
1982 Sep 9	229.3	167.1	62.2	19.2	17.7	21.2	12.2	210.2	210.5	16.2	2.7	2.5	158.2	52.3
1982 Oct 14	224.2	165.0	59.2	14.4	17.3	20.9	11.6	209.8	210.9	16.2	0.4	1.4	158.6	52.3
1982 Nov 11	224.5	165.8	58.7	12.4	17.3	21.0	11.5	212.1	211.8	16.3	0.9	1.3	159.1	52.7

# UNEMPLOYMENT Regions 2.4

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Change since previous month	Average change over 3 months ended	Male	Female	
								Number	Per cent					
<b>WALES</b>														
1976	75.4	58.7	16.7	5.1	7.1	8.8	4.2	70.3		6.7		56.6	14.7	
1977	81.3	60.5	20.8	6.2	7.6	9.1	5.1	75.1		7.1		58.1	18.1	
1978	84.8	61.6	23.2	6.4	7.7	9.2	5.5	78.4		7.3		59.2	20.3	
1979†	80.5	57.1	23.4	5.3	7.4	8.6	5.4	75.2		6.9		55.0	21.1	
1980	102.7	72.0	30.7	7.4	9.5	11.0	7.3	95.3		8.9		68.3	27.0	
1981	145.9	106.8	39.1	6.5	13.9	16.6	9.6	139.4		13.3		103.3	36.1	
1981 Nov 12	159.9	116.6	43.2	8.9	15.2	18.1	10.6	151.0	149.1	14.2	2.5	1.8	110.8	38.3
1981 Dec 10	158.8	116.5	42.3	7.5	15.1	18.1	10.4	151.3	149.1	14.2	—	1.0	110.7	38.4
1982 Jan 14	166.6	122.0	44.6	7.9	16.2	19.5	11.0	158.7	152.5	14.8	3.4	2.0	113.2	39.3
1982 Feb 11	165.2	121.6	43.5	7.1	16.0	19.4	10.8	158.1	153.5	14.9	1.0	1.5	114.4	39.1
1982 Mar 11	161.0	118.1	42.9	6.0	15.6	18.8	10.6	155.0	153.2	14.9	-0.3	1.4	113.2	40.0
1982 Apr 15	160.3	118.6	41.8	5.4	15.5	18.9	10.3	154.9	154.2	15.0	1.0	0.6	114.6	39.6
1982 May 13	158.4	116.8	41.5	7.1	15.4	18.6	10.3	151.3	154.6	15.0	0.4	0.4	114.8	39.8
1982 Jun 10	155.2	115.0	40.2	6.4	15.1	18.3	10.0	148.8	155.4	15.1	0.8	0.7	115.2	40.2
1982 Jul 8	159.3	117.2	42.1	6.1	15.5	18.7	10.4	153.2	157.4	15.3	2.0	1.1	116.8	40.6
1982 Aug 12	160.5	117.8	42.8	6.3	15.6	18.8	10.6	154.2	157.8	15.3	0.4	1.1	117.0	40.8
1982 Sep 9	172.6	124.8	47.9	13.2	16.7	19.9	11.9	159.4	159.4	15.5	1.6	1.3	118.0	41.4
1982 Oct 14	171.2	124.7	46.5	10.2	16.6	19.9	11.5	160.9	160.6	15.6	1.2	1.1	119.1	41.5
1982 Nov 11	1													



# 2.3 UNEMPLOYMENT\*

## Area statistics

Unemployment in regions by assisted area status†, in certain Jobcentre areas and in counties at October 14, 1982

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
<b>ASSISTED REGIONS</b>									
<b>South West</b>									
SDA	4,772	1,597	6,369	18.7	<b>East Anglia</b>	3,522	1,438	4,960	5.6
Other DA	23,502	11,108	34,610	15.1	Cambridge	4,142	1,527	5,669	15.4
IA	11,600	4,723	16,323	14.7	Great Yarmouth	7,364	2,720	10,084	9.3
Unassisted	92,053	37,731	129,784	10.1	**Ipswich	3,036	1,263	4,299	14.8
All	131,927	55,159	187,086	11.4	**Lowestoft	9,659	3,367	13,026	10.1
					**Norwich	7,048	2,361	9,409	14.3
					Peterborough				
<b>East Midlands</b>									
SDA	—	—	—	—	<b>South West</b>				
Other DA	4,687	1,443	6,130	20.3	Bath	3,316	1,211	4,527	9.7
IA	3,715	1,498	5,213	18.1	**Bournemouth	12,074	4,170	16,244	11.3
Unassisted	125,418	46,252	171,670	10.9	**Bristol	24,235	9,187	33,422	10.2
All	133,820	49,193	183,013	11.6	**Cheltenham	4,189	1,527	5,716	7.7
					**Chippenham	1,598	922	2,520	8.8
					**Exeter	4,997	1,899	6,896	9.5
					Gloucester	4,744	1,957	6,701	9.9
<b>Yorkshire and Humberside</b>									
SDA	—	—	—	—	**Plymouth	12,102	6,201	18,303	14.6
Other DA	51,037	17,170	68,207	16.6	**Salisbury	2,309	1,413	3,722	9.0
IA	48,879	19,689	68,568	15.6	Swindon	6,778	2,780	9,558	11.3
Unassisted	108,474	41,543	150,017	12.0	Taunton	2,624	1,026	3,650	8.8
All	208,390	78,402	286,792	14.2	**Torbay	8,161	3,202	11,363	16.1
					**Trowbridge	1,792	817	2,609	9.5
					**Yeovil	1,991	1,093	3,084	7.5
<b>North West</b>									
SDA	97,642	33,314	130,956	18.9	<b>West Midlands</b>				
Other DA	25,453	10,856	36,309	17.3	**Birmingham	86,716	28,889	115,605	16.3
IA	42,888	17,406	60,294	14.4	Burton-upon-Trent	2,331	907	3,238	8.4
Unassisted	143,984	54,030	198,014	13.0	**Coventry	27,934	9,833	37,767	15.9
All	309,967	115,606	425,573	15.7	**Dudley/Sandwell	36,210	12,938	49,148	16.2
					Hereford	2,736	1,354	4,090	11.0
					**Kidderminster	3,775	1,797	5,572	14.1
					Leamington	3,497	1,463	4,960	9.7
					**Oakengates	8,982	3,096	12,078	19.4
					Redditch	3,956	1,939	5,895	16.5
					Rugby	2,678	1,270	3,948	11.8
					Shrewsbury	3,009	1,223	4,232	10.1
					**Stafford	3,397	1,534	4,931	9.4
					**Stoke-on-Trent	19,038	8,429	27,467	13.7
					**Walsall	22,209	8,157	30,366	18.0
					**Wolverhampton	18,779	5,893	24,672	16.7
					Worcester	6,614	2,476	9,090	12.6
<b>Wales</b>									
SDA	32,093	12,066	44,159	18.7	<b>East Midlands</b>				
Other DA	69,147	25,357	94,504	14.3	**Chesterfield	7,719	3,185	10,904	12.6
IA	18,475	7,066	25,541	18.3	Coalville	3,520	1,389	4,909	10.4
Unassisted	4,995	1,961	6,956	10.3	Corby	4,687	1,443	6,130	20.3
All	124,710	46,450	171,160	16.6	**Derby	11,327	3,799	15,126	10.2
					Kettering	2,978	1,150	4,128	13.4
					**Leicester	19,397	6,887	26,284	11.0
					Lincoln	5,489	1,977	7,466	11.5
					Loughborough	2,454	923	3,377	7.3
					Mansfield	5,086	1,732	6,818	11.0
					**Northampton	7,653	2,705	10,358	9.2
					**Nottingham	30,302	10,344	40,646	11.8
					Sutton-in-Ashfield	2,953	786	3,739	10.8
<b>Scotland</b>									
SDA	142,015	57,321	199,336	17.0	<b>Yorkshire and Humberside</b>				
Other DA	38,002	17,142	55,144	15.4	**Barnsley	8,895	4,029	12,924	15.6
IA	11,317	4,901	16,218	12.1	**Bradford	19,388	6,056	25,444	14.9
Unassisted	38,297	18,050	56,347	9.7	**Castleford	6,077	2,510	8,587	13.3
All	229,631	97,414	327,045	15.0	**Dewsbury	7,398	2,337	9,735	14.6
					**Doncaster	12,708	6,047	18,755	16.6
					Grimsby	7,802	2,269	10,071	13.1
					**Halifax	7,055	2,466	9,521	12.6
					Harrogate	1,975	813	2,788	7.7
					Huddersfield	8,011	3,596	11,607	13.0
					**Hull	21,410	7,138	28,548	15.8
					**Keighley	2,832	1,053	3,885	13.5
					**Leeds	30,074	11,307	41,381	12.1
					**Leeds	4,389	1,840	6,229	22.7
					**Mexborough	8,742	3,428	12,170	20.2
					Rotherham	8,694	2,495	11,189	16.9
					**Sheffield	29,325	10,042	39,367	13.3
					**Wakefield	5,916	2,336	8,252	11.1
					York	4,503	2,243	6,746	8.0
<b>UNASSISTED REGIONS</b>									
<b>South East</b>									
SDA	509,807	191,509	701,316	9.5	<b>North West</b>				
Other DA	54,829	20,820	75,649	10.9	**Accrington	3,140	1,329	4,469	15.3
IA	259,245	94,198	353,443	16.0	**Ashton-under-Lyne	10,057	4,303	14,360	15.1
					**Birkenhead	23,015	8,172	31,187	19.4
					**Blackburn	6,964	2,568	9,532	13.2
					**Blackpool	9,801	3,759	13,560	12.2
					**Bolton	12,301	4,861	17,162	15.6
					**Burnley	4,295	1,770	6,065	12.8
					**Bury	6,451	2,489	8,940	13.5
					Chester	4,680	1,692	6,372	10.9
					**Crewe	4,133	1,856	5,989	8.6
					**Lancaster	4,513	1,891	6,404	13.5
					**Leigh	4,701	2,223	6,924	15.5
					**Liverpool	66,592	22,092	88,684	18.6
					**Manchester	69,544	23,324	92,868	13.0
					**Nelson	2,670	1,097	3,767	13.8
					**Northwich	3,933	1,738	5,671	15.0
					**Oldham	9,482	3,900	13,382	14.3
					**Preston	11,973	5,259	17,232	11.6
					Rochdale	6,334	2,552	8,886	18.1
					Southport	4,167	1,763	5,930	17.5
					St Helens	8,194	3,038	11,232	16.6
					**Warrington	7,858	3,167	11,025	13.6
					**Widnes	8,035	3,050	11,085	19.7
					**Wigan	9,029	4,315	13,344	18.3
<b>GREAT BRITAIN</b>									
SDA	400,044	145,548	545,592	17.4					
Other DA	232,933	91,867	324,800	16.0					
IA	146,732	59,493	206,225	15.3					
Unassisted	1,347,647	511,463	1,859,110	11.0					
All	2,127,356	807,911	2,935,267	12.9					
<b>Northern Ireland</b>									
SDA	80,100	33,700	113,700	20.4					
<b>Local areas (by region)</b>									
<b>South East</b>									
**Aldershot	4,941	2,210	7,151	8.3					
Aylesbury	2,485	931	3,416	7.5					
Basingstoke	2,458	1,026	3,484	7.3					
**Bedford	5,431	2,275	7,706	9.1					
**Braintree	2,313	999	3,312	9.3					
**Brighton	12,041	4,052	16,093	11.7					
**Canterbury	3,599	1,167	4,766	11.8					
**Chatham	13,691	5,169	18,860	15.7					
**Chelmsford	3,297	1,322	4,619	6.6					
**Chichester	3,195	1,270	4,465	9.3					
Colchester	4,686	2,113	6,799	11.5					
**Crawley	7,006	2,665	9,671	5.9					
**Eastbourne	2,977	932	3,909	9.1					
**Guildford	4,007	1,471	5,478	5.8					
**Harlow	5,017	2,009	7,026	9.6					
**Hastings	4,481	1,498	5,979	13.3					
**Hertford	1,592	648	2,240	5.3					
**High Wycombe	4,538	1,597	6,135	6.4					
**Hitchin	3,304	1,403	4,707	8.6					
**Luton	11,917	4,589	16,506	12.1					
Maidstone	4,295	1,569	5,864	7.1					
**Newport [IoW]	4,273	1,585	5,858	14.0					
**Oxford	9,664	4,154	13,818	7.7					
**Portsmouth	16,888	7,250	24,138	12.2					
**Ramsgate	3,587	1,506	5,093	14.4					
**Reading	9,198	3,454	12,652	7.3					
**Slough	8,466	2,440	10,906	7.0					
**Southampton	14,325	5,287	19,612	8.7					
**Southend-on-Sea	22,251	7,5							



# 2.4 UNEMPLOYMENT\* Area statistics

Unemployment in regions by assisted area status<sup>†</sup>, in certain Jobcentre areas and in counties at November 11, 1982

	Male	Female	All unemployed	Rate	per cent
<b>ASSISTED REGIONS</b>					
<b>South West</b>					
SDA	4,926	1,673	6,599	19.4	
Other DA	24,237	11,580	35,817	15.6	
IA	12,074	5,097	17,171	15.4	
Unassisted	93,425	37,947	131,372	10.2	
<b>All</b>	<b>134,662</b>	<b>56,297</b>	<b>190,959</b>	<b>11.6</b>	
<b>East Midlands</b>					
SDA	—	—	—	—	—
Other DA	4,677	1,397	6,074	20.1	
IA	3,837	1,564	5,401	18.7	
Unassisted	126,991	45,932	172,923	11.0	
<b>All</b>	<b>135,505</b>	<b>48,893</b>	<b>184,398</b>	<b>11.7</b>	
<b>Yorkshire and Humberside</b>					
SDA	—	—	—	—	—
Other DA	51,901	16,802	68,703	16.7	
IA	49,871	19,462	69,333	15.7	
Unassisted	109,863	41,029	150,892	12.1	
<b>All</b>	<b>211,635</b>	<b>77,293</b>	<b>288,928</b>	<b>14.3</b>	
<b>North West</b>					
SDA	97,932	32,942	130,874	18.8	
Other DA	25,472	10,664	36,136	17.2	
IA	44,427	18,082	62,509	15.0	
Unassisted	143,855	52,853	196,708	13.0	
<b>All</b>	<b>311,686</b>	<b>114,541</b>	<b>426,227</b>	<b>15.7</b>	
<b>North</b>					
SDA	124,209	40,713	164,922	18.0	
Other DA	21,209	8,726	29,935	15.5	
IA	9,776	3,698	13,474	14.4	
Unassisted	10,623	5,527	16,150	10.1	
<b>All</b>	<b>165,817</b>	<b>58,664</b>	<b>224,481</b>	<b>17.3</b>	
<b>Wales</b>					
SDA	33,468	12,359	45,827	18.7	
Other DA	70,599	25,510	96,109	14.3	
IA	17,114	6,219	23,333	18.8	
Unassisted	5,118	1,993	7,111	10.5	
<b>All</b>	<b>126,299</b>	<b>46,081</b>	<b>172,380</b>	<b>16.7</b>	
<b>Scotland</b>					
SDA	141,931	56,508	198,439	16.9	
Other DA	38,615	17,784	56,399	15.8	
IA	11,438	5,007	16,445	12.4	
Unassisted	39,493	18,321	57,814	10.0	
<b>All</b>	<b>231,477</b>	<b>97,620</b>	<b>329,097</b>	<b>15.1</b>	
<b>UNASSISTED REGIONS</b>					
<b>South East</b>	513,865	190,261	704,126	9.6	
<b>East Anglia</b>	56,389	20,874	77,263	11.1	
<b>West Midlands</b>	260,291	92,691	352,982	16.0	
<b>GREAT BRITAIN</b>					
SDA	402,466	144,195	546,661	17.4	
Other DA	236,710	92,463	329,173	16.1	
IA	148,537	59,129	207,666	15.7	
Unassisted	1,359,913	507,428	1,867,341	11.0	
<b>All</b>	<b>2,147,626</b>	<b>803,215</b>	<b>2,950,841</b>	<b>13.0</b>	
<b>Northern Ireland</b>	80,781	31,404	112,185	20.1	
<b>Local areas (by region)</b>					
<b>South East</b>					
**Aldershot	4,883	2,169	7,052	8.2	
Aylesbury	2,427	909	3,336	7.3	
Basingstoke	2,442	994	3,436	7.2	
**Bedford	5,503	2,277	7,780	9.2	
**Brentree	2,391	978	3,369	9.5	
**Brighton	12,253	4,133	16,386	11.9	
**Camberbury	3,638	1,319	4,957	12.0	
**Chatham	13,687	5,127	18,814	15.7	
**Chelmsford	3,365	1,277	4,642	6.6	
**Chichester	3,271	1,246	4,517	9.4	
Colchester	4,732	2,053	6,785	11.5	
**Crawley	7,303	2,821	10,124	6.1	
**Eastbourne	3,209	1,011	4,220	9.8	
**Guildford	4,026	1,439	5,465	5.8	
**Harlow	4,991	1,967	6,958	9.5	
**Hastings	4,656	1,582	6,238	13.9	
**Hertford	1,665	673	2,338	5.5	
**High Wycombe	4,542	1,573	6,115	6.4	
**Hitchin	3,325	1,319	4,644	8.5	
**Luton	11,897	4,513	16,410	12.0	
Maidstone	4,364	1,611	5,975	7.2	
**Newport (IoW)	4,520	1,724	6,244	14.9	
**Oxford	9,747	4,124	13,871	7.7	
**Portsmouth	17,011	7,032	24,043	12.1	
**Ramsgate	3,865	1,643	5,508	15.5	
**Reading	9,290	3,280	12,570	7.3	
**Slough	6,000	2,434	8,434	7.0	
**Southampton	14,673	5,220	19,893	8.9	
**Southend-on-Sea	22,509	7,447	29,956	15.3	
**St Albans	4,063	1,501	5,564	6.3	
Stevenage	3,037	1,421	4,458	11.6	
**Tunbridge Wells	4,637	1,676	6,313	7.6	
**Watford	6,905	2,288	9,193	7.4	
**Worthing	4,280	1,361	5,641	9.4	
<b>East Anglia</b>					
Cambridge	3,565	1,455	5,020	5.6	
Great Yarmouth	4,514	1,590	6,104	16.6	
**Ipswich	7,420	2,655	10,075	9.3	
Lowestoft	3,144	1,264	4,408	15.2	
**Norwich	9,873	3,326	13,199	10.2	
Peterborough	7,208	2,319	9,527	14.5	
<b>South West</b>					
Bath	3,319	1,205	4,524	9.7	
**Bournemouth	12,418	4,411	16,829	11.7	
**Bristol	24,556	9,237	33,793	10.3	
**Cheltenham	4,350	1,511	5,861	7.9	
**Chippenham	1,635	912	2,547	8.9	
**Exeter	4,972	1,825	6,797	9.4	
Gloucester	4,774	1,858	6,632	9.8	
Plymouth	12,214	6,157	18,371	14.7	
**Salisbury	2,347	1,383	3,730	9.0	
Swindon	6,849	2,720	9,569	11.3	
Taunton	2,581	1,045	3,626	8.8	
**Torbay	8,465	3,460	11,925	16.9	
**Trowbridge	1,722	772	2,494	9.1	
**Yeovil	1,960	1,091	3,051	7.4	
<b>West Midlands</b>					
**Birmingham	86,405	28,401	114,806	16.2	
Burton-upon-Trent	2,367	860	3,227	8.4	
**Coventry	27,931	9,825	37,756	15.8	
**Dudley/Sandwell	36,510	12,612	49,122	16.2	
Hereford	2,855	1,373	4,228	11.3	
**Kidderminster	3,750	1,786	5,536	14.0	
Leamington	3,512	1,405	4,917	9.6	
**Oakengates	9,157	3,097	12,254	19.7	
Redditch	4,362	2,102	6,464	18.1	
Rugby	2,675	1,247	3,922	11.7	
Shrewsbury	3,001	1,231	4,232	10.1	
**Stafford	3,320	1,473	4,793	9.2	
**Stoke-on-Trent	18,960	8,128	27,088	13.5	
**Walsall	22,264	7,963	30,227	17.9	
**Wolverhampton	19,076	5,902	24,978	16.9	
**Worcester	6,618	2,462	9,080	12.5	
<b>East Midlands</b>					
**Chesterfield	7,811	3,191	11,002	12.8	
Coalville	3,649	1,432	5,081	10.8	
Corby	4,677	1,397	6,074	20.1	
**Derby	11,609	3,719	15,328	10.3	
Kettering	2,968	1,154	4,122	13.4	
**Leicester	19,231	6,785	26,016	10.9	
Lincoln	5,622	1,910	7,532	11.6	
Loughborough	3,426	930	4,356	7.3	
Mansfield	5,383	1,802	7,185	11.5	
**Northampton	7,728	2,784	10,512	9.4	
**Nottingham	30,693	10,178	40,871	11.9	
Sutton-in-Ashfield	2,869	754	3,623	10.5	
<b>Yorkshire and Humberside</b>					
**Barnsley	8,930	3,949	12,879	15.6	
**Bradford	19,802	5,967	25,769	15.1	
**Castleford	6,238	2,496	8,734	13.5	
**Dewsbury	7,446	2,376	9,822	14.7	
**Doncaster	12,806	5,915	18,721	16.6	
Grimsby	8,189	2,247	10,436	13.6	
**Halifax	7,050	2,470	9,520	12.5	
Harrogate	2,027	794	2,821	7.7	
Huddersfield	8,042	3,507	11,549	12.9	
**Hull	21,601	6,988	28,589	15.8	
Keighley	2,773	1,002	3,775	13.2	
**Leeds	30,221	11,058	41,279	12.1	
**Mexborough	4,416	1,827	6,243	22.7	
Rotherham	8,808	3,289	12,097	20.1	
**Scunthorpe	8,887	2,451	11,338	17.2	
**Sheffield	30,091	9,994	40,085	13.5	
**Wakefield	5,971	2,320	8,291	11.2	
York	4,522	2,233	6,755	8.0	
<b>North West</b>					
**Accrington	3,143	1,297	4,440	15.2	
**Ashton-under-Lyne	10,117	4,250	14,367	15.1	
**Birkenhead	23,117	8,137	31,254	19.5	
**Blackburn	6,859	2,499	9,358	13.0	
**Blackpool	11,239	4,662	15,901	14.3	
**Bolton	12,144	4,616	16,760	15.2	
**Burnley	4,278	1,724	6,002	12.7	
**Bury	6,450	2,455	8,905	13.5	
Chester	4,702	1,675	6,377	10.9	
**Crawley	4,276	1,923	6,199	8.9	
**Lancaster	4,617	1,932	6,549	13.8	
**Leigh	4,708	2,230	6,938	15.5	
**Liverpool	66,740	21,707	88,447	18.5	
**Manchester	69,502	22,722	92,224	12.9	
**Nelson	2,608	1,083	3,691	13.5	
**Northwich	4,007	1,683	5,690	15.1	
**Oldham	9,403	3,635	13,038	14.1	
**Preston	12,007	5,127	17,134	11.5	
Rochdale	6,382	2,512	8,894	18.1	
Southport	4,189	1,776	5,965	17.6	
St Helens	8,213	2,952	11,165	16.5	
**Warrington	7,802	3,110	10,912	13.4	
**Widnes	8,075	3,088	11,163	19.9	
**Wigan	9,026	4,287	13,313	18.3	

# UNEMPLOYMENT\* 2.4 Area statistics

Unemployment in regions by assisted area status<sup>†</sup>, in certain Jobcentre areas and in counties at November 11, 1982

	Male	Female	All unemployed	Rate	per cent
<b>ASSISTED REGIONS</b>					
<b>North</b>					
**Ainwick	1,187	628	1,815	17.8	
Carlisle	3,836	1,716	5,552	10.9	
**Central Durham	7,351	2,883	10,234	14.7	
**Consett	6,797	1,773	8,570	27.0	
**Darlington and S/West Durham	8,589	3,070	11,659	1	



## 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
<b>MALE AND FEMALE</b>														
1982 May 13	1,955	1,387	115	557	612	242	480	376	176	300	975	5,788	..	..
June 10	1,678	969	124	389	600	288	595	777	316	294	4,611	9,672	..	..
July 8	34,291	13,429	3,588	8,467	12,994	8,645	13,055	18,661	7,934	8,838	19,525	135,998	..	..
Aug 12	45,326	19,727	4,011	10,988	15,464	10,273	16,890	23,164	9,017	10,685	21,507	167,325	..	..
Sep 9	51,299	21,437	4,960	13,312	18,781	12,585	19,270	27,759	11,628	13,170	25,155	197,919	..	..
Oct 14	8,819	4,698	520	1,509	2,091	1,301	2,249	3,064	1,269	1,195	4,019	26,036	3,072	29,108
Nov 11	3,651	1,948	233	740	1,343	729	1,072	1,630	704	691	2,062	12,855	391	13,246

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

\*\* Included in South East.

## 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
<b>MALE AND FEMALE</b>														
1981 Nov 12	1,699	634	239	985	7,255	770	3,035	2,409	757	420	1,973	19,542	947	20,489
Dec 10	1,758	707	317	968	2,919	1,317	2,492	3,219	733	528	1,936	16,187	1,011	17,198
1982 Jan 14	3,211	890	544	1,257	5,175	2,356	4,037	3,249	2,079	1,508	5,979	29,395	2,314	31,709
Feb 11	2,856	935	512	1,648	5,627	1,918	4,166	3,823	1,812	1,665	3,397	27,424	1,465	28,889
Mar 11	2,543	832	363	1,546	5,851	1,549	4,176	2,610	1,180	950	4,199	24,967	1,773	26,740
April 15	2,775	930	317	962	4,138	1,307	4,559	2,165	778	663	2,400	20,064	1,751	21,815
May 13	1,882	652	250	805	3,565	1,050	2,584	2,702	614	363	1,861	15,676	1,255	16,931
June 10	1,877	748	243	566	2,033	810	2,335	1,936	461	303	1,657	12,221	1,786	14,007
July 8	1,911	719	208	460	1,906	695	2,185	1,365	588	329	2,643	12,290	1,202	13,492
Aug 12	1,449	580	275	352	2,156	1,307	1,963	1,580	434	409	2,293	12,218	1,100	13,318
Sep 9	1,609	503	174	475	3,577	815	1,894	2,021	597	398	1,898	13,458	1,438	14,896
Oct 14	1,292	388	247	574	2,779	908	2,406	1,530	1,184	451	2,494	13,865	1,379	15,244
Oct 14†	1,264	318	259	434	3,282	1,802	2,289	1,841	780	470	2,564	14,985	1,379	16,364
Nov 11	1,462	389	194	1,082	2,306	1,509	1,819	1,639	676	401	2,731	13,819	1,369	15,188

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

\*\* Included in South East.

† Computerised count of claimants.



