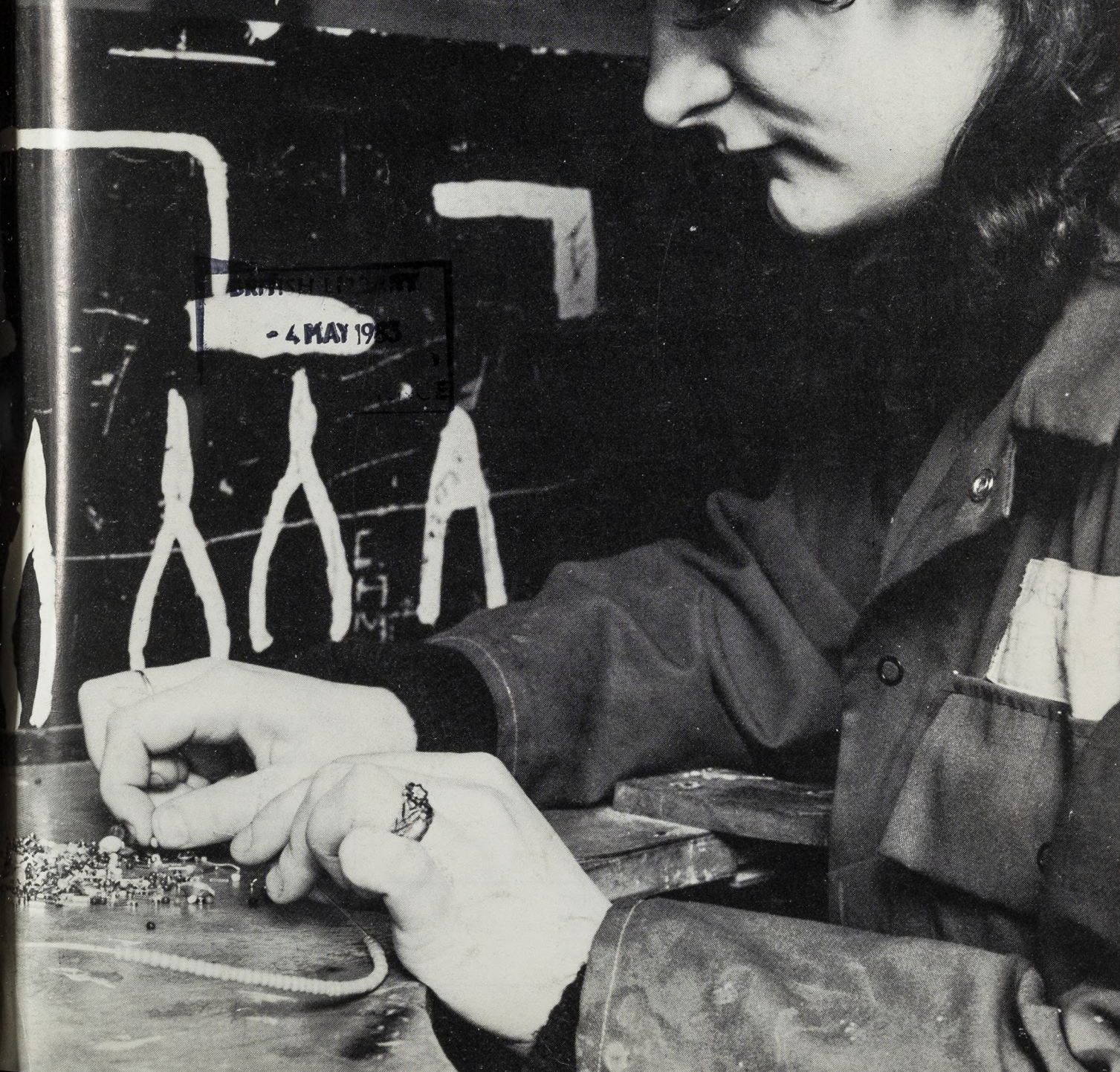


Employment Gazette

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Contents

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Cover picture
 One of the YTP trainees making jewellery in a Work Preparation Unit. This month's issue looks at the Youth Training Programme in Northern Ireland (pages 153-157).

EDITOR
Steve Reardon

DEPUTY EDITOR
John Pugh

ASSISTANT EDITOR
Michael Webb

STUDIO
Kenneth Prowen
Christine Holdforth

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EMPLOYMENT BRIEF

Youngsters to train in new armed services scheme	131
"Learning must be a continuous process for people of all ages"—discussion paper	132
Pilot schemes to help train 14,000 young people at work	133
Economic policies are designed to create employment opportunities—Michael Alison	134

SPECIAL FEATURES

Monitoring labour standards	135
Women's pay in informal payment systems	139
Recent changes in hours and holiday entitlements	147
Registered disabled people in the public sector	149
The Youth Training Programme in Northern Ireland	153
Qualifications and the labour force	158
Equal pay and sex discrimination	165

QUESTIONS IN PARLIAMENT

Young people—Retail employees—Holiday entitlement—Retail price index—Apprenticeships—Community programme—Jobcentres—Non-claimants—Disabled people—Unemployed people—Industrial relations—Education initiative—Labour costs—Census of Employment—Industrial tribunals—Registered unemployed—Paternity leave—Equal Pay Act—Training places—Youth Opportunities Programme—Socio-economic groups—Closed shop—EMAS doctors—Job splitting—Unemployment statistics—Industrial noise	170
--	-----

EMPLOYMENT TOPICS

Redundancies: reported as due to occur: advance notifications—Redundancy fund—Community service—HSE library—Helping young people—Special exemption orders—Managers—Women at work—A man's world—Job seeking—Safety footwear	174
--	-----

LABOUR MARKET DATA

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

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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.

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

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

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

Employment legislation

A series of leaflets giving guidance on current employment legislation.

1	Written statement of main terms and conditions of employment	PL700
2	Procedure for handling redundancies	PL706
3	Employee's rights on insolvency of employer	PL619(rev)
4	Employment rights for the expectant mother	PL710
5	Suspension on medical grounds under health and safety regulations	PL705
6	Facing redundancy? Time off for job hunting or to arrange training	PL703
7	Union membership rights and the closed shop	PL708
8	Itemized pay statement	PL704
9	Guarantee payments	PL694(rev)
10	Employment rights on the transfer of an undertaking	PL699
11	Rules governing continuous employment and a week's pay	PL711
12	Time off for public duties	PL702
13	Unfairly dismissed?	PL712
14	Rights on termination of employment	PL707
15	Union secret ballots	PL701
16	Redundancy payments	PL713
	Employment Acts 1980 and 1982—an outline	PL709
	Compensation for certain closed shop dismissals between 1974 and 1980—a guide for applicants	PL697
	The law on unfair dismissal—guidance for small firms	PL715
	Fair and unfair dismissal—a guide for employers	PL714
	Individual rights of employees—a guide for employers	PL716
	Recoupment of benefit from industrial tribunal awards—a guide for employers	PL720
	Code of practice—picketing	
	Code of practice—closed shop agreements and arrangements	

Industrial tribunals

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

Overseas workers

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

Employers and employees covered by Wages Councils

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

Other wages legislation

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

Special employment measures

	Temporary Short Time Working Compensation Scheme	
	For firms faced with making workers redundant	PL692
	Job Release Scheme	
	For women aged 59, disabled men aged 60 to 64, and men aged 62 to 64	PL721
	Young Workers Scheme	
	Information for employers on a scheme to create more employment opportunities for young people	PL678(rev)
	Job Splitting Scheme	
	Details of a new scheme which helps employers to split existing jobs and open up more part-time jobs	PL698

Young people

	The work of the Careers Service	PL669
	A general guide	
	Employing young people	PL690
	Describes the help available to employers from the Careers Service	
	Help for handicapped young people	
	A guide to the specialist help available from the Careers Service	PL675

Quality of working life

	Work Research Unit	
	Practical advice and help available for those in industry, commerce and the public services who want to improve the quality of working life	PL661
	Work Research Unit—1981 Report of the Tripartite Steering Group on Job Satisfaction	
	Meeting the challenge of change	
	Guidelines for the successful implementation of changes in organisations	PL687
	Meeting the challenge of change	
	Summaries of case study reports produced as a result of monitoring change programmes in twelve British organisations	PL688

Employment agencies

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

Equal pay

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

Race relations

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

Miscellaneous

	The European Social Fund	
	A guide for possible applicants for help from the fund which seeks to improve employment opportunities through training, retraining and resettlement in EC member states	PL694

EMPLOYMENT BRIEF

Youngsters to train in armed services scheme

Volunteers will have same benefits as regulars

The Government anticipates no lack of volunteers to join the Armed Services Youth Training Scheme which is planned to begin in September.

There will be 5,200 places for 16 and 17 year olds in the first full year. The Army will take 3,700 boys only, the Royal Air Force 1,000 trainees including about 100 girls and the Royal Navy 500 including 50 girls.

The trainees will wear uniforms and come under full military discipline but they will be able to leave the scheme at any time on giving 14 days' notice.

Defence Secretary Mr Michael Heseltine said that his Ministry would not have created the scheme on its own but his wider responsibilities as a member of the Government had led him to believe that the Armed Services, with their highly trained capabilities and professional skills, had a role to play in providing opportunities for unemployed young people.

by
Michael Webb

He said that in order to give effect to the scheme Parliament would have to amend the appropriate Service regulations. Young people would not be able to volunteer until then.

Quality

The idea for the scheme came from the Department of Employment. Mr Heseltine was convinced by the high quality of training provided in the armed services that they could play a part.

The young people will volunteer to join one of the Services on a 12 months engagement, part of which will be spent on formal training and the remainder in work experience.

All volunteers will receive the same basic six to nine weeks training as regular servicemen and women and some will go on to learn skills or trades.

They will not serve in Northern Ireland but there will be limited opportunities for trainees in the Royal Navy to serve aboard ships.

Applicants for the scheme will have to satisfy existing entry standards and, as at present, parental consent will be necessary for all recruits to the armed forces under the age of 18.

Disciplines

Mr Heseltine said: "They will be servicemen and servicewomen and, in all but a few respects, will qualify for the same benefits as single regulars under the same disciplines. They will receive, as will youngsters joining civilian employers in the scheme, an allowance of £25 per week. I have decided that a deduction from this will be made for food and accommodation of £10 per week."

Skillcentres will be more cost-effective



Trainees at Beeston Skillcentre.

The Manpower Services Commission has put its Skillcentre operations on a commercial cost-effective basis in order to make them more responsive to industry's needs.

The 68 Skillcentres and 23 annexes are now being run by a new Skillcentre Training Agency on a full trading account basis. This means the agency charges the msc and other users for its services, with a view to covering its costs.

The Skillcentres employ some 4,500 staff and are run at a cost of about £87 million a year. About 27,000 adults will have completed Skillcentre courses ranging from carpentry and joinery to computer skills in 1982-83.

The Training Agency will be assisted by an advisory board headed by msc chairman Mr David Young, which will help in the development of its services.

New technologies can improve job prospects

Britain's outstanding record of keeping up with new developments, machines and methods should not be spoiled by yielding to fears of modern day economic Luddism. It could no more turn back the tide than it did in the earlier industrial revolution.

This was the message in a speech by Mr Peter Morrison, an Employment Minister, to the Institute of Credit Management in London recently.

Future

There was now a real chance of improving productivity, competitiveness and prospects for future employment, he said.

The introduction of new technologies namely the video tape market, had created perhaps 20,000 jobs in small businesses. Sinclair—now a household name for micro-computers—had increased its turnover a hundredfold since 1979, creating hundreds of jobs in doing so.

The Minister referred to the last miners' ballot which, he said, recognised the importance of moving forwards and not backwards. The British coal industry had been among the leaders in introducing automation, increasing output and productivity and improving working conditions.

"So it's not the miners, nor even the TUC,

which in its Economic Review acknowledged the value of new technology, that are guilty of Luddism. But not all employers or trade union leaders are so enlightened.

"We must not allow them to throw away the opportunities which go along with the new climate created by the Budget.

"Policies based upon commonsense will help us to respond positively to change as well as to produce goods and services which are second to none in price and quality throughout the world."

"Learning must be a continuous process for people of all ages,"—discussion paper

The ways in which adult training and retraining is operated and funded could be changed radically following the recent publication of a discussion paper by the Manpower Services Commission.

The paper, *Towards an Adult Training Strategy*, stresses the need to widen opportunities for adults in the course of their working lives and questions whether present arrangements are sufficient.

In a foreword to the paper, Mr David Young, Chairman of the MSC, said that youth training was claiming much attention but the fact was that "any economic recovery will throw into sharp relief how much we have neglected adult training".

The MSC paper says that at present over £200 million per annum of public money is spent on training unemployed people under the Training Opportunities Scheme (TOS). But the MSC doubts whether all such speculative occupational training for adults is cost-effective in the present economic climate, either in helping them to get jobs or in providing a broad skills foundation that may help them throughout their working life.

Impact

A further £50 million per year spent on grants under the Training for Skills programme has, the MSC admits, made only a marginal and often short-term impact.

"Moreover, it is difficult to be certain that public money put at the disposal of employers through national schemes of this kind has secured extra advantages rather than being spent on training that would have taken place anyway," the paper says.

The paper points out that structural changes in the labour force and industry mean that no one can expect to train once for a job for life.

"Training for people who have already had initial training when they started work, or who have some work experience, is essential to help to tackle the nation's economic difficulties," the paper says.

"Learning must be a continuous process, for people of all ages. Training can no longer be a luxury for a minority of adults. It is a necessity for all."

The paper argues that Britain's present system of training and associated education does not respond swiftly and flexibly enough to changing skill requirements, and it says that a new pattern of skills is needed rapidly.

"We must, therefore, put adult training

firmly on the agenda for action, alongside the other two objectives of the New Training Initiative. The consultations about a strategy for adult training aim to do that", it says.

The paper suggests some basic issues which a strategy must address, such as aims and objectives; the constraints on action; responsibilities of the various participants; the respective roles of the training and further and higher education systems; the resources available and required, and the priorities for action.

System

It identifies instruments and machinery available to help implement an adult training strategy. These include information about the labour market and about training provision; developments such as Open Tech which make training more accessible; recognised training courses and standards of competence, and a considerable range of bodies and institutions which can collaborate in a coherent training system.

The paper does not make specific proposals for action; instead it asks questions and aims to promote debate. But it puts forward some suggestions about different ways in which the MSC itself might direct its efforts on adult training, recognising that the Commission is only one of a number of participants in an adult training system.

MSC action might, it is suggested, focus more firmly on local response to local needs; on providing information and advice; and on helping the development of new approaches to learning and the use of new technology for training purposes.

Skills

Assistance might be given in upgrading the skills of those in employment, training for unemployed people in skills in demand locally, and in improving the openings for people who have most difficulty in getting jobs to acquire basic work-related skills.

The MSC is inviting comments by June 30, 1983, which will help it to develop proposals for an adult training strategy. Comments should be sent to John Collins, MSC, Moorfoot, Sheffield S1 4PQ. Further copies of the discussion paper can also be obtained from him.

Saturday service at Jobcentres?



Service demand to be tested.

A number of Jobcentres are now open on Saturday mornings as an experiment to see whether it is a cost effective way of enhancing services to employers and job-seekers.

Mr Peter Morrison, Employment Under Secretary, said in a written Parliamentary reply that the experimental period at 37 Jobcentres would last 16 weeks from April 16.

Jobcentres provide public access to a wide range of MSC services including training, services for disabled employees and information and advice on a wide range of employment related matters. The Minister said that employed people could be at a disadvantage in using these services because Jobcentres did not open outside normal working hours, Monday to Friday.

Rise in fees for approving safety

Amendment regulations increasing the fees payable to the Health and Safety Executive for approving and testing certain plant, apparatus and substances used in mines and quarries have been laid before Parliament by Mr John Selwyn Gummer, Joint Parliamentary Under Secretary of State for Employment.

The regulations come into force on May 3, 1983 and set the fees at the level necessary to meet the full estimated cost during the financial year 1983-84 of the mining approvals service operated by HSE.

The way ahead for managers

Britain's managers are the ones who will shape our industrial future—but they must be encouraged to learn new skills. Without competent managers there can be no true competitiveness.

That is one of the messages Mr David Young, Chairman of the Manpower Services Commission, had for businessmen attending a Management Action conference in London recently.

In tackling the country's training problems, the MSC aimed to ensure that industrial recovery was not hamstrung by the shortage of skilled manpower that had occurred in the past.

Potential

"Recovery will be spearheaded not so much by the traditional industries on which our first industrial revolution was based as by new industries that will exploit to the full the potential of increasingly sophisticated technology," said Mr Young.

"The second thing of which we can be certain is that our industrial future will be shaped by managers: not only the managers who are now struggling to make our traditional industries more competitive but also new entrepreneurs.

"It is especially in the area of new technology that the concept of continuous learning becomes paramount."

Skill shortfalls could reappear

Shortfalls in key skills could reappear in an upturn in the economy, but firms could help themselves by improving their own manpower policies, according to a recently published study.

Many firms were not trying to improve strategies for utilising and retaining their employees, and the intake of apprentices had been cut significantly during the recession.

The study* finds that true skill shortages which affect output are much less extensive than in the last economic upturn.

* Copies of the study—*Craftsmen and Draughtsmen: The End of Shortages?*—are available, price £1.50, from any of the organisations involved or from the MSC, Moorfoot, Sheffield S1 4PQ.

Pilot schemes to help train 14,000 young people for work

The Manpower Services Commission is negotiating with 14 Local Education Authorities on pilot schemes to help train young people for work.

The provisional selection of the schemes for the new Technical and Education Initiative (TVEI) for 14 to 18 year olds has been endorsed by the Secretaries of State for Employment, Education and Science, and Wales.

The announcement last November had envisaged that only ten schemes each catering for about 1,000 young people—nine in England and one in Wales—would be launched in September. They would offer courses which were more technical than conventional education has been able to offer and more relevant to the needs of industry and commerce.

Mr Peter Morrison, an Employment Minister, said recently: "This is part of our New Training Initiative which covers the whole area of training policy and is intended to meet the needs of young people who receive no proper training after they receive formal education.

Regular

"The new pilot schemes will provide a base of practical understanding across the board for young people of all abilities.

"If the pilot programme is successful, as I am sure it will be, I hope that these principles will spread much more widely than this limited initiative, and that this kind of practical education will become a regular, rather than a merely occasional, option.

"It will complement existing opportunities in full-time education and parallel the provision under the Youth Training Scheme for those leaving full-time education at 16.

"Although some very good work has been going on in many schools, preparation for the world of work in this country has been inadequate and lagging behind any other industrial country.

Changes

"We must concentrate, too, on the importance of the last two years of compulsory education and see that more suitable industry-related courses are available for those continuing full-time education past minimum school leaving age.

"All in all it is an important part of our policy of stimulating much needed changes in training."

Mr David Young, chairman of the MSC,

said the Commission had chosen 14 LEA proposals, rather than ten, because of the considerable merit of all the schemes submitted by 66 LEAs. "Clearly the Initiative has struck a chord within the educational system and is supporting and accelerating a trend to which LEAs were clearly deeply committed," he said.

Keeping up with technology



The Duke of Gloucester watches a trainee testing circuits in the electronics section of the Hanley ITeC.

The importance of keeping up to date with rapidly changing technology was stressed by the Duke of Gloucester when he recently opened an information technology centre at Hanley.

The Duke paid tribute to both the staff of the ITeC and the energy of its 30 trainees, who were unemployed school leavers from the Stoke-on-Trent area.

He hoped that the knowledge gained at the centre would be put to beneficial use and would lead to permanent jobs for the trainees.

The ITeC is funded by the MSC and sponsored by Staffordshire Council.

Economic policies are designed to create employment opportunities—Michael Alison

People should respond to changes in the types of jobs available and take advantage of the training offered by the Government. In this way, said Minister of State for Employment Mr Michael Alison in Sheffield recently, we and not our foreign competitors could meet customers' demand for goods and services.

At a time when domestic demand had increased by four per cent since the spring of 1981, people still seemed to be hooked on the fallacy that the way to tackle unemployment was to pay people to work in jobs for which there was no market demand.

Labour supply had failed to take full account of the changes in the pattern of demand. Workers did not have the skills, knowledge and experience which employers were looking for. "This is illustrated when we look at the groups who are most likely to suffer unemployment. Workers under 25, whose experience is necessarily limited, are particularly vulnerable—285,000 of them have now been unemployed for a year or more. Other vulnerable groups include unskilled and semi-skilled workers," he said.

Mr Alison pointed out that at the same time there were still occupations where skill shortages persisted. "Computer-related occupations may be one such area, judging by the number of job advertisements in the trade press. The more skilled scientific, engineering, technological and secretarial occupations may be others.

"We cannot hope to develop effective employment policies unless we are aware of the activity and trends within the labour

market," said Mr Alison. "But even if the world recession were to end tomorrow there would still be a considerable level of unemployment, because of mismatches between supply of and demand for labour."

Labour supply and demand may not match in terms of location, knowledge, skills and experience. During the last two decades the pattern of demand for labour had changed considerably, but supply had not adapted rapidly enough to keep pace with those changes.

Growth

Mr Alison added that there had been a decline in employment in manufacturing and an increase in employment in the service sector, and a decline in manual occupations alongside an increase in non-manual jobs. These changes had been accompanied by a growth in the workforce, an increase in female employment—much of it in part-time work—and an expansion of measures by the Government to prepare people for the changes in industry and commerce.

The Government's economic policies were designed to create the climate for an increase in employment opportunities, said

flexible approach will be needed in many other sectors," he said.

Employers and trade unions in the industry will both be involved in local monitoring of training programmes. And participating employers in the scheme will contribute directly towards its costs.

The scheme will offer training to 9,000 young people in addition to the 6,000 16-year-olds usually taken on by the industry. It will introduce them to a wide range of skills needed in agriculture and other industries—especially those in rural areas where the young people on this scheme are most likely to find jobs afterwards.

Youth training scheme in agriculture is a model for other sectors

A model scheme to provide 15,000 youth training places in agriculture was warmly welcomed by the MSC's Director of Youth Training, Mr Ken Atkinson.

Mr Atkinson, in a speech launching the project—part of the MSC's £1 billion Youth Training Scheme—said that it set a splendid example to other industrial sectors of the way in which trade unions, employers and the Government could combine their efforts to produce a worthwhile training for young people.

"If we are to make a reality of the objectives for youth training which happily are so widely accepted in principle, the same patient and

Mr Alison. "Schemes like Job Search and the Employment Transfer Scheme make it easier for people to move to where jobs are available. And the New Training Initiative—and particularly the Youth Training Scheme—will mean that our workforce is better placed to provide the knowledge, skills and experience which employers need."

Polytechnics urged to take new teaching role

Polytechnics should give a clear lead in meeting the education needs of people at technician and supervisory levels in industry.

That is the opinion of Dr George Tolley, Director of the Manpower Services Commission's ambitious Open Tech Programme, a major new initiative in adult training.

Dr Tolley in a speech to Polytechnic Administrators said that the Open Tech Programme aimed to make existing education and training provision more accessible and to create new education and training provision through open and distance learning.

Both tasks should commend themselves to Polytechnics, he said, but open and distance learning meant a reassessment of the role of both teacher and administrator.

Distance learning did not mean getting rid of the teacher—it meant using the teacher effectively and professionally. And this applied to administrators too.

Open Tech programme is expanded

Funding for the Open Tech Programme run by the Manpower Services Commission, has been doubled for 1983-84 to £7.5 million.

The Commission has also agreed to double the budget for the following two years for which £8m a year was allocated.

Steering Group appointment

Mrs Steve Shirley OBE, chairman of a computer software servicing firm in Bucks, has become a member of the Steering Group overseeing the Manpower Services Commission's Open Tech Programme.



by Sir John Wood, Professor of Law at Sheffield University*

Monitoring labour standards

Previous articles in the *Employment Gazette* have dealt with the standard setting work of the International Labour Organisation from the viewpoint of employers¹ and trade unions. Traditionally the Anglo-Saxon legal system emphasises that legal rights are only as strong as the effectiveness of their enforcement. The work of the ILO cannot be judged solely by the standards it sets. The machinery it has developed has a crucial part to play in ensuring the success of its efforts.

In theory there should be no difficulty. A state adopts an ILO Convention voluntarily, no one forces it to do so. It would obviously be absurd for a state to ratify a convention unless it feels it can comply with it. Indeed it might be assumed that few states adopt a convention unless they are already complying or could easily do so. To do otherwise would be a deception. The numbers of

conventions ratified by individual states however shows no obvious pattern so there must be multiplicity of underlying reasons for ratification³.

On the other hand once a convention has been adopted it would be naive to assume that automatic compliance will follow. This is not just cautious scepticism, a number of factors serve to make precise compliance difficult. Any law poses problems of interpretation and application. All but the very simplest of measures drafted with absolute clarity and accurately translated (there are official English and French texts), will be difficult to apply. This will be especially so in that effective application will be affected by the character of the system to which it is to be applied. Where the convention itself enshrines general concepts,

* Sir John Wood CBE, who is also chairman of the Central Arbitration Committee, presents his personal views on the work of the ILO.

such as freedom of association, or is aimed at establishing abstract concepts such as non-discrimination or full employment the difficulties are greater still.

As well as these primary difficulties, it is important to note also that a satisfactory draft of a convention will be adversely affected by the inevitable changes that time brings to its area of application. There are so many possible changes, of social structure, of technology, of human attitudes and so on. It is inevitable that a static text, unless it is of very basic simplicity, will suffer from these changes. Municipal law attempts to lessen these problems by providing for frequent revision (in England usually by Statutory Instruments) or by allowing case law to modify the law as courts feel fit to meet new circumstances. The ILO has to manage without either of these advantages.

The importance of compliance, despite these difficulties, is recognised by the ILO. It has developed over the years institutions and procedures to monitor compliance with adopted conventions. Whether they are able to deal with today's pressures is uncertain but they at least provide machinery that can grapple with that important task.

Machinery of supervision

One important factor which helps to balance the factors already mentioned is the unwillingness of a state to be publicly reproved for failing to honour the obligations it has undertaken. It provides the foundation upon which the ILO, in common with most supra-national bodies, has to build.

Monitoring is only possible if there is access to information as to the legislation, policies and practice of the state in question. To ensure this the ILO constitution provides an obligation upon a state to report on any convention it has ratified⁴. This is followed in practice by the preparation of a standard questionnaire on each convention. A state ratifying a convention is expected to return these at stated intervals. The weight of work has meant that the return is not now annual: reports are required for the major conventions every two years, for others every four.

Major task

The preparation of the reports to the ILO, based on the questionnaire, is a major task for governments. For complex conventions it will, if properly done, involve co-operation by several departments. Although legislative texts are of central importance, the reports of national supervisory bodies, Government reports and proposals may all be both relevant and important. Obviously the quality of these reports will vary a great deal, as will the availability of information upon which a particular Government will base its report. Although these reports may be supplemented by communications from workers or employers, separate communications are not often submitted, certainly not routinely.

The primary task of the ILO monitoring organisation is to process these reports. Many will need translation into one of the working languages. The contents of the reports have to be set alongside the provisions of the convention they purport to meet. The process is by no means easy and makes big demands upon the impressive and dedicated

staff. The ILO over the years has built up an enormous expertise in the diverse skills concerned that range from the particularity of legal draughtsmanship to the generalities of economic planning.

Supervisory bodies

The principal features of the ILO machinery have developed over the years. Since 1927 the primary body at the centre of monitoring has been the grandly named Committee of Experts on the Application of Conventions and Recommendations. It is a group of independent persons, appointed by the Governing Body of the ILO, not by member states. At present there are 18, drawn from a wide range of countries and with judicial or academic experience⁵.

It is their annual task, discharged over about a fortnight each year in March, to examine the reports received by the ILO—in 1982 1,543 reports were due and 1,210 received (78.4 per cent). These, apart from a handful not received in time and held over, are lodged in files with translations (where necessary) and preliminary evaluations. Where there appears to be some doubt the Committee approves the draft of a "direct request" to the Government concerned. This is, in effect, a private letter asking for further and better particulars, as a lawyer might say. Where, however, the Committee feels that the matter is more serious it makes an "observation" on the matter in its report. Such observations fall into several categories. Attention is drawn in this way to problems common to many states arising from particular conventions. States that have failed to submit reports will be reminded of this. Individual points arising from the study of a state's report on particular conventions will be raised and failure to submit a report will be noted.

Formal dialogue

It will be appreciated that at the heart of the system is a formal dialogue between the Committee of Experts and individual states. This dialogue may be private (direct requests) or public (observations). The annual report of the Committee gathers together the observations which are printed and published. It has a special flavour, being couched in the traditional terms of international diplomacy with nicely graduated words of praise or blame (if that word is not too blunt) such as "notes with satisfaction", "notes" and "notes with regret".

