

Employment Gazette

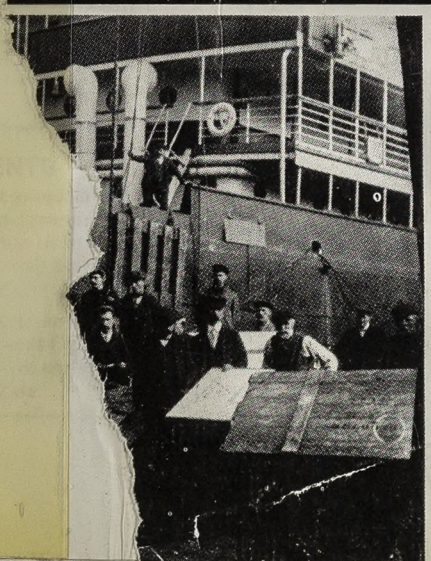
"STATISTICS"
READING
ROOM

4207A 301
2nd copy

February 1984 Volume 92 No 2
Department of Employment

BRITISH LIBRARY
29 FEB 1984
OF POLITICAL AND
ECONOMIC SCIENCE

Port of
Liverpool



Contents

Price £2.75 net

**Cover picture**

Modern dock facilities have advanced a long way since the days of muscle-power loading but mechanisation, container size loads and higher speeds all entail new risks to safety and demand almost constant reappraisal or working methods. Story page 80.

EDITOR**Mike Peters****DEPUTY EDITOR****John Pugh****ASSISTANT EDITOR****David Mattes****STUDIO****Kenneth Prowen****Christine Holdforth**

Employment Gazette is the official journal of the Department of Employment, published twelve times a year by Her Majesty's Stationery Office © Crown copyright 1984.

Communications about the contents of this journal should be addressed to the Editor, *Employment Gazette*, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF (01-213 3562).

For inquiries about latest figures etc., please ring 01-213 5551.

SUBSCRIPTION AND SALES

Annual subscriptions inclusive of postage £32.76

All communications concerning subscriptions and sales of *Employment Gazette* should be addressed to Her Majesty's Stationery Office at any of the following addresses: 49 High Holborn, London WC1V 6HB; Chichester Street, Belfast BT1 4JY; 13a Castle Street, Edinburgh EH2 3AR; 258 Broad Street, Birmingham B1 2HE; Southey House, Wine Street, Bristol BS1 2BQ; 39 Brazenose Street, Manchester M60 8AS.

ADVERTISING

Advertising enquiries should be made to Department of Employment, Inf 3, Caxton House, London SW1H 9NF (01-213 5541).

ADVERTISEMENTS

The Government accepts no responsibility for any of the statements in non-governmental advertisements and the inclusion of any such advertisement is no guarantee that the goods or services concerned have official approval.

In particular, the advertising of any health and safety product in *Employment Gazette* in no way implies endorsement of the product by the Health and Safety Executive.

EMPLOYMENT BRIEF

Straighter route to jobs	43
Setting standards for employing disabled people	44
Choosing to ride on the crest of a wave	45
Engineering as a career for women	46

SPECIAL FEATURES

Earnings and hours of manual workers in October 1983	47
Human values in working life	54
Labour force outlook for Great Britain	56
Regional and age variations in unemployment flow	65
Registered disabled people in the public sector	71

QUESTIONS IN PARLIAMENT

Accident statistics—'Vredeling' Directive—Women's employment—European Social Fund—Training scheme—Noise at work—Jobseekers' assistance—Community Programme—Training places—Closed shop—Enterprise allowance—Parental leave—Skillcentres—Unemployment—TVEI—Temperature requirements—Youth training	76
---	----

EMPLOYMENT TOPICS

Youth Training Scheme—Disabled jobseekers—Dock safety—Women managers—Sponsored students—Clean air standards—Trade union power—Tougher noise policy—Matrimonial and Family Proceedings Bill—Employment protection—Biotechnology—Changes in average earnings—Earnings in coal mining—Earnings in agriculture—Statistical tables—Measuring stress—Industrial diseases—Catering levy	79
--	----

CASE STUDY

New technology: the impact on jobs	84
------------------------------------	----

LABOUR MARKET DATA

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

REPRODUCTION OF ARTICLES

Brief extracts from articles may be used (in a non-advertising context) provided the source is acknowledged; requests for more extensive reproduction should be made to the Copyright section (P6A), Her Majesty's Stationery Office, St Crispins, Duke Street, Norwich, Norfolk NR3 1PD.

Setting standards for employing disabled people

It is not enough to recognise the achievement of companies employing disabled workers. Standards must be set that other firms would want to follow.

The "Fit for Work" Awards are designed to fulfil just that purpose, said Mr Tom King, Secretary of State for Employment, after handing out two of them to Vauxhall Motors and Stanbridge Precision Tunnel Parts Ltd in Luton.

"Our award winners are not philanthropists," he emphasised; "they know it does not make sense to exclude disabled people. They are the proof of the 'Fit for Work' message—disability does not mean inability."

Another company that has clearly taken this message to heart is Epsom Glass Industries, which has just won the award for the second time. In presenting it with its latest trophy, Parliamentary Under Secretary of State for Employment, Mr Alan Clark, congratulated the company on the work it had done to give disabled people a fair chance to compete in the open labour market.

Help to combat prejudice towards disability and change people's attitudes, he added, can be obtained from the Disablement Advisory Service at Jobcentres.



Mr Clark presents Mr Eric Katz, chairman of Epsom Glass Industries, with the Fit for Work Award. Picture courtesy of the *Epsom Herald*.

New regional policy will aid job prospects

Regional policy has suffered from a number of defects that are about to be remedied as a result of the White Paper "Regional Industrial Development", Mr Norman Lamont, Minister of State for Industry, told the Confederation of British Industry last month.

He identified three particular elements of the existing policy as being indefensible: "First there is evidence that jobs have been simply moved from one part of the country to another with no net gain to the national economy. In one sense, of course, redistribution of jobs is a purpose of regional policy. But that was more justifiable in the 1950s and 1960s when the economy was growing and unemployment was low. Now all regions have pockets of high unemployment.

"Second, schemes have not been job related and have favoured capital intensive projects.

"Third, the schemes have not been extended sufficiently to the service sector."

Scope for improvement

These defects alone, he said, show that there is plenty of scope for improvement. "The Government has determined the need to make regional development grants more job related, the need for a cost per job ceiling and measures to reduce 'job shuffling'. There are also provisions to extend the range of services that should be eligible for assistance, but only those that serve a wider area than the local market."

As a background paper to the White Paper, the Department of Trade and Industry has published *Regional industrial policy: some economic issues**. This includes a summary of the nature of structural change in the economy in terms of employment.

There have been significant variations in regional employment rates: East Anglia, the South West and the East Midlands have experienced more favourable changes in employment totals since 1965 than for Great Britain as a whole, while the greatest rates of decline have been in the West Midlands, the North West, the North and Yorkshire and Humberside. One of the most influential trends over the past 20 years, the report adds, has been the net shift of manufacturing employment out of the major conurbations and into the small towns and rural areas.

**Regional industrial policy: some economic issues*, price £3, is available from The Library, Department of Trade and Industry, 1 Victoria Street, London SW1H 0ET.

Helping employment relations in Scotland

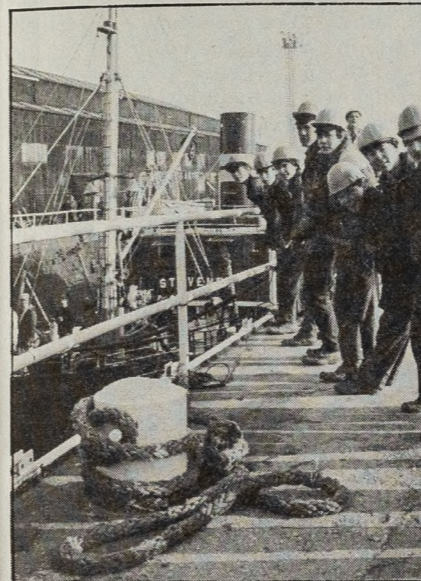
A centre for employment relations has been opened in the Strathclyde Business School at the University of Strathclyde. The Employment Relations Scottish Resource Centre, which is supported by the Scottish Development Agency, is part of the national Employment Relations Resource Centre based in Cambridge and funded by the Manpower Services Commission. It will offer an information, advisory and training service over a wide range of industrial relations.

Mr Basil Haining, managing director of the national Employment Relations Resource Centre in Cambridge, commented that "A great deal of interest and need has been identified in Scotland over the past two years which now justifies a resource centre provision based in Scotland itself. This will enable us to provide a service which, although drawing on the information and advisory capacity of the UK Centre, is firmly based within the working context of Scotland and properly reflects the unique needs and organisations of that country."

Mr Allan Stewart Scottish Under-Secretary of State for Industry and Education, who formally opened the Resource Centre, said he was pleased to see "a further example in Scotland of this kind of co-operation, which seeks to promote effective links between industry and commerce and the academic world."

The 80-year-old Norwegian-built motor yacht *Stavenes* has been brought into dry docks on Merseyside for refurbishment by these youngsters on the Youth Training Scheme.

Built in Bergen in 1904, it is on free charter to the Anfield Foundation, a charitable trust set up by Liverpool FC last year for the benefit of young



people and it will eventually be used by the Duke of Edinburgh Award Scheme on a foundation project to give young people sea adventure.

All the work will be carried out under the supervision of skilled and experienced instructors. The refit could take up to two years and will include re-wiring the ship, fitting new plumbing, total refurbishment of the engine room, fitting new decks and building fore-castle accommodation. The youngsters' practical experience in a wide range of transferrable skills through the project is being supported by "off the job" and other training as part of the YTS.

Grants tied to jobs

Changes to the system of awarding regional development grants so as to link them more closely to job creation have been proposed in the Co-operative Development Agency and Industrial Development Bill published last month. Under the terms of the Bill, grants will be calculated by reference either to the capital expenditure on a particular project or to the jobs created by it (whichever gives the better result).

However, grants may be abated and it is intended to use this power to abate grants paid on capital expenditure so as to apply a cost-per-job ceiling. This would mean that a grant would be payable only to the extent that a project creates jobs. This abatement would not normally be applied to small firms.

It is intended to bring the new scheme into effect this autumn.

Choosing to ride on the crest of a wave



Mr Karl Willets, the 10,000th entrant to the YTS in the Birmingham area, and YTS trainee Miss Sharon Phipps take the measure of Minister of State, Mr Peter Morrison.

"A nationwide wave of support" is how Employment Minister, Mr Peter Morrison, described the outcome of the Government's undertaking last year to provide the offer of a Youth Training Scheme place by Christmas to every unemployed 16-year-old school-leaver in Britain.

"Virtually all last summer's unemployed 16-year-old school-leavers were offered a suitable place on the scheme," he said. "It was an ambitious target and both the Manpower Services Commission and the Careers Service have scored a very impressive success."

Milestone for youth training

Speaking in Birmingham, after meeting the 10,000th person in the city to enter the YTS, Mr Morrison warned: "The YTS cannot promise jobs. Jobs only come from the right product or service, at the right time and at the right price. What it can do is make sure that those young people who today are taking training decisions that have to remain valid and adaptable well into the twenty-first century get the right base of skills and knowledge that they, and industry, can build on as those skills and their technologies change."

After presenting Mr Karl Willets with a framed certificate to mark the occasion, at Foster Brothers clothing store, the Minister told him: "Being the 10,000th trainee in itself does not make you special. What makes you special is that you represent a new generation of people who have been brought up to question and to choose." He had, he said, met trainees who had even given up better-paid full-time jobs to go on the scheme because of the long-term opportunities it opens up.

"I am not saying that everyone should drop out of full-time education or permanent work to take part in the Youth Training Scheme. They should do what is best for them according to their circumstances and preferences. But they should consider that the Youth Training Scheme provides an equal and realistic chance of success for their own futures and the future of this country."

- Following the introduction of the Health and Safety (Youth Training Scheme) Regulations 1983 last month (see *Employment Gazette*, January 1984), the Health and Safety Commission now intends to review the legal coverage under health and safety legislation of other trainees. The above Regulations were restricted to YTS trainees in the interests of covering the largest group of non-employed trainees as quickly as possible.

Engineering as a career for women

The Engineering Industry Training Board has published a paper on the whole topic of women in engineering. It reveals that more than 90 per cent of the women employed in the engineering manufacturing industry work in relatively low skilled jobs. These are also the jobs considered to be most under threat from new technology.

The estimated number of women in the industry last year was 410,000, a drop of over 300,000 in a decade, proportionately a much larger decrease than for men.

The report concentrates most of its attention on technological and technical jobs, where jobs have actually increased in the last few years though the number of women occupying them is still very low.

The changing outlook is also reflected in the fact that more girls are now studying mathematics and physics at "O" and "A" level, although the number of entries from girls in examinations in physics, technical subjects and the newer computer studies is far below that from boys.

The report is under no illusions that there is still a long way to go before the day is reached when choosing an engineering career is a natural option for girls to consider. And it calls for greater provision to be made for retraining, part-time work and flexible working.

● The 1983 Girl Technician Engineer of the Year Award has been presented to Mrs Frances Dagg, a software development engineer for GEC Telecommunications Ltd at Coventry. She was given the prize of £250 and an inscribed rose bowl by Baroness Platt, chairman of the Equal Opportunities Commission, at a ceremony in London last month.

*Women in engineering is available from ETB Publications, PO Box 75, Stockport, Cheshire SK4 1PH, price £4.

ILO proposes improved catering conditions

Several measures to improve working conditions in the hotel and catering trade have been proposed by a technical meeting of the International Labour Organisation. Its views have been put to the ILO Governing Body and are intended to guide international action in this sector for the coming years.

It stressed the need for internationally accepted minimum standards and called on the ILO to undertake a study and convene a meeting of experts on the validation of qualifications for hotel and catering workers. This was particularly important, it said, because of the high mobility of such workers.

If such specific regulations were to be introduced, they would facilitate the international exchanges of hotel and catering trainees—an aspect which the tripartite meeting (employers, workers and government delegates) considered to be of particular value.

The delegates also emphasised the need for special attention to be paid to the training of instructors, since they felt this to be the key to all training systems; and they invited the ILO to provide countries with specific training material for this purpose.

Construction site Open Tech programme

By using open-learning, materials site managers and supervisors can obtain training and a recognised qualification of benefit to industry and to themselves in a way that hitherto has not been possible, said Mr Peter Morrison, Minister of State for Employment, speaking at the launch of an open-learning system for construction site supervisors and managers.

Commenting on the training project, managed by the Construction Industry Training Board, the Minister said: "I am particularly pleased about this new Open Tech project developed specifically for those in the building industry, as I recognise how difficult it has been in the past for supervisors and site managers—often working in remote and isolated areas—to have access to training facilities. But now training is being brought direct to them. The flexibility of the programme allows employees to study at a time and place convenient to their personal requirements and at their own pace."

It is hoped that at least one-third of the 100,000 site management staff on building sites will take advantage of the Open Tech programme over the next few years.

Existing and potential site management staff using the programme have the opportunity to qualify for the Chartered Institute of Building's site management certificate and/or site management diploma, or they can study an individual subject to improve their knowledge in one particular sphere.

In addition firms may also purchase the learning packages to augment their own internal training programmes.

Placing the emphasis on stress

If you're a manager, especially a middle manager, you stand a good chance of falling victim to "intolerable stress" because, according to Prof John Hunt of the London Business School, this affliction is expected to reach epidemic proportions among managers before the end of the '80s. However, if you are a woman manager, your stress will be all the greater because of the higher pressure levels you experience as a result of discriminatory-based factors, said Ms Marilyn Davidson addressing a one-day workshop last month on "The cost of stress". But if, instead of being a manager, you are a worker in a boring, monotonous job, you are just as much at risk, claims a new report on *Occupational stress* by the Association of Scientific, Technical and Managerial Staffs; and it adds that your plight will be even worse if you have been promoted to supervisor.

These are just a few of the conclusions from recent papers and reports on the problems of stress.

In his article Prof Hunt refers to labels such as "mid-career crises", "learned helplessness", "burn-out" and "professional suicide" as being in current vogue among behavioural scientists for describing the problems of middle management. These problems, he suggests, are related to the arrival of the products of the post-war baby boom at middle management level and are about to become a major headache for personnel departments.

The financial cost of this stress has been quantified by Dr Audrey Livingstone-Booth, who told the cost of stress workshop that "the national average cost of working hours lost through stress is running at £132 per employee per year."

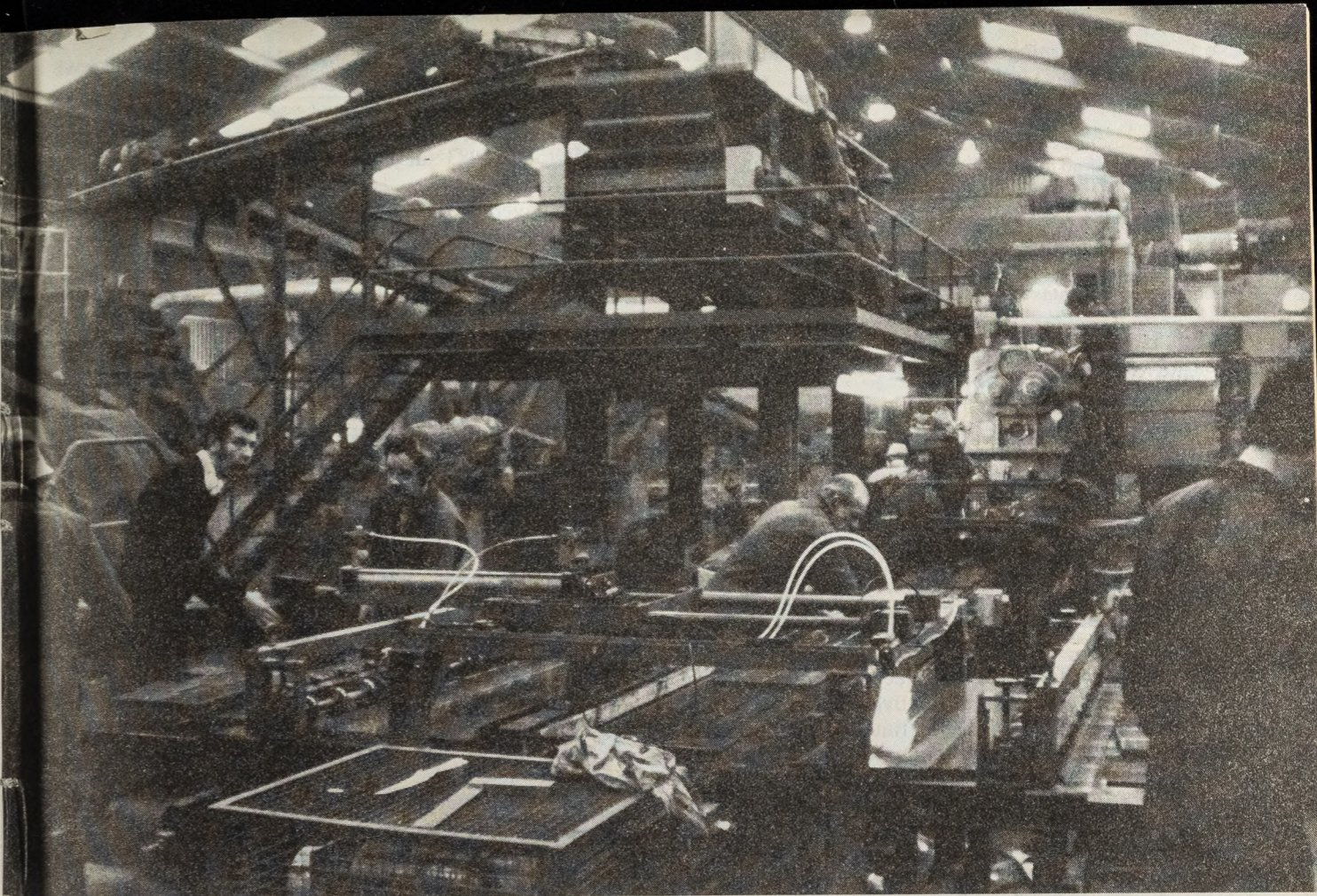
Supervisors

One of the main tenets of the ASTMS report is that the major cause of stress at work lies in work organisation: lack of workers' power over their own work and their exclusion from decision making. Supervisors in particular are said to be affected by this because their job calls for a measure of tact and understanding which they cannot summon up if subjected to intolerable stress.

Job descriptions of most supervisors, claims the report, are very vague, and often they are asked to carry out work which exceeds their responsibilities. "In these cases, the supervisor is likely to struggle to get this impossible workload done, risking stress-induced illness as a result."

The report suggests that supervisors would find their jobs less stressful if they were given more say in the wider workplace issues which affect their jobs, and that better selection and training procedures would also help.

For further details see page 83.



Earnings and hours of manual workers in October 1983

The results of this voluntary annual survey of the earnings and hours of manual workers in the United Kingdom are presented. This survey is one of the main sources of such information at detailed industry level.

□ In October 1983 the average weekly earnings of full-time male manual workers on adult rates (excluding those temporarily on short-time) in major production and transport industries in the UK were £149.1 for about 43¼ hours, an increase of about 8¾ per cent over the corresponding earnings in October 1982. The corresponding figures for full-time female workers were £91.2 for 38¼ hours.

In manufacturing industries the weekly averages for males and females on adult rates were £147.2 for 42½ hours and £90.3 for 38 hours, increases of just under 9¾ per cent and just over 8½ per cent, respectively.

Average hourly earnings increased at a slightly slower rate than average weekly earnings between October 1982 and October 1983 as average weekly hours rose during this period with more overtime working as economic activity increased. In major production and transport industries, average hourly earnings for males and females on adult rates increased by about 7¾ per cent and just over eight per cent, respectively. The corresponding increases for manufacturing industry were just over eight per cent for males and about 7¾ per cent for females.

These figures, which are summarised in table 1, are some of the results from the voluntary annual survey of the earnings and hours of manual workers conducted by the Department of Employment each October. The averages cover all full-time workers, other than those on short-time for all or part of the survey period. The figures include the weekly equivalent of periodical bonuses. Also they reflect the effect of sickness and voluntary absence and will not correspond precisely to average earnings for a full week unaffected by absence as measured in the New Earnings Survey each April (see *Employment Gazette* October 1983, page 444).

The figures presented in this article are based on the 1968 Standard Industrial Classification (SIC 1968), the same basis as those of earlier surveys. Future surveys will be based on the revised 1980 Standard Industrial Classification (SIC 1980), and the results of the present survey will be re-analysed in terms of SIC 1980 and presented, together with the results for October 1984, in next year's article. This will facilitate linking time series of average earnings between the two systems of classification.

Changes in average earnings between October 1982 and

Table 1 Average earnings and hours of full-time manual workers, 1981 to 1983

Table with columns for United Kingdom October, 1981, 1982, 1983. Rows include Weekly earnings (£), Hours worked, and Hourly earnings (p) for various categories.

October 1983 broadly reflect the effect of pay settlements in the 1982-83 pay round, as relatively few pay settlements were made after July 1983 in time to be reflected at the beginning of October when the survey was carried out.

Table 2 Average weekly earnings: by industry group, October 1983*

Table with columns for Industry Group SIC 1968, Order of SIC, Workers on adult rates, Workers on other rates, and £ per week. Rows list various industry groups.

* † ‡ See footnotes to table 6.

Scheme and the Youth Training Scheme which will have been greater in October 1983 than in October 1982 (see technical note).

Short-time working was at a very low level at the time of the October 1983 survey with less than one per cent of

Table 3 Average weekly hours: by industry group, October 1983*

Table with columns for Industry Group SIC 1968, Order of SIC, Workers on adult rates, Workers on other rates. Rows list industry groups and their respective hours.

* † ‡ See footnotes to table 6.

Table 4 Average hourly earnings: by industry group, October 1983*

Table with columns for Industry Group SIC 1968, Order of SIC, Workers on adult rates, Workers on other rates, and Pence per hour. Rows list industry groups and their hourly earnings.

* † ‡ See footnotes to table 6.

Table 5 Average weekly earnings by industry in October 1983: manual workers

Table with columns for Industry SIC 1968, Minimum List Heading, Earnings (£ per week), Workers on adult rates, Workers on other rates. Rows list various industry SIC codes and their earnings.

Table 5 (continued)

Table with columns for Industry SIC 1968, Minimum List Heading, Earnings (£ per week), Workers on adult rates, Workers on other rates. Rows continue industry SIC codes and their earnings.

Human values in working life

British attitudes to work and to employment issues have been undergoing a number of changes. They also differ significantly from the attitudes held in other parts of the world. In a number of recent surveys* Work and Society (the UK arm of the Jobs in the '80s programme operating under the auspices of the Aspen Institute) investigated just what these attitudes are, how they affect one another and how widely they are held.**

The disparity shown in the Work and Society surveys between what British workers expect from their jobs and what they actually get from them reveals them to be potentially one of the world's most discontented workforces. And, although as far as Great Britain is concerned, the surveys' findings are relevant only for the middle and lower white collar and the skilled blue collar sectors, they also came up with another disturbing finding: that Britons appear to have a very weak work ethic.

As part of the surveys, interviewees in six countries—Great Britain, Israel, Japan, Sweden, the USA† and West Germany—were presented with four statements and asked which of these best represented their own feelings about work:

- "Work is a business transaction. The more I get paid the more I do, the less I get paid the less I do."
- "Working for a living is one of life's unpleasant necessities. I would not work if I didn't have to."
- "I find my work interesting but I don't let it interfere with the rest of my life."
- "I have an inner need to do the best I can regardless of pay."

The first two statements were interpreted as representing a weak work ethic, the third a moderate one and the fourth a strong work ethic.

Sample size

The samples in the six countries were small but in Israel, Japan and the USA at least 50 per cent expressed a strong work ethic; Sweden was close behind at 45 per cent; and Great Britain was by far the lowest at around one-sixth. Conversely Great Britain had the highest proportion expressing a weak work ethic—just under a third.

In all the countries surveyed the authors found from their evidence that the strongest work ethic appeared among those whose main reason for working was neither mere sustenance nor the achievement of material success but rather that of "expressive success": the emphasis being on inner growth—how they felt about it—rather than on external signs of wealth—what they could show for it.

Nevertheless only just over a quarter of the British

sample who both said they were working primarily for expressive values and that they were actually achieving the sort of success they were seeking, could be deemed to have a strong work ethic. This compared with a range of 46–84 per cent for the same category in the other five

* *Work and human values: An international report on jobs in the 1980s and 1990s* (September 1983) published by the Aspen Institute for Humanistic Studies, price £4.50.

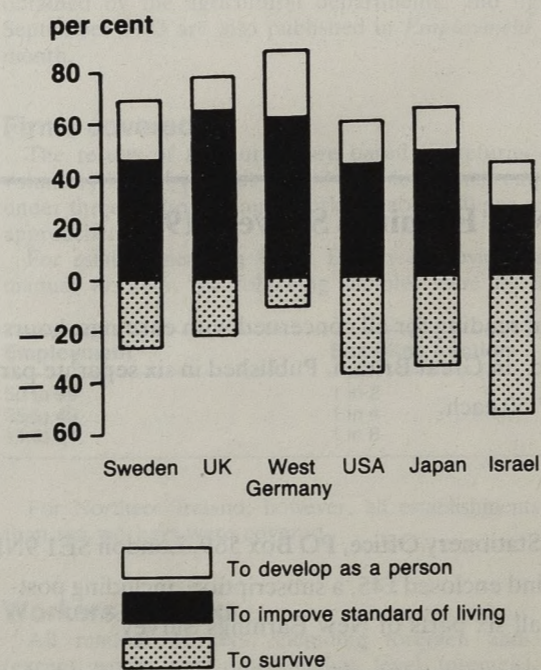
British public attitudes to future work issues and *An analysis of British work values* both by Paul Sparrow, price £3 each.

All the above may be obtained from Mr John Wadey, Work and Society, c/o National Westminster Bank PLC, Webb House, 210 Pentonville Road, London N1 9RT (cheques to be made payable to "The Rank Xerox Trust—Work and Society Account").

** The views expressed in this article are those of the authors and are not necessarily those of the Department of Employment. Information, advice and assistance in respect of improvement in the quality of working life and coping with change is available from the Work Research Unit, Department of Employment, Steel House, 11 Tothill Street, London SW1 9NF. Tel: 01-213 4434.

† 74 per cent of the USA interviewees were part-timers and can therefore be expected to have a rather different outlook from the American "norm". Only 25 per cent of the UK sample consisted of part-time workers.

Do you mostly work to make a living and survive, to improve your standard of living and advance or to develop yourself as a person?



countries. But it was notable too that the proportion of the British sample choosing expressive values as their main reason for working was far lower than in the other countries.

Most Britons in the categories mentioned earlier appear to be working to achieve material success—not just to survive but to improve their standard of living (see chart). However, fewer than one-third of these felt that they were achieving their goal.

One reason for this poor showing may be the comparatively high number of "bad jobs" found in Great Britain by the survey. A "bad job" was defined as one that has low pay, little job security, little chance for advancement, and where workers are ashamed of the place where they work. This is precisely the kind of job least likely to attract commitment.

Subjective assessments

Such assessments of jobs are necessarily very subjective because they are identified *via* the perception of the jobholders themselves and thus biased by their expectations. The highest percentage of bad jobs were found in West Germany and Great Britain (21 and 22 per cent respectively) while Israel and the USA had the lowest (6 and 9 per cent). If this is a true reflection of job satisfaction levels in Great Britain, it makes it particularly important that detailed attention should be paid by employers, unions, employees and government to ensuring that a reasonable proportion of jobholders can potentially regard their work as interesting, challenging or rewarding. The job itself would have to be improved before a dissatisfied worker is likely to be transformed into a committed one.

Yet, in Japan, where "bad jobs" were only slightly rarer than in Great Britain (17 per cent) the work ethic was much stronger (50 per cent had a strong work ethic). But it is important to take into account the apparently changing nature of Japanese society: more than half the jobholders aged 29 or under said they were primarily committed to themselves rather than to their employer. By contrast, only one in five older workers (over 55) shared this view.

Japan may be witnessing the beginning of a breaking away from such strong attachments to the workplace and a return to the home—a movement away from working to the maximum possible level in favour of one closer to the minimum acceptable level. In the future, the authors expect to see a growing Europeanisation of Japanese work values, with a concomitant reduction in the strength of the work ethic.

The British team of researchers also found evidence to strengthen its opinion about the need to encourage self-employment and entrepreneurship in the UK, though the factors that made this policy attractive in the British context did not necessarily hold for all the other countries. Entrepreneurship, they believe, is less well accepted in Europe (particularly in the UK) than in the USA, where the tradition of the entrepreneur has always been strong and the acceptance of risk is greater.

Historical differences

Some of these differences between British work values and those of the other countries studied in the surveys may in part be historical, according to Mr Michael Shanks, then programme director of Work and Society.

The USA, West Germany and Sweden in particular, he pointed out, have for long had a puritan/protestant style work ethic—something that has not played such a prevailing role in British culture. The former countries, he believed, have all suffered a comparative decline in work ethic but the position in Great Britain is far more complicated, as it was weaker to begin with. However, he was keen to emphasise that though it is weak, the work ethic in Great Britain is far from dead. One of its principal ailments, he felt, is that British management has perhaps not yet fully taken on board what it is that British workers now expect.*

This was something that has also been mentioned, albeit in a wider context, by Mr Pehr Gyllenhammar, chairman of Volvo and vice-chairman of the Aspen Institute. "It is rather surprising," he remarked, "that people representing democracies with constitutions protecting individual freedom and human rights have to go to Japan—which had its constitution and democracy forced upon it by the Allies—to find out how to treat people. It seems to me that here we are up for a cultural shock. We have been defeated because we have not applied the principles that we have formally honoured for hundreds of years—or more—in the oldest democracies. And there again I think that we have one crucial aspect of this problem—and one of the solutions: that we have to deal with people differently, on their own terms. We have to try to understand them and to pay consideration to them and not only deal with them in terms of systems."

Information technology

One important aspect of industrial life that is beginning to impinge on many people's working environment is the introduction of new information technology. But there are striking differences in opinion towards this form of innovation within industry itself. This emerged clearly in two other surveys undertaken in the UK during 1981 and 1982**. More men than women thought new information technology would lead to an increase in unemployment (40 per cent as opposed to 29 per cent); and more people in social classes A and B compared with classes D and E foresaw such an increase (42 per cent as opposed to 29 per cent).

The same kind of disparity emerged when people were asked whether the new technology was likely to lead to a shorter working week.

Overall, two-thirds of the sample surveyed in November 1982 felt that these advances were essential for the country's future prosperity; and the same proportion believed that, on balance, the changes likely to come about as a result of information technology would be for the better.

Mr Shanks believed that managers could and should take advantage of this match between the changing requirements of technology and the changing aspirations of working people. It is, he said, a unique chance to improve job satisfaction and productivity at the same time.

Attitudes towards unemployment were researched in another series of MORI Polls in the UK, in 1980 and 1981. The majority of respondents (59 per cent) disagreed with the statement that most unemployed people could get a

(continued on page 64)

* *Employment Gazette* regrets to learn that Mr Michael Shanks died in January.
** MORI Polls conducted in December 1981 and November 1982 in Great Britain.

Labour force outlook for Great Britain

Continued growth in the population is expected to lead to a rise of three-quarters of a million in the civilian labour force between 1981 and 1991. Virtually all of this growth is projected to occur before 1988 after which both the population of working age and the labour force will remain roughly stable. The number of women in the labour force is projected to grow by around half a million; that is by about twice as much as the growth in the male labour force.

The civilian labour force comprises people aged 16 or over with jobs, other than those in HM Forces, together with all those in the same age group who are seeking work, whether or not they claim benefits. In the past all students in full-time education have been excluded from the labour force even though some students take or seek jobs. The civilian labour force is now defined to include those students who have or are seeking jobs; this amended definition is in line with revised international definitions and provides a more complete coverage of those wishing directly to participate in the country's economic activity. The total labour force (the civilian labour force plus those in HM Forces) is broadly similar in concept to the working population series published regularly in the *Employment Gazette* but there are nevertheless numerous small differences in definition and coverage between the two series. For example, some persons with two jobs as employees will be counted twice in the working population but once in the labour force; while persons seeking work but not claiming benefits are in the labour force but are not covered by the working population figures. These differences can lead the two series to change in rather different ways in the short term.

Table 1 Estimates and projections of the civilian labour force*

Great Britain	Civilian labour force: thousand			Change since previous year in civilian labour force: male and female	
	Male	Female	Male and female	Thousand	Per cent
June 1971	15,548	9,320	24,868	—	—
1972	15,499	9,427	24,926	+58	+0.2
1973	15,503	9,593	25,096	+170	+0.7
1974	15,479	9,734	25,213	+117	+0.5
1975	15,500	9,843	25,343	+130	+0.5
1976	15,457	9,997	25,454	+111	+0.4
1977	15,556	10,299	25,855	+401	+1.6
1978	15,522	10,315	25,837	—	-0.1
1979	15,532	10,338	25,870	+33	+0.1
1980	15,553	10,417	25,970	+100	+0.4
1981	15,627	10,523	26,150	+180	+0.7
1982	15,638	10,512	26,150	0	0.0
1983	15,701	10,582	26,283	+133	+0.5
1984	15,757	10,687	26,444	+161	+0.6
1985	15,775	10,790	26,565	+121	+0.5
1986	15,804	10,881	26,684	+119	+0.4
1987	15,842	10,953	26,795	+111	+0.4
1988	15,867	10,999	26,865	+70	+0.3
1989	15,874	11,028	26,902	+37	+0.1
1990	15,860	11,042	26,901	-1	-0.0
1991	15,834	11,045	26,879	-22	-0.1
Average annual changes in civilian labour force: male and female			Thousand	Per cent	
1971-77			+165	+0.7	
1977-81			+74	+0.3	
1981-88			+102	+0.4	
1988-91			+5	+0.0	

* See footnote to table 3.