## UNEMPLOYMENT

### Selected countries: national definitions

THOUSAND

	United Kingdom†	Australia*	Austria*	Belgium‡	Canada*	Denmark§	France*	Germany (FR)*	Greece*	Irish Republic*	Italy	Japan*	Netherlands*	Norway*	Spain*	Sweden*	Switzerland*	United States*	
	Incl. school leavers	Excl. school leavers																	
<b>NUMBERS UNEMPLOYED</b>																			
<b>Annual averages</b>																			
1977	1,403	1,313	358	51	264	850	1,073	1,030	28	106	1,382	1,100	204	16.1	540	75	12.0	6,856	
1978	1,383	1,299	402	59	282	911	1,167	993	31	99	1,529	1,240	206	20.0	817	94	10.5	6,047	
1979	1,296	1,227	405 **	57	294	838	1,350	876	32	90	1,653	1,170	210	24.1	1,037	88	10.3	5,963	
1980	1,665	1,561	406	53	322	867	1,451	900	37	101	1,778	1,140	248	22.3	1,277	86**	6.2	7,449	
1981	2,520	2,420	390	69	392	898	1,773	1,296	41	128	1,979	1,259	385	28.4	1,566	108	5.9	8,211	
<b>Quarterly averages</b>																			
1981 Q3	2,616	2,502	381	43	398	839	1,780	1,264	23	127	1,951	1,187	406	27.1	1,555	116	4.6	7,987	
Q4	2,768	2,620	392	95	414	935	2,011	1,520	45	134	2,148	1,200	448	30.1	1,696	129	7.3	8,635	
1982 Q1	2,862	2,751	461	139	448	1,147	2,001	1,899	70	147	2,299	1,377	489	39.0	1,802	137	10.3	10,284	
Q2	2,796	2,699	445	81	445	1,259	1,894	1,669	40	149	2,308	1,380	497	33.5	1,793	120	10.3	10,267	
Q3	2,939	2,804	472 R	72	460	1,372	1,981	1,792	159	159	2,319 p	1,320	565			158	12.3	10,814	
<b>Monthly</b>																			
1982 Apr	2,819	2,732	436	96	447	1,233	2,001	1,710	52	148	2,292	1,430	483	37.8	1,801	112	9.8	9,957	
May	2,801	2,696	450	81	445	1,241	1,885	1,646	36	148	2,309	1,340	486	31.2	1,793	116	10.5	9,957	
June	2,770	2,671	448	66	443	1,303	1,867	1,650	32	151	2,324	1,370	522	31.5	1,786	131	10.6	10,886	
July	2,853	2,753	450	69	462	1,386	1,899	1,757	32	156	2,291	1,320	551	34.0	1,807	133	10.8	11,036	
Aug	2,899	2,796	459	69	457	1,388	1,944	1,797	31	161	2,303	1,300	564			166	12.3	10,710	
Sep	3,066	2,862	506 R	79	460	1,343	2,099	1,820		160	2,363 p	1,340	579			176	13.6	10,695	
Oct	3,049	2,875	539 p		466	1,388	2,176	1,920					592			127		10,942	
Nov	3,063	2,916						2,038											
<b>Percentage rate latest month</b>																			
	13.2		7.8 p	2.7	17.0	11.7	9.0	11.5	8.4	2.0	10.5 p	2.3	13.5	1.8	13.8	3.0	0.5	9.9	
<b>NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED</b>																			
<b>Quarterly averages</b>																			
1981 Q3		2,515		72	412	897	233	1,832	1,370	36	130	1,230	403	30.0	1,579 e	111		8,013	
Q4		2,609		82	400	999	252	1,891	1,520	42	135	1,250	438	29.1	1,702 e	131		9,113	
1982 Q1		2,679	430	95	434	1,021	258	1,948	1,650	52	143	1,267	466	33.9		133		9,576	
Q2		2,743	450	106	462	1,212	251	2,012	1,800	48	150	1,397	520	36.7		130		10,428	
Q3		2,838	485 R	122 e	474 e	1,442		2,044	1,929	162	162	1,370	556			153		10,952	
<b>Monthly</b>																			
1982 Apr		2,715	436	99	453	1,135	255	1,988	1,753	53	148	1,360	504	37.2		120		10,307	
May		2,740	454	105	460	1,206	252	2,005	1,802	47	150	1,370	520	35.7		133		10,549	
June		2,773	461	115	472	1,295	246	2,042	1,845	45	153	1,460	537	37.3		137		10,427	
July		2,814	471	116	475	1,413	244	2,044	1,868	45	158	1,370	544	39.1		134		10,790	
Aug		2,832	474	120 e	472 e	1,456	249	2,050	1,934	44	162	1,310	554			157		10,805	
Sep		2,866	509 R	129 e	475 e	1,458		2,040	2,020		165	1,430	571			168		11,260	
Oct		2,885	576 p		467 e	1,521		2,045	2,055 R				586			122		11,551	
Nov		2,903 p						2,087											
<b>Percentage rate:</b>																			
latest month		12.5	8.2 p	4.6 e	17.0 e	12.7	9.5	10.9	8.6	2.8 e	13.5	2.2 e	13.4	2.1	13.6 e	2.9		10.4	
latest three months																			
change on previous three months		+0.3	+0.8	+0.5	+0.1	+1.4	-0.3	+0.1	+0.7	-0.4	+0.9	—	+0.8	+0.2	+0.9	+0.3		+0.5	

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

(i) by counts based on registration or insurance systems.  
(ii) by conducting a labour force survey from a sample number of households.  
(2) Source: SOEC Statistical telegram for Italy, OECD Main Economic Indicators for remainder, except United Kingdom, supplemented by labour attaché reports. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.

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

† New basis (claimants) — see footnotes to table 2.1.

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

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

\*\* Average of 11 months.

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

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



# 2.19 UNEMPLOYMENT AND VACANCIES Flows

THOUSAND

GREAT BRITAIN Average of 3 months ended	UNEMPLOYMENT									VACANCIES		
	Inflow			Outflow			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
	Male	Female	All	Male	Female	All	Male	Female	All			
Seasonally adjusted; average of 3 months ended.												
1977 Oct 13	203	88	291	202	84	286	1	4	5	193	192	1
Nov 10	203	88	291	202	84	286	1	4	5	194	192	2
Dec 8	200	88	288	204	86	291	-4	2	-3	198	192	6
1978 Jan 12	196	87	283	201	87	288	-5	0	-5	202	195	7
Feb 9	193	86	279	200	87	288	-7	-1	-9	208	200	9
Mar 9	193	87	279	199	88	287	-7	-1	-8	213	205	8
April 13	194	88	282	200	89	289	-6	-1	-7	217	211	6
May 11	193	89	282	198	89	287	-5	1	-5	217	213	4
June 8	193	89	282	198	88	286	-5	1	-4	221	216	5
July 6	192	89	280	198	88	286	-6	0	-6	225	219	5
Aug 10	190	89	279	196	88	284	-6	1	-5	227	222	5
Sep 14	187	89	276	196	90	285	-9	-1	-9	229	224	5
Oct 12	186	90	276	196	90	286	-10	0	-10	232	225	7
Nov 9	184	90	275	197	92	288	-12	-2	-14	234	228	6
Dec 7	183	90	273	196	92	287	-12	-1	-14	234	230	4
1979 Jan 11	186	89	275	192	91	282	-6	-2	-7	226	227	-1
Feb 8	189	88	277	184	89	272	5	-1	4	219	222	-3
Mar 8	188	88	276	182	87	269	7	1	7	215	217	-3
April 5	182	88	270	184	87	271	-2	1	-1	223	221	2
May 10	177	88	264	190	88	278	-13	0	-13	231	225	7
June 14	176	89	265	190	89	279	-14	0	-14	238	230	8
July 12	176	90	266	188	89	276	-12	1	-11	238	234	4
Aug 9	177	91	268	186	90	276	-9	1	-8	236	238	-2
Sep 13	176	92	268	184	90	274	-8	2	-6	232	237	-4
Oct 11 †	176	93	269	179	91	270	-3	2	-1	228	234	-6
Nov 8 †	176	93	268	175	90	265	3	3	3	225	230	-5
Dec 6 †	179	95	274	176	90	267	2	5	7	224	233	-9
1980 Jan 10	184	97	280	177	90	267	7	7	13	214	227	-13
Feb 14	190	100	290	175	91	266	15	9	24	207	222	-15
Mar 13	194	102	296	174	92	266	20	10	31	202	215	-14
April 10	199	105	303	173	94	267	25	11	36	201	212	-11
May 8	202	106	308	173	95	268	29	11	40	197	208	-11
June 12	204	107	311	169	95	263	36	12	48	188	199	-11
July 10	210	110	320	168	95	263	42	15	58	181	194	-13
Aug 14	217	112	328	169	94	263	47	17	65	171	183	-11
Sep 11	226	114	340	171	94	265	55	20	75	167	176	-10
Oct 9	233	115	348	174	95	270	59	20	78	160	168	-8
Nov 13	242	117	359	176	97	273	65	21	86	154	161	-7
Dec 11	245	117	362	176	97	274	69	20	88	149	152	-4
1981 Jan 15	243	117	360	179	98	276	65	20	84	154	155	-1
Feb 12	238	117	355	179	99	278	60	18	78	152	153	-1
Mar 12	232	116	348	177	100	277	55	16	71	148	151	-3
April 9	229	115	343	176	101	277	53	14	66	140	143	-3
May 14	227	113	340	176	101	277	51	12	63	139	142	-3
June 11 e	228	114	341	182	103	285	46	11	56	142	147	-5
July 9 e †	220	110	331	175	99	274	45	12	57	143	144	-1
Aug 13 e †	209	105	314	172	91	263	38	14	52	147	144	3
Sep 10 †	202	104	305	168	87	254	34	17	51	151	145	6
Oct 8 †	204	108	312	176	90	266	28	18	46	155	151	4
Nov 12 †	212	115	325	191	102	293	21	13	33	157	154	3
Dec 10 †	216	118	334	203	111	314	13	7	20	158	155	4
1982 Jan 14 †	222	118	340	208	113	321	15	4	19	163	161	2
Feb 11 †	221	118	339	208	114	322	13	5	18	166	165	1
Mar 11	218	118	337	210	112	322	9	6	15	166	167	-1
April 15	214	120	333	210	114	324	3	6	9	163	164	-1
May 10	215	120	335	206	114	319	9	6	15	162	164	-2
June 10	220	122	342	201	114	315	19	7	26	162	164	-2
July 8	224	127	350	204	119	324	19	7	26	163	162	1
Aug 12	224	127	351	208	118	327	16	8	25	165	161	3
Sep 9	227	130	357	209	118	327	18	12	31	163	162	1
Oct 14	227	127	354	210	113	323	18	13	31	161	160	2
Unadjusted												
Oct 14			395			366			29			
Nov 11			395			366			29			

\* See footnotes to table 2.1

The unemployment flow statistics, old basis (registrations), and the vacancies flows statistics are described in *Employment Gazette*, June 1980, pp. 627-635. While the coverage of the flow statistics differs from the published totals of unemployed excluding school leavers, and of vacancies notified to Jobcentres, the movements in the respective series are closely related. The figures for unemployment flows on the new basis (claimants) exclude a minority still covered by clerical counts in Benefit offices. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five-week periods between unemployment or vacancy count dates; the figures in this table are converted to a standard 4 1/3 week month. † The October monthly figures for those leaving the register have been increased to allow for the effect of fortnightly payment of benefit.

# VACANCIES 3.1

Regions: notified to Jobcentres: seasonally adjusted \*

THOUSAND

	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1977 Nov 4	68.2	37.1	4.9	9.5	10.1	10.2	12.7	12.8	9.3	6.6	15.9	160.8	2.0	162.8
Dec 2	70.9	38.2	5.4	10.1	10.9	10.7	12.8	13.6	9.2	7.0	17.7	168.3	2.0	170.3
1978 Jan 6	74.8	40.3	5.6	11.4	12.0	11.2	13.6	14.9	9.8	7.2	18.7	179.0	2.0	181.0
Feb 3	79.2	42.4	5.7	11.5	11.8	12.0	13.5	15.3	9.7	7.3	19.1	184.6	1.9	186.5
Mar 3	82.1	44.6	5.9	11.0	11.9	12.2	13.6	15.4	10.0	8.6	20.2	190.7	1.9	192.6
April 7	85.0	46.0	6.2	11.8	12.3	12.6	15.3	15.5	10.1	8.0	21.0	197.6	1.8	199.4
May 5	88.6	47.9	6.4	12.2	12.3	12.9	14.1	15.7	10.1	7.9	21.2	201.3	1.8	203.1
June 2	92.3	50.3	6.2	13.2	13.0	13.4	14.7	16.0	10.4	8.1	21.1	208.4	1.8	210.2
June 30	93.6	50.5	6.2	13.6	12.9	13.5	15.1	15.5	9.9	8.4	21.4	210.3	1.7	212.0
Aug 4	94.3	49.3	6.2	13.9	12.8	13.5	15.0	16.6	10.4	8.2	20.7	211.9	1.6	213.5
Sep 8	100.8	55.0	6.8	13.8	13.5	14.4	15.7	17.0	10.5	8.7	20.5	222.0	1.5	223.5
Oct 6	104.4	56.8	7.1	15.0	14.0	15.6	15.4	18.0	10.8	8.9	21.4	230.7	1.4	232.1
Nov 3	104.8	56.1	7.2	15.5	14.3	15.9	15.8	18.4	11.0	8.8	20.6	232.7	1.4	234.1
Dec 1	106.1	56.3	7.1	15.4	14.2	16.0	16.3	18.5	11.1	8.8	20.8	234.4	1.4	235.8
1979 Jan 5	106.3	55.1	7.1	15.6	14.2	16.2	16.3	18.5	10.5	8.3	21.1	233.7	1.3	235.0
Feb 2	106.5	56.0	6.9	15.9	13.2	14.8	15.2	17.9	10.2	8.6	20.5	228.9	1.2	230.1
Mar 2	108.6	56.9	6.8	14.5	13.5	14.8	15.7	18.6	10.3	9.0	19.8	231.4	1.2	232.6
Mar 30	111.1	58.2	7.9	16.2	15.3	16.3	16.3	20.1	10.6	8.9	20.4	242.6	1.4	244.0
May 4	112.9	58.2	7.9	17.5	15.7	16.2	17.3	20.4	10.9	10.4	22.1	251.1	1.4	252.5
June 8	115.1	58.4	8.9	18.3	15.9	16.0	17.4	21.1	11.4	10.7	22.5	257.4	1.3	258.7
July 6	114.3	57.8	8.8	17.7	15.6	15.8	16.7	20.7	11.6	10.4	22.1	253.6	1.4	255.0
Aug 3	109.3	54.7	8.6	17.1	15.5	15.4	16.8	20.5	10.7	10.2	22.3	247.5	1.3	248.8
Sep 7	108.5	53.9	8.3	17.7	14.9	15.4	16.1	20.6	10.3	9.7	22.5	244.0	1.3	245.3
Oct 5	106.5	53.0	8.3	17.5	14.0	14.7	15.7	19.5	10.0	9.8	21.9	237.8	1.3	239.1
Nov 2	105.0	52.6	8.3	16.5	14.0	14.3	14.9	18.7	9.7	9.5	21.8	232.9	1.3	234.2
Nov 30	99.4													



## 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
<b>Notified to Jobcentres</b>														
1980 Nov 7	38.8	19.4	3.1	5.7	5.2	5.4	5.3	7.7	4.2	3.8	13.3	92.6	0.7	93.3
Dec 5	33.4	16.2	2.8	5.5	4.6	4.6	5.0	6.8	3.8	3.9	12.6	82.9	0.6	83.5
1981 Jan 9	33.7	16.4	2.9	5.3	4.5	4.6	4.7	7.0	3.7	3.9	10.9	81.2	0.6	81.8
Feb 6	31.4	15.1	2.8	6.5	4.6	4.8	4.8	7.7	3.7	4.6	11.8	82.8	0.6	83.4
Mar 6	33.3	15.7	3.1	7.6	5.4	5.2	5.0	8.7	4.2	5.1	12.5	90.1	0.6	90.7
April 3	36.3	16.7	3.3	8.9	6.0	5.5	5.4	9.7	4.6	6.1	13.0	98.9	0.7	99.6
May 8	39.2	18.3	3.8	9.0	6.4	6.9	5.8	10.1	4.8	6.5	13.5	105.9	0.7	106.6
June 5	39.1	18.4	3.6	8.2	5.7	6.4	6.2	9.4	4.6	6.0	13.1	102.3	0.7	103.0
July 3	36.8	17.3	3.3	7.5	5.8	6.4	5.7	8.8	4.3	5.2	12.4	96.3	0.7	97.0
Aug 7	36.3	16.7	3.3	8.0	6.3	5.9	5.7	8.6	4.3	5.2	12.2	95.9	0.7	96.6
Sep 4	41.0	19.6	3.9	8.5	6.9	5.8	6.4	8.7	4.6	5.3	13.1	104.2	0.8	104.9
Oct 2	42.5	21.3	3.8	7.9	7.0	6.0	6.9	9.4	4.8	4.8	13.4	106.4	0.8	107.2
Nov 6	37.9	18.9	4.1	7.7	6.7	6.0	6.2	8.8	4.5	4.7	13.5	100.1	0.9	100.9
Dec 4	33.9	16.1	4.1	7.0	6.2	5.5	5.8	8.2	4.1	4.4	12.3	91.4	0.8	92.2
1982 Jan 8	34.2	16.7	4.0	7.0	6.2	5.7	6.1	8.5	4.2	4.5	11.3	91.7	0.8	92.4
Feb 5	36.3	17.6	4.3	8.0	6.2	6.1	6.3	8.8	5.1	4.8	12.1	97.9	0.8	98.7
Mar 5	38.5	18.2	4.0	9.7	6.4	6.6	6.9	9.4	5.5	5.6	12.2	104.7	0.9	105.6
April 2	42.4	20.3	4.5	10.4	6.7	7.1	7.3	11.1	5.5	7.0	13.1	115.1	0.9	116.0
May 7	45.2	21.8	4.3	11.5	7.2	8.0	7.9	11.7	5.5	6.9	14.2	122.4	0.9	123.3
June 4	45.8	21.4	4.4	12.0	6.9	7.6	8.0	11.2	5.4	6.7	14.7	122.7	1.0	123.7
July 2	44.1	20.6	4.2	10.6	6.6	6.6	7.3	10.2	5.0	6.0	13.7	114.3	1.0	115.3
Aug 6	42.1	19.6	4.0	9.9	7.0	6.8	6.9	10.0	5.0	5.5	13.9	111.0	1.1	112.0
Sep 3	43.3	20.8	4.1	10.2	7.2	7.3	7.2	9.9	5.0	5.6	13.8	113.5	1.1	114.6
Oct 8	46.0	24.0	4.0	10.6	7.8	7.6	6.9	11.1	5.4	5.8	13.8	119.1	1.2	120.3
Nov 5	41.0	20.5	3.7	9.8	7.4	7.3	6.6	10.7	5.1	5.3	13.3	110.0	1.1	111.1
<b>Notified to careers offices</b>														
1980 Nov 7	2.8	1.7	0.1	0.2	0.5	0.2	0.3	0.2	0.1	0.1	0.3	4.9	0.1	5.0
Dec 5	1.9	1.1	0.1	0.2	0.3	0.2	0.2	0.2	0.1	0.1	0.2	3.6	0.1	3.6
1981 Jan 9	2.3	1.5	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	4.0	0.1	4.0
Feb 6	1.9	1.1	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	3.7	0.1	3.7
Mar 6	1.9	1.1	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	3.8	0.1	3.8
April 3	2.1	1.1	0.1	0.3	0.5	0.3	0.2	0.3	0.1	0.1	0.2	4.3	0.1	4.4
May 8	3.7	2.2	0.3	0.3	0.6	0.4	0.3	0.3	0.2	0.1	0.4	6.7	0.1	6.7
June 5	3.3	2.1	0.2	0.3	0.6	0.3	0.4	0.3	0.2	0.1	0.3	6.1	0.1	6.1
July 3	2.2	1.2	0.2	0.3	0.7	0.3	0.4	0.2	0.2	0.1	0.4	5.0	0.1	5.1
Aug 7	2.3	1.2	0.2	0.3	0.7	0.3	0.4	0.2	0.2	0.2	0.3	4.9	0.1	5.0
Sep 4	2.5	1.3	0.2	0.3	0.7	0.3	0.4	0.3	0.2	0.1	0.2	5.2	0.1	5.3
Oct 2	2.7	1.5	0.2	0.2	0.7	0.4	0.4	0.3	0.1	0.1	0.2	5.2	0.2	5.4
Nov 6	2.2	1.3	0.1	0.2	0.6	0.3	0.3	0.2	0.2	0.1	0.2	4.4	0.1	4.5
Dec 4	1.8	1.0	0.1	0.1	0.3	0.2	0.3	0.2	0.2	0.1	0.2	3.4	0.1	3.6
1982 Jan 8	2.1	1.1	0.1	0.2	0.5	0.3	0.3	0.3	0.2	0.1	0.2	4.2	0.1	4.4
Feb 5	2.4	1.3	0.2	0.4	0.5	0.4	0.4	0.3	0.2	0.1	0.2	5.2	0.2	5.4
Mar 5	2.7	1.6	0.2	0.3	0.6	0.4	0.4	0.3	0.2	0.1	0.4	5.7	0.2	5.8
April 2	2.6	1.3	0.2	0.3	0.6	0.5	0.4	0.3	0.2	0.3	0.3	5.8	0.2	6.0
May 7	4.5	2.6	0.2	0.8	0.6	0.6	0.5	0.4	0.3	0.2	0.4	8.5	0.2	8.7
June 4	4.0	2.4	0.3	0.5	0.8	0.5	0.5	0.4	0.3	0.2	0.5	7.9	0.2	8.1
July 2	3.3	1.9	0.2	0.3	0.6	0.4	0.5	0.3	0.2	0.2	0.3	6.3	0.2	6.5
Aug 6	2.5	1.3	0.2	0.3	0.6	0.4	0.4	0.3	0.2	0.2	0.4	5.6	0.2	5.8
Sep 3	2.7	1.4	0.2	0.4	0.6	0.5	0.5	0.4	0.3	0.2	0.3	5.9	0.2	6.1
Oct 8	2.8	1.6	0.2	0.4	0.7	0.5	0.4	0.4	0.3	0.2	0.3	6.1	0.2	6.3
Nov 5	2.4	1.3	0.2	0.3	0.5	0.4	0.4	0.3	0.2	0.2	0.2	5.1	0.2	5.3

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.

## Notified to Jobcentres and careers offices on November 5, 1982: Industry group

UNITED KINGDOM SIC 1968	At Jobcentres	At careers offices	UNITED KINGDOM SIC 1968	At Jobcentres	At careers offices
All industries and services	111,112	5,349	Clothing and footwear	3,262	..
Index of production industries	29,629	..	Bricks, pottery, glass, cement, etc.	456	..
All manufacturing industries	20,781	..	Timber, furniture, etc.	1,362	..
Agriculture, forestry, fishing	622	..	Paper, printing and publishing	1,255	..
Mining and quarrying	121	..	Paper, cardboard and paper goods	344	..
Coal mining	27	..	Printing and publishing	911	..
Food, drink and tobacco	1,720	..	Other manufacturing industries	1,068	..
Coal and petroleum products	60	..	Construction	8,227	..
Chemicals and allied industries	891	..	Gas, electricity and water	500	..
Metal manufacture	391	..	Transport and communication	4,264	..
Mechanical engineering	2,729	..	Distributive trades	22,472	..
Instrument engineering	709	..	Insurance, banking, finance and business services	7,262	..
Electrical engineering	2,852	..	Professional and scientific services	11,041	..
Shipbuilding and marine engineering	221	..	Miscellaneous services	25,384	..
Vehicles	713	..	Entertainments, sports, etc	1,724	..
Metal goods not elsewhere specified	1,658	..	Catering (MLH 884-888)	11,523	..
Textiles	1,261	..	Laundries, dry-cleaning, etc	416	..
Cotton, linen and man-made fibres (spinning and weaving)	128	..	Public administration	10,438	..
Woolen and worsted	118	..	National government service	2,628	..
Leather, leather goods and fur	173	..	Local government service	7,810	..

See footnote to table 3-2.

## VACANCIES 3.4 Occupation: notified to Jobcentres

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
							Thousand
1980 Mar	19.6	28.0	17.3	39.2	6.8	65.6	176.6
June	19.4	27.4	17.6	32.1	5.5	63.4	165.3
Sep	16.6	18.2	15.6	21.2	3.7	44.1	119.3
Dec	14.4	13.7	12.3	11.7	2.0	29.4	83.5
1981 Mar	14.5	16.2	13.8	12.0	2.4	31.8	90.7
June	15.6	17.5	15.3	13.0	3.4	38.3	103.0
Sep	14.9	17.2	16.9	15.6	3.5	36.8	104.9
Dec	14.0	14.5	15.2	13.6	2.4	32.6	92.2
1982 Mar	14.9	17.5	15.9	15.4	3.6	38.3	105.6
June	16.5	20.1	18.6	17.4	4.3	46.8	123.7
Sep	15.7	18.2	18.4	18.1	3.4	40.8	114.6
							Per cent
1980 Mar	11.1	15.9	9.8	22.2	3.9	37.1	100.0
June	11.7	16.6	10.6	19.4	3.3	38.4	100.0
Sep	13.9	15.3	13.1	17.8	3.1	37.0	100.0
Dec	17.2	16.4	14.7	14.0	2.4	35.2	100.0
1981 Mar	16.0	17.9	15.2	13.2	2.6	35.1	100.0
June	15.1	17.0	14.9	12.6	3.3	37.2	100.0
Sep	14.2	16.4	16.1	14.9	3.3	35.1	100.0
Dec	15.2	15.7	16.5	14.8	2.6	35.4	100.0
1982 Mar	14.1	16.6	15.1	14.6	3.4	36.3	100.0
June	13.3	16.2	15.0	14.1	3.5	37.8	100.0
Sep	13.7	15.9	16.1	15.8	3.0	35.6	100.0

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



# 4.1 INDUSTRIAL DISPUTES Stoppages of work\*

## Stoppages: November 1982

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress in month of which:	117	59,500	211,000
beginning in month continuing from earlier months	91	39,500	141,000
	26	20,000†	70,000

† includes 3,200 involved for the first time in the month.

Note: 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 November 1982		Beginning in the first eleven months of 1982	
	Stop-pages	Workers directly involved	Stop-pages	Workers directly involved
Pay—wage-rates and earnings levels	28	16,600	551	1,751,100
—extra-wage and fringe benefits	4	2,200	32	9,700
Duration and pattern of hours worked	5	400	85	40,400
Redundancy questions	9	1,800	106	318,100
Trade union matters	6	1,300	83	24,000
Working conditions and supervision	6	1,700	154	30,500
Manning and work allocation	22	4,400	241	45,600
Dismissal and other disciplinary measures	11	1,300	135	34,500
<b>All causes</b>	<b>91</b>	<b>29,800</b>	<b>1,387</b>	<b>2,253,800</b>

## Stoppages: industry

United Kingdom	Jan to Nov 1982			Jan to Nov 1981		
	Stop-pages beginning in period	Workers in-volved	Working days lost	Stop-pages beginning in period	Workers in-volved	Working days lost
<b>SIC 1968</b>						
Agriculture, forestry, fishing	2	100	—	—	—	—
Coal mining	364	221,800	428,000	271	91,400	226,000
All other mining and quarrying	1	100	—	3	300	2,000
Food, drink and tobacco	54	28,300	162,000	46	21,000	18,000
Coal and petroleum products	3	600	2,000	1	500	—
Chemicals and allied industries	21	4,900	27,000	34	39,000	140,000
Metal manufacture	38	97,600	134,000	36	8,000	40,000
Engineering	185	273,600	472,000	159	81,700	410,000
Shipbuilding and marine engineering	27	35,600	99,000	27	74,300	230,000
Motor vehicles	124	164,000	535,000	134	212,700	724,000
Aerospace equipment	11	21,300	54,000	18	19,000	197,000
All other vehicles	8	18,400	59,000	1	500	—
Metal goods not elsewhere specified	38	7,700	85,000	44	9,500	52,000
Textiles	39	7,100	41,000	26	2,600	20,000
Clothing and footwear	12	3,500	21,000	13	2,200	19,000
Bricks, pottery, glass, cement, etc	26	24,500	38,000	23	5,700	70,000
Timber, furniture, etc	10	1,500	5,000	13	1,700	25,000
Paper, printing and publishing	32	25,600	71,000	37	5,800	51,000
All other manufacturing industries	28	10,500	60,000	30	9,500	49,000
Construction	44	9,600	49,000	60	12,300	84,000
Gas, electricity and water	10	42,700	50,000	10	4,000	20,000
Port and inland water transport	53	33,700	108,000	48	24,500	122,000
Other transport and communication	93	428,700	1,525,000	98	66,300	211,000
Distributive trades	29	4,000	18,000	40	6,800	70,000
Administrative, financial and professional services	113	904,700	3,788,000	81	763,700	1,150,000
Miscellaneous services	36	2,800	20,000	20	2,500	19,000
<b>All Industries</b>	<b>1,387</b>	<b>2,372,800</b>	<b>7,852,000</b>	<b>1,262</b>	<b>1,465,700</b>	<b>3,947,000</b>

† 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.

# 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	Mining and quarrying	Metals, engineering, shipbuilding and vehicles	Textiles, clothing and footwear	Construction	Transport and communication	All other industries and services
1976	2,016	2,034	666	668	3,284	78	1,977	65	570	132	461
1977	2,703	2,737	1,155	1,166	10,142	97	6,133	264	297	301	3,050
1978	2,471	2,498	1,001	1,041	9,405	201	5,985	179	416	360	2,264
1979	2,080	2,125	4,583	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830	834	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,499	1,513	4,266	237	1,731	39	86	359	1,814
1980 Feb	118	161	44	195	3,254	8	3,099	2	30	42	73
Mar	150	185	79	228	3,262	27	3,024	6	32	57	117
Apr	158	205	148	311	3,777	8	3,036	12	18	22	213
May	134	189	61	102	463	8	136	7	31	17	265
June	138	188	44	68	304	24	133	—	31	24	91
July	70	111	36	47	170	8	63	—	20	4	76
Aug	67	96	17	23	119	7	42	3	7	6	54
Sep	107	132	31	37	207	9	89	1	52	14	43
Oct	108	138	35	50	198	13	125	1	14	10	35
Nov	84	115	86	92	179	16	81	6	16	16	43
Dec	37	59	20	23	56	5	37	1	2	6	4
1981 Jan	127	133	69	83	249	1	73	2	25	102	46
Feb	114	144	83	109	473	134	203	4	15	41	77
Mar	156	197	472	480	646	20	155	8	17	43	404
Apr	129	176	387	525	565	25	94	11	6	31	399
May	93	136	62	89	408	2	211	3	6	13	173
June	109	143	48	83	358	11	110	1	5	17	215
July	74	111	38	66	289	8	49	1	3	18	209
Aug	70	96	21	28	108	2	37	1	3	10	56
Sep	119	142	83	86	169	9	77	4	1	13	65
Oct	135	173	47	94	336	10	241	3	4	27	52
Nov	136	164	142	153	506	6	404	1	1	18	75
Dec	76	110	47	82	160	10	79	—	2	26	44
1982 Jan	156	166	129	131	710	21	199	4	3	434	49
Feb	148	197	63	144	828	10	274	3	5	441	100
Mar	165	201	79	92	355	21	143	7	1	73	106
Apr	162	193	270	285	319	24	147	10	11	22	105
May	130	173	336	546	680	20	75	8	4	13	560
June	133	164	344	850	1,278	130	92	8	13	179	855
July	91	119	38	650	899	18	33	2	3	215	627
Aug	102	127	37	643	692	5	41	—	4	5	637
Sep	104	128	749	1,482	1,234	154	211	1	2	100	765
Oct	105	129	285	687	646	12	101	12	2	140	378
Nov	91	117	43	60	211	10	124	6	—	11	60

\* See page of "Definitions and Conventions" for notes on coverage. Figures for 1982 are provisional.  
† Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.