The next body concerned with monitoring is a Committee of the Annual Conference called, not surprisingly, the Committee on the Application of Conventions and Recommendations. This is a tripartite body of representatives of governments, employers and workers which meets in June while the Conference is in session. It is a forum in which governments are invited to explain any points taken in the Report of the Experts. Again at this stage the underlying power is the impact of publicity. This is formalised by the use of a special paragraph where attention is drawn to instances "where governments apparently encountered serious difficulties in discharging their obligations under the ILO constitution or under conventions they have ratified". A polite but clear rebuke. The report of this Committee is submitted to the Annual Conference, which is held in June.

A less immediate, but important form of monitoring of

standards is provided by the preparation each year by the Committee of Experts of a general survey of conventions and recommendations relating to a theme chosen by the Governing Body of the ILO⁶. This study is based on reports requested from all states' members of the ILO whether or not they have adopted the conventions in question. The aim is to give an overall picture of the world scene in an area of concern. In 1982 the topic chosen was tripartite consultation that is to say joint regulation and discussion of employment issues by a Government, employers and trade unions, the subject of Convention 144 and Recommendation 152. The importance of the subject to a body that has pioneered tripartism is clear. Earlier reports have covered Minimum Age, Migrant Workers and Forced Labour⁷.

It may be argued that the processes just described are formal, bureaucratic and routine. As such it is possible, even likely that they will fail to penetrate to the level of what really happens, what protection the worker really enjoys. Two further devices used by the ILO complaints and direct contacts go some way towards meeting these comments.

Complaints

It is possible for employers and workers to interpose their own views in the process of monitoring by the Committee of Experts. Indeed the Committee welcomes such submissions and in its reports has stressed this value, some of these submissions take the form of complaints to the ILO which do not fall to be dealt with under other procedures⁸. However it would be wrong to pretend that such complaints are other than infrequent and so they play only a minor part in the process. In two other areas, however, the complaint process is more central.

The constitution of the ILO lays down a procedure whereby one member state may complain that another is not fulfilling its obligations, either under the constitution or in respect of a ratified convention⁹. It is usual to appoint a Commission of Inquiry to investigate and report. If the recommendations are not accepted the matter may be laid before the International Court of Justice of the two governments so chosen. It is obvious that this procedure is not much used and tends to occur where there is a highly charged political background. The procedure is valuable but not perhaps capable of much more frequent use.

It is in the field of freedom of association that the most effective development has taken place. They merit special consideration.

Freedom of association

Freedom of association is one of the fundamental principles on which the ILO is based. It is secured by several conventions especially 87 and 98. It is an area where individuals or organisations who feel aggrieved are very likely to complain. To build on this the Governing Body of the ILO set up in 1951 the Committee of Freedom of Association. It consists of three members each of the government, employers and workers' groups. Since its inception, it has dealt with around 1,000 cases, an impressive number. The ILO procedures for examining complaints alleging infringements of trade union rights are simpler than its other complaints procedures and, unlike

them, are capable of handling urgent cases. In particularly serious cases, the Governing Body can appoint a Fact-Finding and Conciliation Commission.

The machinery, of course, lacks any enforcement powers; reliance has to be had to the power of publicity. It must be important that a public forum is available for those who wish to state publicly that their basic rights are being destroyed or limited. The searchlight of publicity will in some cases be effective. In many others it will lead to direct contacts as described in the next paragraph. The matter once raised is unlikely to be forgotten until the matter is satisfactorily resolved and the annual monitoring of the Committee of Experts, is available to continue the dialogue. It will be readily appreciated how important this supervision is. At the present time the sad history of Solidarity in Poland is a matter of considerable concern.

Direct contacts

The most practical step is a direct contact. This means a visit to the country concerned, usually by senior ILO staff, to establish the facts of the case and if possible to help to bring about a solution to the problem. It is a fruitful procedure first introduced in 1968. Like so much else it needs the co-operation of the Government concerned. However grudging that co-operation it allows the creation of a dialogue which must give at least the hope of the elimination of failures of standard.

The Committee of Experts, mindful of the limitations of its own procedures, has encouraged the careful and properly based development of direct contacts¹⁰. It recognises that the procedure presents an excellent

References

- 1 British Employers and the ILO. J. A. G. Coates, 1981, Vol. 89, pp 215-219.
- 2 What do we expect from the ILO? Glyn Lloyd, 1982, Vol. 90, pp 351-353.
- 3 To set out a league table would be misleadingly unfair, but not without interest. For example the UK has ratified 77 conventions (and has just denounced Convention 94—Labour Clauses (Public Contracts). France and Spain have ratified over 100 each, the USSR 43, Poland 73, India 34, Chile 40, Cuba 84 and so on. For special internal reasons the USA has merely ratified seven yet that country's commitment to the work of the ILO is long standing. It must be emphasised that these figures cannot be interpreted easily.
- 4 Article 22 of the constitution.
- 5 In 1982 the members were from Japan, Singapore, India, Madagascar, Nigeria, Argentina, Brazil, Colombia, Barbados, USA, UK, Holland, Germany, France, Italy, USSR, Yugoslavia and Poland.
- 6 Under Article 19 of the constitution.
- 7 In 1981, 1980, 1979 respectively. The topic for 1983 is freedom of association.
- 8 See, for example, the 1982 report, paragraphs 60-64.
- 9 Articles 26-34 of the constitution.
- 10 See especially its 1973 report.

opportunity for the monitoring process to be allied to the more constructive offer of technical expertise. The ILO, of course, sees one of its major functions as that of offering technical assistance to member states requesting it. Provided that the national rights of the state are not infringed, the blending of monitoring and assistance must be beneficial. But like all attempts to blend enforcement with advice it is a sensitive process which needs to be developed cautiously.

There can, however, be little doubt that given good will this method of monitoring standards could be very fruitful. It is in many ways more suited to the complexity of the so-called promotional conventions, which are aimed at securing more generalised, less easily measurable standards. A good example is Convention 122 by which states undertake to adopt policies to maximise employment.

Conclusions

The monitoring process has not been without its critics. In 1974, 1977 and again in 1982 the Report of the Conference Committee on the Application of Conventions and Recommendations was not formally adopted by the Conference. In each case the reason was one particularly sensitive issue. For example, in 1977 observations were addressed to Israel in the interests of workers in the occupied territories. Some saw this as some form of legal recognition, which of course it was not intended to be. This year it was inevitable that comments had to be made about the fate of Solidarity in Poland. Again there

was a predictable political response. When these issues arise, and they cannot be avoided in this troubled world, more general criticisms are made of the machinery. One that is often heard is that the monitoring process fails to give enough weight to the different socio-economic systems.

Two trends

These criticisms have to be looked at against the background of two trends. There is no doubt that the drift of opinion has favoured regulation, at all levels, couched in more general terms. This finds expression in the ILO in promotional conventions which, for example, seek to protect employment (122), to establish rights of negotiation for public service workers (151), or spread tripartite consultation to promote international labour standards (144). Irrespective of any additional problems, there would appear to be need to develop and refine the monitoring process in these areas, where the likelihood of the commitment to a principle is likely to run ahead, often far ahead, of the ability to conform.

Finally the world recession has called into question many of the standards set, and the ability of the most willing state to maintain them. In truth, most of the standards are central, simple and essential. But in a climate where pressures lead to retrenchment they find themselves inevitably under attack. It is essential that those pressures are not allowed to erode the fundamental work of the ILO either by reducing the overall coverage of protection or by weakening the commitment of member states to the high ideals of the organisation. ■

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

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

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

SPECIAL FEATURE

Women's pay in informal payment systems

by **Christine Craig,**
Elizabeth Garnsey and
Jill Rubery

Department of Applied
Economics, University of
Cambridge

A major purpose of the research project on which the article is based was to contribute to the debate on the determinants of women's pay and employment position. The authors look at the use of formal and informal payment systems to provide a company and industry comparison of men's and women's pay levels and an explanation of women's employment positions.

Women are known to occupy jobs mainly at low grade levels in most firms and organisations in which they are employed. It is also known that industries dominated by female employees tend to have low average wages, often for the men employed as well as the women. There is much less knowledge, and even less agreement, on what factors explain this situation. Are women low paid because they are less productive workers (either because they have undertaken a higher share of family commitments, or because they have failed to acquire training and skills), or are women confined to low paid jobs through discrimination or an undervaluing of women's skills? Do jobs become low paid and graded as low skilled because women are employed in these jobs?

A major purpose of the research project on which this article reports was to contribute to the debate on the determinants of women's pay and employment position, and to do so by concentrating on the small firm sector, an area about which relatively little is known except that it is important for female employment. Moreover the equal pay legislation currently does not cover women who work where there are no collective agreements or formal pay structures as defined by the Act, and many small firms fall outside the scope of collective bargaining agreements and have no formal written procedure by which workers are paid and graded. Where informal payment systems were in use and there were no women working alongside comparable men in the same employment no adjustments to the pay structure may have been necessary to meet the requirements of the legislation. The small firm sector contains units using formal and informal payment systems and so provides a comparison of men's and women's pay rates under different arrangements and types of regulation of payment (all of which are however less formal, on the whole, than in large firms).

Research project

With these considerations in mind we chose to study six industries in which substantial numbers of small firms and establishments were to be found. We needed to obtain a better understanding of the factors giving rise to payment structures in the selected industries. Women's pay and employment cannot be understood in isolation, and moreover women's employment conditions help to shape the overall pay and employment structure in any industry. Hence the first phase of the research consisted of a general study of payment structures and employment practices within each industry. Our previous research

work had suggested that differences between industries in product markets, industrial structure, technology and systems of collective bargaining are extremely important in understanding the structure of pay. Consequently it was essential to be able to distinguish the influence of industry characteristics as well as size of firm in making comparisons of payment structures. We selected industries with a wide range of different characteristics which might be expected to have some bearing on employment practices. Four were manufacturing industries—general printing, footwear, electronics and plastics processing. Two were service industries—building societies and retail pharmacy. The two service industries had relatively sheltered and protected markets. At the other extreme general printing and footwear were in decline, suffering from import competition, and plastics processing had been badly affected by the general recessionary conditions which had put many of its industrial customers out of business. The mass production side of the electronics industry was also weak, but many of the small firms were engaged in high quality, specialist production where prospects were relatively good.

Different technologies

The selected industries also used diverse types of technology. In footwear technology tended to be very traditional, and in plastics there had been only minor adaptations during the last 20 years, whereas printing was going through a rapid transformation in the type of technology used. Electronics was at the forefront of technological development, but paradoxically this required the maintenance of many labour intensive and hand-operated techniques in the construction of high technology products.

A major consideration was to choose industries with different traditions and systems of regulating and determining wages. Printing and footwear had long established collective bargaining agreements which were used in both the small and the large firm sectors. Electronics and plastics processing were in theory both covered by the engineering industry national agreement, but whether or not this agreement was observed depended very much on the individual firm: in practice wages were usually only regulated by collective bargaining where

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

there were local negotiations in unionised firms. Retail pharmacy was covered by the Retail Pharmacy National Joint Industrial Council, which sets minimum terms and conditions for the industry through collective bargaining at national level. In this case there was very little supplementary local bargaining at the company level and almost no union organisation. In building societies there had been major changes in systems of determining wages since the 1960s, and most of the large societies had begun to determine wages through collective bargaining with their own staff association. These systems replaced the previous traditional *ad hoc* and informal payments systems, and led to the adoption of formal job evaluated systems. In the small building societies with which we were most concerned, the informal systems were retained in some cases, but others were also moving towards more formal systems, although there was little unionisation or development of staff associations in the smaller societies.

We interviewed between 20 and 30 firms in each of the industries, concentrating the interview in three geographical areas in order to be able to control for differences in labour market conditions. We were primarily interested in firms with under 100 employees, but we also interviewed a number of larger firms in each of the industries for comparative purposes. In the manufacturing industries most of these large firms were based on large establishments, but in building societies and retail pharmacies the large companies were mainly organised on a small establishment basis, although mostly covered by centralised pay and employment practices¹. The survey consisted of semi-structured interviews with management, which lasted between one hour and a hour and a half. We concerned ourselves primarily with production and lower grade clerical employees, only making reference to higher grade jobs where these were open to employees promoted from lower grades, or where they had a significant proportion of female employees. This applied mainly to the pharmacists in retail pharmacy.

Women's employment position in the six industries

The striking pattern to emerge from the study was the considerable diversity in women's employment position in the six industries, combined with basic similarities, which were revealed by comparing women's position and prospects to those of prime-age men. Both diversity and similarity were found in the occupational distribution of women, in the skills and qualifications required for the jobs, and in pay levels.

Occupational distribution and job segregation

Two characteristics of women's employment position can in principle be distinguished: the concentration of women in jobs at lower grade levels and the segregation of occupations. In practice the two are closely linked because the jobs in which women predominate tend to receive low job gradings².

Two of the industries employed mainly females in the lower grades—building societies where men were usually only employed in clerical jobs as managerial trainees, and retail pharmacy where almost all shop assistants and dispensers were female, except for some older men

trained at a time when dispensing had been normally a man's occupation. Footwear and printing had a very traditional division of labour between men and women associated with segregated occupations within each industry. In footwear women were employed primarily on the stitching of the shoe-uppers, as "closers", or as semi-skilled assistants, polishers and packers and were excluded from cutting jobs and "making-room" jobs where the uppers are attached to the sole. In printing, women had been traditionally confined to non-craft jobs in the bindery department until the introduction of new technology in the composing department changed the skills required. The new composing jobs primarily require typing skills combined with some additional knowledge and experience of printing. Consequently there has been an incentive to employ female typists in these jobs, although this has taken place mainly in non-union firms. The craft union, the National Graphical Association, now accepts women into membership but only if they undertake an apprenticeship or are already employed in a previously non-union print firm. Consequently the entry of women into the composing jobs in the unionised sector, which still covers the bulk of the industry, has been slow.

Open job structures

Electronics and plastics processing had more open job structures with more overlap in the types of jobs done by men and by women. In electronics, assembly, materials processing and testing jobs were mainly carried out by women, but in many firms a minority of men were also employed on the same work. In plastics both men and women were employed as machine operators but within the same firm they were usually employed on different types of machines. However, women in one firm might be employed on the same machines as men in another firm. Male employees were more often trained to set the machines as well as operate them, but in a few firms, usually those with only women employees, some women were also trained to set the machines.

This diversity in the patterns of female employment and in the nature of job segregation nevertheless led to the same result: few women were employed on the same jobs as men within the same firm. The major exception was the electronics industry, but in our survey firms most of the men employed alongside women were themselves drawn from relatively disadvantaged sectors of the labour force; they were, for example, young workers or black workers. In other cases the young men were using the assembly jobs as a means of obtaining entry into higher grade electronics jobs, and some firms were providing these men with training opportunities which were not available to the female employees. Only in a very small number of cases had women gained access to higher grade jobs such as test technician, jobs usually performed by men. In no firm was this a normal promotion path for women and in all examples in the survey they had acquired their expertise through on-the-job experience, not through formal training. The degree of openness in the electronics job structure can therefore easily be exaggerated. In the other industries in which men and women were employed on similar jobs, for example composing jobs in printing, or machine operators in plastics processing, they were

usually employed in different firms. However, the overlap in the tasks or functions performed by men and women was considerably greater than any simple comparison of occupations would suggest. Firms combined tasks together in different ways, or used different classification and labelling systems. For example, in electronics, some firms used workers without technical qualifications, often females, for much of their testing and quality control work, but others used only qualified male test technicians. The scope of the jobs was narrower in the former firms, but there is no doubt that there was substantial overlap in job content. In building societies the difference between a female senior cashier in charge of a cash collection office and a male junior manager in charge of a sub-office was more a matter of the status and pay of the employee than of the job content. Societies operating internal management trainee schemes reserved these jobs for management trainees and gave them managerial status; those societies without training schemes regarded them as relatively low status jobs that could be adequately performed by a cashier (who in practice was female).

In only two industries was the sex structure of the labour force related to size of firm. In printing, women accounted for 25 per cent of craft workers in the survey firms with less than 25 employees, and only one per cent in those with more than 25. In the large national building societies women formed a consistent but small minority of managerial workers and men an equally small minority of clerical workers. In the smaller societies men were rarely employed as clerical workers. In many of these societies there were also no women in managerial and administrative grades, but there were a few where women had made entry into management through long service and experience with the same society.

Skills and qualifications

The jobs on which women were employed in the six industries required very different levels and types of skills, periods of training or on-the-job experience and made different types of demands of the workers. The types of skills required included highly developed manual skills (for example, footwear closers and electronics assemblers and testers), responsibility for maintaining high pace and high quality in output (both in the labour-intensive closing and assembly jobs and in the more capital-intensive print composing-room jobs), and responsibility for the safety and handling of money and drugs (chief cashiers in building societies, and dispensers in retail pharmacy). Many of the jobs appeared to fit with the common characterisation of women's jobs as repetitive and boring, but at the same time they required considerable concentration and self-discipline. Moreover many of the jobs were not purely repetitive but required workers to acquire a wide range of knowledge about the firm's different products or customers and to use that knowledge in the course of carrying out their work. The demands made on workers by these jobs did not receive formal recognition, although managers were aware that their efficient performance was crucial to the firm. It was recognised that men would not be likely to carry out these jobs as efficiently under the terms and conditions on which women were employed. The unsuitability of men

for many of the jobs was a factor frequently mentioned by employers. Male workers of the right calibre were not available to do these jobs.

Prior qualifications

The jobs also varied in terms of entry requirements and training arrangements. Some jobs required prior educational qualifications; for building society cashiers, pharmacy dispensers and some electronics testers "O" levels were usually required. Others called for particular aptitudes such as a high level of dexterity or a "good ear", for some of the more difficult electronics assembly and adjusting work. There were also jobs requiring no previously acquired skills or natural aptitudes which could be done by most people, as in the case of plastics machine operators or bindery assistants. The length of on-the-job training and experience required in order to reach full proficiency in the occupation also varied: from a few days to a month for plastics assemblers and machine operators; a few months to a year or more for bindery workers, building society cashiers and some electronics workers; up to two years for more skilled electronics assemblers and processors, and footwear closers; and up to three years for dispensers and some senior clerical workers in building societies.

What characterised all the jobs, however, and here we have another example of the similarities in women's employment position, was the absence of formal training schemes and procedures. Even in jobs where formal training schemes were in existence, for example for dispensers, electronics technicians, and print compositors, most of the women who obtained access to these jobs did so by means of informal training. Moreover in building societies the formalising of training and promotion procedures in the large societies tended in practice to exclude women from the higher grade clerical and administrative jobs in which they had been previously employed. The lack of formal training procedures was one factor which influenced the classification of most women's jobs as at best semi-skilled, even though the length of informal training and experience required was often considerable. The jobs from which women were largely excluded involved most of those requiring formal vocational training, such as apprenticeships, technician training, or managerial training schemes in building societies. However this was not a complete explanation of the pattern of exclusion. The apprenticeship system had helped to maintain printing craft jobs as a male preserve, but industry custom and practice and trade union organisation were sufficient to exclude women from cutting and making jobs in footwear, and general social assumptions about the appropriate jobs for women seemed sufficient to exclude women from getting jobs in most plastics firms. Apart from the requirements for formal training and some cases of heavy work, there were no systematic differences in the job content of male jobs compared with female jobs that were sufficient to account for the different occupational distribution. The employment of women on typically male jobs in a minority of firms in the industry (for example in electronics, plastics and printing) and the feminisation of certain jobs formerly held by men (building society

cashiers, pharmacy dispensers) casts doubt on explanations of job segregation which assume that women do not have specific aptitudes or technical competence for certain types of job.

Pay and conditions of employment

It was in pay levels that the most similarity in women's employment position was found despite their diverse situations. Notwithstanding the wide range of different types of jobs in which women were employed, and the varying entry requirements and periods of training, the vast majority of women in the survey firms were paid less than 200 pence per hour, that is less than the pay for 90 per cent of adult men in 1981³. The most significant division in pay levels is still between male and female employees, and differences in pay between women workers must be viewed from this perspective. Those female employees covered by the survey who achieved wages above the 200 pence level were mainly senior cashiers in building societies, printing compositors (who were nevertheless paid well below male compositors), some highly skilled electronics assemblers and footwear closers, and some dispensers (mainly those who were either formally qualified or had long service). A minority of the men in the survey were also paid below this level but most of these men had specific difficulties to contend with which impaired their bargaining position or were relatively young and inexperienced. Plastics processing was a low paid industry for all, and tended to rely on men with poor work histories, on those who were prepared to work very long hours or on nights; or on young or black workers for the main production labour force. Except in plastics the majority of men in all the industries were paid well above the 200p level.

Lower skilled jobs?

The lower pay for women in most cases reflected their employment in jobs which, rightly or wrongly, were classified as lower skilled than those of men. However this was not universal in all cases as the example of women working as footwear closers demonstrates; most employers believed that closing work was as skilled as the work of most skilled males and indeed it was closing workers who had been in shortest supply over recent years. Nevertheless their pay continued to be on average well below that for skilled males on "men's jobs", and only exceptionally skilled footwear closers paid on a piecework system achieved higher earnings. Work done on a time-rate basis was much lower paid than that for skilled male workers on cutting and on many making-room jobs. Another major example of how pay did not simply reflect the nature of the job but the status and sex of the employee was provided by building societies. Senior cashiers in charge of a cash collection office were much lower paid than male sub-office managers although in practice they often had much greater experience; similarly senior clerical and administrative jobs carried out by women in small societies were much lower paid than in large societies even though they frequently required more expertise and breadth of knowledge.

In most of the industries pay levels for women workers were found generally to be higher in large than in small

firms. However there were important exceptions to this pattern which suggest that unionisation was a more important factor in explaining higher wage levels than size of firm as such (apart from printing and footwear, it was usually only the large firms which were unionised). For example in retail pharmacy some of the smaller national chains paid lower wages than the local chains and independent shops as they fixed minimum wages with reference to the μ C minimum⁴ and allowed no opportunity for the discretionary extras paid by shop managers in many of the smaller organisations. In electronics and plastics several of the large firms which were non-unionised did not provide better pay than the small firms. In footwear all firms followed the collective bargaining agreement, and the higher pay levels in the large firms were related to the more extensive use of payment-by-results instead of time-rates. In printing the lower pay for female craft and non-craft workers in small firms was associated with the weak unionisation of women in these sectors. In contrast male compositors were highest paid in the very small firms, but here almost all were union members. In the other industries men were also generally lower paid in the small firms but the differences in pay by size of firm for those with formal qualifications were less marked than for those with mainly firm-specific skills.

Some conditions of employment such as holiday entitlement, sick pay and pensions were affected by size of firm but were not systematically different for men and women. Printing and footwear had standard conditions laid down by the national agreements which were adhered to by most firms of all sizes, but in the other industries large firms provided better holiday entitlement and more occupational pensions. Sick pay provision was more variable and as likely to occur in small as in large firms, but was more often paid on a discretionary basis in small firms, as against the formal schemes common in large firms.

Explanations of women's employment position

We have described the main features of women's employment position in the survey firms. Below we consider some of the factors that could be expected to explain the low pay of the women workers in the survey firms, and summarise how far our evidence supports, rejects or modifies these explanations. We group the factors in three categories, industrial factors; institutional factors; and employment policy and practices.

Industrial factors

Product market and industrial organisation

Is women's low pay explained by their employment in highly competitive, declining or low productivity industries and firms?

The product market conditions faced by the survey firms were very diverse and it would not be possible on our evidence to support an hypothesis that aimed to explain most of women's low relative wages by the "ability to pay" of the firm or industry. For example, building societies, small and large, have protected product markets which do not set clear upper limits on pay. Similarly it is doubtful if some of the high technology electronics firms or the retail pharmacies had their "ability to pay"

stretched to the upper limits. Footwear and printing provide examples of how well regulated industries, even in recession, can provide better than average pay for many women. However many of the small printing firms employing female craft workers were low productivity firms using cheaper female labour as a basis for competition in a declining product market. It is also important not to overstress the ability to pay and independence of some of the more successful small electronics companies. Large firms opt out of some product market areas when they expect small firms to operate with lower wage costs (they can do this by subcontracting, for example); this is particularly true in the field of component and intermediate goods production. Not all small firms were, therefore, in highly competitive or declining industries, although few had extensive market power.

Size and location of firm

Is women's low pay explained by their employment in firms which are small and/or conveniently located?

Small firms on average appear to provide less generous terms and conditions than large firms, at least within the same industry. There are various reasons advanced to explain this phenomenon; one is the more competitive nature of product markets as discussed above, and another is the absence of unionisation, as discussed below. A third explanation is that workers are prepared to accept these terms and conditions because of a possibly more friendly and personal atmosphere in small firms, and their location closer to residential areas.

While we have only limited evidence from employees to support this third explanation⁵, the evidence derived from the interviews with management is not compatible with a view that large firms necessarily have to pay higher wages to secure a labour force. Many large unorganised firms in the survey paid wages comparable to low-paying small firms. However our evidence does provide some support for the view that by locating firms close to residential areas, particularly those with poor transport, employers can obtain more stable labour at a lower cost, often composed of married women. In the electronics and footwear industries there had been a persistent shortage of women workers until recently, and firms had responded by locating factories in outlying villages or by providing transport facilities, as an alternative to raising their recruitment wage rates. Similarly, one factor explaining the low average pay in plastics processing in our survey might be the high proportion of firms located in outlying districts and villages.

Technology and work organisation

Is women's low pay explained by their employment on obsolete or low productivity technology or by their exclusion from particular kinds of jobs in the production process?

Most of the jobs on which women were employed in the survey firms were not highly automated. In most cases output speed and quality depended on the skill and effort of the worker. However not all the jobs could be classified as labour intensive. For example women using typesetters were responsible for operating relatively expensive capital

equipment, as were for example, some of the quartz or silicon materials processors in electronics. Nor can techniques relying on the manual skills of the workers be described as obsolete. Most technological developments in the footwear proved not to be viable at a time when the orders had become progressively smaller, as they were designed for long run production. Traditional technology in footwear is still therefore by and large the most appropriate. In electronics, many high technology products have to be produced by hand, either because the assembly operations are too delicate for any machine yet developed, or because the small batch size does not warrant the use of mechanised techniques. The hand-assembly labour intensive processes involved were not therefore obsolete, even though they were in marked contrast to the technology of the finished product. Moreover employment on automated techniques was not sufficient to provide improved pay. For example, when women in plastics firms were employed as machine minders on automated machines, which only needed to be monitored, fed with raw material and the output stacked, the work was described as low skilled because highly automated. When women were employed on more labour-intensive machines, for example where the moulds had to be extracted by hand, the work was also described as labour-intensive and also labelled as low-skilled.

There was some evidence in the survey that women were excluded from particular types of jobs that were associated with higher pay levels. The most clear-cut example was the separation of the machine operating jobs from setting jobs (done by men) in plastics. In printing too, women were not allowed to set their machines, but this was tied up with the system of job demarcation based on craft traditions. In many cases women's exclusion from particular types of job was related to the firms' system of training and promotion and not directly to attitudes about appropriate types of jobs for women. For example, women were frequently used as supervisors in electronics where their first-hand knowledge of the assembly process was considered invaluable, but in other cases supervisors' jobs were included in promotion paths to management and held mainly by men. Some firms used their female labour fairly flexibly and interchangeably, and others used a detailed division of labour, with women specialising on only one aspect of the work, but either arrangement resulted in relatively low pay bands for all the female employees. Moreover although women did tend to be employed on many repetitive and boring tasks, this was also a characteristic of some of the jobs undertaken by men; for example in the case of male machine operators in plastics, and the making-room jobs in footwear. In short, there can be no simple explanation of women's lower pay in terms either of the type of work they do and its location in the production process, nor in the type of work from which they are excluded.

Institutional factors

Custom and practice

Is women's low pay explained by a customary division of labour by sex?

Our evidence suggests that custom and practice plays a major role in explaining any existing division of labour and structure of pay and employment. Most managers do

not consciously consider different options for organising the production process and the employment system until forced to do so by a change in the product market, or by a decision to introduce a new technique. In this sense women were allocated to particular jobs and excluded from others primarily because this had always been the case, at least as far as the current management could remember.