Those people coming within the boundary of the labour force are also described as being "economically active", and the term "economic activity rate" (or simply "activity rate") is used to describe the proportion of the population who are in the labour force. Projections of the labour force are produced by multiplying together projections of the population and of activity rates. As activity rates for different age/sex groups differ substantially in level and show different trends, the numbers of people in the labour force have been projected separately for each of 17 age/sex groups.

The latest available estimates of the labour force relate to 1981, and are based on data from the 1981 Labour Force Survey and the 1981 Census of Population. The projections presented in this article for years after 1981 are based on the Government Actuary's 1981-based projections of home population* and the projected activity rates described below.

The labour force estimates (for 1971 to 1981) and projections (for 1982 to 1991) presented here replace those previously published in the April 1981¹ and February 1983² editions of *Employment Gazette*. Differences of definition and measurement method between the present estimates and projections and those previously published are described in Appendix 2 on page 63. Regional labour force estimates and projections, consistent with the national figures presented here, will be published shortly.

Main results

Labour force trends

The estimates and projections are summarised in table 1 and presented in more detail in table 3.

While there was considerable variation from year to year, including a surge between 1976 and 1977 resulting from a change in school leaving regulations and a check in the rate of growth between mid-1977 and mid-1979, the labour force grew at an average rate of about 130,000 (1/2 per cent) a year through the 1970s. Between 1980 and 1987 the average rate of increase is projected at about 120,000 a year though there are again variations from year to year; in particular it is thought that the labour force remained stable between mid-1981 and 1982. An increase of 70,000 is projected to occur between 1987 and 1988 and thereafter the labour force is projected to remain relatively stable.

* Adjusted slightly to be more consistent with the latest estimates of the mid-1981 home population.

Table 2 Components of change in the civilian labour force[‡] Great Britain

	1971-77			1977-81			1981-88			1988-91		
	Popula- tion effect*	Activity rate effect†	Change in labour force	Popula- tion effect*	Activity rate effect†	Change in labour force	Popula- tion effect*	Activity rate effect†	Change in labour force	Popula- tion effect*	Activity rate effect†	Change in labour force
Total civilian labour force	292.2	694.8	987.0	576.2	-281.2	295.0	857.4	-141.4	716.0	79.3	-65.3	14.0
of which												
Male	246.3	-238.3	8.0	317.8	-246.8	71.0	523.9	-283.9	240.0	72.8	-104.8	-32.0
Female	45.9	933.1	979.0	258.4	-34.4	224.0	333.5	142.5	476.0	6.5	39.5	46.0

* The change in the labour force that would have occurred if the activity rate in each age group had remained over the period at its value in the initial year.

† The residential change—total change less the change due to the population effect.

‡ See footnote to table 3.

Table 3 Estimates and projections of the civilian labour force[°] 1971-91 by age and sex

Great Britain		Thousand																			
Age*	1971†	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
Male																					
16-19	1,050	1,019	1,021	995	1,037	1,048	1,174	1,208	1,258	1,293	1,371	1,360	1,355	1,334	1,307	1,281	1,256	1,226	1,180	1,126	1,053
20-24	1,828	1,720	1,671	1,661	1,642	1,639	1,646	1,668	1,702	1,735	1,772	1,825	1,880	1,938	1,992	2,013	2,020	2,003	1,971	1,925	1,898
25-34	3,249	3,392	3,487	3,555	3,614	3,689	3,749	3,760	3,763	3,759	3,747	3,653	3,618	3,624	3,654	3,710	3,790	3,868	3,960	4,059	4,134
35-44	3,067	3,056	3,058	3,055	3,049	3,021	3,024	3,059	3,116	3,156	3,186	3,316	3,404	3,468	3,525	3,587	3,619	3,631	3,636	3,638	3,626
45-54	3,132	3,156	3,205	3,244	3,169	3,105	3,051	3,002	2,954	2,918	2,890	2,877	2,871	2,865	2,850	2,825	2,827	2,864	2,906	2,942	2,998
55-59	1,469	1,422	1,345	1,276	1,323	1,365	1,410	1,462	1,504	1,437	1,392	1,355	1,326	1,304	1,287	1,271	1,254	1,233	1,213	1,195	1,182
60-64	1,219	1,215	1,212	1,206	1,198	1,198	1,198	1,198	1,198	1,198	1,198	1,198	1,198	1,198	1,198	1,198	1,198	1,198	1,198	1,198	1,198
65-69	360	351	343	333	322	298	275	243	210	207	202	177	156	140	136	133	130	127	121	109	100
70+	174	168	161	154	146	142	139	128	117	126	134	113	107	100	94	86	77	69	61	55	49
All	15,548	15,499	15,503	15,479	15,500	15,457	15,556	15,522	15,532	15,553	15,627	15,638	15,701	15,757	15,775	15,804	15,842	15,867	15,874	15,860	15,834
Female																					
16-19	938	921	922	858	940	958	1,093	1,130	1,170	1,187	1,223	1,208	1,193	1,174	1,154	1,132	1,111	1,086	1,044	997	935
20-24	1,239	1,201	1,164	1,188	1,181	1,205	1,242	1,267	1,300	1,344	1,386	1,418	1,458	1,507	1,540	1,557	1,554	1,529	1,502	1,466	1,445
25-34	1,523	1,630	1,761	1,868	1,926	2,049	2,163	2,174	2,174	2,177	2,176	2,114	2,100	2,119	2,158	2,207	2,259	2,304	2,352	2,404	2,438
35-44	1,883	1,924	1,968	2,035	2,045	2,065	2,105	2,132	2,171	2,200	2,229	2,309	2,371	2,430	2,497	2,564	2,607	2,634	2,655	2,677	2,684
45-54	2,104	2,152	2,232	2,288	2,237	2,192	2,156	2,127	2,098	2,091	2,090	2,076	2,078	2,080	2,077	2,095	2,136	2,164	2,181	2,218	2,270
55-59	869	849	810	775	809	868	930	946	954	911	877	854	838	827	820	812	802	790	780	768	763
60-64	482	480	478	477	474	438	397	349	305	329	354	354	369	374	360	350	341	334	330	327	324
65-69	282	270	258	245	231	222	213	190	166	178	188	179	178	181	183	184	185	186	186	186	186
70+	174	168	161	154	146	142	139	128	117	126	134	113	107	100	94	86	77	69	61	55	49
All	9,320	9,427	9,593	9,734	9,843	9,997	10,299	10,315	10,338	10,417	10,523	10,512	10,582	10,687	10,790	10,881	10,953	10,999	11,028	11,042	11,045
Male and female																					
16-19	1,988	1,940	1,943	1,853	1,977	2,006	2,267	2,338	2,428	2,480	2,594	2,568	2,548	2,508	2,461	2,413	2,367	2,312	2,223	2,122	1,988
20-24	3,067	2,921	2,835	2,849	2,823	2,844	2,888	2,935	3,002	3,079	3,158	3,243	3,338	3,446	3,533	3,570	3,574	3,532	3,473	3,391	3,343
25-34	4,772	5,022	5,248	5,423	5,540	5,738	5,912	5,934	5,937	5,936	5,923	5,767	5,717	5,743	5,812	5,917	6,049	6,172	6,312	6,463	6,572
35-44	4,950	4,980	5,026	5,090	5,094	5,086	5,129	5,191	5,287	5,356	5,415	5,625	5,776	5,897	6,022	6,151	6,226	6,265	6,290	6,315	6,310
45-54	5,236	5,308	5,437	5,532	5,406	5,297	5,207	5,129	5,052	5,009	4,980	4,953	4,947	4,943	4,930	4,903	4,922	5,000	5,087	5,160	5,288
55-59	2,338	2,271	2,155	2,051	2,132	2,233	2,340	2,408	2,458	2,348	2,269	2,209	2,165	2,132	2,107	2,082	2,056	2,023	1,992	1,963	1,945
60-64	1,701	1,695	1,690	1,683	1,672	1,588	1,485	1,341	1,251	1,287	1,315	1,353	1,357	1,290	1,247	1,209	1,180	1,157	1,137	1,118	1,118
65-69	816	789	762	732	699	662	627	561	493	511	524	469	440	418	410	401	392	381	368	351	335
All	24,868	24,926	25,096	25,213	25,343	25,454	25,855	25,837	25,870	25,970	26,150	26,150	26,283	26,444	26,565	26,684	26,795	26,865	26,902	26,901	26,879

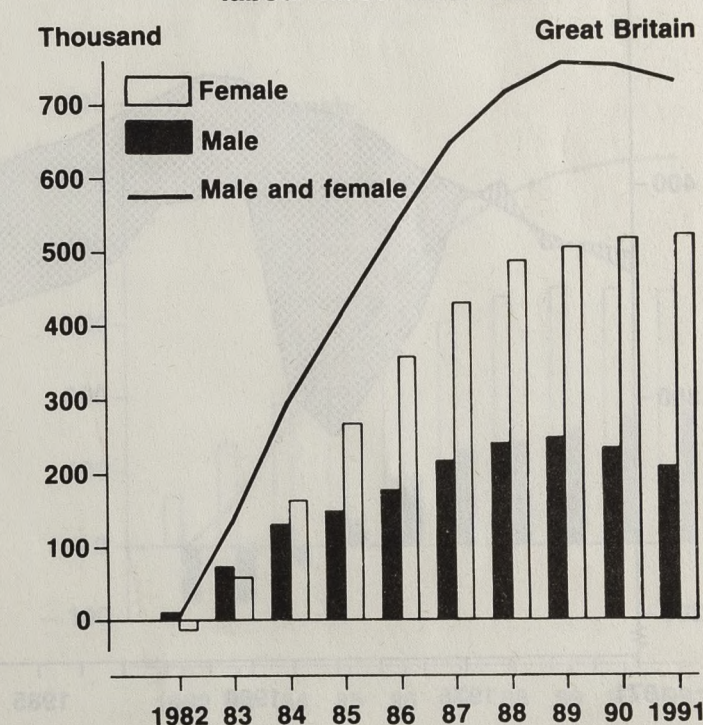
Components may not sum to the all ages totals because of rounding.

° The civilian labour force is now defined to include those students who are economically active.

* Aged 16 and over at June each year.

† 1971 estimates for females have been adjusted for the undercounting in female economic activity in the Census of Population—see the article published in the February 1983 edition of *Employment Gazette* for further details.

Chart 1 Projected change in civilian labour force* after 1981

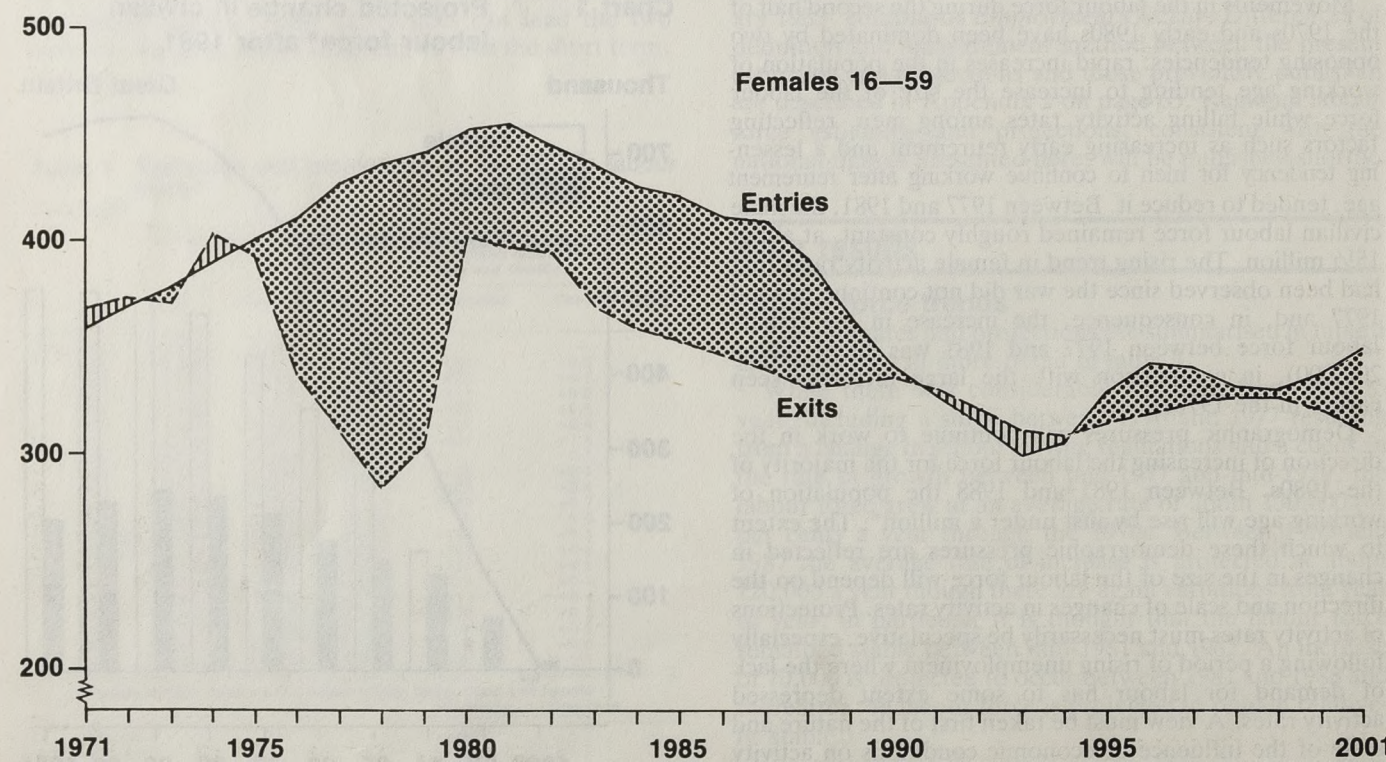
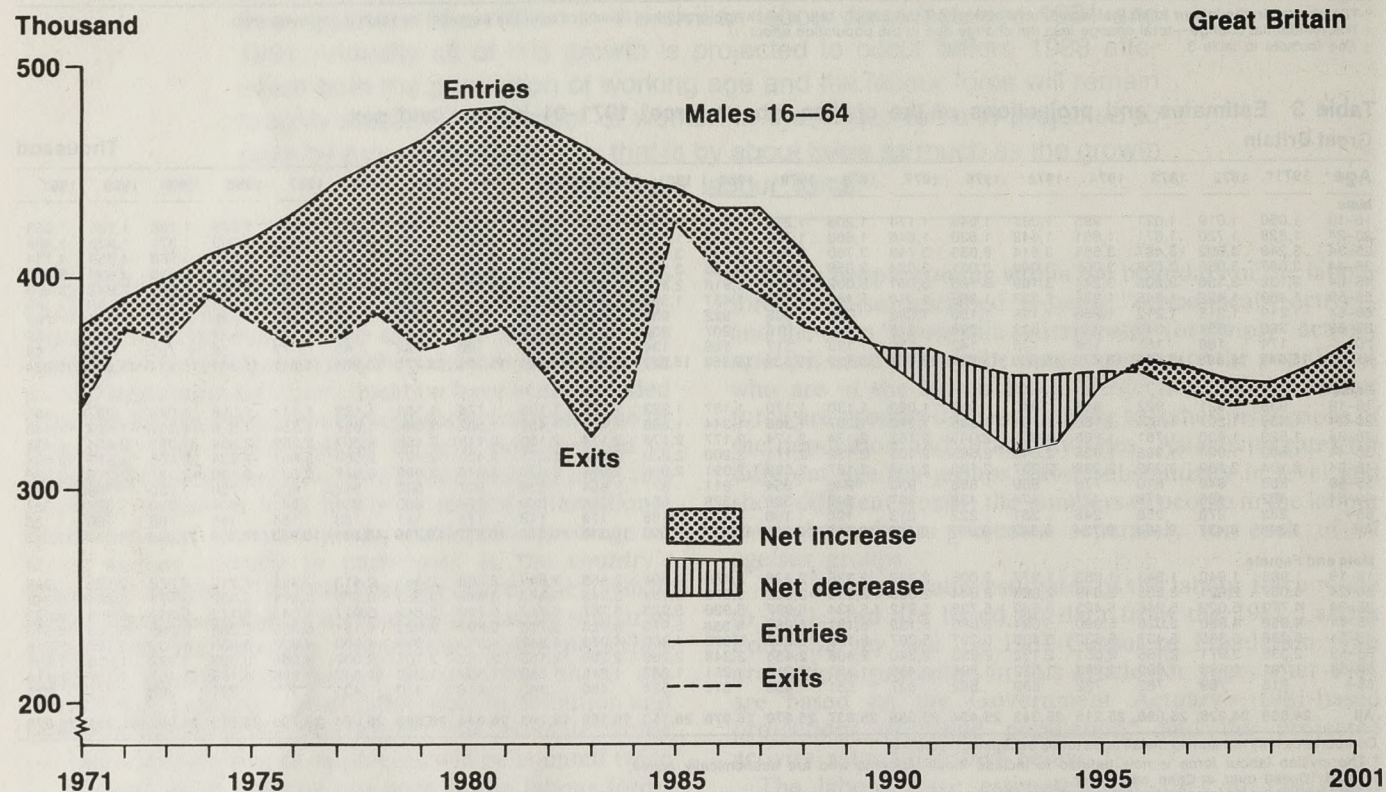


* See footnote to table 3.

economy has been assumed to follow the course indicated in the PES assumptions published in "The Government's Expenditure Plans 1983-4 to 1985-6" (Cmnd 8789). Under these assumptions, claimant unemployment after 1983 will remain stable to the end of the PES period at around 3.1 million, very slightly higher than the 1983 level (three million). The same level of unemployment has been assumed for the remainder of the projection period

after 1986. These are merely working assumptions; different assumptions would lead to different projections of the future size of the labour force. This sensitivity of the projection to the assumed levels of unemployment is discussed later in the article; in broad terms a change of 100,000 in the assumed number unemployed would lead to a change of 35,000 to 40,000—in the opposite direction—in the projected labour force.

Chart 2 Entries to and exits from the population of working age* 1971-2001



*16-64 years old for men; 16-59 years old for women

With these working assumptions, the civilian labour force is projected to grow by over 700,000 between 1981 and 1988—see chart 1. Although further falls in male activity rates are expected to continue to offset the population growth, the male labour force is nevertheless projected to grow by some 240,000 between 1981 and 1988, in contrast to its previous stability. For women, the outlook is for fairly substantial increases in the labour force (480,000 between 1981 and 1988) as female activity rates are projected to resume their upward trend after 1982.

The picture after 1988, however, is somewhat different as the population of working age ceases to grow and the labour force is projected to be relatively stable at around 26.9 million between 1988 and 1991. The demographic and activity rate trends that lie behind these projections are discussed in the next sections of this article.

Demographic trends

The demographic factors influencing the labour force are illustrated in chart 2. The low birth-rate during the First World War has caused the number of men reaching retirement age to be lower in the last few years. The post-war baby boom will cause a temporary increase in the number of men reaching retirement age in 1985, followed by a gradual decline, reflecting the reduction in birth-rates after 1920. The same pattern can be observed for females, but five years earlier because of the lower retirement age: thus the rate for female retirement reached its peak in 1980 and has been declining since.

At the same time, the numbers entering the population of working age are affected by the very high birth-rates in the 1960s. Although the number reaching school leaving age reached its peak in 1980-81, entries will continue to exceed exits, for both men and women, throughout the 1980s. This will lead to substantial increases in the population of working age up to 1988, but from then until the end of the century it will remain roughly stable, with small declines in the first half of the 1990s being balanced by subsequent small increases.

In the absence of any changes in activity rates the population growth between 1981 and 1988 would produce an increase of 1/2 million in the male labour force and 330,000 in the female labour force. As can be seen from chart 3 and table 2, these upward demographic pressures outweigh the tendency of projected changes in activity rates, which are discussed in the following paragraphs, to reduce the size of the labour force.

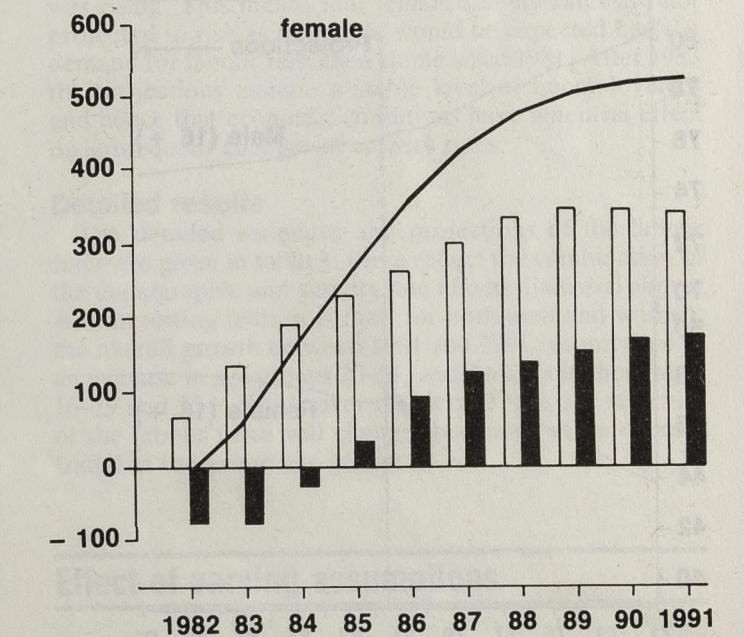
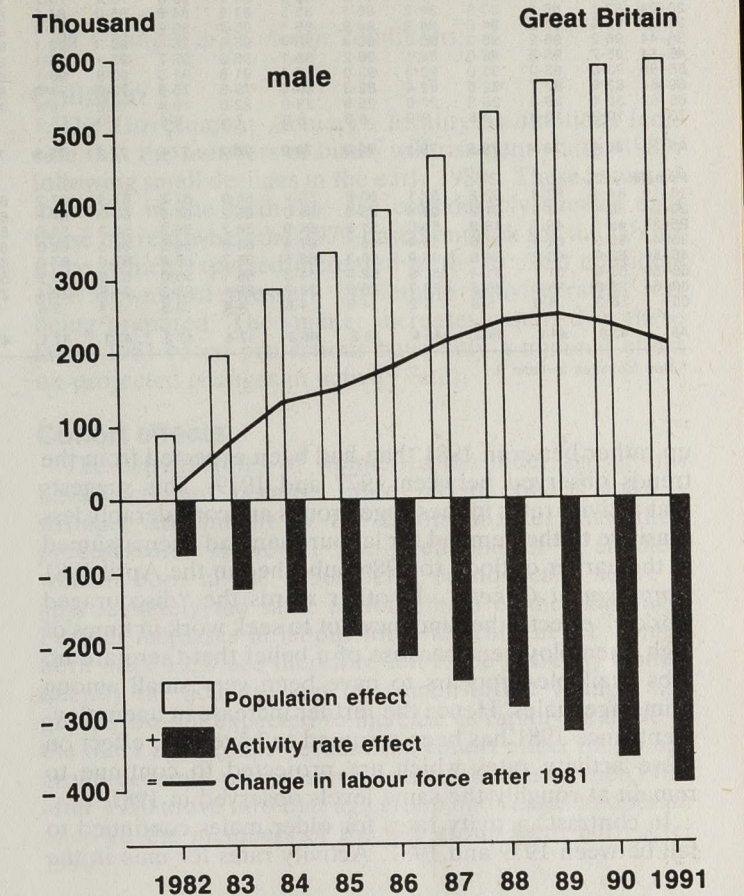
Activity rate trends

The projections show the all ages male activity rate continuing to fall throughout the 1980s although at a slower rate than in the 1970s. The rate for females remains relatively level in the early 1980s—reflecting the tendency of increasing unemployment to moderate the upward trend—and then, on the working assumption that unemployment levels remain stable after 1984, resumes an upward trend. These projected activity rates are shown in chart 4. These trends in overall activity rates reflect a combination of rather differing projected changes for the activity rates in individual age groups, which are presented in table 4 and chart 5, and discussed in more detail below.

Male activity rates

In spite of continued increases in unemployment, activity rates for men in the prime age groups (20-54) held

Chart 3 Projected components of change in the civilian labour force* after 1981



*See footnote to table 2.

Table 4 Estimates and projections of civilian labour force^a activity rates 1971-91 by age and sex

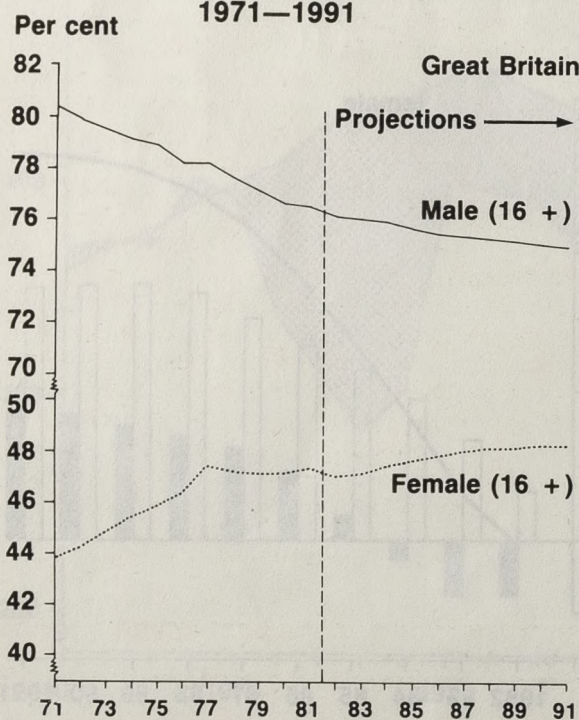
Great Britain		Per cent																			
Age	1971*	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
Male																					
16-19	69.2	66.5	65.9	63.3	64.2	63.3	69.1	69.3	70.2	70.2	72.9	72.0	71.8	71.9	71.8	71.7	71.5	71.3	71.2	71.1	70.6
20-24	87.1	86.1	85.9	86.2	86.1	85.5	84.6	84.6	85.0	84.5	84.3	84.5	84.9	85.4	85.9	86.1	86.2	86.1	85.9	85.7	85.6
25-34	94.6	94.7	94.8	94.9	94.9	95.1	95.6	95.5	95.4	95.4	95.3	95.3	95.2	95.2	95.2	95.3	95.3	95.3	95.4	95.4	95.4
35-44	96.2	96.2	96.3	96.3	96.4	96.4	96.5	96.4	96.3	96.1	95.9	95.9	95.9	95.9	95.9	95.9	95.9	95.9	96.0	96.0	95.9
45-54	95.7	95.8	96.0	96.1	96.2	96.1	96.0	95.7	95.4	95.1	94.8	94.7	94.7	94.7	94.7	94.7	94.7	94.7	94.7	94.7	94.7
55-59	93.0	93.0	93.0	93.0	92.4	91.8	91.3	90.8	90.1	89.4	89.0	88.6	88.6	88.2	87.8	87.5	87.1	86.7	86.3	86.0	85.6
60-64	82.9	82.7	82.6	82.4	82.3	80.4	78.5	73.0	71.2	69.4	68.4	66.9	65.4	64.0	63.3	62.6	61.9	61.2	60.5	59.8	59.8
65-69	30.4	29.3	28.2	27.0	25.9	23.9	22.0	19.4	16.8	16.6	16.4	15.0	14.0	13.1	12.2	11.4	10.7	10.0	9.3	8.7	8.1
70+	10.9	10.3	9.6	9.0	8.3	7.5	6.8	6.0	6.3	6.6	6.6	5.5	5.1	4.7	4.3	3.9	3.6	3.2	2.9	2.5	2.2
All	80.4	79.9	79.5	79.1	78.9	78.2	78.2	77.6	77.1	76.6	76.5	76.1	76.0	75.9	75.6	75.4	75.3	75.2	75.1	75.0	74.9
Female																					
16-19	64.4	62.8	62.2	57.1	60.8	60.4	66.9	67.2	67.9	67.2	68.1	67.2	66.5	66.5	66.5	66.4	66.2	66.1	66.1	66.0	65.7
20-24	60.1	61.3	61.2	63.4	63.8	65.0	66.2	66.6	67.3	67.6	67.7	67.6	68.0	68.8	69.0	69.4	69.3	68.7	68.4	68.2	68.0
25-34	45.5	46.7	48.9	51.0	51.8	54.0	56.3	56.3	56.2	56.2	56.2	55.7	55.8	56.2	56.8	57.2	57.4	57.4	57.4	57.4	57.4
35-44	59.6	61.4	63.0	65.4	66.1	67.4	68.6	68.5	68.3	68.0	67.6	67.4	67.6	68.2	68.8	69.2	69.5	69.9	70.3	70.6	70.6
45-54	62.0	63.2	64.8	65.9	66.3	66.5	66.7	66.8	67.0	67.6	68.1	68.0	68.2	68.4	68.9	69.3	69.9	70.3	70.6	70.9	71.1
55-59	50.9	51.1	51.4	51.9	52.4	54.3	56.1	55.0	53.8	53.6	53.4	53.4	53.4	53.4	53.4	53.4	53.4	53.4	53.4	53.4	53.4
60-64	28.8	28.8	28.7	28.7	28.6	26.9	25.1	23.3	21.5	22.4	23.3	22.4	22.4	22.4	22.4	22.4	22.4	22.4	22.4	22.4	22.4
65+	6.3	6.0	5.6	5.2	4.9	4.6	4.4	3.9	3.4	3.6	3.7	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6
All	43.8	44.2	44.8	45.4	45.8	46.3	47.4	47.2	47.1	47.1	47.3	47.0	47.1	47.4	47.6	47.8	48.0	48.1	48.1	48.2	48.2

* See footnotes to table 3.

up rather better in 1981 than had been expected from the trends observed between 1977 and 1979. This suggests that activity rates in these age groups are considerably less sensitive to the demand for labour than had been assumed in the earlier outlook to 1986 published in the April 1981 *Employment Gazette*¹. In other words the "discouraged worker" effect—the tendency not to seek work in times of high unemployment because of a belief that there are no jobs available—appears to have been very small among prime age males. Hence the further increase in unemployment since 1981 has been assumed to have little effect on these activity rates which are projected to continue to remain at roughly the same levels observed in 1981.

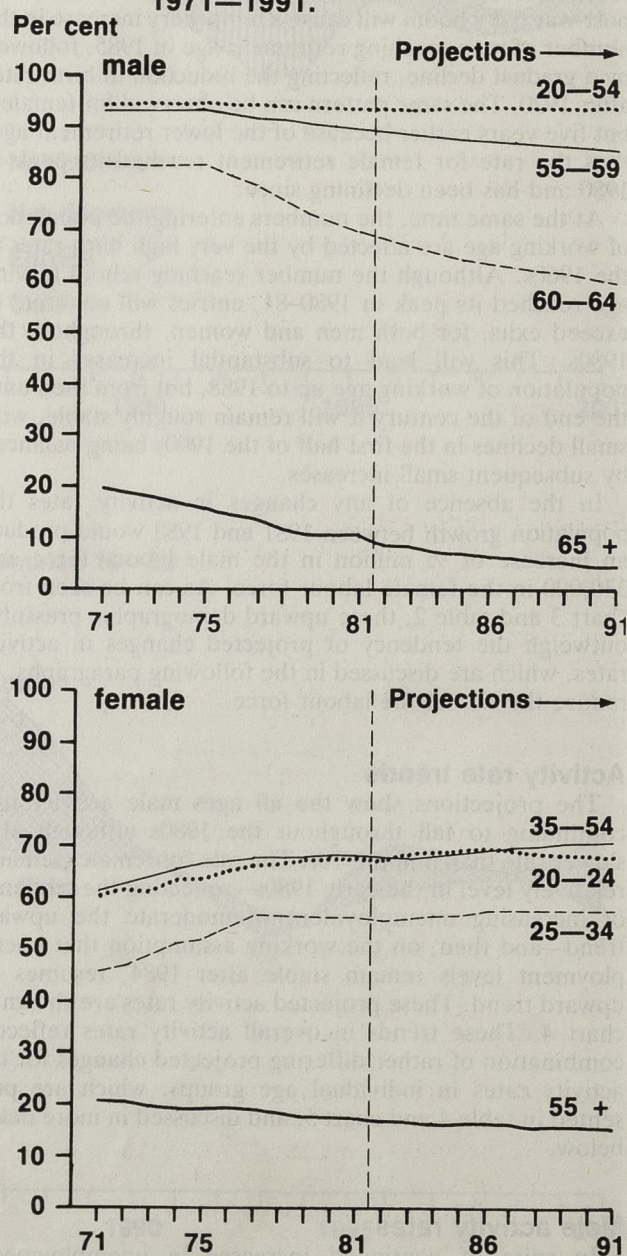
In contrast, activity rates for older males continued to fall between 1979 and 1981. Activity rates for men in the

Chart 4 Male and female civilian labour force* activity rates — 1971-1991



*See footnote to table 3.

Chart 5 Civilian labour force* activity rates for selected age groups 1971-1991.



*See footnote to table 3.

pre-retirement age group (60-64) have fallen steeply during the second half of the 1970s; by 13 percentage points between 1975 and 1981, mainly owing to early retirement. Reasons for this rapid growth in early retirement are not entirely clear though it in part reflects increased take up of early retirement under the Job Release Scheme (JRS); between 1977 and 1981 the numbers of men on JRS increased from 10,000 to 50,000, accounting for roughly one-third of the estimated 120,000 men aged 60-64 removed from the labour force by the decline in economic activity rates. Some of the decline in activity rates may have resulted from a "shake-out" of men who, perhaps for reasons of ill-health or disability, are less able to find work in a period of economic constraint. The increasing availability of occupational pensions is likely also to have been an important factor. Although many of the factors underlying the recent trends to early retirement may be related to a need to shed labour in a period when demand for labour is low, the trends in activity rates for older men do not show any clear link with changes in the level of unemployment. Recent increases in early retirement may have been influenced by factors such as manpower planning when the numbers of men reaching state retirement age are at unusually low levels. If this is the case, the trend to early retirement may be expected to slacken after the "retirement bulge" in the mid-1980s when men born in the post World War I "baby boom" reach state retirement age. However, the indications are that the pressure on the labour market will remain high—continuing to encourage some movement to early retirement.

The projected outlook for older men is for continuing falls in activity rates though with the rate of reduction after 1981 rather less marked than that seen in the late 1970s. For men aged 60-64, a further slowing of the trend is projected after the "retirement bulge" in 1985. For men aged over 65 the decline in activity rates is projected to moderate towards the end of the decade as low levels of activity for these age groups are reached.

Female activity rates

Activity rates for women aged under 55 have increased substantially since the war and the rising trends continued in the early 1970s, with a rise of nearly seven percentage points between 1971 and 1977. Since then, however, the rising trends have halted—see chart 5. The projection of these rates is based on an assessment of the factors underlying the observed changes which is discussed in detail (Appendix 1 on page 62). This assessment shows that whether or not a woman is rearing dependent children has a major influence on the likelihood of her being economically active; the sharp rises in female activity rates seen in the early and mid-1970s are mainly a reflection of the falling birth-rate after the 1960s baby bulge.

Another reason for the rising trends in female activity rates is the increasing underlying attachment to the labour force of women born in more recent years—the "cohort effects" explained in Appendix 1. However, the stability in economic activity rates seen after 1977 is thought mainly to reflect the downward influence on activity rates arising from the constrained economic conditions in the late 1970s and early 1980s.