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

JAN 1976 = 100

GREAT BRITAIN	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
<b>SIC 1968</b>									
1976	106.0	106.2	106.2	106.2	106.2	106.2			
1977	115.6	117.2	117.2	117.2	117.2	117.2			
1978	130.6	134.3	134.3	134.3	134.3	134.3			
1979	150.9	154.9	154.9	154.9	154.9	154.9			
1980	182.1	183.9	183.9	183.9	183.9	183.9			
1981	205.5	208.5	208.5	208.5	208.5	208.5			
1977 Sep	116.6	117.0	117.8	118.9	117.3	118.9	7.7	8.9	8.8
Oct	117.9	118.5	119.9	120.6	119.6	120.7	8.7	9.6	9.4
Nov	120.1	120.0	123.4	122.7	123.8	123.0	8.5	10.8	11.2
Dec	121.7	121.4	123.9	123.5	124.3	123.7	9.4	10.9	11.1
1978 Jan	121.5	122.6	124.2	125.4	125.1	125.6	9.6	10.9	11.4
Feb	122.7	125.0	125.8	127.0	126.2	127.0	10.5	11.7	12.1
Mar	125.0	125.0	128.1	127.4	128.2	127.8	10.4	11.1	11.9
Apr	127.2	127.3	131.7	131.5	132.2	131.9	12.4	15.0	15.6
May	129.4	128.4	134.2	132.5	133.6	131.5	12.6	15.0	14.2
June	133.1	132.0	136.1	134.6	135.1	133.7	15.4	16.7	16.1
July	133.6	132.1	136.6	135.4	135.9	135.1	14.2	16.2	15.8
Aug	131.7	132.2	134.4	136.5	133.5	135.7	13.9	16.0	15.5
Sep	134.2	134.6	137.1	138.4	135.9	137.8	15.0	16.4	15.9
Oct	135.2	135.9	139.7	140.6	139.1	140.5	14.7	16.6	16.4
Nov	136.1	136.0	141.1	140.3	140.6	139.7	13.3	14.4	13.6
Dec	138.0	137.6	142.8	142.2	142.8	142.0	13.4	15.1	14.8
1979 Jan	135.7	136.9	139.8	141.2	140.3	140.9	11.7	12.6	12.2
Feb	141.1	142.5	143.7	145.1	144.6	145.6	15.0	14.3	14.6
Mar	143.7	143.7	149.9	149.1	150.2	149.8	14.9	17.0	17.2
Apr	144.3	144.4	149.5	149.2	149.7	149.3	13.4	13.4	13.2
May	146.9	145.7	153.0	151.1	154.3	151.9	13.5	14.0	15.5
June	150.9	149.6	157.9	156.1	158.6	156.8	13.3	16.0	17.3
July	155.6	153.9	158.2	156.7	158.2	157.2	16.5	15.8	16.4
Aug	153.3	153.9	153.5	155.9	151.5	154.0	16.4	14.3	13.5
Sep	153.6	153.9	153.7	155.1	151.9	153.9	14.3	12.1	11.7
Oct	158.1	158.8	162.6	163.6	161.8	163.5	16.8	16.4	16.4
Nov	162.1	162.0	167.2	166.3	167.1	166.0	19.1		



# 5.3 EARNINGS

## Average earnings index: all employees: by industry

GREAT BRITAIN	Agri- culture*	Mining and quarry- ing	Food, drink and tobacco	Coal and petro- leum	Chemicals and allied indus- tries	Metal manu- facture	Mech- anical engin- eering	Instru- ment engin- eering	Electri- cal engin- eering	Ship- building and marine engin- eering	Vehicles	Metal goods not else- where specified	Textiles	Leather, goods and fur
JAN 1976 = 100														
1976	111.5	105.9	106.6	105.7	105.7	108.3	105.7	105.9	106.7	105.9	105.7	106.6	106.1	101.6
1977	120.7	114.5	117.5	114.8	116.2	119.2	117.6	118.0	116.4	114.6	113.9	119.1	116.9	114.4
1978	135.6	141.0	134.4	133.6	132.3	136.5	135.3	137.6	132.9	133.9	129.7	135.8	132.9	129.2
1979	153.2	165.7	157.3	155.5	156.3	155.0	155.0	160.1	152.1	147.9	148.4	156.5	151.2	147.0
1980	189.9	201.5	187.5	194.5	187.4	183.7	183.7	189.4	183.7	175.1	176.0	182.9	173.6	170.9
1981	212.6	225.7	213.8	221.5	212.7	206.3	200.6	218.8	207.4	199.1	194.6	205.0	195.2	192.5
1977 Sep	134.2	115.0	117.4	114.1	115.5	119.9	118.0	117.6	116.1	114.6	111.4	121.3	117.4	114.4
Oct	126.6	116.4	120.5	114.1	118.9	121.5	120.7	121.4	117.9	112.9	114.3	123.5	119.4	119.4
Nov	119.4	116.8	126.9	117.1	128.2	120.4	123.9	124.5	125.6	120.9	119.9	126.2	121.1	120.0
Dec	119.6	118.8	125.5	120.6	129.2	123.6	126.1	127.8	122.5	116.2	122.7	126.8	122.7	119.6
1978 Jan	116.6	118.7	125.2	124.1	125.1	124.2	126.1	127.8	124.1	120.9	123.1	128.4	124.5	124.6
Feb	125.4	129.5	125.5	125.7	124.9	126.6	127.4	128.9	124.6	118.6	124.6	128.8	125.8	122.3
Mar	133.2	142.8	128.6	132.9	127.3	133.1	129.0	130.3	128.3	125.6	123.9	129.8	124.7	122.9
April	134.6	140.4	131.2	135.3	126.5	141.2	132.9	136.0	130.7	141.5	128.1	134.0	128.5	124.4
May	132.8	137.8	133.9	130.4	128.4	140.1	133.9	137.8	133.1	131.7	130.8	134.7	132.1	124.3
June	136.5	142.0	135.1	130.6	134.7	138.7	135.1	136.6	135.3	129.2	132.2	136.1	135.3	125.9
July	133.0	143.8	135.4	137.2	133.8	145.2	136.7	142.1	134.2	130.9	131.3	137.4	135.2	131.1
Aug	141.4	142.3	134.4	135.3	132.7	130.1	136.5	137.8	132.4	125.8	129.0	135.0	135.1	130.7
Sep	148.2	144.6	136.0	135.4	136.2	138.1	137.2	139.0	134.1	134.8	128.8	137.7	136.0	133.3
Oct	151.9	148.3	137.1	135.8	135.0	139.8	139.6	141.4	138.4	169.8	132.6	140.4	137.8	133.4
Nov	139.3	148.8	142.8	138.2	138.7	138.4	143.7	145.2	139.9	146.9	132.4	143.9	139.5	133.0
Dec	134.8	153.4	146.5	142.5	144.5	142.0	145.7	147.7	140.1	131.2	139.1	143.1	139.8	132.5
1979 Jan	132.5	152.1	140.6	143.0	136.5	134.4	143.3	146.4	139.9	136.3	138.1	142.2	138.8	136.3
Feb	139.7	153.8	145.0	150.4	139.4	143.9	145.7	152.3	142.6	137.6	145.4	146.3	140.1	141.3
Mar	144.8	166.3	150.3	147.9	149.4	147.4	150.1	155.9	149.6	156.9	148.9	152.3	147.2	141.1
April	148.8	166.5	148.6	149.7	146.6	154.6	151.4	155.5	147.1	144.7	144.9	152.3	144.7	147.4
May	144.8	162.3	156.2	150.0	145.4	165.6	154.4	158.0	151.2	151.8	150.8	154.9	150.7	142.3
June	152.2	164.0	158.4	152.9	156.3	162.4	160.0	158.9	154.5	148.6	158.0	160.7	154.2	145.9
July	158.5	166.7	158.9	161.2	156.9	166.8	160.0	162.3	153.3	147.9	152.6	159.4	153.2	147.3
Aug	163.9	166.2	156.7	159.0	157.9	151.18	147.98	157.98	144.78	139.98	150.58	154.3	146.6	146.6
Sep	174.0	169.5	162.3	156.4	172.9	151.38	141.68	156.68	146.78	149.98	126.88	148.88	155.6	149.4
Oct	167.8	171.0	163.1	158.7	169.3	158.3	163.4	169.0	160.1	150.0	150.5	166.1	156.2	151.9
Nov	156.3	172.6	172.8	166.9	170.0	165.5	168.5	172.8	168.3	156.9	155.1	171.6	159.2	156.0
Dec	155.4	177.2	174.4	169.6	174.6	**	173.2	175.4	167.4	154.4	170.2	173.0	159.9	158.2
1980 Jan	161.2	189.5	171.3	179.6	170.5	**	171.4	174.2	167.6	158.7	170.9	176.4	160.6	161.3
Feb	174.7	190.0	173.5	189.2	171.9	**	174.6	177.9	170.1	159.6	171.1	175.0	164.4	163.9
Mar	179.8	207.2	183.8	185.0	177.9	**	177.9	180.7	177.2	215.1	173.5	173.9	168.7	165.1
April	190.2	202.2	179.2	188.9	174.5	170.4	179.7	180.4	178.8	165.1	174.3	179.9	168.9	167.6
May	189.0	195.6	184.4	190.3	176.7	197.5	182.2	184.6	180.7	165.3	173.3	181.9	171.6	167.6
June	191.1	201.6	189.2	199.7	194.3	189.4	186.9	187.2	185.6	169.9	179.9	185.7	176.1	172.4
July	189.5	205.7	189.6	202.0	194.6	197.7	186.1	191.1	190.7	178.5	179.3	186.4	176.6	172.9
Aug	200.0	201.6	189.2	201.3	191.4	184.6	186.8	189.3	187.0	176.7	174.6	184.3	173.9	171.3
Sep	212.2	204.9	190.6	196.7	193.8	183.8	187.3	194.7	189.0	170.1	176.2	185.4	177.2	174.1
Oct	206.2	206.6	193.7	197.3	192.3	179.8	188.3	198.5	191.8	177.1	176.2	185.5	179.1	176.6
Nov	193.7	206.4	199.4	199.4	194.9	189.9	189.9	208.9	192.8	183.9	181.9	190.6	182.4	178.0
Dec	191.1	206.3	205.5	206.1	205.6	193.2	192.7	205.7	192.7	181.1	180.5	190.0	183.6	180.0
1981 Jan	190.4	227.2	202.1	209.6	195.8	190.5	191.0	204.1	194.1	182.0	181.3	192.5	184.4	181.3
Feb	193.5	224.2	201.4	214.8	197.9	193.3	192.8	206.5	196.0	186.4	190.3	194.7	187.5	185.1
Mar	203.1	228.9	202.9	214.4	202.9	195.8	195.4	208.0	201.9	181.2	191.4	198.5	188.7	185.4
April	214.5	221.9	205.3	214.4	200.2	194.7	195.1	209.4	200.7	190.3	189.1	195.8	183.4	186.9
May	210.0	217.2	211.0	220.3	204.0	201.2	197.5	212.5	204.4	205.7	182.6	201.1	193.3	192.4
June	212.4	222.0	217.4	217.5	211.8	200.6	200.4	218.4	207.2	197.4	195.5	205.1	197.3	191.0
July	209.7	227.5	216.8	229.5	211.8	216.0	199.6	223.8	213.3	202.6	199.8	206.3	198.0	193.2
Aug	231.9	224.4	217.6	226.0	227.2	209.8	201.4	220.6	209.9	197.4	207.4	207.4	200.9	196.5
Sep	238.4	226.1	217.3	223.2	216.7	215.2	205.8	223.5	211.6	190.3	196.1	211.1	199.4	197.5
Oct	230.7	229.5	219.0	224.1	224.9	220.1	207.7	225.6	215.2	240.1	198.6	211.7	203.2	199.1
Nov	212.1	230.7	226.4	226.8	227.4	221.4	209.1	230.5	216.8	204.1	209.0	219.4	205.7	200.6
Dec	204.1	229.3	228.0	237.1	231.3	217.5	211.2	242.5	218.1	200.8	204.6	215.8	200.9	201.5
1982 Jan	201.7	230.1	224.4	251.1	225.8	224.7	211.8	234.9	220.9	211.5	208.3	216.2	205.3	207.6
Feb	217.1	273.1	224.6	250.3	224.4	222.2	215.1	236.2	222.1	207.3	210.7	220.3	206.2	208.1
Mar	223.9	252.2	227.1	248.7	226.3	221.9	220.3	241.6	229.4	209.3	213.7	226.7	209.9	210.7
April	232.5	244.5	230.5	251.4	228.4	227.3	217.7	244.6	229.8	224.7	210.8	224.2	209.9	212.5
May	226.7	248.9	240.6	250.5	230.1	226.5	221.3	251.7	231.8	227.3	216.6	226.4	215.8	209.9
June	232.2	244.9	238.0	255.6	238.2	224.0	226.3	244.1	234.2	237.2	218.3	229.6	216.6	217.7
July	245.4	246.7	235.8	266.6	238.2	231.9	227.9	244.8	236.2	215.4	222.0	230.1	216.2	219.8
Aug	248.3	248.9	237.7	253.8	236.2	233.0	223.9	245.3	233.5	217.4	216.2	229.8	214.2	221.4
Sep	259.3	247.1	240.1	254.9	236.9	222.4	223.3	249.7	233.8	237.0	211.6	228.3	213.0	220.0
[Oct]	..	228.5	241.3	256.8	241.0	231.1	226.7	248.7	238.9	229.8	218.6	231.1	217.1	220.6

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

# EARNINGS 5.3

## Average earnings index: all employees: by industry

(not seasonally adjusted)

Clothing and foot- wear	Bricks, pottery, glass, cement etc	Timber, furni- ture etc	Paper, printing and publish- ing	Other manu- facturing indus- tries	Con- struction	Gas, elec- tricity and water	Trans- port and com- muni- cation	Distri- butive trades	Insur- ance, banking and finance	Profes- sional and scientific services	Miscel- laneous services	Public adminis- tration	Whole economy	GREAT BRITAIN
JAN 1976 = 100														
1976	105.1	105.0	10											



## 5.4 EARNINGS AND HOURS

### Average earnings and hours: manual workers: by industry

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, leather goods and fur
October												
<b>MALE</b>												
<b>Weekly earnings</b>												
Full-time men (21 years and over)												
1975	60.29	69.74	63.10	62.50	58.86	53.35	56.79	67.53	62.52	56.12	53.65	50.76
1976	66.81	76.75	71.72	73.72	66.11	61.64	63.48	72.09	72.48	64.90	61.19	55.89
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	61.91
1978	83.91	95.65	90.78	91.93	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
<b>Hours worked</b>												
Full-time men (21 years and over)												
1975	46.2	42.6	42.7	41.9	42.6	42.0	42.2	43.9	41.4	42.1	42.4	43.7
1976	45.9	42.9	44.1	44.0	42.9	42.7	42.3	43.4	42.6	43.2	43.4	43.1
1977	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9
1978	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.2	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	42.3	41.5	41.6	41.6	43.2	39.9	41.8	42.4	43.3
<b>Hourly earnings</b>												
Full-time men (21 years and over)												
1975	130.5	163.7	147.8	149.2	138.2	127.0	134.6	153.8	151.0	133.3	126.5	116.2
1976	145.6	178.9	162.6	167.5	154.1	144.4	150.1	166.1	170.1	150.2	141.0	129.7
1977	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	144.3
1978	181.6	222.4	203.5	210.4	193.9	179.8	187.3	202.4	205.0	189.5	174.2	164.1
1979	215.5	262.6	242.6	240.6	226.8	213.6	218.3	218.4	236.2	220.0	202.7	188.0
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
<b>FEMALE</b>												
<b>Weekly earnings</b>												
Full-time women (18 years and over)												
1975	37.28	42.91	37.40	35.41	38.94	35.48	36.38	39.19	42.33	34.40	31.76	28.13
1976	43.69	48.46	44.11	43.58	46.77	42.32	43.54	46.08	50.43	42.21	37.93	32.61
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	36.90
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03
1979	62.86	68.37	64.44	63.27	64.02	62.12	62.55	61.00	69.52	60.12	52.44	49.62
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
<b>Hours worked</b>												
Full-time women (18 years and over)												
1975	37.7	38.6	37.9	36.7	37.5	37.4	37.1	37.0	37.5	36.8	36.1	36.5
1976	37.9	36.5	38.4	37.8	38.0	37.6	37.6	37.4	37.8	37.5	36.7	36.4
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7
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
<b>Hourly earnings</b>												
Full-time women (18 years and over)												
1975	98.9	111.2	98.7	96.5	103.8	94.9	98.1	105.9	112.9	93.5	88.0	77.1
1976	115.3	132.8	114.9	115.6	123.1	112.6	115.8	123.2	133.4	112.6	103.4	89.6
1977	124.7	148.5	126.6	126.6	135.3	120.7	124.4	130.1	141.3	122.4	112.5	101.9
1978	142.1	153.9	143.6	143.7	149.8	135.9	142.4	149.3	161.8	139.9	125.4	114.5
1979	165.0	176.7	167.4	166.5	170.3	160.5	166.4	154.4	184.9	161.6	144.1	135.2
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

\* An article on page 103 of the *Employment Gazette* for March 1981 comments on the effects of the change of definitions  
 † An article on page 121 of *Employment Gazette* for March 1982 comments on the effects of the change of industrial coverage

## 5.5 EARNINGS

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

Full-time adults\*

Great Britain April of each year	Manufacturing Industries								
	Weights	1975	1976	1977	1978	1979	1980	1981	1982
Men	689	191.8	225.6	248.0	287.3	328.5	404.0	451.4	506.2
Women	311	226.7	276.2	310.0	353.4	402.4	494.1	559.5	625.3
Men and women	1,000	197.5	233.9	258.1	298.1	340.6	418.7	469.1	525.6

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

## EARNINGS AND HOURS 5.4

### Average earnings and hours: manual workers: by industry

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication §	Certain miscellaneous services **	Public administration	All industries covered
48.16	61.07	55.83	65.17	58.06	59.74	59.82	60.38	60.45	63.81	50.71	49.88	59.58
53.30	68.82	61.48	73.88	66.27	67.83	66.36	65.80	68.42	71.22	57.36	53.97	66.97
61.61	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04	72.89
67.50	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15	83.50
80.37	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	83.52	76.92	96.94
90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	103.88	96.60	113.06
98.67	127.96	111.31	154.22	113.15	123.23	126.08	121.55	142.28	138.19	103.88	96.60	125.58†
40.5	44.5	43.1	42.4	42.5	42.7	47.2	45.2	42.3	47.3	43.2	43.2	43.6
40.9	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	43.0	42.7	44.0
41.3	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9	44.2
41.3	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2	44.2
41.0	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	43.1	43.1	44.0
40.1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1	42.1	42.7	43.0
41.1	43.6	42.2	41.9	41.8	42.0	46.0	43.8	40.1	46.9	42.1	42.7	43.0†
118.9	137.2	129.5	153.7	136.6	139.9	126.7	133.6	142.9	134.9	117.4	115.5	136.7
130.3	151.9	143.6	169.4	153.0	155.9	143.0	148.5	159.9	149.9	133.4	126.4	152.2
149.2	184.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6	164.9
163.4	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	155.4	188.9
196.0	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	193.8	178.5	220.3
226.0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8	246.7	226.2	262.9
240.1	293.5	263.8	368.1	270.7	293.4	274.1	277.5	354.8	294.6	246.7	226.2	292.0†
28.70	35.20	36.77	38.51	32.94	34.23	—	30.45	38.76	44.07	26.59	38.64	34.19
33.59	42.22	42.14	45.20	39.49	40.71	—	36.11	43.43	50.23	31.69	43.62	40.61
38.08	45.59	46.20	48.87	43.44	44.45	—	39.14	47.94	53.25	35.16	46.41	44.31
41.94	52.12	53.62	55.33	49.15	50.08	—	42.97	58.10	63.79	40.11	52.98	50.03
50.43	60.06	61.84	67.15	56.08	58.44	—	48.23	70.29	72.38	46.40	57.04	58.24
58.62	71.01	74.01	82.15	64.95	68.40	—	61.45	81.75	92.14	56.76	76.18	68.73
64.02	79.13	81.55	92.83	70.58	75.71	—	66.49	99.07	105.76	56.76	76.18	76.44†
35.5	35.9	37.0	37.9	37.3	36.8	—	37.5	35.4	41.5	38.3	40.3	37.0
36.0	36.7	37.3	38.4	37.3	37.2	—	38.3	36.4	41.6	37.8	39.9	37.4
36.1												



# 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		Weekly earnings (£)		Hours		
	excluding those whose pay was affected by absence		including overtime pay and overtime hours		excluding those whose pay was affected by absence		including 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	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									
<b>FULL-TIME MEN, 21 years and over</b>									
Manual occupations									
1975	54.5	56.6	45.0	125.8	123.1	54.0	55.7	45.5	122.2
1976	65.1	67.4	45.1	149.2	146.3	63.3	65.1	45.3	143.7
1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5
1979	94.5	97.9	46.0	212.8	208.7	90.1	93.0	46.2	201.2
1980	111.2	115.2	45.0	255.5	250.0	108.6	111.7	45.4	245.8
1981	119.3	124.7	43.5	286.0	279.8	118.4	121.9	44.2	275.3
1982	134.8	138.1	43.8	315.1	307.9	131.4	133.8	44.3	302.0
Non-manual occupations									
1975	68.2	68.7	39.2	173.2	173.3	67.9	68.4	38.7	174.3
1976	80.2	80.9	39.1	204.3	204.4	81.0	81.6	38.5	210.3
1977	88.2	88.9	39.2	223.4	223.8	88.4	88.9	38.7	227.2
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1
1979	116.8	117.7	39.6	293.8	294.7	112.1	113.0	38.8	288.6
1980	143.6	144.8	39.4	362.3	362.0	140.4	141.3	38.7	360.8
1981	159.6	161.8	38.8	411.9	411.5	161.2	163.1	38.4	419.1
1982	180.1	181.4	38.8	457.9	457.0	177.9	178.9	38.2	462.5
All occupations									
1975	58.1	60.2	43.4	137.7	136.5	59.2	60.8	43.0	139.9
1976	69.2	71.4	43.4	163.2	162.0	70.0	71.8	42.7	166.8
1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3
1979	100.5	103.7	44.2	233.1	231.8	98.8	101.4	43.2	232.2
1980	120.3	124.3	43.4	284.1	281.8	121.5	124.5	42.7	288.2
1981	131.3	137.1	42.0	323.5	320.8	136.5	140.5	41.7	332.0
1982	148.8	152.6	42.2	357.0	354.0	151.5	154.5	41.7	365.6
<b>FULL-TIME WOMEN, 18 years and over</b>									
Manual occupations									
1975	30.9	32.4	39.5	81.8	81.4	30.9	32.1	39.4	81.6
1976	38.5	40.3	39.6	102.0	101.5	38.1	39.4	39.3	100.7
1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3
1979	55.4	57.9	39.9	145.4	144.2	53.4	55.2	39.6	139.9
1980	66.4	69.5	39.8	174.5	172.8	65.9	68.0	39.6	172.1
1981	72.5	76.3	39.6	192.8	191.4	72.1	74.5	39.4	189.8
1982	79.9	82.9	39.6	209.5	207.1	78.3	80.1	39.3	205.0
Non-manual occupations									
1975	35.2	35.4	37.1	95.2	95.0	39.3	39.6	36.6	106.1
1976	42.8	43.1	37.1	115.9	115.6	48.5	48.8	36.5	132.0
1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.8
1980	76.7	77.1	37.3	205.8	204.9	82.0	82.7	36.7	221.2
1981	86.4	87.3	37.1	234.2	233.4	95.6	96.7	36.5	259.7
1982	97.2	97.6	37.2	260.3	259.0	104.3	104.9	36.5	283.0
All occupations									
1975	32.4	33.6	38.5	87.2	86.9	36.6	37.4	37.4	98.5
1976	40.1	41.5	38.5	107.6	107.2	45.3	46.2	37.3	122.6
1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2
1979	57.9	60.0	38.8	154.6	153.7	61.8	63.0	37.5	166.0
1980	70.3	72.8	38.7	187.3	186.1	77.3	78.8	37.5	207.0
1981	78.1	81.5	38.4	211.6	210.6	89.3	91.4	37.2	241.8
1982	87.1	89.7	38.5	232.1	230.4	97.5	99.0	37.1	263.1
<b>FULL-TIME ADULTS</b>									
(a) MEN, 21 years and over									
Manual occupations									
1975	52.1	54.2	42.3	127.2	125.4	52.7	54.0	41.3	128.9
1976	62.5	64.7	42.3	151.8	150.0	62.7	64.2	41.1	154.7
1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6
1979	90.4	93.7	43.0	216.7	214.2	87.4	89.6	41.5	213.6
1980	108.4	112.4	42.3	263.3	259.8	107.7	110.2	41.1	264.8
1981	118.6	124.3	41.2	299.0	295.6	121.6	124.9	40.3	305.1
1982	134.0	138.0	41.3	329.6	325.4	134.1	136.5	40.2	334.6
(b) MALES AND FEMALES, 18 years and over									
Manual occupations									
1975	51.5	53.6	42.3	125.8	124.1	52.0	53.4	41.4	127.3
1976	61.8	64.0	42.5	150.1	148.3	61.8	63.4	41.1	152.6
1977	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7
1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1
1979	89.1	92.5	43.0	213.9	211.3	86.2	88.4	41.5	210.7
1980	106.9	110.9	42.3	259.8	256.2	106.3	108.7	41.1	261.1
1981	116.8	122.5	41.2	294.7	291.2	119.8	123.1	40.3	300.4
1982	132.0	135.9	41.3	324.6	320.3	132.1	134.5	40.2	329.3

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

# LABOUR COSTS 5.7

## All employees: main industrial sectors and selected industries

Labour costs (1)	1968	1973	1975	1978	1979	1980	Manu- facturing	Mining and quarrying	Construction	Gas, electricity and water	Index of production industries	Whole economy		
							Pence per hour							
							58.25	73.80	60.72	66.55	59.58	..		
							106.90	143.45	107.32	129.61	109.37	..		
							161.68	249.36	156.95	217.22	106.76	..		
							244.54	365.12	222.46	324.00	249.14	..		
							290.05	427.21	257.66	383.44	294.17	..		
							349.43	522.88	316.88	483.39	356.45	..		
<b>Percentage shares of labour costs *</b>							Per cent							
Wages and salaries†	1968	1973	1975	1978	1979	1980	91.3	82.8	87.7	87.1	90.2	..		
							89.9	82.5	91.1	84.7	89.3	..		
							84.3	76.2	86.8	78.2	83.9	..		
							82.0	75.9	85.6	77.3	81.9	..		
of which Holiday, sickness, injury and maternity pay	1968	1973	1975	1978	1979	1980	7.4	8.6	5.2	10.5	7.3	..		
							8.4	12.0	6.4	9.8	9.2	..		
							9.2	9.3	6.8	11.2	9.0	..		
							9.0	9.3	6.7	11.1	8.8	..		
Statutory national insurance contributions	1968	1973	1975	1978	1979	1980	4.4	3.8	4.2	3.8	4.3	..		
							4.9	4.3	4.9	4.5	4.9	..		
							8.5	6.7	9.1	6.9	8.4	..		
							9.1	7.4	9.9	7.5	9.0	..		
Private social welfare payments	1968	1973	1975	1978	1979	1980	3.2	5.7	1.4	6.3	3.2	..		
							3.5	5.9	1.6	8.0	3.7	..		
							4.8	9.4	2.3	12.2	5.1	..		
							5.3	9.6	2.6	12.6	5.5	..		
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs‡	1968	1973	1975	1978	1979	1980	1.1	7.7	6.7	2.7	2.3	..		
							1.6	7.3	2.4	2.9	2.2	..		
							2.3	7.7	1.9	2.6	2.6	..		
							3.5	13.0	1.9	2.6	3.6	..		
<b>Labour costs per unit of output §</b>							% change over a year earlier							
	1976	1977	1978	1979	1980	1981	112.7	12.7	87.0	111.6	105.9	111.0	110.7	10.7
							125.1	11.0	65.1	119.4	109.6	119.3	120.9	9.2
							141.1	12.8	62.6	132.6	127.6	132.3	134.9	11.6
							163.1	15.6	58.0	161.4	150.0	161.4	156.5	16.0
							200.9	23.2	69.7	198.2	196.9	183.8	188.1	20.2
							..	..	..	..	..	..	208.5	10.8
	1981 Q1	1981 Q2	1981 Q3	1981 Q4			..	..	..	..	..	..	202.7	17.1
							..	..	..	..	..	..	207.3	13.2
							..	..	..	..	..	..	211.4	7.6
							..	..	..	..	..	..	212.6	6.4
	1982 Q1	1982 Q2					..	..	..	..	..	..	215.7	6.4
							..	..	..	..	..	..	218.4	5.4
<b>Wages and salaries per unit of output §</b>	1976	1977	1978	1979	1980	1981	110.6	10.6	85.7	110.6	104.2	109.6	109.2	9.2
							120.1	8.6	63.7	116.9	106.5	115.6	117.5	7.6
							136.0	13.2						