On the other hand our evidence also showed that the customary division of labour was subject to change under pressure from economic conditions, changes of technique or labour market factors. Dispensing jobs in retail pharmacy had apparently become feminised when the supply of suitably qualified men declined due to the expansion of higher education. In printing it was the introduction of new technology in the composing room that broke the complete male dominance of craft jobs. What is interesting is the way in which new traditions or customary attitudes develop to reinforce the change in the division of labour. There was a time when women were considered unsuitable for jobs handling money, but building society customers are now said to expect attractive, young female cashiers. Dispensing has become so identified as a female job that the chemists had not received any applications from men, despite the general high level of unemployment. In printing, without the strength of the craft union organisation, the job of typesetter could quickly have become associated with feminised clerical jobs, at lower pay levels. We also found some evidence of changes in the division of labour between the sexes occurring as a direct result of the recession. More flexible systems of work organisation were introduced as the size of the labour force declined, or as firms produced a more diversified range of products. There were more male applicants for jobs which were previously considered to be women's jobs and paid at "women's wage rates" and which men had not been prepared to accept when jobs were more plentiful.

The industries with the strongest established customary systems of work organisation, printing and footwear, also had the most rigid division of labour by sex which was observed throughout most of the industry. However, although women had a more diverse occupational distribution in the less traditional industries such as electronics and plastics, this had done little to improve their relative pay rates.

Collective bargaining systems and union organisation

Is women's low pay explained by weak trade union organisation and absence of collective regulation of pay?

Unionisation was the factor which was most systematically associated with relatively higher pay levels for women within all the industries. Again this evidence must be put in perspective. Although unionisation was associated with higher pay levels for women, only a few firms paid the majority of their women above 200 pence per hour. Unionisation therefore served to modify, not to eliminate women's relative low pay. Firms which set wages according to national agreements with no local union organisation did not systematically pay higher wages than those firms which set wages independently. Moreover for women to benefit from the effects of

unionisation it was important that at least some women should be in the union themselves. Several printing firms had unionised craft labour, which did not include the jobs of female bindery assistants, who were paid below the national agreement minimum rates.

The impact of unionisation on women's pay levels seems to depend on the historical development of the industry and its collective bargaining system. Paradoxically women have fared better in printing, in terms of obtaining higher wage levels relative to average earnings for semi-skilled jobs, despite the fact that women until recently were excluded from the craft unions and played a relatively minor role in the assistants' union, SOGAT, at least compared with NUFLAT, the footwear union where they constitute over 50 per cent of the industry's union membership. Pay levels for closers are similar to those for bindery assistants, but there is in footwear much more explicit sex discrimination in the determination of relative pay, as closers are less well paid than the skilled men despite the fact that many closing jobs require equal or higher levels of skill. Union membership figures are therefore not sufficient to assess how effectively the union represents women's interests.

It is also true that the two strongly unionised industries in our sample provide examples of how trade union organisation has tended to reinforce the exclusion of women from certain types of jobs. Nevertheless the importance of unionisation in regulating and improving pay levels for the women workers has to be recognised. Now that the unions have become more open to women moving into male skilled jobs, the system of organisation and regulation of pay that exists in these industries ensures that women who obtain access to these jobs in unionised firms do so under the same terms and conditions as men.

Employment policy and practices

Recruitment, training and promotion

Is women's low pay explained by their low skill levels or by their unwillingness to undertake training or seek promotion?

The survey evidence provides little support for the commonly held view that women's low pay can be attributed to lack of training and low skill levels. Contrary to assumptions frequently made by economists about the nature of work organisation in small firms, many of our survey firms required their workforce to be skilled and to acquire firm-specific skills through considerable on-the-job experience. The women employed by the survey firms were sufficiently stable employees to acquire these skills, and if they left to have children, firms often sought either to continue to make use of their skills by using them as homeworkers or to re-employ them later on a part-time or full-time basis. The majority of the female employees did not therefore conform to an image of a low-skilled casual workforce. However, contrary again to assumptions made by many economists, firms did not necessarily have to provide these workers with pay above the local going rate to secure a stable labour force, particularly if the firms were located near residential areas. The pay levels for the women workers did not in most cases reflect their skill and experience, and few could expect much advancement in pay or promotion

opportunities through long service.

Women do not necessarily benefit from skills and experience they acquire which are specific to the firm in which they are employed, as they are not able to use these skills to full advantage in other firms. Their bargaining position is not therefore enhanced by their level of skill. More general skills which they acquire through the education system, such as typing, also seem to confer relatively little benefit when these become labelled as "women's skills", and the assumption is made by employers that women have an inherent ability in these areas. When print firms had to provide retraining for male compositors in typing skills, the management was much more appreciative of the level of skill involved than when they took on women already trained to type. Indeed, in general, management was much more conscious of skill levels and training when these were provided within the firm and industry. Yet it was on formal vocational training schemes such as apprenticeships, management trainee courses, or further education vocational training, that women were scarcely represented. This exclusion can undoubtedly be attributed to attitudes on both the workers' and the employers' side. Employers said that they rarely had applications from women for these courses, yet on the other hand they sometimes felt it necessary to provide training opportunities for men employed on low grade jobs but did not feel the same imperative for women. Printing employers were keen to employ mature women who were experienced typists but reluctant to take girls on as apprentices at 16. They might leave to have children, and in any case they did not provide the advantage of being trained at no cost to the printing employers as did older typists.

Women excluded themselves from certain areas of employment through their choices of subjects within the education system, a topic which requires separate treatment. They were also apparently reluctant to commit themselves to formal training courses and career promotion paths when first entering employment. Almost all the women covered by the survey who were in responsible and high paid positions, excluding those with higher education, had achieved these positions through their demonstration of competence at the place of work, and through their acquisition of on-the-job experience and knowledge. Some, having made an initial success of their work, had gone on to undertake more formal training (for example in building societies) but none had opted for a managerial career path at first. The formalisation of promotion paths, as had taken place in building societies, threatened to reduce women's long-term employment opportunities by not allowing them the flexibility of becoming interested in training or promotion at a later stage in their life cycle (perhaps after having children) and by reserving senior clerical or supervisory jobs for management trainees many of whom were less efficient at these jobs than the experienced female workers.

Working-time arrangements

Is women's low pay explained by their employment in jobs with working hours that are compatible with family commitments?

Part-time workers were usually paid on the same basis

as full-time workers within the same firm, but they tended to be employed in lower-paying firms. Sometimes the more skilled and experienced workers were allowed to work part-time on slightly shorter hours, but were paid the same as the less-experienced full-timers, so that more flexible working hours provided a substitute for wage premia. In all the manufacturing industries firms were reducing the extent of part-time work especially for new recruits. Their reasons for doing so were somewhat ambiguous; most felt that full-timers were more productive, but there also appeared to be a view that part-time working conferred a degree of independence on the workforce and that this concession was unnecessary at a time of recession. Only the very skilled workers were certain to be able to retain their right to part-time work; this applied to the majority of footwear closers. In contrast retail pharmacies and building societies were increasing their use of part-time work, not to make working-hours more flexible for women but to concentrate labour hours at the time of peak customer demand. Few firms paid these workers less than full-timers, but they were often excluded from promotion lines, particularly in building societies. In contrast, homeworkers in all industries were frequently paid a lower rate than inworkers even when they were equally skilled. There were some exceptions, including some skilled homeworker-closers in footwear.

Working-time arrangements were sometimes cited as a reason for occupational segregation by sex. For example, some plastics firms used men as machine operators as shift working was required, or only trained the men to set the machines as this had to be done early in the morning before the women started work. Although these explanations had some validity, it was significant that the two industries that required most of the workforce to work on Saturdays, building societies and retail pharmacy, relied mainly on female staff. The footwear firms claimed that they could not employ women in the making-room as they could not get women to work a full week. This claim was probably true in the closing-rooms where custom and practice in the industry meant that most women expected to work less than 40 hours, but shoe components manufacturers in the same vicinity succeeded in recruiting women on a 40 hours basis. Acceptable working-time arrangements appear to be based as much on industry traditions as on the needs and preferences of female employees.

Payment systems

Is women's low pay explained by the use of ad hoc and informal payment systems?

Women employed in firms using informal payment systems tended to be paid very similar wages, whatever their skill or experience; their pay was affected more by the availability of women for employment at low wages, than by what they were currently contributing to the firm. The major benefit from formalisation of payment systems for female workers came from the fact that this entailed giving closer attention to job content and to skills. Evidence that women's jobs have generally not been properly assessed and graded according to skill but paid automatically at low wages was provided by the practice of only having one grade for women, prior to equal pay.

After the Equal Pay Act the same situation has prevailed *de facto* under informal payment systems, with differentials between women workers ostensibly in different grades of often only a few pence.

Formalised grading systems do not, however, eliminate sex bias from the grading and pay of jobs and workers. Decisions over which factors to select as a basis for grading, and what weight to attach to such requirements as muscular strength in contrast with dexterity, for example, are well known to be arbitrary, and our survey evidence provides further examples of payment systems where relatively unskilled work for men was paid above skilled work for women on the grounds that it was heavy and unpleasant work although women on unskilled and relatively heavy or unpleasant work in other firms were not rewarded with any premia.

Most of the small firms in the survey used relatively informal systems, either *ad hoc* individual systems or mainly flat-rate payment systems with little reward for skill, experience or differences in job content. The *ad hoc* systems were often described as merit-based systems, but in practice pay levels more often reflected the wage at which workers were recruited than an assessment of their current worth. The small firms using more formal systems were largely those in printing or footwear which followed the detailed industry-agreements. In footwear women paid on time-rates suffered problems of low pay despite relatively high levels of skill, as in other industries, but the commonly-used payment-by-results system did enable some to achieve above average pay levels for women.

The larger firms tended to use more formal systems, in the sense of providing written grading systems, but these resulted in higher pay mainly in unionised firms or in firms where there was probably a potential for unionisation. Job evaluation techniques were also used by some of the large firms and these were usually associated with higher pay and a wider range of pay for women. However where mainly females were employed, job evaluation might be used to establish a "fair" ranking of jobs, but the pay levels were based on low women's rates and differentials between the grades were narrow. In building societies job evaluation systems were accompanied by merit and seniority scales which in practice were a more important element of earnings than the basic pay differentials between the job evaluated grades. To describe these systems as job evaluated was therefore in some sense misleading as employee characteristics were more important than job grade in determining pay. Nevertheless under formalised systems, merit pay was at least an addition to the rate for the job and not used as a basis for paying workers according to their alternative job opportunities irrespective of the job they were doing within the firm. Job evaluation systems could also not provide a satisfactory basis for comparing dissimilar jobs, for example manual and clerical. In these circumstances the sex of the workers employed was often used as a basis for linking the two separate pay scales, attention being paid to the differential between a particular grade of female manual workers and a grade of female clerical workers either in order to bring them into line or to establish an acceptable differential; (a similar procedure was used for male manual and white-collar workers). There was no objective reason why these jobs should be

comparable except that they were both done by women.

Nevertheless job evaluation systems do seem to be able to provide the basis for higher pay for women workers. The reason for this is that they result in greater attention being paid to job content. For example, two building societies were reassessing their job evaluated schemes to provide more recognition of the skills and responsibilities of clerical workers, whereas when first introduced these schemes had reproduced the existing system of wage differentials in which women were all paid at a similar rate. In another example, however, in an electronics firm, male skilled workers were pressing for higher differentials over the female assemblers. This example shows that if job evaluated schemes do break the link between external bargaining power and pay, the more powerful groups in the firm may be able to put pressure on management to re-establish the link.

Conclusions

The main conclusion that we drew from our research evidence is that jobs in which women are employed tend to be low paid and of low status whatever the content of the job or the skills and experience of the female employees. Women only tend to obtain relatively high pay when they are employed on jobs still dominated by men, and even then only when employed in the same firm, or when in possession of a professional qualification. We have found that women are indeed excluded from many skilled job areas, often those requiring formal training, but that in addition the skills and training for women's jobs are undervalued and underestimated. The main reason why the employment of women has an independent effect in lowering the pay and status of a job is that they can in practice be recruited at lower wage levels than prime-age males. These differences in the male and female labour supply in our view are rooted in the social and family system but reinforced by opportunities in the labour market⁶.

(continued on p. 148)

Notes

- (1) We defined firm-size by the number of employees covered by an autonomous pay and employment policy.
- (2) See the distinction between vertical and horizontal segregation C Hakim 1979 Occupational Segregation, Department of Employment Research Paper no 9.
- (3) New Earnings Survey, April 1981.
- (4) The two largest national chains paid above the minimum rate: One of those was unionised with a centrally-determined closed shop agreement. The other was non-unionised, but had a formalised pay and grading system with provision for additional merit payments.
- (5) A small pilot survey of 48 employees in ten firms was also carried out as a complement to the main employer survey.
- (6) Some evidence of the ways in which limited job opportunities reinforce women's acceptance of conditions in their current job and their role in the family was collected in our pilot survey of employees.

SPECIAL FEATURE

Recent changes in hours and holiday entitlements

Employment Gazette summarises the changes affecting manual workers featured in national collective agreements or in wages orders by Wages Councils during 1982 and gives some indications of future changes.

Reductions in normal hours of work and increases in holiday entitlements continued to be an important feature of national collective agreements negotiated during 1982. By the end of 1983 the average basic weekly hours for manual workers are expected to have been reduced to about 39, and around 97 per cent of manual workers will have a basic paid holiday entitlement of four weeks or more.

The main changes affecting manual workers are summarised here and featured in national collective agreements or in wages orders made by Wages Boards or Councils during 1982. Some of them came into effect during 1982, while others will be implemented shortly.

Full details of normal weekly hours and paid holiday entitlements, together with other details on rates of pay, relating to these agreements are published in *Time Rates of Wages and Hours of Work**

Hours

Normal hours of work are taken to be the hours of work for which basic rates of wages are payable, in other words exclusive of main meal breaks and overtime hours. Details of average weekly hours based on information taken from a representative sample of national collective agreements and wages orders are published as an index in table 5.8 of *Labour Market Data*.

There was virtually no change in average normal hours between the beginning of 1975 and the beginning of 1979. During the past four years, however, there has been a resumption of the earlier movements towards shorter

hours. By December 1982 the average was 39.4 hours per week, compared with an average of 39.5 in December 1981. Agreements made so far in 1983 indicate a continuation of this fall.

As table 1 indicates, just under two million manual workers (out of just under 11 million covered by national

* Loose-leaf publication, up-dated each month, available on annual subscription from Department of Employment (Statistics A4) Orphanage Road, Watford (tel. Watford 28500 ext. 525).

Table 2 Changes in normal weekly hours—industries covered by national negotiating arrangements

Operative date	Industry	Estimated coverage	Reduction (hours)
1982			
Jan	Railway workshops (British Rail)—GB	28,000	1 (40 > 39)
	Ceramics—GB	31,000	1 (40 > 39)
	Thermal insulation contracting—GB	6,000	1 (40 > 39)
	Railway service (British Rail)—GB†	99,000	1 (40 > 39)
Feb	Plumbing—Scotland and NI	10,000	½ (38 > 37½)
	Road passenger transport (National Council)—GB	55,000	1 (40 > 39)
Mar	Plumbing—E&W	30,000	½ (38 > 37½)
April	Pharmaceuticals and fine chemicals manufacture—GB	13,000	1 (40 > 39)
	Shipbuilding (British Shipbuilders)—UK	65,000	1 (40 > 39)
May	Iron and steel and non-ferrous scrap—GB	8,500	1 (40 > 39)
July	General printing—E&W	70,000	1½ (39 > 37½)
	Telecommunications (British Telecommunications) (Telegraphists 2)—UK	12,000	2 (43 > 41 in London) 1 (42 > 41 outside London)
	Health services (maintenance, electrical and plumbing staff)—GB	12,000	1 (40 > 39)
Aug	Cast stone and cast concrete products—E&W	22,500	1 (40 > 39)
Sep	Dock labour—GB	23,000	1 (40 > 39)
Oct	Retail food and allied trades—GB (Wages Council) (Certain workers)‡	*	2 (42 > 40)
Nov	Road passenger transport (municipal undertakings)—GB	18,000	1 (40 > 39)
	Local authorities' services (school meals service, etc)—E&W	295,000	1 (40 > 39)
	Local authorities services (manual and semi-skilled engineering workers)—E&W	1,019,000	1 (40 > 39)
Dec	Motor vehicle retail and repair industry—UK	370,000	1 (40 > 39)
1983			
Jan	Chemicals (ICL Plc)	37,000	2½ (40 > 37½)
	Dairy industry—E&W	60,000	1 (40 > 39)
	Retail distribution (Co-operative Societies)—GB	178,500	1 (40 > 39)
	Retail food and allied trades—GB (Wages Council) (Certain workers)‡	*	1 (40 > 39)
	Retail trades (non-food)—GB (Wages Council)	*	1 (40 > 39)
	Unlicensed place of refreshment—GB (Wages Council)	*	1 (40 > 39)
April	Retail food and allied trades—GB (Wages Council) (Certain workers)‡	*	1 (40 > 39)
May	Pharmaceuticals and fine chemicals manufacture—GB	13,000	1 (39 > 38)
	Surgical dressing manufacture—GB	6,000	1 (40 > 39)

* Figures on a comparable basis for Wages Councils are not available.

† Implementation delayed for footplate staff.

‡ The hours of work for workers engaged not less than 80 per cent of their time in the sale of excisable liquors were reduced from 42 to 40 in October 1982 and from 40 to 39 in April 1983. The hours of work for all other workers were reduced from 40 to 39 from January 1983.

Table 1 Changes in normal weekly hours

	Number of workers affected ('000's)	Average reduction in hours of those affected
1971	623	1.0
1972	1,618 *	1.1
1973	749	1.6
1974	703	1.6
1975	340	1.5
1976	7	1.0
1977	3	1.3
1978	127	2.5 †
1979	35	5.3 ‡
1980	489	1.2
1981	3,230	1.0
1982	1,945	1.1

* Mainly workers in retail distributive trades.

† Includes a reduction in the case of Post Office engineering workers from 40 to 37½ hours.

‡ Includes a reduction in the case of Local Authority Fire Staff from 48 to 42 hours.

Table 3 Holidays with pay

	Percentage of manual workers with basic holidays of						Percentage with extra service entitlements
	Two weeks	Between two and three weeks	Three weeks	Between three and four weeks	Four and five weeks	Five weeks and over	
1972	8	16	39	33	4		12
1973	6	9	36	45	4		14
1974	1	1	30	40	28		20
1975	1	1	17	51	30		26
1976	1	1	18	47	34		32
1977	1	1	18	47	34		32
1978	1	1	17	47	35		36
1979	1	1	7	42	50		38
1980			2	24	19	55	40
1981			2	11	25	61	37*
1982			2	5	21	53	19

* The fall since 1980 is mainly attributable to the deletion from some Wages Council orders and agreements of references to extra service entitlements. This does not necessarily imply that previous arrangements will not continue on a voluntary basis.

collective agreements) experienced reductions in normal weekly hours in 1982 (averaging just over one hour for those affected). The main changes during 1982 and agreed future changes are shown in table 2.

The trend towards increased entitlements to paid holidays (additional to public or customary holidays) which began to accelerate around the middle of 1979, continued during 1982. By the end of 1982, 93 per cent of manual workers subject to national collective agreements had a minimum entitlement of four weeks or more and nearly a fifth had a minimum entitlement of five weeks or more. National agreements or wages orders covering just over two million workers provided for increases in holiday entitlement in 1982.

Actual holiday entitlements will tend to be higher than the minimum entitlements laid down in national agreements and wages orders because of additions for seniority, local arrangements, and so on. Table 4 gives details of the main changes in minimum holiday entitlements arising from agreements in 1982 where groups of 25,000 or more workers were involved. A fuller list covering all agreements and wages orders notified to the Department is available on request from Statistics A4 division.

Table 4 Recent changes in holiday entitlements

Industry covered by national agreement or wages order	Estimated number of workers affected	Change in holidays-with-pay entitlement (excluding public or customary holidays)
Agriculture-Scotland (Wages Order)	28,500	Increase of 3 days to total 4 weeks for all classes except stockworkers for the holiday year ending October 1982
Biscuit manufacture-GB	36,000	Increase of 1 day to total 4 weeks 1 day from April 1982
Clothing manufacture-GB (Wages Council)	*	Increase of 1 day to total 4 weeks from April 1982 for all sectors except Rubber proofed garments which is from May 1982
Clothing manufacture-GB (Association)	60,000	Increase of 1 day to total 4 weeks for the 1982-83 holiday year
Ceramics manufacture-GB	31,000	Increase of 1 day to total 4 weeks 1 day for the 1982-83 holiday year
Paper making, paper board and building board making-UK	33,600	Increase of 2 days/shifts to total 5 weeks from July 1982
Local authorities' services-E&W (Building and civil engineering operatives)	80,000	Service requirement for 5 weeks holiday reduced to 5 years' service from April 1982
Plumbing-E&W	30,000	Increase of 1 day to total 4 weeks 1 day in the 1982 holiday year
Gas supply-GB	41,400	An additional 3 days of 'local holidays' determined on the basis of concurrent service and operative from June 1982
Electricity supply-GB (Certain workers)	81,200	From March 1982 an increase of 1 day for workers with less than 25 years' service
Water industry-E&W	34,800	Increase of 1 day to total 4 weeks (plus 1 day for each 2 years' service up to a maximum of 4 weeks 4 days) from April 1982
Road passenger transport-GB (National Council Omnibus Undertakings)	55,000	Increase of 2 days to total 4 weeks 2 days for the 1982 holiday year
Telecommunications-UK (British Telecommunications)	120,000	Engineering grades-labourers, technicians IIA and IIB-Basic entitlement-Increase of 1 day to total 3 weeks 4 days from October 1982
Merchant navy-UK	26,600	Increase of 12 days to total 84 days in the 1982 holiday year
Retail distribution-GB (Co-operative Societies)	178,500	Service requirement for 4 weeks 3 days holiday reduced to 8 years' service and for 5 weeks to 13 years' service for holiday year commencing April 1982
Retail meat trade-E&W	40,000	Service requirement for 4 weeks holiday reduced to 2 years' service from April 1982
Retail trades (non-food)-GB (Wages Council)	*	Service requirement for 4 weeks holiday reduced to 1 year's service from April 1982
Unlicensed place of refreshment-GB (Wages Council)	*	Qualifying period for 4 weeks holiday reduced to 12 months' service as at March 1983 (Operative June 1982)
Government industrial establishments-UK	147,000	Increase from July 1982 of 1/2 a day to total 4 weeks and 4 weeks 2 days after 10 years' service

* Figures on a comparable basis for Wages Councils are not available.

Women's pay in informal payment systems (continued from p. 146)

Although our main finding was a generally low level of pay for women wherever they were employed, certain features of the employment situation were also found to have an influence on the relative level of women's pay. Size of firm was not found to be very important in itself, but small size was strongly associated with the absence of trade union organisation and the use of informal payment systems, except in the two industries with a long tradition of union organisation in firms of all sizes. Union organisation and the formalisation of payment systems, where jobs were properly graded and evaluated, were both found to have a significant effect in raising the minimum level of pay for women and extending the range of pay to reflect differences in job content, skill and experience.

The major findings relating to women's employment position to emerge from our study are that the jobs now mainly performed by women should not all be dismissed as low skilled nor should women workers be assumed to be unwilling to become stable and productive employees. In the firms we interviewed the majority of managers were convinced that for the most part women were the more reliable and stable workers in the low paid jobs in which high turnover rates are normally expected. An improvement of the position of women in employment requires as a starting point the reassessment of the demands made on employees in "women's jobs" and recognition of the skills and abilities and of the effort exerted by female employees.

SPECIAL FEATURE

Registered disabled people in the public sector

The article shows the figures for a wide cross-section of public sector employers whose individual quota positions have been disclosed with their agreement. Quota figures are an incomplete guide to the employment of disabled people since they only recognise the employment of those disabled people who choose to register as such, and their number has declined in recent years.

Each year since 1976 the quota figures for a wide cross-section of employers in the public sector have been published with their agreement in *Employment Gazette*.

Figures for Government departments were prepared by the Treasury Management and Personnel Office and relate to June 1, 1982. The figures for other public sector employers were obtained during the annual enquiry into the quota positions of all employers subject to quota, carried out by the Manpower Services Commission (MSC) in May 1982.

The following factors should be borne in mind in considering the figures:

- failure to satisfy the three per cent quota is not an offence, but the Disabled Person (Employment) Act 1944 requires employers in this position to obtain permits from the MSC's Disablement Resettlement Officers before engaging staff who are not registered as disabled. The Act also requires employers who are below quota not to discharge unreasonably a registered disabled employee;
- quota figures only reflect the employment of those disabled people who are registered under the terms of the 1944 Act, and because many disabled people who would be eligible to register choose not to do so, quota figures themselves do not give an accurate picture of the extent to which disabled people are employed;
- the number of registered disabled people has declined in recent years to such an extent that it is no longer possible for all employers covered by the quota scheme (that is those with 20 or more workers) to achieve the three per cent. If all unemployed registered disabled people were recruited by these employers, the average

level of quota fulfilment could only rise from the present 1.3 per cent to about 1.9 per cent. Only about one-third of employers subject to quota now satisfy quota.

Quota figures should therefore be considered in the light of these limitations.

The Manpower Services Commission (MSC) completed a major review of the quota scheme in 1981 and submitted a report to the Secretary of State for Employment in July 1981. The Report recommended the replacement of the quota scheme by a new statutory duty on employers to provide equality of opportunity for disabled people in all aspects of employment. The Report recommended that this statutory duty should be linked to a Code of Practice on the employment of disabled people.

The Government invited comments from interested parties on the recommendations in the Report before coming to a decision on the future of the quota scheme. Whilst the proposal for the introduction of a Code of Practice received wide-spread support, there was opposition from some quarters to the suggestion that the quota scheme should be abolished.

The government have therefore asked the MSC to press ahead with the drafting of a Code of Practice in consultation with interested parties, with the aim of testing it. The Government also decided to retain the quota scheme for the time being and have asked the MSC to consider ways suggested by the House of Commons Select Committee and others for improving its effectiveness within the existing legislation.

To help in this task, the MSC has set up a working party—comprising representatives of employers, workers, disabled people's organisations and the National Advisory Council on Employment of Disabled People—to consider the various suggestions in more depth.