When projecting female activity rates, changes in all of these three factors need to be considered:

- The effects of changes in fertility patterns on the numbers of children.

- The "cohort effects" on activity rates in older age groups, as women moving into the age group are more likely to be economically active than those ageing out of the age groups.

- Changes in economic conditions.

Children

The Government Actuary's fertility assumptions indicate that the numbers of births will rise gently after 1983, following small declines in the early 1980s. These assumed increases in the birth-rate are considerably smaller than those current when the 1979-based outlook for the labour force, which expected increased births to exert considerable downward pressure on female activity rates, was being prepared. The smaller increases assumed in these latest 1981-based projections have only a minimal effect on projected changes in activity rates.

Cohort effects

The activity rates of women in the older age groups have increased because more recent cohorts have a stronger attachment to the labour market than their predecessors. However, the likelihood of a childless woman born in the 1950s being economically active is approximately the same as for a man of the same age. Further increases in labour force attachment for women born after 1950 are therefore felt to be unlikely. Consequently the activity rates of women in the younger age groups are not expected to increase as rapidly as those in the older age groups because the cohort effect for an age group becomes progressively less marked as women born after 1950 move into that age group and ceases to operate once all the members of the age group were born after 1950.

Economic conditions

As is described in Appendix 1 economic conditions have a stronger effect on female activity rates than on male rates. While the relevant economic factors are doubtless various, the level of unemployment has been taken as a broad indicator of the relevant factors and the projections have assumed some further downward pressure on female activity rates between 1981 and 1983 while unemployment was rising. This means that female activity rates are not projected to rise as rapidly as would be expected had the demand for labour remained stable since 1981. After 1983 the projections assume a stable level of unemployment and hence that economic conditions have a neutral effect on subsequent changes of activity rates.

Detailed results

The detailed estimates and projections of the labour force are given in table 3; these reflect the combination of the demographic and activity rate effects discussed above. An interesting feature is that, for both men and women, the overall growth between 1981 and 1991 is composed of an increase in age groups 20-54, and declines in those aged 16-19 and 55+. Thus, over the decade, the age structure of the labour force will change, becoming more concentrated in the prime age groups.

Effect of varying assumptions

The assumptions about future changes on which the outlook for the labour force presented in this article is

Appendix 1 Determinants of women's economic activity

Many women, unlike most men, leave the labour force for a period while they rear young children, and return at a later stage. Some women leave the labour force when starting a family and never return. In consequence, activity rates of women are generally lower than those of men. There has been much research on the factors influencing a woman's decision whether to be economically active. The projections of female economic activity rates presented in this article have been based on a statistical model developed in research by Joshi and others^{4, 5, 6}

The research showed that changes in female activity rates can be more easily understood by comparing the economic activity rates of different birth cohorts of women. For example, at any given age and other things being equal, a woman born in 1950 was more likely to be economically active than one born in 1910. The model relates the economic activity rates of women in different birth cohorts to a number of factors, including the woman's year of birth, her age and how many children she had and their ages. Another factor considered was an indication of the prevalent demand for labour.

Effects of children

As might be expected, women with dependent children are considerably less likely to be in the labour force than childless women. This factor is by far the most important influence on economic activity rates for women in the child-rearing age groups (20-44). Consequently a fall in the birth-rate will lead to increases in activity rates for these age groups. The sharp rises in female activity rates observed through the early and mid-1970s are to a substantial extent a reflection of the falling birth-rate after the late 1960s. For example, some two-thirds of the increase in activity rates of women in the 25-34 age group can be explained this way. The model also shows that as many women return to the labour force as their children become progressively less dependent, the presence of young children (0-4) has a greater effect in reducing economic activity rates than the presence of older children. However, women with children who are no longer dependent continue to have activity rates that are lower than those who never had children.

For example, according to the model, in 1981 the activity rate of childless women aged 35-44 would have been around 90 per cent. For women of the same age whose children were no longer dependent, the activity rate for the group would drop to 79 per cent; for those with a single child aged 5-9 to 69 per cent; and the activity rate for those women with two children, one aged 5-9 and the other 0-4, would have been only 38 per cent.

Cohort effects

As mentioned above, other things being equal, a woman born in 1950 is more likely to be economically active than one born in 1910. The increasing attachment to the labour force of women born later in the century reflects changes

in social and economic conditions. This effect is particularly important when considering trends in activity rates of women in the older age groups. For example, activity rates of women in the 45-54 age group increased by some five percentage points between 1971 and 1977 and nearly all of this increase is explained by the fact that women born between 1923 and 1932 are more likely to be economically active than were their peers in the 1917 to 1926 birth cohort when they were the same age. The rate of increase in the attachment to the labour force of women born more recently slowed down for women born after 1935, as activity rates among childless females tended to catch up with those of men. As a result recent trends in activity rates for women in the younger age groups have not been so much affected. For women born in the early 1950s, it appears that the average childless woman has a likelihood of working that is approximately the same as for prime-age men. Consequently, further increases in labour force attachment for cohorts of women born after 1950 are not thought likely. This means that over the projection period this effect will have progressively less impact in increasing female activity rates in age-groups under 40, as women born after 1950 move into these age groups.

Effect of economic conditions

The factors discussed above do not explain the stability shown by female activity rates in all age-groups since 1977 and this is thought to reflect a downward influence on activity rates from the prevailing economic conditions in the late 1970s and early 1980s. Reductions in female activity rates in an adverse economic climate will arise partly through a simple "discouraged worker" effect, where women without jobs do not seek work because they do not believe any jobs are available, but will also occur for other reasons which need not be directly linked with difficulties in finding work. For example, a woman may see less incentive to get a paid job if her earnings would be offset by reductions in her (unemployed) husband's benefits. Some justification for this view is given by data from the 1980 Women and Employment Survey, analysis⁵ of which indicated that women with a non-working husband were less likely to be economically active.

It is not possible to take individual account of all such factors, and the model does not attempt to do so. Rather, it has been assumed that the total of such effects can be projected as if it were directly proportional to the level of claimant unemployment. The estimated sizes of the total effects, based on this assumption, are subject to some uncertainty. The effects—which are expressed in terms of many percentage points change in activity rates for each one million change in unemployment—vary considerably amongst the age groups; from zero for older women to three percentage points for women aged 25-44. ■

based are subject to considerable uncertainty. Although projections of the population of working age can be made with some confidence because of their demographic basis, the projections of activity rates are based on assessments of the behaviour patterns affecting the trends in the rates.

A central area of uncertainty is the future course of the economy and its effects on activity rates. Because male activity rates appear to be relatively insensitive to changes in unemployment levels, the male labour force projections

would not change greatly if an alternative unemployment assumption were to be used. The size of the female labour force is however relatively sensitive to changes in the demand for labour and there is evidence that as unemployment increases the proportion of females who are economically active declines. An indication of the effect on the projections of using different unemployment assumptions is given in table 5.

The female labour force projections are also sensitive to

Appendix 2 The labour force—definitions and measurement

Definitions

The civilian labour force includes employees, employers and self-employed (but excluding those in HM Forces) together with those identified by censuses and surveys as seeking work. Also included in the civilian labour force as unemployed are those waiting to start a job they have already obtained and those who are unemployed but prevented from seeking work by temporary sickness or holiday. Persons employed under special employment measures (other than those measures providing full-time training) are included in the civilian labour force. The civilian labour force differs from the total labour force only by the exclusion of those in HM Forces.

In previously published estimates of the labour force, all students in full-time education were excluded even though some had part-time or temporary jobs or were looking for such jobs. The definition has now been changed to include those students who have, or are looking for, jobs—a practice more consistent with the ILO recommendations as revised in 1983. To facilitate comparison with previous estimates and projections the size of the labour force excluding all students is shown in table 7.

Measurement

Labour force estimates are derived principally from household survey and census data which allow a full breakdown of numbers by age and sex. Estimates for 1971 are based mainly on data from the 1971 Census of Population. Estimates for 1975, 1977, 1979 and 1981 incorporate survey estimates from the biennial Labour Force Survey (a survey of private households) supplemented by data from the Census of Population on the economic activity of those not in private households. Estimates for years when no Labour Force Survey or Census of Population was held (1972-74, 1976, 1978 and 1980) are based on interpolation using evidence from the annual General Household Survey. All estimates are subject to sampling and other errors and though the labour

projections of the numbers of births in the 1980s, and these are, like all projections, subject to uncertainty. The female labour force projections presented in this article are based on the OPCS central projections of fertility rates³. In addition, OPCS published high and low variant projections of fertility rates; representing the results of using markedly different assumptions about future trends in factors such as family size and the age at which women start families (which nevertheless lie within the bounds of historical experience). If fertility rates follow the high variant projection then, for example, the number of children aged 0-4 in 1991 would be nearly ¾ million higher than the four million implied by the central

Table 7 Estimates of the civilian labour force, excluding all students

	Great Britain		Thousand
	Male	Female	Male and Female
1971	15,514	9,294	24,808
1975	15,460	9,809	25,269
1977	15,514	10,261	25,775
1979	15,457	10,258	25,715
1981	15,553	10,447	26,000

force figures are shown in this article to the nearest thousand they are not accurate to this degree. Estimates for individual years must be treated with caution.

The estimates presented in this article differ from those previously published for a number of reasons the most important being the different treatment of students described above. The estimates have also been adjusted to be consistent with the Registrar General's latest mid-year estimates of home population which incorporate information from the 1981 Census of Population. These new population estimates incorporate a change of basis which was discussed in the OPCS monitor PPI 822⁷. Estimates of the female labour force for years 1971-74 have also been substantially amended because adjustments have been made for the under-counting of female economic activity in the Census of Population which was discussed in the article in the February 1983 edition of *Employment Gazette*.²

The estimates of activity rates, in addition to reflecting the changed labour force estimates, differ from those previously published in that they represent the ratio between the civilian labour force and the home population rather than that between the total labour force and the total population. ■

projection. Using this high variant, the projection of the female labour force in 1991 would be some 0.4 million lower than the central projection of 11 million. Conversely, a labour force projection based on the low fertility variant would be around 0.3 million higher.

Table 6 Comparison between the 1981-based and 1979-based labour force† projections

Great Britain	Thousand			
	Total labour force		Change after 1981	
	1981-based projections	1979-based projections	1981-based projections	1979-based projections
Male				
1981	15,870	15,710		
1986	16,040	16,030	+170	+320
Female				
1981	10,460	10,280		
1986	10,820	10,640	+360	+360
Male and female				
1981	26,330	25,990		
1986	26,860	26,670	+530	+680

† This table is based on the definitions used when the 1979-based projections were produced; in particular all students are excluded from the labour force.

Table 5 Projections of civilian labour force^o for 1991 under differing unemployment assumptions

Great Britain	Thousand		
	Assumed level of unemployment	Male	Female	Male and female
2.5 million	15,870	11,250	27,120
3.1 million (central)	15,834	11,045	26,879
3.5 million	15,820	10,910	26,720

^o See footnotes to table 3.

Comparison with the 1979-based outlook

The changes of definition and population basis for the estimates and projections of the labour force—see Appendix 2—complicate comparison between the current and previously published series. However, table 6 compares current projections approximately converted to the previous definition with the 1979-based projections published in April 1981.

This comparison reflects mainly the conflicting effects of two changes in the assumptions underlying the projections. The 1979-based projection assumed that unemployment would fall after 1982 with registered unemployment down to two million in 1986. Thus the 1979-based projection incorporated less of a downward pressure on activity rates, and hence on increases in the size of the labour force, than does the current projection.

Working in the opposite direction is the expectation in the 1981-based projection of a lower number of births than had been assumed in the 1979-based projection. This change would lead to current projections of the female labour force increasing more rapidly than did the 1979-based projections.

Overall the increase in the female labour force between 1981 and 1986 in the 1981-based projections is very similar to that shown by the earlier projections as the effects of the two changes of assumption roughly balance each

other. For males, the 1981-based projections yield a rather lower growth in the labour force as the 1979-based projections included some recovery in male activity rates in line with the assumed reduction in unemployment.

Bibliography

- (1) "Labour force outlook to 1986", *Employment Gazette*, April 1981, pp 167-173.
- (2) "A changing labour force: constants and variables", *Employment Gazette*, February 1983, pp 49-54.
- (3) "Population projections: mid-1981 based", OPCS monitor PP2 83/1.
- (4) "Female labour supply in post-war Britain: a cohort approach", by Heather Joshi, Richard Layard and Susan Owen, Discussion Paper no 79, Centre for Labour Economics, LSE.
- (5) "Women's participation in paid work: a regression analysis of the Women and Employment Survey", by Heather Joshi, DE Research Paper 1984 (forthcoming).
- (6) "Projection of female labour force participation using a cohort approach", by Heather Joshi and Elizabeth Overton, internal DE research project—details on request from Department of Employment, Stats C5, Room 345, Caxton House, Tothill Street, London SW1H 9NF.
- (7) "Provisional mid-1981 population estimates for England and Wales and local government areas", OPCS monitor PP1 82/2. ■

LABOUR MARKET DATA

Contents

Commentary	S2	Industrial disputes	
		4-1 Summary; industry; causes	S42
		4-2 Stoppages of work: summary	S43
Employment		Earnings	
0-1 Background economic indicators	S6	C2 Earnings, prices and output chart	S44
1-1 Working population	S7	5-1 Average earnings index:	
1-2 Employees in employment		industrial sectors	S45
time series	S8	industry	S46
1-3 production industries: MLH	S10	5-4 Average earnings and hours:	
1-4 whole economy: MLH	S11	of manual workers	S48
1-6 Labour turnover in manufacture	S14	5-5 Index of average earnings:	
1-8 Output, employment and productivity	S16	non-manual workers	S48
1-9 International comparisons	S17	5-6 Average earnings and hours: all employees	S50
1-11 Overtime and short-time	S18	5-7 Labour costs	S51
1-12 Hours of work	S19	5-8 Basic wage rates and normal hours	S52
1-13 Operatives in manufacturing industries	S20	5-9 International comparisons	S54
Unemployment		Retail prices	
C1 Unemployment and vacancies chart	S21	C3 Charts	S55
2-1 UK summary	S22	6-1 Recent movements	S56
2-2 GB summary	S24	6-2 Latest figures: detailed indices	S56
2-3 Regions	S26	6-3 Average retail prices of items of food	S57
2-4 Assisted and local areas	S30	6-4 General index: time series	S58
2-5 Age and duration	S33	6-5 Changes on a year earlier: time series	S60
2-7 Age	S34	6-6 Pensioner household indices	S60
2-8 Duration	S35	6-7 Group indices for pensioner households	S60
2-13 Students	S36	6-8 International comparisons	S61
2-14 Temporarily stopped	S36	Household spending	
2-18 International comparisons	S37	7-1 All expenditure	S62
2-19 Flows of unemployed and vacancies	S38	7-2 Composition of expenditure	S62
2-20 Confirmed redundancies	S38	Definitions and conventions	S63
Vacancies		Index	S64
3-1 Summary: seasonally adjusted: regions	S39		
3-2 Summary: regions	S40		
3-4 Occupation	S41		
3-5 Flows at Jobcentres	S41		

Human values in working life (continued from page 55)

job if they really tried, though this disagreement was stronger in the North than in the South of the country. And 63 per cent of the young unemployed (under 21) said they were either fairly willing or very willing to move in order to get a job.

Increased spending

One factor that does appear to have diminished radically in priority in recent years is the desire for increased spending on training the unemployed. This may be the result of greater Government activity in this field or merely a change in public perception. In July 1980 MORI found that 75 per cent of the adult public were in favour of spending more money on retraining the unemployed, yet by February 1983 it found that only 38 per cent wanted an increase in spending on this form of job training.

* *Work and human values*, page 3.

This is in line with one of the main conclusions of the international survey*: "At the same time as the industrialised democracies are facing the most severe economic challenges, their citizens seem less willing than in the past to make the sacrifices that may be needed to meet these challenges." Economic threats and incentives apparently have lost much of their former power to mobilise people's energies in the pursuit of strictly economic goals. Other incentives are needed in order to sustain or increase commitment by the workforce. These incentives, based on non-economic rewards may be defined as the "unwritten contract" between employer and employee: "Specifically, this means that jobs must offer greater opportunities for entrepreneurship, creativity, autonomy, challenge, the development of new skills, social interaction, individual achievement and personal recognition. In the future, competitive success may depend critically on how countries balance pay cheques with these psychic (*sic*) rewards." ■

Summary

The latest indicators confirm the continuing recovery in the economy, and there are widespread expectations that improvements will continue for some months, with growth in the UK during 1984 widely forecast at between 2 and 3 per cent. Growth in the European Community as a whole is expected to be a little slower than this.

In the three months to last November, output of production industries rose to a level 3 per cent higher than a year before, with particularly strong contributions in recent months from oil and gas extraction and from metal manufacture.

Demand remained buoyant in the third quarter and retail sales continued to grow through the last three months of 1983 to a level 6 per cent higher than a year earlier.

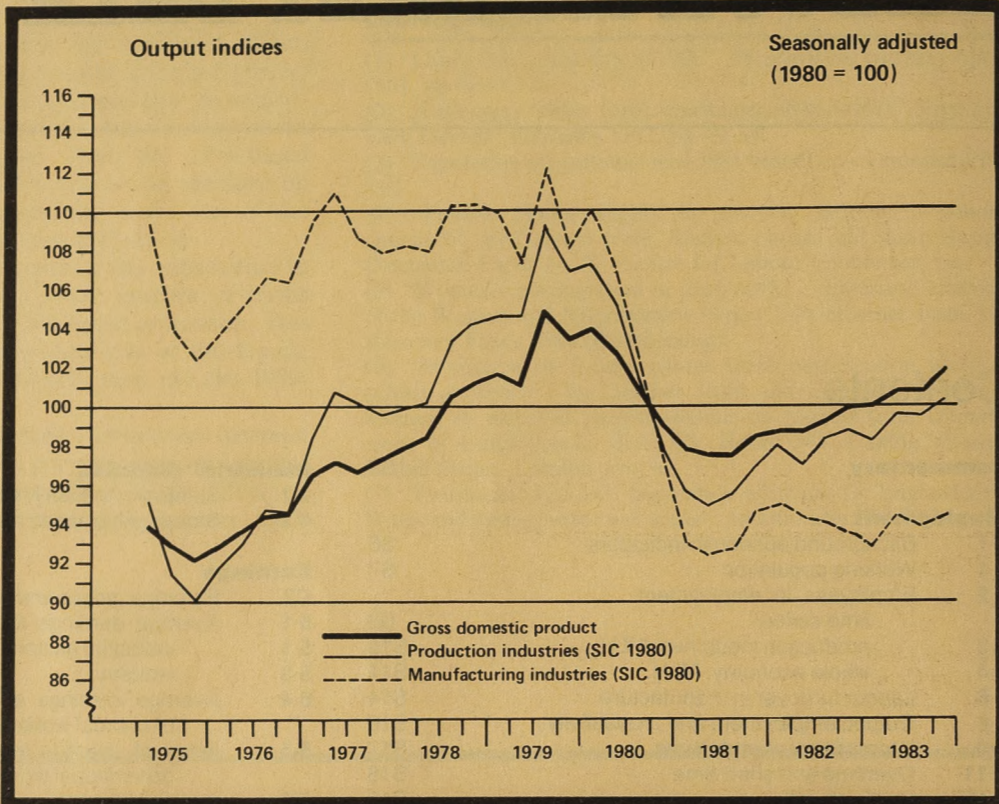
Some recent improvements in the labour market have also been sustained; each quarter of 1983 showed a smaller fall in manufacturing employment than the previous one, while the overall number of employees in employment increased in the third quarter. Overtime working fell slightly in December, while short-time working remained steady, at the lower level of recent months.

Seasonally-adjusted unemployment increased by 29,000 between December and January. However, this rise contrasts sharply with the small changes in the previous six months and seems to be an erratic figure: at present, the trend in unemployment still seems to be flat. The trend in vacancies, excluding those in the Community Programme, appears to have levelled out after sharp growth during most of 1983.

Average earnings increased at an underlying rate of about 7¼ per cent. In the year to December the rate of inflation, as measured by the 12-month change in the retail prices index, was 5.1 per cent in January.

Economic background

Provisional estimates of GDP for the third quarter of 1983 indicate a continuation of the improvement in economic activity seen since the first half of 1981. On the average estimate, GDP in the first three quarters of 1983 was about 2¾ per cent above its level in the same period in 1982.



The CSO's cyclical indicators suggest the economy should remain in the upswing phase of the business cycle for at least some months ahead. The longer-leading index fell in September and October but, based on less complete information, it rose again in November and December. The coincident index continued to rise in the months to November.

GDP (output) increased by more than 1 per cent in the third quarter compared with the second quarter, to a level some 2 per cent higher than a year earlier. All the major industrial sectors contributed to the increase in output in the third quarter.

Output of the production industries increased by 1½ per cent in the three months to November compared with the previous three-month period. Energy and water supply rose by 3½ per cent in the three months to November (largely oil and gas extraction), while manufacturing output increased by ½ per cent. In comparison with the same period a year earlier, output of the production industries had risen by 3 per cent and within this, manufacturing output had risen by 2 per cent. Between the two latest three-month periods, there was little change in the output of the major manufactur-

ing industry groups with the exception of metals industries, where output rose by 3 per cent.

The results of the latest CBI Quarterly Industrial Trends Survey suggested rising demand and activity levels within UK manufacturing. Over the four months to January the observed rise in demand was mostly in the consumer goods sector, but expectations for the next four months indicated a more broadly based recovery. Both total new orders and the volume of output were reported to have increased over the past four months and by rather more than in recent quarterly surveys. Firms' expectations pointed to a continued improvement over the next four months, contributing to a rise in firms' overall business optimism.

On the demand side, consumers' expenditure has risen sharply since early 1982; the rate of inflation has fallen and households have saved a smaller proportion of their disposable income. For 1983 as a whole, consumers' expenditure was 3½-4 per cent higher than in 1982.

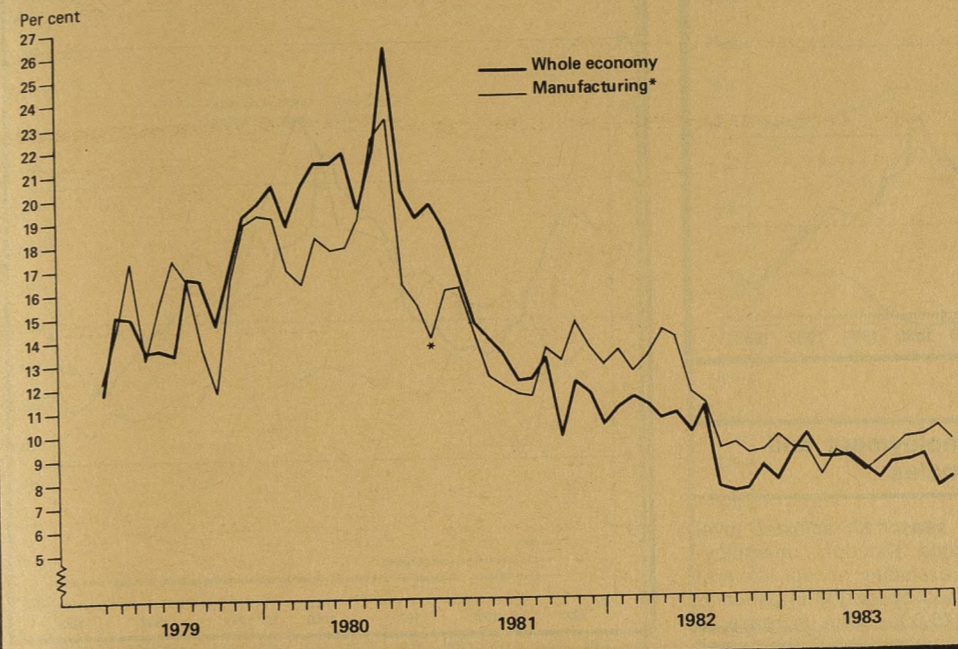
Retail sales have also continued to show steady growth. In the fourth quarter, sales were over 2 per cent higher than in the previous quarter and 6 per cent above the level of a year earlier.

The end December CBI/FT Survey of the Distributive Trades suggested that the recent substantial year-on-year growth in sales by retailers and wholesalers was expected to continue into January.

Overall, the second and third quarters of 1983 saw a small reduction in the volume of stocks in the economy. In the third quarter heavy destocking by manufacturing and wholesaling was largely offset by increases in stocks in other sectors. In the January CBI survey, manufacturers' stocks of raw materials and work in progress were reported to have increased over the past four months, although stocks of finished goods showed a slight fall.

Total fixed investment rose by about 2 per cent in the year to the third quarter of 1983. Manufacturing investment seems to have begun to recover from a low level, while capital expenditure by the distributive trades and financial industries continued to grow strongly. The December Department of Trade and Industry Investment Intentions Survey suggested a rise of 9 per cent in manufacturing investment in 1984 and a rise of 6 per cent in investment in construction, distribution and selected service industries. The January CBI survey

EARNINGS: Average earnings index†: increases over previous year



† Revised.
* SIC 1968 to 1980; SIC 1980 since 1981.

also indicated a strong increase in manufacturing investment in 1984, of about 7 per cent.

Growth of all three target monetary aggregates in recent months has been below the high levels seen at the beginning of the current target period. Provisional figures for January showed that, over the first 11 months of the target period, growth in sterling M3 lay within the 7-11 per cent target range, while growth in PSL2 and M1 continued to lie outside the range. In the 11 months to January, sterling M3, PSL2 and M1 rose at annual rates of 10¾ per cent, 12¼ per cent and 11½ per cent respectively.

The public sector borrowing requirement in the first nine months of the 1983-84 financial year amounted to £10.1 billion (not seasonally adjusted). This figure is not inconsistent with the whole-year forecast of £10 billion,

as the bulk of corporation tax and non-PAYE income tax receipts accrue in the final quarter of the financial year.

Sterling's effective exchange rate weakened during December and January, largely reflecting the strength of the dollar. The average effective exchange rate for January was 82.0 (1975 = 100), compared with 83.7 in November. This level was still some 3½ per cent higher than in March 1983.

The current account of the balance of payments is estimated to have been in surplus by £0.8 billion in the fourth quarter, compared with a surplus of £0.6 billion in the third quarter. For 1983 as a whole the current account surplus is provisionally estimated at £2.0 billion, compared with £5.4 billion in 1982. This reduced surplus is largely attributable to a 7 per cent rise in the volume of imports, causing

visible trade to move from a surplus of £2.1 billion in 1982 to a deficit of £1.0 billion in 1983.

The volume of exports increased by 9 per cent in the fourth quarter, but by only 1½ per cent in 1983 as a whole compared with 1982. After falling in mid-year, the underlying level of non-oil export volume has been rising in recent months. The volume of imports rose by 4½ per cent in the fourth quarter, continuing the increase seen through most of 1983.

World prospects

The recovery in economic activity seen in Europe during 1983 is expected by most forecasters to be maintained in 1984. This is confirmed by recent improvements in business confidence and by movements in the composite leading indicators of industrial activity in a number of countries.

Both the OECD and European Commission have estimated that EC output as a whole rose by only a small amount in 1983. Recovery was most marked in the UK and West Germany. The European Commission 1982-83 Annual Economic Review predicted growth of 1½ per cent for the Community as a whole in 1984, with only the UK and West Germany achieving expansion in excess of 2 per cent. The December 1983 OECD Economic Outlook also forecast growth of 1½ per cent in the EC in 1984, slower than the projected 5 per cent in the US and 4 per cent in Japan.

The European Commission Review saw recent growth in Europe as being essentially due to a pick-up in private consumption and improved stockbuilding. Past experience, the Review suggested, points to fixed investment and exports taking over as the main engines of the recovery process in the future.

Average earnings

The underlying increase in average weekly earnings in the year to December was about 7¾ per cent, broadly similar to the increase in the year to November.

The actual increase of 7.8 per cent in the year to December was not very different from the underlying increase. Back-pay was lower in December 1983 than in December 1982 and average earnings in December 1983 were depressed by industrial action. These factors were offset by changes in the timing of settlements by which some groups of employees (for example, some National Health Service employees) received increases during this period from both their delayed 1982 settlements and from their 1983 settlements.

The underlying monthly rate of increase in average earnings averaged about ½ per cent in the three months to December.

In production industries the underlying increase in average earnings in the year to December was about 9¼ per cent. The actual increase of 8.0 per cent was below the underlying increase because there was less back-pay in December 1983 than in December 1982 and because of the effect of the coal-miners' overtime ban.

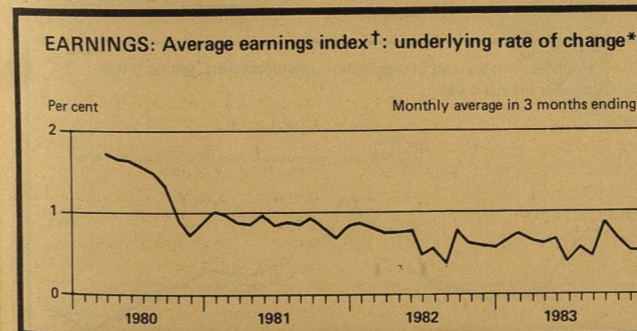
In manufacturing industries the underlying increase in average earnings in the year to December was about 9¾ per cent. The actual increase of 9.3 per cent was below the underlying increase because there was less back-pay in December 1983 than in December 1982.

In the three months to December, wages and salaries per unit of output in manufacturing were 2.6 per cent higher than a year earlier.

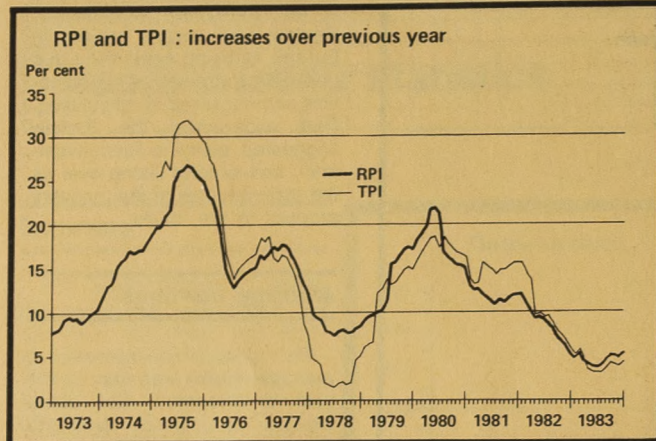
Retail prices

The general level of retail prices decreased by 0.1 per cent in January. As a result the rate of inflation as measured by the 12-month movement in the retail prices index (RPI) fell to 5.1 per cent from 5.3 per cent in December.

The fall in the latest month is mainly attributed to the effects of January sales on the prices of



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



clothing and footwear (particularly men's and women's outerwear) and, to a lesser extent, of household durables (particularly electrical goods). Second-hand car prices were also lower.

These reductions were partly offset by higher prices for food and drink. In contrast to the last few months of 1983, the increases for food were mainly among non-seasonal items including bread, cereals, cakes, tea and ice cream. (In the seasonal food category there were some price increases for fish and fruit, particularly apples and pears, but also decreases for potatoes and some other vegetables, particularly cauliflowers.) Prices of most alcoholic drinks increased, reflecting a return to more normal price levels after widespread discounting before Christmas.

The increase over the latest six months excluding seasonal food was 1.4 per cent in January compared with 2.1 per cent in both November and December. This figure is influenced by the erratic movement for clothing and footwear, but even if this is excluded along with seasonal food the increase in the six months to January was appreciably lower than in the six months to December, reflecting the difference between virtually stable prices in the latest month and a moderate rate of increase in mid-1983. The January figures can therefore be seen as representing a further improvement in the underlying inflationary position.

The *producer price indices*—for materials and fuel purchased by manufacturing industry and for home sales of manufactured products—showed very little change between December and January in terms of either the one-month or 12-month movement. However, the 12-month increase in the price index for home sales, at 5.7 per cent, remains a little higher than the corresponding increase in the RPI, which may give rise to some upward pressure on retail prices in the course of the next few months.

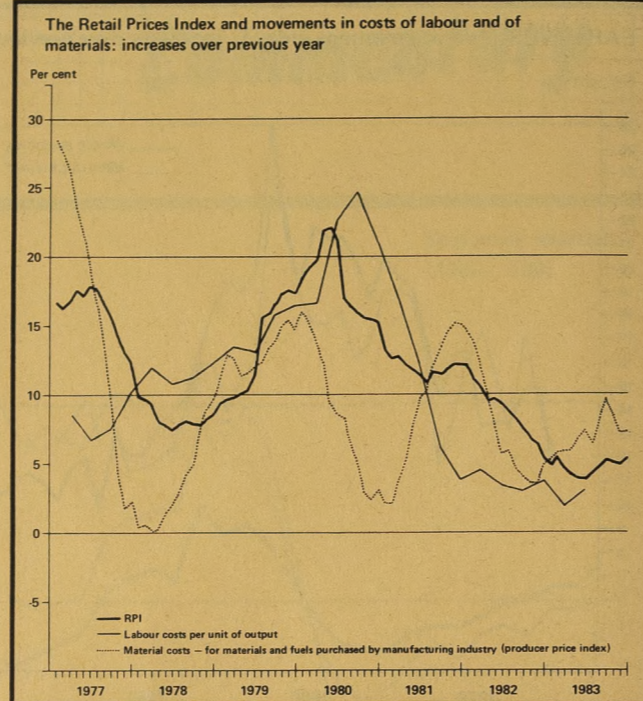
Unemployment and vacancies

The *seasonally-adjusted* level of United Kingdom unemployment (excluding school leavers) increased by 29,000 in January, to 2,975,000. This increase is much higher than the small changes in the second half of 1983 and at this stage must be considered to be an erratic figure. In the three months to January there was an average increase of 11,000 a month, compared with an average decrease of 2,000 a month in the previous three months. However, this comparison is significantly affected by the January figure. Over a longer period, August to January, the average increase was 4,000 a month, compared with 21,000 a month in the previous six months.

The *recorded total* in January increased by 120,000 to 3,200,000 (13.4 per cent of all employees) reflecting, (a) an increase of 93,000 from seasonal influences, (b) a seasonally-adjusted rise of 29,000 and (c) a fall of 1,000 in the number of school leavers.

Included in the January total were 117,000 *school leavers*, compared with 118,000 in December and 138,000 in January 1983. The decrease of 1,000 between December and January compares with an increase of 7,000 over the corresponding period last year. The number of unemployed school leavers normally rises in January because in Scotland there is a tradition of leaving school at Christmas. This year there was an increase of 7,000 in Scotland, compared with 8,000 a year earlier, but the rise this year was more than compensated for by falls elsewhere.

The number recorded as *unemployed for more than a year* was 1,188,000 in January 1984 compared with 1,143,000 in October 1983 and 1,107,000 in January 1983. The year-on-year comparison is affected by the Budget provisions which enable men aged 60 and over to receive



supplementary benefit or national insurance credits without signing on. Making an allowance for the estimated 125,000 unemployed over one year affected by these provisions, there would have been an increase of 206,000 over the year to January 1984. The number unemployed for 13–26 weeks was 590,000 in January 1984; the number unemployed for 26–52 weeks was also 590,000. The number of *unemployed aged under 25* in January 1984 was 1,260,000 compared with 1,261,000 in October 1983 and 1,226,000 in January 1983. This age group accounted for about one-third of unemployed males and just over a half of unemployed females.