# 5.8 WAGE RATES AND HOURS see note below

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

UNITED KINGDOM	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc
SIC 1968	I	II	III	IV and V	VI-XII	XIII	XIV	XV	XVI	XVII
JULY 1972 = 100										
<b>Basic weekly wage rates</b>										
Weights										
1977	210	305	454	294	2,953	366	29	217	236	186
1978	247	225	228	218	218	232	220	232	218	213
1979	273	247	250	240	271	254	243	255	242	248
1980	310	276	285	265	314	288	280	300	276	279
1981	371	334	325	324	369	330	318	355	321	335
1981	410	372	361	367	400	359	349	395	349	363
1980 Nov	373	337	345 *	348	393	344	331	364	338	336
1980 Dec	373	366	345 *	348	393	345	331	364	338	336
1981 Jan	404	366	352 *	350	394	348	342	392	338	362
1981 Feb	411	366	352 *	350	394	348	342	392	338	362
1981 Mar	411	366	352 *	350	394	348	342	395	338	363
1981 April	411	367	353 *	350	397	349	342	395	343	363
1981 May	411	367	353 *	360	397	363	342	395	351	363
1981 June	411	367	362 *	377	399	364	342	395	351	363
1981 July	411	367	362 *	377	399	364	356	395	351	363
1981 Aug	411	367	366 *	377	399	364	356	395	351	363
1981 Sep	411	367	366 *	377	400	365	356	399	353	363
1981 Oct	411	367	366 *	377	400	365	356	399	353	363
1981 Nov	411	367	366 *	377	400	365	356	399	353	363
1981 Dec	411	367	366 *	377	400	365	356	399	353	363
1982 Jan	445	397	383 *	379	417	369	363	415	360	388
1982 Feb	451	399	383 *	379	417	369	363	415	363	388
1982 Mar	451	399	383 *	379	417	369	363	415	363	388
1982 April	451	399	384 *	379	418	369	363	415	368	388
1982 May	451	399	384 *	390	418	382	363	415	375	388
1982 June	451	399	387 *	406	418	383	363	415	375	388
1982 July	451	399	387 *	406	418	383	363	415	375	388
1982 Aug	451	399	388 *	406	418	383	363	415	375	388
1982 Sep	451	399	388 *	406	418	383	363	415	375	388
1982 Oct	451	399	388 *	406	419	385	363	419	375	388
1982 Nov	451	399	388 *	406	419	385	363	419	375	388
1982 Dec	451	399	388 *	406	419	385	363	419	375	388
<b>Normal weekly hours</b>										
Hours										
1977	40.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1978	40.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1979	40.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1980	40.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	39.5
1981	40.2	36.0	40.0	40.0	39.9	40.0	40.0	40.0	39.9	39.1
1982 Nov	40.2	36.0	40.0	39.8	39.1	40.0	40.0	40.0	39.6	39.1
<b>Basic wage rates adjusted for changes in normal weekly hours</b>										
JULY 1972 = 100										
1977	259	225	229	218	218	232	220	232	218	213
1978	286	247	251	240	271	254	243	255	243	248
1979	326	276	286	265	314	288	280	300	276	279
1980	390	334	327	324	369	330	318	355	321	340
1981	431	372	362	367	402	359	349	395	350	372
1980 Nov	391	337	346 *	348	393	344	331	364	339	340
1980 Dec	391	366	346 *	348	393	345	331	364	339	340
1981 Jan	425	366	353 *	350	394	348	342	392	339	371
1981 Feb	432	366	353 *	350	394	348	342	392	339	371
1981 Mar	432	366	353 *	350	394	348	342	395	339	371
1981 April	432	367	354 *	350	397	349	342	395	344	372
1981 May	432	367	354 *	360	397	363	342	395	352	372
1981 June	432	367	363 *	377	399	364	342	395	352	372
1981 July	432	367	364 *	377	399	364	356	395	352	372
1981 Aug	432	367	367 *	377	400	364	356	395	353	372
1981 Sep	432	367	367 *	377	400	365	356	399	355	372
1981 Oct	432	367	367 *	377	400	365	356	399	355	372
1981 Nov	432	367	367 *	377	400	365	356	399	355	372
1981 Dec	432	367	367 *	377	400	365	356	399	355	372
1982 Jan	467	397	384 *	380	426	369	363	415	365	397
1982 Feb	474	399	384 *	380	426	369	363	415	368	397
1982 Mar	474	399	384 *	380	426	369	363	415	368	398
1982 April	474	399	385 *	381	427	369	363	415	374	398
1982 May	474	399	385 *	393	427	382	363	415	381	398
1982 June	474	399	388 *	408	427	383	363	415	381	398
1982 July	474	399	388 *	408	427	383	363	415	381	398
1982 Aug	474	399	389 *	408	427	383	363	415	381	398
1982 Sep	474	399	389 *	408	428	384	363	419	381	398
1982 Oct	474	399	389 *	408	428	385	363	419	381	398
1982 Nov	474	399	389 *	408	428	385	363	419	381	398

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

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

# WAGE RATES AND HOURS 5.8

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

Paper, printing and publishing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration XXV and XXVII	Miscellaneous services	Manufacturing industries	All industries and services	UNITED KINGDOM
XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	III-XIX		SIC 1968
JULY 1972 = 100									
<b>Basic weekly wage rates</b>									
Weights									
403	970	209	1,034	802	756	576	5,138	10,000	
209	268	214	213	243	230	233	218.9	227.3	1977
232	290	261	232	272	252	253	258.8	259.3	1978
270	321	301	266	320	281	319	297.5	298.1	1979
310	374	384	318	380	329	386	348.5	351.8	1980
350	417	458	351	423	361	419	381.3	387.5	1981
319 *	403	417	328	390	342	399	367.8	368.9	Nov 1980
319 *	403	420	328	394	356	399	367.9	371.4	Dec 1980
321 *	403	436	336	395	358	410 *	372.2	376.1	Jan 1981
326 *	404	436	336	396	358	416 *	372.6	377.0	Feb 1981
326 *	404	461	339	397	358	416 *	372.8	378.0	Mar 1981
356	404	461	351	427	358	416 *	376.7	383.8	Apr 1981
357	404	461	351	432	358	416 *	379.1	385.4	May 1981
357	404	461	352	432	358	420 *	382.0	387.2	June 1981
358	430	462	356	432	361	420 *	382.3	390.7	July 1981
361	431	462	358	432	361	420 *	383.1	391.2	Aug 1981
361	431	463	358	432	361	420 *	383.5	391.4	Sep 1981
361	431	463	358	432	361	425 *	383.5	391.7	Oct 1981
361	431	463	358	432	371	425 *	393.7	398.7	Nov 1981
361	431	466	358	432	371	425 *	393.7	398.8	Dec 1981
362	431	478	368	432	371	445	397.2	403.6	Jan 1982
369	431	478	368	433	371	452	397.8	404.5	Feb 1982
369	431	495	371	433	371	452	397.9	405.2	Mar 1982
383	433	495	376	463	371	452	400.0	409.4	Apr 1982
383	433	495	376	472	371	452	401.8	411.1	May 1982
383	456	495	376	472	371	456	403.1	414.3	June 1982
384	456	496	378	472	373	456	403.2	414.7	July 1982
387	457	496	378	472	373	456	403.7	414.9	Aug 1982
387	457	496	378	472	373	456	404.1	415.0	Sep 1982
387	457	496	378	473	373	460	404.1	415.3	Oct 1982
387	457	496	378	473	373	460	404.1	415.3	Nov 1982
<b>Normal weekly hours</b>									
39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0	1977
39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0	1978
39.6	39.9	39.0	40.4	40.0	40.0	40.0	39.9	40.0	1979
39.6	39.9	39.0	40.4	40.0	40.0	40.0	39.9	39.8	1980
39.2	39.7	38.5	40.4	39.7	40.0	40.0	39.8	39.7	1981
38.3	38.9	38.0	40.0	39.7	39.6	39.9	39.4	39.4	Nov 1982
<b>Basic wage rates adjusted for changes in normal weekly hours</b>									
209</									



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

	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
<b>Annual averages</b>																		<b>Indices 1975 = 100</b>
1972	60.1	58.3	67.6	59	70	58.2	62.4	76	55	54	51.9	57.6	66	64	52.0	72.3	...	79
1973	67.8	65.8	76.2	69	76	69.1	71.5	84	64	65	64.5	71.1	74	71	61.8	78.4	81.8	85
1974	79.4	83.8	88.2	83	86	83.9	85.3	92	80	78	78.9	89.7	88	83	77.8	87.1	93.1	92
1975	100.0	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100
1976	116.5	114.4	109.0	111	114	112.7	114.1	107	129	117	120.9	112.3	109	117	130.3	117.9	101.6	108
1977	128.5	127.6	118.4	121	126	124.3	128.5	114	156	135	154.6	121.9	117	129	169.8	125.8	103.3	118
1978	147.1	136.6	125.1	130	135	137.1	145.2	120	193	155	179.6	129.1	123	139	214.2	136.6	106.9	128
1979	169.9	147.1	132.4	140	147	152.6	164.1	127	232	179	213.7	138.5	128	143	264.8	147.2	109.2	139
1980	200.3	163.2	142.8	153	162	169.8	188.8	135	295	217	261.7	148.8	134	157	313.8	160.2	114.8	151
1981	226.7	179.8	151.7	168	181	185.4	216.2	142	376	252	323.6	157.2	138	173	375.1	177.1	120.7	165
<b>Quarterly averages</b>																		
1981 Q2	220.1	178.4	151.8	167	179	183.1	206.8	140	366	251	317.0	154.8	136	169	374.4	176.8	119.7	164
Q3	232.6	181.1	150.9	167	183	186.5	215.8	144	385	257	334.5	158.5	141	179	...	178.5	120.5	167
Q4	238.1	186.1	156.3	178	190	193.7	224.4	145	399	263	345.6	160.1	142	178	...	181.1	121.4	170
1982 Q1	243.9	197.0 R	158.9	175	196	196.4	233.6	145	436	271	358.0	160.7	146	167	...	185.5	128.3	173
Q2	248.6	203.5 R	162.5	176	200	203.4	244.3	149	501	...	371.0	163.6	146	178	...	192.7 R	127.5	175
Q3	255.1	...	...	...	...	204.1	252.0	...	...	...	...	...	148	...	...	...	...	177
<b>Monthly</b>																		
1982 Apr	246.6	201.1 R	164.2	...	199	203.3	244.3	149	...	...	361.7	161.6	146	...	...	192.1	...	174
May	248.0	201.8 R	160.3	...	200	203.7	...	...	...	...	375.7	163.1	146	...	...	194.9 R	...	175
Jun	251.3	207.6 R	163.0	176	202	203.3	...	...	...	...	375.7	165.9	146	...	...	191.2	...	176
Jul	253.1	209.3	155.2	...	204	203.3	252.0	...	...	...	376.0	159.4	148 R	...	...	194.6	...	177
Aug	256.5	...	...	...	...	208.2	...	...	...	...	391.1	174.9	148 R	...	...	190.6	...	176
Sep	255.6	...	...	...	...	200.8	...	...	...	...	...	...	148	...	...	...	...	178
<b>Increases on a year earlier</b>																		<b>Per cent</b>
<b>Annual averages</b>																		
1972	13	10	12	13	8	13	11	10	10	15	10	16	14	8	17	15	...	7
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8	...	8
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9
1978	14	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8
1979	15	8	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9
1980	18	11	8	9	10	11	15	6	27	21	22	7	5	10	19	9	5	9
1981	13	10	6	10	12	9	15	5	27	16	24	6	3	10	20	11	5	9
<b>Quarterly averages</b>																		
1981 Q2	11	12	8	11	13	9	14	4	26	18	25	5	2	12	19	12	5	11
Q3	13	8	6	9	12	9	14	5	29	19	24	5	4	7	...	11	5	10
Q4	13	11	5	11	12	10	15	5	28	13	23	6	4	8	...	8	5	8
1982 Q1	13	13	8	9	13	10	16	5	24	14	20	5	7	1	...	8	6	7
Q2	13	14 R	7	5	12	11	18	6	37	...	17	6	7	6	...	9	7	7
Q3	10	...	...	...	...	9	17	...	...	...	...	...	5	...	...	...	...	6
<b>Monthly</b>																		
1982 Apr	14	15	9	...	12	12	18	6	...	14	18	4	7	...	...	10	...	7
May	14	12 R	6	...	12	12	...	...	...	...	17	5	7	...	...	10	...	7
Jun	12	15 R	7	5	12	10	...	...	...	...	16	7	7	...	...	7	...	7
Jul	11	16	3	...	13	8	17	...	...	...	15	1	4	...	...	9	...	7
Aug	9	...	...	...	...	15	...	...	...	...	16	9	4	...	...	8	...	6
Sep	9	...	...	...	...	6	...	...	...	...	...	...	4	...	...	...	...	5

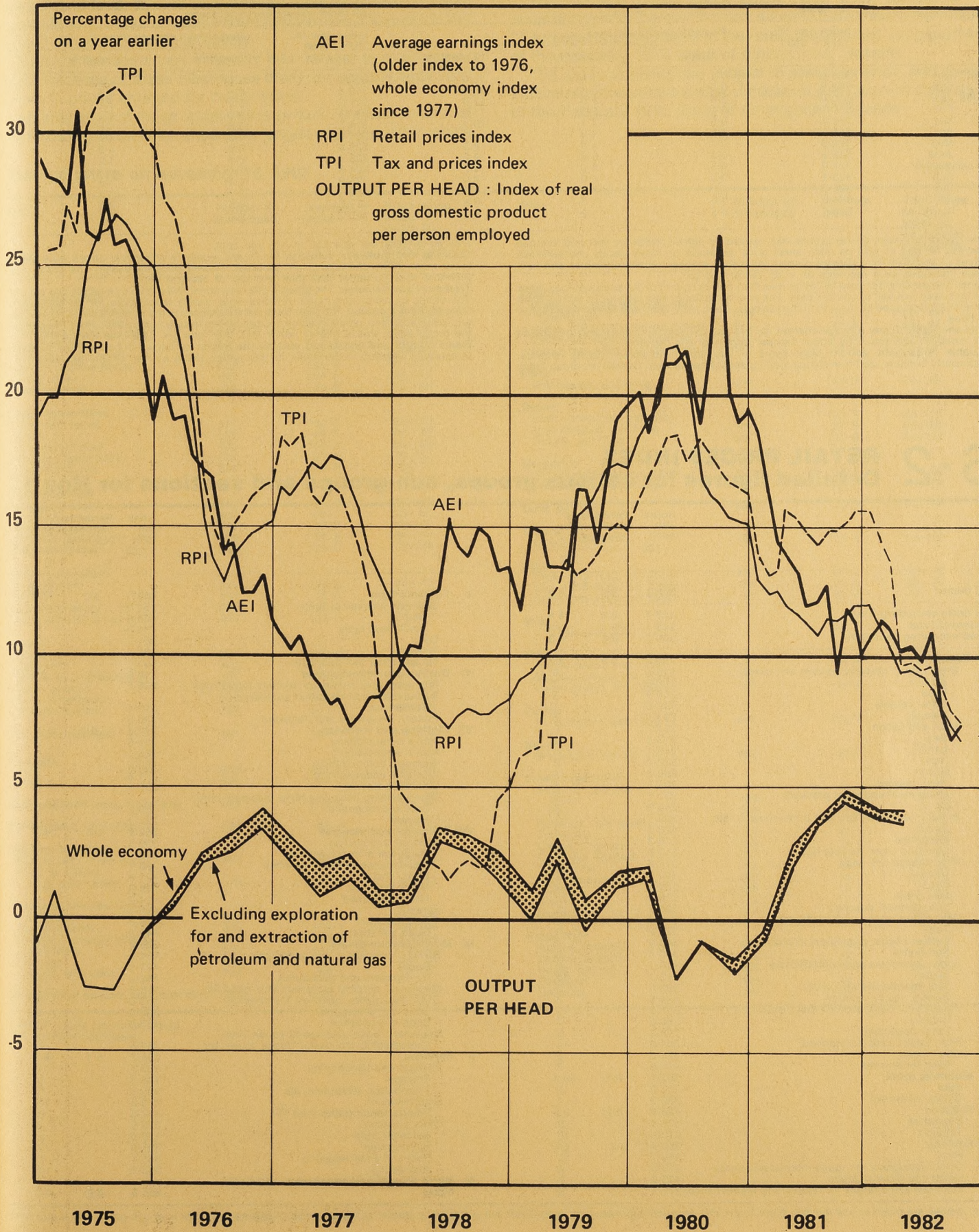
Source: OECD—Main Economic Indicators.

Notes: 1 Wages and salaries on a weekly basis [all employees].  
2 Seasonally adjusted.3 Males only.  
4 Hourly wage rates.  
5 Monthly earnings.  
6 Including mining.7 Including mining and transport.  
8 Hourly earnings.  
9 All industries.  
10 Production workers.



# EARNINGS C3

## Earnings, prices, output per head





## 6.1 RETAIL PRICES

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

	All items				All items except seasonal foods			
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1981 Nov	306.9	1.1	4.4	12.0	308.9	1.0	4.4	12.0
Dec	308.8	0.6	4.4	12.0	310.4	0.5	4.4	12.0
1982 Jan	310.6	0.6	4.5	12.0	311.5	0.4	4.2	12.0
Feb	310.7	0.0	3.8	11.0	311.6	0.0	3.2	11.0
Mar	313.4	0.9	4.1	10.4	314.1	0.8	3.6	10.4
Apr	319.7	2.0	5.3	9.4	320.2	1.9	4.7	9.4
May	322.0	0.7	4.9	9.5	322.0	0.6	4.2	9.5
June	322.9	0.3	4.6	9.2	323.4	0.4	4.2	9.2
July	323.0	0.0	4.0	8.7	324.6	0.4	4.2	8.7
Aug	323.1	0.0	4.0	8.0	325.9	0.4	4.6	8.0
Sep	322.9	0.0	3.0	7.3	325.9	0.0	3.8	7.3
Oct	324.5	0.5	1.5	6.8	327.6	0.5	2.3	6.8
Nov	326.1	0.5	1.3	6.3	329.2	0.5	2.2	6.3

The rise in the index for November was caused by higher prices for milk and average charges for gas as well as other small price increases on many goods and services. Prices of seasonal food showed a small fall mainly amongst fresh vegetables and fruit. Price increases were recorded for coal, petrol and oil.

**Food:** The group index rose by rather less than one per cent but the seasonal food index fell by nearly one half of one per cent. The average price of milk rose by 1p to 21p. Food for animals increased by more than the average. Beef, pork, lamb and fish all rose slightly in price.

**Fuel and light:** Higher average charges for gas and prices of coal combined to increase the index for this group by about two per cent over the month.

**Durable household goods:** Most items in this group increased slightly in price, particularly furniture, soft furnishings and household appliances. Overall the group index

rose by a little over one half of one per cent.

**Clothing and footwear:** Although men's and women's underwear prices were slightly lower most prices of clothing and footwear showed price increases. The group index therefore rose by rather less than one half of one per cent.

**Transport and vehicles:** The group index rose during the month by a half of one per cent. The prices of petrol and motor vehicles were mainly responsible for the increase.

**Miscellaneous goods:** Although there were increases in the prices of some newspapers and toilet requisites, prices of some household and leisure items were lower. The effect on the group index was a rise of rather less than one per cent over the month.

**Meals bought and consumed outside the home:** Increased prices for meals eaten in restaurants resulted in the index for this group rising by half of one per cent.

## 6.2 RETAIL PRICES INDEX

### Detailed figures for various groups, sub-groups and sections for Nov 16

	Index Jan 1974 = 100	Percentage change over (months)		Index Jan 1974 = 100	Percentage change over (months)	
		1	12		1	12
		<b>All items</b>	326.1		0.5	6.3
<b>All items excluding food</b>	333.7	0.5	6.6			
<b>Seasonal food</b>	243.1	-0.4	-5.3			
<b>Food excluding seasonal</b>	309.3	0.8	6.3			
<b>I Food</b>	298.8	0.8	4.7			
Bread, flour, cereals, biscuits and cakes	313.5		6			
Bread	296.5		3			
Flour	265.9		3			
Other cereals	359.6		7			
Biscuits	297.9		4			
Meat and bacon	254.7		5			
Beef	313.6		9			
Lamb	246.1		0			
Pork	223.7		0			
Bacon	236.6		4			
Ham [cooked]	225.3		5			
Other meat and meat products	231.7		5			
Fish	249.9		8			
Butter, margarine, lard and other cooking fats	320.7		3			
Butter	423.3		3			
Margarine	219.3		3			
Lard and other cooking fats	210.0		3			
Milk, cheese and eggs	312.5		8			
Cheese	359.7		4			
Eggs	156.5		-9			
Milk, fresh	378.4		13			
Milk, canned, dried etc	394.7		11			
Tea, coffee, cocoa, soft drinks etc	318.9		5			
Tea	322.2		6			
Coffee, cocoa, proprietary drinks	346.0		9			
Soft drinks	313.4		0			
Sugar, preserves and confectionery	410.1		5			
Sugar	412.7		10			
Jam, marmalade and syrup	303.0		3			
Sweets and chocolates	404.9		5			
Vegetables, fresh, canned and frozen	304.9		-1			
Potatoes	360.0		-7			
Other vegetables	268.9		3			
Fruit, fresh, dried and canned	249.8		-4			
Other foods	321.0		7			
Food for animals	279.0		6			
<b>II Alcoholic drink</b>	351.7	-0.1	10.1			
Beer	405.3		12			
Spirits, wines etc	280.9		7			
<b>III Tobacco</b>	424.8	-0.2	9.0			
Cigarettes	425.3		9			
Tobacco	418.0		10			
<b>IV Housing</b>	360.9	0.1	4.4			
Rent	345.7		11			
Owner-occupiers' mortgage interest payments	313.3		-6			
Rates and water charges	433.6		7			
Materials and charges for repairs and maintenance	370.1		8			
<b>V Fuel and light</b>	458.1	2.0	15.0			
Coal and smokeless fuels	454.0		6			
Coal	460.0		6			
Smokeless fuels	439.0		6			
Gas	361.7		23			
Electricity	492.4		13			
Oil and other fuel and light	593.1		9			
<b>VI Durable household goods</b>	246.8	0.6	2.4			
Furniture, floor coverings and soft furnishings	256.8		2			
Radio, television and other household appliances	210.1		1			
Pottery, glassware and hardware	330.5		7			
<b>VII Clothing and footwear</b>	212.8	0.3	1.3			
Men's outer clothing	233.5		2			
Men's underclothing	305.1		7			
Women's outer clothing	160.8		-2			
Women's underclothing	274.6		3			
Children's clothing	232.0		3			
Other clothing, including hose, haberdashery, hats and materials	229.2		5			
Footwear	221.7		0			
<b>VIII Transport and vehicles</b>	352.8	0.5	6.0			
Motoring and cycling	339.5		2			
Purchase of motor vehicles	293.1		2			
Maintenance of motor vehicles	368.7		6			
Petrol and oil	421.4		4			
Motor licences	318.6		14			
Motor insurance	314.2		5			
Fares	455.9		26			
Rail transport	473.0		27			
Road transport	448.5		25			
<b>IX Miscellaneous goods</b>	335.9	0.7	9.0			
Books, newspapers and periodicals	454.5		15			
Books	427.2		13			
Newspapers and periodicals	462.2		15			
Medicines, surgical etc goods and toiletries	335.6		12			
Soap, detergents, polishes, matches, etc	353.0		9			
Soap and detergents	302.8		9			
Soda and polishes	423.8		10			
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	283.5		5			
<b>X Services</b>	335.2	0.1	6.7			
Postage and telephones	363.4		1			
Postage	446.8		9			
Telephones, telegrams, etc	339.6		0			
Entertainment	273.2		10			
Entertainment (other than TV)	387.5		8			
Other services	392.0		8			
Domestic help	420.0		9			
Hairdressing	397.9		10			
Boot and shoe repairing	395.1		8			
Laundry	363.9		10			
<b>XI Meals bought and consumed outside the home</b>	351.6	0.5	7.8			

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

## RETAIL PRICES 6.3

### Average retail prices of items of food

Average retail prices on November 16, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 200 areas in the United Kingdom, are given below.

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

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

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

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

The average prices are subject to sampling error, and some indication of the potential size of this error was given on page S57 of the February 1982 issue of *Employment Gazette*.

Average prices on November 16, 1982

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
<b>Beef: home-killed</b>		p	p	<b>Bread</b>		p	p
Chuck (braising steak)	658	162.9	146-180	White, per 800g wrapped and sliced loaf	603	36.9	29-41
Sirloin (without bone)	602	272.4	210-330	White, per 800g unwrapped loaf	354	42.8	39-47
Silverside (without bone) †	647	204.2	186-238	White, per 400g loaf, unsliced	411	27.5	24-30
Best beef mince	635	117.3	96-148	Brown, per 400g loaf, unsliced	516	28.5	27-30
Fore ribs (with bone)	497	142.1	118-180	<b>Flour</b>			
Brisket (without bone)	642	142.4	120-174	Self-raising, per 1½ kg	604	43.3	34-49
Rump steak †	662	274.8	230-310	<b>Butter</b>			
Stewing steak	620	144.8	126-168	Home-produced, per 500g	539	100.9	90-114
<b>Lamb: home-killed</b>				New Zealand, per 500g	505	98.8	90-106
Loin (with bone)	571	160.5	130-189	Danish, per 500g	565	105.8	96-114
Breast †	538	46.3	30-70	<b>Margarine</b>			
Best end of neck	490	108.0	66-156	Standard quality, per 250g	127	17.1	14-20
Shoulder (with bone)	574	97.1	78-130	Lower priced, per 250g	108	16.1	14-18
Leg (with bone)	589	149.0	130-177	<b>Lard, per 500g</b>	650	30.8	25-36
<b>Lamb: imported</b>				<b>Cheese</b>			
Loin (with bone)	310	132.3	110-150	Cheddar type	651	115.4	98-130
Breast †	302	36.7	25-50	<b>Eggs</b>			
Best end of neck	281	97.2	62-132	Size 2 (65-70g), per dozen	400	80.0	72-86
Shoulder (with bone)	322	79.8	60-94	Size 4 (55-60g), per dozen	428	67.5	62-74
Leg (with bone)	353	129.0	108-148	Size 6 (45-50g), per dozen	96	58.4	49-70
<b>Pork: home-killed</b>				<b>Milk</b>			
Leg (foot off)	602	104.6	86-140	Ordinary, per pint	—	21.0	—
Belly †	637	75.0	64-88	<b>Tea</b>			
Loin (with bone)	660	122.0	106-148	Higher priced, per 125g	237	31.5	28-34
Fillet (without bone)	437	157.9	120-230	Medium priced, per 125g	1,188	29.8	27-32
<b>Bacon</b>				Lower priced, per 125g	676	26.4	25-30
Collar †	334	100.3	78-126	<b>Coffee</b>			
Gammon †	402	154.8	128-186	Pure, instant, per 100g	643	100.8	94-110
Middle cut †, smoked	351	128.0	108-150	<b>Sugar</b>			
Back, smoked	306	149.2	130-171	Granulated, per kg	687	45.7	43-47
Back, unsmoked	387	148.5	126-168	<b>Fresh vegetables</b>			
Streaky, smoked	237	101.1	90-128	Potatoes, old loose			
<b>Ham (not shoulder)</b>	531	191.4	146-234	White	435	7.0	5-9
<b>Sausages</b>				Red	304	7.8	6-12
Pork	666	71.9	60-86	Potatoes, new loose	643	44.1	36-50
Beef	508	65.4	52-80	Tomatoes	443	14.0	9-22
<b>Pork luncheon meat, 12 oz can</b>	442	45.6	36-52	Cabbage, greens	517	13.1	8-20
<b>Corned beef, 12 oz can</b>	508	85.4	70-100	Cabbage, hearted	424	23.8	12-34



# 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	1971	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3
	1972	1,000	251	39.6-41.1	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4
	1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.9	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7
	1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
	1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3
	1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8
	1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8
	1978	1,000	233	30.4-33.5	199.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	767	966.5-969.6
	1979	1,000	232	33.4-36.0	196.0-198.6	37.7-38.9	60.9-61.5	98.6-100.4	52.5	44.7-46.2	768	964.0-966.6
	1980	1,000	214	30.4-33.2	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
	1981	1,000	207	28.1-30.8	176.2-178.9	34.3-35.3	56.8-57.2	91.1-92.5	48.4	36.2-38.2	793	969.2-971.9
	1982	1,000	206	[33.3]	[172.7]	[34.5]	[53.0]	[87.5]	47.7	[37.5]	794	[966.7]
Jan 16, 1962 = 100												
1969	Jan 14	129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3
1970	Jan 20	135.5	134.7	136.8	134.5	130.6	137.6	135.1	140.6	128.2	135.8	135.5
1971	Jan 19	147.0	147.0	145.2	147.8	146.2	151.6	149.7	153.4	139.3	147.0	147.1
1972	Jan 18	159.0	163.9	158.5	165.4	158.8	163.2	161.8	176.1	163.1	157.4	159.1
1973	Jan 16	171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8
1974	Jan 15	191.8	216.7	254.4	209.8	196.9	191.9	193.7	224.5	227.0	184.0	189.4
Jan 15, 1974 = 100												
1974	Jan 14	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
1976	Jan 13	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6
1977	Jan 18	172.4	183.2	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9
1978	Jan 17	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2
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
	Nov 18	274.1	260.0	216.8	268.3	282.3	301.8	293.9	252.9	230.4	278.0	276.3
	Dec 16	275.6	262.7	223.6	270.2	284.5	303.9	296.0	255.5	230.9	279.2	277.6
1981	Jan 13	277.3	266.7	225.8	274.7	286.7	299.6	264.2	232.0	280.3	279.3	279.3
	Feb 17	279.8	268.9	227.7	276.9	291.2	302.8	265.6	233.2	282.8	281.8	281.8
	Mar 17	284.0	270.6	233.0	278.0	...	...	...	...	287.7	285.9	285.9
	Apr 14	292.2	274.2	245.2	279.8	293.9	312.4	304.9	271.9	233.7	297.2	294.1
	May 19	294.1	276.7	248.2	282.0	295.4	314.2	306.6	274.1	237.0	298.9	295.8
	June 16	295.8	280.0	257.2	284.2	296.3	317.1	308.7	275.6	239.8	300.2	297.3
	July 14	297.1	279.6	250.3	285.1	297.5	310.1	276.0	240.6	302.0	302.0	298.9
	Aug 18	299.3	277.3	233.2	285.9	298.6	311.4	275.4	241.8	305.3	301.8	301.8
	Sep 15	301.0	279.6	241.3	287.0	298.9	312.1	276.0	244.3	306.9	303.3	303.3
	Oct 13	303.7	282.7	250.3	289.0	300.9	313.2	277.8	248.1	309.5	305.7	305.7
	Nov 17	306.9	285.5	256.8	291.1	301.6	313.8	281.1	251.6	312.9	308.9	308.9
	Dec 15	308.8	288.5	266.8	292.8	303.1	314.3	285.6	252.4	314.4	310.4	310.4
1982	Jan 12	310.6	296.1	287.6	297.5	306.2	323.4	296.1	255.4	314.6	311.5	311.5
	Feb 16	310.7	297.2	285.7	299.2	309.0	318.5	297.6	256.6	314.4	311.6	311.6
	Mar 16	313.4	299.8	296.5	300.1	311.6	325.8	298.1	256.8	317.2	314.1	314.1
	Apr 20	319.7	302.6	308.9	301.1	313.0	327.5	298.5	257.1	324.5	320.2	320.2
	May 18	322.0	305.6	322.8	301.9	314.2	329.5	299.0	256.6	326.6	322.0	322.0
	June 15	322.9	304.1	311.5	302.3	314.8	324.2	298.7	256.8	328.2	323.4	323.4
	July 13	323.0	299.5	281.0	303.0	315.2	331.9	298.6	258.0	329.4	324.6	324.6
	Aug 17	323.1	295.5	249.5	304.7	316.7	335.5	298.9	259.2	330.7	325.9	325.9
	Sep 14	322.9	295.9	244.3	306.1	318.9	337.6	299.1	260.7	330.3	325.9	325.9
	Oct 12	324.5	296.5	244.1	306.7	321.2	338.0	299.1	260.7	332.2	327.6	327.6
	Nov 16	326.1	298.8	243.1	309.3	324.5	338.6	305.3	261.0	333.7	329.2	329.2

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.