Public sector quota figures

Government departments

	Registered disabled staff	Per cent		Registered disabled staff	Per cent		Registered disabled staff	Per cent
Agriculture, Fisheries and Food	219	1.8	Export Credits Guarantee Department	27	1.5	National Savings	233.5	2.6
Management and Personnel office	20	1.6	Foreign and Commonwealth Office	88.5	1.5	Ordnance Survey	49	1.6
Customs and Excise	375	1.5	Health and Social Security	1,665	1.8	Overseas Development	25.5	1.3
Defence	2,333.5	1.3	Home Office	201	0.6	Population, Censuses and Surveys	51	2.1
Royal Ordnance Factories	59	1.7	Industry and Trade	220	1.5	Stationery Office	153	3.0
Education and Science	1,602	2.7	Inland Revenue	1,207	1.7	Treasury	63.5	1.6
Energy	11.5	1.0	Land Registry	110	2.0	Scottish Office	121.5	1.7
Environment (incl PSA and Transport)	829.5	1.6	Lord Chancellor's Office	194.5	1.9	Scottish Prison Service	10	0.4
			Mint, Royal	38	3.3	Welsh Office	52	2.3
						Other Government Departments	122	1.6

Local government

County councils

	Registered disabled staff	Per cent		Registered disabled staff	Per cent
Avon	120	0.5	Broxbourne	6	1.1
Bedfordshire	98	0.6	Broxtowe	15	2.1
Berkshire	91	0.5	Burnley	20.5	1.8
Buckinghamshire	42	0.3	Bury	38	0.7
Cambridgeshire	133	0.8	Calderdale	43	0.7
Cheshire	145	0.6	Cambridge City	25	2.8
Cleveland	138.5	0.5	Cannock Chase	13	2.2
Clwyd	183	1.9	Canterbury City	17	2.0
Cornwall	133.5	1.6	Caradon	12	4.0
Cumbria	133.5	1.1	Cardiff City	58.5	1.6
Derbyshire	120	0.5	Carlisle	23	2.3
Devon	262	1.2	Carmarthen	15	3.8
Dorset	97	0.7	Carrick	12.5	2.8
Durham	120	0.6	Castle Morpeth	6.5	1.7
Dyfed	131.5	1.2	Castle Point	11	2.4
East Sussex	129	1.0	Ceredigion	11	2.5
Essex	166	0.5	Charnwood	7	1.0
Gloucestershire	160	1.5	Chelmsford	9.5	1.2
Greater Manchester	69	0.9	Cheltenham	12	1.8
Gwent	283.5	2.5	Cherwell	8	1.4
Gwynedd	127.5	1.6	Chester City	22	2.1
Hampshire	102.5	0.4	Chesterfield	28	1.8
Hereford and Worcester	119	0.9	Chester-le-Street	7	0.6
Hertfordshire	55	0.2	Chichester	22	3.8
Humberside	213	0.8	Chiltern	1	0.2
Isle of Wight	19.5	0.7	Chorley	13	2.2
Kent	203	0.5	Christchurch	Nil	Nil
Lancashire	270	0.8	Cleethorpes	16	3.0
Leicestershire	65	0.3	Colchester	32	2.0
Lincolnshire	78	0.6	Colwyn Borough	8	1.8
Merseyside	67	1.5	Congleton	4	0.8
Mid Glamorgan	166.5	1.0	Copeland	5	0.8
Norfolk	160	0.9	Corby	13	2.3
Northamptonshire	79	0.4	Cotswold	11	3.4
Northumberland	63	0.8	Coventry City	96	0.7
North Yorkshire	122	0.8	Craven	6	2.1
Nottinghamshire	255	1.0	Crawley	12	1.5
Oxfordshire	56.5	0.4	Crewe and Nantwich	19	2.4
Powys	70	1.7	Cynon Valley	22	2.8
Salop	101	1.0	Dacorum	6	0.6
Somerset	109	1.3	Darlington	21.5	2.0
South Glamorgan	58.5	0.5	Dartford	6	0.9
South Yorkshire	62	1.3	Daventry	2	0.7
Staffordshire	189.5	0.7	Delyn	10	1.8
Suffolk	62	0.4	Derby	49	2.0
Surrey	127	0.6	Derwentside	46	4.0
Tyne and Wear	27	1.4	Dinefwr	11	4.4
Warwickshire	71	0.7	Doncaster	95.5	0.9
West Glamorgan	130	1.1	Dover	22	2.5
West Midlands	46	0.9	Dudley	76.5	0.7
West Sussex	64	0.5	Durham City	35.5	3.4
West Yorkshire	111	1.4	Dwyfor	5.5	2.6
Wiltshire	161.5	1.2	Easington	39	3.1

District councils

	Registered disabled staff	Per cent		Registered disabled staff	Per cent
Aberconwy	21	4.0	Kennet	4	1.3
Adur	4	1.0	Kerrier	10	1.7
Afan	29	3.3	Kettering	12	1.9
Allerdale	14	2.4	Kingston-upon-Hull	121	2.4
Alnwick	7	3.8	Kingswood	2	0.4
Alyn and Deeside	7	1.4	Kirkless	87.5	0.6
Amber Valley	17	3.0	Knowsley	71	1.1
Arfon	29	5.0	Lancaster City	31.5	3.0
Arun	15.5	2.2	Lanbaugh	18	1.1
Ashfield	16	2.8	Leeds City	180	0.8
Ashford	16	2.8	Leicester City	43	1.2
Aylesbury Vale	9	1.5	Leominster	3	1.7
Babergh	9	2.6	Lewes	5	1.1
Barnsley	74	0.9	Lichfield	14	3.3
Barrow-in-Furness	17.5	2.0	Lincoln City	35	3.8
Basildon	26	2.3	Liverpool City	398	1.6
Basingstoke and Deane	18	2.0	Llanelli	28.5	4.0
Bassetlaw	9	1.2	Lliw Valley	12	2.6
Bath City	14	1.3	Luton	33	1.6
Beaconsfield—South Bucks	2.5	0.7	Macclesfield	25	2.5
Berwick-upon-Tweed	7	3.6	Maidstone	14	0.4
Beverley	12	2.2	Maldon	10	4.8
Birmingham City	286	0.9	Malvern Hills	7	1.4
Blaby	2	0.6	Manchester City	250	0.8
Blackburn	84	4.1	Manchester	19	1.7
Blackpool	59	2.6	Medina	8	2.2
Blaenau Gwent	22	2.2	Mendip	5	1.3
Blyth Valley	14	1.9	Medway	15	1.7
Bolsover	23	4.3	Meirionnydd	7	2.8
Bolton	129	1.0	Melton Borough	4	1.9
Boothferry	5	1.3	Merthyr Tydfil	31	3.1
Boston	7	1.3	Mid Bedfordshire	5	1.5
Bournemouth	35.5	1.5	Mid Devon	6	1.6
Bracknell	6	1.0	Middlesborough	49	2.5
Bradford	137	1.0	Mid Suffolk	6	1.6
Braintree	16	2.4	Mid Sussex	8.5	1.5
Breckland	5	1.1	Milton Keynes	11	1.4
Brecknock	4	1.7	Mole Valley	6	1.2
Brentwood	8	1.8	Monmouth	11	1.9
Bridgnorth	5	2.5	Montgomery	7	2.5
Brighton	42	1.8	Neath	18	3.2
Bristol City	92	1.6	Newark	4	0.7
Broadland	4	1.4	Newbury	3	0.5
Bromsgrove	4	0.9	Newcastle-under-Lyme	22.5	2.2
			Newcastle-upon-Tyne	186	1.3
			New Forest	10	1.3
			Newport	20	1.2
			Northampton	11	0.7
			North Avon	4	0.7
			North Bedford Borough	22	2.3
			North Cornwall	24	5.0
			North Devon	15	3.2
			North Dorset	Nil	Nil
			North East Derbyshire	13	1.8
			North Hertfordshire	10	1.4
			North Kesteven	5	1.5
			North Norfolk	3	0.7
			North Shropshire	7	2.8
			North Tyneside	51	0.6
			North Warwickshire	3	0.8
			North West Leicestershire	9.5	2.4
			North Wiltshire	4	0.8
			Norwich City	60	3.1
			Nottingham City	67	1.4
			Nuneaton	28	2.9
			Oadby and Wigston	4	1.7
			Ogwr	35	2.9
			Oldham	55	1.2
			Epsom and Ewell	4	2.4
			Erewash	11	1.6
			Exeter City	21.5	2.7
			Exeter	7	1.3
			Fareham	12	2.9
			Fenland	3	1.1
			Forest Heath	3	1.1
			Forest of Dean	13.5	3.2
			Fylde	7	1.4
			Gateshead	69	0.8
			Gedling	9	1.5
			Gillingham	7.5	1.5
			Glanford	12	3.7
			Gloucester City	21	2.7
			Glyndwr	5	1.8
			Gosport	9	1.6
			Gravesham	17	2.3
			Great Yarmouth	29	3.3
			Grimsby	24	2.8
			Guildford	12	1.7
			Rhuddlan	1	1.8
			Rhymney Valley	25	1.6
			Ribble Valley	7	2.7
			Richmondshire	4	1.4
			Rochdale	61.5	0.9
			Rochford	3	0.9
			Rossendale	16	2.0
			Rother	7	1.5
			Rotherham	65	0.7
			Rugby	6	1.4
			Runnymede	7	1.4
			Rushcliffe	8	1.0
			Rushmoor	7	0.9
			Rutland	1	0.8
			Ryedale	3	0.9
			St Albans City	12	1.8
			St Edmundsbury	9	1.2
			St Helens	94	1.2
			Salford City	180	1.2
			Salisbury	16	2.9
			Sandwell	123	1.0
			Scarborough	51	3.7
			Scunthorpe	26	2.7
			Sedgefield	23	1.9
			Sedgemoor	11	1.7

* Formerly known as North Wolds

Greater London area councils

	Registered disabled staff	Per cent		Registered disabled staff	Per cent
Sefton	184	2.0	Kirkcaldy	25	1.5
Selby	6	1.5	Kyle and Carrick	21	1.5
Severnsoaks	14.5	2.2	Lochaber	2	0.8
Sheffield	223.5	0.9	Midlothian	9	1.2
Shropshire	9.5	1.6	Monklands	22	1.6
Shrewsbury and Atcham	10	1.6	Moray	19	3.0
Slough	10	0.9	Motherwell	26	1.6
Southampton	28	0.5	Nairn	5	9.3
South Bedfordshire	31	1.2	Nithsdale	5	1.3
South Cambridgeshire	7	1.7	North East Fife	3	0.5
South Derbyshire	3	0.8	Perth and Kinross	6	0.7
Southend-on-Sea	6	2.0	Renfrew	26.5	1.2
South Hams	3	0.8	Ross and Cromarty	7	2.6
South Herefordshire	6	2.0	Roxburgh	8	3.0
South Holland	1	0.5	Skye and Lochalsh	2	4.4
South Kesteven	7	1.5	Stewartry	Nil	Nil
South Lakeland	13	2.2	Stirling	18	2.0
South Norfolk	18	2.7	Strathkelvin	10	1.2
South Northamptonshire	4	1.2	Sutherland	3	2.6
South Oxfordshire	3	1.1	Tweeddale	Nil	Nil
South Pembroke	6	1.6	West Lothian	24	1.7
South Ribblesdale	11.5	2.1	Wigtown	4	2.0
South Shropshire	1	1.7			
South Staffordshire	8	1.8			
South Tyneside	128.5	1.7			
South Wight	11.5	0.5			
Stafford	8	1.4			
Staffordshire Moorlands	13.5	1.9			
Staffordshire	8	1.9			
Staveley	7	0.8			
Stockport	56	0.6			
Stockton-on-Tees	25	1.5			
Stoke-on-Trent City	80	2.7			
Stratford-on-Avon	9	1.6			
Stroud	12	2.4			
Sunderland	4	0.9			
Suffolk Coastal	157	1.1			
Surrey Heath	8	2.0			
Swale	5	0.7			
Swansea City	81	3.2			
Taff-Ely	20	2.0			
Tameside	90	1.4			
Tandridge	7.5	2.2			
Tamworth	2	0.4			
Taunton Deane	3	0.5			
Teesdale	Nil	Nil			
Teignbridge	20	3.6			
Tendring	14	2.2			
Test Valley	8	1.4			
Tewkesbury	2	0.6			
Thamesdown	1.25	1.3			
Thanet	36	3.1			
Thurrock	38	3.0			
Three Rivers	3	0.6			
Tonbridge and Malling	9	1.7			
Torbay	29.5	2.9			
Torfaen	5	0.5			
Torridge	7	2.6			
Trafford	64	2.2			
Tunbridge Wells	17	2.6			
Tynedale	3	0.9			
Uttlesford	2	0.7			
Vale of Glamorgan	11	1.3			
Vale of Whitehorse	2	0.4			
Vale Royal	13	1.3			
Wakefield City	109	1.0			
Walsall	126	1.1			
Wansbeck	19.5	2.9			
Wansdyke	3	0.8			
Warrington	26	1.8			
Warwick	14	1.9			
Watford	6	0.8			
Waveney	7	0.9			
Waverley	3	0.8			
Wealdon	4	0.9			
Wear Valley	22	3.8			
Wellingborough	4	0.9			
Welwyn Hatfield	10	1.2			
West Derbyshire	4	1.0			
West Dorset	2	1.1			
West Devon	9	1.9			
West Lancashire	13	2.0			
West Lindsey	4	1.1			
West Norfolk *	12.5	2.1			
West Oxfordshire	3	1.0			
West Somerset	Nil	Nil			
West Wiltshire	5	1.1			
Weymouth and Portland	17	2.8			
Wigan	131	1.4			
Wimborne	3	1.1			
Winchester City	12	2.0			
Wirral	177	1.9			
Windsor and Maidenhead	19.5	2.6			
Woking	7	1.1			
Wokingham	7	1.5			
Wolverhampton	85	0.8			
Woodspring	24	1.9			
Worcester City	15	2.5			
Worthing	19	0.5			
Wrexham	12	1.3			

	Registered disabled staff	Per cent
Great Yarmouth and Waverly	30	0.1
Greenwich	40	0.6
Grimsby	11	0.5
Gwent	50	0.6
Gwynedd	33	0.9
Halton	5	0.4
Hammersmith and Fulham	16	0.4
Hampstead	19.5	0.4
Haringey	10	0.3
Harrogate	16	0.8
Hartlepool	8	0.5
Hillingdon	11	0.2
Hounslow and Spelthorne	22	0.5
Huddersfield	11	0.4
Hull	27	0.6
Humberside	10	0.6
Huntingdon	6	0.8
Islington	20	0.5
Isle of Wight	9.5	0.5
Kettering	15	0.5
Kidderminster	11	0.5
Leeds Eastern	56	0.6
Leeds Western	60	0.9
Liverpool	58	0.5
Macclesfield	18	0.6
Maidstone	27	0.8
Mid Downs	15	0.6
Mid Essex	29	0.6
Mid Glamorgan	43	0.4
Mid Staffs	21.5	0.7
Milton Keynes	Nil	Nil
Newcastle	47	0.5
Newham	11	0.4
Northallerton	2	0.2
Northampton	23	0.4
Northumberland	60	1.1
North Bedfordshire	9	0.3
North Birmingham	5	0.1
North Derbyshire	38	1.2
North Devon	7	1.0
North West Durham	16	0.6
North East Essex	35	0.7
North Hertfordshire	Nil	Nil
North Lincolnshire	32	0.7
North Manchester	30	0.6
North Sefton	30	2.4
North Staffordshire	46	0.6
North Tees	30.5	1.8
North Tyneside	9.5	0.5
North Warwickshire	15	0.5
Nottingham	66	0.6
Norwich	61	0.9
Oldham	26	0.8
Oxfordshire	43	0.4
Paddington and North Kensington	Nil	Nil
Pembrokeshire	10	0.9
Peterborough	12	0.4
Plymouth	19	0.4
Pontriffract	10	0.5
Powys	30	1.3
Preston	29.5	0.6
Redbridge	3.5	0.2
Richmond	11	0.3
Rochdale	21	0.9
Rotherham	22	0.6
Rugby	6	0.7
St Helens and Knowsley	27	0.7
Salford	36.5	0.6
Salisbury	18	0.8
Sandwell	10.5	0.4
Scarborough	7.5	0.5
Scunthorpe	48	0.4
Shropshire	15	0.3
Solihull	11	0.4
Somerset	48	0.8
South Bedfordshire	7	0.3
South Birmingham	33	0.7
South Cumbria	10.5	0.5
South Glamorgan	122	1.0
South Lincolnshire	29	0.8
South Manchester	41	0.4
South Sefton	20	0.4
South Tees	18	0.3
South Tyneside	9.5	0.5
South Warwickshire	13	0.4
Southampton	5	0.0
Southend	29.5	0.8
Southmead	12	0.3
South East Kent	5	0.2
South East Staffordshire	13	0.5
Southern Derbyshire	45	0.6
South West Durham	19	0.7
South West Surrey	105	0.6
Sunderland	35	0.6
Swindon	12	0.4
Tameside and Glossop	17	0.7
Torbay	29	0.8
Tower Hamlets	22	1.0
Trafford	31	1.1
Tunbridge Wells	23	0.5
Victoria	24	0.3
Wakefield	36.5	0.9
Walsall	14	0.4
Waltham Forest	18.5	0.3
Warrington	12	0.3
West Berkshire	14.5	0.2
West Birmingham	13	0.2
West Cumbria	19	0.9
West Dorset	15.5	0.5
West Essex	16	0.4
West Glamorgan	46	0.7

	Registered disabled staff	Per cent
West Lambeth	38	0.6
West Lancashire	5	0.3
West Norfolk	20.5	1.0
West Suffolk	9	0.3
Wirral	36	0.6
Wolverhampton	46	1.2
Worcester	23.5	0.5
Wycombe	2	0.1
York	34	0.9

Scottish health boards

	Registered disabled staff	Per cent
Argyll and Clyde	66	0.6
Ayrshire and Arran	45	0.8
Borders	3.5	0.2
Dumfries and Galloway	26	0.8
Fife	12.5	0.2
Forth Valley	22.5	0.4
Grampian	64	0.6
Greater Glasgow	100	0.3
Highland	19.5	0.5
Lanarkshire	41.5	0.5
Lothian	77	0.4
Orkney	Nil	Nil
Shetland	2	0.6
Tayside	81	0.7
Western Isles	3	0.6

Other bodies within the National Health Service

	Registered disabled staff	Per cent
Dental Estimates Board	41.5	3.0
Prescription Pricing Authority	13	0.6
Welsh Health Technical Services Organisation	10	1.6
Scottish Health Service Common Services Agency	19	0.4

Nationalised industries and public authorities

	Registered disabled staff	Per cent
British Aerospace	1,158	1.5
British Airports Authority	36	0.5
British Airways	188	0.5

	Registered disabled staff	Per cent
British Broadcasting Corporation	134	0.5
British Gas Corporation	1,293	1.3
Britoil Limited	2	0.1
British Railways Board	3,590	1.7
British Steel Corporation	671	0.9
British Telecom	3,699	1.5
British Transport Docks Board	125	1.5
British Transport Hotels Limited	46	1.7
British Waterways Board	49	1.6
Cables and Wireless Limited	13	0.8
Civil Aviation Authority	58	0.8
Electricity Council	11	0.9
Independent Broadcasting Authority	10	0.7
National Coal Board	2,893	1.1
Post Office Corporation	2,321	2.0
United Kingdom Atomic Energy Authority	173	1.2

Electricity boards

	Registered disabled staff	Per cent
Eastern	87	1.1
East Midlands	102	1.3
London	128	1.4
Merseyside and North Wales	82	1.5
Midlands	95	1.0
North Eastern	104	1.8
North of Scotland Hydro	40	1.0
North West	102	1.2
South Eastern	77	1.1
Southern	71	0.8
South of Scotland	133	1.0
South Wales	75	1.8
South Western	69	1.2
Yorkshire	130	1.6
Central Electricity Generating Board	393	0.7

Regional water authorities

	Registered disabled staff	Per cent
Anglian	71.5	1.1
Northumbrian	17	0.8
North West	109	1.3
Severn-Trent	105	1.0
Southern	64	1.6
South West	39	1.6
Thames	63	0.5
Welsh National Water Authority	119	2.1
Wessex	40	1.6
Yorkshire	95	1.5

Notes

The 1944 Act is not binding on the Crown, but Government departments and the National Health Service have nevertheless agreed to accept the same responsibilities as other employers.

The figures of the British Steel Corporation do not include the employees of Redpath Dorman Long Ltd or of British Steel Corporation (Chemicals) Ltd which being separately registered companies are separate employers for quota purposes.

Because of reorganisation within the National Health Service, a number of the new District Health Authorities have been unable to provide figures for inclusion in this year's tables.

The column headed "registered disabled employees" in the tables shows in some case 0.5 of a decimal place. This is because registered disabled people who are normally employed between 10-30 hours per week count as half a unit of staff for the purpose of calculating an employer's quota percentage. A similar rule applies to the total number of staff employed.

LABOUR MARKET DATA

Contents

Commentary	S2	Vacancies	
Employment		3.1	Summary: seasonally adjusted: regions S40
0.1	Background economic indicators	3.2	Summary: regions S41
1.1	Working population	3.4	Occupation S42
1.2	Employees in employment		
	time series	S9	
1.3	production industries: MLH	S11	
1.4	whole economy: MLH	S12	
1.8	Output, employment and productivity	S15	
1.9	International comparisons	S16	
1.11	Overtime and short-time	S17	
1.12	Hours of work	S18	
Unemployment		Industrial disputes	
C1	Unemployment and vacancies chart	4.1	Summary: industry; causes S43
2.1	uk summary	4.2	Stoppages of work: summary S44
2.2	gb summary		
2.3	Regions	Earnings	
2.4	Assisted and local areas	5.1	Average earnings index: S45
2.5	Age and duration	5.1	industrial sectors S46
2.6	detailed figures	5.3	industry S46
2.7	Age	5.4	Average earnings and hours: manual S48
2.8	Duration	5.5	Index of average earnings: S48
2.13	Adult students	5.6	non-manual workers S48
2.14	Temporarily stopped	5.7	Average earnings and hours: all employees S50
2.18	International comparisons	5.8	Labour costs S51
2.19	Flows of unemployed and vacancies	5.9	Basic wage rates and normal hours S52
		C3	International comparisons S54
			Earnings, prices and output chart S55
		Retail prices	
		6.1	Recent movements S56
		6.2	Latest figures: detailed indices S56
		6.3	Average retail prices of items of food S57
		6.4	General index: time series S58
		6.5	Changes on a year earlier: time series S60
		6.6	Pensioner household indices S60
		6.7	Group indices for pensioner households S60
		C4	Chart S61
		6.8	International comparisons S62
		Definitions and conventions	S63
		Index	S64

Trends in labour statistics

Commentary

Summary

Recovery in the economy is indicated by the March CBI Monthly Trends Enquiry, with much improved response on manufacturing order books and output expectations. The CBI cyclical indicators also point to an upswing.

A growth rate of 2 per cent during 1983 was forecast by the Treasury at the time of the Budget on March 15. Recovery overseas is also expected, in a number of countries including the United States.

On the demand side, the recovery in retail sales and car registrations in the second half of last year has been maintained in the early months of this year. After an initial drawing down of stocks, there are indications that output is now rising in certain industries, and imports have also increased.

Vacancies have been edging upwards in recent months. Employment in manufacturing fell more slowly in February but it is too early to say whether this marks a change of trend. Unemployment increased by 25,000,

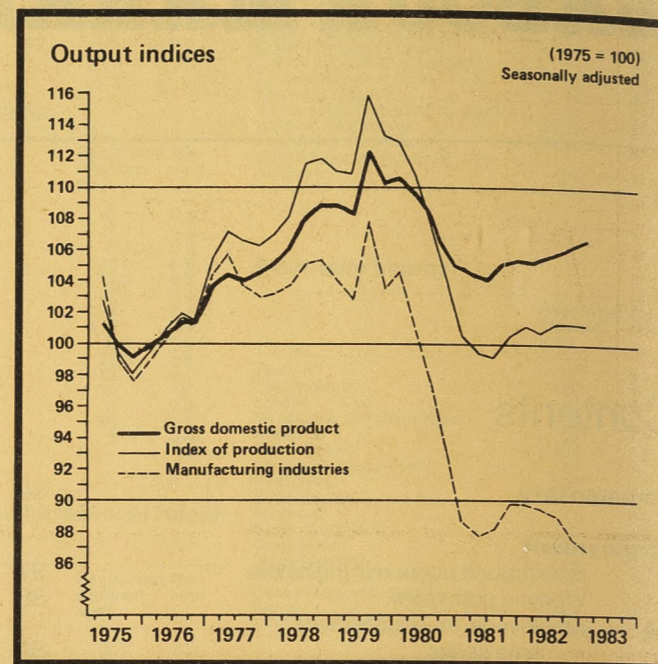
seasonally adjusted, in March, similar to the average for recent months. There is usually some time-lag between a recovery in demand and output in the economy and an improvement appearing in the trend of unemployment. Short-time working has been steady at a little below the rate reached in November last year. Overtime working has been changing little.

Average earnings continued to increase at an underlying rate of about 7¼ per cent in the year to February.

The rate of inflation is now 4.6 per cent, is at its lowest level since June 1968.

Economic background

The results of the March CBI Monthly Trends Enquiry confirm the general improvement in business climate. For the second successive month manufacturing order books improved noticeably. This improvement was apparent across most of industry, although order books were strongest for the consumer goods sector. In line with rising demand, the survey results also showed the



strongest output expectations since June 1979.

The CBI's cyclical indicators also point to a continuing upswing in the business cycle. The longer-leading, shorter-leading

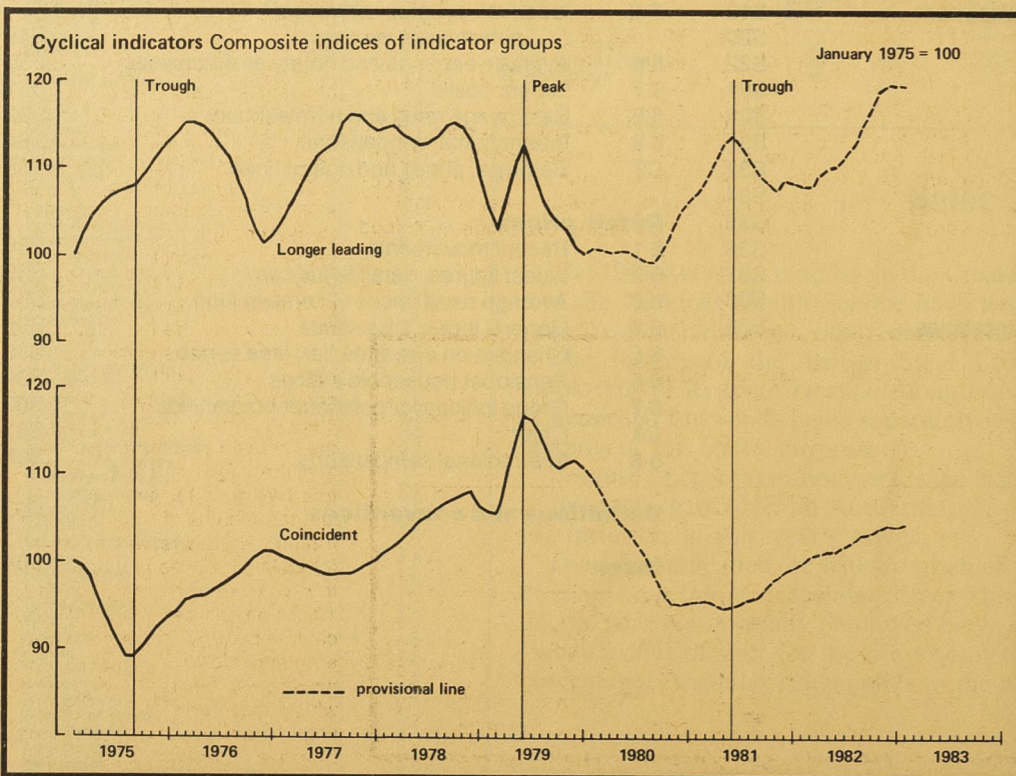
and coincident indicators have all increased over the latest few months. Most recent forecasts are in broad agreement about the prospect of continued modest recovery in 1983. The latest government forecast, issued at the time of the Budget, for example, sees domestic demand rising by 3½ per cent in 1983.

The level of demand rose quite sharply in the fourth quarter of 1982, with total final expenditure 1.3 per cent up compared with the third quarter, and there are indications that higher demand is persisting.

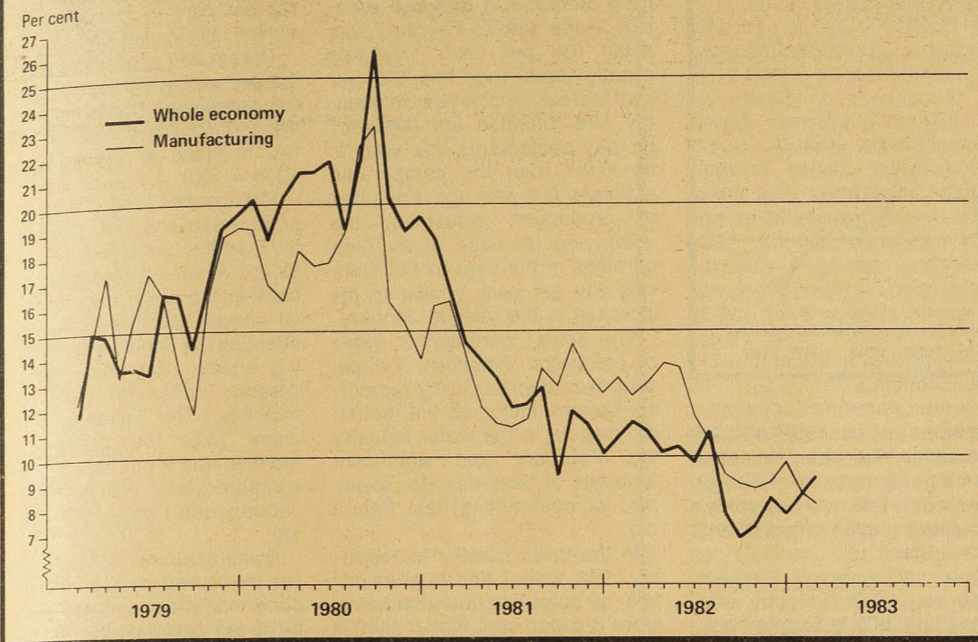
GDP (output) rose by ½ per cent in the fourth quarter and was 1 per cent higher than a year earlier. Industrial production was broadly unchanged, while service sector output grew by almost 1 per cent. The consensus of recent forecasts expects growth of 1½-2 per cent in output in 1983.

Manufacturing output in February, though down on January, remained above the rate in the closing months of last year. In the three months to February it was about 1 per cent up on the previous three months. For index of production industries, output in the three months to February was 1.4 per cent up on the previous three months and 2.4 per cent up on a year earlier.

In volume terms, consumers' expenditure in the fourth quarter



EARNINGS: Average earnings index: increases over previous year



was 1½ per cent up on the third quarter, and 3 per cent up on a year earlier. Spending on durable goods and clothing and footwear was particularly buoyant.

Retail sales in the first quarter were 4½ per cent higher than a year earlier, having risen again in March. Consumer spending is expected to rise by about 2½ per cent in 1983.