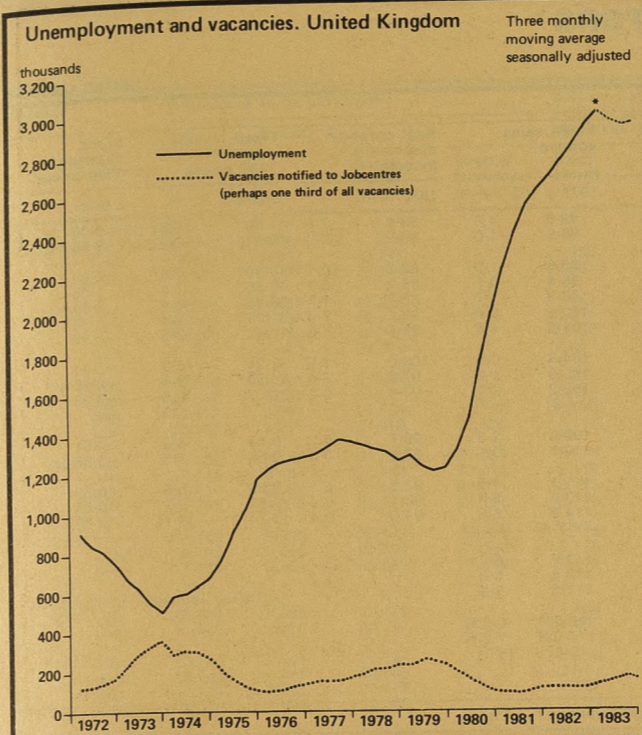
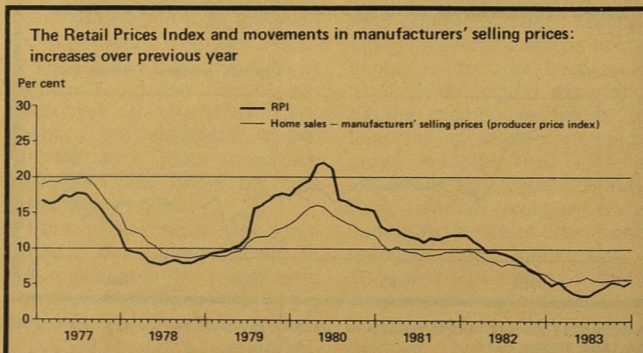
The number of people assisted by *special employment measures* at the end of December was 663,000, a net decrease of 5,000 in November. It is estimated that as a direct effect of the measures 470,000 people were in jobs, training or early retirement instead of claiming unemployment benefit.

The *stock of vacancies* (seasonally adjusted) in January was 152,000, a decrease of 3,000 since December. In the last three

months the stock of vacancies averaged 157,000, compared with 164,000 in the previous three months. The *inflow of vacancies* decreased to average 196,000 a month, in the three months to January, compared with 203,000 a month during the previous three months. Decreases in the number of Community Programme vacancies account for the falls in both the stock and flow figures. Excluding these, however, the number of vacancies has levelled out in recent months, following the strong growth up to the autumn of 1983.

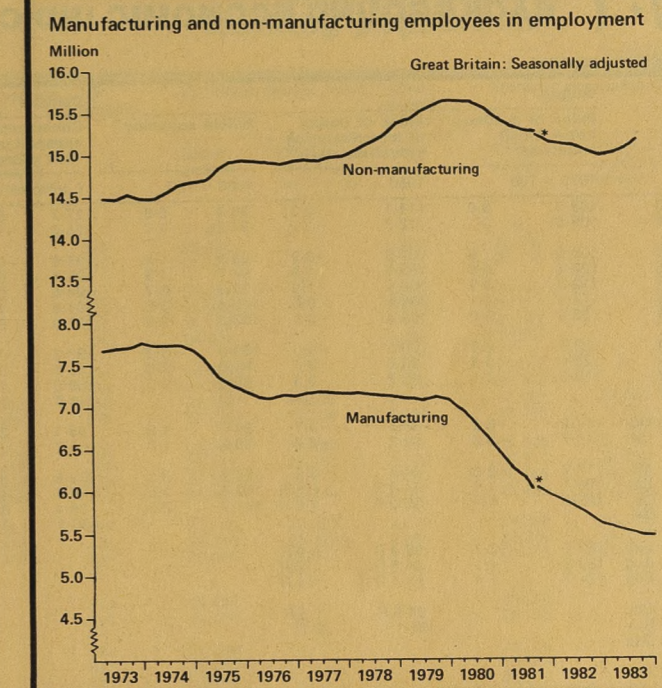
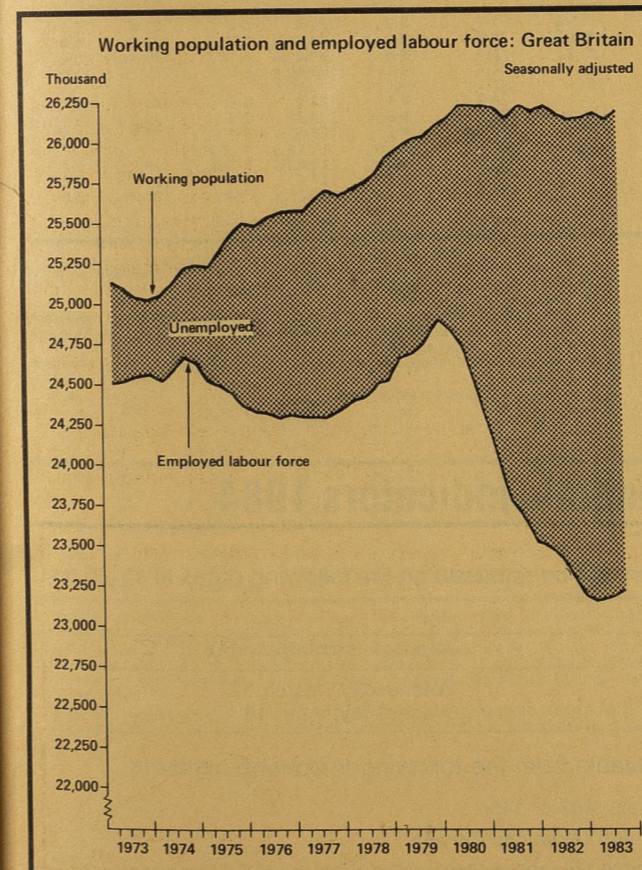
Female unemployment has been rising while *male* unemployment has fallen. In the three months to January, the increase on the previous three months was 0.2 percentage points for females compared with a decrease of 0.1 for males.

The *regional pattern* in the three months to January, compared with the previous three months, shows that while there was no significant change in the national average unemployment rate, there were seasonally-adjusted increases in the North West (+0.2 percentage points),



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

the South East, South West, East Midlands, the North, Wales, Scotland and Northern Ireland (all +0.1 points). East Anglia and Yorkshire and Humberside experienced no change, while there was a decrease in the West Midlands (-0.2 points). *International comparisons* of unemployment indicate that unemployment has levelled out or



* Note: Figures from September 1981 reflect final census of employment results and are classified to SIC (1980), whereas figures for earlier dates are classified to SIC (1968). See footnote to table 1.2.

while there were falls in Germany (-0.3), Canada (-0.6) and the United States and Belgium (both -1.0).

Employment

The reduction in *manufacturing employment* in Great Britain continues to slow down. The number of *employees in employment in manufacturing industries* in Great Britain fell by 20,000 (seasonally adjusted) in the fourth quarter of 1983. This compares with falls of 59,000, 53,000 and 29,000 respectively in the first three quarters of 1983 and 91,000 in the fourth quarter of 1982.

The *employed labour force*, which comprises employees in employment, plus self-employed people and HM Forces, increased by 68,000 in the third quarter of 1983, following an increase of 19,000 in the second quarter.

The total number of employees in manufacturing fell by 161,000 (3 per cent) over the year to December 1983. *Industries* contributing the largest share of the decrease were mechanical engineering (37,000; a 5 per cent fall); metal manufacturing, ore and other mineral extraction (28,000; 6 per cent); other transport equipment (23,000; 7 per cent).

Overtime working (by operatives in manufacturing industry) in December, at 11¼ million hours a week, fell slightly compared with November. The average level of 11½ million hours in the last three months of the year

was well above the average of 10 million hours in first nine months of 1983.

Short-time working has remained steady in the last three months, at about ½ million hours lost a week, having fallen back from a peak of over 7,800 million hours a week at the end of 1980.

Estimates of *labour turnover* in manufacturing (not seasonally adjusted) for December show an increase in the four-week engagement rate to 1.2 per cent compared with 0.8 per cent in December 1982. The leaving rate shows a small decrease to 1.7 per cent from 1.8 per cent a year earlier. The narrowing gap between engagement and leaving rates is consistent with the slowing down of the decline in manufacturing employment.

A wide range of detailed employment statistics are published on the basis of the 1980 Standard Industrial Classification for the first time this month, in the pages succeeding this Commentary. A summary of the changes is given on page 83.

Industrial stoppages

The number of working days lost through stoppages of work due to industrial disputes in January, is provisionally estimated as 244,000. This compares with a monthly average during 1983 of just under 300,000. Three disputes accounted for nearly one-third of the days lost in the month: these were in coal mining, by employees in an electrical appliance manufacturing firm and in ordnance factories.

0.1 BACKGROUND ECONOMIC INDICATORS *

UNITED KINGDOM

Year	Output			Demand					Stock changes ⁵ 1980 prices
	Index of production—OECD countries ¹	Index of output of manufacturing industries, U.K. ²	Whole economy ³	Consumers' expenditure 1980 prices	Retail sales volume ¹	Real personal disposable income	Fixed investment ⁴ 1980 prices		
	1975 = 100	1980 = 100	1980 = 100	£ billion	1978 = 100	1980 = 100	£ billion		
1973	108.5	114.1	93.0	127.7	99.6	89.6	41.80	5.05	
1974	108.6	112.7	94.8	125.6	98.5	88.9	40.64	2.86	
1975	100.0	104.9	93.0	124.8	96.6	88.8	40.30	-2.90	
1976	108.6	106.9	94.7	125.1	96.4	88.2	40.85	1.08	
1977	112.8	108.9	97.3	124.6	98.3	86.7	39.85	2.64	
1978	117.4	109.6	97.3	131.5	100.0	93.1	41.21	2.09	
1979	123.3	109.4	103.3	137.9	104.3	93.5	41.41	2.49	
1980	122.5	100.0	100.0	137.3	104.3	100.0	39.24	-3.24	
1981	123.0	93.6	98.0	137.6	105.5	97.6	35.55	-2.66	
1982	118.0	93.7	99.3	139.6	108.2	97.4	37.63	-0.98	
1983	117.2	93.5	99.7	144.8	114.4	97.4	37.63	-0.61	
1984 Q3	117.2	93.5	99.7	144.8	114.4	97.4	37.63	-0.61	
1984 Q4	115.7	92.8	99.9	135.7	110.7	97.8	35.58	-0.68	
1983 Q1	117.7	94.4	100.7	35.5	111.1	97.9	0.1	0.60	
1983 Q2	120.1	94.0 R	100.7	36.1	113.6	98.1	0.9	-0.30	
1983 Q3	123.6	95.0 R	101.9	36.4	114.9	99.0	2.4	-0.03	
1983 Q4	123.6	95.0 R	101.9	36.8	117.4	99.0	2.4	-0.03	
1983 July	122.7	95.4 R	101.9	113.9	113.9	99.0	2.4	-0.03	
1983 Aug	123.3	94.6 R	101.9	112.8	112.8	99.0	2.4	-0.03	
1983 Sep	124.7	95.1 R	101.9	117.3	117.3	99.0	2.4	-0.03	
1983 Oct	124.7	94.8 R	101.9	118.2 R	118.2 R	99.0	2.4	-0.03	
1983 Nov	124.7	95.1 R	101.9	117.0 R	117.0 R	99.0	2.4	-0.03	
1983 Dec	124.7	95.1 R	101.9	119.5	119.5	99.0	2.4	-0.03	
1984 Jan	124.7	95.1 R	101.9	119.5	119.5	99.0	2.4	-0.03	

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) Manufacturing industries, i.e. Divisions 2 to 4 (SIC 1980).
 (3) GDP at factor cost.
 (4) Gross domestic fixed capital formation.
 (5) All industries.
 (6) Manufacturing and Distribution.
 (7) No percentages change series is given as this is not meaningful for series taking positive and negative values.
 (8) Averages of daily rates.
 (9) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further details, see Economic Trends 304, February 1979, p.80.
 (10) See p.63 for definition. Annual and quarterly figures are averages of monthly indices.
 (11) Replaces Wholesale Price Index.

Publication dates of main economic indicators 1984

□ The three main economic indicators published by the Department will be released on the following dates at 11.30 am.:

Unemployment	Retail Prices Index	Average Earnings Index
Thursday, March 1	Friday, March 16	Wednesday, March 14
Thursday, March 29	Friday, April 13	Wednesday, April 18

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

Unemployment: 0923 28500 ext. 403 or 349.
 Retail Prices Index: 0923 28500 ext. 456 (Ansafone Service).
 Average Earnings Index: 0923 28500 ext. 408 or 412.

EMPLOYMENT Working population 1.1

THOUSAND

Quarter	Employees in employment*			Self-employed persons (with or without employees) [†]		HM Forces [‡]	Employed labour force [†]		Unemployed excluding students ^{††}		Working population ^{††}	
	Male	Female	All	Basic series [†]	Supplementary series [†]		Basic series [†]	Supplementary series [†]	Basic series [†]	Supplementary series [†]	Basic series [†]	Supplementary series [†]
	R	R	Basic series [†]	Supplementary series [†]	Basic series [†]		Supplementary series [†]	Basic series [†]	Supplementary series [†]	Basic series [†]	Supplementary series [†]	
A. UNITED KINGDOM[§]												
Unadjusted for seasonal variation												
1979 Sep	13,544	9,702	23,246	1,930		319	25,495		1,292	26,787		
1979 Dec	13,472	9,772	23,244	1,957		319	25,520		1,261	26,781		
1980 Mar	13,325	9,629	22,953	1,984		321	25,258		1,376	26,634		
1980 June	13,306	9,666	22,972	2,011		323	25,306		1,513	26,819		
1980 Sep	13,180	9,569	22,749	2,037		332	25,118		1,891	27,009		
1980 Dec	12,919	9,490	22,409	2,064		334	24,807		2,100	26,907		
1981 Mar	12,656	9,301	21,957	2,091		334	24,382	R	2,334	26,716	R	
1981 June	12,547	9,324	21,871	2,118		334	24,323		2,395	26,718		
1981 Sep	12,496	9,303	21,799	2,118	2,143	335	24,252	24,277	2,749	27,001	27,026	
1981 Dec	12,297	9,271	21,569	2,118	2,168	332	24,019	24,108	2,764	26,783	26,872	
1982 Mar	12,156	9,147	21,303	2,118	2,193	328	23,749	23,904	2,821	26,570	26,725	
1982 June	12,115	9,184	21,299	2,118	2,218	324	23,741	23,960	2,770	26,511	26,730	
1982 Sep	12,059	9,092	21,151	2,118	2,243	323	23,592	23,877	3,066	26,658	26,943	
1982 Dec	11,892	9,065	20,957	2,118	2,268	321	23,396	23,746	3,097	26,493	26,843	
1983 Mar	11,749	8,930	20,679	2,118	2,293	321	23,118	23,533	3,172	26,290	26,705	
1983 June	11,750	9,050	20,800	2,118	2,318	322	23,240	23,720	2,984	26,224	26,704	
1983 Sep	11,789	9,054	20,843	2,118	2,343	325	23,286	23,831	3,167	26,453	26,998	
Adjusted for seasonal variation												
1979 Sep	13,484	9,695	23,179	1,930		319	25,428		1,261	26,689		
1979 Dec	13,462	9,725	23,187	1,957		319	25,463		1,261	26,735		
1980 Mar	13,394	9,701	23,094	1,984		321	25,399		1,376	26,775		
1980 June	13,303	9,646	22,949	2,011		323	25,283		1,513	26,797		
1980 Sep	13,118	9,561	22,679	2,037		332	25,048		1,891	26,939		
1980 Dec	12,913	9,445	22,357	2,064		334	24,755		2,100	26,855		
1981 Mar	12,724	9,372	22,096	2,091		334	24,521	R	2,334	26,855	R	
1981 June	12,544	9,303	21,846	2,118		334	24,298		2,395	26,775		
1981 Sep	12,433	9,293	21,726	2,118	2,143	335	24,179	24,204	2,749	26,859	26,884	
1981 Dec	12,294	9,227	21,521	2,118	2,168	332	23,971	24,061	2,764	26,737	26,827	
1982 Mar	12,222	9,219	21,441	2,118	2,193	328	23,887	24,042	2,821	26,708	26,855	
1982 June	12,109	9,160	21,269	2,118	2,218	324	23,711	23,931	2,770	26,572	26,792	
1982 Sep	11,995	9,082	21,077	2,118	2,243	323	23,518	23,803	3,066	26,514	26,799	
1982 Dec	11,890	9,022	20,912	2,118	2,268	321	23,351	23,701	3,097	26,448	26,798	
1983 Mar	11,815	9,002	20,817	2,118	2,293	321	23,256	23,671	3,172	26,419	26,834	
1983 June	11,743	9,026	20,769	2,118	2,318	322	23,209	23,689	2,984	26,286	26,766	
1983 Sep	11,725	9,043	20,768	2,118	2,343	325	23,211	23,756	3,167	26,301	26,846	
B. GREAT BRITAIN												
Unadjusted for seasonal variation												
1979 Sep	13,252	9,476	22,728	1,869		319	24,916		1,226	26,142		
1979 Dec	13,181	9,544	22,724	1,896		319	24,939		1,201	26,140		
1980 Mar	13,036	9,402	22,438	1,923		321	24,682		1,313	25,995		
1980 June	13,018	9,440	22,458	1,950		323	24,731		1,444	26,175		
1980 Sep	12,895	9,344	22,240	1,976		332	24,548		1,806	26,354		
1980 Dec	12,641	9,269	21,910	2,003		334	24,247		2,011	26,258		
1981 Mar	12,384	9,082	21,466	2,030		334	23,830	R	2,239	26,069	R	
1981 June	12,278	9,107	21,386	2,057		334	23,777		2,289	26,076		
1981 Sep	12,229	9,085	21,314	2,057	2,082	335	23,706	23,731	2,643	26,349	26,374	
1981 Dec	12,031	9,052	21,083	2,057	2,107	332	23,472	23,562	2,663	26,135	26,225	
1982 Mar	11,894	8,930	20,824	2,057	2,132	328	23,209	23,364	2,718	25,927	26,082	
1982 June	11,857	8,968	20,825	2,057	2,157	324	23,206	23,426	2,664	25,870	26,090	
1982 Sep	11,802	8,875	20,678	2,057	2,182	323	23,058	23,343	2,950	26,008	26,293	
1982 Dec	11,638	8,848	20,486	2,057	2,207	321	22,864	23,214	2,985	25,849	26,199	
1983 Mar	11,498	8,715	20,213	2,057	2,232	321	22,591	23,006	3,059	25,650	26,065	
1983 June	11,501	8,834	20,335	2,057	2,257	322	22,714	23,194	2,871	25,585	26,065	
1983 Sep	11,540	8,839	20,379	2,057	2,282	325	22,761	23,306	3,044	25,805	26,350	
Adjusted for seasonal variation												
1979 Sep	13,192	9,469	22,661	1,869		319	24,849		1,226	26,073		
1979 Dec	13,171	9,497	22,667	1,896		319	24,882		1,201	26,094		
1980 Mar	13,105	9,474	22,579	1,923		321	24,823		1,313	26,130		
1980 June	13,015	9,420	22,435	1,950		323	24,708		1,444	26,223		
1980 Sep	12,833	9,336	22,170	1,976		332	24,478		1,806	26,218		
1980 Dec	12,635	9,224	21,858	2,003		334	24,195		2,011	26,212		
1981 Mar	12,452	9,153	21,605	2,030		334	23,969	R	2,239	26,200	R	
1981 June	12,275	9,086	21,361	2,057		334	23,752		2,289	26,133		
1981 Sep	12,166	9,075	21,241	2,057	2,082	335	23,633	23,658	2,643	26,208	26,233	
1981 Dec	12,028	9,008	21,035	2,057	2,107	332	23,424					

1.3 EMPLOYMENT

Employees in employment*: index of production and construction industries

GREAT BRITAIN SIC 1980	Division class or GRP-SIC	THOUSAND											
		[Dec 1982]			[Oct 1983]			[Nov 1983]			[Dec 1983]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Index of production and construction industries	1-5	5,462.2	1,816.7	7,279.1	5,295.5	1,788.5	7,084.1	5,292.2	1,790.8	7,082.9	5,274.3	1,783.0	7,057.4
Index of production industries	1-4	4,572.8	1,700.5	6,273.5	4,421.4	1,672.3	6,093.8	4,418.0	1,674.6	6,092.7	4,400.2	1,666.8	6,067.1
All manufacturing industries	2-4	3,997.7	1,613.8	5,611.7	3,870.2	1,587.1	5,457.4	3,869.5	1,588.9	5,458.5	3,851.3	1,581.8	5,433.2
Energy and water supply	1	575.1	86.7	661.8	551.2	85.2	636.4	548.5	85.7	634.2	548.9	85.0	634.0
Coal extraction and solid fuels	111	253.3	11.4	264.7	234.0	11.4	245.4	232.4	11.4	243.8	232.1	11.4	243.5
Electricity	161	128.5	29.7	158.2	125.3	29.3	154.6	125.0	29.3	154.4	125.0	29.3	154.4
Gas	162	75.4	25.6	101.0	72.9	24.7	97.7	72.7	24.6	97.4	72.5	24.6	97.0
Water supply	170	52.7	10.1	62.8	54.4	9.9	64.3	53.9	10.4	64.3	54.8	9.8	64.7
Other mineral and ore extraction and processing	2	655.7	177.3	833.2	627.2	171.7	799.0	626.6	171.6	798.3	623.0	171.2	794.3
Metal manufacturing	22	207.9	28.9	236.7	189.7	26.2	215.9	189.6	26.6	216.2	189.4	26.6	216.0
Iron and steel	221	98.4	8.4	106.8	87.8	7.1	94.9	87.2	7.2	94.5	87.1	7.3	94.4
Steel tubes, drawing, cold rolling and forming	222/223	50.6	9.3	59.9	47.2	8.7	56.0	47.5	9.1	56.7	47.5	9.1	56.5
Non-ferrous metals	224	58.9	11.2	70.0	54.7	10.3	65.0	54.8	10.2	65.1	54.8	10.2	65.0
Extraction of metals, ores and minerals n.e.s.	21/23	37.3	3.9	41.3	37.3	3.9	41.3	37.3	3.9	41.3	37.3	3.9	41.3
Non-metallic mineral products	24	161.0	44.5	205.5	159.3	44.2	203.5	159.1	43.9	202.9	156.9	44.1	201.0
Building products of concrete, cement etc	243	34.6	5.2	39.9	35.3	5.0	40.3	35.5	5.1	40.6	34.5	5.1	39.6
Chemical industry	25	235.9	98.2	334.1	227.7	95.6	323.3	227.6	95.3	323.0	226.6	94.7	321.2
Basic industrial chemicals	251	103.8	20.6	124.4	98.3	19.6	118.0	99.1	19.8	119.0	98.0	19.7	117.7
Pharmaceutical products	257	44.6	35.8	80.5	44.8	35.0	79.8	44.7	35.0	79.7	44.7	35.2	79.9
Soap and toilet preparations	258	19.8	17.3	37.0	19.1	17.4	36.5	18.8	17.1	35.9	18.5	16.4	34.9
Metal goods, engineering and vehicles	3	2,088.4	543.9	2,632.3	2,012.8	530.2	2,543.0	2,011.4	529.9	2,541.3	1,999.7	529.8	2,529.5
Metal goods n.e.s.	31	288.6	87.1	375.8	282.3	85.2	367.5	282.4	84.7	367.0	280.0	84.0	364.0
Foundries	311	63.1	8.3	71.4	60.5	8.3	68.8	60.6	8.3	68.9	59.8	8.5	68.3
Bolts, nuts, springs etc	313	35.6	12.0	47.6	33.6	11.7	45.3	33.8	11.5	45.4	33.6	11.3	44.9
Hand tools and finished metal goods	316	152.0	57.8	209.8	151.4	56.1	207.5	151.3	56.2	207.4	150.0	55.3	205.3
Mechanical engineering	32	677.4	123.6	801.1	639.2	118.0	757.3	638.5	118.0	756.5	636.5	118.6	755.2
Industrial plant and steelwork	320	68.2	8.6	76.7	63.9	8.4	72.3	63.2	8.4	71.6	63.0	8.3	71.4
Machinery for agriculture, food, chemical industries etc	321/324	70.2	10.9	81.2	66.2	11.1	77.3	66.8	11.4	78.2	66.6	12.0	78.7
Metal working machine tools etc	322	69.0	13.9	82.9	62.1	12.5	74.6	61.8	12.5	74.2	62.4	13.0	75.4
Mining machinery, construction equipment etc	325	77.8	10.6	88.4	74.1	10.2	84.3	73.0	10.1	83.1	72.4	10.0	82.3
Mechanical power transmission equipment	326	27.6	5.6	33.2	24.7	4.9	29.6	24.4	4.7	29.1	23.8	4.6	28.4
Other machinery and mechanical equipment	328	313.1	60.2	373.4	298.7	56.6	355.3	299.5	56.7	356.2	298.6	56.3	354.9
Office machinery and data processing equipment	33	53.5	18.4	71.9	50.9	17.5	68.3	50.7	17.5	68.2	50.7	17.1	67.9
Electrical and electronic equipment	34	423.5	207.5	631.2	417.9	206.9	624.8	417.7	206.7	624.5	418.7	207.6	626.2
Basic electrical equipment	342	90.2	26.9	117.1	85.6	26.5	112.1	85.1	25.7	110.8	85.4	26.7	112.1
Industrial equipment, batteries etc	343	32.1	29.1	61.2	60.9	27.8	88.7	60.7	27.9	88.6	60.9	28.0	88.9
Telecommunications equipment	344	131.8	64.2	196.1	130.4	62.1	192.5	131.0	61.9	192.9	130.8	62.2	193.1
Other electronic equipment	345	68.7	53.5	122.2	71.1	56.4	127.5	70.9	57.0	127.9	71.4	56.6	128.0
Domestic-type electric appliances	346	28.1	14.0	42.2	28.6	14.6	43.3	29.0	14.7	43.7	29.0	14.6	43.6
Motor vehicles and parts	35	274.1	35.7	309.8	266.5	34.7	301.3	266.8	34.6	301.4	263.3	34.4	297.8
Motor vehicles and engines	351	100.9	9.4	110.3	97.4	9.3	106.7	97.7	9.3	107.0	97.1	9.2	106.3
Parts	353	121.2	21.9	143.1	117.8	21.3	139.1	117.7	21.3	139.0	115.7	21.2	136.8
Other transport equipment	36	299.0	35.7	334.6	285.4	34.0	319.4	285.1	34.0	319.1	280.3	33.9	314.2
Shipbuilding and repairing	361	107.2	9.0	116.2	102.5	8.8	111.7	102.8	8.8	111.7	100.0	8.8	108.9
Railway and tramway vehicles	362	37.9	1.8	39.7	34.3	1.6	35.9	34.1	1.6	35.8	33.5	1.6	35.1
Aerospace equipment	364	146.6	22.1	168.6	141.7	21.1	162.7	141.0	21.1	162.1	139.6	21.0	160.6
Instrument engineering	37	72.2	36.0	108.2	70.5	33.9	104.4	70.3	34.4	104.7	70.1	34.2	104.3
Other manufacturing industries	4	1,253.6	892.6	2,146.2	1,230.2	885.2	2,115.4	1,231.6	887.4	2,119.0	1,228.6	880.8	2,109.3
Food drink and tobacco	41/42	374.3	253.5	627.9	362.9	250.2	613.1	362.9	251.6	614.4	361.9	248.4	610.3
Slaughtering, meat, meat products and organic oils and fats	411/412	49.7	30.5	80.1	58.1	38.5	96.6	59.1	40.0	99.1	59.5	40.4	99.9
Milk and milk products	413	30.7	10.5	41.3	31.8	10.8	42.5	31.4	10.6	42.0	31.1	10.8	41.9
Fruit and vegetable processing	414	17.3	18.4	35.7	17.0	17.7	34.7	17.4	18.4	35.8	17.2	17.8	35.0
Grain milling, starch, bread, biscuits and flour confectionery	416/418/												
Cocoa, chocolate, sugar confectionery etc	419	79.0	67.9	146.9	77.2	68.5	145.7	76.6	68.8	145.4	76.0	67.8	143.8
Animal feeding stuffs and miscellaneous foods	421	30.6	32.1	62.7	31.2	33.3	64.5	30.8	32.6	63.4	30.3	31.3	61.7
Spirit distilling, wines, brewing and malting	422/423	46.8	33.0	79.8	43.8	32.3	76.1	43.8	32.5	76.2	43.6	32.1	75.7
Textiles	424/426/												
Woolen and worsted	427	64.4	20.8	85.2	60.6	19.3	79.9	60.5	19.5	80.1	60.5	19.1	79.7
Cotton and silk	43	129.6	125.9	255.3	129.9	124.6	254.5	129.4	124.8	254.2	129.1	124.5	253.6
Hosiery and other knitted goods	431	27.6	19.3	46.9	27.5	18.7	46.2	27.4	18.8	46.2	27.1	18.7	45.9
Textile finishing etc	432	24.0	17.6	41.6	25.0	17.7	42.6	24.8	17.6	42.5	24.9	17.7	42.5
Footwear and clothing	433/434/												
Footwear	436	26.7	63.0	89.6	26.8	63.0	89.9	26.8	63.2	90.0	26.8	62.8	89.5
Clothing, hats and gloves and fur goods	437/438/												
Timber and wooden furniture	433/437	25.5	9.8	35.3	25.2	9.5	34.7	25.0	9.5	34.5	25.1	9.6	34.8
Wood, sawmilling, planing etc, semi-manufacture, builders carpentry and joinery	461/462/												
Wooden and upholstered furniture etc	463	59.0	9.4	68.3	60.7	9.6	70.3	61.1	10.0	71.1	61.3	10.0	71.3
Paper, paper products, printing and publishing	467	84.2	22.0	106.2	84.4	21.6	106.0	84.1	21.8	105.9	84.1	22.0	106.1
Pulp, paper and board	47	325.4	157.0	482.1	315.2	151.9	467.1	315.4	151.8	467.2	315.0	151.5	466.5
Conversion of paper and board	471	32.9	6.8	39.5	31.0	6.6	37.6	31.1	6.4	37.5	30.7	6.5	37.3
Printing and publishing	472	66.6	39.6	106.2	64.5	38.1	102.6	64.1	38.3	102.4	64.1	37.9	102.0
Rubber and plastics	475	226.0	110.6	336.4	219.8	107.2	327.0	220.2	107.1	327.4	220.1	107.1	327.2
Rubber products and specialist repairing of tyres	48	129.3	51.0	180.3	126.2	50.3	176.5	127.1	50.0	177.1	126.5	49.6	176.1
Processing of plastics	481/482	52.6	16.1	68.7	50.0	15.3	65.3	50.1	15.3	65.3	49.8	15.0	64.7
Construction	483	76.7	34.9	111.6	76.2	35.0	111.2	77.0	34.8	111.8	76.7	34.7	111.4
Construction and repair of buildings, demolition work	5	889.4	116.2	1,005.5	874.1	116.2	990.3	874.1	116.2	990.3	874.1	116.2	990.3
Civil engineering	500/501	499.2	62.8	562.0	489.7	62.8	552.5	489.7	62.8	552.5	489.7	62.8	552.5
Installation of fixtures and fittings	502	161.2	21.5	182.7	158.8	21.5	180.4	158.8	21.5	180.4	158.8	21.5	180.4
Building completion	503	144.7	21.1	165.7	142.6	21.1	163.6	142.6	21.1	163.6	142.6	21.1	163.6
	504	84.3	10.8	95.1	83.0	10.8	93.8	83.0	10.8	93.8	83.0	10.8	93.8

Note: Details of smaller industries excluded from this table appear in table 1.4 on a quarterly basis.
* Estimates of employees in employment are provisional from October 1981 and may underestimate the level of employment. Supplementary series which include an allowance for underestimation are shown in italics for major industry groupings in table 1.2.