# RETAIL PRICES 6.4

## General index of retail prices

UNITED KINGDOM	Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	UNITED KINGDOM
Weights	1971	91	65	59	119	60	87	136	65	54	44	1971
	1972	92	66	53	121	60	89	139	65	52	46	1972
	1973	89	73	49	126	58	89	135	65	53	46	1973
	1974	80	70	43	124	52	91	135	63	54	51	1974
	1975	77	82	46	108	53	89	149	71	52	48	1975
	1976	90	81	46	112	56	84	140	74	57	47	1976
	1977	91	83	46	112	55	82	139	71	54	45	1977
	1978	96	85	48	113	60	80	140	70	56	51	1978
	1979	93	77	44	120	59	82	143	69	59	51	1979
	1980	93	82	40	124	59	84	151	74	62	41	1980
	1981	104	79	36	135	62	81	152	75	66	42	1981
	1982	99	77	41	144	62	77	154	72	65	38	1982
Jan 16, 1962 = 100												
1969	Jan 14	140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.2	142.5	135.0
1970	Jan 20	149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5
1971	Jan 19	172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0
1972	Jan 18	185.2	159.0	139.5	190.7	173.4	140.5	141.8	155.9	168.0	180.5	180.3
1973	Jan 16	191.9	164.2	141.2	213.1	178.3	148.7	155.1	165.0	172.6	202.4	211.0
1974	Jan 15	215.6	182.1	164.8	238.2	208.8	170.8	182.3	194.3	202.7	227.2	248.3
1975	Jan 14	139.9	134.7	135.1	143.7	138.4	116.1	115.1	122.2	130.2	140.2	130.5
1976	Jan 20	146.4	143.0	135.8	150.6	145.3	122.2	120.5	125.4	136.4	147.6	139.4
1977	Jan 19	160.9	151.3	138.6	164.2	152.6	132.3	128.4	141.2	151.2	160.8	153.1
1978	Jan 18	179.9	154.1	138.4	178.8	168.2	138.1	136.7	151.8	166.2	174.7	172.9
1979	Jan 16	190.2	163.3	141.6	203.8	178.3	144.2	146.8	159.4	169.8	189.6	190.2
1980	Jan 15	198.9	166.0	142.2	225.1	188.6	158.3	166.6	175.0	182.2	212.8	229.5
Jan 15, 1974 = 100												
1974	Jan 14	108.4	109.7	115.9	105.8	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	Jan 13	147.5	135.2	147.7	125.5	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	Jan 18	185.4	159.3	171.3	143.2	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	Jan 17	208.1	183.4	209.7	161.8	211.3	166.8	157.4	190.3	188.3	173.3	185.7
1978	Jan 16	227.3	196.0	226.2	173.4	227.5	182.2	171.0	207.2	206.7	192.0	207.8
1979	Jan 15	246.7	217.1	247.6	208.9	250.5	201.9	187.2	243.1	236.4	213.9	239.9
1980	Jan 14	307.9	261.8	291.0								



## 6.5 RETAIL PRICES

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

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

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

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

UNITED KINGDOM	One-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
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	233.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0		311.8	319.4	319.8		305.9	314.7	316.3	

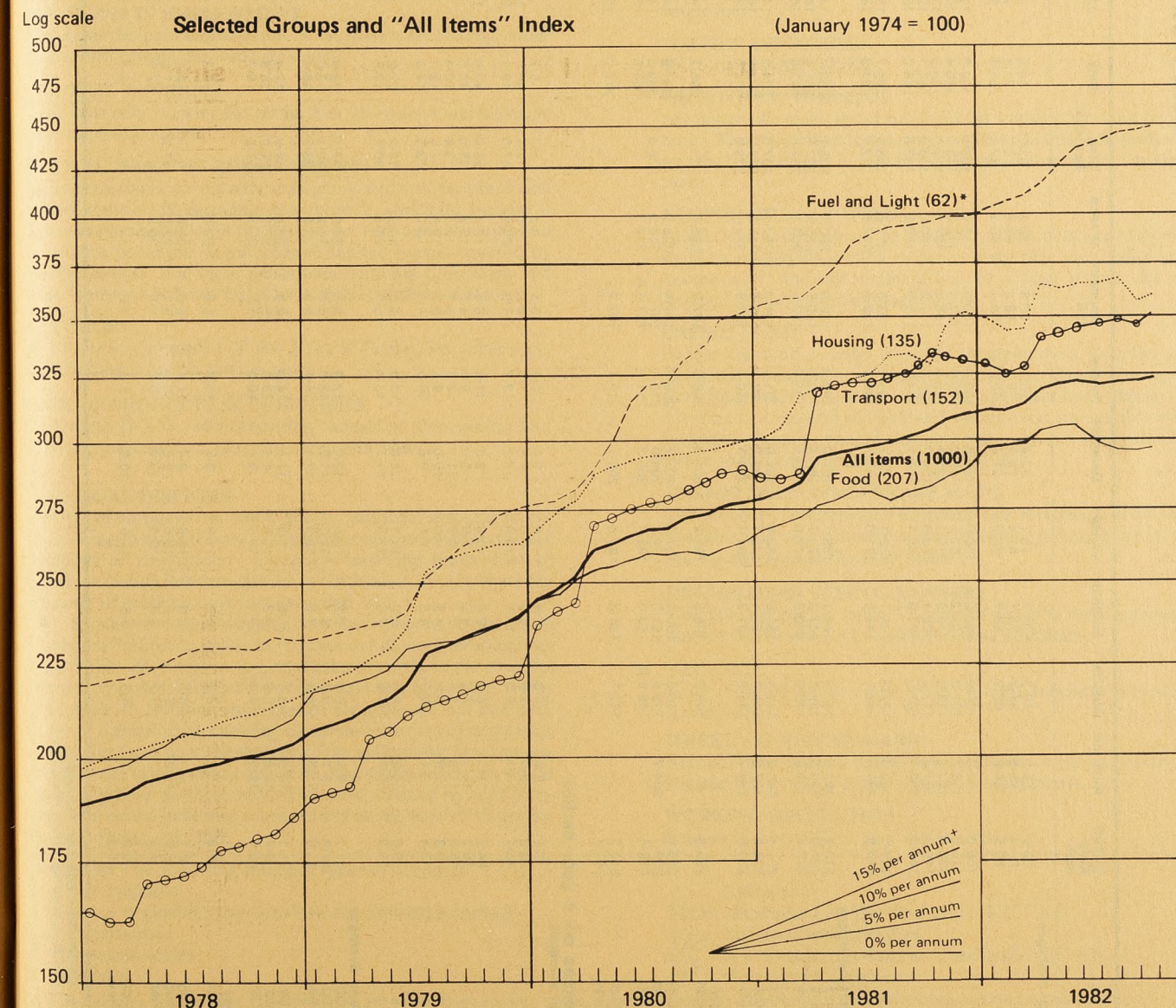
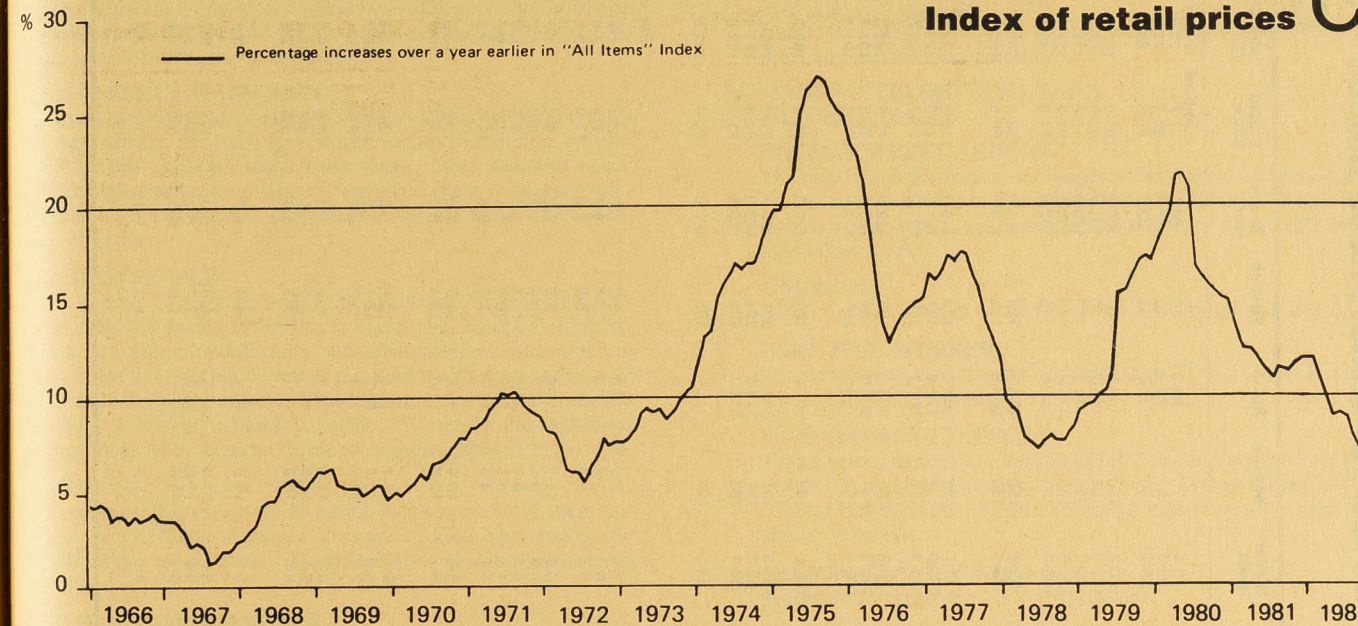
## 6.7 Group indices: annual averages

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

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 C4

### Index of retail prices



\* Figures in brackets are the 1981 group weights + Annual growth rate



# RETAIL PRICES

## Selected countries: consumer prices indices



	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
<b>Annual averages</b>																				<b>Indices 1975 = 100</b>
1972	63.6	68.9	78.3	73.6	75.7	72.4	73.3	82.5	60.1	63.5	64.8	64.3	76.6	76	66.3	78	78.5	77.7	73.5	
1973	69.4	75.5	84.2	78.7	81.4	79.2	78.7	88.2	69.5	70.7	71.8	71.9	82.7	81	73.9	83	85.4	82.5	79.2	
1974	80.5	86.9	92.2	88.7	90.3	91.3	89.5	94.4	88.2	82.7	85.5	89.4	90.7	90	85.5	91	93.7	91.6	89.8	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1976	116.5	113.5	107.3	109.2	107.5	109.0	109.6	104.5	113.3	118.0	116.8	109.3	108.8	109	117.7	110	101.7	105.8	108.7	
1977	135.0	127.5	113.2	116.9	116.1	121.1	119.9	108.4	127.1	134.1	138.3	118.1	115.8	119	146.5	123	103.0	112.6	118.3	
1978	146.2	137.6	117.3	122.1	126.5	133.2	130.8	111.3	143.0	144.3	155.1	122.6	120.5	129	175.4	135	104.1	121.2	127.7	
1979	165.8	150.1	121.6	127.6	138.1	146.1	144.8	115.9	170.2	163.5	178.0	127.0	125.6	135	203.0	145	107.9	134.9	140.2	
1980	195.6	165.4	129.3	136.1	152.1	164.1	164.5	122.3	212.5	193.2	215.7	137.2	133.8	150	234.5	165	112.2	153.1	158.2	
1981	218.9	181.4	138.1	146.5	171.0	183.3	186.5	129.5	264.6	232.7	257.8	143.9	142.8	170	268.8	185	119.5	169.0	175.0	
<b>Quarterly averages</b>																				
1981 Q2	218.1	178.5	137.3	144.1	168.7	181.9	182.3	128.9	260.4	225.0	253.7	144.0	141.7	168	264.0	183	118.3	166.9	173.1	
Q3	221.9	182.3	139.3	147.9	173.7	186.4	189.5	130.5	265.4	237.6	261.3	144.3	144.0	173	272.8	187	121.1	171.7	177.2	
Q4	227.4	189.9	140.6	150.9	178.0	190.5	195.6	132.1	285.3	251.5	273.3	146.0	146.6	175	281.4	189	121.9	174.1	180.8	
1982 Q1	231.1	193.2	143.4	153.8	182.5	194.6	201.1	134.0	297.4	257.3	284.3	145.9	148.6	183	293.0	195	122.9	175.5	183.8	
Q2	238.5	197.8	145.4	157.4	188.1	199.2	207.4	135.8	318.2	272.2	292.9	147.4	150.9	187	303.8	199	125.3	178.3	187.7	
Q3	239.6	204.7	146.5	161.3	192.1	204.3	210.2	137.4	323.1	278.0	304.9	148.1	152.4	192	..	201	127.9	181.6	191.0	
<b>Monthly</b>																				
1982 Jun	239.5	..	146.0	158.8	190.2	201.0	208.9	137.0	325.0	..	296.1	147.6	151.2	188	307.2	199	126.6	180.3	189.3	
July	239.6	..	146.3	160.0	191.2	202.7	209.5	137.4	323.2	..	299.8	146.5	151.9	191	311.1	201	127.1	181.3	190.1	
Aug	239.7	204.7	146.5	161.0	192.1	204.0	210.1	137.1	318.9	278.0	305.3	147.6	152.1	191	313.2	201	128.0	181.6	190.8	
Sep	239.5	..	146.6 R	163.0	193.1	206.3	211.1	137.6 R	327.3	..	309.6	150.2 R	153.1	193	313.7	202	128.5	181.9 R	192.0	
Oct	240.7	..	147.1	164.3	194.4	208.7	212.1	137.9	..	..	316.0	150.6	153.5	194	..	205	128.8	182.4	192.9	
Nov	241.9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
<b>Increases on a year earlier</b>																				<b>Per cent</b>
<b>Annual averages</b>																				
1972	7.1	5.8	6.3	5.4	4.8	6.6	6.2	5.5	4.3	8.7	5.7	4.5	7.8	7.2	8.3	6.0	6.7	3.3	4.7	
1973	9.2	9.5	7.6	7.0	7.6	9.3	7.3	6.9	15.5	11.4	10.8	11.7	8.0	7.5	11.4	6.7	8.7	6.2	7.8	
1974	16.1	15.1	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.1	24.5	9.6	9.4	15.7	9.9	9.8	11.0	13.5	
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	13.5	7.3	9.2	7.5	9.0	9.6	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.7	5.8	8.7	
1977	15.8	12.3	5.5	7.1	8.0	11.1	9.4	3.7	12.1	13.6	18.4	8.1	6.4	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	9.0	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0	
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	9.7	6.8	7.6	12.5	11.7	13.4	5.9	24.5	20.4	19.5	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.6	
<b>Quarterly averages</b>																				
1981 Q2	11.7	8.8	6.8	7.2	12.5	12.2	12.8	5.6	24.0	17.1	20.6	5.0	6.5	15.1	14.9	13.0	5.9	9.8	10.4	
Q3	11.3	9.1	6.6	8.1	12.7	11.8	13.6	6.1	24.2	20.1	19.2	4.0	6.6	13.8	14.5	12.7	7.2	10.8	10.7	
Q4	11.9	11.3	6.8	7.9	12.3	12.1	14.1	6.5	23.9	23.3	18.4	4.0	7.2	12.2	14.4	9.2	6.9	9.6	10.1	
1982 Q1	11.1	10.5	6.0	7.6	11.5	11.6	14.0	5.8	20.4	18.9	17.0	3.0	6.9	11.8	14.2	9.0	5.3	7.6	9.0	
Q2	9.4	10.8	5.9	9.2	11.5	9.5	13.8	5.4	22.2	21.0	15.5	2.4	6.5	11.3	15.1	8.7	5.9	6.8	8.4	
Q3	8.0	12.3	5.2	9.1	10.6	9.6	10.9	5.3	21.7	17.0	16.7	2.6	5.8	10.9	..	7.5	5.6	5.8	7.8	
<b>Monthly</b>																				
1982 Jun	9.2	..	5.9	9.9	11.2	9.2	13.5	5.8	22.9	..	15.3	2.2	6.5	10.8	16.1	8.5	6.2	7.1	8.5	
July	8.7	..	5.5	8.9	10.8	9.4	11.9	5.6	22.9	..	16.0	1.7	6.1	11.0	15.3	8.3	6.0	6.5	8.1	
Aug	8.0	12.3	5.1	9.0	10.6	9.6	10.9	5.1	22.2	17.0	17.0	3.1	5.9	11.0	14.6	7.7	5.2	5.9	7.8	
Sep	7.3	..	4.9	9.4	10.4	9.9	10.1	4.9	20.2	..	17.0	3.2	5.4	10.8	..	7.5	5.5	5.0	7.4	
Oct	6.8	..	4.6	9.8	10.0	10.6	9.3	4.9	..	..	17.4	3.1	4.9	11.3	..	8.3	6.1	5.1	7.2	
Nov	6.3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	

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

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



## DEFINITIONS

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

### BASIC WEEKLY WAGE RATES

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

### DISABLED PEOPLE

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

### EARNINGS

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

### EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

### EMPLOYEES IN EMPLOYMENT

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

### FULL-TIME WORKERS

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

### GENERAL INDEX OF RETAIL PRICES

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

### HM FORCES

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

### INDEX OF PRODUCTION INDUSTRIES

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

### INDUSTRIAL DISPUTES

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

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

**Conventions** The following standard symbols are used:

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

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.

### MANUAL WORKERS

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

### MANUFACTURING INDUSTRIES

SIC Orders III-XIX.

### NORMAL WEEKLY HOURS

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

### OVERTIME

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

### PART-TIME WORKERS

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

### PENSIONER HOUSEHOLDS

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

### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

### SELF-EMPLOYED PEOPLE

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

### SERVICE INDUSTRIES

SIC Orders XXII-XXVII.

### SHORT-TIME WORKING

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

### TEMPORARILY STOPPED

People who at the date of the unemployment count are suspended by their employers on the understanding that they will shortly resume work and are 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.

### 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.

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







**Table 1 Average weekly income and expenditure, by household composition and income level**

	Number of households	Average number of persons	Average weekly gross income		Average weekly expenditure		Average number of workers*
			per person	per household	per person	per household	
<b>All UK households</b>	<b>7,525</b>	<b>2.73</b>	<b>£61.4</b>	<b>£167.6</b>	<b>£46.0</b>	<b>£125.4</b>	<b>1.36</b>
Relative to all households = 100							
<b>Household composition:</b>							
One adult:							
Low income pensioner†	531	1	65	24	79	28	0.02
Other retired	411	1	110	40	134	48	-
Non-retired	614	1	187	68	181	65	0.88
One adult, one child	112	2	93	68	93	67	0.86
One adult, two or more children	151	3.43	47	60	61	75	0.72
One man, one woman:							
Low income pensioner†	291	2	49	36	64	46	0.04
Other retired	437	2	95	70	106	76	0.22
Non-retired	1,424	2	159	117	146	104	1.60
Two men or two women	167	2	144	105	124	91	1.05
One man, one woman with:							
One child	701	3	100	110	100	108	1.69
Two children	1,046	4	78	115	80	115	1.74
Three children	366	5	64	118	70	126	1.73
Two adults, four or more children	121	6.44	44	104	52	119	1.68
Three adults	450	3	133	146	122	131	2.16
Four or more adults	141	4.19	135	207	126	188	3.33
Three adults, one or more children	387	4.68	92	158	92	154	2.77
Four or more adults, one or more children	139	5.93	91	198	92	196	3.71
<b>Income level:</b>							
Households with gross household income in the:							
Lowest 20%	1,505	1.48	52	28	73	40	0.23
Middle 60%	4,515	2.89	84	89	89	94	1.42
Highest 20%	1,505	3.50	160	206	139	178	2.33

\* Includes people who are not in a job at the time of interview but have indicated that they intend to seek work and also some people deriving relatively small amounts of income from activities such as mail order agency.  
† Households in which at least three-quarters of the total income of the household is derived from national insurance retirement and similar pensions, including benefits paid in supplement or instead of such pensions.

half of all members of households were classified as workers in 1981, broadly the same proportion as in the previous three years and above the level in the 1960s when a smaller number of married women were in employment.

Average weekly expenditure per household and per person was £125.4 and £46.0 respectively in 1981. These averages naturally conceal a considerable variation among households of different sizes and compositions. "Low income pensioner" households (which derive three-quarters or more of their total income from state pensions and benefits) comprising one person spent £36.3 per week on average in 1981 and those with two persons spent £58.5. Expressed as averages per person, these expenditures were 79 and 64 per cent respectively of the average for all households, a relative increase in each case on the 1980 (and 1979) position. For "other retired" households, spending per person in 1981 was above the average for all households, and these also showed a relative increase on the position in the two previous years. Among households comprising one adult with at least one child (primarily one-parent families but including cases where one parent was away from home) expenditure as a percentage of the average for all households was 71 on a per person basis and 73 on a per household basis: the corresponding figures where there was only one child were 93 and 67 respectively. The households shown with the lowest relative spending per person were those with two adults and four or more children: expenditure for this group in 1981 was just over half the spending per person for households as a whole, a modest rise compared with the position in 1980.

When households are classified by broad income level it can be seen from table 1 that average expenditure per person in households with the lowest 20 per cent of incomes was under three-quarters of the average for all households.

### Employment (table 2)

One of the topics covered in the 1981 Report is the pattern of income and expenditure in households where the head was an employee, distinguishing whether the employee was currently working or not. Those not working in this context include all persons without a job at the time of the survey interview but seeking or about to start work, and those not working through sickness or other reason but intending to seek work.

About ten per cent of employee heads of household were not working at the time of the 1981 survey, compared with about 6 per cent in the 1980 survey. Average weekly expenditure for these households in 1981 was £106.6, about 71 per cent of the corresponding expenditure of households whose head was currently employed. It should be borne in mind that the samples of "employed" and "unemployed" households are not matched in terms of occupations, levels of skill, etc and that comparisons between groups do not necessarily indicate the changed circumstances which would apply if any individual household switched from one group to the other.

The analysis by commodity group shows that the average expenditure for households whose head was not

**Table 2 Average expenditure and income of households with employee heads**

	Employed currently			Unemployed		Out of job through sickness/injury	All not currently employed*	All households with employee heads
	Manual	Non-manual	All	Manual	Non-manual			
<b>Total number of households</b>	<b>2,298</b>	<b>1,874</b>	<b>4,172</b>	<b>338</b>	<b>92</b>	<b>28</b>	<b>458</b>	<b>4,630</b>
<b>Average number of persons per household</b>								
All persons	3.19	2.96	3.08	3.47	2.66	3.68	3.32	3.11
Adults	2.13	2.50	2.09	2.05	1.83	2.14	2.01	2.09
Children:								
Under 2	0.11	0.09	0.10	0.20	0.11	0.11	0.17	0.11
2 and under 5	0.14	0.13	0.14	0.22	0.14	0.18	0.20	0.14
5 and under 18	0.80	0.69	0.75	1.00	0.59	1.25	0.93	0.77
Average age of head of household	43	42	42	41	43	45	41	42
<b>Average weekly household expenditure (£)</b>	<b>133.5</b>	<b>170.7</b>	<b>150.2</b>	<b>103.5</b>	<b>115.9</b>	<b>112.9</b>	<b>106.6</b>	<b>145.9</b>
<b>Commodity or service:</b>								
Housing	18.3	25.8	21.7	15.4	25.7	17.7	17.6	21.3
Fuel, light and power	7.4	8.0	7.7	7.2	7.9	7.8	7.4	7.7
Food	30.8	32.0	31.3	25.5	23.6	32.0	25.5	30.8
Alcoholic drink	7.7	7.6	7.7	4.8	5.2	4.7	4.9	7.4
Tobacco	5.2	3.2	4.3	5.5	3.3	5.8	5.1	4.4
Clothing and footwear	10.4	12.9	11.5	6.8	5.2	6.4	6.5	11.0
Durable household goods	9.4	15.0	11.9	9.5	7.3	2.6	8.6	11.6
Other household goods	10.1	13.8	11.8	7.3	7.1	10.6	7.5	11.3
Transport and vehicles	20.4	30.2	24.8	12.9	19.4	16.1	14.4	23.8
Services	13.1	21.3	16.7	8.1	10.8	8.9	8.7	16.0
Miscellaneous	0.7	0.8	0.7	0.5	0.4	0.3	0.5	0.7
<b>Average weekly income (£)</b>	<b>186.1</b>	<b>249.0</b>	<b>214.3</b>	<b>104.8</b>	<b>138.2</b>	<b>105.5</b>	<b>111.6</b>	<b>204.1</b>
<b>Gross income of household members:</b>								
Head	130.6	187.1	156.0	68.3	93.9	59.1	72.9	147.8
Wife	31.7	39.2	35.1	21.9	28.0	25.5	23.4	33.9
Others	23.7	22.7	23.2	14.6	16.3	20.8	15.3	22.4
<b>Sources of income:</b>								
Wages and salaries	164.8	214.3	187.0	55.2	64.1	38.6	55.9	174.1
Social security benefits	10.9	8.8	9.9	39.7	30.9	55.6	38.9	12.8
Other	10.4	25.8	17.3	10.0	43.2	11.3	16.7	17.3

\* "Not currently employed" (or "not-working") covers all persons without a job at the time of interview but seeking or about to start work, and those not working through sickness or other reason but intending to seek work. For those who (when interviewed) had been away from work without pay for more than 13 weeks. Incomes are taken to include normal earnings in preference to unemployment sickness benefit.

working (relative to those with employed heads) was greatest for tobacco and fuel, and also well above average for the food and housing groups: relative spending was lowest in services, clothing and footwear, and transport. Compared with 1980, relative spending in 1981 was higher in all the commodity groups shown, except alcohol and tobacco. The findings are broadly similar when the patterns of expenditure for households whose head was not working is compared with that for all households in the survey: for example, their overall spending rose from 78 per cent of that for all households in 1980 to 85 per cent in 1981.

Table 2 also shows a new analysis in the 1981 Report, viz a comparison of average weekly incomes showing components attributable to different household members and income sources. The disparity between households whose heads were respectively working or not was greater for average gross income than for average expenditure: weekly gross income where the head was not working (£111.6) being only 52 per cent of that where the head was employed compared with 71 per cent for expenditure.

### Married women (table 3)

Another of the topics illustrated in the 1981 FES Report is the pattern of income and expenditure in households with a non-retired head where a married woman was

either working or not working, both where there were dependent children and where there were not. Average weekly expenditure of such households where the married woman was working was £164.0, about 17 per cent higher than where the married woman was not working. Expressed as expenditure per person the difference between these two categories was somewhat greater, 23 per cent.

For households with dependent children, the corresponding differences between the two categories were smaller, 14 per cent for average household expenditure and 17 per cent for average spending per person: among the main commodity groups, the differences in average household expenditure were relatively small for housing, fuel and food (about seven per cent, taken together), but proportionately greater for clothing and footwear, alcoholic drink and durable household goods (just over a quarter, just over a third, and just under two-fifths respectively).

The average gross weekly income of all households with a non-retired head and a married woman working was £228.5 in 1981, about 25 per cent higher than where the married woman was not working. The additional weekly income attributable to the wife at work averaged £47.7, some 26 per cent of household income where the married woman was not working. Where there were children these differentials were again lower, £38.1 and 21 per cent respectively, while for households without children the corresponding figures were £60.0 and 33 per cent.