Housing starts, on provisional estimates, rose by 16 per cent in the six months to February 1983 and were 30 per cent higher than a year earlier, with recent increases in activity in both private and public sectors.

There was further substantial destocking in the fourth quarter. The volume of stocks held by

manufacturing industries and distributive trades, on revised estimates, fell by £480 million, compared with destocking of £335 million in the third quarter. The Government's Budget forecast sees a slight rise in the volume of stocks in 1983.

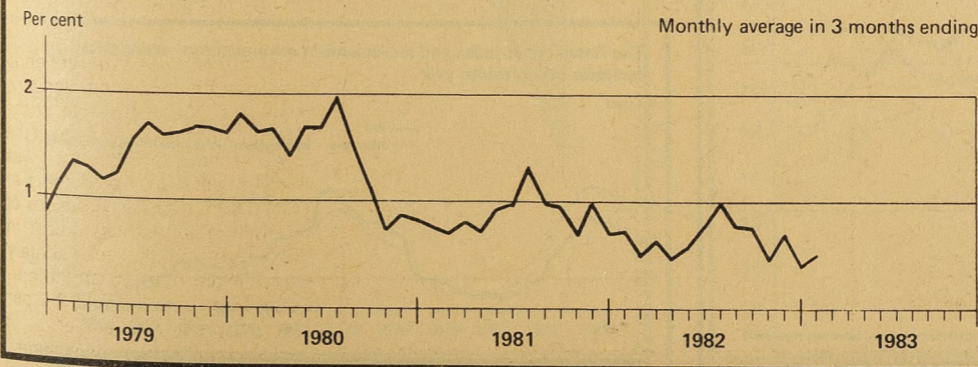
Capital expenditure by manufacturing, distributive and service industries (excluding shipping), on revised estimates, fell by 1 per cent in the fourth quarter. The underlying trend in capital expenditure, however, remains flat, with a slow downward trend in manufacturing investment offsetting the rising trend in the distributive and service trades. A rise of 3½ per cent in capital expenditure in 1983 is predicted

by the Budget forecast.

All three target monetary aggregates showed only moderate increases in February and their annual rates of growth remained well within the 8-12 per cent target range. In part, this results from public borrowing remaining well below its target level, by an expected £2 billion. Over the year to February, sterling M3 rose by 9¼ per cent and M1 rose by 11 per cent. Clearing bank base rates fell by ½ per cent on April 14, to 10 per cent.

Sterling's effective exchange rate continued its recent fall in the first three weeks of March. Since then sterling has recovered strongly, and on April 14 the effective exchange rate stood

EARNINGS: Average earnings index: underlying rate of change*



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

at a level some 5½ per cent higher than towards the end of March. Sterling has been boosted by hopes of a period of stability in world oil prices and by slight falls in US interest rates. Its effective exchange rate remains, however, nearly 11 per cent lower than in October last year.

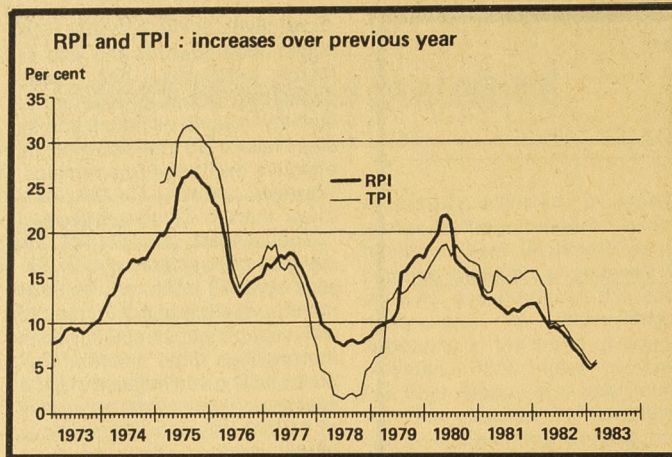
The current account of the balance of payments was in surplus by £388 million in the three months to February, compared with a surplus of £1,456 million in the previous three months. Visible trade showed a deficit of £121 million compared with a surplus of £1,079 million in the previous period. Export volume fell by 1 per cent in the three months to February, while the volume of imports was 5 per cent higher than in the previous three months. Imports of manufactured goods, especially cars, rose sharply in the first two months of 1983.

World outlook

There have been signs of an emerging recovery in output and demand in a number of OECD countries since the beginning of 1983. GDP in OECD countries fell by about ½ per cent in 1982, reflecting reductions in fixed investment, stockbuilding and exports to non-OECD countries. Consumers' expenditure continued to grow, but at a slower rate than in previous years owing to slower growth in real earnings and employment.

Average OECD growth of 1½ per cent in 1983 and around 3 per cent in 1984 has recently been predicted by both the National Institute for Economic and Social Research and the CBI. The UK growth forecasts compare favourably with those for the rest of Western Europe, but are lower than those for the US and Japan.

In the US, industrial production rose by 1 per cent between December and January, housing starts reached record levels in the first two months of this year and the index of leading indicators has risen for nine out of the last ten months. The US administration has now raised its official forecast for economic growth for the year to the fourth quarter 1983 from 3.1 per cent to 4.7 per cent. In contrast, the French government, following its recent package of 'austerity' measures which accompanied the devaluation of the French franc within the European Monetary System, has revised its forecast for growth in



1983 downwards, from 2 per cent to ½ per cent.

The rate of inflation continued to moderate in 1982. In the year to December 1982, consumer price inflation in OECD countries averaged 6½ per cent. Inflation in the US, UK, West Germany and Japan was well below this average rate.

Average earnings

The underlying increase in average earnings was about 7¾ per cent in the year to February, similar to the increase in the year to January.

About a quarter of employees are estimated to have had pay

settlements in the 1982-83 pay round which had been reflected in earnings by the end of February; relatively few new pay settlements were implemented during February itself.

The actual increase in the year to February, 9.2 per cent, was substantially inflated by temporary factors. The amount of back-pay in February this year, reflecting especially that for National Health Service employees, was much greater than in February last year, adding about 1½ per cent (net) to the twelve month increase in average earnings. Variations in the timing of settlements and industrial disputes had only a slight net effect on the increase.

The underlying monthly increase in average earnings in the

three months to February was about ½ per cent.

In manufacturing, the underlying increase in average earnings in the year to February was about 8¼ per cent. This was slightly lower than the 8½ per cent increase in the year to January and reflected the tendency for pay settlements this year to be lower than the comparable settlements a year ago. For index of production industries, the underlying increase in average earnings in the year to February was 8½ per cent, similar to the increase in the year to January.

The actual increase for index of production industries, 7.2 per cent, was depressed by temporary factors, including the industrial dispute in the water industry this February and significant amounts of back-pay (for example, for coal-mining) last February.

In the three months to February 1983, wages and salaries per unit of output in manufacturing were 3.6 per cent higher than a year earlier.

Retail prices

The rate of inflation, as measured by the 12-month change in the retail prices index (RPI), was 4.6 per cent in March, compared with 5.3 per cent in February and 4.9 per cent in January this year. The rate is now at its lowest level since June 1968.

Between February and March 1983 the index went up by 0.2 per cent compared with an increase of 0.4 per cent in February and a similar rate on average during 1982. There were small price increases over a wide range of goods and services, including motor vehicles and fresh fruit, but petrol and some meat prices fell. The latest prices were collected on March 15, Budget day, and therefore do not reflect Budget tax changes.

The increase in the RPI during

the six months to March, excluding the effects of seasonal food prices, was 1.4 per cent compared with 1.2 per cent in February and a similar rate in January.

The tax and prices index rose by 4.8 per cent in the year to March, 0.2 percentage points more than the corresponding increase in the RPI, to stand at 171.9 (January 1978 = 100).

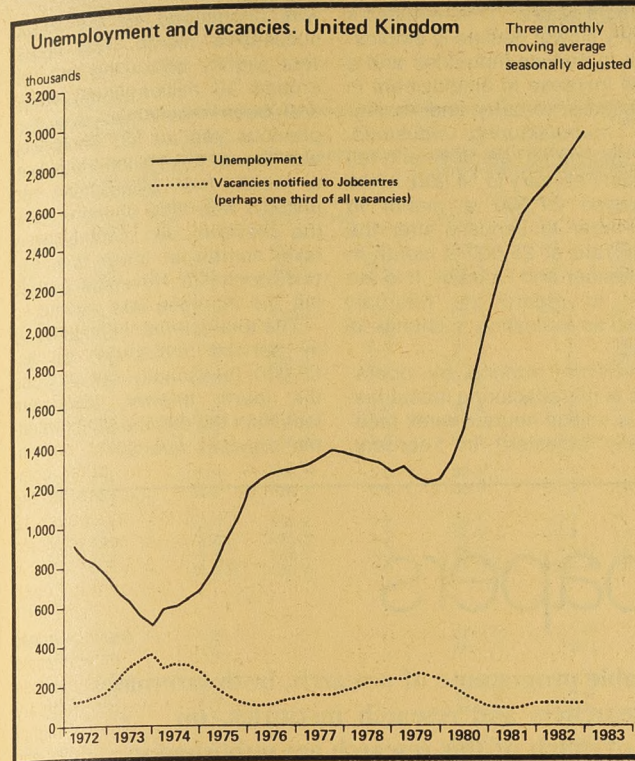
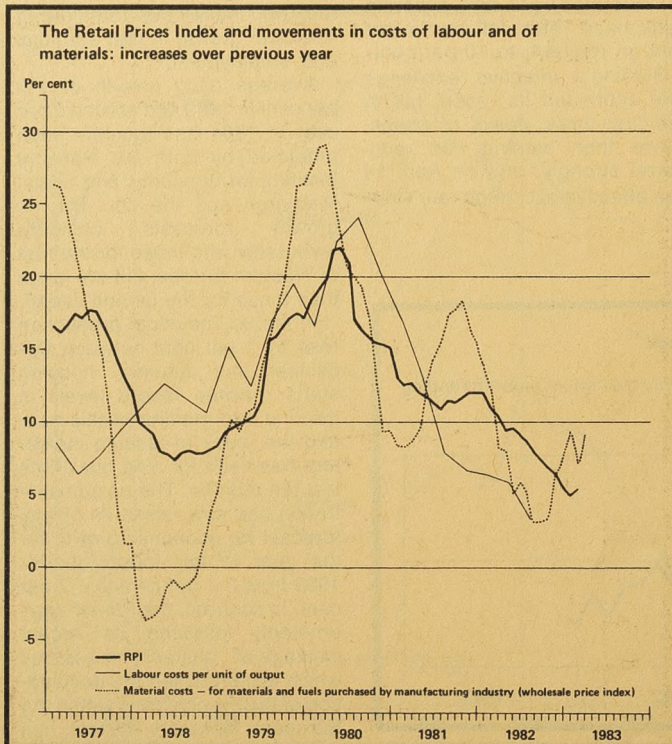
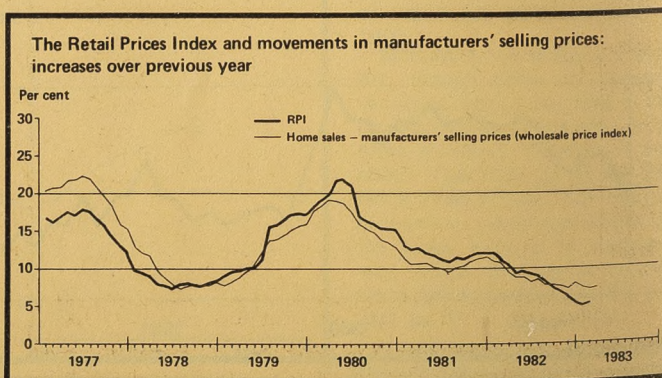
Input prices (that is the prices of materials and fuels purchased by manufacturing industries) in March remained steady. Reductions in the dollar price of crude oil and of precious metals were offset by the depreciation of sterling against the dollar and increased prices for other commodities. The increase in the index over the previous 12 months was 9 per cent in March compared with 9½ per cent in January and 7 per cent in February.

Manufacturers' selling prices (as measured by the wholesale price index for home sales) rose by ½ per cent between February and March, as a result of higher prices for alcoholic drink and tobacco following the recent Budget.

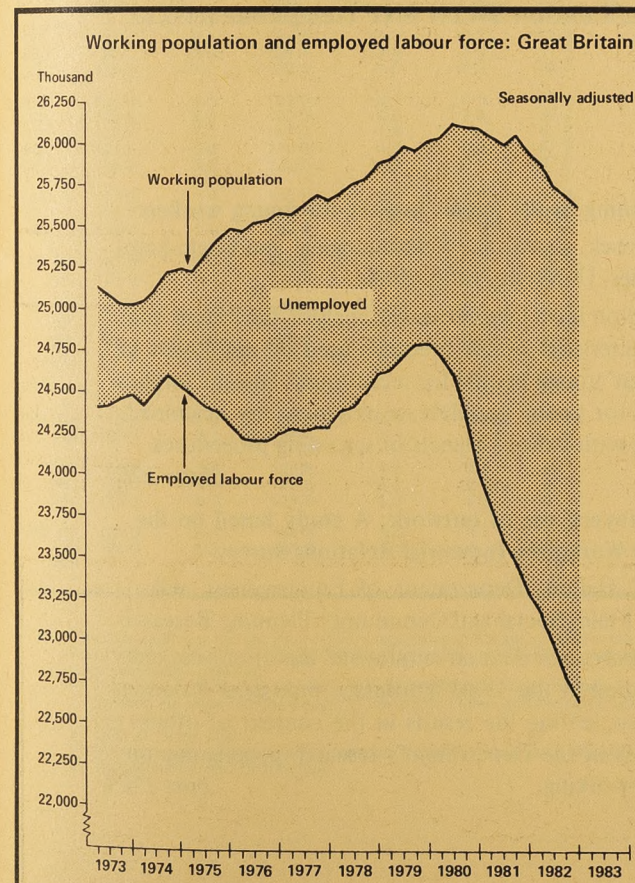
In February 1983 the rate of inflation in the United Kingdom was 1.1 percentage points lower than the average for all OECD countries 5.7 and 3.3 percentage points lower than the average for the European Community 7.9 per cent. A year ago, the rate in the United Kingdom was 11 per cent, compared with 9 per cent in OECD countries as a whole and 11 per cent in the European Community.

Unemployment* and vacancies

The underlying increase in unemployment (shown by the seasonally adjusted figures) in March is similar, at 25,000, to the average of 27,000 in the previous five months, and compares with 31,000 in the third quarter of



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



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1982 and 28,000 in the second quarter.

The recorded total decreased by 27,000 in March to 3,172,000, reflecting a fall of 40,000 from seasonal influences, a decrease of 12,000 in school leavers, and an underlying (seasonally adjusted) increase of 25,000.

The March total included 112,000 school leavers, compared with 124,000 in February and 95,000 (estimated) in March 1982; the decrease of 12,000 between February and March compared with a decrease of 16,000 for the same period last year.

The number of people covered by special employment measures at the end of February was 650,000, an increase of 29,000 since January. The increase mainly reflected greater numbers supported by the Temporary Short Time Working Compensation Scheme, and on the Community Programme. The effect on the unemployment count, which for a number of reasons is much less than the total, is estimated at 360,000.

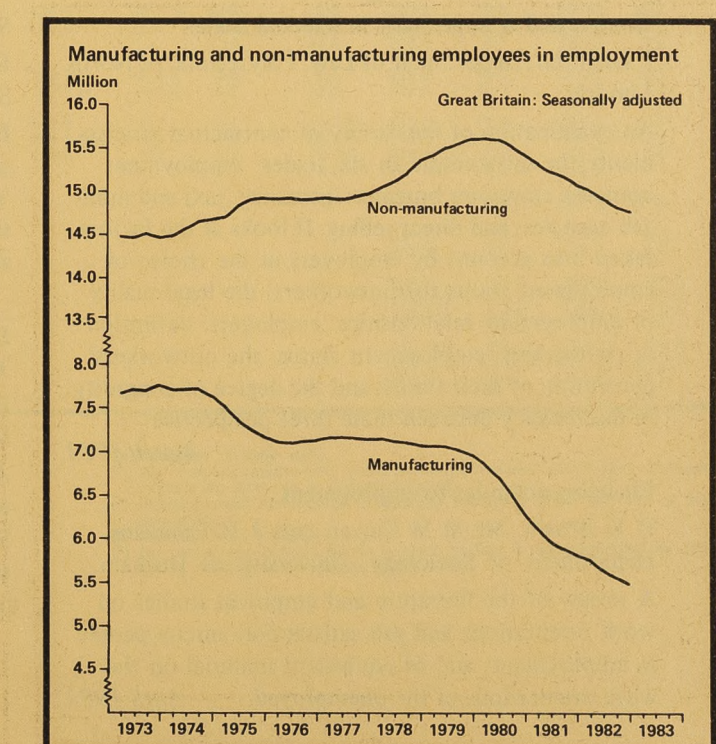
Vacancies in recent months have edged upwards. The stock of unfilled vacancies held at Jobcentres (seasonally adjusted) increased by 2,000 in March to 126,000. In the first quarter the stock averaged 124,000 a month compared with 115,000 in the fourth quarter, and 112,000 in the first quarter of 1982. The inflow of vacancies averaged 172,000 in

the first quarter of this year, compared with 165,000 in the previous quarter and 166,000 in the first quarter of 1982. At current low levels, the significance of these small increases remains somewhat uncertain; they partly reflect vacancies for the Community Programme.

Male unemployment continues to rise faster than for females. In the three months to March, the increase over the previous three months was 0.4 percentage points for males compared with 0.3 for females.

The regional pattern in the latest three months, compared with the previous three months, shows above-average increases in the seasonally adjusted percentage rates for the East Midlands (+0.6 percentage points), and the West Midlands, the North West and Northern Ireland (all +0.5). In the other regions the increases were close to the national average (+0.4 percentage points).

International comparisons of unemployment show that most countries have experienced increases over the past year. Recent increases in the seasonally adjusted national unemployment rates (latest three months compared with the previous three months) are: Ireland (+1.0 percentage points), the Netherlands (+0.8), the United Kingdom, Germany and Belgium (all +0.4) and the United States and Japan (both +0.1). In Canada there is



no change in the rate, while France is showing a decrease (-0.1).

* New basis (claimants).

Industrial stoppages

The provisional number of working days lost through industrial stoppages in March was 447,000. The provisional total of 1.5 million in the first quarter is a little below the 1982 figure of 1.9 million, and less than half the average for the same period over

the last ten years, of 3.4 million. Three-quarters of the days lost in March resulted from four stoppages: one in coal mining, mainly in Wales; one in London docks; and two in the motor vehicle industry.

The number of stoppages provisionally recorded as beginning in March remained low, at 76.

Employment

Total employment in Great Britain fell by 157,000 (seasonally adjusted) in the fourth quarter of last year, a little less than in the

previous quarter. This reflected a slightly slower decline in employment in service industries and a small increase in employment in agriculture, forestry and fishing.

In manufacturing industries, the decline in employment fell back in February to 14,000; it had averaged 37,000 a month in November to January after the lower rate of 25,000 a month in September and October. It is too soon to regard the February figure as indicating a change of trend.

Overtime working by operatives in manufacturing industries, at 9½ million hours a week (seasonally adjusted) in February,

was unchanged for the fourth successive month. This figure was slightly below the level of around 10 million hours which had been maintained over the previous year or so. Short-time working, at 1¾ million hours lost a week (not seasonally adjusted), was little changed from the previous two months, at a level somewhat lower than the rate reached in November following the increase last autumn.

The total number of employees in service industries fell by 65,000 (seasonally adjusted) in the fourth quarter, somewhat less than the decline of 82,000 in the previous quarter.

DE Research papers

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

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

Forthcoming titles

Contractual arrangements in selected trades

P Leighton, Department of Law, Polytechnic of North London

An examination of the variety of contractual arrangements for outworkers in six trades: employment agencies; computer bureaux; insurance; taxi and minicab agencies; and direct selling. It looks at the factors taken into account by employers in the choice of employment status for outworkers; the legal reality of employment relationships; employers' definition of outworkers' employment status; the outworkers' perception of their status; and the degree of congruity or discrepancy between these three perspectives.

March 1983.

Changing attitudes to employment

R K Brown, Ms M M Curran and J M Cousins, Department of Sociology, University of Durham.

A review of the literature and empirical studies on work orientations and job satisfaction among people in employment, and of equivalent material on the work orientations of the unemployed.

April 1983.

Screening in the labour market for young workers

R Livock, Centre for Criminological and Socio-Legal Studies, University of Sheffield.

Based on local labour market analysis the extent and characteristics of the methods used by employers to 'screen' young people for recruitment and the implications for young people's employment are examined, along with various aspects of screening procedures.

June 1983.

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

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

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

June 1983.

BACKGROUND ECONOMIC INDICATORS* 0.1

Seasonally adjusted

Output		Demand												
Index of production—OECD countries ¹	Whole economy ²	Index of production—manufacturing	Consumers' expenditure 1975 prices	Retail sales volume ¹	Real personal disposable income	Fixed investment ³ 1975 prices	Stock building ⁴ 1975 prices							
1975 = 100	1975 = 100	1975 = 100	£ billion	1978 = 100	1975 = 100	£ billion	£ billion							
1972	98	6.5	97.8	-3.1	100.1	2.7	63.3	6.0	95.2	8.7	9.6	1.4	-0.1	
1973	108	10.2	103.5	5.8	108.4	8.3	66.3	4.7	99.6	4.6	101.4	6.5	8.9	-2.1
1974	109	0.9	101.9	-1.5	106.6	-1.7	65.0	-1.8	98.5	-1.0	100.5	-1.3	7.3	-2.1
1975	100	-8.3	100.0	-1.9	100.0	-6.2	64.7	-0.6	96.6	-1.8	100.0	-0.1	7.4	1.2
1976	109	9.0	101.9	1.9	101.4	1.4	64.7	0.9	96.4	-0.1	99.2	-0.8	7.3	-1.3
1977	113	3.6	104.6	2.6	102.9	1.5	64.5	-0.3	98.3	-1.7	97.7	-1.5	7.9	9.1
1978	118	4.4	108.0	3.3	103.9	1.0	68.2	5.8	100.0	5.6	105.7	8.2	8.8	10.7
1979	123	4.2	110.3	2.1	104.3	0.4	71.6	4.9	104.3	4.6	113.1	7.0	10.0	12.8
1980	123	0.0	107.1	-2.9	95.4	-8.5	71.6	0.0	104.3	0.6	114.5	1.2	9.9	-0.9
1981	124	0.8	104.5	-2.4	89.4	-6.3	71.9	-0.1	105.5	1.2	112.5 R	-1.7 R	9.2 R	-5.3
1982	119	-4.0	[105.8]	[1.0]	88.4 R	[-1.1 R]	72.7	1.1	108.2	(3)	111.3	-1.1	9.3	-1.1
1981 Q3	124	3.3	105.1	-1.0	89.7	-4.1	17.9	-0.7	105.4	1.1	111.8 R	-3.4 R	2.3	-8.0
Q4	123	0.0	105.3	0.6	89.6	-0.6	18.0	0.7	105.3	1.1	111.6 R	-3.8 R	2.3	-8.0
1982 Q1	121	-2.4	105.2	0.6	89.3	0.3	17.9	0.6	106.5	0.0	111.6 R	-2.2 R	2.3 R	0.0
Q2	120	-3.2	105.5	1.2	88.9	-0.4	18.0	0.0	106.8	1.7	111.1 R	-0.3 R	2.3	0.0
Q3	118	-4.8	105.9	0.8	88.3 R	-1.6 R	18.2	1.7	108.9	3.3	110.9	-0.8	2.4	4.3
Q4	117	-4.9 R	[106.4]	[1.0]	87.3 R	-2.6 R	18.5	2.4	110.7	5.1	111.5	-0.1	2.3	0.0
1983 Q1	...	...	...	...	...	...	...	...	[111.1]	[4.5]	...	...	...	...
1982 Aug	118 R	-4.8	...	...	88.2 R	-1.7 R	...	...	109.4	2.7	...	...	...	...
Sep	118	-4.8	...	...	88.4 R	-1.6 R	...	...	109.3	3.3	...	...	...	...
Oct	116 R	-5.1 R	...	...	87.6 R	-2.2 R	...	...	109.3	3.3	...	...	...	...
Nov	117	-5.4	...	...	86.7 R	-2.9 R	...	...	110.0	3.3	...	...	...	...
Dec	117 e	-5.0 R	...	...	87.6 R	-2.6 R	...	...	112.2	5.1	...	...	...	...
1983 Jan	...	...	...	...	[89.7] R	[-1.0] R	...	...	110.1	4.8 R	...	...	...	...
Feb	...	...	...	...	[88.6]	[-0.3]	...	...	[111.1] R	[4.9 R]	...	...	...	...
Mar	...	...	...	...	...	...	...	...	[112.0]	[4.5]	...	...	...	...