1.4 EMPLOYMENT

*Employees in employment: September 1983

THOUSAND

GREAT BRITAIN	Division Class or GRP	[Sep 1982]			[June 1983]			[Sep 1983]					
		Male	Female	All	Male	Female	All	Male	Female	All			
											All	Part-time	
SIC 1980													
Food, drink and tobacco	41/42	380.6	262.4	95.2	643.0	364.7	246.3	87.9	611.0	367.2	252.0	90.4	619.3
Meat and meat products, organic oils and fats	411/412	59.9	40.9	11.7	100.9	61.0	39.8	11.1	100.8	59.4	39.1	10.4	98.5
Milk and milk products	413	31.1	10.8	3.0	42.0	31.3	10.8	2.8	42.0	31.4	10.7	2.6	42.1
Fruit and vegetable processing	414	17.9	18.9	6.0	36.7	16.6	17.1	5.7	33.7	17.3	17.4	5.3	34.7
Fish processing	415	5.3	8.8	4.2	14.2	5.0	8.6	4.0	13.6	5.0	8.9	4.0	13.9
Bread, biscuits and flour confectionery	419	71.7	69.2	37.6	140.8	67.7	63.7	34.0	131.3	69.0	66.5	34.7	135.5
Sugar and sugar by-products	420	6.8	2.2	0.5	9.0	6.6	1.9	0.4	8.6	6.7	2.0	0.4	8.6
Cocoa, chocolate, sugar confectionery etc	421	31.7	34.6	15.8	66.2	31.0	31.8	13.8	62.8	32.2	34.3	16.3	66.6
Animal feeding stuffs and miscellaneous foodstuffs	416/418/422/423	57.0	35.2	10.2	92.2	53.6	34.5	10.3	88.1	53.0	34.9	10.9	88.0
Spirit distilling and compounding	424	15.2	9.0	0.7	24.2	13.1	7.8	0.6	20.9	13.7	8.1	0.7	21.8
Brewing and malting, cider and perry	426/427	50.6	12.2	2.1	62.8	47.0	11.5	2.1	58.5	47.4	11.3	2.0	58.7
Soft drinks	428	18.1	7.4	1.8	25.6	17.2	6.9	1.5	24.1	17.6	7.0	1.7	24.5
Tobacco	429	15.4	13.1	1.6	28.5	14.5	12.0	1.5	26.5	14.4	11.9	1.5	26.3
Textiles	43	131.8	127.3	24.8	259.1	128.8	122.7	22.6	251.5	130.0	124.5	23.8	254.5
Woolen and worsted	431	28.6	19.8	5.2	48.3	27.8	18.5	3.9	46.4	27.6	18.8	4.6	46.4
Cotton and silk	432	24.5	18.1	3.3	42.6	23.5	16.9	2.9	40.4	24.9	17.7	3.2	42.6
Hosiery and other knitted goods	436	27.1	63.2	11.3	90.3	26.5	61.8	10.5	88.3	26.8	62.8	11.4	89.6
Textile finishing	437	21.6	8.1	1.6	29.7	21.7	7.8	2.2	29.5	21.4	7.8	1.5	29.2
Carpets etc	438	12.7	5.6	0.9	18.3	12.3	5.5	0.8	17.8	12.5	5.4	0.7	17.9
Other textiles	433/434/435/439	17.4	12.6	2.5	30.0	16.9	12.2	2.4	29.1	16.8	12.1	2.4	28.9
Leather and leather goods	44	15.7	11.2	3.0	26.9	15.3	10.5	2.9	25.8	15.5	10.4	2.9	25.9
Footwear and clothing	45	77.2	218.3	38.9	295.6	74.7	214.7	37.3	289.4	75.4	217.7	36.4	293.1
Footwear	451	24.1	29.1	4.0	53.2	25.8	28.7	3.4	52.5	24.3	29.3	3.3	53.6
Clothing, hats, gloves and fur goods	453/456	41.6	171.9	28.7	213.5	40.6	168.9	27.8	209.5	40.7	171.2	27.3	211.9
Household textiles etc	455	11.5	17.4	6.2	28.9	10.3	17.1	6.0	27.4	10.4	17.3	5.9	27.7
Timber and wooden furniture	46	164.4	39.3	11.2	203.7	165.0	40.5	13.0	205.5	165.4	40.1	12.2	205.5
Saw-milling, planing, semi-finished wood products	461/462	26.3	4.0	1.5	30.3	26.4	3.8	1.5	30.2	27.1	3.7	1.5	30.8
Builders carpentry and joinery	463	32.8	5.3	1.9	38.1	33.9	6.1	2.5	40.0	33.7	5.9	2.5	39.6
Articles of wood, cork etc	464/465/466	21.1	8.7	2.5	29.8	20.4	8.7	2.6	29.1	20.3	8.8	2.3	29.1
Wooden and upholstered furniture etc	467	84.2	21.3	5.3	105.6	84.3	21.8	6.4	106.1	84.3	21.7	5.9	106.0
Paper, printing and publishing	47	330.1	159.9	37.7	489.9	320.1	153.2	37.0	473.3	316.9	152.4	36.4	469.4
Pulp, paper and board	471	34.0	6.9	1.4	40.8	31.3	6.7	1.3	38.0	30.9	6.6	1.3	37.6
Conversion of paper and board	472	68.2	40.5	8.8	108.7	65.4	38.5	8.1	103.8	64.9	38.4	7.5	103.3
Printing and publishing	475	227.9	112.5	27.6	340.4	223.4	108.1	27.6	331.5	221.1	107.4	27.5	328.5
Rubber and plastics	48	131.9	52.2	12.9	184.1	126.6	49.9	12.3	176.5	126.6	49.7	12.4	176.3
Rubber products, tyre repair etc	481/482	54.5	16.4	3.0	71.0	50.5	15.3	2.7	65.8	49.8	15.0	2.8	64.8
Processing of plastics	483	77.4	35.8	9.9	113.2	76.1	34.7	9.7	110.7	76.8	34.7	9.6	111.5
Other manufacturing	49	42.2	40.3	10.2	82.5	41.1	39.2	9.6	80.3	41.4	37.8	9.2	79.2
Jewellery and coins	491	9.9	6.1	1.7	16.0	9.3	5.4	2.0	14.7	9.1	5.4	1.7	14.4
Photo/cinematographic processing	493	7.1	7.2	1.9	14.4	7.1	8.2	2.1	15.3	7.3	7.6	1.7	14.8
Toys and sports goods	494	12.4	15.6	4.5	28.0	12.1	15.1	3.5	27.2	11.8	15.3	4.2	27.1
Other manufacturing nes	492/495	12.7	11.4	2.2	24.1	12.6	10.5	1.9	23.1	13.2	9.6	1.7	22.8
Construction	5	910.7	116.2	49.2	1,026.8	862.2	116.2	49.2	978.4	874.1	116.2	49.2	990.3
Construction and repair of buildings, demolition works	500/501	509.5	62.8	27.7	572.3	485.9	62.8	27.7	548.7	489.7	62.8	27.7	552.5
Civil engineering	502	167.7	21.5	5.6	189.2	155.5	21.5	5.6	177.1	158.8	21.5	5.6	180.4
Installation of fixtures and fittings	503	147.4	21.1	10.2	168.5	139.5	21.1	10.2	160.6	142.6	21.1	10.2	163.6
Building completion	504	86.1	10.8	5.7	96.8	81.3	10.8	5.7	92.1	83.0	10.8	5.7	93.8
Distribution, hotels, catering, repairs	6	1,832.8	2,168.1	1,216.7	4,001.0	1,833.5	2,141.8	1,242.8	3,975.4	1,846.0	2,153.4	1,258.8	3,999.4
Wholesale distribution	61	588.1	269.6	87.2	857.8	582.1	263.0	83.5	845.2	584.6	262.6	82.0	847.3
Agricultural and textile raw materials etc	611	21.3	8.6	2.8	29.9	21.1	8.3	2.7	29.4	21.1	8.5	2.9	29.6
Fuels, ores, metals etc	612	76.5	25.3	6.1	101.9	75.8	24.6	5.6	100.3	75.2	24.5	6.1	99.7
Timber and building materials	613	92.1	28.8	9.3	120.9	92.1	29.5	9.4	121.7	92.6	29.0	9.4	121.6
Machinery, industrial equipment, vehicles	614	98.4	37.2	9.8	135.6	95.3	35.4	8.7	131.2	99.8	37.2	8.7	137.0
Household goods, hardware, ironmongery	615	32.9	18.5	5.9	51.4	33.1	18.7	5.7	51.8	32.9	17.9	5.4	50.8
Textiles, clothing, footwear etc	616	20.4	18.1	6.4	38.5	19.0	17.4	6.5	36.4	20.2	17.7	5.0	37.9
Food, drink and tobacco	617	166.9	76.9	29.5	243.8	161.3	73.4	27.1	234.7	162.0	72.5	26.5	234.5
Pharmaceutical and medical goods	618	15.0	14.0	3.5	29.0	14.9	14.1	3.5	29.0	15.1	14.1	3.7	29.2
Other wholesale distribution	619	64.6	42.2	13.9	106.8	69.0	41.6	14.3	110.7	65.7	41.2	14.3	107.0
Dealing in scrap and waste materials	62	14.7	3.3	1.5	18.0	14.9	3.1	1.7	17.9	15.3	3.1	2.1	18.5
Commission agents	63	10.2	6.5	2.3	16.8	10.6	6.4	2.6	17.0	10.7	6.1	2.3	16.8
Retail distribution	64/65	751.2	1,231.3	688.4	1,982.3	753.6	1,224.0	706.7	1,977.6	757.9	1,229.1	715.0	1,986.8
Food	641	200.1	348.1	214.4	548.1	201.8	346.9	222.0	548.7	202.6	347.7	227.2	550.2
Confectioners, tobacconists etc	642	49.5	104.6	75.1	154.1	50.4	101.2	71.5	151.5	50.3	101.1	73.4	151.4
Dispensing and other chemists	643	16.9	103.8	44.8	120.7	16.4	102.4	44.7	118.8	16.6	103.3	43.9	119.9
Clothing	645	33.3	115.1	64.2	148.4	32.8	115.8	66.6	148.6	33.1	114.5	67.2	147.6
Footwear and leather goods	646	10.0	47.2	29.3	57.2	10.1	48.5	34.9	58.6	10.5	52.3	36.2	62.8
Furnishing fabrics etc	647	11.6	11.0	6.7	22.5	11.6	11.7	6.7	23.3	11.3	10.9	6.1	22.1
Household goods, hardware, ironmongery	648	90.2	78.0	41.3	168.2	91.9	79.0	44.4	170.9	93.8	79.3	44.1	173.0
Motor vehicles and parts	651	140.1	43.6	16.0	183.7	140.3	43.2	15.6	183.6	139.7	42.8	15.7	182.5
Filling stations	652	54.0	22.6	10.8	76.6	54.2	24.1	12.3	78.3	53.7	24.7	13.3	78.4
Books, stationery, office supplies	653	25.8	39.2	25.7	65.0	25.6	38.5	25.1	64.1	25.8	40.0	24.9	65.9
Other specialised distribution	654	43.6	55.4	24.3	99.0	43.4	56.2	27.2	99.5	44.8	54.6	26.4	99.4
Mixed retail businesses	656	76.1	262.7	135.8	338.8	75.1	256.5	135.7	331.7	75.7	257.9	136.6	333.6
Hotels and catering	66	315.7	617.4	420.2	933.0	319.5	603.1	430.1	922.7	326.6	611.9	440.5	938.5
Restaurants, snack bars, cafes etc	661	68.1	114.8	77.1	182.9	66.0	110.9	76.3	176.9	66.7	112.7	77.9	179.4
Public houses and bars	662	63.4	163.5	139.2	226.9	65.9	158.1	143.0	224.0	67.0	158.9	142.8	229.9
Night clubs and licensed clubs	663	50.6	85.9	72.4	136.4	53.5	82.2	71.5	135.7	54.4	83.7	74.6	138.1
Canteens and messes	664	27.0	82.4	43.8	109.4	27.5	81.1	46.7	108.7	28.3	80.8	47.3	109.1
Hotel trade	665	83.0	146.4	75.5	229.4	81.0	146.1	80.8	227.1	82.8	150.6	85.0	233.4
Other tourist etc accommodation	667	23.6	24.4	12.2	48.0	25.6	24.7	11.8	50.3	23.4	25.2	12.9	48.6
													

PER CENT

GREAT BRITAIN	Division or class of SIC	Sep 1983						Dec 1983					
		Engagement rate			Leaving rate			Engagement rate			Leaving rate		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
SIC 1980													
Minerals and ores extraction other than fuels	2	1.1	2.3	1.3	1.3	2.3	1.5	0.8	1.4	0.9	1.1	2.3	1.4
Metal manufacturing	22	1.0	1.8	1.1	1.3	2.0	1.4	0.9	1.5	1.0	1.1	1.7	1.2
Non-metallic mineral products	24	1.4	2.4	1.6	1.5	2.2	1.7	0.9	1.5	1.0	1.8	2.7	2.0
Chemical industry	25	1.2	2.5	1.6	1.5	2.5	1.8	0.7	1.4	0.9	0.9	2.3	1.3
Metal goods, engineering and vehicles	3	1.4	2.1	1.6	1.6	2.0	1.7	0.9	1.6	1.0	1.4	1.8	1.5
Metal goods nes	31	1.7	2.3	1.8	1.7	1.9	1.7	1.2	1.6	1.3	1.7	1.9	1.7
Mechanical engineering	32	1.4	1.7	1.4	1.8	1.9	1.8	0.9	1.6	1.0	1.5	1.9	1.6
Office machinery, data processing equipment	33	1.0	1.5	1.1	1.2	2.5	1.6	0.8	1.5	1.0	0.7	2.2	1.1
Electrical and electronic engineering	34	1.7	2.5	2.0	1.3	1.9	1.5	0.9	1.7	1.2	1.0	1.5	1.1
Motor vehicles and parts	35	1.1	1.4	1.1	1.0	2.1	1.1	0.5	1.2	0.5	1.1	2.2	1.2
Other transport equipment	36	1.1	1.2	1.1	1.9	2.5	2.0	0.6	1.4	0.7	2.1	2.2	2.1
Instrument engineering	37	1.5	2.6	1.8	1.7	2.6	2.0	1.4	1.8	1.6	1.9	2.1	2.0
Other manufacturing industries	4	1.7	2.9	2.2	1.9	2.9	2.3	1.1	2.0	1.5	1.6	2.8	2.1
Food, drink and tobacco	41/42	1.7	3.1	2.3	2.6	4.0	3.2	1.2	2.0	1.5	1.7	3.3	2.3
Textiles	43	2.0	2.4	2.2	1.8	2.4	2.1	1.3	1.9	1.6	1.7	2.4	2.0
Leather and leather goods	44	2.4	2.6	2.5	2.0	1.8	1.9	1.3	2.5	1.8	2.0	1.5	1.8
Footwear and clothing	45	2.1	3.4	3.0	1.9	2.2	2.1	1.8	2.3	2.2	1.7	2.6	2.3
Timber and wooden furniture	46	2.1	2.0	2.1	2.0	2.5	2.1	1.3	1.7	1.3	1.6	1.8	1.6
Paper, printing and publishing	47	1.1	2.1	1.4	1.1	2.1	1.5	0.8	1.5	1.0	1.0	1.7	1.2
Rubber and plastics	48	1.8	2.7	2.1	1.4	2.7	1.8	1.0	1.7	1.2	1.4	2.9	1.9
Other manufacturing	49	2.0	4.4	3.1	2.9	3.7	3.2	1.5	2.4	2.0	4.9	9.0	6.9
Total all manufacturing industries		1.4	2.6	1.8	1.6	2.5	1.9	0.9	1.8	1.2	1.4	2.4	1.7

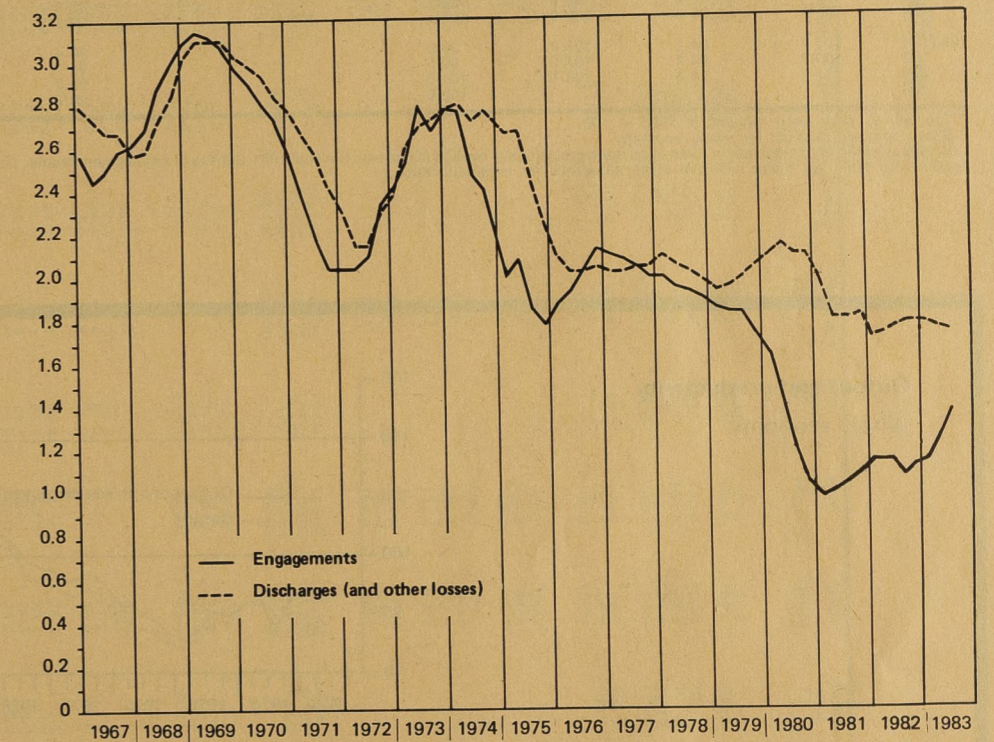
Note: The engagement rate and the leaving rate show the number of engagements and discharges (and other losses) respectively, in the four-week periods ended September 10, 1983 and December 10, 1983 as percentages of the numbers employed at the beginning of the periods. The figures do not include persons engaged during the periods who also left before the end of the periods: the engagement and leaving rates accordingly understate to some extent the total intake and wastage during the periods. The trend in labour turnover is illustrated by the chart on the next page which is constructed from four-quarter moving averages of engagement and leaving rates.

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

Year	Reference month*	Per cent	
		Engagement rate	Leaving rate
1982	Aug	1.08	1.78
	Nov	1.13	1.78
	Feb	1.15	1.78
1983	May	1.28	1.75
	Aug	1.38	1.73

* On which the moving average is centred.

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



* The four quarter moving average has been compiled from the number of engagements and discharges (and other losses) in a period of four weeks expressed as a percentage of the estimated numbers of employees in employment.

1.8 EMPLOYMENT Indices † of output, employment and productivity

seasonally adjusted (1980 = 100)

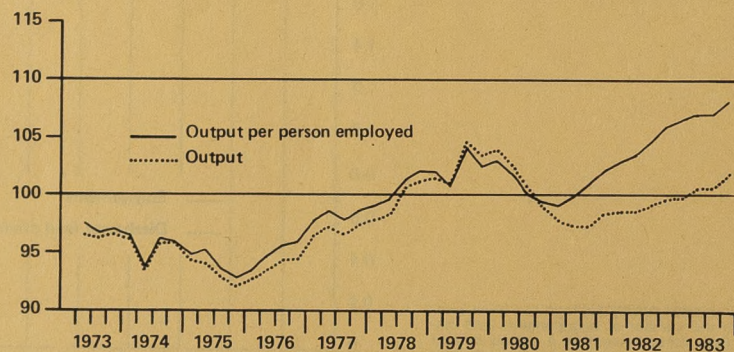
UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1978	100.4	99.4	101.1	103.1			109.6	106.1 R	103.3 R	100.6
1979	103.3	100.7	102.6	107.0			109.4	105.4	103.8	101.2
1980	100.0	100.0	100.0	100.0			100.0	100.0	100.0	100.0
1981	98.0	96.6	101.5	96.3			93.6	91.0	103.0 R	104.4
1982	99.3	94.9	104.7 R	98.0			93.7	86.1	108.9	108.9
1983				100.5			95.0	82.4	115.4	114.8
1978 Q1	98.4	99.0	99.4	100.3			108.0	106.4	101.5	98.6
1978 Q2	100.5	99.2	101.3	103.3			110.3	106.2	103.9	101.3
1978 Q3	101.3	99.5	101.8	104.2			110.3	105.9	104.1	101.4
1978 Q4	101.6	100.0	101.7	104.6			109.9	105.9	103.9	101.1
1979 Q1	101.0	100.3	100.8	104.6			107.3	105.7	101.6	98.7
1979 Q2	104.8	100.6	104.2	109.3			112.2	105.6	106.3	103.3
1979 Q3	103.4	100.9	102.5	106.9			108.0	105.4	102.5	100.3
1979 Q4	103.9	101.1	102.8	107.3			110.0	104.7	105.2	102.4
1980 Q1	102.7	101.0	101.7	105.1			106.8	103.5	103.3	101.2
1980 Q2	100.7	100.6	100.1	101.3			102.3	101.7	100.7	99.9
1980 Q3	98.9	99.8	99.2	97.8			97.4	99.0	98.5	99.2
1980 Q4	97.7	98.7	99.0	95.7			93.5	95.9	97.5	99.7
1981 Q1	97.5 R	97.7	99.8	94.9			92.4	93.5	98.9	101.6
1981 Q2	97.5	96.8	100.8	95.5			92.7	91.5	101.3 R	103.0
1981 Q3	98.5	96.2	102.4	96.9			94.6	90.0	105.1 R	105.8
1981 Q4	98.6	95.8	102.9	98.0			94.9	88.9	106.8	105.7
1982 Q1	98.5	95.5	103.2	97.0			94.2	87.9 R	107.4	105.8
1982 Q2	99.2	95.2 R	104.2 R	98.3			94.1	86.8 R	108.6	107.7
1982 Q3	99.7	94.7	105.4	98.7			93.5	85.5	109.4	109.5
1982 Q4	99.9	94.3	106.0	98.2			92.8	84.3	110.1	109.9
1983 Q1	100.7	94.1	107.0	99.6			94.4	83.2	113.5	113.4
1983 Q2	100.7	94.2	107.0	99.5			94.1	82.5	114.1	114.0
1983 Q3	101.9	94.3	108.1	101.0			95.3	82.0	116.3	115.7
1983 Q4				102.0			96.2	81.7	117.8	116.4

† The indices have been rebased to 1980 = 100.

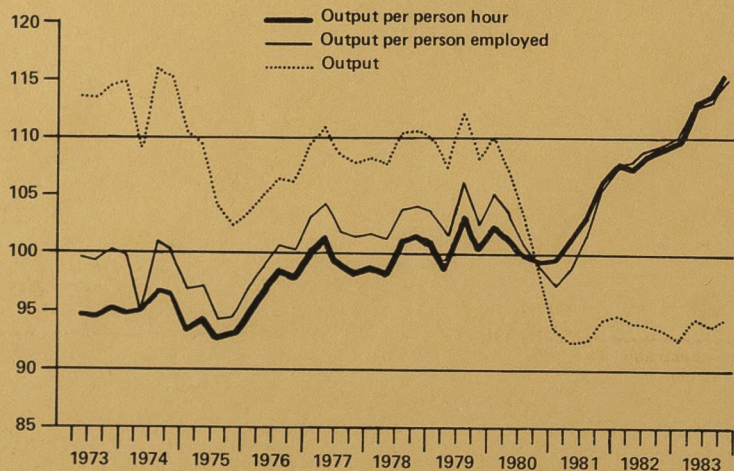
‡ Gross domestic product for whole economy.

* Estimates of the employed labour force have been provisionally revised in line with the final 1981 Census of Employment results, published in a supplement to December 83 Gazette. Data used in this table are those inclusive of an allowance for underestimation.

Output and productivity
Whole economy



Manufacturing industries (sic 1980)



Seasonally adjusted
(1980 = 100)

EMPLOYMENT

Selected countries: national definitions

	United Kingdom (1) (2)	Australia (2) (3) (4)	Austria (2) (5)	Belgium (1)	Canada (2)	Denmark	France	Germany (FR) (2)	Irish Republic (6)	Italy (2)	Japan (2) (5)	Netherlands (7)	Norway (2) (5)	Spain (5) (8)	Sweden (2)	Switzerland (2)	United States (2)	Indices: 1975 = 100
CIVILIAN EMPLOYMENT																		
Years																		
1974	100.3	100.3	102.3	101.4	98.3	101.0	101.2	103.0	99.8	99.4	100.3	100.0	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	100.0
1976	99.1	101.0	100.2	99.2	102.1	102.6	100.7	99.1	99.1	100.8	100.9	100.3	104.8	98.8	100.6	96.7	103.4	
1977	99.3	102.6	101.6	99.0	103.9	103.5	101.6	98.9	100.9	101.8	102.3	101.3	106.9	98.0	100.9	96.7	107.2	
1978	99.9	102.2	102.5	99.0	107.4	106.0	101.9	99.5	103.5	102.3	103.5	102.5	108.6	95.3	101.3	97.3	111.9	
1979	101.4	103.4	103.7	100.2	111.7	107.1	102.0	100.9	106.7	103.4	104.9	103.9	109.7	93.3	102.9	98.2	115.1	
1980	101.1	106.4	104.3	100.1	114.8	101.6	102.0	101.9	108.5	104.9	106.0	106.3	112.1	90.2	104.2	100.0	115.7	
1981	97.1	108.5	105.0	97.9	117.8	101.3	101.1	101.1	107.4	105.3	106.9	106.1	113.2	87.6	104.0	101.2	117.0	
1982	94.8	108.7	108.4	..	113.9	..	101.3	99.2	..	104.8	107.9	..	114.0	87.2	103.9	100.5	115.9	
Quarters																		
1981 Q2	96.2	108.5	104.8	..	118.2	..	..	101.3	..	105.1	106.7	..	112.7	88.4	103.5	101.1	117.4	
Q3	95.7	108.7	105.2	..	118.2	..	..	101.0	..	104.8	106.9	..	113.1	88.3	104.4	101.4	117.1	
Q4	95.2	109.0	105.2	..	117.2	..	100.7	100.4	..	105.1	107.2	..	113.1	87.6	103.6	101.1	116.6	
1982 Q1	95.0	109.1	108.8	..	115.9	..	..	99.8	..	105.0	107.7	..	113.6	87.3	103.6	100.9	116.1	
Q2	94.6	109.0	107.9	..	114.5	..	..	99.5	..	105.5	107.7	..	115.0	87.3	103.9	100.6	116.2	
Q3	94.2	108.5	108.6	..	113.2	..	..	99.1	..	104.4	107.6	..	114.0	87.2	104.0	100.0	116.0	
Q4	93.8	108.1	108.2	..	112.2	..	101.4	98.4	..	104.4	108.8	..	113.5	87.2	104.0	100.0	115.5	
1983 Q1	93.7	106.6	106.7	..	112.5	..	..	97.6	..	104.9	109.8	..	112.3	86.2	103.9	99.5	115.4	
Q2	93.8	106.5	107.3	..	114.1	..	..	97.3	..	105.3	109.7	..	115.2	86.8	104.1	99.1	116.4	
Q3	94.0	106.6	..	..	115.6	..	..	97.3	..	104.9	109.7	..	115.2	87.0	104.0	98.9	118.3	
CIVILIAN EMPLOYMENT																		
1975	24,936	5,841	2,942	3,748	9,284	2,332	20,714	25,285	1,058	19,594	52,230	4,640	1,707	12,692	4,062	3,017	85,846	Thousand
1980	25,218	6,242	3,070	3,751	10,655	..	21,127	25,771	1,148	20,551	55,360	4,932	1,914	11,254	4,232	3,016	99,303	
1981	24,214	6,364	3,091	3,669	10,933	2,369	20,950	25,569	1,136	20,623	55,810	4,922	1,932	10,931	4,225	3,054	100,397	
1982	23,627	6,376	3,189	..	10,574	..	20,982	25,090	..	20,542	56,380	..	1,946	10,876	4,219	3,033	99,526	
Civilian employment: proportions by sector																		
1982 Agriculture†	2.7	6.5	10.0	3.0*	5.3	7.3*	8.3	5.5	16.7*	12.4	9.7	5.0*	8.0	18.3	5.6	7.1	3.6	Per cent
Industry††	34.3	29.8	39.9	33.4*	26.5	29.3*	34.6	42.7	31.8*	37.0	34.9	30.2*	29.4	33.9	30.3	38.4	28.4	
Services	63.0	63.7	50.0	63.6*	68.2	63.3*	57.2	51.7	51.6*	50.6	55.4	64.8*	62.5	47.8	64.1	54.5	68.0	
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	
Manufacturing																		
1972	32.9	25.5	29.7	31.9	21.8	24.9	28.1	36.8	..	..	27.0	..	23.8	25.1	27.1	35.5	24.3	
1973	32.3	25.6	..	31.8	22.0	24.7	28.3	36.7	20.7	..	27.4	..	23.5	25.6	27.5	35.0	24.8	
1974	32.4	25.2	30.2	31.5	21.7	23.6	28.4	36.4	21.0	..	27.2	..	23.6	25.8	28.3	34.8	24.2	
1975	30.9	23.4	30.1	30.1	20.2	22.7	27.9	35.6	21.2	..	25.8	..	24.1	26.7	28.0	33.7	22.7	
1976	30.2	23.5	29.6	29.1	20.3	23.9	27.4	35.1	20.8	..	25.5	..	23.2	24.0	26.9	32.8	22.8	
1977	30.3	23.1	29.8	28.1	19.6	23.5	27.1	35.1	21.2	27.5	25.1	..	22.4	24.1	25.9	32.7	22.7	
1978	30.0	21.8	29.7	27.0	19.6	22.8	26.6	34.8	21.1	27.1	24.5	..	21.3	24.1	24.9	32.6	22.7	
1979	29.5	20.2	29.5	25.9	20.0	23.3	26.1	34.5	21.3	26.7	24.3	..	20.5	23.7	24.5	32.3	22.7	
1980	28.4	19.8	29.5	25.4	19.8	..	25.8	34.3	21.2	26.7	24.7	..	20.3	26.5	24.2	32.2	22.1	
1981	..	19.4	29.7	24.7	19.4	21.3	25.1	33.6	21.0	26.1	24.8	..	20.2	25.7	23.3	32.0	21.7	

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.

* 1981

** 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)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost	Average per operative on short-time	
															Actual (million)	Seasonally adjusted	Actual (Thou)	Seasonally adjusted
1978	1,806	34.8	8.6	15.61	5	200	32	358	11.0	38	0.7	558	15.1		
1979	1,744	34.2	8.7	15.07	8	320	42	460	10.6	51	1.0	781	15.0		
1980	1,422	29.5	8.3	11.76	21	823	258	3,183	12.1	279	5.9	4,006	14.3		
1981	1,137	26.6	8.2	9.37	16	621	320	3,720	11.4	335	7.8	4,352	12.6		
1982	1,198	29.8	8.3	9.98	8	320	134	1,438	10.7	142	3.5	1,769	12.4		
1983	1,209	31.5	8.5	10.30	6	244	71	741	10.2	77	2.0	985	12.9		
Week ended															
1979 Dec 8	1,889	37.3	8.6	16.28	15.48	4	157	62	723	11.5	66	1.3	880	942	13.2
1980 Jan 12	1,655	33.0	8.3	13.68	14.93	5	185	82	1,013	12.4	87	1.7	1,198	961	13.8
Feb 16	1,729	34.7	8.4	14.51	14.61	13	547	108	1,216	11.2	122	2.4	1,763	1,344	14.5
Mar 15	1,669	33.7	8.4	13.98	13.75	23	887	155	1,892	12.2	178	3.6	2,779	2,419	15.7
Apr 19	1,554	31.7	8.3	12.89	12.72	14	534	146	1,609	11.0	160	3.3	2,143	2,187	13.4
May 17	1,559	31.8	8.3	12.98	12.71	17	664	157	1,726	11.0	173	3.5	2,389	2,777	13.8
June 14	1,533	31.4	8.3	12.73	12.51	14	557	196	2,265	11.6	210	4.3	2,822	3,570	13.5
July 12	1,393	28.7	8.5	11.79	11.43	11	443	215	2,563	11.9	227	4.7	3,010	3,575	13.3
Aug 16	1,193	24.9	8.4	10.01	11.05	20	788	250	3,069	12.3	270	5.6	3,856	5,480	14.3
Sep 13	1,231	25.9	8.2	10.13	10.24	34	1,334	344	4,177	12.1	378	8.0	5,512	5,528	14.6
Oct 11	1,195	26.0	8.1	9.66	9.63	39	1,550	441	5,831	13.2	480	10.4	7,381	7,313	15.4
Nov 15	1,171	25.8	8.1	9.43	9.03	27	1,079	515	6,528	12.7	542	12.0	7,607	6,643	14.0
Dec 13	1,183	26.3	7.9	9.36	8.64	33	1,311	482	6,304	13.1	515	11.4	7,615	7,805	14.8
1981 Jan 17	1,016	23.0	7.7	7.86	9.08	42	1,668	568	7,009	12.4	610	13.7	8,678	7,090	14.2
Feb 14	1,076	24.5	7.9	8.55	8.62	31	1,205	566	6,995	12.4	596	13.6	8,200	6,288	13.8
Mar 14	1,075	24.7	8.1	8.68	8.46	20	786	504	6,179	12.3	524	12.0	6,965	5,915	13.3
Apr 11	1,126	26.1	8.3	9.34	9.24	19	740	429	5,085	11.9	447	10.3	5,825	5,848	13.0
May 16	1,126	26.2	8.0	9.11	8.85	18	718	345	3,903	11.4	363	8.4	4,621	5,303	12.7
June 13	1,156	27.1	8.1	9.42	9.09	10	398	299	3,347	11.2	309	7.2	3,744	4,551	12.1
July 11	1,134	26.6	8.3	9.51	9.21	9	371	208	2,342	11.3	218	5.1	2,713	3,452	12.5
Aug 15	1,062	24.9	8.7	9.18	10.08	9	338	194	2,083	10.7	203	4.8	2,421	3,521	11.9
Sep 12	1,150	27.6	8.5	9.74	9.83	9	364	194	2,060	10.6	203	4.9	2,424	2,578	11.9
Oct 10	1,192	28.3	8.5	10.02	10.03	8	301	185	1,989	10.7	193	4.5	2,335	2,276	11.8
Nov 14	1,266	30.2	8.2	10.41	10.05	8	272	191	2,005	10.6	197	4.7	2,368	2,056	11.4
Dec 12	1,265	30.3	8.4	10.61	9.98	7	285	153	1,643	10.8	160	3.8	1,928	1,850	12.1
1982 Jan 16	1,106	26.8	8.1	8.99	10.16	8	304	167	1,904	11.5	174	4.2	2,300	1,917	12.6
Feb 13	1,219	29.5	8.4	10.29	10.33	14	556	163	1,741	10.6	177	4.3	2,343	1,828	13.0
Mar 20	1,265	30.7	8.2	10.41	10.22	11	439	156	1,663	10.6	167	4.1	2,102	1,776	12.6
Apr 24	1,203	29.4	8.1	9.79	9.73	7	296	145	1,568	10.8	153	3.7	1,864	1,823	12.3
May 22	1,238	30.5	8.5	10.55	10.28	8	300	130	1,388	10.6	138	3.4	1,688	1,911	12.2
June 19	1,243	30.7	8.4	10.50	10.09	6	220	123	1,342	10.9	128	3.2	1,562	1,841	12.2
July 17	1,195	29.6	8.5	10.12	9.87	5	182	89	912	10.2	93	2.3	1,094	1,505	11.7
Aug 14	1,094	27.2	8.4	9.26	10.05	6	219	97	1,024	10.5	103	2.5	1,243	1,779	12.0
Sep 11	1,167	29.5	8.3	9.66	9.74	7	289	109	1,159	10.6	116	2.9	1,448	1,597	12.4
Oct 16	1,228	31.3	8.2	10.11	10.13	9	376	129	1,425	11.2	139	3.5	1,801	1,763	13.0
Nov 13	1,207	31.3	8.3	9.97	9.65	9	359	154	1,690	11.0	163	4.1	2,048	1,765	12.5
Dec 11	1,209	31.2	8.4	10.13	9.57	7	294	140	1,443	10.3	147	3.8	1,737	1,605	11.8
1983 Jan 15	1,068	28.2	7.8	8.35	9.51	6	242	139	1,488	10.8	145	3.8	1,731	1,456	11.9
Feb 12	1,147	30.2	8.2	9.49	9.52	11	434	127	1,378	10.9	138	3.7	1,812	1,436	13.2
Mar 12	1,189	31.3	8.2	9.80	9.63	6	238	119	1,260	10.6	125	3.3	1,498	1,261	12.0
Apr 16	1,139	30.0	8.1	9.34	9.31	9	365	96	1,048	11.0	105	2.8	1,414	1,362	13.5
May 14	1,234	32.7	8.3	10.28	10.00	6	256	77	774	10.1	83	2.2	1,030	1,158	12.3
June 11	1,168	30.9	8.4	9.85	9.42	7	297	69	714	10.4	76	2.0	1,011	1,170	13.3
July 16	1,201	31.4	8.7	10.47	10.24	7	267	44	477	10.9	51	1.3	743	1,064	15.1
Aug 13	1,122	29.0	8.8	9.88	10.62	4	142	38	368	9.8	41	1.1	510	718	12.6
Sep 10	1,238	31.9	8.9	10.98	11.06	5	199	39	372	9.6	44	1.1	571	644	13.0
Oct 15	1,326	33.7	8.9	11.74	11.76	4	152	36	325	9.0	40	0.9	477	471	12.0
Nov 12	1,345	34.5	8.7	11.68	11.38	5	180	37	341	9.2	42	1.1	521	446	12.5
Dec 10	1,327	34.5	8.9	11.78	11.25	4	161	35	341	9.9	39	1.0	502	459	13.0

* The figures are based on the definition of manufacturing industries in the 1980 Standard Industrial Classification, revised to reflect final results of the 1981 census of employment. Figures from October 1981 are provisional.