**Table 3 Average expenditure and income of non-retired households with married women**

	With dependent children		Without dependent children		All working (i)	All not working (ii)	All non-retired households with married women (+)
	Married women working (i)	Married women not working (ii)	Married women working (iii)	Married women not working (iv)			
(ii) +					(iii)	(iv)	
<b>Total number of households</b>	<b>1,612</b>	<b>928</b>	<b>1,286</b>	<b>596</b>	<b>2,898</b>	<b>1,524</b>	<b>4,422</b>
Average number of persons per household	4.12	4.25	2.46	2.45	3.38	3.55	3.44
Adults	2.21	2.17	2.36	2.37	2.28	2.25	2.27
Children	1.92	2.08	0.09	0.08	1.11	1.30	1.17
Under 2	0.13	0.35	0.01	0.01	0.08	0.22	0.13
2 and under 5	0.21	0.44	—	0.01	0.12	0.27	0.17
5 and under 18	1.57	1.29	0.09	0.07	0.91	0.81	0.88
Persons working	2.27	1.18	2.36	1.18	2.31	1.18	1.92
Persons not working	1.85	3.07	0.10	1.27	1.07	2.37	1.52
Average age of head of household	39	37	45	57	42	45	43
<b>Average weekly household expenditure (£)</b>	<b>164.3</b>	<b>144.2</b>	<b>163.5</b>	<b>132.7</b>	<b>163.9</b>	<b>139.7</b>	<b>155.6</b>
Commodity or service:							
Housing	22.7	21.4	21.8	21.8	22.3	21.6	22.1
Fuel, light and power	8.9	9.0	7.6	7.7	8.3	8.5	8.4
Food	37.5	34.1	31.1	28.7	34.7	32.0	33.7
Alcoholic drink	7.5	5.5	10.3	6.7	8.7	6.0	7.8
Tobacco	4.7	4.5	5.2	4.2	4.9	4.4	4.7
Clothing and footwear	13.4	10.5	12.5	8.2	13.0	9.6	11.8
Durable household goods	14.1	10.2	15.1	8.4	14.5	9.5	12.8
Other household goods	12.6	11.5	12.6	11.0	12.6	11.3	12.2
Transport and vehicles	24.7	21.5	28.3	21.5	26.3	21.5	24.6
Services	16.9	15.2	18.7	14.2	17.7	14.8	16.7
Miscellaneous	1.4	0.8	0.3	0.2	0.9	0.6	0.8
<b>Average weekly income (£)</b>	<b>217.2</b>	<b>182.6</b>	<b>242.7</b>	<b>181.7</b>	<b>228.5</b>	<b>182.2</b>	<b>212.6</b>
Gross income of household members:							
Head	151.8	160.2	143.9	145.2	148.3	154.3	150.4
Wife	49.2	11.1	67.9	7.9	57.5	9.8	41.1
Others	16.1	11.4	30.9	28.5	22.7	18.1	21.1
Sources of income:							
Wages and salaries	169.7	128.7	203.9	119.9	184.9	125.3	164.3
Social security benefits	14.6	20.0	6.5	19.0	11.0	19.6	14.0
Other	32.8	33.9	32.4	42.7	32.6	37.4	34.3

**Availability of durable goods (table 4)**

The durable goods and facilities considered in table 4 comprise a selection of those most frequently found in households. The greatest proportionate increases in availability in 1981 were for telephones, which covered 76 per cent of households compared with 67 per cent in 1979 and for central heating, which existed in 61 per cent of households compared with 55 per cent in 1979. During the same two-year period the number of households with at least one car or van rose from 58 to 62 per cent, while washing machines were available to 81 per cent of households in 1981 against 77 per cent in 1979. The availability of refrigerators and televisions edged closer to complete coverage, being found in 96 and 97 per cent of households respectively in 1981.

The regional analysis in table 4 is based on averages of the 1980 and 1981 survey results and shows marked variations in availability. For example, in Scotland, the North, and Yorkshire and Humberside about half of all households had the use of a car or van, whereas in East Anglia and the South East (excluding Greater London) the figure was almost three-quarters. Central heating was most widespread in the South East (excluding Greater London) and least in use (by a considerable margin) in Northern Ireland. The penetration of washing machines ranged from 62 per cent in Greater London to 87 per cent in Scotland and the East Midlands; while the telephone was most widely available among households in London and the South East (around 80 per cent) but least widely available in Northern Ireland and the North (around 60 per cent).

**Effect of higher survey response on results**

As mentioned in the article on the 1981 FES in *Employment Gazette* for September 1982, there was a significant increase in the response rate to the survey, 72 per cent of those approached co-operating compared with 67 per cent in 1980. Although a comparison of the characteristics of the households co-operating in the two surveys (table 3 of the September article) did not show any very large differences, average household size rose from 2.71 to 2.73 persons and there were proportionately more households with three or more adults in 1981. As the higher response rate may have introduced a slight discontinuity in the quarterly and annual series of average expenditure and income levels, table 5 shows the effect of reweighting some of the key results from the 1980 survey to reflect the household characteristics shown in the 1981 survey: three factors which are thought likely to vary with response rates (household composition, age of head of household, and administrative area) have been examined (see technical note).

The main effect of reweighting by household composition and by the age of head (though not by administrative area) is to increase the average household size and average household expenditure (or income) in 1980, but to leave average expenditure (or income) per person little changed. This suggests that part of the increase in average household expenditure between the 1980 and 1981 surveys (1/2 to 3/4 per cent of the recorded increase of 13 1/2 per cent) may have arisen from the improved response rate in

**Technical notes**

The Family Expenditure Survey is a voluntary survey covering the expenditure and income of a sample of private households in the United Kingdom. In the 1981 survey 7,525 households co-operated, representing 72 per cent of those approached, compared with 67 per cent in 1980. The improvement in response arose in large part from the higher payment made to respondents from the beginning of 1981.

**Definitions**

Expenditure on housing (in tables 2 and 3) includes, for owner-occupier and rent-free households, a notional (imputed) amount based on rateable value as an estimate of the rent that would have been payable if the dwelling had been rented; mortgage payments are therefore ignored. Estimates of expenditure are based on information reported by households (with adjustments only for housing as mentioned above), although it is recognised that what is reported for alcoholic drink, tobacco and some kinds of confectionery tends to be low. A comprehensive list of definitions used in the survey is given in the published annual reports.

**Effect of changes in response**

In assessing the likely effects of the higher survey response in 1981 (table 5), the 1980 results for various groups of households were reweighted according to the corresponding proportions shown in the 1981 survey. The 17 household compositions used were those shown in table 4, with a small residual category added for groups not shown separately. The four age groups and four administrative area groups used were those shown in table 3 of the article in *Employment Gazette* for September.

**Table 4 Households with certain durable goods, in 1981 by household composition and in the two years 1980 and 1981 by region**

Household composition	Number of households	Percentage of households with							
		Car/van			Central heating (full or partial)	Washing machine	Refrigerator	Television	Telephone
		One	Two	Three or more					
<b>Household composition</b>									
One adult:									
Low income pensioner*	531	3	—	—	43	42	85	92	44
Other retired	411	24	—	—	52	56	90	94	76
Non-retired	614	45	2	—	52	54	92	88	64
One adult, one or more children	263	30	2	—	57	81	97	98	64
One man, one woman:									
Low income pensioner*	291	22	—	—	44	66	92	98	52
Other retired	437	56	4	—	58	81	95	97	81
Non-retired	1,424	60	15	1	65	86	99	97	82
Two men or two women	167	36	10	2	51	67	93	92	72
One man, one woman with:									
One child	701	60	18	1	68	94	99	99	82
Two children	1,046	61	20	1	75	97	99	99	85
Three children	366	57	19	1	68	97	99	99	81
Two adults, four or more children	121	51	12	1	47	88	98	96	64
Three adults	450	42	28	6	58	88	99	98	82
Three adults, one or more children	387	43	26	7	62	94	100	98	81
Four or more adults	141	31	35	25	60	91	99	99	89
Four or more adults, one or more children	139	37	27	12	55	94	99	100	84
<b>All households†</b>	<b>7,525</b>	<b>46</b>	<b>13</b>	<b>2</b>	<b>61</b>	<b>81</b>	<b>96</b>	<b>97</b>	<b>76</b>
<b>Regions‡</b>									
North	927	41	8	1	66	85	93	96	61
Yorkshire and Humberside	1,306	41	8	1	54	85	93	97	66
North West	1,670	43	13	1	56	82	94	96	74
East Midlands	950	46	13	2	60	87	95	97	70
West Midlands	1,316	47	15	2	60	81	95	98	74
East Anglia	518	54	17	2	65	84	96	96	75
South East	4,291	48	16	3	64	73	98	96	81
Greater London	1,668	43	12	2	56	62	97	95	79
Rest of South East	2,623	51	19	4	69	79	98	97	83
South West	1,090	49	17	3	64	76	97	97	75
Wales	825	48	11	2	58	83	96	98	66
Scotland	1,312	41	9	1	53	87	94	97	74
Northern Ireland	264	47	6	—	36	69	86	92	58
<b>All regions</b>	<b>14,469</b>	<b>46</b>	<b>13</b>	<b>2</b>	<b>60</b>	<b>80</b>	<b>96</b>	<b>97</b>	<b>74</b>

\* See footnote to table 1.  
 † Includes 36 households not shown separately.  
 ‡ Figures by region are based on the averages of 1980 and 1981 survey results.

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Table 5 Key results from 1980 FES reweighted to reflect the higher 1981 survey response

	1980 survey results in 1980 report		1980 survey results reweighted to reflect 1981 sample characteristics					
			Household composition		Age of head of household		Type of administrative area	
	Amount	Amount	Percentage change from (i)	Amount	Percentage change from (i)	Amount	Percentage change from (i)	
	(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	
<b>Average number of persons per household</b>								
All persons	2.71	2.73	+0.7	2.73	+0.4	2.71	—	
Adults	1.93	1.95	+1.0	1.94	+0.2	1.93	—	
Children	0.78	0.78	-0.1	0.79	+1.0	0.78	—	
Workers*	1.36	1.37	+0.8	1.37	+0.7	1.36	—	
Average age of head of household	50	50	+0.4	50	+0.5	50	+0.4	
<b>Average weekly household expenditure (£)</b>								
Commodity or service:								
Housing	16.56	16.64	+0.5	16.62	+0.4	16.59	+0.2	
Fuel, light and power	6.15	6.17	+0.3	6.17	+0.3	6.16	+0.2	
Food	25.15	25.34	+0.8	25.28	+0.5	25.16	—	
Alcoholic drink	5.34	5.41	+1.3	5.36	+0.4	5.33	-0.2	
Tobacco	3.32	3.35	+0.9	3.33	+0.3	3.31	-0.3	
Clothing and footwear	8.99	9.10	+1.2	9.04	+0.6	8.99	—	
Durable household goods	7.70	7.72	+0.3	7.73	+0.4	7.71	+0.1	
Other household goods	8.75	8.82	+0.8	8.79	+0.5	8.77	+0.2	
Transport and vehicles	16.15	16.33	+1.1	16.23	+0.5	16.18	+0.2	
Services	11.96	12.04	+0.7	12.04	+0.7	11.97	+0.1	
Miscellaneous	0.53	0.53	—	0.54	+1.9	0.53	—	
All expenditure	110.60	111.46	+0.8	111.14	+0.5	110.70	+0.1	
All expenditure per person	40.75	40.78	+0.1	40.77	—	40.80	+0.1	
<b>Average weekly household income (£)</b>								
Gross income of household members								
Head	105.58	105.48†	-0.1	106.14	+0.5	105.71	+0.1	
Wife	24.07	24.00†	-0.3	24.17	+0.4	24.09	+0.1	
Others	17.53	18.92†	+7.9	17.70	+1.0	17.51	-0.1	
Sources of income								
Wages and salaries	104.78	105.35	+0.5	105.57	+0.8	104.82	—	
Social security benefits	17.60	17.81	+1.2	17.53	-0.4	17.59	-0.1	
Other	24.80	25.09	+1.2	24.91	+0.4	24.91	+0.4	
All income	147.18	148.25	+0.7	148.01	+0.6	147.32	+0.1	
All income per person	54.23	54.24	—	54.30	+0.1	54.30	+0.1	

\* For definition of worker see footnote to table 1.

† Reweighting approximate, based on 12 household compositions rather than 17: total income on this basis is £148.40, slightly higher than the more precisely reweighted figure of £148.25.

1981 and not reflect an underlying change in household behaviour. This is necessarily a tentative estimate as household characteristics do change over time, although usually less dramatically than the changes shown between the 1980 and 1981 surveys.

A separate examination of the representativeness of the pattern of households reporting in the 1981 FES is being undertaken by the Office of Population Censuses and Surveys using the comprehensive results relating to households enumerated in the 1981 Population Census. The results of this examination will be published in the latter part of next year.

### 1981 Report

The figures discussed here are only a small selection of those contained in the 1981 Report, a copy of which can be obtained using the order form earlier in this article. The main analyses in the 1981 Report relate to the scale

and composition of average household expenditure. Expenditure is divided into 11 major commodity groups (as in tables 2 and 3 of this article) but with further details on some 100 separate items. As well as for all households, separate figures are given for a wide variety of groups of households based on levels of gross or disposable income, household composition, age or broad occupational group of head of household, housing tenure and type of administrative area. Information is also given on regional expenditure patterns and on the sampling errors associated with the figures reported in the survey. Other tables in the Report examine household and personal incomes, both gross and disposable (after deducting income tax and National Insurance contributions), for the same groups of households covered in the expenditure analyses. Gross incomes are analysed into their main sources (wages and salaries of employees, self-employment income, investment income, and so on) and also by size, including quantiles.

## SPECIAL FEATURE

# Flows on and off the unemployment register

by Peter Hughes,

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The basis upon which the unemployment flow statistics are collected has changed following registration for unemployment at a Jobcentre ceasing to be a condition of entitlement to unemployment benefit. The author takes a retrospective look at aggregate flows in Great Britain as they were measured prior to the change. It emphasises the scale of the flows on and off the register and discusses the contributions of inflows and duration of unemployment to the rise in the register. The aggregate flows include flows through Jobcentres and flows through Careers Offices and Professional and Executive Recruitment.

In the three months ended January 1982 some 715,000 men and 371,000 women flowed onto the unemployment register through Jobcentres. Over the same period, 641,000 men and 382,000 women flowed off. These are the published flow figures\* and do not cover flows through Careers Offices and Professional and Executive Recruitment (PER). These other flows, which are not published, are different in character to the Jobcentre series since they are dominated by the inflow and outflow of school leavers and graduates. Nevertheless, they do add considerably to the numbers flowing into and out of unemployment as is evident from table 1.

For instance, taking the latest available quarter from table 1, the PER candidate intake in the three months

ended January 1982 was 59,000, the off take 63,000. For Careers Offices, flows on were 176,000 and flows off 243,000. Taken together, the aggregate numbers flowing on and off the register were just over 1.3 million. These flows are very much larger than the net change in the register, which is simply the difference between the number signing on and the number signing off. The

\* The published unemployment flows data come from administrative returns provided for management purposes by Jobcentres. The inflow is the number of unemployed people registering each month between the dates of consecutive counts. From the inflow and the counts of the numbers unemployed at the beginning and end of the month, the number leaving the register is calculated. For a detailed description of how flows are measured, see *Employment Gazette*, June 1980, pp 627-635.

Table 1 Aggregate flows on and off the register: GB

Three months ended*	Thousand																
	Jan 1978	Apr 1978	Jul 1978	Oct 1978	Jan 1979	Apr 1979	Jul 1979	Oct 1979	Jan 1980	Apr 1980	Jul 1980	Oct 1980	Jan 1981	Apr 1981	Jul 1981	Oct 1981	Jan 1982
<b>Flows on</b>																	
<b>Male:</b>																	
PER	33.8	28.6	26.3	38.2	25.3	22.0	21.9	36.7	26.3	24.9	31.3	58.5	54.0	44.9	47.4	69.1	47.4
Careers	48.1	57.9	190.0	108.9	48.3	37.8	218.5	96.7	52.7	58.4	234.0	118.9	77.9	63.9	216.4	154.1	97.9
Jobcentres	570.9	558.6	506.3	621.4	527.3	489.5	533.0	558.2	546.1	586.7	612.5	731.3	780.8	636.3	598.6	641.7	715.5
All	652.9	645.1	722.7	768.5	600.9	549.3	773.4	691.6	625.0	670.0	877.8	908.7	912.7	745.1	862.4	865.0	860.8
<b>Female:</b>																	
PER	8.5	7.1	6.6	9.6	6.3	5.5	5.5	9.2	6.6	6.2	7.8	14.6	13.5	11.2	11.9	17.3	11.8
Careers	48.5	55.7	163.2	109.7	46.2	34.8	186.9	97.4	52.2	52.2	204.2	108.5	66.3	50.9	184.4	129.2	78.2
Jobcentres	244.4	246.1	234.8	306.9	239.9	227.3	284.2	305.4	273.4	298.5	328.9	370.9	364.7	311.0	308.4	349.6	370.8
All	301.4	308.9	404.5	426.2	292.4	267.5	476.6	412.0	332.2	357.2	540.9	494.0	444.5	373.0	504.6	496.1	460.9
<b>Flows off</b>																	
<b>Male:</b>																	
PER	35.3	35.2	35.7	28.6	30.0	25.5	25.7	25.4	28.3	28.4	33.4	30.1	36.8	47.6	23.8	41.2	50.0
Careers	67.1	64.9	88.6	186.8	68.5	55.0	112.6	166.7	64.3	57.4	97.5	189.1	98.7	85.3	103.0	182.5	134.9
Jobcentres	551.9	597.8	562.4	607.1	499.6	520.9	625.9	478.7	478.5	533.5	560.2	493.8	533.0	507.3	532.9	408.1	641.2
All	654.3	697.9	686.7	822.6	599.1	601.4	791.2	670.8	571.2	619.3	691.2	713.1	668.4	640.2	659.7	703.8	826.1
<b>Female:</b>																	
PER	8.8	8.8	8.9	7.2	7.5	6.4	6.4	6.4	7.1	7.1	8.4	7.5	9.2	11.9	6.0	10.3	12.5
Careers	67.7	62.3	76.1	188.3	65.6	50.6	96.3	168.1	63.8	51.5	85.1	172.5	84.1	67.9	87.8	153.0	107.7
Jobcentres	260.2	248.9	232.6	283.4	260.1	231.2	294.4	262.7	260.3	287.0	293.3	276.8	318.6	275.3	281.6	254.2	381.7
All	336.7	320.0	317.6	478.9	333.2	288.2	397.1	437.1	331.2	345.6	386.8	456.8	411.9	355.1	375.3	417.5	501.9
<b>Males and females</b>																	
<b>Flows on:</b>																	
PER	42.3	35.7	32.9	47.8	31.6	27.5	27.4	45.8	32.9	31.1	39.1	73.1	67.6	56.1	59.3	86.4	59.2
Careers	96.7	113.6	353.2	218.6	94.5	72.6	405.4	194.1	104.9	110.9	438.2	227.4	144.2	114.8	400.8	283.4	176.1
Jobcentres	815.3	804.7	741.1	928.3	767.2	716.8	817.2	863.6	819.5	885.2	941.4	1,102.2	1,145.5	947.3	906.9	991.3	1,086.3
All	954.2	954.0	1,127.2	1,194.6	893.3	816.9	1,250.0	1,103.5	957.2	1,027.2	1,418.7	1,402.7	1,357.2	1,118.2	1,367.0	1,361.1	1,321.7
<b>Flows off:</b>																	
PER	44.2	44.0	44.7	35.8	37.5	31.9	32.2	31.8	35.4	35.5	41.8	37.7	46.0	59.5	29.8	51.5	62.5
Careers	134.8	127.2	164.6	375.1	134.1	105.6	208.8	334.8	128.1	108.9	182.6	361.6	182.8	153.2	190.8	335.4	242.6
Jobcentres	812.1	846.6	795.0	890.6	759.7	752.1	947.3	741.4	738.8	820.5	893.5	770.6	851.6	782.6	814.5	734.3	1,022.9
All	991.0	1,017.9	1,004.3	1,301.5	931.4	889.6	1,188.3	1,108.0	902.3	964.9	1,077.9	1,169.9	1,080.3	995.3	1,035.0	1,121.2	1,328.0

\* Three months up to the start of the month or the day of the count in the month indicated.



changes in the register, therefore, are determined by the changes in the flows.

It is the purpose of this article to add the Careers Office and PER flows to the published Jobcentre flows in order to present a full picture of flows on and off the register over the period October 1977 to January 1982. October 1977 is the earliest date for which the aggregate picture exists\*. Because of the short run of data it is not practicable to introduce any sort of seasonal adjustment.

Moreover, in the last couple of years changed benefit regulations have had the effect of shifting the time of entry of younger school leavers from June/July to September/October. The aggregate flows are therefore the actual flows without adjustment.

The aggregate flows will be related to changes in the count of unemployed. This can be done conveniently by disaggregating the change in the count into flow and duration components using the steady-state formula that:

$$\text{Flow (per week)} \times \text{Average duration (weeks)} = \text{Unemployment count}$$

The rationale for this formula is set out on page 1053, *Employment Gazette*, September 1978. Suppose  $y$  people join the register each week and that they each experience a uniform  $x$  week spell of unemployment. The total register will then be  $yx$  which is the sum of  $y$  people on the register for 0, 1, 2, . . . ,  $x$  weeks. The rule only applies when the rate of inflow and the stock are stationary. Applying it at other times such as for instance during 1980 and 1981 when the number unemployed was rising fast is equivalent to freezing the data into a steady state. Comparisons between flow and duration patterns at different times are then between notional steady states.

Once the count of unemployed has been split into its inflow and duration components, it is possible to see how far the recent considerable increase in the register is the result of changes in duration of unemployment (influences that bear upon those already on the register, including the long-term unemployed) and how far it is a result of increases in the numbers flowing onto the register (influences that bear upon those who quit employment voluntarily or involuntarily, or who join the labour market for the first time or rejoin after inactivity and who cannot find employment).

### Aggregate flows

Table 1 sets out estimates of the quarterly flows pattern by type of flow. This is a departure from the usual *Employment Gazette* practice which is to present the flows monthly, average of three months ended†. The numbers are estimates since various adjustments have had to be made to the raw flows data. The important ones are:

- (i) splitting PER flows into male and female components;
- (ii) subtracting employed PER registrants from total registrants;
- (iii) splitting Careers Offices flows into male and female components;
- and
- (iv) making assumptions about the numbers of adult

**Table 2 Male and female register: aggregate flows and duration**

Flows (thousands per week); Duration (weeks); Unemployment (thousands)						
GB	Male: inflow	Duration	Unemployment*	Female: inflow	Duration	Unemployment*
<b>Three months ended†</b>						
Jan 1978	50.2	20.5	1,028.7	23.2	18.4	427.9
Apr	49.6	21.6	1,070.2	23.8	17.4	414.5
Jul	55.6	18.0	999.9	31.1	12.5	387.6
Oct	59.1	17.6	1,038.8	32.8	14.4	473.7
Jan 1979	46.2	20.5	946.0	22.5	18.6	418.9
Apr	42.3	23.4	989.9	20.6	19.5	401.3
Jul	59.5	15.4	916.2	36.7	9.9	363.6
Oct	53.2	17.6	933.7	31.7	14.5	458.3
Jan 1980	48.1	18.4	882.7	25.6	16.4	420.1
Apr	51.5	18.8	970.4	27.5	15.8	434.0
Jul	67.5	15.0	1,011.0	41.6	10.7	443.7
Oct	69.9	17.3	1,209.3	38.0	15.9	602.7
Jan 1981	70.2	19.3	1,353.1	34.2	18.1	619.9
Apr	57.3	28.7	1,647.1	28.7	23.5	673.4
Jul	66.3	26.4	1,749.3	38.8	17.4	676.9
Oct	66.5	29.1	1,935.6	38.2	21.2	808.4
Jan 1982	66.2	30.6	2,028.6	35.5	23.9	847.9

\* Total at start of three month period.  
† See footnote †, table 1.  
Note that duration (average duration of completed spell) is obtained by dividing inflow into unemployment; for an explanation see text. Because of rounding, inflow times duration as read from the table may not tally exactly with unemployment.

**Table 3 A comparison of male and female flows and duration**

Flows (thousands per week); Duration (weeks); Unemployment (thousands)						
Three months ended†	Jan 1978	Jan 1979	Jan 1980	Jan 1981	Jan 1982	% change Jan 1978-82
<b>Aggregate flows</b>						
<b>Male:</b>						
Inflow	50.2	46.2	48.1	70.2	66.2	31.9
Duration	20.5	20.5	18.4	19.3	30.6	49.3
Unemployment*	1,028.7	946.0	882.7	1,353.1	2,028.6	97.2
<b>Female:</b>						
Inflow	23.2	22.5	25.6	34.2	35.5	53.0
Duration	18.4	18.6	16.4	18.1	23.9	29.9
Unemployment*	427.9	418.9	420.1	619.9	847.9	98.2

\* Total at start of three month period.  
† See footnote †, table 1.  
Note that duration (average duration of completed spell) is obtained by dividing inflow into unemployment; for an explanation see text. Because of rounding, inflow times duration as read from the table may not tally exactly with unemployment.

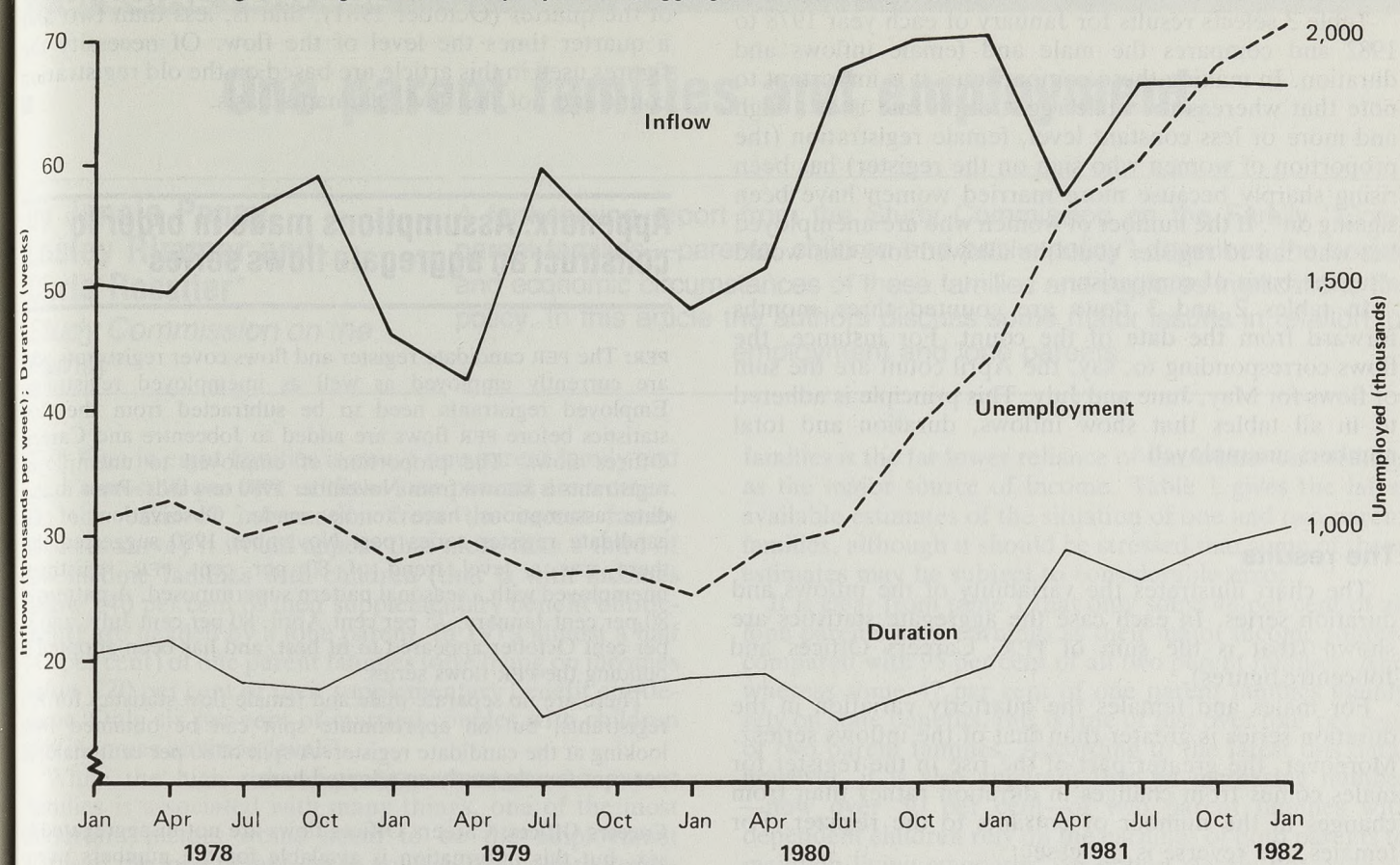
students flowing off the Jobcentre and Employment Office books. The details of these assumptions are set out in the Appendix.

Table 2 is based on the aggregate flows data for males and females set out in table 1 and on the count of unemployed (not seasonally adjusted and including school leavers) as published in *Employment Gazette*. The quarterly inflows from table 1 are first converted to weekly inflows. The unemployment count is then divided by the weekly inflows using the rule described above whereby inflow times average duration of completed spell equals the count of unemployed. This enables the count to be split into inflow and duration components.