Visible trade		Balance of payments		Competitiveness		Profits		Prices							
Export volume	Import volume	Current balance ⁹	Effective exchange rate ⁵	Relative unit labour costs ⁶	Gross trading profits of companies ⁷	Wholesale prices index ⁸ Materials and fuels	Home sales								
1975 = 100	1975 = 100	£ billion	1975 = 100	1975 = 100	£ billion	1975 = 100	1975 = 100								
1972	85.6	-0.3	95.2	11.3	0.2	123.3	-3.6	100.2	-1.7	7.7	16.6	44.4	4.5	62.1	5.3
1973	97.2	13.6	108.4	13.9	-1.0	111.8	-9.3	89.0	-11.2	8.8	15.2	58.8	32.4	66.7	7.4
1974	104.2	14.6	109.5	1.0	-3.3	108.3	-3.1	94.5	6.2	8.3	-5.7	86.8	47.6	81.8	22.6
1975	100.0	-4.0	100.0	-8.7	-1.5	100.0	-7.7	100.0	5.8	9.5	14.3	100.0	15.2	100.0	22.2
1976	109.9	9.9	105.8	5.8	-0.9	85.7	-14.3	93.9	-6.1	11.8	23.9	127.0	27.0	117.3	17.3
1977	118.4	7.7	107.7	1.8	...	81.2	5.3	90.2	3.9	15.7	33.0	145.6	14.6	140.5	19.8
1978	121.5	2.6	112.8	4.7	0.9	81.5	0.4	96.2	6.7	18.3	16.4	144.6	-0.7	153.3	9.1
1979	125.7	3.5	125.6	11.3	-0.9	87.3	7.1	111.5	15.9	18.7	2.2	167.6	15.9	172.0	12.2
1980	127.9	1.8	118.8	-5.4	2.9	96.1	10.1	136.9 R	22.7 R	18.8	0.5	200.9	19.9	200.0	16.3
1981	126.6	-1.0	118.6	-0.2	6.0	95.3	-1.2	145.6 R	6.3	18.9	0.5	228.2	13.6	221.3	10.6
1982	128.9	1.8	125.8	6.1	3.9 R	90.7	-4.8	...	...	21.6	14.3	243.5	6.7	240.2	8.6
1981 Q3	127.6	2.0	129.5	11.8	0.3	90.6	-6.3	139.7 R	-0.8 R	4.6	9.5	235.9	16.9	224.1	10.1
Q4	131.0	3.6	125.0	12.2	1.4	89.7	-10.5	137.7 R	-6.3 R	5.2	13.0	237.3	16.7	229.2	11.2
1982 Q1	127.5	4.7	125.5	20.2	0.6	91.2	-10.1	141.2	-9.7	5.1	18.6 R	238.2	11.4	234.3	10.3
Q2	131.4	4.5	130.2	14.0	0.8 R	90.3	-7.7	141.5 R	-4.6 R	5.9	28.3 R	240.0	6.3	238.2	8.5
Q3	125.1	-2.0	123.7	-4.5	0.8 R	91.5	1.0	144.9	3.7	5.2	13.0 R	244.9	3.8	242.0	8.0
Q4	131.4	-0.3	124.0	-0.8	1.7 R	89.1	-0.7 R	...	...	5.4	3.8	251.9 R	6.2 R	246.8	7.7
1983 Q1	...	...	...	...	...	80.6	-11.6	...	...	...	...	258.5	8.5	251.3	7.3
1982 Aug	118.3	-2.4	121.1	-4.7	0.2 R	91.5	-2.0	...	...	...	...	244.1	4.7	241.7	8.2
Sep	130.7	-2.5	126.1	-6.4	0.4 R	91.7	-1.0	...	...	...	...	245.6	3.7	243.2	8.0
Oct	126.8	-3.8	125.8	-4.5	0.4 R	92.5	3.1	...	...	...	...	246.9	3.7 R	245.1	7.6 R
Nov	132.4	-1.0	122.5	-2.3	0.7 R	89.5	0.7	...	...	...	...	252.9 R	6.8 R	246.5	7.5 R
Dec	135.0	-0.3	123.8	-1.3	0.7	85.4	-0.1	...	...	...	...	255.8 R	8.0 R	248.9 R	8.0 R
1983 Jan	121.0	2.5	134.3	0.4	-0.3	81.9	-5.6	...	...	...	...	261.4 R	9.4 R	[250.1]	7.4 R
Feb	131.0	2.5	135.2	6.3	...	80.7	-11.8	...	...	...	...	[257.0] R	[7.0] R	[251.2] R	[7.2] R
Mar	...	...	...	...	...	79.1	-12.9	...	...	...	...	[257.1]	[9.1]	[252.6]	[7.3]

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

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

1.1 EMPLOYMENT Working population

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces ‡	Employed labour force	Unemployed excluding students**	Working population	
	Male	Female	All						
A. UNITED KINGDOM									
Unadjusted for seasonal variation									
1978	Sep	13,459	9,447	22,906	1,903	320	25,129	1,418	26,547
	Dec	13,466	9,588	23,055	1,903	317	25,275	1,280	26,555
1979	Mar	13,373	9,501	22,873	1,903	315	25,091	1,320	26,411
	Jun	13,449	9,658	23,107	1,903	314	25,324	1,235	26,559
	Sep	13,507	9,672	23,179	1,930	319	25,428	1,292	26,720
	Dec	13,417	9,737	23,154	1,957	319	25,430	1,261	26,691
1980	Mar	13,260	9,588	22,848	1,984	321	25,153	1,376	26,529
	Jun	13,234	9,620	22,854	2,011	323	25,188	1,513	26,701
	Sep	13,098	9,516	22,614	2,037	332	24,983	1,891	26,874
	Dec	12,832	9,432	22,264	2,064	334	24,662	2,100	26,762
1981	Mar	12,560	9,236	21,797	2,091	334	24,222	2,334	26,556
	Jun	12,446	9,255	21,701	2,118	334	24,153	2,395	26,548
	Sep	12,387	9,227	21,614	2,118	335	24,067	2,749	26,816
	Dec	12,182	9,216	21,398	2,118	332	23,848	2,764	26,612
1982	Mar	12,024	9,077	21,101	2,118	328	23,547	2,821	26,368
	Jun	11,977	9,114	21,091	2,118	324	23,533	2,770	26,303
	Sep R	11,915	9,033	20,948	2,118	323	23,389	3,066	26,455
	Dec	11,751	9,011	20,761	2,118	321	23,200	3,097	26,297
Adjusted for seasonal variation									
1978	Sep	13,400	9,440	22,840	1,903	320	25,063		26,417
	Dec	13,452	9,538	22,990	1,903	317	25,210		26,508
1979	Mar	13,442	9,571	23,013	1,903	315	25,231		26,555
	Jun	13,446	9,641	23,087	1,903	314	25,304		26,596
	Sep	13,443	9,665	23,108	1,930	319	25,357		26,585
	Dec	13,405	9,688	23,093	1,957	319	25,369		26,645
1980	Mar	13,330	9,660	22,990	1,984	321	25,295		26,666
	Jun	13,231	9,600	22,831	2,011	323	25,165		26,748
	Sep	13,034	9,508	22,542	2,037	332	24,911		26,732
	Dec	12,824	9,386	22,210	2,064	334	24,608		26,719
1981	Mar	12,629	9,308	21,937	2,091	334	24,362		26,690
	Jun	12,441	9,233	21,674	2,118	334	24,126		26,603
	Sep	12,321	9,218	21,539	2,118	335	23,992		26,671
	Dec	12,177	9,171	21,348	2,118	332	23,798		26,569
1982	Mar	12,091	9,149	21,240	2,118	328	23,686		26,500
	Jun	11,969	9,091	21,060	2,118	324	23,502		26,360
	Sep R	11,847	9,023	20,871	2,118	323	23,312		26,306
	Dec	11,745	8,693	20,713	2,118	321	23,152		26,255
B. GREAT BRITAIN									
Unadjusted for seasonal variation									
1978	Sep	13,169	9,229	22,398	1,842	320	24,560	1,351	25,911
	Dec	13,176	9,366	22,542	1,842	317	24,701	1,222	25,923
1979	Mar	13,085	9,278	22,363	1,842	315	24,520	1,261	25,781
	Jun	13,160	9,433	22,593	1,842	314	24,749	1,175	25,924
	Sep	13,220	9,448	22,668	1,869	319	24,856	1,226	26,082
	Dec	13,132	9,510	22,642	1,896	319	24,857	1,201	26,058
1980	Mar	12,979	9,363	22,342	1,923	321	24,586	1,313	25,899
	Jun	12,955	9,396	22,351	1,950	323	24,624	1,444	26,068
	Sep	12,824	9,294	22,118	1,976	332	24,426	1,806	26,232
	Dec	12,565	9,213	21,778	2,003	334	24,115	2,011	26,126
1981	Mar	12,300	9,021	21,321	2,030	334	23,685	2,239	25,924
	Jun	12,191	9,040	21,232	2,057	334	23,623	2,299	25,922
	Sep	12,135	9,013	21,148	2,057	335	23,540	2,643	26,183
	Dec	11,934	9,001	20,935	2,057	332	23,324	2,663	25,987
1982	Mar	11,780	8,863	20,643	2,057	328	23,028	2,718	25,746
	Jun	11,736	8,903	20,638	2,057	324	23,019	2,664	25,683
	Sep R	11,676	8,821	20,497	2,057	323	22,877	2,950	25,827
	Dec	11,511	8,798	20,309	2,057	321	22,687	2,985	25,672
Adjusted for seasonal variation									
1978	Sep	13,110	9,222	22,332	1,842	320	24,494		25,785
	Dec	13,162	9,317	22,479	1,842	317	24,638		25,876
1979	Mar	13,153	9,349	22,502	1,842	315	24,659		25,921
	Jun	13,158	9,416	22,574	1,842	314	24,730		25,961
	Sep	13,158	9,441	22,600	1,869	319	24,788		25,953
	Dec	13,121	9,463	22,584	1,896	319	24,799		26,013
1980	Mar	13,048	9,435	22,484	1,923	321	24,728		26,035
	Jun	12,951	9,376	22,327	1,950	323	24,600		26,113
	Sep	12,760	9,286	22,047	1,976	332	24,355		26,097
	Dec	12,558	9,168	21,725	2,003	334	24,062		26,082
1981	Mar	12,368	9,092	21,460	2,030	334	23,824		26,055
	Jun	12,186	9,019	21,206	2,057	334	23,597		25,975
	Sep	12,070	9,003	21,074	2,057	335	23,466		26,043
	Dec	11,929	8,957	20,885	2,057	332	23,274		25,944
1982	Mar	11,846	8,935	20,781	2,057	328	23,166		25,876
	Jun	11,728	8,879	20,607	2,057	324	22,988		25,739
	Sep R	11,610	8,811	20,420	2,057	323	22,800		25,684
	Dec	11,507	8,755	20,263	2,057	321	22,641		25,629

* Estimates of employees in employment are provisional from December 1981.

† Estimates of self-employed for GB have been updated to June 1981. Figures are assumed unchanged from then until later data becomes available.

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

** New basis (claimants) see footnotes to table 2.1.

EMPLOYMENT 1.2 Employees in employment: industry

GREAT BRITAIN	Index of Production Industries II-XXI	Manufacturing Industries III-XIX	Service Industries XXII-XXVII*																	
				I	II	III	IV	V	VI	VII	VIII	IX	X							
				All industries and services*	All employees	Seasonally adjusted †	All employees	Seasonally adjusted †	All employees	Seasonally adjusted †	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering
1978	May	22,273	9,011	9,046	7,109	7,140	12,878	12,849	373	350	675	40	438	463	924	148	748	173		
	June		9,023	9,038	7,117	7,135				351	682	40	438	458	923	149	749	173		
	July		9,060	9,033	7,146	7,129				349	693	40	441	457	922	149	752	173		
	Aug	22,398	9,057	9,025	7,143	7,121	12,950	12,935	389	346	695	40	444	456	922	150	754	173		
	Sep		9,059	9,025	7,144	7,118				345	687	39	444	457	930	150	756	173		
	Oct		9,057	9,023	7,138	7,113				345	687	39	443	454	927	150	759	173		
	Nov	22,542	9,059	9,029	7,139	7,113	13,121	13,078	371	344	684	39	443	452	928	152	758	172		
	Dec		9,051	9,029	7,130	7,108				344	684	39	443	452	928	152	758	172		
1979	Jan		9,009	9,033	7,084	7,102				344	671	38	441	450	924	152	756	171		
	Feb		8,990	9,022	7,069	7,091				345	666	38	441	447	923	152	756	171		
	Mar	22,363	8,977	9,012	7,060	7,084	13,034	13,124	353	345	667	38	441	447	921	152	756	169		
	April		8,961	9,004	7,048	7,078				345	670	37	442	445	919	152	753	168		
	May		8,974	9,008	7,047	7,075				345	673	37	443	444	918	152	752	168		
	June	22,593	8,995	9,005	7,053	7,065	13,240	13,208	358	347	680	37	444	442	914	152	752	166		
	July		9,042	9,013	7,085	7,066				346	691	37	446	443	915	153	756	166		
	Aug		9,033	9,099	7,079	7,055				345	696	37	448	441	914	154	756	166		
	Sep	22,668	9,014	8,977	7,060	7,034	13,272	13,258	382	346	689	36	446	440	914	153	756	165		
	Oct		8,979	8,946	7,027	7,004				346	688	36	445	435	908	153	755	163		
	Nov		8,958	8,933	7,015	6,994				347	687	36	445	434	907	153	756	163		
	Dec	22,642	8,927	8,912	6,992	6,975	13,352	13,308	363</											

1.2 EMPLOYMENT Employees in employment: industry

		THOUSAND																
		GREAT BRITAIN XXVII																
		XI	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII
		Vehicles	Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services	Miscellaneous services*	Public administration and defence†
1978	May	745	539	458	39	360	259	250	532	319	1,221	333						
	June	744	539	459	38	360	259	251	534	321	1,225	330	1,462	2,724	1,182	3,597	2,360	1,553
	July	744	543	459	38	361	261	253	537	324	1,231	334						
	Aug	743	541	456	38	359	261	251	539	324	1,233	335						
	Sep	745	542	454	38	356	261	250	541	322	1,235	335	1,472	2,749	1,208	3,575	2,386	1,560
	Oct	744	541	452	38	355	261	252	541	323	1,237	338						
	Nov	742	542	451	38	355	261	254	542	322	1,239	337						
	Dec	740	542	450	38	353	261	254	543	321	1,240	337	1,467	2,855	1,222	3,650	2,373	1,553
1979	Jan	737	538	446	37	354	259	251	542	317	1,242	339						
	Feb	734	537	446	38	354	258	251	541	317	1,238	339						
	Mar	733	536	445	37	352	258	251	540	317	1,234	338	1,462	2,772	1,229	3,660	2,359	1,553
	April	734	533	441	37	352	258	251	541	316	1,229	339						
	May	733	534	440	37	351	258	251	541	314	1,243	339						
	June	733	535	439	37	354	258	251	544	314	1,258	338	1,476	2,813	1,241	3,657	2,489	1,564
	July	734	537	439	37	355	260	253	547	317	1,270	341						
	Aug	733	536	435	36	353	260	252	548	316	1,269	341						
	Sep	735	535	431	36	351	259	252	548	315	1,267	341	1,488	2,835	1,270	3,611	2,510	1,558
	Oct	733	533	426	36	349	257	250	548	313	1,263	342						
	Nov	731	534	422	36	347	255	249	549	311	1,255	342						
	Dec	728	534	417	35	344	255	248	549	308	1,246	341	1,485	2,908	1,282	3,682	2,455	1,539
1980	Jan	722	530	411	35	338	252	245	546	303	1,235	341						
	Feb	719	529	404	35	334	251	242	545	297	1,234	342						
	Mar	715	528	397	34	331	250	240	544	294	1,232	341	1,476	2,818	1,282	3,680	2,443	1,534
	April	709	525	389	33	326	249	238	542	293	1,228	341						
	May	705	521	387	33	321	247	238	541	289	1,232	341						
	June	699	518	382	33	319	246	237	539	288	1,237	342	1,483	2,821	1,292	3,658	2,571	1,539
	July	692	513	374	33	316	244	234	540	284	1,238	342						
	Aug	686	505	367	33	310	243	232	537	279	1,233	344						
	Sep	680	497	358	32	307	240	230	533	275	1,228	345	1,478	2,784	1,315	3,608	2,564	1,538
	Oct	674	490	351	32	301	234	227	531	271	1,219	344						
	Nov	660	485	344	32	295	229	226	527	264	1,201	344						
	Dec	658	477	341	32	290	225	223	524	259	1,182	344	1,452	2,800	1,305	3,664	2,495	1,527
1981	Jan	645	474	334	31	282	228	221	519	254	1,158	342						
	Feb	639	465	332	30	281	222	219	516	252	1,148	342						
	Mar	630	455	329	30	278	220	221	518	253	1,137	341	1,426	2,707	1,294	3,666	2,438	1,518
	April	621	453	328	30	277	217	221	514	253	1,123	339						
	May	614	451	323	32	280	216	219	514	252	1,120	338						
	June	608	446	318	30	272	216	218	510	252	1,117	338	1,422	2,715	1,295	3,649	2,522	1,520
	July	598	443	319	30	271	216	215	508	252	1,106	337						
	Aug	591	449	319	31	268	215	214	511	255	1,098	338						
	Sep	590	445	315	30	265	213	216	508	250	1,090	338	1,419	2,718	1,309	3,600	2,529	1,516
	Oct	584	440	314	30	267	212	213	508	253	1,080	336						
	Nov	582	441	312	29	267	211	212	507	248	1,058	336						
	Dec	576	441	310	29	262	208	209	506	246	1,036	335	1,389	2,756	1,301	3,667	2,445	1,501
1982	Jan	573	433	308	29	258	205	208	500	241	1,014	333						
	Feb	570	434	306	29	258	206	206	500	240	1,012	332						
	Mar	567	433	304	29	259	205	205	500	241	1,009	331	1,372	2,664	1,291	3,677	2,411	1,493
	April	561	432	303	29	258	206	203	497	238	1,007	330						
	May	555	428	301	29	258	205	205	496	238	1,009	331						
	June	551	430	299	29	260	207	202	493	237	1,012	331	1,363	2,656	1,300	3,660	2,496	1,496
	July	549	425	300	29	259	205	203	494	237	1,015	330						
	Aug	543	422	298	29	258	201	205	492	236	1,012	331						
	Sep	541	418	297	29	257	201	205	491	235	1,010	331	1,352	2,644	1,304	3,594	2,470	1,497
	Oct	533	417	297	28	261	193	200	490	234	1,007	330						
	Nov	530	413	296	26	257	193	203	486	231	998	328						
	Dec	530	409	292	27	254	195	204	484	228	990	327	1,333	2,685	1,297	3,660	2,362	1,487
1983	Jan	522	402	289	27	251	194	202	480	224	981	326						
	Feb	521	399	290	27	251	194	202	479	224	981	325						

EMPLOYMENT 1.3 Employees in employment: index of production industries THOUSAND

GREAT BRITAIN		Order or MLH of SIC	[Feb 1982] R			[Dec 1982] R			[Jan 1983] R*			[Feb 1983]*		
SIC 1968			Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Index of Production Industries		II-XXI	5,584.7	1,828.4	7,413.2	5,361.2	1,763.1	7,124.3	5,309.7	1,734.5	7,044.2	5,292.5	1,732.9	7,025.3
All manufacturing industries		III-XIX	4,111.5	1,629.2	5,740.7	3,921.7	1,565.3	5,487.0	3,880.2	1,536.9	5,417.1	3,864.5	1,535.4	5,399.8
Mining and quarrying		II	310.6	17.9	328.5	303.2	17.9	321.1	302.4	17.9	320.3	301.4	17.9	319.4
Coal mining		101	253.4	10.6	264.0	244.1	10.6	254.7	243.3	10.6	253.8	242.4	10.6	252.9
Food, drink and tobacco		III	362.9	241.7	604.6	355.5	235.8	591.3	351.2	228.6	579.7	349.9	226.7	576.5
Bread and flour confectionery		212	52.3	31.7	84.0	50.4	30.2	80.6	49.7	29.0	78.7	49.5	28.8	78.3
Biscuits		213	13.8	23.8	37.6	14.1	23.9	37.9	13.9	23.2	37.1	13.8	23.0	36.8
Bacon curing, meat and fish products		214	48.4	45.0	93.4	48.1	44.6	92.7	47.1	43.1	90.3	47.1	42.7	89.8
Milk and milk products		215	33.4	13.1	46.5	32.4	12.6	45.0	32.3	12.5	44.8	32.4	12.5	44.9
Cocoa, chocolate and sugar confectionery		217	27.7	30.1	57.8	27.1	28.8	55.9	27.0	28.0	55.0	27.0	27.8	54.8
Fruit and vegetable products		218	25.5	26.9	52.4	25.2	26.7	52.0	24.5	25.3	49.8	24.6	24.8	49.4
Food industries n.e.s.		229	21.6	16.4	38.0	21.4	16.8	38.2	21.4	16.5	37.8	21.3	16.5	37.8
Brewing and malting		231	49.1	11.0	60.1	46.9	10.6	57.5	46.3	10.4	56.7	46.2	10.3	56.5
Other drinks industries		239	18.9	10.7	29.7	18.4	10.2	28.6	18.0	9.5	27.5	17.8	9.5	27.3
Coal and petroleum products		IV	23.2	3.1	26.4	21.0	3.0	24.0	20.9	2.9	23.8	20.6	2.9	23.5
Chemicals and allied industries		V	283.1	110.3	393.3	268.2	106.7	374.9	265.6	104.1	369.7	265.2	104.0	369.2
General chemicals		271	110.9	21.0	131.9	102.1	19.8	122.0	101.2	19.3	120.5	100.7	19.3	119.9
Pharmaceutical chemicals and preparations		272	42.1	30.6	72.7	42.1	30.1	72.2	41.9	29.5	71.3	41.8	29.4	71.2
Synthetic resins and plastics materials and synthetic rubber		276	39.8	9.9	49.7	36.1	9.6	45.8	35.4	9.3	44.7	35.6	9.1	44.7
Other chemical industries		279	35.3	21.7	57.0	34.6	21.2	55.7	34.4	20.8	55.3	34.4	20.8	55.2
Metal manufacture		VI	268.9	34.4	303.3	245.1	30.9	276.0	239.6	30.0	269.6	235.1	30.1	265.2
Iron and steel (general)		311	116.9	10.4	127.4	104.9	8.7	113.6	102.1	8.8				

1.4 EMPLOYMENT Employees in employment: December 1982

GREAT BRITAIN	Order or MLH of SIC	[Dec 1981]			[Sep 1982]			[Dec 1982]			THOUSAND		
		All		Part-time	All		Part-time	All		Part-time			
		Male	Female		Male	Female		Male	Female				
SIC 1968													
All industries and services*		11,934	9,001	3,825	20,935	11,676	8,821	3,723	20,497	11,511	8,798	3,768	20,309
Agriculture, forestry and fishing	I	267.7	86.3	31.4	354.0	278.7	91.7	31.4	370.4	270.3	90.8	33.1	361.1
Index of Production industries	II-XXI	5,661.0	1,860.7	435.5	7,521.7	5,468.6	1,796.5	411.5	7,265.1	5,361.2	1,763.0	403.8	7,124.3
of which, manufacturing industries	III-XIX	4,160.2	1,660.8	370.5	5,821.0	4,003.1	1,598.0	347.0	5,601.1	3,921.7	1,565.3	339.5	5,487.0
Service industries*	XXII-XXVII	6,005.3	7,054.3	3,358.6	13,059.4	5,928.4	6,932.4	3,280.1	12,861.0	5,879.9	6,944.4	3,330.7	12,824.1
Agriculture, forestry and fishing	I	267.7	86.3	31.4	354.0	278.7	91.7	31.4	370.4	270.3	90.8	33.1	361.1
Agriculture and horticulture	001	251.4	83.9	30.5	335.3	262.4	89.3	30.5	351.7	254.0	88.4	32.2	342.4
Mining and quarrying	II	312.3	17.9	3.7	330.2	304.6	17.9	3.7	322.5	303.2	17.9	3.7	321.1
Coal mining	101	255.5	10.6	2.5	266.0	246.8	10.6	2.5	257.4	244.1	10.6	2.5	254.7
Petroleum and natural gas	104	21.6	3.3	0.2	24.9	22.6	3.3	0.2	25.8	23.9	3.3	0.2	27.1
Food, drink and tobacco	III	369.4	249.3	86.8	618.7	361.3	243.1	83.3	604.3	355.5	235.8	80.8	591.3
Grain milling	211	12.1	5.6	2.7	17.7	11.5	5.5	2.5	17.0	11.2	5.3	2.5	16.5
Bread and flour confectionery	212	53.2	32.8	16.6	85.9	52.2	31.2	16.1	83.3	50.4	30.2	15.8	80.6
Biscuits	213	14.0	25.0	12.9	39.0	14.3	25.3	13.0	39.7	14.1	23.9	12.0	37.9
Bacon curing, meat and fish products	214	48.8	46.5	15.4	95.3	48.1	45.3	14.8	93.4	48.1	44.6	14.7	92.7
Milk and milk products	215	33.8	13.5	3.6	47.3	33.1	13.1	3.5	46.2	32.4	12.6	3.7	45.0
Sugar	216	7.9	2.3	0.5	10.2	6.5	2.1	0.5	8.6	7.8	2.3	0.5	10.0
Cocoa, chocolate and sugar confectionery	217	27.9	31.0	14.3	58.9	27.8	30.9	13.8	58.6	27.1	28.8	12.9	55.9
Fruit and vegetable products	218	25.8	27.9	7.9	53.7	25.8	27.2	6.7	53.0	25.2	26.7	6.8	52.0
Animal and poultry foods	219	19.0	4.9	1.4	23.8	18.8	4.6	1.3	23.4	18.7	4.6	1.3	23.3
Vegetable and animal oils and fats	221	5.4	1.2	0.3	6.6	4.8	1.0	0.2	5.8	4.8	0.9	0.2	5.7
Food industries nes	229	22.1	16.8	5.0	38.9	21.9	16.8	5.0	38.7	21.4	16.8	4.3	38.2
Brewing and malting	231	50.2	11.3	2.0	61.5	48.2	10.8	1.9	59.0	46.9	10.6	1.9	57.5
Soft drinks	232	15.9	6.8	1.8	22.7	16.2	6.6	1.5	22.8	15.5	6.2	1.3	21.6
Other drink industries	239	19.4	10.9	0.9	30.2	18.3	10.3	0.8	28.6	18.4	10.2	0.9	28.6
Tobacco	240	14.0	12.9	1.7	27.0	13.9	12.3	1.6	26.2	13.6	12.0	1.5	25.6
Coal and petroleum products	IV	24.2	3.2	0.5	27.4	21.8	3.0	0.5	24.8	21.0	3.0	0.5	24.0
Coke ovens and manufactured fuel	261	4.8	0.3	0.1	5.1	4.7	0.3	0.1	5.0	4.6	0.3	0.1	4.8
Mineral oil refining	262	14.7	1.5	0.2	16.2	12.4	1.3	0.2	13.7	11.9	1.3	0.2	13.2
Lubricating oils and greases	263	4.8	1.4	0.2	6.2	4.7	1.4	0.2	6.1	4.6	1.4	0.2	6.0
Chemicals and allied industries	V	285.4	112.1	20.4	397.5	272.7	108.3	19.7	381.0	268.2	106.7	19.0	374.9
General chemicals	271	112.0	21.2	3.3	133.2	104.9	20.1	3.2	124.9	102.1	19.8	3.1	122.0
Pharmaceutical chemicals and preparations	272	42.0	30.8	5.4	72.8	42.0	30.1	5.0	72.1	42.1	30.1	5.1	72.2
Toilet preparations	273	8.5	12.7	1.9	21.2	8.3	11.9	1.7	20.2	8.3	11.6	1.4	19.9
Paint	274	17.6	6.2	1.2	23.8	17.2	6.1	1.2	23.2	16.9	5.9	1.2	22.8
Soap and detergents	275	10.4	5.7	1.5	16.2	10.3	6.0	1.6	16.3	10.4	5.6	1.4	16.0
Synthetic resins and rubber and plastics materials	276	40.7	10.2	2.8	50.9	37.5	9.7	3.0	47.2	36.1	9.6	2.7	45.8
Dyestuffs and pigments	277	9.9	1.6	0.2	11.6	9.4	1.5	0.2	10.9	9.4	1.4	0.2	10.8
Fertilisers	278	8.7	1.5	0.4	10.2	8.3	1.4	0.3	9.7	8.3	1.4	0.3	9.7
Other chemical industries	279	35.5	22.1	3.8	57.6	34.8	21.6	3.7	56.4	34.6	21.2	3.5	55.7
Metal manufacture	VI	271.6	34.8	6.7	306.5	255.3	31.9	6.2	287.1	245.1	30.9	6.0	276.0
Iron and steel (general)	311	118.1	10.9	1.5	128.9	109.2	9.1	1.3	118.3	104.9	8.7	1.3	113.6
Steel tubes	312	29.3	4.4	0.9	33.6	28.0	4.2	0.9	32.2	27.1	4.2	0.8	31.3
Iron castings, etc	313	46.5	5.0	1.3	51.5	43.6	4.8	1.5	48.3	41.0	4.5	1.4	45.5
Aluminium and aluminium alloys	321	33.7	6.2	1.2	39.9	32.7	6.0	1.1	38.7	31.8	5.8	1.1	37.6
Copper, brass and other copper alloys	322	24.6	4.6	1.0	29.2	23.5	4.2	0.7	27.8	22.7	4.1	0.7	26.8
Other base metals	323	19.4	3.8	0.8	23.3	18.2	3.7	0.8	21.9	17.6	3.6	0.7	21.2
Mechanical engineering	VII	631.5	116.1	24.2	747.6	606.5	109.5	23.5	716.1	588.4	105.7	22.7	694.0
Agricultural machinery (except tractors)	331	16.9	3.1	0.8	20.0	15.9	2.9	0.7	18.8	15.6	2.8	0.7	18.4
Metal working machine tools	332	44.3	7.3	2.7	51.6	42.1	7.0	2.4	49.1	39.4	6.7	2.2	46.1
Pumps, valves and compressors	333	58.9	11.6	2.0	70.5	57.4	11.1	1.8	68.5	56.2	10.8	1.7	67.0
Industrial engines	334	27.1	3.7	0.5	30.8	25.4	3.4	0.4	28.9	23.6	3.2	0.3	26.8
Textiles machinery and accessories	335	11.8	2.3	0.6	14.1	10.1	1.8	0.5	12.0	9.7	1.7	0.4	11.4
Construction and earth-moving equipment	336	26.0	3.1	0.5	29.2	23.5	3.1	0.7	26.6	22.1	3.1	0.7	25.1
Mechanical handling equipment	337	46.7	6.8	1.3	53.6	46.2	6.6	1.3	52.8	45.3	6.4	1.3	51.7
Office machinery	338	11.8	4.6	0.4	16.4	11.8	4.2	0.4	16.0	11.4	3.8	0.4	15.3
Other machinery	339	147.3	30.7	6.5	178.1	143.3	29.5	6.7	172.8	140.5	28.6	6.5	169.1
Industrial (including process) plant and steelwork	341	107.5	13.5	2.4	121.0	100.7	12.4	2.8	113.1	98.1	11.9	2.4	110.0
Ordnance and small arms	342	19.2	5.6	0.4	24.8	18.3	5.2	0.4	23.5	18.2	5.3	0.4	23.5
Other mechanical engineering nes	349	113.9	23.7	6.0	137.6	111.8	22.3	5.5	134.1	108.1	21.4	5.5	129.5
Instrument engineering	VIII	87.7	44.0	9.1	131.7	87.9	43.2	8.1	131.1	87.0	42.3	8.4	129.2
Photographic and document copying equipment	351	8.3	3.2	0.7	11.6	8.4	3.3	0.7	11.7	7.6	3.2	0.8	10.8
Watches and clocks	352	4.0	3.8	0.3	7.8	4.1	3.9	0.3	8.0	4.0	3.7	0.3	7.7
Surgical instruments and appliances	353	15.6	10.7	3.3	26.3	15.7	10.2	2.7	26.0	15.6	9.8	2.9	25.5
Scientific and industrial instruments and systems	354	59.7	26.3	4.8	86.0	59.8	25.8	4.3	85.5	59.7	25.5	4.4	85.2
Electrical engineering	IX	443.9	217.3	37.9	661.1	435.0	210.4	36.7	645.5	432.5	208.2	36.0	640.8
Electrical machinery	361	87.5	24.1	3.7	111.6	85.9	24.2	3.6	110.1	85.0	23.4	3.1	108.4
Insulated wires and cables	362	26.1	8.9	1.2	35.0	25.9	8.7	1.1	34.7	26.0	8.6	1.1	34.6
Telegraph and telephone apparatus and equipment	363	38.4	21.8	2.4	60.2	37.2	21.4	3.1	58.6	36.9	20.7	2.9	57.6
Radio and electronic components	364	59.5	49.7	11.1	109.2	59.9	48.3	10.3	108.2	60.1	47.5	10.1	107.6
Broadcast receiving and sound reproducing equipment	365	12.4	11.8	2.2	24.2	12.1	10.5	2.0	22.6	12.1	10.5	1.9	22.6
Electronic computers	366	43.1	15.8	1.6	58.9	43.8	15.1	1.8	58.9	43.5	14.8	1.8	58.3
Radio, radar and electronic capital goods	367	79.5	28.9	4.3	108.4	78.9	29.1	4.2	108.0	78.6	28.7	4.2	107.4
Electric appliances primarily for domestic use	368	32.1	16.2	3.0	48.4	28.6	14.5	2.7	43.1	28.9	15.2	2.8	44.1
Other electrical goods	369	65.3	40.1	8.4	105.4	62.5	38.7	7.9	101.2	61.5	38.8	8.1	100.3
Shipbuilding and marine engineering	X	132.9	11.4	2.5	144.3	127.0	11.2	2.6	138.1	124.3	11.1	2.6	135.4