EMPLOYMENT 1.12

Hours of work—Operatives: manufacturing industries

Seasonally adjusted
1980 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
SIC 1980 classes	21-49					21-49				
1976	113.2	113.7	112.1	125.7	111.3	103.0	103.2	106.9	104.2	100.6
1977	114.2	115.6	114.7	125.7	109.6	103.8	103.8	107.1	104.4	101.1
1978	112.6	113.5	115.0	122.8	106.1	103.5	103.8	106.0	104.4	101.4
1979	110.4	110.2	114.0	119.7	104.5	103.4	103.3	106.6	104.2	101.4
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	89.1	89.2	86.8	89.5	93.8	99.2	99.5	99.4	102.6	99.2
1982	84.2	84.0	80.9	85.8	90.0	101.5	101.5	101.6	105.0	99.7
1983	81.8	81.9	76.5	86.5	88.0	101.3	101.6	101.8	105.9	100.0
Week ended										
1979 Dec 8	109.3	110.0	114.8	115.2	104.6	103.5	104.2	108.2	103.4	101.2
1980 Jan 12	108.6					103.3				
Feb 16	107.4					103.0				
Mar 18	105.5	106.7	108.7	109.2	102.4	102.1	102.9	104.4	102.0	100.5
Apr 19	104.1					101.4				
May 17	102.9					100.7				
June 14	101.8	103.8	104.7	103.2	101.4	100.7	101.5	102.3	100.4	100.4
July 12	99.8					99.8				
Aug 16	98.1					99.2				
Sep 13	95.9	97.5	96.8	96.0	98.7	98.3	98.9	98.7	98.9	99.7
Oct 11	93.4					97.2				
Nov 15	92.1					96.9				
Dec 13	91.2	92.1	89.7	91.8	97.6	96.8	96.8	94.8	98.6	99.3
1981 Jan 17	90.3					96.7				
Feb 14	89.5					96.5				
Mar 14	89.3	89.8	87.8	89.7	96.0	96.9	96.5	95.6	98.9	98.9
Apr 11	89.6					97.8				
May 16	89.2					98.1				
June 13	89.0	89.2	87.0	89.5	94.4	98.6	98.2	98.2	101.4	98.7
July 11	89.0					99.1				
Aug 15	89.5					99.8				
Sep 12	89.2	90.2	87.0	89.8	92.7	100.2	100.5	100.6	102.5	99.0
Oct 10	88.9					100.4				
Nov 14	88.1					102.9				
Dec 12	87.4	87.6	85.2	88.8	92.2	102.8	102.8	103.1	107.5	100.1
1982 Jan 16	87.0					102.7				
Feb 13	86.8					102.7				
Mar 20	86.3	87.1	84.1	87.8	91.3	102.5	102.7	103.3	106.2	99.9
Apr 24	85.4					101.8				
May 22	85.1					101.7				

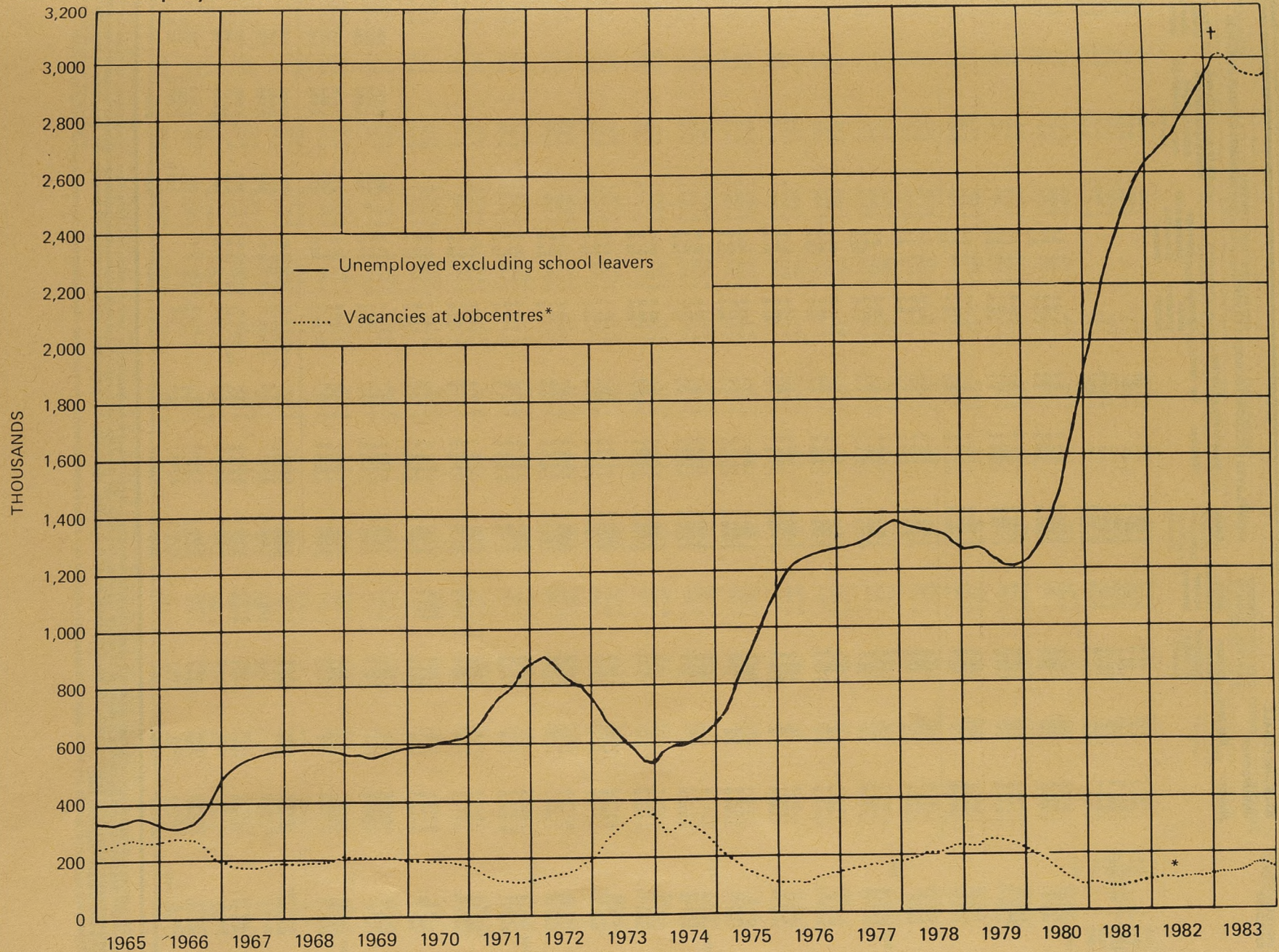
1.13 Overtime and Short-time Operatives in manufacturing industries: Regions

Week ended	OVERTIME				SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked		Stood off for whole week		Working part of week		Stood off for whole or part of week					
			Average per operative working overtime	(Thou)	Operatives (Thou)	Hours lost (Thou)	Hours lost		Hours lost		Operatives (Thou)	Percentage of all operatives	Average per operative on short-time	
							(Thou)	Average per operative working part of the week	(Thou)	Average per operative				
December 10, 1983														
Analysis by region														
South East	346.9	36.0	8.9	3,090.8	0.2	9.2	6.1	59.8	9.8	6.3	0.7	68.9	10.9	
Greater London *	221.7	36.8	8.9	1,962.3	0.1	5.5	4.9	43.4	8.9	5.0	0.8	48.9	9.8	
East Anglia	49.3	39.3	8.9	438.4	—	1.5	1.0	12.6	12.4	1.1	0.8	14.1	13.4	
South West	96.0	38.2	8.8	844.5	—	1.4	1.3	9.0	7.2	1.3	0.5	10.5	8.1	
West Midlands	185.2	35.7	8.6	1,583.5	0.1	2.3	6.7	87.4	13.1	6.7	1.3	89.8	13.4	
East Midlands	120.1	33.9	8.6	1,039.1	0.4	14.7	6.3	52.2	8.3	6.6	1.9	66.9	10.1	
Yorkshire and Humberside	133.4	34.0	9.4	1,257.4	0.7	29.5	5.7	52.2	9.1	6.5	1.7	81.7	12.6	
North West	176.2	33.9	9.0	1,582.2	0.9	37.6	2.3	22.6	10.0	3.2	0.6	60.2	18.8	
North	63.5	29.5	8.5	540.0	0.1	2.2	1.6	11.8	7.6	1.6	0.7	14.0	8.7	
Wales	46.8	28.9	8.7	409.5	0.9	34.1	1.2	10.7	9.1	2.0	1.2	44.8	22.2	
Scotland	109.6	33.7	9.1	995.8	0.7	28.3	2.5	22.5	8.9	3.2	1.0	50.8	15.7	

* Included in South East.

Unemployment and vacancies : United Kingdom 1965—1983

Three-month moving average: seasonally adjusted.



* Vacancies at Jobcentres are only about a third of total vacancies.

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

2.7 UNEMPLOYMENT Age

UNITED KINGDOM		Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
Thousand										
MALE AND FEMALE										
1982	Jan	230.1	318.2	605.3	688.8	410.4	367.5	221.3	229.0	3,070.6
	April	193.4	316.0	594.8	676.8	408.9	368.1	223.8	226.2	3,007.8
	July	370.5	333.4	593.1	668.1	406.9	368.3	224.3	226.0	3,190.6
	Oct	274.0	381.3	647.8	703.5	428.9	388.0	236.4	235.2	3,295.1
	Oct	252.9	350.7	592.7	629.2	391.9	354.2	238.3	239.2	3,049.0
1983	Jan	221.7	369.8	634.4	682.9	429.1	382.1	254.0	251.1	3,225.2
	April*	207.5	359.2	625.1	679.0	429.8	385.0	253.8	230.5	3,169.9
	July	188.0	355.9	652.6	666.6	419.9	377.4	247.4	112.8	3,020.6
	Oct	251.2	383.5	626.7	668.9	421.6	383.3	257.5	101.3	3,094.0
1984	Jan	204.3	391.1	664.4	718.3	451.0	403.8	269.9	97.0	3,199.7
Per cent										
Proportion of number unemployed										
1982	Jan	7.5	10.4	19.7	22.4	13.4	12.0	7.2	7.5	100.0
	April	6.4	10.5	19.8	22.5	13.6	12.2	7.4	7.5	100.0
	July	11.6	10.4	18.6	20.9	12.8	11.5	7.0	7.1	100.0
	Oct	8.3	11.6	19.7	21.3	13.0	11.8	7.2	7.1	100.0
	Oct	8.3	11.5	19.4	20.6	12.9	11.6	7.8	7.8	100.0
1983	Jan	6.9	11.5	19.7	21.2	13.3	11.8	7.9	7.8	100.0
	April*	6.5	11.3	19.7	21.4	13.6	12.1	8.0	7.3	100.0
	July	6.2	11.8	21.6	22.1	13.9	12.5	8.2	3.7	100.0
	Oct	8.1	12.4	20.3	21.6	13.6	12.4	8.3	3.3	100.0
1984	Jan	6.4	12.2	20.8	22.4	14.1	12.6	8.4	3.0	100.0
MALE										
Thousand										
1982	Jan	128.5	186.0	393.6	501.0	319.1	277.0	171.6	226.6	2,203.3
	April	110.3	186.5	386.9	489.7	315.8	275.1	173.8	223.9	2,162.0
	July	203.9	194.9	384.7	480.5	311.6	273.8	174.2	223.5	2,247.1
	Oct	152.3	218.9	416.7	502.2	326.2	286.8	183.2	232.5	2,318.7
	Oct	141.9	203.5	390.4	464.3	313.3	270.3	185.9	238.1	2,207.4
1983	Jan	123.8	217.9	420.9	506.5	344.1	292.5	199.0	250.2	2,354.9
	April*	118.5	212.7	413.5	499.5	342.3	292.4	198.0	229.5	2,306.4
	July	108.4	210.3	421.8	483.7	331.1	284.5	192.2	112.0	2,144.0
	Oct	142.7	220.0	403.0	478.4	331.2	287.0	199.5	100.6	2,162.4
1984	Jan	115.9	226.9	428.0	512.4	354.5	301.9	209.4	96.4	2,245.4
Per cent										
Proportion of number unemployed										
1982	Jan	5.8	8.4	17.9	22.7	14.5	12.6	7.8	10.3	100.0
	April	5.1	8.6	17.9	22.7	14.6	12.7	8.0	10.4	100.0
	July	9.1	8.7	17.1	21.4	13.9	12.2	7.8	9.9	100.0
	Oct	6.6	9.4	18.0	21.7	14.1	12.4	7.9	10.0	100.0
	Oct	6.4	9.2	17.7	21.0	14.2	12.2	8.4	10.8	100.0
1983	Jan	5.3	9.3	17.9	21.5	14.6	12.4	8.5	10.6	100.0
	April*	5.1	9.2	17.9	21.7	14.8	12.7	8.6	10.0	100.0
	July	5.1	9.8	19.7	22.6	15.4	13.3	9.0	5.2	100.0
	Oct	6.6	10.2	18.6	22.1	15.3	13.3	9.2	4.7	100.0
1984	Jan	5.2	10.1	19.1	22.8	15.8	13.4	9.3	4.3	100.0
FEMALE										
Thousand										
1982	Jan	101.6	132.2	211.8	187.8	91.3	90.5	49.7	2.4	867.3
	April	83.0	129.4	207.9	187.2	93.1	92.9	50.0	2.3	845.8
	July	166.6	138.6	208.3	187.6	95.3	94.4	50.2	2.5	943.6
	Oct	121.7	162.4	231.1	201.4	102.7	101.2	53.2	2.7	976.5
	Oct	111.0	147.2	202.3	164.9	78.6	83.9	52.4	1.1	841.6
1983	Jan	98.0	151.9	213.5	176.4	85.0	89.6	55.0	0.9	870.4
	April	89.0	146.5	211.6	179.5	87.6	92.6	55.9	1.0	863.5
	July	79.6	145.6	230.7	183.0	88.8	92.9	55.2	0.8	876.6
	Oct	108.5	163.5	223.7	190.5	90.5	96.4	58.0	0.7	931.6
1984	Jan	88.4	164.2	236.4	205.9	96.5	101.9	60.4	0.7	954.3
Per cent										
Proportion of number unemployed										
1982	Jan	11.7	15.2	24.4	21.7	10.5	10.4	5.7	0.3	100.0
	April	9.8	15.3	24.6	22.1	11.0	11.0	5.9	0.3	100.0
	July	17.7	14.7	22.1	19.9	10.1	10.0	5.3	0.3	100.0
	Oct	12.5	16.6	23.7	20.6	10.5	10.4	5.4	0.3	100.0
	Oct	13.2	17.5	24.0	19.6	9.3	10.0	6.2	0.1	100.0
1983	Jan	11.3	17.5	24.5	20.3	9.8	10.3	6.3	0.1	100.0
	April	10.3	17.0	24.5	20.8	10.1	10.7	6.5	0.1	100.0
	July	9.1	16.6	26.3	20.9	10.1	10.6	6.3	0.1	100.0
	Oct	11.6	17.5	24.0	20.4	9.7	10.3	6.2	0.1	100.0
1984	Jan	9.3	17.2	24.3	21.6	10.1	10.7	6.3	0.1	100.0

See footnotes to table 2.1.

* Affected by the provisions announced in the 1983 Budget. See footnotes ** to table 2.1. By April 1983 the numbers affected in the 60 and over category were 27,000; the total effect over all groups was 29,000. Between April and July 1983 a further 123,000 men no longer need to sign on; between July and October a further 9,000 were affected.

2.8

UNEMPLOYMENT Duration

UNITED KINGDOM		Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
Thousand									
MALE AND FEMALE									
1982	Jan	146.6	118.1	281.7	312.8	607.8	698.5	905.1	3,070.6
	April	130.2	137.0	242.0	260.9	522.9	720.3	994.4	3,007.8
	July	201.1	188.1	324.3	241.9	488.8	676.0	1,070.5	3,190.6
	Oct	157.0	163.7	363.6	271.5	537.0	632.9	1,169.6	3,295.1
	Oct*	196.1	166.3	350.3	242.4	492.5	612.1†	989.3‡	3,049.0
1983	Jan	195.7	115.3	259.7	297.2	612.7	637.8	1,106.8	3,225.2
	April†	184.6	138.0	224.6	245.5	514.9	718.8	1,143.4	3,169.9
	July	194.5	157.7	219.3	223.7	471.1	651.7	1,102.6	3,020.6
	Oct	196.8	164.4	344.2	228.9	445.3	571.4	1,142.9	3,094.0
1984	Jan	192.9	115.4	248.3	275.5	589.6	589.9	1,188.0	3,199.7
Per cent									
Proportion of number unemployed									
1982	Jan	4.8	3.8	9.2	10.2	19.8	22.7	29.5	100.0
	April	4.3	4.6	8.0	8.7	17.4	23.9	33.1	100.0
	July	6.3	5.9	10.2	7.6	15.3	21.2	33.6	100.0
	Oct	4.8	5.0	11.0	8.2	16.3	19.2	35.5	100.0
	Oct	6.4	5.5	11.5	8.0	16.2	20.1†	32.4‡	100.0
1983	Jan	6.1	3.6	8.1	9.2	19.0	19.8	34.3	100.0
	April†	5.8	4.4	7.1	7.7	16.2	22.7	36.1	100.0
	July	6.4	5.2	7.3	7.4	15.6	21.6	36.5	100.0
	Oct	6.4	5.3	11.1	7.4	14.4	18.5	36.9	100.0
1984	Jan	6.0	3.6	7.8	8.6	18.4	18.4	37.1	100.0
MALE									
Thousand									
1982	Jan	94.4	81.0	196.6	211.7	408.1	494.6	716.9	2,203.3
	April	85.9	92.0	161.0	171.3	360.3	501.1	790.4	2,162.0
	July	120.1	114.8	205.8	160.3	327.5	470.2	848.4	2,247.1
	Oct	103.6	105.5	224.5	179.5	350.4	437.0	918.3	2,318.7
	Oct*	131.1	108.9	217.6	165.9	336.0	438.0†	810.2‡	2,207.4
1983	Jan	122.2	77.1	180.5	205.4	413.1	448.1	908.4	2,354.9
	April†	120.3	92.0	150.9	163.8	352.4	496.1	930.8	2,306.4
	July	121.6	99.6	144.3	147.6	312.6	443.2	875.2	2,144.0
	Oct	127.7	103.8	207.3	150.3	292.0	338.4	896.8	2,162.4
1984	Jan	118.5	75.5	168.2	183.0	378.8	392.2	929.1	2,245.4
Per cent									
Proportion of number unemployed									
1982	Jan	4.3	3.7	8.9	9.6	18.5	22.4	32.5	100.0
	April	4.0	4.3	7.4	7.9	16.7	23.2	36.6	100.0
	July	5.3	5.1	9.2	7.1	14.6	20.9	37.8	100.0
	Oct	4.5	4.5	9.7	7.7	15.1	18.8	39.6	100.0
	Oct	5.9	4.9	9.9	7.5	15.2	19.8†	36.7‡	100.0
1983	Jan	5.2	3.3	7.7	8.7	17.5	19.0	38.6	100.0
	April†	5.2	4.0	6.5	7.1	15.3	21.5	40.4	100.0
	July	5.7	4.6	6.7	6.9	14.6	20.7	40.8	100.0
	Oct	5.9	4.8	9.6	7.0	13.5	17.8	41.5	100.0
1984	Jan	5.3	3.4	7.5	8.2	16.9	17.5	41.4	100.0
FEMALE									
Thousand									
1982	Jan	52.2	37.1	85.2	101.0	199.8	203.8	188.2	867.3
	April	44.3							

2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1983 Jan 13	7,363	3,387	751	2,976	2,206	1,393	1,982	1,739	536	1,052	1,163	21,161	696	21,857
Feb 10	1,690	1,093	90	431	296	302	278	349	141	117	352	4,046	—	4,046
Mar 10	658	343	41	144	182	104	159	220	77	79	198	1,862	—	1,862
April 14	22,786	11,303	1,635	6,050	7,051	5,940	7,662	7,980	2,390	6,018	6,746	74,258	900	75,158
May 12	3,480	1,391	103	612	1,198	1,080	661	1,914	252	321	994	10,615	—	10,615
June 9	1,728	923	151	410	794	388	1,012	1,014	423	365	4,975	11,260	2,686	13,946
July 14	46,027	18,647	4,658	11,815	16,427	10,520	17,207	23,256	9,394	10,885	22,962	173,151	8,925	182,076
Aug 11	50,436	21,689	4,604	12,255	16,863	10,897	17,068	24,208	9,308	11,145	23,110	179,894	8,842	188,736
Sep 8	58,207	24,505	5,446	14,785	20,218	13,563	20,166	29,836	11,676	13,789	26,294	213,980	9,761	223,741
Oct 13	8,512	3,920	555	1,692	2,083	1,175	1,867	2,928	926	1,228	3,509	24,475	2,168	26,643
Nov 10	1,869	1,036	87	319	255	120	181	352	70	141	312	3,706	—	3,706
Dec 8	1,398	573	457	157	176	101	157	230	259	127	201	3,263	10	3,273
1984 Jan 12	8,939	3,415	719	3,166	2,211	1,936	3,304	3,730	806	1,129	958	26,898	618	27,516

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

2.14 Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1983 Jan 13	2,009	487	333	887	2,313	2,052	2,335	2,023	1,732	701	3,380	17,765	1,800	19,565
Feb 10	1,724	538	283	1,307	5,089	2,298	4,685	1,870	977	748	3,182	22,163	2,155	24,318
Mar 10	1,752	601	416	1,072	3,738	1,946	2,777	1,551	854	1,033	2,466	17,605	1,620	19,225
April 14	1,265	469	187	1,425	4,818	1,637	1,942	1,385	730	689	1,965	16,043	1,281	17,324
May 12	1,067	458	304	1,142	3,010	2,651	1,935	1,145	521	382	2,756	14,913	1,082	15,995
June 9	1,161	556	212	771	2,651	1,711	1,128	1,003	384	349	1,564	10,934	997	11,931
July 14	1,611	1,076	194	324	4,515	1,031	912	962	541	175	2,062	12,327	874	13,201
Aug 11	759	271	115	319	1,289	1,367	1,087	754	276	187	1,760	7,913	740	8,653
Sep 8	821	265	160	375	1,347	820	1,072	797	409	264	1,633	7,698	820	8,518
Oct 13	748	169	167	693	1,505	1,111	1,509	878	510	358	1,739	9,218	827	10,045
Nov 10	812	161	86	478	1,035	1,047	1,023	1,963	439	355	1,324	8,562	933	9,495
Dec 8	911	119	168	245	1,137	1,324	1,221	1,161	429	408	1,437	8,441	1,018	9,459
1984 Jan 12	913	176	130	721	1,363	1,410	1,463	1,316	460	483	3,228	11,487	1,213	12,700

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

2.18 UNEMPLOYMENT

Selected countries: national definitions

THOUSAND

	United Kingdom†		Austra- lia xx	Austria*	Bel- gium‡	Canada xx	Den- mark§	France*	Germany (FR)*	Greece*	Irish Republic*	Italy||	Japan¶	Nether- lands*3	Norway*	Spain*	Sweden*	Switzer- land*	United Statesxx
	Incl. school leavers	Excl. school leavers																	
NUMBERS UNEMPLOYED																			
Annual averages																			
1979	1,296	1,227	405**	57	294	838	159	1,350	876	32	90	1,653	1,170	281	24.1	1,037	88	10.3	5,963
1980	1,665	1,561	406	53	322	867	180	1,451	900	37	101	1,776 R	1,140	325	22.3	1,277	86**	6.2	7,449
1981	2,520	2,420	390	69	392	898	241	1,773	1,296	42 R	128	1,993 R	1,260	480	28.4	1,566	108	5.9	8,211
1982	2,917	2,793	491	105	457	1,305	258	2,008	1,855	51	157	2,379 R	1,360	655	41.4	1,873	137	13.2	10,678
1983	3,105	2,970	695	127	505	1,436		2,042	2,264	61	193	2,708					151		
Quarterly averages																			
1982 Q4																			
	3,070	2,919	588	129 R	475	1,440	266	2,156	2,061	61	172	2,543	1,360	735	52.8	2,061	134	20.0	11,349
1983 Q1																			
	3,199	3,074	724	171 R	504	1,614	310	2,076	2,470	84	188	2,726	1,660	774	67.4	2,192	150	27.2	12,259
	3,068	2,941	706	111	496	1,505	275	1,913	2,177	53	188	2,688	1,590	768	58.3	2,147	138	25.8	11,123
	3,066	2,919	696	90	511	1,344	256	1,972	2,177	39 R	193	2,630	1,530	822	63.6	2,188	170	23.9	10,316
	3,086	2,945	654	137	509	1,280		2,205	2,230	69	201	2,802		839			146		9,168
Monthly																			
1983 May																			
	3,049	2,924	719	110	495	1,493	271	1,913	2,149	50	187	2,678	1,580	753	56.0	2,128	135	26.4	10,765
	2,984	2,865	691	91	491	1,452	257	1,878	2,127	44 R	189	2,632	1,480	793	57.5	2,138	158	25.1	11,570
	3,021	2,905	685	89	511	1,409	241	1,893	2,202	40 R	192	2,597	1,440	810	60.6 R	2,156	154	23.4	10,707
	3,010	2,898	684	88	511	1,365	260	1,934	2,196	39	194	2,605	1,580	828	68.7	2,187	179	23.9	10,411
	3,167	2,953	719	93	511	1,257	268	2,087	2,134	39	193	2,690	1,570	827	61.4	2,222	177	24.5	9,830
	3,094	2,926	652	114	512	1,238	277	2,165	2,148	48	196	2,755 R	1,490	825	60.2	2,266	149	25.4	9,383
	3,084	2,947	623	136	508	1,281		2,223	2,193	70	200	2,805	1,470	837	62.6		142	29.0	9,129
	3,079	2,961	688	160	508	1,321		2,227	2,349	88	208	2,847		856			147		8,992
	3,200	3,083				1,473			2,539										9,755
Percentage rate latest month																			
	13.4		9.6	5.6	18.5	12.4	10.5	11.6	10.2	5.2	16.4	12.6	2.5	18.3	3.2	17.4	3.4	1.0 e	8.8
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages																			
1982 Q4																			
		2,913	603	113	461	1,520	261	2,038		58	172	2,082 R	1,410	722	52.0	2,045	137		
1983 Q1																			
		3,003	670	116	492	1,498	273	2,018		63	184	2,245	1,580	756 R	62.3	2,156	145		11,486 R
		2,987	719	147	512	1,497	282	2,024		61 R	190	2,429	1,540 R	796	61.6	2,158	150		11,240 R
		2,950	721	153	523 R	1,421	280	2,034	2,320 R	55	196	2,117	1,590	818	66.1 R	2,237	161		10,529 R
		2,941	674	121	496 e	1,348		2,084	2,248 R	66 e	201			828			149		9,507
Monthly																			
1983 May																			
		2,970	721	145	510	1,500	282	2,029		63	190		1,580	793	60.6	2,141	153		11,188 R
		2,968	722	158	516	1,485	281	2,038		59	192		1,510	810	63.4	2,181	163		11,162 R
		2,957	719	154	517	1,460	277	2,033	2,320 R	56	194		1,470	807	65.3 R	2,204	154		10,600 R
		2,941	713	156	523	1,429	281	2,035	2,324 R	56	195	2,116	1,640	822	68.4	2,254	165		10,633 R
		2,951	730	150	530	1,373	282	2,033	2,315 R	54	198		1,660	825	64.7	2,253	163		10,353 R
		2,941	694	127	512	1,346	281	2,035	2,275 R	60	200	2,243	1,540	825	62.0	2,258	149		9,896 R
		2,939	679 R	119	491	1,347		2,097	2,242 R	65 e	201		1,520	830	63.7		146		9,429 R
		2,946 R	649	117 e	484 e	1,352		2,119	2,226 R	72 e	204			829			151 e		9,195
		2,975				1,374			2,196										9,026
Percentage rate:																			
latest month																			
	12.5		9.2	4.0 e	17.6 e	11.2	10.7	11.1	8.9	4.3 e	16.1	10.1	2.6	17.7	3.2	17.3	3.5 e		8.0
latest three months																			
change on previous																			
three months																			

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

(i) by counts based on registration or insurance systems;
(ii) by conducting a labour force survey from a sample number of households.

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

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

† See footnotes to table 2.1.

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

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

** Average of 11 months.

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

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

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

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

2.19 UNEMPLOYMENT

Flows: standardised, not seasonally adjusted*

THOUSAND

GREAT BRITAIN Month ending	INFLOW							OUTFLOW						
	Male and female		Male		Female			Male and female		Male		Female		
	All	School leavers‡	All	School leavers‡	All	Married	School leavers‡	All	School leavers‡	All	School leavers‡	All	Married	School leavers‡
1982 June 10	318.6	19.1	216.0	10.7	102.6	...	8.3	352.7	20.5	238.7	11.4	114.0	...	9.1
July 8	402.2	19.5	262.7	10.8	139.5	...	8.7	315.0	14.9	214.6	8.2	100.4	...	6.7
Aug 12	369.3	20.8	243.4	12.0	125.9	...	8.9	330.0	13.0	221.7	7.1	108.2	...	5.9
Sep 9	483.9	110.4	301.7	59.6	182.2	...	50.9	309.9	14.6	203.5	8.3	106.4	...	6.3
Oct 14	449.0	53.8	291.1	29.3	157.9	46.7	24.4	462.1	61.2	291.1	33.8	171.0	46.7	27.4
Nov 11	391.2	23.2	261.0	13.0	130.1	46.6	10.2	374.3	40.7	239.1	22.2	135.2	44.0	18.5
Dec 9	347.5	18.6	237.6	10.5	109.9	41.4	8.1	310.8	29.0	195.6	15.5	115.2	39.9	13.5
1983 Jan 13	346.2	30.1	224.2	16.2	122.0	42.4	14.0	238.4	17.9	151.2	9.7	87.2	32.2	8.2
Feb 10	351.4	24.5	230.0	13.4	121.4	45.6	11.1	377.7	31.8	249.4	16.9	128.3	44.8	14.9
Mar 10	323.9	19.0	215.9	10.6	108.0	42.9	8.4	352.0	24.0	233.9	13.0	118.1	42.4	11.0
Apr 14†	350.8	40.2	231.6	23.0	119.2	43.9	17.2	329.9†	17.2	219.1†	9.2	110.8	40.8	8.0
May 12†	323.6	21.5	214.0	12.6	109.6	44.2	8.9	372.2†	22.2	248.5†	12.6	123.7	45.1	9.5
June 9†	309.0	15.8	205.1	9.1	103.9	41.7	6.7	348.1†	16.1	232.6†	9.1	115.5	42.4	7.0
July 14†	388.9	18.0	247.3	10.1	141.6	45.0	7.9	339.0†	14.2	227.8†	7.7	111.0	42.0	6.4
Aug 11†	355.2	17.2	228.9	10.1	126.2	47.7	7.1	358.6†	13.6	241.4†	7.4	117.2	40.3	6.2
Sep 8	504.7	117.7	305.6	64.5	199.1	48.4	53.2	341.3	15.6	223.5	8.7	117.8	44.0	6.8
Oct 13	452.3	47.5	285.1	26.2	167.3	52.0	21.3	512.6	69.7	320.1	38.4	192.5	50.1	31.4
Nov 10	376.9	15.8	243.9	8.9	133.1	50.4	6.9	387.2	38.6	247.6	21.2	139.6	46.7	17.3
Dec 8	341.3	11.9	227.2	6.8	114.1	46.4	5.1	345.4	24.3	218.3	13.3	127.1	42.7	11.0
1984 Jan 12	343.5	17.0	218.8	9.3	124.7	47.3	7.7	242.6	11.5	153.1	6.4	89.5	34.4	5.1

* The unemployment flow statistics on the new basis (claimants) are described in *Employment Gazette*, August 1983, pp 351-358. They exclude a minority still covered by clerical counts in Unemployment Benefit Offices. A seasonally adjusted series cannot yet be estimated. The figures on the old basis (registrations) have now been discontinued. They were included for the last time in the issue for October 1983. Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month. † Adjustments have been made in the outflows for April to August 1983 to allow for the effects of the provisions announced in the 1983 Budget for certain older men—see footnote †† to table 2.1. ‡ The change in the count of school leavers between one month and the next reflects some of them reaching the age of 18 as well as the excess of their inflow over their outflow.

2.20 CONFIRMED REDUNDANCIES*

Region

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1977	24,510	7,602	2,866	12,651	6,135	5,658	13,258	31,736	18,840	115,654	11,931	30,775	158,360
1978	25,741	9,183	4,405	11,968	10,006	8,346	15,150	37,617	18,648	129,881	18,914	23,768	172,563
1979	26,798	15,179	2,981	11,031	19,320	8,449	17,838	40,705	14,985	142,107	11,663	33,014	186,784
1980	70,015	33,951	7,554	26,598	69,436	40,957	50,879	92,596	33,276	391,311	45,215	57,240	493,766
1981	105,878	54,998	11,463	30,998	59,556	33,720	63,102	91,739	40,103	436,559	36,432	59,039	532,030
1982	80,300	49,393	6,471	24,643	38,914	28,589	45,957	67,117	32,424	324,415	24,647	48,944	398,006
1983†	(58,212)	(34,078)	(4,165)	(23,801)	(34,483)	(21,149)	(35,947)	(51,019)	(28,429)	(257,205)	(16,041)	(36,273)	(309,519)
1982 Q1	20,803	13,220	1,117	5,843	9,352	5,130	10,067	17,025	6,553	75,890	6,530	13,070	95,490
Q2	21,803	12,851	1,177	6,112	8,005	6,417	10,100	17,983	9,116	80,713	5,305	10,876	96,894
Q3	19,172	12,503	1,614	5,676	9,328	7,063	10,210	15,648	7,306	76,017	4,973	13,240	94,230
Q4	18,522	10,819	2,563	7,012	12,229	9,979	15,580	16,461	9,449	91,794	7,839	11,758	111,392
1983 Q1	15,432	8,803	1,420	7,058	10,814	5,902	10,685	13,387	6,783	71,481	4,541	10,444	86,466
Q2	13,413	9,167	1,080	4,612	8,936	5,196	8,920	13,938	7,620	63,715	3,730	8,979	76,424
Q3	14,175	7,512	732	4,973	8,141	4,653	7,586	11,700	7,013	58,973	3,271	9,827	72,071
Q4†	(15,192)	(8,596)	(933)	(7,158)	(6,592)	(5,398)	(8,756)	(11,994)	(7,013)	(63,036)	(4,499)	(7,023)	(74,558)
1983 May	3,972	2,943	245	1,266	3,247	1,504	3,099	5,222	2,189	20,744	1,059	3,404	25,207
June	3,701	2,557	401	1,293	2,512	1,362	2,636	5,050	2,040	18,995	825	2,077	21,897
July	5,012	3,166	229	1,487	2,681	1,736	2,729	4,082	3,160	21,116	1,032	4,687	26,835
Aug	4,769	2,280	349	1,686	1,958	1,377	2,636	2,947	1,853	17,575	870	2,346	20,791
Sep	4,394	2,066	154	1,800	3,502	1,540	2,221	4,671	2,000	20,282	1,369	2,794	24,445
Oct	6,598	3,684	658	2,139	1,708	1,413	2,748	3,337	2,279	20,880	1,192	2,164	24,236
Nov	3,445	2,161	168	2,575	1,751	1,743	2,301	3,425	2,101	17,509	1,265	2,720	21,494
Dec†	(5,149)	(2,751)	(107)	(2,444)	(3,133)	(2,242)	(3,707)	(5,232)	(2,633)	(24,647)	(2,042)	(2,139)	(28,828)
1984 Jan†	(2,199)	(1,517)	(97)	(699)	(704)	(654)	(1,590)	(2,307)	(1,368)	(9,618)	(867)	(1,570)	(12,055)

Notes: * 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 required to notify only impending redundancies involving ten or more workers. A full description of these Manpower Services Commission figures is given in article on page 245 in the June 1983 issue of *Employment Gazette*. ** Included in the South East. † Provisional figures as at February 1, 1984; final figures are expected to be higher than this. The final total for Great Britain is projected to be about 31,000 in December, bringing the projected total for 1983 to (312,000); the final total for January is projected to be about 20,000.