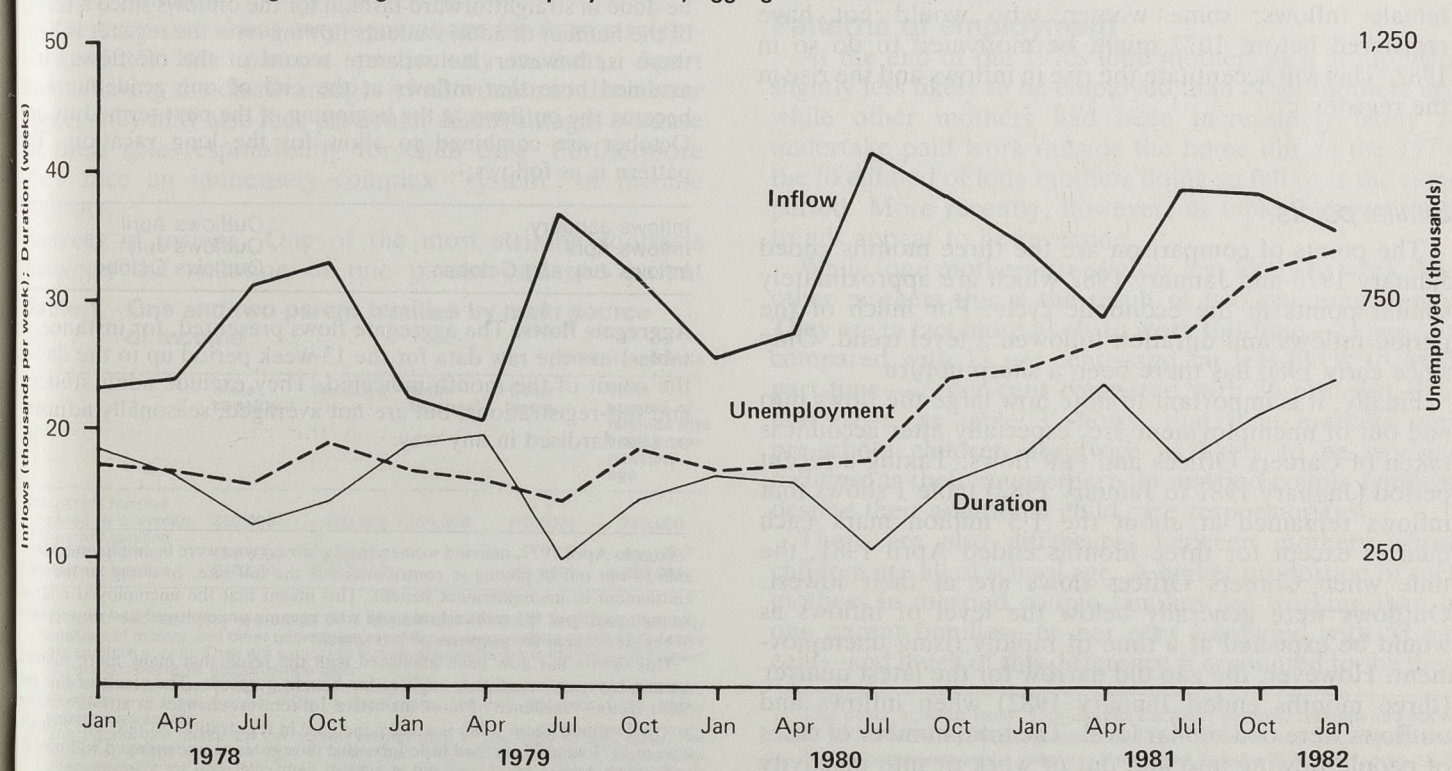
\* Jobcentre flows have been available since January 1967. PER flows for May 1977 and Careers Offices flows since October 1977.

† Quarterly data are preferred here because monthly data would exaggerate the seasonal flow and duration pattern and complicate comparisons over time. A comparison of like quarters (as in table 3) should eliminate the remaining seasonal disturbances. The quarterly data can also be conveniently compared with the detailed categories of unemployment duration which are published quarterly. This means that the progress in duration of a cohort of unemployed can be traced from the time of first entry to the time when most cohort members have left the register.

**The male register: registered unemployment<sup>1</sup>, aggregate inflows and duration**



**The female register: registered unemployment<sup>1</sup>, aggregate inflows and duration**



<sup>1</sup> Total at start of three month period.



### Basis of comparison

Table 3 selects results for January of each year 1978 to 1982 and compares the male and female inflows and duration. In making these comparisons, it is important to note that whereas the male registration rate is at a high and more or less constant level, female registration (the proportion of women who sign on the register) has been rising sharply because more married women have been signing on\*. If the number of women who are unemployed but who fail to register could be allowed for—this would alter the basis of comparison.

In tables 2 and 3 flows are counted three months forward from the date of the count. For instance, the flows corresponding to, say, the April count are the sum of flows for May, June and July. This principle is adhered to in all tables that show inflows, duration and total numbers unemployed.

### The results

The chart illustrates the variability of the inflows and duration series. In each case the aggregate statistics are shown (that is the sum of PER, Careers Offices and Jobcentre figures).

For males and females the quarterly variation in the duration series is greater than that of the inflows series†. Moreover, the greater part of the rise in the register for males comes from changes in duration rather than from changes in the number of entrants to the register. For females, the reverse is the case.

Table 3 shows that male duration on the register rose by nearly 50 per cent over the four year period; inflows rose by 32 per cent. For females, average duration rose by 30 per cent, inflows by 53 per cent. Changes in registration behaviour are partly responsible for the sharp rise in female inflows: some women who would not have registered before 1977 might be motivated to do so in 1982. This will accentuate the rise in inflows and the rise in the register.

### Similar points

The points of comparison are the three months ended January 1978 and January 1982 which are approximately similar points in the economic cycle. For much of the period inflows and duration followed a level trend. Only since early 1980 has there been a sharp upturn.

Finally, it is important to note how large the flows into and out of unemployment are, especially after account is taken of Careers Offices and PER flows. Taking a recent period (January 1981 to January 1982) table 1 shows that inflows remained at about the 1.3 million mark each quarter except for three months ended April 1981, the time when Careers Offices flows are at their lowest. Outflows were generally below the level of inflows as would be expected at a time of rapidly rising unemployment. However, the gap did narrow for the latest quarter (three months ended January 1982) when inflows and outflows were of a similar level. The total number of cases of people flowing into and out of work or into inactivity during that quarter (about 1.3 million) can be compared with the total number registered as unemployed. The total

number unemployed stood at about 2.9 million at the start of the quarter (October 1981), that is, less than two and a quarter times the level of the flow. Of necessity the figures used in this article are based on the old registration count and not the new, claimants basis.

### Appendix: Assumptions made in order to construct an aggregate flows series

**PER:** The PER candidate register and flows cover registrants who are currently employed as well as unemployed registrants. Employed registrants need to be subtracted from the flow statistics before PER flows are added to Jobcentre and Careers Offices flows. The proportion of employed to unemployed registrants is known from November 1980 onwards. Prior to that date assumptions have to be made. Observation of the candidate register series post November 1980 suggested that there was a level trend of 80 per cent PER registrants unemployed with a seasonal pattern superimposed. A pattern of 80 per cent January, 75 per cent April, 80 per cent July, and 85 per cent October appeared to fit best, and has been adopted in building the PER flows series.

There are no separate male and female flow statistics for PER registrants, but an approximate split can be obtained from looking at the candidate register. A split of 80 per cent male; 20 per cent female has been adopted here.

**Careers Offices:** Careers Offices flows are not disaggregated by sex, but this information is available for the numbers unemployed. The male/female split for the numbers unemployed has been used to estimate the split for the flows.

**Jobcentres:** The self-service registrations have been excluded from the flows series. Adult students are also excluded. This can be done in straightforward fashion for the onflows since a record of the number of adult students flowing onto the register is kept; there is, however, no separate record of the off flows. It is assumed here that inflows at the end of one academic term become the outflows at the beginning of the next term. July and October are combined to allow for the long vacation. The pattern is as follows:

Inflows January	Outflows April
Inflows April	Outflows July
Inflows July and October	Outflows October

**Aggregate flows:** The aggregate flows presented, for instance, in table 1 are the raw data for the 13-week period up to the day of the count of the month indicated. They exclude adult students and self-registrations; but are not averaged, seasonally adjusted or standardised in any way.

\* Prior to April 1977, married women (and widows) who were in employment were able to opt out of paying NI contributions at the full rate. In doing so they lost entitlement to unemployment benefit. This meant that the unemployed married woman paying at the reduced rate and who became unemployed had no incentive to register except for purposes of job search.

† This option has now been abolished with the result that many more married women have an incentive to register for benefit purposes. The result of this and other factors (existence of more attractive Jobcentres, changes in attitude among married women about jobs) is a sharp increase in registration proportions; women who in 1977 would have had little incentive to register as unemployed will now be inclined to do so.

‡ The coefficient of variation (standard deviation/mean) is 22 per cent and 15 per cent respectively for males, and 22 per cent and 18 per cent for females.

## SPECIAL FEATURE

# One parent families and employment

by Jennie Popay,  
Lesley Rimmer and  
Chris Rossiter\*

Study Commission on the  
Family

A forthcoming report from the Study Commission on the Family "One-parent families—parents, children and public policy" describes the social and economic circumstances of these families and explores implications for policy. In this article the authors discuss some major issues in relation to employment and lone parents.

□ One in eight families is now a one parent family and almost 90 per cent of these lone parents are women. On the basis of information from the recent family finances survey it would appear that more than a third of low income families with children (that is with incomes below 140 per cent of their supplementary benefit entitlement) are headed by a lone parent. In 1979 almost a half (47 per cent) of one parent families were living on incomes below 120 per cent of their supplementary benefit entitlement. Only six per cent of married couples with children had incomes at these levels<sup>1</sup>.

While the high risk of poverty amongst one parent families is associated with many things, one of the most important factors would seem to be the employment status of the lone parent. In an analysis of GHS data for the Royal Commission on the Distribution of Income and Wealth Layard *et al.* demonstrated for example that only 37 per cent of working lone parents' families were in poverty compared with 87 per cent of non-working lone parents' families<sup>2</sup>.

Yet decisions about employment are far from straightforward for lone parents, particularly mothers. Apart from sharing the disadvantages of all women in the labour force, they may also face particular disadvantages because of their sole responsibility for child care. Furthermore they face an immensely complex "system" of income support.

**Sources of income.** One of the most striking contrasts between the situation of one parent and two parent

Table 1 One and two parent families by main source of income

	1979 Great Britain				
	State benefits	Earnings	Maintenance	Other items	Total number of families with head under pension age
One parent families headed by a woman	360,000	330,000	(50,000)	(10,000)	740,000
One parent families headed by a man	(30,000)	70,000	—	—	100,000
Two-parent families	270,000	5,960,000	—	(30,000)	6,260,000

NOTES:  
(1) These broad estimates are based on a Department of Health and Social Security analysis of income and other information recorded by respondents to the 1979 family expenditure survey. They are subject to statistical error; those in brackets are subject to very considerable proportionate error.  
(2) The estimates relate to the population living in private households in Great Britain. Families and other people living in institutions are not included in the family expenditure survey.  
(3) The figures are based on the normal employment of the head of the family. For example, where the head of the family had been off work due to sickness or unemployment for less than three months at the time of the survey, he or she is classified according to the income received when working.  
(4) Figures relate to families where the head was under pension age.  
Source: *Hansard* written answer June 24, 1982, cols. 175-6.

families is the far lower reliance of the former on earnings as the major source of income. Table 1 gives the latest available estimates of the situation of one and two parent families, although it should be stressed that some of these estimates may be subject to considerable error.

It is clear from table 1 that only some 48 per cent of all lone parents have earnings as their major income source, compared with 95 per cent of all two parent families. And whereas some 47 per cent of one parent families mainly rely on state benefits, this is true of just over four per cent of two parent families. According to the latest GHS data, however, it is also apparent that an increasing number—now over 50 per cent—of two parent families with dependent children rely on the earnings of both parents to maintain living standards, an option clearly not open to one parent families<sup>3</sup>. But there are important differences between the employment patterns of lone mothers and mothers in two parent families and within the one parent family group.

### Patterns of employment

At the end of the 1970s lone mothers as a group were slightly less likely to be employed than other mothers and while other mothers had been increasingly likely to undertake paid work outside the home during the 1970s the likelihood of lone mothers doing so fell over the same period. More recently, however, as table 2 shows these trends appear to be reversing.

While lone mothers are slightly less likely to work than other mothers this is the result of two opposing trends. They are in fact more likely to work full-time—23 per cent compared with 15 per cent—and far less likely to work part-time—25 per cent compared with 36 per cent. It is also clear, as table 3 shows, that lone mothers with pre-school children are twice as likely to be working full-time as their counterparts in married couple families, despite their additional child care responsibilities.

There are also differences between mothers whose children are all of school age. A higher proportion of such mothers in married couple families are working than in one parent families—66 per cent compared with 58 per cent—and much of this difference is accounted for by their

\* This paper is taken from "One Parent Families: parents, children and public policy" by Jennie Popay, Lesley Rimmer and Chris Rossiter, available shortly from the Study Commission on the Family, 3 Park Road, London NW1 6XN, price £3.20 including p. & p.

The views expressed in this article are those of the authors and not necessarily those of the Study Commission, or the Department of Employment.



**Table 2 Propensity to work: lone mothers and mothers in married couples, 1966-1981**

	Mothers in married couples	Lone mothers
% economically active <sup>1</sup>		
1966	34.1	53.9
1971	38.6	51.6
% in work <sup>2</sup>		
1971-73	41.7	51.5
1972-74	44.9	48.2
1973-75	48.4	49.3
1974-76	49.4	48.5
1975-77	50.0	49.0
1976-78	50.5	49.0
1977-79	52.0	46.0
1978-80	52.6	47.5
1979-81	51.7	48.7

Source: Department of Employment Background Paper number 1 to the Green Paper on the taxation of husband and wife, updated from Hansard, July 23, 1981 and GHS.  
 (1) Census of Population—for England and Wales.  
 (2) 1971-73, 1977-79 published GHS data pooled over three years. 1978-80, 1979-81 previously unpublished GHS data.

greater likelihood of working part-time. Indeed 45 per cent of such mothers in two parent families work part-time compared with only 31 per cent in one parent families.

Overall then the picture is one of lone mothers being slightly less likely to work, but when they do so being more likely to work full-time than mothers in married couple families. But there are also important differences within the lone parent group. Single and separated mothers are less likely to be working than widowed or divorced mothers. When single mothers do work, however, they are generally more likely to be working full-time than other mothers irrespective of the age of their youngest child and despite the fact that a higher proportion of them have responsibility for a child under five. Widowed mothers, on the other hand, are more likely to be working part-time than other lone mothers. Lone fathers are more likely to work than lone mothers and a

far higher proportion—70 per cent—have earnings as their main source of income<sup>4</sup>. Lone fathers' working hours are also similar to those of fathers in two parent families.

### Lone parents' earnings

There is no evidence that the earnings of lone fathers differ substantially from those of fathers in two parent families. But what of lone mothers? Despite some advances in the wake of the Equal Pay Act, women's earnings are on average only 73.5 per cent of those of men<sup>5</sup>. While this is a disadvantage for all women, it is obviously less significant for family finances in a dual earner family than in a family where the mother is the only breadwinner. Lone mothers may often find it difficult to earn substantially more than they could receive in benefit unless they are particularly well qualified or work very long hours. This would go some way to explain their greater likelihood to work full-time.

But there is also evidence that lone mothers tend to earn less on average than other mothers. While a study conducted for the Royal Commission on the Distribution of Income and Wealth (RCIDW) in 1975 found no significant differences between the earnings levels of lone mothers and other mothers<sup>6</sup> a study of lone mothers on Family Income Supplement (FIS) in 1974 gave a different picture<sup>7</sup>. Since FIS is a supplement for families whose total income is considered to be low in relation to the number of dependent children, all recipients may be described as low paid according to their expected family needs. But are FIS lone mothers "low paid" in the normal usage of that term?

### Two ways

We can think of this in two ways—by comparing gross weekly wages and gross hourly wages—the latter taking account of the effect of differences in hours worked. FIS lone mothers were, on the whole, lower paid than the

total population of working women. Their overall average earnings were only about 70 per cent of those of full-time female workers. In addition only five per cent of FIS lone mothers had earnings near or above the national mean at that time; this was not solely because of differences in hours worked—a similar picture emerged from the comparison of hourly earnings. In April 1974 average hourly earnings for all full-time female workers was 70.6p compared with only 50.2p for FIS lone mothers, of whom no more than five per cent had average hourly earnings at all near the national average.

The major explanation of this situation was the over concentration of these mothers in typically low paid women's work—the distributive trades, textiles and the food and insurance industries. An additional factor was that a high proportion, 40 per cent, of the FIS mothers said that their current jobs were "not their normal sort of job", and of these, 37 per cent said their current jobs represented a decline in job status. Over one-third of those not in their normal jobs had changed jobs because the hours of work in their previous jobs had been too difficult. Such accommodation in the type of work undertaken is, of course, common to many mothers, and has been recently demonstrated in a study of factory workers<sup>8</sup>. But for lone mothers the restrictions may be more severe given their single handed responsibility for child care.

### Employment and the benefit structure

In considering what financial help should be available to lone parents, the Finer Committee suggested that the help given should be "large enough to offer the lone parent a genuine choice about whether or not to work"<sup>9</sup>. Yet in some ways it is difficult to see that lone mothers can make a "rational" choice of whether to claim benefit, work full-time or combine receipt of benefit with part-time work, since the "system" of income support for lone parents is so complex. And it is evident from our discussion of the employment situation of lone parents that combining part-time work and receipt of benefit may not be financially a very attractive option. Indeed recent evidence suggests that the purely financial advantage of this pattern of work may be very small<sup>10</sup>. However, the growing evidence of the importance of the "social dimension" of work, and the role of part-time work in easing the transition back to employment for those who have been on benefit, means that the interaction of the benefit system with earnings will remain a central policy issue.

While one-parent families are not alone in facing a complex and confusing variety of income support measures, their situation is made worse by the *ad hoc* nature of many of the provisions. With the exception of provision for widows, few income maintenance measures have been designed specifically for lone parents, the major provisions for lone parents come in the form of additions to, or special provisions in, existing benefits. In the child benefit scheme for example, "lone parents are entitled to an additional £3.65 on child benefit for the first child, and this 'child benefit increase' was renamed 'one parent benefit' in April 1981 to boost low take up"<sup>11</sup>. There have been some changes to benefit regulations designed explicitly to influence lone mothers' decisions about employ-

ment but these have frequently greatly increased complexity.

### Treated favourably

In the Family Income Supplement scheme, for instance, lone parents are treated favourably in the sense that the "prescribed amounts" are the same for them as for two parent families with the same number of children. And since April 1979 "full-time work" has been defined, for FIS purposes, as 24 hours a week for lone parents (in contrast to 30 hours for the heads of two parent families) as recommended by Finer<sup>12</sup>. But although FIS is often of substantial value to those who claim it, it has a number of limitations. First it is limited to those working 24 hours a week or more; secondly, it has only a 50 per cent take up rate<sup>13</sup>, and thirdly the benefit awarded is only half the difference between the "prescribed" amounts and the claimants' level of resources. In addition FIS is currently a "small" benefit, benefiting only 63,250 one-parent families in contrast to the 336,000 on supplementary benefit<sup>14</sup>.

Again, in contrast to some other claimants, lone parents are not required to register for work in order to get supplementary benefit. Thus they may choose whether to work "full-time" and receive FIS or work less than 30 hours and receive supplementary benefit. If the work amounts to 24 hours a week but less than 30 it will count as full-time work for FIS purposes but part-time for supplementary benefit. This means that the parent could claim either supplementary benefit or FIS, and in certain circumstances both benefits can be paid at the same time. Where this happens, though, the total benefit is the same as if supplementary benefit had been paid<sup>15</sup>.

Also in supplementary benefits the "earnings disregard" was set at £6.00 for lone parents in 1977—or some 50 per cent higher than that for other claimants. More recently, November 1980, the supplementary benefit scheme was remodelled for lone parents, by the introduction of a tapered earnings disregard along the lines of the FIS scheme. Now, instead of having benefit withdrawn pound for pound as earnings increase above the initial disregard level (which has been reduced to £4.00)—as in the case for other claimants—it is withdrawn at 50p for each additional pound earned between £4.00 and £20.00<sup>16</sup>.

### Tapered earnings

As we have noted above, some changes have been made. Indeed, the DHSS is currently evaluating the tapered earnings disregard in supplementary benefit and the 24 hour rule in FIS which could affect lone parents' decisions about whether to work part-time or not. We shall have to wait for the results of these studies. It could possibly be, however, that reductions in the availability of part-time work will counterbalance any opportunities opened up by changes in the benefit structure<sup>17</sup>. Alone among lone parents, widows receive a benefit specifically designed for them. The widowed mothers allowance is a non-means-tested national insurance benefit linked to a husband's past contribution record. There is no earnings limit on this benefit (though it is taxable), a situation which partially explains why part-time work is more popular among those lone parents who receive the full benefit of all they earn. **Taxation.** The financial benefit that lone parents and others obtain from their earnings depends in part on the

**Table 3 Employment status of lone mothers compared with married women with dependent children, by age of youngest child: combined GHS figures for 1979 to 1981\***

Age of youngest child	Employment status	Lone mothers					Married women with dependent children†
		Single	Widowed	Divorced	Separated	All	
All ages	Working full-time	26	15	27	18	23	15
	part-time	11	32	29	26	25	36
	Not working	62	51	44	55	51	48
	All	100	100	100	100	100	100
	Number in sample	271	218	532	320	1,341	11,392
Under 5	Working full-time	17	(2)	7	9	12	6
	part-time	8	(3)	13	14	12	22
	Not working	75	(7)	80	77	76	72
	All	100		100	100	100	100
	Number in sample	162	(12)	95	128	397	4,244
5 and over	Working full-time	40	15	31	24	27	21
	part-time	17	33	33	34	31	45
	Not working	43	50	36	41	41	34
	All	100	100	100	100	100	100
	Number in sample	109	206	437	192	944	7,148

Source: Previously unpublished data from the General Household Survey, equivalent to a Written Answer, House of Commons, Hansard, July 23, 1981.

\* Excluding women if not known whether all children were dependent.

† Including married women with no husband in the household.

‡ Denotes actual numbers, as base is too small for percentage.

\*\* Percentage may not add to 100 as the percentage of working women whose hours were not known are not shown.



amount of tax they have to pay on them, and on other sources of income. Although the tax system is often neglected as a source of income support, tax allowances can make a substantial contribution to the net incomes of working lone parents.

### Phased out

Child tax allowances for parents in general were phased out with the introduction of the Child Benefit scheme but at present a lone parent is entitled both to the ordinary "single person's allowances" and to the "additional personal allowance" (APA) which together give a working lone parent the same tax threshold as a one earner, two parent family. The allowance was set at the difference between the single person's and married man's allowance in 1975 following a recommendation of the Finer Committee and today therefore the allowance is worth £880 per annum. For a lone parent paying tax at the basic rate, this can be worth £5 per week. Some 425,000 lone parents currently claim the APA which includes 50,000 who are taken out of tax altogether by the allowance and a further 5,000 who are liable to tax at higher rates<sup>18</sup>. Lone parents like others may also find themselves caught in the overlap between the tax and benefit systems. Some 75 per cent of all families claiming FIS are above the tax threshold at the time of their claim—a figure which has risen rapidly over the years<sup>19</sup>. And of course, in common with all tax allowances, the APA has no value to those with insufficient income to pay tax, and it is this which prompts demands for it to be converted to a cash benefit<sup>20</sup>.

### Other factors influencing employment

We have documented elsewhere the way in which both the number and age of children for which a mother is responsible affects decisions about employment. Lone fathers' responsibility for child care may have similar though less severe effects. Their high participation rates may be partially explained, for example, by the fact that a lower proportion of lone fathers (5 per cent) than lone mothers (31 per cent) are responsible for a pre-school child<sup>21</sup>. And while, as we have noted, lone fathers work similar hours to fathers in two parent families one study found that such fathers worked less overtime, were less able to work weekends and could not undertake jobs which involved travel from home<sup>22</sup>.

Alternative child care provisions are important for all working mothers, but perhaps particularly so for lone mothers—and fathers. Given their potentially higher earnings lone fathers may be more able to find appropriate day care, but for many lone mothers, the expense and inconvenience involved may make employment impractical.

While lone mothers receive preferential treatment in relation to publicly provided day care, the level of provision of full-time places is inadequate to meet the needs of these mothers alone<sup>23</sup>. Many one and two parent families rely on individuals other than a parent to provide alternative child care while they work. As table 4 shows there are, however, important differences between these families. Most notable is the heavy reliance among one parent families on other members of the household and relatives outside the home.

**Table 4 Day care\* of children under five by type of facility used and family type**  
Children aged under five. Great Britain: 1979

Type of facility used	Family type†			Per cent
	Two parents	One parent	All	
Nursery or primary school	12	14	12	29
Playgroup, day nursery	30	22	29	
Individual other than parent: other member of household relative outside household neighbour, friend childminder other	1	9	11	1
	6	9		
	2	3		
	1	Nil		
	1	1		
Total receiving day care**	48	50	48	
Not receiving day care	52	50	52	
Base = 100%	1,745	174	1,919	

Source: GHS 1979, table 6.12.

\* Children in households containing more than one family with children under five have been excluded.

† Excludes nine children who were in a family unit on their own.

\*\* Percentage do not sum to the total receiving day care because some children use more than one facility.

The ability to rely on relatives—particularly a mother—for child care may partially explain the extent of full-time work among single mothers, who are much more likely to share accommodation. In the period 1978–80 in Great Britain, an estimated 48 per cent of single mothers lived with their parents or other relatives compared with around 12 per cent of divorced and separated mothers, 15 per cent of lone fathers, and 11 per cent of widows<sup>24</sup>. In 1980 only five per cent of married couples with dependent children shared accommodation<sup>25</sup>. While sharing accommodation may offer companionship and help with child-minding the situation may also involve overcrowding, lack of privacy and personal tensions. Around two-fifths of the homeless lone parents housed by local authorities in 1979 indicated that friends or relatives were "no longer willing or able to accommodate them"<sup>26</sup>.

### Policy issues

Many of the policy issues associated with income support for lone parents concern the question of whether policy should aim at support through "transfers"—the payment of cash benefits—or through employment measures. When discussing this issue the Finer Committee argued that any system of income support should provide as much freedom as possible for a lone parent to choose whether or not to take paid employment. The Finer Committee opted for a new means tested benefit—the guaranteed maintenance allowance (GMA) consisting of a child care allowance for the adult and an allowance for each child. The benefit would reflect family size and for those lone parents who were working or who had other incomes it would be tapered after an initial disregard. The adult benefit was to be extinguished by the time income reached the level of average male earnings, but the child benefit would continue to be payable to all parents whatever their income<sup>27</sup>.

As a means tested benefit, GMA was subject to the fundamental criticism that it would increase the "poverty trap" and thus would not achieve the Committee's objective of giving lone parents a real choice about

whether or not to work. This was partly because the majority of the benefit—£9.50 of the £10.50 in 1972–73 terms was to form the adult—or means tested—part of the benefit.

An alternative approach is to extend the widowed mother's allowance to all lone parents. As presently formulated this benefit has no earnings limit and this is a partial explanation for the increased involvement in part-time work among widows when compared with other lone mothers. Many people would regard this as the most desirable way of combining employment with the responsibility for children.

### Lifted off

In 1980 it was estimated that some 95 per cent of one parent families on supplementary benefit could be lifted off it by an extension of the widowed mother's allowance, at a net cost to the Exchequer of between £600 and £800 million<sup>28</sup>. The extension of such an insurance type benefit to all one parent families regardless of income was rejected by Finer partly because of cost. But it was also rejected on the grounds that to set up an "insurance" type of benefit without contribution conditions (which would be necessary to include young mothers unlikely to have a contribution record) would stretch the contributory principle of national insurance too far<sup>29</sup>. Subsequently, of course, a number of non-contributory insurance benefits have been introduced for disabled people<sup>30</sup>.

If the extension of a non-contributory allowance to all one parent families were seen as a long-term objective then in the short term two changes could be made which would recognise the common needs of all parents, the extra needs of lone parents and make employment more feasible for these parents.

### One parent benefit

The first, and in many ways the easiest change, would be to convert the resources currently available to lone parents through the Additional Personal Allowance in the tax system into an increase in one parent benefit—the special addition to child benefit described earlier. The second, and more major change would involve the transfer of resources tied up in the married man's tax allowance (presently available regardless of whether they have children) to an increase in child benefit for all families. Improvements in the level of child benefit and one parent benefit would however only help lone parents to the extent that they were not taken into account in the assessment of other benefits as they presently are with supplementary benefit and family income supplement for instance.

In the final analysis, however, the necessity for complex and extensive income support systems arise in large part out of the particularly disadvantaged position of lone mothers in the labour market. Employment opportunities for all mothers would be enhanced if day care facilities were to be extended and the differentials between men's and women's earnings reduced. If the situation of one parent families is to be significantly improved there must be continued progress towards the aim of providing equal choice to men and women in the domestic world and the world of employment.