EMPLOYMENT 1.4 Employees in employment: December 1982

GREAT BRITAIN	Order or MLH of SIC	[Dec 1981]			[Sep 1982]			[Dec 1982]			THOUSAND		
		All		Part-time	All		Part-time	All		Part-time			
		Male	Female		Male	Female		Male	Female				
SIC 1968													
Vehicles	XI	509.1	66.8	7.5	576.0	478.9	62.2	6.8	541.1	469.0	60.6	6.9	529.6
Wheeled tractor manufacturing	380	22.3	1.4	0.1	23.7	20.8	1.3	0.1	22.1	20.1	1.3	0.1	21.4
Motor vehicle manufacturing	381	283.0	37.0	4.2	320.0	265.0	34.3	3.9	299.3	260.3	33.4	3.8	293.7
Motor cycle, tricycle and pedal cycle manufacturing	382	6.2	2.1	0.4	8.2								

1.4 EMPLOYMENT

Employees in employment: December 1982

THOUSAND

GREAT BRITAIN	Order or MLH of SIC	[Dec 1981]			[Sep 1982]			[Dec 1982]			All		
		Male	Female	All	Male	Female	All	Male	Female	All			
												Part-time	Part-time
SIC 1968													
Transport and communication	XXII	1,114.9	274.5	56.5	1,389.4	1,084.7	267.8	55.0	1,352.4	1,069.7	263.6	55.0	1,333.2
Railways	701	181.9	14.2	0.9	196.1	176.2	13.5	0.8	189.6	173.1	13.0	0.8	186.1
Road passenger transport	702	162.0	27.2	5.9	189.3	160.4	27.4	5.2	187.8	159.6	27.0	6.0	186.6
Road haulage contracting for general hire or reward	703	155.9	20.9	8.6	176.8	154.5	21.0	9.1	175.6	153.3	20.9	9.1	174.1
Other road haulage	704	16.2	3.0	1.2	19.2	15.0	2.9	1.2	18.0	14.9	3.0	1.2	17.9
Sea transport	705	55.0	6.8	0.7	61.7	48.4	6.0	0.6	54.3	46.3	5.7	0.5	52.0
Port and inland water transport	706	48.7	4.6	1.2	53.3	44.9	4.6	1.2	49.5	43.4	4.4	1.2	47.8
Air transport	707	58.6	21.6	0.8	80.2	52.5	18.6	0.9	71.1	51.9	17.9	0.9	69.8
Postal services and telecommunications	708	320.9	102.3	20.6	423.2	318.0	100.7	20.5	418.6	316.4	100.8	20.2	417.2
Miscellaneous transport services and storage	709	115.7	73.9	16.6	189.6	114.8	73.1	15.5	187.9	110.8	70.9	15.1	181.7
Distributive trades	XXIII	1,209.0	1,546.7	802.3	2,755.7	1,179.4	1,464.0	763.7	2,643.5	1,183.8	1,501.2	794.1	2,685.0
Wholesale distribution of food and drink	810	153.4	70.9	25.9	224.3	152.4	69.2	25.5	221.6	151.0	68.4	24.3	219.4
Wholesale distribution of petroleum products	811	26.7	6.1	0.6	32.8	24.4	5.8	0.4	30.2	24.0	5.7	0.5	29.7
Other wholesale distribution	812	158.9	109.5	33.4	268.4	156.2	103.7	33.2	259.9	155.6	102.8	31.2	258.4
Retail distribution of food and drink	820	233.0	390.8	236.9	623.8	228.7	373.8	230.5	602.5	230.5	379.1	236.3	609.6
Other retail distribution	821	392.8	885.0	478.0	1,277.8	375.3	827.6	447.9	1,202.9	381.0	861.5	476.1	1,242.5
Dealing in coal, oil, builders' materials, grain and agricultural supplies	831	92.4	34.4	12.4	126.8	92.7	33.4	11.7	126.1	93.6	32.8	11.4	126.4
Dealing in other industrial materials and machinery	832	151.9	50.0	15.1	201.9	149.7	50.6	14.5	200.2	148.1	50.9	14.3	199.0
Insurance, banking, finance and business services	XXIV	617.8	683.2	209.5	1,300.9	618.4	685.7	210.4	1,304.2	618.9	678.6	205.4	1,297.4
Insurance	860	156.1	136.4	26.8	292.4	155.6	133.3	24.8	288.9	155.7	132.5	24.3	288.1
Banking and bill discounting	861	157.3	207.9	26.5	365.2	158.3	210.8	27.9	369.2	158.1	210.9	28.4	369.0
Other financial institutions	862	60.7	73.5	15.9	134.2	60.5	73.6	15.6	134.1	60.4	74.0	15.9	134.4
Property owning and managing, etc	863	59.4	59.4	26.0	118.7	60.4	59.7	26.7	120.1	61.1	57.9	24.5	119.1
Advertising and market research	864	21.6	18.4	4.3	40.1	22.7	19.3	4.3	42.0	22.9	19.4	4.0	42.2
Other business services	865	130.2	168.7	107.1	298.9	130.0	170.4	108.6	300.5	130.2	165.7	105.7	295.9
Central offices not allocable elsewhere	866	32.5	18.9	2.9	51.4	30.9	18.6	2.5	49.4	30.5	18.2	2.6	48.7
Professional and scientific services	XXV	1,143.3	2,524.2	1,262.2	3,667.5	1,122.5	2,471.1	1,215.9	3,593.7	1,139.6	2,520.0	1,267.5	3,659.6
Accountancy services †	871	561.3	1,195.5	705.9	1,756.8	538.9	1,140.2	657.1	1,679.1	560.4	1,190.8	709.7	1,751.2
Educational services	872	302.3	1,087.7	482.2	1,390.0	304.8	1,093.3	486.0	1,398.1	302.8	1,091.1	484.6	1,393.8
Legal services †	873	76.9	29.4	5.5	106.2	75.4	28.4	5.1	103.8	75.4	28.2	5.1	103.6
Medical and dental services	874	202.8	211.6	68.6	414.5	203.4	209.2	67.7	412.7	201.0	209.9	68.1	411.0
Religious organisations †	875	999.1	1,445.5	884.3	2,444.6	1,006.7	1,463.5	891.0	2,470.2	961.8	1,400.6	864.0	2,362.4
Research and development services	876	55.2	41.2	16.0	96.4	60.3	43.0	16.7	103.3	57.2	42.2	16.3	99.4
Other professional and scientific services †	879	70.1	57.9	38.9	128.1	71.1	59.4	39.9	130.5	66.4	56.8	39.0	123.1
Miscellaneous services *	XXVI	999.1	1,445.5	884.3	2,444.6	1,006.7	1,463.5	891.0	2,470.2	961.8	1,400.6	864.0	2,362.4
Cinemas, theatres, radio, etc	881	30.7	62.8	38.0	93.5	30.6	62.6	37.6	93.3	28.2	60.8	37.4	89.0
Sports and other recreations	882	83.3	139.6	76.1	223.0	101.3	169.5	89.7	270.8	83.3	138.8	76.6	222.0
Betting and gambling	883	65.3	119.7	79.7	185.0	67.3	118.4	76.5	185.7	65.0	112.0	74.2	177.0
Hotels and other residential establishments	884	67.8	176.2	146.2	244.0	67.9	176.3	150.9	244.2	66.5	172.4	146.6	238.9
Restaurants, cafes, snack bars	885	49.9	88.8	72.8	138.6	47.3	82.5	69.2	129.7	47.3	82.8	67.2	130.0
Public houses	886	20.7	63.7	39.9	84.3	20.6	54.6	24.3	75.2	18.9	53.1	25.4	72.0
Clubs	887	10.2	80.5	26.2	90.7	11.5	77.2	25.5	88.7	11.3	75.1	24.0	86.4
Catering contractors	888	13.1	28.3	10.5	41.4	12.8	28.2	10.4	41.0	12.6	27.9	10.0	40.4
Hairstressing and manicure	889	4.6	14.6	7.4	19.2	4.9	13.6	7.3	18.5	5.0	13.8	7.2	18.8
Laundries	890	361.9	110.7	43.4	472.6	354.4	109.4	44.5	463.7	349.3	108.0	43.8	457.3
Dry cleaning, job dyeing, carpet beating, etc	891	3.0	1.8	1.0	4.8	3.0	1.8	1.0	4.8	3.0	1.8	1.0	4.8
Motor repairers, distributors, garages and filling stations	892	163.4	459.6	288.1	623.0	153.9	467.0	297.4	620.9	148.0	455.2	295.3	603.2
Repair of boots and shoes	893	921.2	580.2	143.8	1,501.3	916.7	580.3	144.1	1,497.0	906.1	580.4	144.7	1,486.5
Other services	894	317.1	269.2	23.9	586.2	307.5	266.5	23.1	574.0	307.1	265.9	22.6	573.0
Public administration ‡	XXVII	604.1	311.0	119.9	915.1	609.2	313.8	121.0	923.0	599.0	314.5	122.1	913.5
National government service	901												
Local government service	906												

* Excludes private domestic service.
 † The figures for "accountancy services", "legal services", "religious organisations" are included in "other professional and scientific services".
 ‡ These figures cover only a proportion of national and local government employees. They exclude those engaged in, for example, building, education and health, which are activities separately identified elsewhere in the classification. They include employees in police forces, fire brigades and other national and local government services which are not activities identified elsewhere. Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published as table 1-7. Note: Table 1-5 has been left out this month because of space restrictions. It will be published in May.

EMPLOYMENT 1.8

Indices † of output, employment and productivity

seasonally adjusted (1975 = 100)

UNITED KINGDOM	Whole economy						Index of production industries						Manufacturing industries			
	including MLH 104†			excluding MLH 104†			including MLH 104†			excluding MLH 104†			including MLH 104†		excluding MLH 104†	
	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 ‡	Employed labour force	Output per person employed	Output ‡	Employed labour force	Output per person employed	Output per person hour
	R		R	R		R	R		R		R	R		R	R	
1973	103.6	100.1	103.6	103.5	100.1	103.5	109.7	104.5	104.9	109.5	104.6	104.8	108.8	104.5	104.2	105.1
1974	102.0	100.5	101.5	102.0	100.5	101.5	105.7	104.1	101.5	105.7	104.1	101.5	107.5	104.7	102.7	101.8
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	101.8	99.3	102.6	101.3	99.3	102.1	102.5	97.2	105.5	101.1	97.2	104.0	102.0	96.9	105.3	105.1
1977	104.6	99.3	105.3	102.9	99.3	103.6	106.8	96.8	110.3	102.6	96.7	106.0	103.9	97.1	107.1	106.0
1978	108.0	100.0	108.0	105.5	100.0	105.5	110.6	96.7	114.4	104.5	96.6	108.2	104.5	96.7	108.1	107.2
1979	110.4	101.1	109.2	106.8	101.1	105.7	113.2	96.4	117.6	104.4	96.2	108.5	104.6	95.5	109.5	108.7
1980	107.4	100.1	107.2	103.7	100.1	103.6	105.6	92.3	114.4	96.6	92.2	104.8	95.1	90.1	105.5	107.4
1981	104.8	96.5	108.7	100.8	96.4	104.6	100.1	84.5	118.6	90.1	84.3	107.0	89.0	81.4	109.4	112.7 R
1982	105.8	93.8	112.8	101.2	93.7	108.0	101.1	79.7	126.9 R	89.8	79.5	113.0	88.3	76.6	115.3	117.5 R
1980 Q1	109.9	101.2	108.6	106.2	101.1	105.0	110.6	94.9	116.6	101.5	94.8	107.1	100.7	93.5	107.8	107.4 R
Q2	108.2	100.7	107.4	104.6	100.7	103.9	107.5	93.6	114.9	98.6	93.5	105.5	97.6	91.7	106.5	107.5
Q3	106.4	99.9	106.5	102.9	99.8	103.1	103.7	91.5	113.4	95.1	91.3	104.1	93.3	89.1	104.7	107.4
Q4	105.0	98.7	106.4	101.2	98.7	102.5	100.5	89.1	112.8	91.1	89.0	102.4	88.7	86.2	102.9	107.1
1981 Q1	104.6	97.7	107.1	100.6	97.6	103.0	99.4	86.9	114.4	89.5 R	86.8	103.2	87.9	83.9	104.8	109.4
Q2	104.3	96.7	107.8	100.3	96.7	103.8	99.3	85.1	116.6 R	89.5 R	85.0					

EMPLOYMENT

Selected countries: national definitions

1.9

	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																	
1972	97.6	96.0	101.7	98.6	89.9	101.0	99.2	105.4	98.4	96.3	98.1	100.7	96.6	98.8	95.1	105.7	95.7
1973	100.0	99.0	102.3	99.9	94.4	102.3	100.5	105.7	99.0	97.3	100.7	100.6	96.9	101.3	95.5	106.2	99.1
1974	100.3	100.3	102.3	101.4	98.3	101.0	101.2	103.6	99.8	99.4	100.3	100.7	97.2	101.8	97.5	105.6	101.1
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	99.1	101.0	100.2	99.2	102.1	102.6	100.7	99.0	99.1	100.8	100.9	100.0	104.8	98.8	100.6	96.7	103.4
1977	99.3	102.6	101.6	99.0	103.9	103.5	101.6	98.8	100.9	101.8	102.3	100.6	106.9	98.0	100.9	96.7	107.2
1978	99.9	102.2	102.5	99.0	107.4	106.0	101.9	99.6	103.5	102.3	103.5	101.2	108.6	95.3	101.3	97.3	111.9
1979	101.2	103.4	103.7	100.2	111.7	107.1	102.0	100.9	106.7	103.4	104.9	102.4	109.7	93.3	102.9	98.2	115.1
1980	100.7	106.4	104.3	100.1	114.8	..	102.0	101.8	108.5	104.9	106.0	102.7	112.1	89.7	104.2	100.0	115.7
1981	96.4	108.5	104.6	..	117.8	..	101.3	101.0	..	105.3	106.9	..	113.2	87.1	104.0	101.2	117.0
Quarters																	
1980 Q2	100.6 R	106.0	104.7	..	114.1	..	..	101.9	..	104.6	105.9	..	111.7	90.8	104.8	99.8	115.3
Q3	99.5 R	106.9	103.1	..	114.7	..	..	101.8	..	105.3	106.3	..	112.0	90.5	104.4	100.2	115.3
Q4	98.3 R	107.3	104.8	..	116.2	..	101.6	101.8	..	105.6	106.3	..	113.2	89.7	103.9	99.9	115.9
1981 Q1	97.3 R	107.8	104.9	..	117.5	..	..	101.5	..	105.9	106.8	..	114.1	88.6	104.6	100.7	116.6
Q2	96.3 R	108.5	105.0	..	118.2	..	..	101.2	..	105.1	106.7	..	112.8	87.9	103.5	101.1	117.4
Q3	95.8 R	108.8	105.1	..	118.1	..	..	100.9	..	104.7	106.8	..	113.1	87.8	104.5	101.4	117.2
Q4	95.0 R	108.9	105.1	..	117.2	..	100.8	100.5	..	105.2	107.3	..	112.8	87.1	103.5	101.3	116.5
1982 Q1	94.6 R	109.2	109.0	..	116.2	..	..	99.9	..	105.0	107.9	..	113.6	86.8	103.5	101.1	116.0
Q2	93.8 R	109.0	..	..	114.8	..	..	99.5	..	105.5	107.7	..	115.2	86.8	103.9	101.1	116.2
Q3	93.0 R	108.6	..	..	113.3	..	..	98.9	..	104.4	107.5	..	114.0	86.6	104.2	100.3	116.2
CIVILIAN EMPLOYMENT																	
1975	24,704	5,841	2,942	3,748	9,284	2,332	20,714	24,798	1,058	19,594	52,230	4,547	1,707	12,692	4,062	3,017	85,846
1979	25,010	6,064	3,051	3,754	10,369	2,498	21,118	25,507	1,129	20,266	54,790	4,654	1,872	11,706	4,180	2,962	98,824
1980	24,865	6,242	3,070	3,751	10,655	..	21,127	25,745	1,148	20,551	55,360	4,669	1,914	11,254	4,232	3,016	99,303
1981	23,819	6,364	3,079	..	10,933	..	20,976	25,548	..	20,623	55,810	..	1,932	10,931	4,225	3,054	100,397
Civilian employment: proportions by sector																	
1981	2.8	6.5	10.3	3.0*	5.5	8.3**	8.6	5.5	19.2*	13.4	10.0	6.0*	8.5	18.2	5.6	7.0	3.5
Agriculture†	36.3	30.6	40.1	34.8*	28.3	30.0**	35.2	43.5	32.4*	37.5	35.3	31.9*	29.8	35.2	31.3	39.3	30.1
Industry††	60.9	62.8	50.0	62.3*	66.2	61.7**	56.2	51.0	48.4*	49.2	54.7	62.1*	61.7	46.6	63.1	53.6	66.4
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Manufacturing																	
1971	34.0	26.6	29.7	32.3	21.8	..	28.0	..	20.4	..	27.0	26.0	..	..	27.3	36.4	24.7
1972	32.9	25.5	29.7	31.9	21.8	24.9	28.1	36.6	..	..	27.0	25.1	23.8	..	27.1	35.5	24.3
1973	32.3	25.6	..	31.8	22.0	24.7	28.3	36.4	20.7	..	27.4	24.7	23.5	..	27.5	35.0	24.8
1974	32.4	25.2	30.2	31.5	21.7	23.6	28.4	36.6	21.0	..	27.2	24.6	23.6	..	28.3	34.8	24.2
1975	30.9	23.4	30.1	30.1	20.2	22.7	27.9	35.8	21.2	..	25.8	23.9	24.1	..	28.0	33.7	22.7
1976	30.2	23.5	29.6	29.1	20.3	22.5	27.4	35.8	20.8	..	25.5	22.9	23.2	24.0	26.9	32.8	22.8
1977	30.3	23.1	29.8	28.1	19.6	21.6	27.1	35.7	21.2	27.5	25.1	22.8	22.4	24.1	25.9	32.7	22.7
1978	30.0	21.8	29.7	27.0	19.6	21.5	26.6	35.4	21.1	27.1	24.5	22.1	21.3	24.1	24.9	32.6	22.7
1979	29.5	22.2	29.5	25.9	20.0	21.3	26.1	35.1	21.2	26.7	24.3	21.6	20.5	23.7	24.5	32.3	22.7
1980	28.4	30.9	29.5	25.4	19.8	..	25.7	35.1	21.2	26.7	24.7	21.3	20.3	23.7	24.2	32.2	22.1

Main Source: OECD—Labour Force Statistics.

Notes:

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

[6] Annual figures relate to April.

[7] Data in terms of man-years.

[8] Annual data relate to the 4th quarter.

* 1980

** 1979.

† Including hunting, forestry and fishing.

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

— Break in series

EMPLOYMENT 1.11

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Opera- tives (Thou)	Percent- age of all opera- tives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week			
			Average per operative working over- time	Actual (million)	Season- ally adjusted	Opera- tives (Thou)	Hours lost (Thou)	Opera- tives (Thou)	Hours lost (Thou)	Average per opera- tive working part of the week	Opera- tives (Thou)	Percent- age of all opera- tives	Hours lost (Thou)	Average per opera- tive on short- time
1977	1,801	34.6	8.7	15.58		13	495	35	362	10.2	48	0.9	857	17.4
1978	1,793	34.8	8.6	15.50		5	199	32	355	11.0	37	0.7	554	15.1
1979	1,724	34.2	8.7	14.90		8	317	42	455	10.6	50	1.0	772	15.0
1980	1,399	29.5	8.3	11.58		20	810	253	3,129	12.1	274	5.9	3,938	14.3
1981	1,122	26.7	8.2	9.62		15	599	310	3,608	11.3	325	7.7	4,206	12.5
1982	1,189	30.1	8.4	9.97		8	304	125	1,335	10.7	132	3.4	1,499	12.4
Week ended														
1979 Feb 10	1,733	34.2	8.5	14.78	14.89	18	703	45	468	10.5	63	1.2	1,171	18.9
Mar 10	1,843	36.5	8.7	15.96	15.71	6	224	33	366	11.0	39	0.8	590	15.2
Apr 7	1,880	37.2	8.7	16.26	16.11	6	235	26	256	9.8	32	0.6	492	15.3
May 5	1,854	36.8	8.4	15.60	15.28	4	160	28	257	9.3	32	0.6	417	13.2
June 9	1,830	36.3	8.6	15.69	15.61	2	73	29	265	9.0	31	0.6	339	10.9
July 7	1,822	35.9	8.9	16.13	15.75	4	169	35	436	12.6	39	0.8	605	15.6
Aug 4	1,304	25.7	9.2	11.93	13.12	3	121	21	177	8.4	24	0.5	298	12.4
Sep 8	1,407	27.8	9.0	12.65	12.75	9	363	42	423	10.1	51	1.0	786	15.4
Oct 13	1,694	33.7	8.6	14.62	14.47	23	920	62	710	11.4	86	1.7	1,630	19.1
Nov 10	1,836	36.7	8.6	15.79	15.35	8	299	56	648	11.4	64	1.3	947	14.7
Dec 8	1,863	37.3	8.6	16.06	15.26	4	155	61	713	11.5	65	1.3	868	13.2
1980 Jan 12	1,632	33.0	8.3	13.48	14.73	5	182	81	999	12.4	86	1.7	1,181	13.8
Feb 16	1,704	34.7	8.4	14.30	14.40	13	539	107	1,198	11.2	120	2.4	1,737	14.5
Mar 15	1,645	33.7	8.4	13.78	13.54	22	874	153	1,864	12.2	175	3.6	2,738	15.7
Apr 19	1,531	31.7	8.3	12.70	12.53	13	526	144	1,585	11.0	157	3.3	2,111	13.4
May 17	1,534	31.8	8.3	12.78	12.51	16	653	154	1,699	11.0	170	3.5	2,352	13.8
June 14	1,508	31.4	8.3	12.53	12.31	14	548	193	2,229	11.6	207	4.3	2,777	13.5
July 12	1,370	28.7	8.5	11.59	11.24	11	440	212	2,521	11.9	223	4.7	2,961	13.3
Aug 16	1,173	24.9	8.4	9.84	10.88	19	774	246	3,017	12.3	265	5.6	3,791	14.3
Sep 13	1,210	25.9	8.2	9.96	10.06	33	1,311	338	4,106	12.1	371	8.0	5,417	14.6
Oct 11	1,174	26.0	8.1	9.49	9.46	38	1,523	434	5,729	13.2	472	10.4	7,252	15.4
Nov 15	1,150	25.8	8.1	9.26	8.86	26	1,059	506	6,411	12.7	532	12.0	7,470	14.0
Dec 13	1,161	26.3	7.9	9.19	8.48	32	1,287	473	6,188	13.1	506	11.4	7,475	14.8
1981 Jan 17	997	23.0	7.7	7.72	8.92	41	1,637	557	6,878	12.4	598	13.7	8,515	14.2
Feb 14	1,055	24.5	7.9	8.39	8.46	30	1,182	555	6,861	12.4	585	13.6	8,043	13.8
Mar 14	1,054	24.7	8.1	8.51	8.29	19	771	494	6,059	12.3	513	12.0	6,829	13.3
Apr 11	1,104	26.1	8.3	9.16	9.05	18	725	420	4,984	11.9	438	10.3	5,709	13.0
May 16	1,103	26.2	8.0	8.92	8.66	18	703	338	3,824	11.4	355	8.4	4,527	12.7
June 13	1,133	27.1	8.1	9.23	8.89	10	389	293	3,277	11.2	303	7.2	3,667	12.1
July 11	1,110	26.6	8.3	9.31	9.01	9	363	204	2,292	11.3	213	5.1	2,655	12.5
Aug 15	1,039	24.9	8.7	8.98	9.88	8	331	190	2,038	10.7	199	4.8	2,369	11.9
Sep 12	1,175	28.1	8.5	9.98	10.07	8	320	183	1,960	10.7	191	4.6	2,280	11.9
Oct 10	1,188	28.6	8.4	9.98	9.99	6	258	169	1,805	10.7	175	4.3	2,063	11.7
Nov 14	1,257	30.4	8.3	10.39	10.03	7	261	176	1,797	10.2	182	4.4	2,058	11.1
Dec 12	1,255	30.6	8.4	10.59	9.96	6	247	142	1,516	10.7	148	3.6	1,763	11.9
1982 Jan 16	1,091	26.9	8.1	8.91	10.08	7	272	149	1,678	11.2	156	3.9	1,950	12.5
Feb 13	1,207	29.8	8.4	10.20	10.24	12	487	150	1,585	10.6	162	4.0	2,071	12.8
Mar 20	1,254	31.1	8.3	10.36	10.17	11	433	145	1,545	10.6	156	3.9	1,978	12.7
Apr 24	1,192	29.7	8.2	9.71	9.65	6	239	136	1,476	10.8	142	3.7	1,716	12.1
May 22	1,233	30.8	8.6	10.58	10.31	7	280	120	1,265	10.5	127	3.2	1,545	12.2
June 19	1,241	31.1	8.5	10.54	10.14	5	201	113	1,233	10.9	118	3.0	1,434	12.2
July 17	1,193	29.9	8.6	10.23	9.98	4	171	83	853	10.2	87	2.2	1,024	11.8
Aug 14	1,095	27.6	8.6	9.44	10.24	5	209	92	981	10.6	97	2.4	1,190	12.2
Sept 11	1,170	30.1	8.4	9.79	9.88	7	277	107	1,121	10.5	114	2.9	1,399	12.3
Oct 16	1,211	31.4	8.3	10.03	10.05	8	332	121	1,305	10.8	130	3.3	1,637	12.7
Nov 13	1,189	31.1	8.3	9.90	9.58	12	464	144	1,582	11.0	156	4.1	2,045	13.2
Dec 11	1,190	31.2	8.4	10.01	9.45	7	287	137	1,403	10.3	144	3.8	1,690	11.8
1983 Jan 15	1,052	27.9	7.9	8.28	9.44	7	274	136	1,449	10.7	143	3.8	1,724	12.2
Feb 12	1,130	30.1	8.3	9.41	9.44	12	472	126	1,352	10.7	138	3.7	1,824	13.3

Note: Figures from October 1981 are provisional.