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
1979 Jan 5	106.3	55.1	7.1	15.6	14.2	16.2	16.3	18.5	10.5	8.3	21.1	233.7	1.3	235.0
Feb 2	106.5	56.0	6.9	15.9	13.2	14.8	15.2	17.9	10.2	8.6	20.5	228.9	1.2	230.1
Mar 2	108.6	56.9	6.8	14.5	13.5	14.8	15.7	18.6	10.3	9.0	19.8	231.4	1.2	232.6
Mar 30	111.1	58.2	7.9	16.2	15.3	16.3	16.3	20.1	10.6	8.9	20.4	242.6	1.4	244.0
May 4	112.9	58.2	7.9	17.5	15.7	16.2	17.3	20.4	10.9	10.4	22.1	251.1	1.4	252.5
June 8	115.1	58.4	8.9	18.3	15.9	16.0	17.4	21.1	11.4	10.7	22.5	257.4	1.3	258.7
July 6	114.3	57.8	8.8	17.7	15.6	15.8	16.7	20.7	11.6	10.4	22.1	253.6	1.4	255.0
Aug 3	109.3	54.7	8.6	17.1	15.5	15.4	16.8	20.5	10.7	10.2	22.3	247.5	1.3	248.8
Sep 7	108.5	53.9	8.3	17.7	14.9	15.4	16.1	20.6	10.3	9.7	22.5	244.0	1.3	245.3
Oct 5	106.5	53.0	8.3	17.5	14.0	14.7	15.7	19.5	10.0	9.8	21.9	237.8	1.3	239.1
Nov 2	105.0	52.6	8.3	16.5	14.0	14.3	14.9	18.7	9.7	9.5	21.8	232.9	1.3	234.2
Nov 30	99.4	50.4	7.8	15.8	13.2	12.9	13.2	17.2	9.4	9.0	21.0	218.6	1.3	219.9
1980 Jan 4	92.8	47.2	7.1	14.5	12.4	12.1	12.3	16.2	8.7	8.4	19.8	203.9	1.2	205.1
Feb 8	86.7	44.4	6.6	14.0	11.5	11.5	11.5	15.1	7.8	7.7	19.2	191.6	1.2	192.8
Mar 7	81.1	40.8	6.2	14.3	10.8	10.6	10.5	14.2	7.4	7.3	18.5	180.4	1.3	181.7
Apr 2	76.2	38.6	5.6	12.6	9.7	9.4	9.8	13.7	6.9	6.9	17.6	168.0	1.2	169.2
May 2	71.5	35.8	5.6	12.0	9.0	8.8	8.8	13.1	6.7	6.7	17.5	159.5	1.2	160.7
June 6	65.0	33.0	5.0	10.4	8.0	8.5	7.9	11.6	6.1	6.1	16.8	145.8	1.1	146.9
July 4	56.4	28.6	4.3	9.5	6.9	7.1	7.2	9.8	5.4	5.5	15.7	127.9	1.0	128.9
Aug 8	51.5	26.0	4.1	8.4	6.2	6.9	6.2	9.4	5.3	5.1	15.6	119.7	1.0	120.7
Sep 5	48.3	24.4	3.8	7.8	5.8	5.7	5.7	8.8	5.1	5.2	15.1	111.4	0.8	112.2
Oct 3	43.3	21.2	3.4	7.0	5.6	4.9	5.6	8.0	4.7	4.7	13.6	100.9	0.8	101.7
Nov 6	38.9	18.7	3.2	7.1	5.2	4.9	5.6	8.1	4.6	4.6	13.7	96.0	0.7	96.7
Dec 5	38.7	18.4	3.3	7.6	5.3	5.1	6.1	8.4	4.7	5.0	14.3	98.3	0.8	99.1
1981 Jan 9	40.8	19.3	3.7	7.9	5.1	5.4	6.0	8.6	4.5	4.9	13.9	1		

3.2 VACANCIES Regions: notified to Jobcentres and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to Jobcentres														
1982 Jan 8	34.2	16.7	4.0	7.0	6.2	5.7	6.1	8.5	4.2	4.5	11.3	91.7	0.8	92.4
Feb 5	36.3	17.6	4.3	8.0	6.2	6.1	6.3	8.8	5.1	4.8	12.1	97.9	0.8	98.7
Mar 5	38.5	18.2	4.0	9.7	6.4	6.6	6.9	9.4	5.5	5.6	12.2	104.7	0.9	105.6
April 2	42.4	20.3	4.5	10.4	6.7	7.1	7.3	11.1	5.5	7.0	13.1	115.1	0.9	116.0
May 7	45.2	21.8	4.3	11.5	7.2	8.0	7.9	11.7	5.5	6.9	14.2	122.4	0.9	123.3
June 4	45.8	21.4	4.4	12.0	6.9	7.6	8.0	11.2	5.4	6.7	14.7	122.7	1.0	123.7
July 2	44.1	20.6	4.2	10.6	6.6	6.6	7.3	10.2	5.0	6.0	13.7	114.3	1.0	115.3
Aug 6	42.1	19.6	4.0	9.9	7.0	6.8	6.9	10.0	5.0	5.5	13.9	111.0	1.1	112.0
Sep 3	43.3	20.8	4.1	10.2	7.2	7.3	7.2	9.9	5.0	5.6	13.8	113.5	1.1	114.6
Oct 8	46.0	24.0	4.0	10.6	7.8	7.6	6.9	11.1	5.4	5.8	13.8	119.1	1.2	120.3
Nov 5	41.0	20.5	3.7	9.8	7.4	7.3	6.6	10.7	5.1	5.3	13.3	110.0	1.1	111.1
Dec 3	36.7	17.6	3.6	8.8	6.8	6.7	6.3	10.4	4.8	4.9	12.7	101.5	1.0	102.5
1983 Jan 7	36.6	17.2	3.8	8.6	7.0	6.6	7.0	10.3	4.8	5.0	12.2	101.8	1.0	102.9
Feb 4	39.3	18.3	3.9	9.5	7.6	6.8	7.7	10.8	5.1	5.1	13.0	108.7	1.0	109.8
Mar 4	41.2	18.5	4.4	11.2	8.5	8.0	8.2	12.6	5.6	6.0	14.4	119.9	1.2	121.1
April 8	47.4	20.5	4.6	12.8	10.1	8.4	9.1	15.4	6.8	7.8	17.1	139.6	1.2	140.8
May 6	50.3	21.9	4.7	13.8	10.8	8.7	9.9	15.8	6.9	7.9	17.8	146.6	1.2	147.8
June 3	54.5	24.4	4.9	14.6	11.8	8.6	10.3	16.5	7.9	8.0	19.3	156.4	1.4	157.7
July 8	54.0	23.6	5.4	13.5	12.3	8.6	10.9	16.5	8.4	8.2	18.1	156.0	1.4	157.3
Aug 5	54.8	23.2	5.2	14.2	13.4	8.8	11.3	16.6	8.8	8.1	17.6	158.8	1.3	160.2
Sep 2	59.1	25.2	5.5	14.7	14.5	9.4	12.6	17.9	9.2	8.7	18.0	169.6	1.3	170.9
Oct 7	61.9	28.2	5.7	13.9	14.0	9.6	13.2	18.4	9.6	8.2	17.7	172.2	1.2	173.4
Nov 4	56.3	25.8	5.3	13.0	13.5	9.2	11.9	16.6	8.8	7.3	16.7	158.5	1.1	159.5
Dec 2	50.0	21.8	4.7	11.3	11.9	8.3	9.7	14.3	7.4	6.5	14.5	138.7	1.1	139.8
1984 Jan 6	49.7	21.9	4.6	10.6	10.9	7.5	9.3	13.3	6.5	6.1	13.1	131.7	1.1	132.8
Notified to careers offices														
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	0.3	0.2	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
Dec 3	2.4	1.5	0.1	0.2	0.5	0.3	0.4	0.2	0.2	0.2	0.2	4.7	0.2	4.9
1983 Jan 7	2.3	1.3	0.1	0.3	0.5	0.4	0.4	0.3	0.2	0.1	0.2	4.7	0.2	4.9
Feb 4	2.7	1.5	0.2	0.3	0.4	0.4	0.4	0.3	0.2	0.2	0.2	5.3	0.2	5.5
Mar 4	2.7	1.4	0.2	0.3	0.6	0.4	0.5	0.3	0.3	0.2	0.2	5.7	0.2	5.9
April 8	3.2	1.7	0.2	0.4	0.6	0.5	0.5	0.4	0.2	0.2	0.3	6.7	0.3	7.0
May 6	5.7	3.1	0.3	0.9	0.8	0.7	0.6	0.7	0.3	0.2	0.4	10.7	0.3	11.0
June 3	4.9	2.8	0.3	0.6	0.8	0.5	0.6	0.5	0.3	0.3	0.4	9.2	0.3	9.5
July 8	3.7	2.0	0.2	0.5	0.7	0.5	0.6	0.4	0.3	0.3	0.4	7.5	0.2	7.7
Aug 5	3.5	1.7	0.3	0.4	0.6	0.4	0.5	0.5	0.3	0.3	0.3	7.2	0.2	7.4
Sep 2	3.9	1.9	0.3	0.5	0.8	0.5	0.5	0.5	0.4	0.2	0.3	8.0	0.3	8.3
Oct 7	3.7	1.7	0.3	0.6	0.9	0.6	0.6	0.4	0.4	0.2	0.2	7.9	0.4	8.2
Nov 4	3.6	1.8	0.3	0.5	1.1	0.5	0.5	0.4	0.3	0.2	0.2	7.4	0.4	7.8
Dec 2	3.1	1.5	0.2	0.4	0.8	0.4	0.4	0.4	0.2	0.1	0.2	6.2	0.3	6.6
1984 Jan 6	3.1	1.4	0.2	0.4	0.6	0.4	0.4	0.3	0.2	0.1	0.2	5.9	0.3	6.3

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

VACANCIES 3.4 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 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
Dec	14.6	17.2	16.4	15.4	2.8	36.1	102.5
1983 Mar	16.4	22.0	16.7	18.4	4.5	43.1	121.1
June*	10.4	26.0	19.4	21.0	4.4	55.6	136.8
Sep*	11.0	23.7	21.2	24.9	4.5	56.6	141.8
Dec*	9.0	20.4	18.9	21.2	3.3	47.4	120.1
Proportion of vacancies in all occupations							
1980 Sep	13.9	15.3	13.1	17.8	3.1	37.0	Per cent
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
Dec	14.2	16.8	16.0	15.0	2.7	35.2	100.0
1983 Mar	13.5	18.2	13.8	15.2	3.7	35.6	100.0
June*	7.6	19.0	14.2	15.4	3.2	40.6	100.0
Sep*	7.7	16.7	14.9	17.6	3.1	39.9	100.0
Dec*	7.5	17.0	15.7	17.6	2.8	39.5	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.
* Figures do not include vacancies notified to PER offices or Community Programme vacancies; in December 1983 these totalled 19,718.

VACANCIES 3.5 Flows at Jobcentres: seasonally adjusted*

THOUSAND

GREAT BRITAIN	Average of 3 months ended											
	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
Inflow												
1978	202	208	213	217	217	221	225	227	229	232	234	234
1979	226	219	215	223	231	238	238	236	232	228	225	224
1980	214	207	202	201	197	188	181	171	167	160	154	149
1981	154	152	148	140	139	142	143	147	151	155	157	158
1982	163	166	166	163	162	162	163	165	163	161	161	165
1983	169	173	172	171	169	176	184	199	201	203	200	201
1984	196											
Outflow												
1978	195	200	205	211	213	216	219	222	224	225	228	230
1979	227	222	217	221	225	230	234	238	237	234	230	233
1980	227	222	215	212	208	199	194	183	176	168	161	152
1981	155	153	151	143	142	147	144	144	145	151	154	155
1982	161	165	167	164	164	164	162	161	16			

3.6 VACANCIES Regions: occupations

Notified to Jobcentres: December 1983†

	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
Table 1 Summary														
Managerial and professional	2,908	1,074	289	900	715	414	536	852	434	621	1,151	8,820	138	8,958
Clerical and related	8,474	4,345	723	1,549	1,448	1,052	1,353	2,151	803	897	1,760	20,210	150	20,360
Other non-manual occupations	7,433	3,149	621	1,520	1,504	1,053	1,339	1,770	933	839	1,703	18,715	151	18,866
Craft and similar occupations, including foremen, in processing, production, repairing, etc	7,546	3,385	689	1,524	2,014	1,802	1,284	1,877	855	896	2,470	20,957	203	21,160
General labourers	1,051	328	240	183	196	210	228	304	133	172	519	3,236	103	3,339
Other manual occupations	18,678	8,054	1,789	4,243	3,258	2,614	2,934	4,463	2,146	2,001	4,916	47,042	373	47,415
All occupations	46,090	20,335	4,351	9,919	9,135	7,145	7,674	11,417	5,304	5,426	12,519	118,980	1,118	120,098

Table 2 Occupational groups

	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
I Managerial (General management)	6	6	—	—	—	—	1	2	—	—	1	10	3	13
II Professional and related supporting management and administration	139	54	18	46	44	27	15	29	21	39	58	436	24	460
III Professional and related in education, welfare and health	1,149	349	109	443	241	156	248	398	210	306	561	3,821	70	3,891
IV Literary, artistic and sports	309	137	29	73	58	47	61	95	40	36	125	873	7	880
V Professional and related in science, engineering technology and similar fields	403	136	58	115	188	58	65	93	66	88	151	1,285	20	1,305
VI Managerial (excluding general management)	902	392	75	223	184	126	146	235	97	152	255	2,395	14	2,409
VII Clerical and related	9,056	4,556	747	1,679	1,485	1,128	1,386	2,269	901	973	2,171	21,795	157	21,952
VIII Selling	6,830	2,742	613	1,502	1,489	1,013	1,287	1,720	861	825	1,562	17,702	134	17,836
IX Security and protective services	945	555	50	124	91	98	122	155	125	66	232	2,008	24	2,032
X Catering, cleaning, hairdressing and other personal service	12,337	5,447	1,224	2,505	1,903	1,500	2,082	3,058	1,508	1,375	3,093	30,585	203	30,788
XI Farming, fishing and related	391	76	67	343	66	98	39	72	28	51	90	1,245	13	1,258
XII Materials processing (excluding metal), (Hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	581	274	53	139	187	175	158	220	77	79	273	1,942	34	1,976
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	3,371	1,932	238	543	782	1,166	535	1,061	359	412	954	9,421	88	9,509
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metal, engineering (including installation and maintenance), vehicles and shipbuilding)	3,925	1,354	360	849	1,225	550	547	713	360	340	1,160	10,029	59	10,088
XV Painting, repetitive assembling, product inspecting, packaging and related	1,400	524	133	336	333	242	176	319	147	131	324	3,541	14	3,555
XVI Construction, mining and related not identified elsewhere	1,105	420	154	332	276	196	233	236	147	166	473	3,318	77	3,395
XVII Transport operating, materials moving and storing and related	2,115	1,021	174	432	353	333	328	405	182	174	452	4,948	49	4,997
XVIII Miscellaneous	1,126	360	249	235	230	232	245	337	175	213	584	3,626	128	3,754
All occupations	46,090	20,335	4,351	9,919	9,135	7,145	7,674	11,417	5,304	5,426	12,519	118,980	1,118	120,098

* Included in South East.

† The above figures do not include vacancies notified to PER offices or Community Programme vacancies, these totalled 19,718.

Note: About one-third of all vacancies are notified to Jobcentres. The figures represent only the number of vacancies notified to Jobcentres and remaining unfilled on the day of the count. Figures for careers offices are not included in this table.

4.1 INDUSTRIAL DISPUTES Stoppages of work*

Stoppages: January 1984

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages: in progress in month of which:	112	120,200	244,000
beginning in month continuing from earlier months	97	90,300†	164,000
	15	29,900‡	80,000

† Includes 82,600 directly involved.
‡ Includes 4,900 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 Jan 1984	
	Stoppages	Workers directly involved
Pay-wage-rates and earnings levels -extra-wage and fringe benefits	49	42,000
Duration and pattern of hours worked	2	—
Redundancy questions	5	1,200
Trade union matters	12	14,100
Working conditions and supervision	6	16,300
Manning and work allocation	15	7,100
Dismissal and other disciplinary measures	7	1,700
All causes	97	82,600

Stoppages: Industry

SIC 1980	Jan 1984			Jan 1983		
	Stoppages beginning in period	Stoppages in progress	Working days lost	Stoppages beginning in period	Stoppages in progress	Working days lost
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	20	40,200	51,000	23	5,000	8,000
Extraction and processing of coke, mineral oil and natural gas	—	—	—	2	400	1,000
Electricity, gas, other energy and water	2	1,800	12,000	2	32,500	198,000
Metal processing and manufacture	—	—	—	—	—	—
Mineral processing and manufacture	2	700	3,000	1	700	10,000
Chemicals and man-made fibres	2	800	3,000	1	200	1,000
Metal goods not elsewhere specified	6	700	3,000	4	200	1,000
Engineering	16	19,400	45,000	18	6,600	37,000
Motor vehicles	5	1,800	11,000	5	7,600	17,000
Other transport equipment	3	6,800	11,000	2	8,000	17,000
Food, drink and tobacco	3	1,700	11,000	4	1,100	5,000
Textiles	—	—	—	3	200	1,000
Footwear and clothing	2	700	3,000	—	—	—
Timber and wooden furniture	—	—	—	2	200	1,000
Paper, printing and publishing	3	2,800	21,000	5	900	3,000
Other manufacturing industries	3	500	6,000	2	800	4,000
Construction	4	1,200	5,000	3	100	2,000
Distribution, hotels and catering repairs	1	100	—	3	—	1,000
Transport, services and communications	11	8,600	8,000	7	3,100	6,000
Supporting and miscellaneous transport services	3	300	—	—	—	—
Banking, finance, insurance, business services and leasing	2	7,000	14,000	1	100	—
Public administration, education and health services	5	24,600	32,000	7	2,300	13,000
Other services	4	500	6,000	1	—	—
All industries and services	97	120,200	244,000	96	70,100	327,000

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 (VI-XII)	Textiles, clothing and footwear	Construction	Transport and communication	All other industries and services
SIC 1968					(All orders)	(II)	(VI-XII)	(XIII, XV)	(XX)	(XXII)	(All other orders)
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 ‡	11,954	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
1982	1,528	1,538	2,101 ‡	2,103 ‡	5,313	374	1,458	66	44	1,675	1,697
1982 Jan	156	166	130	131	710	21	199	4	3	434	49
Feb	148	197	62	143	851	10	269	3	1	469	98
Mar	164	200	78	92	355	21	142	7	6	73	106
Apr	164	194	102	117	321	24	146	10	11	22	106
May	133	177	82	120	273	20	74	8	6	12	152
June	135	168	285	358	611	108	94	8	6	190	206
July	93	123	74	150	444	18	37	2	4	213	170
Aug	102	127	52	122	219	2	43	—	4	4	165
Sep	111	136	856	1,024	753	118	222	1	3	100	309
Oct	116	141	283	322	428	11	84	12	—	141	180
Nov	133	163	45	69	239	11	132	6	—	13	77
Dec	73	93	52	55	111	10	15	4	—	3	79
SIC 1980					(All classes)	Extraction and processing of coal, coke, mineral oil and natural gas (11-14)	Metals engineering, motor vehicles and other transport equipment (21-22, 31-37)	Textiles footwear and clothing	Construction	Transport and communication	All other industries and services
1982	1,528	1,538	2,101 ‡	2,103 ‡	5,313	380	1,457	61	41	1,675	1,699
1983	1,255	1,267	538	541	3,593	581	1,418	34	70	1,675	1,322
1983 Jan	96	108	69	70	327	10	73	1	2	6	236
Feb	100	130	56	96	746	46	93	2	10	5	590
Mar	147	180	76	96	527	167	283	5	6	30	35
Apr	118	153	41	43	385	10	278	3	4	54	36
May	114	149	36	65	138	29	61	1	3	19	25
June	119	137	28	30	118	3	61	1	5	12	37
July	105	143	34	47	183	11	59	7	17	14	76
Aug	107	137	40	46	202	13	116	1	16	2	53
Sep	111	155	41	59	298	90	140	1	2	9	56
Oct	108	141	42	64	264	63	141	1	2	8	50
Nov	95	139	55	69	297	107	100	6	5	5	74
Dec	35	61	22	52	107	31	13	3	—	3	56
1984 Jan	97	112	95	120	244	51	69	3	5	9	107

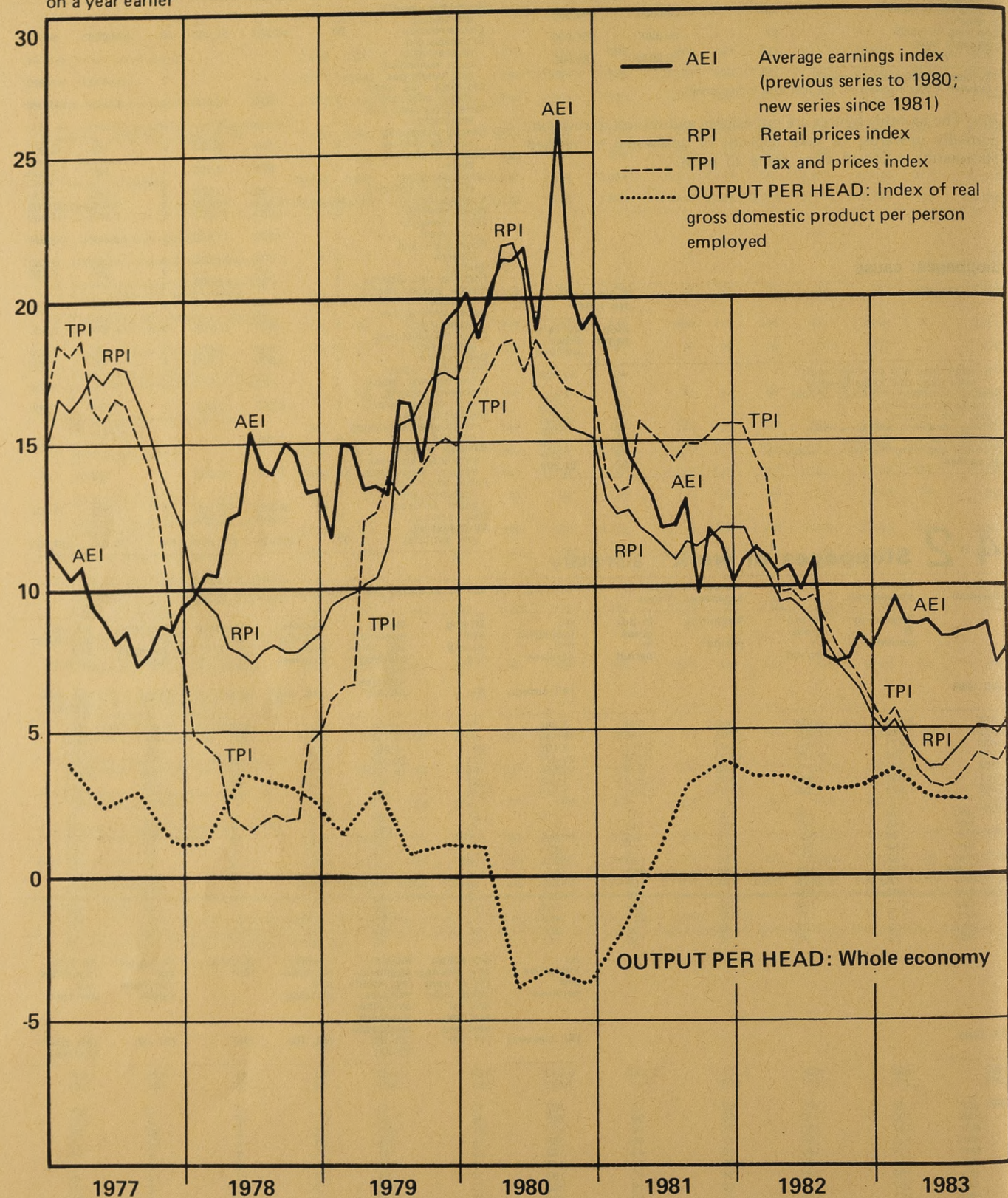
* See page of "Definitions and Conventions" for notes on coverage. Figures from 1983 are provisional.

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

‡ Figures exclude workers becoming involved after the end of the year in which the stoppages began.

Average earnings index: all employees; main industrial sectors

Percentage changes
on a year earlier



GREAT BRITAIN	Whole economy (Division 0-9)				Manufacturing industries (Revised definition) (Division 2-4)				Production industries (Revised definition) (Division 1-4)				
	Actual	Seasonally adjusted		Underlying % change over previous 12 months†	Actual	Seasonally adjusted		Underlying % change over previous 12 months†	Actual	Seasonally adjusted		Underlying % change over previous 12 months†	
		% change over previous 12 months	% change over previous 12 months			% change over previous 12 months	% change over previous 12 months						
SIC 1980													
1980 Annual averages	111.4				109.1				109.4				
1981	125.8				123.6				124.1				
1982	137.6				137.4				138.2				
1980 Jan	100.0	101.1			100.0	100.5			100.0	100.6			
Feb	102.6	103.7			101.2	101.9			101.1	101.8			
Mar*	105.9	105.9			104.4	104.3			105.5	105.1			
April	107.1	107.7			105.7	106.1			106.1	106.3			
May	109.2	109.2			108.3	107.3			108.6	107.5			
June	112.5	111.4			111.6	110.0			111.7	110.2			
July	113.3	112.2			112.5	111.5			112.7	111.6			
Aug	114.0	114.1			110.8	111.9			111.1	112.1			
Sep	117.9	118.0			111.7	112.8			111.9	113.1			
Oct	116.0	116.2			112.2	113.0			112.5	113.4			
Nov	117.8	117.3			115.2	114.5			115.2	114.5			
Dec	120.8	119.6			116.1	115.5			115.9	115.5			
1981 Jan	118.2	119.7	18.4	17	115.7	116.5	15.9	14½	116.4	117.3	16.6	15	
Feb	119.3	120.7	16.4	15½	117.3	118.2	16.0	14	117.8	118.7	16.6	14½	
Mar	121.2	121.3	14.5	15½	118.9	118.9	14.0	14	119.9	119.4	13.6	14½	
April	121.9	122.6	13.8	14	118.4	119.2	12.3	14	119.1	119.7	12.6	14½	
May	123.5	123.6	13.2	13½	121.0	120.0	11.8	13½	121.5	120.5	12.1	14	
June	126.0	124.8	12.0	12½	124.5	122.6	11.5	13½	125.2	123.5	12.1	14	
July	126.9	125.8	12.1	11½	125.4	124.2	11.4	13½	126.2	124.8	11.8	14	
Aug	129.0	128.9	13.0	11½	126.0	126.9	13.4	13½	126.3	127.3	13.6	13¾	
Sep	129.4	129.5	9.7	11½	126.2	127.4	12.9	13½	126.6	127.9	13.1	13¾	
Oct	130.0	130.2	12.0	11½	128.6	129.4	14.5	13½	128.9	129.9	14.6	13¾	
Nov	131.4	130.8	11.5	11	130.8	129.9	13.4	13¼	130.9	130.0	13.5	13½	
Dec	133.1	131.7	10.1	11	130.8	130.2	12.7	13	130.9	130.5	13.0	13	
1982 Jan	131.2	132.8	10.9	11	131.1	132.0	13.3	12¾	131.6	132.6	13.0	13	
Feb	132.8	134.3	11.3	10¾	131.8	132.8	12.4	12	133.7	134.7	13.5	12¾	
Mar	134.6	134.7	11.0	10¾	134.4	134.4	13.0	11¾	135.2	134.6	12.7	12	
April	134.5	135.4	10.4	10½	134.8	136.0	14.1	11¾	135.2	136.1	13.7	11¾	
May	136.5	136.7	10.6	10¼	137.5	136.5	13.8	11½	137.8	136.9	13.6	11¼	
June	138.3	137.0	9.8	9½	138.8	136.7	11.5	11¼	139.6	137.6	11.4	11	
July	140.7	139.5	10.9	9¼	139.2	137.8	11.0	11	140.1	138.5	11.0	11	
Aug	138.8	138.6	7.5	8¾	137.6	138.4	9.1	9½	138.4	139.3	9.4	9½	
Sep	138.7	138.9	7.3	8¾	137.9	139.3	9.3	9¼	138.7	140.2	9.6	9½	
Oct	139.6	139.8	7.4	8¾	140.0	140.9	8.9	9¼	139.9	141.1	8.6	9½	
Nov	142.4	141.7	8.3	8½	142.5	141.6	9.0	9	143.7	142.8	9.8	9¼	
Dec	143.6	142.0	7.8	8	143.2	142.7	9.6	9	144.0	143.8	10.2	9	
1983 Jan	142.6	144.5	8.8	8	142.9	144.0	9.1	9	143.5	144.6	9.0	8¾	
Feb	145.4	147.2	9.6	8	143.7	144.8	9.0	8¾	144.1	145.2	7.8	8¾	
Mar	146.1	146.3	8.6	7¾	145.1	145.0	7.9	8½	145.9	145.3	7.9	8½	
April	146.0	147.0	8.6	7½	146.7	148.1	8.9	8½	147.4	148.5	9.1	8½	
May	148.3	148.6	8.7	7½	149.2	148.2	8.6	8½	149.3	148.4	8.4	8½	
June	149.7	148.2	8.2	7½	150.2	147.8	8.1	8½	150.4	148.2	7.7	8	
July	151.7	150.3	7.7	7½	151.2	149.7	8.6	8¾	151.8	150.0	8.3	8½	
Aug	150.4	150.2	8.4	7¾	149.9	150.8	9.0	8¾	150.4	151.3	8.6	8½	
Sep	150.5	150.7	8.5	7¾	150.9	152.4	9.4	9¼	151.4	153.0	9.1	9	
Oct	151.7	152.0	8.7	7¾	153.3	154.4	9.6	9½	154.1	155.4	10.1	9¼	
Nov	152.8	152.1	7.3	7¾	156.5	155.6	9.9	9¾	155.7	154.7	8.3	9¼	
Dec	154.8	153.1	7.8	7¾	156.4	156.0	9.3	9¾	155.4	155.3	8.0	9¼	

Note: The seasonal adjustment factors currently used for the SIC 1980 series are based on data up to December 1982 with data prior to January 1980 from the corresponding SIC 1968 series.
 * The figures reflect abnormally low earnings owing to the effects of national disputes.
 † For the derivation of the underlying change, see *Employment Topics*, p. 82.