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- (5) Department of Employment, "Patterns of pay: early results of the NES", *Employment Gazette*, October 1980, p. 1090.
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- (8) S Shimmmin, J McNally and S Liff, "Pressures on women engaged in factory work", *Employment Gazette*, August 1981, p. 344–49.
- (9) R M Finer, Report of the Committee on One Parent Families, Cmnd, 5679, HMSO, 1974.
- (10) J Nixon, op. cit., 1979, p. 45.  
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- (11) House of Commons, *Hansard*, January 22, vol. 997, no. 37, col. 214, HMSO, 1981.
- (12) Supplementary Benefits Commission *Annual Report 1979*, HMSO, 1980, para 17.11.
- (13) I Knight, *Family Finances*, a methodological report on a survey of low income families and their financial circumstances with a brief descriptive summary of the results, OPCS occasional paper 26, 1981.
- (14) House of Commons, *Hansard*, April 8, vol. 21, no. 96, col. 433, HMSO, 1982.
- (15) Department of Health and Social Security, *Supplementary Benefit Handbook*, HMSO, 1980, p. 20.
- (16) Department of Health and Social Security, *Which Benefit?*, DHSS, 1981, p. 9. This taper remains unchanged for 1982–83.
- (17) See for example, A Trown and G Needham, *Reduction in part-time teaching: implications for schools and women teachers*, EOC/AMMA, University of Lancaster, 1980.
- (18) Chancellor of the Exchequer, *The taxation of husband and wife*, Cmnd 8093, HMSO, 1980, p. 41.  
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- (27) R M Finer, op. cit., 1974, para 5.104.
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# QUESTIONS IN PARLIAMENT

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between November 9 to November 30 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.

## Statistics

Mr Harold Walker (Doncaster) asked the Secretary of State for Employment, if, in view of his statement on November 18 on unemployment statistics, he was proposing changes in the method of compiling local statistics, or changing the boundaries of travel-to-work areas.

Mr Waddington: In addition to the factors which affect the national unemployment figures, local figures, and consequently travel-to-work area figures, will be affected by some additional technical factors. No change has been made in boundaries of travel-to-work areas. However, whereas figures for local employment office (Jobcentre) areas have been based on the number of people registered at the Jobcentre, under the new system local figures will relate to unemployed claimants who live in the employment office area. In order that this area allocation can be achieved economically, use will be made of post-code information for each claimant's address, though an element of approximation is involved.

(November 22)

## Industrial tribunals

Mr Harold Walker (Doncaster) asked the Secretary of State for Employment, from which organisations nominations were invited or accepted for participation in industrial tribunals or the Employment Appeal Tribunal; and which interests each of them represented on these bodies.

Mr Waddington: The members of industrial tribunals other than the legally qualified chairman are selected from two panels of persons appointed by the Secretary of State after consultation with organisations representative of employers and employed persons. Organisations consulted by the Secretary of State as being representative of employers are the Confederation of British Industry, the Retail Consortium, the Local Authorities Conditions of Service Advisory Board, the National Joint Council for Local Authorities Services (Scottish Councils), Department of Health and Social Security (for the National Health Service), the Scottish Home and Health Department and the

## Department of Employment Ministers

Secretary of State: **Norman Tebbit**

Minister of State: **Michael Alison**

Parliamentary Under-Secretaries of State: **Peter Morrison**  
**David Waddington**

Health and Social Work Department of the Welsh Office. The Trades Union Congress and the Managerial, Professional and Staff Liaison Group are the organisations consulted as being representative of employees.

Lay members of the Employment Appeal Tribunal are appointed by Her Majesty from among persons who appear to the Lord Chancellor and the Secretary of State to have special knowledge or experience of industrial relations, either as representatives of employers or as representatives of workers. The CBI and the TUC are in practice invited to submit nominations from which the Lord Chancellor and the Secretary of State select candidates for submission to Her Majesty.

(November 29)

## Training

Mr Barry Jones (East Flint) asked the Secretary of State for Employment, how much funding from the Exchequer was required for the new training scheme which was additional to the youth opportunities programme schemes which the new training scheme was to supersede; and if he would make a statement.

Mr Morrison: Our estimates for the costs of the Youth Training Scheme for next year are not yet complete, but the full financial costs are likely to be around £1 billion. The current year's provision for the Youth Opportunities Programme is £743 million.

(November 29)

## European Social Fund

Sir Anthony Meyer (West Flint) asked the Secretary of State for Employment, what had been the overall rate of over-subscription of the European Social Fund in each of the past three years.

Mr Alison: The European Commission have published the following rates of over-subscription in their annual reports on the activities of the Social Fund for the relevant year:

	Per cent
1979	60
1980	59
1981	74

These rates are calculated by expressing the amount of shortfall between the total volume of applications as submitted by Member States and the Fund's available commitments appropriations as a proportion of the latter.

The rates reflect the situation at the end of each year that is when unused commitments from the current and previous years have been re-allocated. The rates probably understate the seriousness of the problem in that a number of Member States do not submit certain eligible, but non-priority, applications in the knowledge that the Fund's resources will be insufficient to support them.

(November 9)

## Community programme

Mr David Watkins (Consett) asked the Secretary of State for Employment, what criteria were used in allocating places under the community programme.

Mr Alison: The available places have been allocated on an Employment Services area basis broadly in proportion to each area's share of the long-term unemployed people the programme is designed to help. The allocation of places within individual areas is made on a similar basis but with particular regard to local circumstances.

(November 5)

## Young people

Mr Harold Walker (Doncaster) asked the Secretary of State for Employment, what arrangements he was making to ensure that when the youth training scheme provided for in the new training initiative of the Manpower Services Commission, becomes operative, employers did not substitute trainees under the scheme for their regular apprentice intake.

Mr Walker went on to ask if he intended that employers should continue to observe the relevant national and local agreements about apprentice rates of pay where trainees under the new youth training scheme were undergoing the same training as apprentices in the same establishment.

Mr Morrison: Collective agreements, on apprentice training as on other subjects, are a matter for the parties to the agreements, and not for the Government or the Manpower Services Commission.

The general question of the relationship between apprentice training and the Youth Training Scheme will be considered by the Youth Training Board, on which the Confederation of British Industry and the Trades Union Congress are represented.

(November 15)

Mr Neville Trotter (Tynemouth) asked the Secretary of State for Employment, why young people refusing a place on a youth training scheme would have their supplementary benefit cut by 40 per cent for six weeks.

Mr Morrison: The Youth Training Scheme will offer young people a full year of foundation training. It is our belief that anyone unreasonably refusing a suitable training place should be treated in the same way as people who refuse a suitable job or offer of training under the Training Opportunities Programme.

(November 16)

Mr Derek Foster (Bishop Auckland) asked the Secretary of State for Employment, if he was satisfied with the response of larger employers to the youth training scheme; and whether he was considering introducing any incentives to large employers to encourage a better response to the scheme.

Mr Morrison: Ministers in the Department of Employment are having a series of meetings with major employers to urge them to take part in the new scheme, and the Manpower Services Commission has set up a special unit for the same purpose. The response so far has been encouraging.

I believe there is already a sufficient financial incentive for employers to take part in the scheme.

(November 9)

## Availability for work

Mr Alfred Morris (Manchester, Wythenshawe) asked the Secretary of State for Employment, if his Department would ensure that those who use the new form to test unemployed claimants' availability to work, and who were unable to work because they had disabled dependants, were brought to the notice of social work agencies so that they may learn of the alternative benefit available to them; and if he would make a statement.

Mr Waddington: Yes. Instructions will be issued to staff to ensure that people who are unable to work because they have disabled dependants are advised to consult the Department of Health and Social Security, who administer the other benefits, about alternative benefits which may be available to them.

(November 10)

## Work permits

Mr Andy McMahon (Glasgow, Govan) asked the Secretary of State for Employment, if he would make it his policy to allow no increase in the number of work permits granted to young foreign nationals seeking work in the United Kingdom for a trial period or until there had been a substantial reduction in unemployment.

Mr Waddington: No. It is important in relation to the country's economic interests and international goodwill that certain young foreigners should continue to be granted work permits as and when the need arises. A reduction in the number of permits issued would not result in an equivalent saving of jobs for the resident labour force.

(November 23)

## Professional people

Mr W W Hamilton (Central Fife) asked the Secretary of State for Employment, how many persons registered for employment as medical practitioners, qualified nurses and teachers, respectively, had been unemployed in June in each of the last five years.

	June each year				
	1978	1979	1980	1981	1982
Medical practitioners	319	367	355	674	965
State registered nurses, state enrolled nurses and state certified midwives	4,797	4,231	4,602	5,941	8,086
Teachers—secondary, primary, pre-primary and special education	8,376	9,079	8,977	15,126	19,983

## Child care

Mrs Renee Short (Wolverhampton North East) asked the Secretary of State for Employment, what questions were asked of those claiming unemployment benefit concerning the day care of their children; and for what purpose.

Mrs Short went on to ask what guidance was given to officers of unemployment benefit offices concerning the advice they should give to claimants about the care of children.

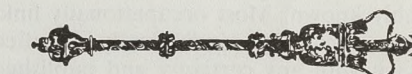
Mr Waddington: Claimants who indicate some restriction on their availability for work were asked questions about the care of their children in order to decide whether the restrictions they are placing on their availability prevent them having reasonable prospects of getting work. The questions are:

Do you have any children or anyone else who needs your care during working hours?

If 'yes' will you be able to make arrangements for their care if you get a job?

It is not possible to give standard guidance to unemployment benefit office staff about advice they might give as the circumstances of individual cases differ widely. However staff are expected to treat such issues as helpfully and as sensitively as possible.

(November 12)





**Redundancy payment**

*Mr Richard Wainwright (Colne Valley) asked the Secretary of State for Employment, how many weeks' pay workers in each standard industrial classification group were entitled to receive as part of their statutory redundancy payment; and whether there were any plans to increase this amount in the near future.*

Mr Waddington: A statutory redundancy payment is calculated according to the age, length of service and weekly pay of the employee, without regard to industry or occupation. The entitlement is one and a half weeks' pay for each year of service in which the employee was 41 years of age and under 65; one week's pay for each year of service between the age of 22 and 41; and half a week's pay for each year of service between the age of 18 and 21. There are no plans to change these amounts.

(November 8)

**Health and safety**

*Mr Norman Hogg (East Dunbartonshire) asked the Secretary of State for Employment, what methods were used by the Health and Safety Executive to estimate the annual rate of occupational cancer deaths; and what estimates had been made.*

Mr Waddington: There is no exact method of estimating the annual rate of occupational cancer deaths since neither the absolute number of such deaths nor the population at risk through exposure at work to carcinogenic substances can be reliably known. Most occupationally linked cancers cannot be individually identified as such with any certainty and published estimates of their total number have varied very widely. A recent study commissioned by the National Cancer Institute in the USA concluded that between two per cent and eight per cent of all American cancer deaths could be avoided if all occupational carcinogenic influences were eliminated.

(November 30)

*Mr Hogg also asked if he would publish in the Official Report the most recent year's statistics of the number of occupational deaths from: (a) accidents, (b) diseases, (c) cancer and (d) asbestos; and if he would assess the reliability of such statistics.*

Mr Waddington: There were 581 fatal injuries to employees reported to Health and Safety Commission authorities, and to other authorities in respect of merchant shipping (including fishing) and civil aviation. Reporting and attribution of fatalities believed to be reasonably complete and the category of "employees" is reasonably well

defined. In addition, there were 175 fatalities similarly reported involving the self-employed and other non-employees killed as a result of work activities. The attribution of these can be wide ranging, since (for example) the fatalities in a recent lifeboat disaster were included in the phrase "as a result of work activity".

Industrial death benefit and similar compensation has been awarded in respect of 648 deaths from "prescribed industrial disease" in 1981; this figure is provisional. But this figure can only reflect known "prescribed industrial diseases". There is no reliable overall estimate of all deaths from disease which might be attributable to working conditions.

Nearly all reported cases of asbestosis and mesothelioma (a form of cancer) must be attributed to exposure to asbestos at work. In 1980, there were 530 deaths in which one or both of these diseases was mentioned on the death certificate: 162 mentions of asbestosis and 434 mentions of mesothelioma. These diseases are the only asbestos-related diseases from which mortality statistics are held.

In addition, there were 15 cases in which industrial death benefit was claimed in 1981 (this figure is provisional) in which a cancer other than mesothelioma was mentioned. These relate to "prescribed industrial diseases" which are a clearly defined category of illnesses. For the reasons given above, it is believed there is no reliable known total of cancers whose cause might be occupational.

(November 30)



**Careers service**

*Mr John Lee (Nelson and Colne) asked the Secretary of State for Employment, what was Her Majesty's Government's response to the recommendation of the recent Rayner scrutiny that there should be a review of relationships between the Employment and Careers Services; and what further Government support would be given to help the Careers Service discharge its role in the Youth Training Scheme.*

Mr Tebbit: The scrutiny team, under the direction of Sir Derek Rayner, which looked at the Manpower Services Commission's Employment Service recommended that there should be "an independent review of the responsibilities and requirements of the Careers Service and the

Employment Service in the young person's sector". The Manpower Services Commission has stated its willingness to co-operate in such a review if the Government were to decide on one.

Priority over the next few months must be given to the launch of the Youth Training Scheme. I therefore intend to reconsider the case for a review after the Scheme has been brought fully into operation.

The Government intends to continue in 1983-84 its present directly funded support for Careers Service staffing and to make available to the Service micro-computers for their work concerning young people and the Youth Training Scheme. Following a proposal from the national consultative group on computers in the Careers Service, the Department of Employment in consultation with the Scottish and Welsh offices and with the Manpower Services Commission will develop a standard programme for micro-computers by which the Careers Service will be able to maintain records of opportunities under the Youth Training Scheme, likely candidates, their placement and progress under the Scheme. The Government will make an additional £1 million available spread over the financial years 1983-84 and 1984-85 to local educational authorities in Great Britain who are prepared to make matching contributions to the cost of installing micro-computers in Careers Offices for this programme.

(November 15)

**Women's employment**

*Mr Tim Smith (Beaconsfield) asked the Secretary of State for Employment, what important improvements had been made by his Department since May 1979 in the field of women's affairs.*

Mr Alison: Women's employment interests are best served by Government policies aimed at creating the right economic climate for an effective and competitive industry. Women can and do make use of Government employment and training services which are open on equal terms to men and women. In addition, the Government have set up the New Training Initiative, at an annual cost of £1.5 billion—from 1983-84—which includes a £1 billion a year Youth Training Scheme. Women as well as men will benefit from the opportunities offered. The Government does however recognise that in some circumstances women have special needs and the Manpower Services Commission has a small programme of training for women only, in skills where women are under-represented and for women returning to the labour market after a period of absence.

(November 29)

**Unfair dismissal**

*Mr Harold Walker (Doncaster) asked the Secretary of State for Employment, if he would specify the periods during which there had been a statutory remedy of compensation for individuals claiming they had been unfairly dismissed because of the operation of a closed shop.*

Mr Waddington: Before the Conservative Government's Industrial Relations Act of 1971 the concept of unfair dismissal did not exist in English law. The 1971 Act gave employees a right to belong to a trade union and a general right not to belong, and it provided a statutory remedy if either right was infringed. The 1974, and more particularly, the 1976 Trade Union and Labour Relations Acts removed the right not to belong to a trade union and, for the first and only time in our history, specifically declared it unfair to dismiss an employee for non-membership of a trade union in a closed shop, save only in certain narrowly defined circumstances. The 1980 and 1982 Acts have restored an effective remedy for individuals unfairly dismissed because of the operation of a closed shop.

(November 29)

**Trade unions**

*Mr Ivan Lawrence (Burton) asked the Secretary of State for Employment, what*

*measures he had in mind to protect trade unionists from being fined by trade union branch courts for failing to take industrial action ordered by their trade unions with which they did not agree and concerning which they had not been consulted.*

Mr Waddington: The 1980 and 1982 Employment Acts and the Code of Practice on the Closed Shop already provide protection against the arbitrary use of trade union power against union members in a closed shop. In particular, the code provides that unions should not discipline members who refuse to support industrial action because there has been no secret ballot. Where a union defies this provision and there is a closed shop, any member expelled for refusing to pay a fine is likely to succeed in a complaint to an industrial tribunal of unreasonable expulsion from his union. This will render any subsequent dismissal for non-membership unfair. The Government are currently considering changes to the Code of Practice and in particular whether its provisions in this area need to be strengthened. Outside a closed shop it is open to a union member fined in the circumstances described to refuse to pay the fine and to leave the union.

(November 23)

**Job splitting**

*Mr Tim Renton (Mid-Sussex) asked the Secretary of State for Employment whether he would extend the financial support for job splitting schemes to encourage the creation of new part-time jobs.*

Mr Alison: The Government's new Job Splitting Scheme, which will start on January 3, 1983, will support the splitting of full-time jobs which have existed for at least three months before an application is made. The scheme is experimental and will be kept under review to consider the possible scope for further development.

(November 23)

*Sir Anthony Meyer (West Flint) asked the Secretary of State for Employment, what further measures he proposed to encourage employers to offer increased job opportunities on a job splitting or job sharing basis to school leavers.*

Mr Alison: The Government's new Job Splitting Scheme, which will come into operation January 3, 1983, will be open to school leavers who satisfy the conditions of the scheme.

(November 23)



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# CASE STUDY

## Joint working parties: the ACAS experience

by Derek Evans, Director, ACAS Wales

The independent statutory Advisory Conciliation and Arbitration Service (ACAS) is required by law to promote the improvement of industrial relations, a duty which goes well beyond helping to settle immediate disputes through the processes of conciliation and arbitration. The ACAS advisory service is therefore available to assist with the resolution of underlying problems in the employment and industrial relations field, whether concerned with policies, practices or procedures.

An important feature of ACAS advisory work is the encouragement given by ACAS to management,

trade union representatives and employees to be jointly involved whenever practicable in efforts to improve industrial relations. This is not a result of adherence by ACAS to some concept of "participation" for its own sake. Rather it is a policy which recognises that change is more likely to be successful if it has the understanding and acceptance and, if possible, the commitment of those affected by it. Over the past three years, ACAS has actively sought to increase such joint involvement by developing the use of joint working parties as an integral part of its in-depth advisory work.

This joint involvement may take place in several ways. In some cases, while the parties' views and perceptions are taken to be of central importance, a report with specific and detailed recommendations by ACAS is presented; in others a less detailed report or discussion paper, with broad areas highlighted for subsequent joint analysis by the parties, is found to

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## → CASE STUDY

work best. In the first type, for changes to succeed it is often necessary to set up a union/management working party to consider the ACAS recommendations and determine how they should be implemented. In the second, joint analysis is carried out in a working party set up for the purpose. In yet a third type of case, a working party, with ACAS assistance and participation, may itself carry out the whole process of problem identification, analysis and prescription.

ACAS' accepted role and wide experience as a neutral third party in industrial relations makes it very well placed to provide positive but impartial assistance to joint working parties. ACAS staff are able to make full use of both their conciliation and advisory skills. Extensive experience of working parties has been gained over many years when assisting organisations to set up job evaluation schemes and in the last three years some 112 joint working parties have been set up to deal with a wider range of problems. This case study summarises the more recent ACAS experience with reference to specific, but anonymous, cases.

### Setting up joint working parties

Working parties set up under ACAS auspices are usually conceived as going beyond the process of consultation (followed by management decision making), valuable though this is. Win-lose bargaining is also avoided. The aim is to foster as far as possible a rational team approach to the solving of problems which yields results compatible with the objectives of both parties. Where collective bargaining machinery is in existence the working party also avoids its area of activity, although it might make jointly agreed proposals for ultimate determination by the collective bargaining body. Or it may enable a consensus about broad objectives to be achieved which negotiators can build upon without

being committed in advance of the outcome.

### Joint discussions

In a *New Town Development Corporation* the negotiators themselves jointly approached ACAS for assistance following a period of industrial relations instability which was undermining efforts to attract new industry into the area. The idea of a working party took shape in separate and joint discussions with ACAS over a period of three months, during which both parties tabled a long list of grievances and difficulties which needed to be resolved. The working party, under an ACAS chairman, undertook a detailed review of all existing agreements and procedures including those relating to grievances, discipline, negotiation and communication. Other topics on which draft agreements were prepared (using sub-committees for the initial work) included redundancy, flexibility, sick pay and worker participation. The working party's comprehensive report was presented to and accepted by a joint meeting of management and trade union negotiators, with the various recommendations being implemented gradually by agreement over subsequent months.

The use of a joint working party may well be favoured in organisations where a high degree of trust between the parties has already been achieved but it is also particularly appropriate in situations marked by a high incidence of avoidable disputes and grievances, sporadic industrial action or other symptoms of poor industrial relations, where trust must be generated if the problems are to be solved. This is not to say that conflict is necessarily always a "problem"—on the contrary it can often be of value. But where it is mainly destructive and negative in its results it may help neither management nor union achieve its objectives.

The working party provides an opportunity for management and

union teams to explore at close quarters, in front of one another, their respective views, motivations and fears (and sometimes those of members of their own teams) thus promoting a greater understanding and acceptance of each other's role. This is an essential precursor to the generation of trust, but not surprisingly if the parties do not trust one another, they may be unwilling to thus expose themselves. They may be prepared to give a joint working party a try if events have reached the point where both sides are convinced of the need for change. In other cases they may be prepared to go no further than admit there is a problem, and ACAS assistance may need to take other forms. Sometimes, following this, the parties may come to realise that joint work of some kind is necessary if acceptance and commitment to change are to be achieved.

### Successful conciliation

About a third of the ACAS assisted joint working parties have in fact resulted from successful conciliation, when the setting up of a working party has often been one of the preconditions for a settlement or return to normal working. Another third have followed an ACAS survey, for example one survey recommended that procedures should be reformed in a *large engineering company in Yorkshire* while another recommended a review of the payment system at a firm of *London-based provision merchants*. In each case it was the setting up of a joint working party to carry out these recommendations that led to the successful implementation of change. Most of the remaining working parties were set up following discussions between ACAS and the parties which were sometimes very protracted.

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## → CASE STUDY

A particular example of the protracted lead-in to a working party occurred in part of a large *public corporation* with a history of poor relationships. ACAS assistance was first requested in the form of an "inquiry" but early discussions indicated that the active involvement of key management and union personnel would be essential if a significant impact was to be made, relationships improved and necessary change introduced. It nevertheless took some nine months of discussions with management and union representatives and the submission of an interim report outlining the joint approach recommended by ACAS before all parties were prepared to participate in a working party with the necessary degree of commitment. Chaired by ACAS, this working party has since supervised extensive fieldwork by ACAS survey officers and tackled a formidable agenda drawn up from the subsequent reports. Progress was considerably assisted by taking the working party off-site to a three day residential retreat. Despite some

inevitable problems, the effect on industrial relations has been encouraging.

The issues considered by ACAS-assisted working parties have covered a wide range. Some have been specific, for example the reform of payment systems at a *pipe manufacturing plant*, or the improvement of the bonus incentive scheme in a particular shop of a *steel works*. Others, as with the supervisory grades in a *car manufacturing plant*, have looked at an unsatisfactory industrial relations climate as a whole. In the latter case there were six main items on the agenda—the supervisor's role and responsibilities; manning; industrial relations aspects of the procedure agreement; communications; training and flexibility.

### Organisation

The size of organisation and the number of employees directly affected by the problem or problems to be resolved have also varied widely. Working parties have been set up and functioned successfully in a *private enterprise with fewer than 30 employees* and in a large

*Health Authority with over 12,000*. Often the working parties have been concerned with quite small groups within an organisation: a grading issue in a *tobacco factory* concerned only 120 out of several thousand employees, but at the other extreme, a joint working party set up in a *Passenger Transport Executive* was relevant to over 3,000 platform staff.

### Revised procedures

This case arose from conciliation in a dispute which had brought a halt to a city's bus services. A subsequent Committee of Inquiry set up by ACAS recommended that the disputes procedure be revised and an ACAS chaired working party of eight management and 11 union representatives was set up to undertake the task. In the early stages, conciliation techniques were essential to keep the parties talking but, by tackling easier problems first, a team approach gradually developed and a revised procedure agreement was concluded to the satisfaction of all concerned within ten months.

Encouragement by ACAS of a joint working party, and the timing of its introduction, are determined by the attitudes of the parties. On some occasions the introduction of a working party at any stage would be ineffective, perhaps because one or other or both parties do not consider it appropriate, or would prefer analyses and recommendations to be made by a third party. One important consideration is cost. A working party may sometimes involve a quite substantial time commitment from both management and union representatives and therefore may be most appropriate in large organisations where the complexity of problems justifies considerable investment of resources. On the other hand the

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## → CASE STUDY

opportunities for change may be greater in smaller, less complex organisations, enabling a significant contribution to be made to economic survival.

### Operating joint working parties

The constitution of a joint working party is usually crucial to its success. If too large it tends to become a talking-shop rather than action oriented; if too small it may not be fully representative and there would be a risk of its proposals being unacceptable to sections of the workforce affected by them. In practice 6–10 members has been found to be about right for most circumstances. They need to be appointed on the basis of their potential contribution both as representatives of affected parties, and as knowledgeable and influential individuals. Before the working party is set up, or in the early stages, they must also be genuinely willing to find solutions to the problems which are identified.

Most working parties have not involved top management or full-time trade union officials as full members, but where this has been agreed their presence has generally encouraged the participants to adopt a positive approach or improved the relationships within the working party. Certainly if management members are not also the ultimate decision-makers then they must have the full support of those who are. Likewise employee members, who will usually be appointed by appropriate trade unions, must also have the confidence of those they represent.

### Officer's role

The role of the ACAS officer can be formally that of chairman, or adviser. In just over half the joint working parties set up so far, ACAS has taken on the role of chairman—often in situations where the level of trust between the parties is low. Whatever his or her formal role, the

ACAS officer acts basically as a catalyst or facilitator, for example by listening intently to the group's discussions and intervening when appropriate to bring problems out into the open so that they can be tackled, by keeping participant's attention on their basic task, and by ensuring that clear decisions are reached. The overall aims are very similar to those in collective conciliation, that is to assist the parties to reach decisions which they "own" and will therefore support, and to show them how to tackle subsequent problems for themselves.

### Fieldwork

Where fieldwork is required by the working party ACAS can help the participants decide what information is needed, leaving them to gather it themselves, but in most cases ACAS has been asked to gather the information as well. This was the case in the *public corporation* referred to earlier and also in a large *vehicle engineering plant* where a working party was established on the advice of ACAS to oversee an employee opinion survey as the first stage of a review of industrial relations. The working party devised a postal questionnaire for distribution to all employees but also requested ACAS to survey in more depth the views of a 5–10 per cent sample of employees. The areas covered by the questionnaire and interview programme were broadly similar and whilst a computer analysed the questionnaire responses, ACAS prepared a wide-ranging report for the working party. This report made only broad recommendations since it was considered important that detailed solutions to the problems identified and methods of implementation be jointly developed by management and unions within the working party forum.

The length and frequency of meetings need to be geared to the tasks to be accomplished and the availability of participants. Maintaining the impetus is an overriding

factor, and arranging a series of meetings well in advance is usually helpful. Ground rules for the conduct of meetings have been kept to a minimum, particularly in small organisations, but it has been found necessary to have a mutual understanding about how to handle non-attendance.

### Terms of reference

The first task of the working party is to agree terms of reference. These can either focus on specific and narrowly defined issues or be in general terms. Whatever their nature it is important to break them down into at least some tasks which are likely to be accomplished fairly quickly so that the working party can gain confidence from early success. The breakdown can be done through the compiling of an agreed agenda, sometimes by means of an exchange of separate lists in the first instance, or in a brain-storming session. When this cannot be done, the working party may be able to construct its agenda only after ACAS has carried out some fact finding and perhaps suggested in a discussion paper some areas to be tackled. Intangible matters ("mistrust") may be difficult to discuss directly unless specific symptoms are identified—non-observance of procedures for example—or specific improvements sought—such as the reduction of grievances or disputes.

### Reporting back

Regular reporting back to the managers and employees likely to be affected by the working party's decisions is essential. This can be done verbally but it has been found more effective to report back through agreed progress reports or bulletins. Frequently the ACAS officer has assisted in their preparation. Special arrangements have

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also been necessary for keeping key non-participants in touch with progress: this has sometimes required ACAS to brief senior management, full-time trade union officials and, on occasion, the workforce generally.

Some working parties do not come to an easily identifiable end: the parties may wish to continue with a semi-permanent body, for example, in the form of a Works Council or Joint Consultative Committee. Before this stage is reached ACAS has usually found that its full involvement is no longer necessary but it remains available to provide further help if requested.

### Results achieved

The evaluation of third party assistance in industrial relations is notoriously difficult, and the results are, in particular, often very difficult to quantify. It is arguable

however that in industrial relations it is the perceptions of the parties that matter, and on this criterion joint working parties have been successful in achieving improvements in workplace industrial relations. In several cases the reactions of management and unions have been sought specifically both on completion of a working party project and about six months later. In others the ACAS adviser has had to make his or her own assessment, based on observation of attitudes and behaviour from continuing contacts with the parties.

### Greatest benefit

Perhaps the greatest benefit of a working party is not so much the actual proposals which emerge, important though these are, as the fact that they are agreed proposals, reached through co-operation and constructive joint work between management and trade union representatives. Clearly however there is a limit to what one working party

can achieve, and this is particularly so where turnover of managers and shop stewards is high, as is so often the case. The participants, however good their relationships with one another may have become, have to convince their successors of the benefits of the process, and perhaps of the need to set up further working parties if there is no other suitable joint forum in the organisation.

Lastly, it is not argued here that third party assistance is always required. There are many cases where joint working parties have functioned very effectively without the assistance of a third party, or, in large organisations, with the assistance of someone seen by the participants as sufficiently far removed from the specific points at issue. In other situations, however, the presence of ACAS with its record of impartiality and acceptability to both managements and trade unions may be essential to get the process off the ground and bring it to the point where the parties can continue unaided. ■



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