GREAT BRITAIN	Agriculture and forestry	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical and electronic engineering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco	Textiles
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)	(43)
JAN 1980 = 100														
1980 Annual averages	117.7	106.1	104.4	116.2	**	109.2	109.8	106.9	109.0	100.5	111.4	103.7	109.0	107.3
1981	131.8	118.6	119.8	133.5	124.9	121.6	124.8	117.3	123.4	111.4	124.0	116.8	123.8	120.2
1982	144.2	131.1	135.8	147.8	137.3	136.8	138.9	130.6	139.2	125.3	137.3	129.3	136.7	131.7
1980 Jan	100.0	100.0	100.0	100.0	**	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1980 Feb	108.3	100.1	106.4	100.2	**	101.6	100.6	101.9	101.2	99.2	103.2	99.4	101.1	102.7
1980 Mar	111.4	109.5	100.8	120.7	**	102.0	104.5	104.0	105.2	99.9	121.5	99.2	107.0	104.2
1980 April	117.9	106.9	100.5	112.1	100.0	106.0	102.5	104.9	105.8	98.7	108.8	101.3	104.2	105.0
1980 May	117.2	103.0	99.8	117.8	117.1	108.9	103.3	106.1	107.4	99.5	106.8	103.0	106.7	105.9
1980 June	118.5	106.0	105.0	119.4	112.5	114.3	114.5	107.8	109.8	103.6	111.5	104.3	109.9	109.2
1980 July	117.5	107.9	105.6	121.6	117.9	111.8	113.7	108.5	112.6	102.6	113.5	105.3	109.6	109.0
1980 Aug	124.0	106.1	105.9	119.6	109.4	110.3	111.9	108.3	110.9	98.3	113.0	103.7	110.2	107.2
1980 Sep	131.6	107.6	104.8	119.7	109.5	111.8	113.4	108.9	111.6	99.3	111.5	104.8	110.7	109.3
1980 Oct	127.9	108.8	106.2	121.8	107.2	111.7	111.9	109.5	113.3	98.9	114.5	105.5	112.9	111.0
1980 Nov	120.1	108.8	106.9	121.6	114.1	114.0	119.2	110.5	114.8	103.0	117.2	108.9	116.3	113.2
1980 Dec	118.5	108.5	110.4	119.5	115.0	116.7	121.9	112.3	115.5	102.4	115.2	108.6	119.4	111.0
1981 Jan	118.1	120.5	114.0	120.4	110.1	113.3	114.8	111.3	115.8	102.8	116.3	109.7	117.4	114.4
1981 Feb	119.9	118.5	116.7	121.9	116.6	113.4	115.8	112.3	116.6	109.5	118.9	110.8	116.8	116.8
1981 Mar	125.9	120.7	116.4	130.5	118.4	116.0	119.2	114.0	119.6	109.7	118.4	113.3	117.3	117.1
1981 April	132.2	117.0	116.9	128.9	118.3	116.0	117.4	113.7	118.9	108.2	119.5	111.1	118.7	112.8
1981 May	130.2	113.7	120.2	132.4	121.6	119.7	120.9	115.7	121.7	101.9	124.0	114.4	121.7	118.0
1981 June	131.7	116.3	117.9	140.7	123.0	125.3	124.3	117.0	123.9	112.1	123.8	116.3	126.0	122.6
1981 July	130.0	118.8	123.3	140.6	131.8	123.7	123.7	117.0	126.5	114.6	126.7	116.7	125.2	122.4
1981 Aug	143.8	117.5	121.0	135.5	128.4	124.1	134.4	112.3	124.5	112.3	129.2	117.7	125.9	122.7
1981 Sep	147.7	118.4	121.1	136.7	131.3	123.9	126.9	119.9	125.3	112.2	123.5	119.7	126.1	122.5
1981 Oct	143.0	120.3	121.1	138.1	133.8	125.0	131.0	122.0	127.8	113.7	133.9	121.1	126.9	124.8
1981 Nov	131.4	121.0	123.0	138.5	133.9	127.2	133.2	122.9	129.3	121.4	127.7	126.4	131.6	126.1
1981 Dec	126.5	120.2	126.2	138.3	132.2	131.9	135.6	123.8	131.3	117.8	126.1	124.8	132.6	122.6
1982 Jan	125.1	120.6	133.8	141.7	136.4	126.7	132.5	123.9	131.8	120.4	130.2	123.2	129.9	127.2
1982 Feb	134.6	146.6	131.7	142.0	134.3	130.4	131.1	125.7	132.5	121.4	131.0	125.2	129.9	127.5
1982 Mar	138.9	132.7	132.7	140.7	134.6	134.6	133.0	128.0	136.7	123.7	133.4	128.6	131.5	130.0
1982 April	144.2	128.8	132.0	139.3	137.4	134.8	134.4	127.7	136.9	119.7	137.4	127.3	133.6	130.0
1982 May	140.6	130.7	132.8	141.3	136.9	137.6	135.0	130.1	137.6	124.9	137.8	131.0	139.3	133.2
1982 June	144.0	128.0	135.6	153.2	135.7	141.6	140.8	131.6	140.5	125.7	141.4	129.5	137.9	134.1
1982 July	152.2	129.1	142.4	154.5	145.9	138.9	140.9	132.9	140.7	128.3	137.4	129.8	136.5	133.2
1982 Aug	154.0	130.2	135.3	150.0	136.3	137.2	139.0	130.8	139.6	124.8	136.3	128.7	137.8	131.6
1982 Sep	160.8	128.6	137.4	151.5	135.0	138.5	139.0	131.1	140.2	121.7	138.9	130.0	139.4	131.3
1982 Oct	152.8	117.6	137.0	151.8	140.8	139.2	140.8	133.2	143.2	125.7	141.2	131.0	139.1	133.1
1982 Nov	143.4	139.6	138.2	157.2	136.1	140.5	149.5	135.5	144.1	129.5	142.3	133.9	142.7	135.5
1982 Dec	139.5	140.5	140.7	150.4	138.1	142.0	150.9	136.5	146.3	137.8	140.0	132.9	143.0	134.7
1983 Jan	138.0	141.3	146.3	146.2	140.9	141.2	143.7	135.1	147.0	133.9	138.5	133.5	142.2	137.9
1983 Feb	145.2	139.5	146.1	145.9	140.4	141.9	145.0	136.0	147.1	134.6	139.5	134.1	142.6	139.0
1983 Mar	145.1	139.0	146.1	156.0	141.8	142.7	143.3	138.1	150.1	134.7	143.7	137.3	144.1	140.6
1983 April	155.1	136.5	147.3	158.9	146.2	144.9	146.2	138.8	150.6	133.7	142.7	136.4	146.6	141.7
1983 May	151.0	131.2	146.3	158.2	147.4	146.5	149.4	141.7	152.2	139.0	144.0	141.0	149.4	144.0
1983 June	156.7	133.7	148.6	160.1	147.6	152.3	150.3	143.2	154.0	139.0	144.5	139.2	150.9	144.6
1983 July	167.2	135.4	156.7	164.9	166.3	147.7	151.9	143.4	154.8	140.1	141.5	140.3	151.1	145.1
1983 Aug	162.7	135.5	149.0	161.8	151.7	149.7	157.1	141.8	152.8	137.1	137.9	140.7	149.7	143.7
1983 Sep	178.0	137.0	150.9	162.6	152.1	151.3	152.9	143.2	153.3	137.8	142.4	142.1	150.8	145.5
1983 Oct	173.6	140.1	143.9	169.7	163.8	150.2	153.1	145.3	157.5	139.8	146.1	144.1	152.0	146.6
1983 Nov	160.4	123.9	140.9	165.1	154.3	156.8	164.7	148.6	156.8	146.0	150.6	147.9	155.5	147.2
1983 Dec	123.6	152.0	161.8	155.9	155.2	165.8	150.1	159.3	147.7	147.2	147.2	158.6	145.5	145.5

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

Leather, footwear and clothing	Timber and wooden furniture	Paper products printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication†	Banking, finance and insurance	Public administration	Education and health services	Other services ‡	Whole economy	GREAT BRITAIN
(44-45)	(46)	(47)	(48-49)	(50)	(61-65, 67)	(66)	(71-72, 75-77,79)	(81-82 83pt.-84pt.)	(91-92pt.)	(93,95)	(97pt.-98pt.)		SIC 1980 CLASS
107.6	105.9	110.4	107.6	111.5	107.2	107.9	108.4	112.7	114.2	123.8	113.4	111.4	JAN 1980 = 100
121.4	115.2	128.3	121.1	125.8	120.3	120.4	120.6	128.9	129.6	140.8	128.0	125.8	1980 Annual averages
134.1	126.9	142.8	134.0	137.6	132.6	127.6	132.2	144.6	140.0	147.9	143.8	137.6	1981 averages
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1980 Jan
102.1	105.5	100.9	103.0	104.1	102.0	99.7	99.2	101.7	104.9	109.0	103.9	103.9	1980 Feb
104.2	101.0	103.8	104.6	106.8	103.3	101.2	99.0	112.1	103.7	114.0	110.7	105.9**	1980 Mar
104.8	101.7	103.4	104.3	107.2	104.7	107.2	104.1	106.3	110.2	112.6	108.6	107.1	1980 April
106.0	102.2	108.7	106.0	106.7	106.2	109.0	106.2	106.1	115.2	114.8	109.5	109.2	1980 May
107.6	104.2	114.2	109.8	110.0	107.5	106.0	114.3	123.5	113.8	118.1	107.4	112.5	1980 June
109.1	111.9	113.4	109.1	114.7	109.2	106.5	108.2	115.6	116.2	120.8	117.6	113.3	1980 July
107.2	109.9	113.0	110.1	112.5	108.0	111.7	106.9	114.5	120.1	132.7	117.1	114.0	1980 Aug
109.8	109.4	115.6	109.6	116.5	108.9	109.9	115.7	113.5	120.1	154.7	116.1	117.9	1980 Sep
110.5	106.8	116.0	110.3	116.5	109.1	112.1	113.1	113.9	118.5	137.1	119.0	116.0	1980 Oct
112.4	108.1	118.1	113.3	118.3	111.2	112.4	118.6	118.2	118.5	134.0	122.8	117.8	1980 Nov
117.7	110.1	117.4	111.6	124.1	116.1	120.3	115.0	127.1	129.4	137.5	126.5	120.8	1980 Dec
115.1	115.9	117.6	114.7	118.0	114.3	113.4	113.3	119.1	124.3	130.8	122.4	118.2	1981 Jan
117.2	112.6	118											

WAGE RATES AND HOURS see note below
Indices of basic national wage rates and normal weekly hours: manual workers: by industry

Table with columns: UNITED KINGDOM, Agricultural, 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, Basic weekly wage rates (1979-1983), Normal weekly hours (1979-1983), Basic wage rates adjusted for changes in normal weekly hours (1979-1983).

* 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.
** One of the agreements used in calculating this index was abolished in October 1982. Omitting this agreement from the calculations would alter the index of weekly wage rates for periods from June 1980 (the anniversary of the last change to the discontinued agreement) in the following way:
adjusted index = (Existing Index - 74.445) / 0.802. The basic wage rates index adjusted for changes in normal weekly hours would be altered pro rata.

NOTE: December 1983 is the last month for which these indices are calculated (see Employment Topics, January 1984)

WAGE RATES AND HOURS 5.8
Indices of basic national wage rates and normal weekly hours: manual workers: by industry

Table with columns: Paper, printing and publishing, Construction, Gas, electricity and water, Transport and communication, Distributive trades, Professional services and public administration, Miscellaneous services, Manufacturing industries, All industries and services, UNITED KINGDOM, SIC 1968, Basic weekly wage rates (1979-1983), Normal weekly hours (1979-1983), Basic wage rates adjusted for changes in normal weekly hours (1979-1983).

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

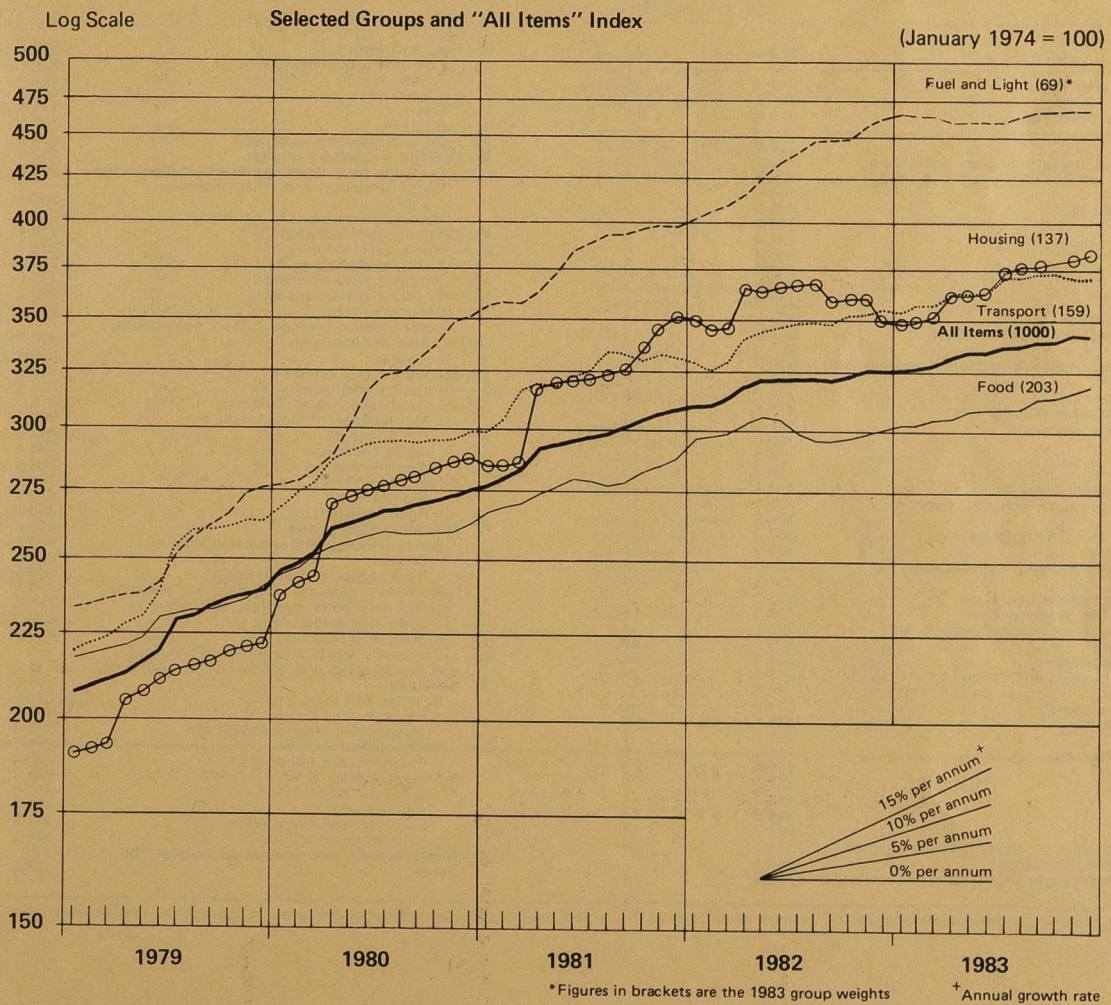
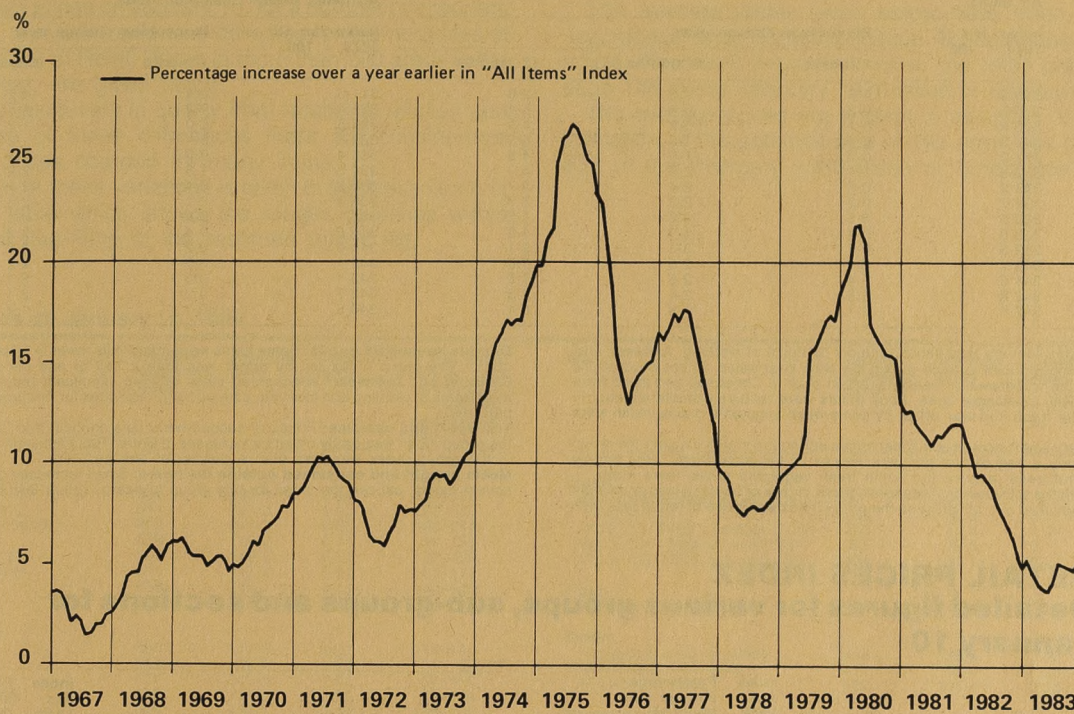


Table 4 (continued)

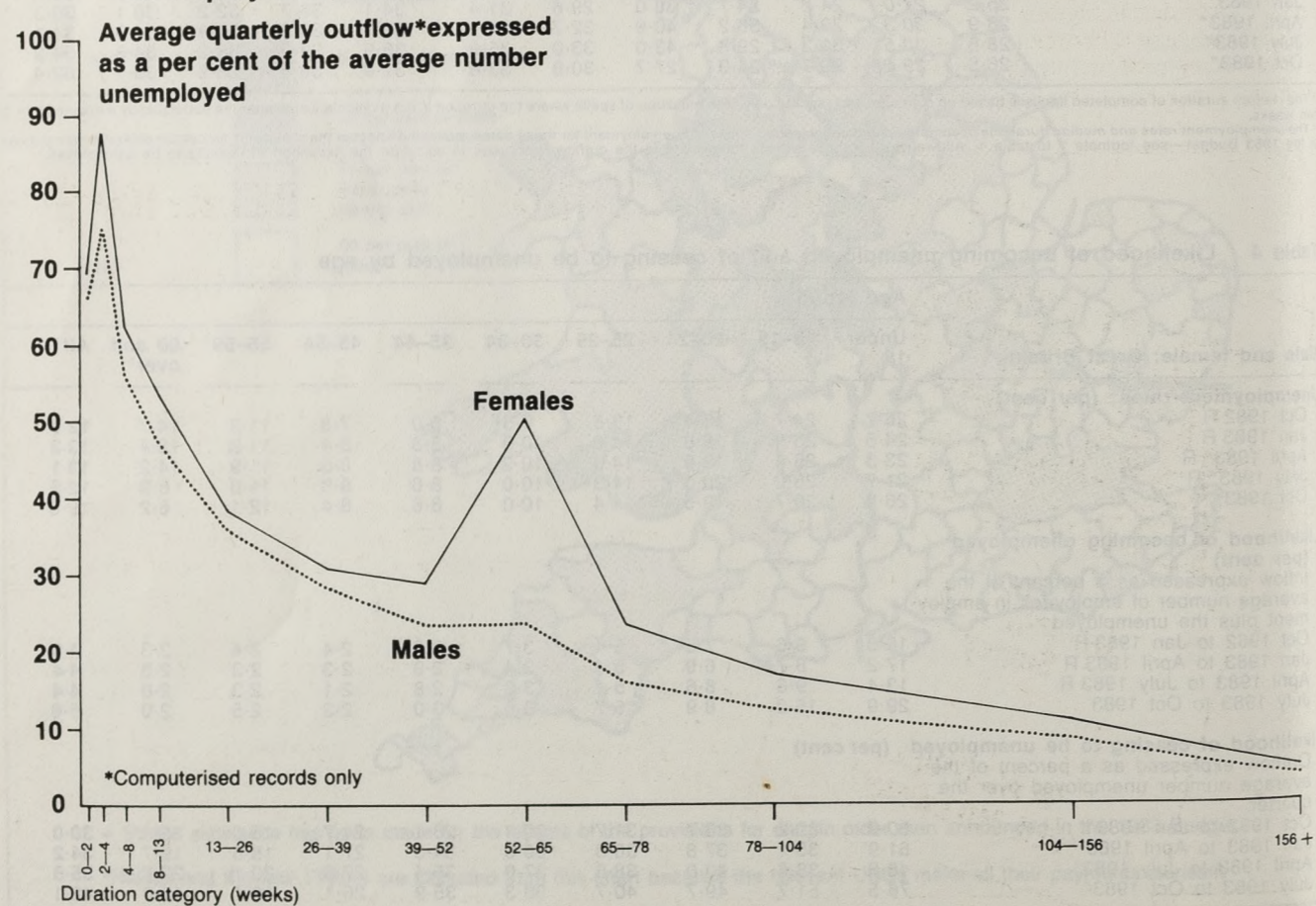
	Age group									
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59*	60 and over*	All*
Male and female: Great Britain										
Median duration of unemployment (weeks)										
Completed spells (computerised records only)†										
Oct 1982 to Jan 1983	7.6	11.2	12.8	12.9	12.3	11.4	12.2	16.1†	30.6†	11.3
Jan 1983 to April 1983*	7.3	15.9	16.1	15.9	15.0	13.5	14.4	17.4†	26.3†	14.3
April 1983 to July 1983*	7.0	18.5	18.1	18.1	16.8	15.5	16.0	20.4†	37.3†	17.4
July 1983 to Oct 1983*	3.8	10.5	11.7	15.6	15.5	14.0	14.9	17.9†	29.8†	11.4
Uncompleted spells (all records)										
Oct 1982	5.8	18.9	24.7	28.6	32.1	34.1	41.3	48.3	54.8	28.7
Jan 1983	14.2	23.3	26.6	28.6	31.6	33.7	41.6	51.3	59.0	30.3
April 1983*	12.1	29.1	31.5	32.2	35.0	37.2	44.9	53.2	57.3	34.1
July 1983*	16.6	29.6	29.3	34.2	37.9	41.5	49.6	55.6	33.9	34.9
Oct 1983*	4.0	22.2	28.3	33.0	37.9	42.4	52.1	58.5	33.5	32.4

‡ While the figures for unemployment rates are presented to one decimal place, they should not be regarded as implying precision to that degree. The rates for those aged under 20 are subject to the widest error.
 † The median duration of completed spells is based on computerised records only. For the age groups up to and including 45-54, the inclusion of spells where the duration is not available would alter the estimates by a maximum of ± 2 weeks. For the 55-59 and 60 and over age groups the median duration is substantially underestimated.
 * The unemployment rates and median durations of completed and uncompleted spells of unemployment for these dates reflect the effect of the provisions for certain older men announced in the 1983 Budget—see footnote * to table 2. Allowances for these effects have been made in the outflow data used to calculate the likelihood of ceasing to be unemployed.

Table 5 Comparison of unemployment flows, between autumn 1982 and autumn 1983, Great Britain

	Inflow			Outflow		
	Sep to Dec 1982	Sep to Dec 1983	Change	Sep to Dec 1982	Sep to Dec 1983	Change
Male	796,200	763,800	-32,400	737,100	799,500	62,400
Female	403,700	421,100	17,400	428,500	468,300	39,800
Male & female	1,200,000	1,185,000	-15,000	1,165,600	1,267,700	102,100
School leavers (included above)	100,700	80,400	-20,300	135,000	138,500	3,500

Chart 3 Likelihood of ceasing to be unemployed by duration of current (uncompleted) spell of unemployment, between October 1982 and October 1983, Great Britain



benefit for the first time in early September and shortly afterwards finding employment or joining the Youth Training Scheme (YTS) or Young Workers Scheme (YWS).

Additionally there has been a marked increase in the likelihood of ceasing to be unemployed for the 20-24 and 60 and over age groups. The increases may be seasonal and for the 60 and over age group probably reflects residual termination of claims in Unemployment Benefit Offices for men affected by the 1983 Budget provisions.

Duration of current spell of unemployment

Chart 3* presents new information on how the likelihood of ceasing to be unemployed over the year changes with the duration of the current spell of unemployment. For the year October 1982 to 1983, this likelihood decreases with lengthening duration, the main exception being for the 52-65 week duration category. This exception arises mainly in the 55 to 59 and 60 and over age groups for males and in all age groups for females apart from those aged under 19. The effect is probably largely due to claimants exhausting their entitlement to unemployment benefit and not being entitled to or not claiming supplementary allowance or national insurance credits, for example, because they were married women or had an occupational pensions. Additionally for the older men, the effect is also due to the 1983 Budget provisions.

A separate examination of the likelihood of ceasing to be unemployed by both age and duration of current spell of unemployment showed that the likelihood in a given age group decreased with duration of the current spell of unemployment and that for a given duration category the likelihoods tended to decrease with age.

Quarterly series

Table 1 provides a regional analysis of unemployment flows for the period between July and October 1983. The outflows being analysed by the length of completed spells of unemployment, with separate figures for males and

females. Table 2 gives a similar analysis, but this for Great Britain as a whole by age.

Details of the methods used to calculate these flow statistics are given in the August 1983 edition of *Employment Gazette*, pp 351-358.

Tables 3 and 4 in addition to giving unemployment rates, use the above data along with other information to derive measures of the likelihood of becoming and ceasing to be unemployed and of the duration of unemployment, namely:

- (a) Likelihood of becoming unemployed†—inflow expressed as a proportion of the average number of employees in employment plus the unemployed.
- (b) Likelihood of ceasing to be unemployed‡—outflow expressed as a proportion of the average number unemployed over the quarter.
- (c) Median** duration of completed‡ spells of unemployment.
- (d) Median‡ duration of uncompleted spells of unemployment. ■

* In chart 3 the calculations can be calculated only directly for computerised records. Further details are given in the August 1983 *Employment Gazette*, pp 351-358. No allowance has been made for the Budget provisions.

† The likelihoods in tables 3 and 4 and charts 1 to 3 give a relative guide to the prospects of an individual becoming or ceasing to be unemployed. They cannot be taken to be actual probabilities for these events, although their ranking will be similar.

‡ The median duration is the length of time spent unemployed, which has been exceeded by exactly 50 per cent of the unemployed.

§ The median duration of completed spells of unemployment can be calculated directly only for computerised records. For the regional analysis and for age groups up to and including 45-54, the inclusion of cases for which the duration is not readily available would alter the estimates by a maximum of ± 2 weeks. For the 55-59 and 60+ age groups, the median duration is substantially underestimated, because many of the older claimants are dealt with by manual rather than computerised records. Further details are given in the August 1983 *Employment Gazette*, pp 351-358.

WORKPLACE INDUSTRIAL RELATIONS IN BRITAIN

WORKPLACE INDUSTRIAL RELATIONS IN BRITAIN

The DE/PSI/SSRC Survey

W.W. DANIEL and Neil Millward

This book is designed to become the authoritative source of information on workplace industrial relations practices in Britain. The survey on which it is based was the first of an intended series which will plot changes in industrial relations practices, procedures and institutions at places of work. The results, based on interviews with managers and worker representatives in over 2,000 workplaces, cover the public services, private services and nationalised industries as well as the private manufacturing sector.

Contents: Introduction; trade union recognition and associated issues; the closed shop; trade union organisation; management organisation for industrial relations; consultative committees and other channels of representation; industrial relations procedures, pay determination; industrial action; some outcomes associated with labour relations arrangements; conclusions: appendix A: the survey questions; appendix B: technical details of the survey; index.

Published this month, priced £20 (hardback), £8.50 (paperback), the book is available from most booksellers.

➔ CASE STUDY

- closer dependence on the dp department for systems maintenance support
- the loss of jobs through natural wastage (from 33 to three) and redeployment with the phasing out of the old system. Tasks performed by clerks will be further reduced and assumed by the computer system

Supervisory staff

- Less need for close supervision; deadlines are system-imposed.

Management

- Better management control of staff and resources as a result of export invoice preparation taking less time.

Process of introduction

Employee involvement in job design

Most of the employees in the department knew about the system at least six months before its implementation. A few had been told about the development programme almost a year before the system came into operation.

- The administrative control manager for the section that would eventually assume all production responsibility for the export invoices was consulted right from the start.
- A few key workers involved with invoice and other shipping document preparation were consulted at the early stages as part of the systems designers' initial organisation and methods exercise.
- It appears that some of the other employees later to become involved with operating the new system were not consulted until it actually came into operation.

Timing and recognition of possible job content/job boundary changes

Everybody affected by the introduction of the new system straight-

away accepted that it would have an effect upon job content and job boundaries.

- The four trade unions represented by APEX (Association of Professional, Executive, Clerical and Computer Staff) accepted the introduction of the new system, but insisted that staff savings for the company were to be achieved through natural wastage and redeployment.

The trade unions saw the system as reducing the need for people consistently having to work overtime, which they regarded and still consider as not being conducive to job creation or job sharing.

- The unions welcomed direct changes in the job content such as the reduction in the amount of routine paperwork that would need to be handled by the new system.

Departmental management and the shipping invoice clerks certainly recognised that their workload would be lightened (as a result of their handling more information in summary form) with the detail being held on the main database.

Certainly six months prior to the system's implementation, staff within the Finance and Export Order Control Departments were aware that some form of reorganisation was bound to take place, the most noticeable being the loss of jobs amongst the invoice clerk typists and the transfer of the remaining typists from Finance to Export Shipping.

Other changes took place within the Export Order Control Department at the time when the system was implemented. Besides the installation of the "invoicing" VDUs, more of the customs documentation work was handled by the company. The need for engaging the sub-contracting services of local shipping agents ceased.

Overall those who began to work with the new system saw it as a

challenge. One of the new VDU operators when first hearing about the system immediately hoped that she would be selected for one of the new jobs, although some doubts were expressed by others about transferring to new jobs in another department.

Effect on negotiating procedures

The four trade unions (APEX, ASTMS, ACTSS, TASS) representing the white collar staff already had a "General Agreement" with British Leyland covering the introduction of new technology. In addition, the trade unions at Unipart House had a special agreement covering the use of VDUs. This has also recently been adopted by the blue collar trade unions, the TGWU and the AUEW, who represent employees at the Unipart parts depots.

Within this framework, union representatives held discussions with management in committee, to discuss the likely impact of installing a new system. The trade union representatives were interested to ascertain:

- the number of jobs that would be lost through the introduction of the new invoicing system
- the number of new jobs that would be created
- the number of people that could be redeployed
- the number of people that might be expected to accept some form of voluntary redundancy
- how staff numbers were expected to be reduced through natural wastage.

(continued) ➔

➔ CASE STUDY

Furthermore they were keen to establish the management's reasons for wanting to introduce the new system in terms of:

- gaining clarification of the company's reasons for wanting to introduce the new system
- learning about the likely advantages of the system
- establishing how the computerised information would be used, in terms of which offices and which individuals would have access to the information.

In addition, the senior trade union representative, who had direct responsibility for personnel within the shipping invoice section, had regular contact with the departmental manager to receive further information on how the company was progressing with the development of the new export invoice system prior to and after its implementation.

In terms of the new system's immediate effect upon their members' welfare, the trade unions appear to be satisfied that sufficient consultation took place and that management had been responsive to the aspect of job loss. The unions were particularly pleased that the new system involved no job loss through compulsory redundancy and that some redeployment of people occurred.

Changing job status and work conditions

For the employees affected by the introduction of the new system, the trade unions' role appears to have been positive, although their involvement with this project must be viewed more within the general context of the unions' policy initiative towards the introduction of new technology. To quote one staff representative: "Our intention was

that as few people as possible got hurt by the introduction of the new system."

It would appear that this was achieved. Compulsory redundancies were avoided and the few people that were redeployed were reasonably satisfied with the outcome:

- four completely new jobs were created, one for a supervisor and three others for VDU operators in her section
- all four people in the new jobs were in higher grades and received more pay than they earned previously
- on balance the physical working conditions for people working with the new system were satisfactory and certainly conformed to the trade unions guidelines covering the installation of computer equipment
- however not all the staff in the new jobs claimed to be aware of the trade unions' involvement in connection with the implementation of the export invoicing system.

Impact on skills and responsibilities

Changes in skill requirements

With more clearly defined deadlines for the processing of the three types of export orders the staff involved have to produce information by certain times each working day. In particular:

- more skill in timing is required by all those concerned with export order processing and invoicing
- this is felt more sharply with the despatch of emergency export orders, where the invoice section supervisor or the department administration control manager have to decide when to stop preparing VOR invoices and call up the tape for generating the invoice copies on the laser printer
- the VDU operators have had to learn new keyboard skills
- while the work of the invoice clerks has been made easier by the VDU system, less thought is

required. Some of the job interest has been removed as a result of their only having access to customer order summary information from the *conprint*. This has the effect of the invoice clerks not always knowing what types of goods they are despatching. With the old system the parts listing used to give them a better idea of what was being despatched.

- with the introduction of the new system a supervisor's job was created in the invoicing section.

Employment implications

For the three invoice clerks operating the VDUs and their newly promoted supervisor, pay and conditions have improved. All four women are now on higher staff grades, although none of them think that their experience with the new system has increased their job transferability. The new system has had no direct effect upon the job prospects, grading or level of pay for the section's administration control manager.

Training

In the three months prior to the system going live there was much contact between the dp staff, the administration control manager and the members of his staff who were going to operate the system. This process was intensified during the final three weeks when the newly installed VDUs were being tested. It was at this point that the invoice clerks gained their first "hands on" experience using the terminals.

The operators felt that they could have been told more about the system. They would have liked to

(continued) ➔

→ CASE STUDY

know how their terminals were linked into the system and how certain types of faults occurred, something about their causes and the way the dp staff dealt with systems problems when they arose.

Impact of technology on career patterns and the supply of highly trained people

The continuing development and maintenance of this and other systems within the company, combined with the corporate policy to make less use of external dp consultants, has increased the demand for highly trained people in the system support management services area.

Changes in the function of management

While the introduction of the new system has not changed the location of decision making within the company, the administration control manager with day-to-day responsibility for getting the shipping documentation out now feels that he has stronger control over his administrative function.

Costs and benefits

All the people involved with the development, implementation and use of the new export order processing and laser printer system feel that the project has by and large resulted in a satisfactory outcome. Although approving comments were qualified with statements about how the system was still being expanded to become a total shipping system, staff were pleased with the system.

On the "costs" side the following points were made:

- the trade unions, while accepting the need for new technology in order to keep the company competitive, expressed concern over job losses even though these

were achieved through natural wastage

- with hindsight, those involved in the project felt that some present costs (due to enhancement or amendments) might have been avoided if the initial project specification had been more precise
- the shipping department, having been promised a more comprehensive export invoice system, was disappointed that all the design objectives could not be achieved by the first stage of implementation
- the vdu operators felt that the system would have met their needs more satisfactorily had the dp staff spoken to them more during the design stage rather than when the system was being field tested. This they felt would have reduced the amount of initial teething troubles with the system.

In financial terms, the costs were:

Capital	£250,000
Development	£100,000

On the "benefits" side:

- the dp department felt that a number of lessons had been learnt. First, that it was important to conduct a thorough project specification exercise. Second, this project re-emphasised once more the importance of good program and system development documentation built up as the project proceeds. Third, the need to provide short training courses for the vdu operators
- the users were pleased with the system because it reduces the amount of paperwork they need to handle in the course of preparing an invoice
- the use of essential summary information from the *conprint* by the invoice clerk, and the fact of more detailed information on the parts listings being stored on the main database, has saved time at the invoice preparation stages
- as a result of the new system the number of invoices prepared by the clerks has increased from about 30 per day to about 150 per day. Just over half of these

could be emergency order invoices which have to be completed by the end of the morning

- the operators like the new order processing system and feel their work has been made easier
- the company is certainly pleased with the new system, as the preparation of shipping documentation does not now hold up the despatch of goods. This was the case with the old system where problems were at their worst with emergency order turnaround times
- the neat machine-produced invoices from the high-speed laser printer have also contributed to an improvement in the image presented to customers
- there has been a reduction in administrative overhead costs as a result of employing fewer clerk copy typists and through making less use of shipping agents for document preparation services.

Lastly, from the industrial relations viewpoint, the project demonstrated that the trade unions' General Agreement on the introduction of new technology had provided effective guidelines for negotiations with the company. Compulsory redundancies were avoided and it had helped some staff to be redeployed. They were able to ensure that the physical working conditions for the vdu operators were satisfactory, but the unions appear not to have been so involved in discussions about required briefing on systems developments and training packages for the individuals who were actually going to use the system. ■

DE Research papers

The Department of Employment carries out a considerable programme of research, both internally and through external commissions with academic researchers and research institutes, on employment and industrial relations issues. The results of much of this research are published in the Department's Research Papers Series. A list of publications expected in the next 6 months is given below.

Copies of research papers can be obtained, free of charge, on request from: Department of Employment, Research Administration, Steel House, 11 Tothill Street, London SW1H 9NF (telephone 01-213 4662). Papers will be sent as soon as they are available.

Forthcoming titles

January - June 1984

Employers' use of outwork : A study based on the 1980 Workplace Industrial Relations Survey

Dr C Hakim, Department of Employment and Ms J Fields, Social and Community Planning Research

An analysis of data on employers' use of outworkers collected in the 1980 Workplace Industrial Relations Survey, setting the results in the context of studies in the Department's research programme on home-working.

Worker directors in private industry in Britain

B Towers, Dr E Chell and D Cox, University of Nottingham

Based on detailed case studies of seven organisations, this paper investigates the role, needs and problems of the worker director in private sector organisations and explores the relationship between the worker director and other participatory machinery within the same organisation.

Young women in atypical jobs

Dr G Breakwell, Nuffield College, Oxford

Information on the experiences of young women training to become engineering technicians has been collected. Their social characteristics, their relationships with supervisors and workmates, the nature of problems encountered and strategies adopted in coping with them are examined. An evaluation of the appropriateness of the training techniques used and a study of the women's employers' recruitment and selection policies are included.

Part-time employment and sex discrimination legislation in Great Britain

Dr O Robinson, University of Bath and Mr J Wallace, Teeside Polytechnic

This study, based on detailed case studies of 21 organisations between 1979 and 1982, analyses the nature of part-time employment in Britain. It explores various aspects of part-time employment, including occupations, earnings, hours and redundancy, and considers the changes that the Equal Pay and Sex

Discrimination Acts have brought to part-time employment.

Women's participation in paid work : further analysis of the Women and Employment Survey

Ms H Joshi, Centre for Population Studies, London School of Hygiene and Tropical Medicine

Multiple regression analysis of data from the Women and Employment Survey was undertaken both to establish the importance of different factors in determining whether women undertake paid work or not, and the costs to women of family formation.

Women's work histories : an analysis of the Women and Employment Survey

Dr S Dex, University of Keele

Analysis of the Women and Employment Survey was undertaken at the level of the individual to generate classifications of the variety of women's lifetime work history patterns. Disruptions to women's employment and the sequencing of their work and non work periods over the work cycle are described and the characteristics of women with different lifetime employment profiles are outlined.

Unemployed women : A study of attitudes and experiences

A Cragg and T Dawson, Cragg Ross and Dawson Research Partnership

The meaning of unemployment for women is considered by examining in depth the situation of a group of women without paid work. Women's job aspirations, job search behaviour and the financial and social consequences of not working are described.

Women and payment structures

F Wilkinson, Mrs C Craig, Ms J Rubery and Mrs E Garnsey, Department of Applied Economics, University of Cambridge

This study, conducted in three localities amongst employers and employees in small establishments, examines the intra-organisational and extra-organisational factors that shape payment structures and compares the position of different groups of employees within them.