GREAT BRITAIN

INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*

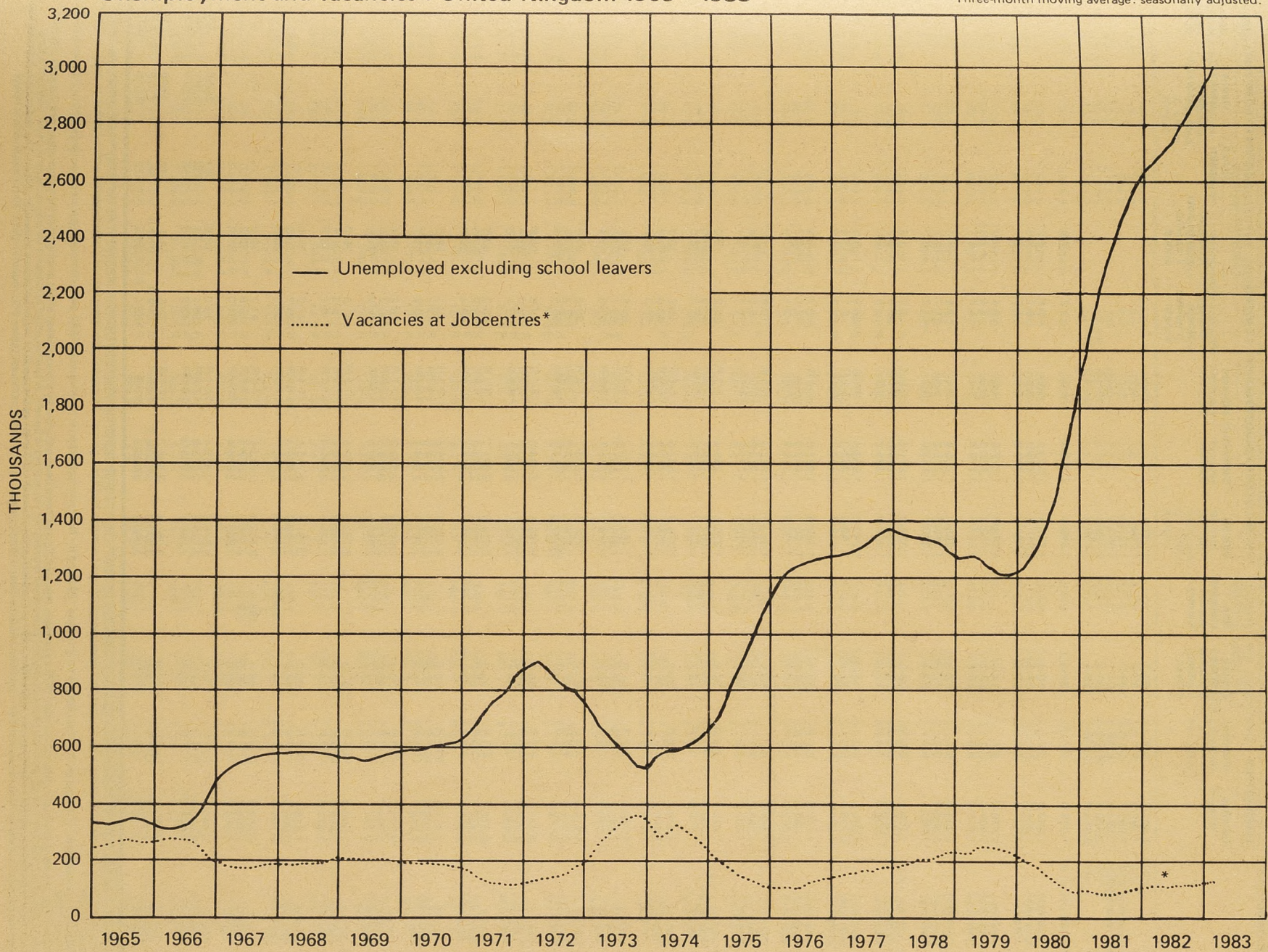
INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE

	All manufacturing industries					All manufacturing industries							
	Orders III-XIX		Engineering, allied industries (except vehicles) Orders VII-X & XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink, tobacco Order III	Orders III-XIX		Engineering, allied industries (except vehicles) Orders VII-X & XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink, tobacco Order III	
	Actual	Seasonally adjusted					Actual	Seasonally adjusted					
1959	100.9		96.3	104.9	108.6	99.1	103.3	102.8	104.9	104.5	102.0		
1960	103.9		99.4	107.9	110.1	100.1	102.4	101.7	101.7	104.8	101.7		
1961	102.9		101.9	102.9	104.7	100.1	101.0	101.3	100.6	101.1	100.4		
1962	100.0		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		
1963	98.4		97.6	99.1	98.2	98.4	99.9	99.6	100.2	100.5	99.9		
1964	100.7		101.7	99.3	98.8	97.3	100.7	100.7	100.8	101.4	99.9		
1965	99.8		101.9	96.2	95.6	96.6	99.4	98.8	98.4	100.3	99.0		
1966	97.3		101.0	91.5	91.7	95.2	97.8	97.4	95.7	98.5	98.1		
1967	92.4		96.8	86.1	84.4	92.8	97.1	96.6	95.7	97.3	98.0		
1968	91.5		94.6	87.0	83.3	90.4	97.9	96.8	96.9	98.3	98.3		
1969	92.4		96.1	88.3	83.6	90.8	98.0	97.3	97.4	97.7	98.4		
1970	90.2		94.3	86.7	78.3	89.3	97.0	96.1	95.4	96.9	97.5		
1971	84.4		87.2	82.1	74.0	85.9	95.1	93.4	93.2	96.3	96.6		
1972	81.3		82.7	79.8	71.7	84.5	94.7	92.6	92.8	95.6	96.7		
1973	83.2		85.8	82.6	71.2	85.4	96.5	94.9	95.1	96.7	97.6		
1974	81.0		84.7	79.3	66.1	87.2	93.8	92.4	91.8	94.8	96.8		
1975	75.4		80.2	75.1	60.9	82.0	92.8	91.3	92.5	93.7	95.4		
1976	73.8		76.5	74.3	58.8	79.8	93.1	91.1	93.7	93.8	95.1		
1977	74.9		78.0	75.7	59.3	80.0	94.0	92.2	93.3	94.2	95.8		
1978	73.9		77.8	76.0	57.4	77.5	93.8	92.0	93.4	94.0	95.6		
1979	72.0		75.6	74.9	54.9	77.4	93.5	91.6	93.1	93.9	95.7		
1980	65.3		69.4	67.0	46.3	75.4	90.5	89.0	88.2	90.3	94.8		
1981	57.6		61.5	56.6	41.4	70.8	89.3	87.2	85.9	91.2	94.3		
1982	54.8		58.8	51.4	39.9	68.2	90.9	89.0	86.9	93.5	94.1		
Week ended													
1979	Feb 10	73.0	72.2	77.3	76.0	56.9	75.6	93.1	93.7	91.6	92.1	93.6	94.9
	Mar 10	73.6	72.7	77.5	77.1	56.9	76.6	93.7	94.0	92.0	93.5	94.0	95.4
	April 7	73.7	72.5	77.4	77.7	56.7	77.5	94.1	94.1	92.2	94.1	94.3	95.9
	May 5	73.8	72.3	77.2	78.3	56.7	78.2	93.9	93.7	91.7	94.3	94.2	95.8
	June 9	74.0	72.2	77.3	77.6	57.0	79.1	93.9	93.7	91.9	93.5	94.4	96.1
	July 7	70.2	72.4	73.7	69.1	52.1	78.1	94.6	93.8	92.4	96.5	94.6	95.9
	Aug 4	60.2	71.7	62.2	65.7	44.8	71.9	93.6	92.8	90.8	91.7	94.4	97.0
	Sep 8	72.8	71.0	75.4	74.2	56.0	80.3	92.5	92.5	89.5	90.1	94.0	96.0
	Oct 13	72.8	71.1	76.5	74.0	55.2	79.9	93.3	93.4	91.4	92.0	93.6	95.7
	Nov 10	73.1	71.5	76.9	76.8	54.7	79.8	93.7	93.9	92.3	93.3	93.5	96.0
	Dec 8	72.9	71.1	77.0	77.1	53.7	79.7	93.9	93.7	92.6	94.2	93.1	96.3
1980	Jan 12	71.0	70.5	74.9	75.5	52.5	77.5	92.4	93.6	90.9	92.9	92.3	95.1
	Feb 16	70.4	69.7	74.6	75.3	51.5	76.3	92.6	93.2	91.6	93.2	92.0	94.6
	Mar 15	69.4	68.5	74.5	72.5	50.5	75.5	92.1	92.4	91.0	90.9	91.7	94.5
	April 19	68.7	67.5	72.7	71.9	49.5	75.4	91.7	91.7	90.2	90.9	91.5	94.5
	May 17	68.0	66.6	72.3	71.7	48.6	75.7	91.8	91.5	90.5	91.1	91.1	95.0
	June 14	67.4	65.7	71.8	70.2	48.2	76.4	91.3	91.0	90.0	89.9	90.6	95.1
	July 12	62.5	64.4	66.8	59.3	43.1	75.3	91.0	90.2	89.5	89.6	90.2	95.0
	Aug 16	53.0	63.1	55.7	57.1	36.0	67.9	90.4	89.6	88.7	87.2	89.0	95.9
	Sep 13	63.6	62.0	67.3	63.5	44.6	75.3	89.1	89.0	87.6	85.7	89.1	94.5
	Oct 11	61.8	60.4	65.6	60.8	43.6	75.1	87.9	88.0	86.3	82.3	88.5	94.5
	Nov 15	60.8	59.5	64.4	59.0	42.8	74.1	87.5	87.7	85.8	81.9	88.5	94.1
	Dec 13	60.4	58.9	63.8	58.8	42.5	74.0	87.8	87.6	85.8	82.4	88.6	94.7
1981	Jan 17	58.7	58.3					86.4	87.5				
	Feb 14	58.4	57.9					86.8	87.4				
	Mar 14	58.5	57.8	61.3	57.7	41.2	70.0	87.4	87.8	85.0	83.4	88.5	93.3
	April 11	58.8	57.8					88.5	88.6				
	May 16	58.9	57.7					89.0	88.8				
	June 13	58.9	57.4	61.4	58.1	41.6	69.8	89.6	89.3	86.9	86.9	91.2	93.9
	July 11	55.7	57.4					90.4	89.6				
	Aug 15	49.1	58.4					91.1	90.3				
	Sep 12	59.4	57.8	62.3	56.9	41.6	72.4	90.7	90.5	88.3	87.7	92.1	94.9
	Oct 10	59.0	57.6					90.7	90.8				
	Nov 14	58.1	56.9					90.2	90.5				
	Dec 12	58.0	56.6	61.0	53.6	41.1	70.9	90.6	90.5	88.4	85.6	93.1	94.9
1982	Jan 16	56.6	56.3					89.5	90.7				
	Feb 13	56.7	56.2					90.4	91.0				
	Mar 20	56.6	55.9	59.9	53.2	40.2	67.8	90.5	90.9	88.6	86.8	92.9	93.3
	April 24	56.3	55.4					90.4	90.5				
	May 22	56.3	55.1					91.0	90.7				
	June 19	56.2	54.8	59.4	51.9	40.4	68.8	91.1	90.7	89.2	87.1	93.6	94.3
	July 17	52.9	54.5					91.6	90.8				
	Aug 14	45.8	54.4					91.9	91.0				
	Sep 11	55.6	54.1	58.7	50.8	39.7	68.7	91.1	90.9	89.0	86.8	93.5	94.2
	Oct 16	55.3	54.0					91.1	91.2				
	Nov 13	54.7	53.6					90.9	91.2				
	Dec 11	54.5	53.2	57.3	49.6	39.2	67.3	91.2	91.2	89.0	86.9	94.1	94.6
1983	Jan 15	53.1	52.9					89.9	91.2				
	Feb 12	53.1	52.6					90.5	91.1				

* The index of total weekly hours worked is subject to revision from October 1981

Unemployment[†] and vacancies : United Kingdom 1965—1983

Three-month moving average: seasonally adjusted.



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

[†] New basis (claimants).

2.1 UNEMPLOYMENT* UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE										
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		UNITED KINGDOM
	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers †	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	
						Number	Per cent					Change since previous month	Average change over 3 months ended
1977	1,402.7	5.8	89.7	1,313.0	5.6						
1978	1,382.9	5.7	83.9	1,299.1	5.5						
1979	1,295.7	5.3 R	68.3	1,227.3	5.1						
1980	1,664.9	6.8 R	104.1	1,560.8	6.4 R						
1981	2,520.4	10.5 R	100.6	2,419.8	10.0 R						
1982	2,916.9	12.2 R	123.5	2,793.4	11.7 R						
1978 Mar 9	1,379.0	5.7	30.3	1,348.8	1,343.8	5.6	-2.2	-7.8			
April 13	1,369.8	5.7	46.4	1,323.4	1,337.4	5.5	-6.4	-6.5			
May 11	1,304.7	5.4	36.8	1,267.8	1,329.2	5.5	-8.2	-5.6			
June 8	1,343.1	5.6	122.6	1,220.5	1,326.2	5.5	-3.0	-5.9			
July 6	1,470.8	6.1	214.2	1,256.6	1,319.8	5.5	-6.4	-5.9			
Aug 10	1,499.6	6.2	197.2	1,302.4	1,325.2	5.5	-5.4	-1.3			
Sep 14	1,418.4	5.9	120.8	1,297.6	1,310.8	5.4	-14.4	-5.1			
Oct 12	1,335.8	5.5	69.1	1,266.7	1,296.9	5.4	-13.9	-7.6			
Nov 9	1,303.0	5.4	47.3	1,255.7	1,275.2	5.3	-21.7	-16.7			
Dec 7	1,280.2	5.3	34.7	1,245.5	1,262.0	5.2	-13.2	-16.3			
1979 Jan 11	1,372.8	5.6 R	36.9	1,335.9	1,271.2	5.2 R	9.2	-8.6			
Feb 8	1,369.2	5.6 R	29.5	1,339.7	1,293.8	5.3 R	22.6	6.2			
Mar 8	1,320.3	5.4 R	22.7	1,297.6	1,289.3	5.3	-4.5	9.1			
April 5	1,260.9	5.2	18.8	1,242.2	1,253.4	5.1 R	-35.9	-5.9			
May 10	1,218.9	5.0	29.3	1,189.6	1,253.5	5.1 R	0.1	-13.4			
June 14	1,234.5	5.1	114.8	1,119.7	1,232.7	5.1	-20.8	-18.9			
July 12	1,347.3	5.5 R	186.4	1,160.9	1,227.0	5.0 R	-5.7	-8.8			
Aug 9	1,344.9	5.5 R	158.2	1,186.7	1,213.9	5.0	-13.1	-13.2			
Sep 13	1,292.3	5.3 R	96.7	1,195.6	1,211.8	5.0	-2.1	-7.0			
Oct 11†	1,267.5	5.2	56.5	1,211.0	1,222.3	5.0 R	10.5	-1.6			
Nov 8	1,258.7	5.2	39.8	1,219.0	1,215.8	5.0	-6.5	0.6			
Dec 6	1,260.9	5.2	30.5	1,230.4	1,224.2	5.0 R	8.4	4.1			
1980 Jan 10	1,373.7	5.6 R	34.6	1,339.1	1,249.4	5.1 R	25.2	9.0			
Feb 14	1,388.6	5.7 R	28.2	1,360.3	1,289.7	5.3 R	40.3	24.6			
Mar 13	1,375.6	5.6 R	22.7	1,353.0	1,321.2	5.4 R	31.5	32.3			
April 10	1,418.1	5.8 R	39.3	1,378.8	1,367.5	5.6 R	46.3	39.4			
May 8	1,404.4	5.8	36.3	1,368.1	1,413.5	5.8	46.0	41.3			
June 12	1,513.0	6.2 R	142.8	1,370.1	1,468.8	6.0 R	55.3	49.2			
July 10	1,736.5	7.1 R	251.0	1,485.6	1,535.2	6.3 R	66.4	55.9			
Aug 14	1,846.1	7.6 R	227.4	1,618.8	1,631.3	6.7 R	96.1	72.6			
Sep 11	1,890.6	7.8 R	176.7	1,714.0	1,713.1	7.0 R	81.8	81.4			
Oct 9	1,916.4	7.9 R	121.9	1,794.5	1,806.7	7.4 R	93.6	90.5			
Nov 13	2,016.0	8.3 R	91.5	1,924.5	1,918.9	7.9 R	112.2	95.9			
Dec 11	2,099.9	8.6 R	77.1	2,022.8	2,014.4	8.3 R	95.5	100.4			
1981 Jan 15	2,271.1	9.4 R	80.5	2,190.6	2,094.0	8.7 R	79.6	95.8			
Feb 12	2,312.4	9.6 R	68.9	2,243.5	2,166.0	9.0 R	72.0	82.4			
Mar 12	2,333.5	9.7 R	58.1	2,275.4	2,238.1	9.3 R	72.1	74.6			
April 9	2,372.7	9.8 R	53.3	2,319.4	2,301.1	9.5 R	63.0	69.0			
May 14	2,407.4	10.0 R	82.7	2,324.7	2,368.0	9.8 R	66.9	67.3			
June 11	2,395.2	9.9 R	77.5	2,317.7	2,417.4	10.0 R	49.4	59.3			
July 9§	2,511.8	10.4 R	76.5	2,435.3	2,476.5	10.3 R	59.1	58.5			
Aug 13§	2,586.3	10.7 R	85.5	2,500.8	2,514.2	10.4 R	37.7	48.7			
Sep 10§	2,748.6	11.4 R	178.8	2,569.9	2,554.6	10.6 R	40.4	45.7			
Oct 8§	2,771.6	11.5 R	179.4	2,592.2	2,582.8	10.7 R	28.2	35.4			
Nov 12	2,769.5	11.5 R	143.8	2,625.8	2,615.5	10.9 R	32.7	33.8			
Dec 10	2,764.1	11.5 R	122.2	2,642.0	2,629.0	10.9 R	13.5	24.8			
1982 Jan 14	2,896.3	12.1 R	127.3	2,769.0	2,670.5	11.2 R	41.5	29.2			
Feb 11	2,870.2	12.0 R	111.3	2,758.9	2,679.8	11.2 R	9.3	21.4			
Mar 11	2,820.8	11.8 R	94.9	2,725.9	2,687.9	11.3 R	8.1	19.6			
April 15	2,818.5	11.8 R	86.9	2,731.6	2,715.1	11.4 R	27.2	14.9			
May 13	2,800.5	11.7 R	104.5	2,695.9	2,739.8	11.5 R	24.7	20.0			
June 10	2,769.6	11.6 R	99.0	2,670.6	2,772.7	11.6 R	32.9	28.3			
July 8	2,852.5	12.0 R	99.4	2,753.2	2,813.8	11.8 R	41.1	32.9			
Aug 12	2,898.8	12.1 R	102.5	2,796.3	2,832.4	11.9 R	18.6	30.9			
Sep 9	3,066.2	12.9 R	203.8	2,862.3	2,866.4	12.0 R	34.0	31.2			
Oct 14	3,049.0	12.8 R	174.2	2,874.8	2,885.4	12.1 R	19.0	23.9	361	2,468	220
Nov 11	3,063.0	12.8 R	147.5	2,915.6	2,905.5	12.2 R	20.1	24.4	330	2,511	220
Dec 9	3,097.0	13.0 R	130.6	2,966.4	2,948.8	12.4 R	43.3	27.5	298	2,571	228
1983 Jan 13	3,225.2	13.5 R	137.8	3,087.4	2,984.7	12.5 R	33.9	33.4	310	2,682	233
Feb 10	3,199.4	13.4 R	123.8	3,075.6	3,000.6 R	12.6 R	17.9 R	31.7 R	295	2,670	234
Mar 10	3,172.4	13.3	112.2	3,060.2	3,025.6	12.7	25.0	25.6	272	2,662	238

Note: The national and regional unemployment series are seasonally adjusted using to a large degree information on claimants included in the old series. There will be an element of uncertainty in these figures until experience of seasonal movements in the new series has been gained. As a result, the latest figures are provisional and subject to revision, mainly in the following month.
 * New basis (claimants). The figures for Great Britain prior to May 1982 and for Northern Ireland prior to November 1982 are estimates. See article on page S20 of *Employment Gazette* December 1982.
 † Fortnightly payment of benefit, prior to October 1979 seasonally adjusted figures have been adjusted by the estimated affect arising from the introduction of fortnightly payment.
 ‡ Not included in total. The new count of claimants excludes new school leavers not yet entitled to benefit. A special count at Careers Offices is made in June, July and August.
 § The recorded unemployment figures for July to October 1981 are overstated by about 20,000 (net) as the result of industrial action at benefit offices. The seasonally adjusted figures have been reduced to allow for this. No adjustment has been made to other unemployment figures and in particular tables 2.3 (regions) and 2.19 (unemployment flows).

UNEMPLOYMENT* 2.1 UK summary THOUSAND

MALE	FEMALE										UNITED KINGDOM			
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS		MARRIED
	Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Number	Per cent	School leavers included in unemployed	Actual		Seasonally adjusted		
					Number	Per cent						Number	Per cent	
1,044.8	7.3	46.5	998.3	7.0	357.9	3.7	43.5	314.5	3.3			1977		
1,009.5	7.0	43.4	966.2	6.8	373.4	3.8	40.5	332.9	3.5			1978		
930.1	6.5	36.0	894.2	6.3	365.6	3.7	32.4	333.2	3.4			1979		
1,180.6	8.3	55.0	1,125.6	7.9	484.3	4.8 R	49.1	435.2	4.3 R			1980		
1,843.3	13.0 R	55.6	1,787.8	12.5 R	677.0	6.9 R	45.0	632.0	6.4 R			1981		
2,133.2	15.2 R	70.1	2,063.2	14.7 R	783.6	8.0 R	53.4	730.2	7.4 R			1982		
1,033.4	7.2	14.7	1,018.8	1,006.9	7.0	345.6	3.6	15.6	330.0	336.9	3.5		1978 Mar 9	
1,020.5	7.1	24.0	996.5	997.1	6.9	349.3	3.6	22.4	326.9	340.3	3.5		April 13	
974.7	6.8	18.7	956.0	989.3	6.9	329.9	3.4	18.1	311.8	339.9	3.5		May 11	
985.6	6.9	65.8	919.8	984.5	6.9	357.5	3.7	56.8	300.7	341.7	3.5		June 8	
1,044.7	7.3	114.6	930.2	979.1	6.8	426.1	4.4	99.6	326.5	340.7	3.5		July 6	
1,059.6	7.4	106.8	952.8	978.9	6.8	440.0	4.5	90.4	349.6	346.3	3.6		Aug 10	
1,007.2	7.0	60.3	946.8	967.8	6.7	411.2	4.2	60.4	350.8	343.0	3.5		Sep 14	
958.7	6.7	33.6	925.1	955.7	6.7	377.1	3.9	35.4	341.6	341.2	3.5		Oct 12	
941.9	6.6	22.8	919.0	938.8	6.5	361.1	3.7	24.4	336.7	336.4	3.5		Nov 9	
935.2	6.5	17.0	918.2	928.0	6.5	345.0	3.5	17.7	327.3	334.0	3.4		Dec 7	
1,006.8	7.0 R	18.6	988.2	937.1	6.5 R	366.0	3.7	18.3	347.7	334.1	3.3 R		1979 Jan 11	
1,011.4	7.1	15.2	996.3	956.1	6.7	357.7	3.6	14.3	343.4	337.7	3.4		Feb 8	
978.0	6.8 R	11.6	966.3	951.2	6.6 R	342.3	3.4 R	11.0	331.3	338.1	3.4		Mar 8	
932.8	6.5	9.6	923.2	921.3	6.4 R	328.1	3.3	9.1	319.0	332.1	3.3 R		April 15	
895.1	6.2 R	15.6	879.5	913.9	6.4	323.8	3.2 R	13.8	310.0	339.6	3.4		May 10	
888.3	6.2	62.9	825.4	894.3	6.2 R	346.2	3.5	51.9						

2.2 UNEMPLOYMENT* GB summary

THOUSAND

GREAT BRITAIN	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent	School leavers included in unem- ployed	Non- claimant school leavers:	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
						Number	Per cent					
1977	1,344.9	5.7	84.7	..	1,260.2	5.5	..	..	..	..	..
1978	1,320.7	5.6	78.6	..	1,242.0	5.4	..	..	..	..	..
1979	1,233.9	5.2	63.6	..	1,170.3	5.0	..	..	..	..	..
1980	1,590.5	6.7 R	97.8	..	1,492.7	6.3 R	..	..	..	..	..
1981	2,422.4	10.3 R	94.0	..	2,328.4	9.9 R	..	..	..	..	..
1982	2,808.5	12.1 R	117.3	..	2,691.3	11.5 R	..	..	..	..	..
1978 Mar 9	1,319.9	5.6	27.8	..	1,292.1	5.5	-2.7	-8.3	..	..	..
April 13	1,308.5	5.6	42.6	..	1,265.9	5.4	-7.6	-7.2	..	..	..
May 11	1,245.6	5.3	33.5	..	1,212.1	5.4	-7.9	-6.1	..	..	..
June 8	1,281.8	5.4	116.9	..	1,164.9	5.4	-3.3	-6.3	..	..	..
July 6	1,401.4	6.0	203.7	..	1,197.7	5.4	-6.5	-5.9	..	..	..
Aug 10	1,429.3	6.1	186.8	..	1,242.5	5.4	5.1	-1.6	..	..	..
Sep 14	1,350.8	5.7	112.8	..	1,238.0	5.3	-14.4	-5.3	..	..	..
Oct 12	1,274.3	5.4	63.9	..	1,210.5	5.3	-12.5	-7.3	..	..	..
Nov 9	1,244.7	5.3	43.3	..	1,201.4	5.2	-20.1	-15.7	..	..	..
Dec 7	1,222.0	5.2	31.6	..	1,190.4	5.1	-13.8	-15.5	..	..	..
1979 Jan 11	1,311.6	5.5 R	24.1	..	1,277.5	5.1 R	8.5	-8.5	..	..	..
Feb 8	1,307.7	5.5	27.0	..	1,280.8	5.2	21.4	8.6	..	..	..
Mar 8	1,260.7	5.3	20.6	..	1,240.1	5.2	-4.2	..	..	..	..
April 5	1,202.9	5.1	17.0	..	1,185.9	5.0 R	-34.9	-5.9	..	..	..
May 10	1,160.8	4.9	26.4	..	1,134.4	5.0 R	-0.5	-13.2	..	..	..
June 14	1,174.9	4.9 R	108.8	..	1,066.1	5.0	-19.8	-18.4	..	..	..
July 12	1,279.0	5.4	176.1	..	1,102.9	5.4 R	-6.7	-9.0	..	..	..
Aug 9	1,276.9	5.4	148.7	..	1,128.2	4.9	-13.0	-13.2	..	..	..
Sep 13	1,226.3	5.2	89.1	..	1,137.2	4.9	-2.2	-7.3	..	..	..
Oct 11†	1,206.0	5.1	51.7	..	1,154.4	4.9	10.5	-1.6	..	..	..
Nov 8	1,199.1	5.0 R	35.9	..	1,163.1	4.9	-6.2	0.7	..	..	..
Dec 6	1,200.7	5.1	27.3	..	1,173.4	4.9	7.4	3.9	..	..	..
1980 Jan 10	1,310.8	5.5 R	31.6	..	1,279.2	5.0 R	25.0	8.7	..	..	..
Feb 14	1,325.1	5.7	25.5	..	1,299.5	5.2	38.9	23.8	..	..	..
Mar 13	1,312.9	5.5 R	20.4	..	1,292.5	5.3 R	30.7	31.5	..	..	..
April 10	1,353.4	5.7 R	36.0	..	1,317.4	5.5 R	44.8	38.1	..	..	..
May 8	1,340.3	5.6 R	32.9	..	1,307.3	5.7 R	45.0	40.2	..	..	..
June 12	1,444.3	6.1 R	135.8	..	1,308.5	5.9 R	53.8	47.9	..	..	..
July 10	1,656.9	7.0 R	238.9	..	1,417.9	6.2 R	63.5	54.1	..	..	..
Aug 14	1,763.2	7.4 R	215.7	..	1,547.5	6.6 R	92.9	70.1	..	..	..
Sep 11	1,806.4	7.6 R	166.7	..	1,639.8	6.9 R	78.9	78.4	..	..	..
Oct 9	1,831.6	7.7 R	114.1	..	1,717.5	7.3 R	89.7	87.2	..	..	..
Nov 13	1,929.4	8.1 R	84.8	..	1,844.7	7.7 R	108.7	92.4	..	..	..
Dec 11	2,011.3	8.5 R	70.8	..	1,940.5	8.1 R	93.0	97.1	..	..	..
1981 Jan 15	2,177.5	9.3 R	74.5	..	2,103.1	8.5 R	77.3	93.0	..	..	..
Feb 12	2,218.1	9.4 R	63.2	..	2,154.9	8.8 R	70.4	80.2	..	..	..
Mar 12	2,239.1	9.5 R	53.1	..	2,186.0	9.1 R	70.1	72.6	..	..	..
April 9	2,279.2	9.7 R	48.9	..	2,230.3	9.4 R	62.6	67.7	..	..	..
May 14	2,311.5	9.8 R	76.5	..	2,235.1	9.7 R	64.6	65.8	..	..	..
June 11	2,299.3	9.8 R	71.5	..	2,227.8	9.9 R	48.5	58.6	..	..	..
July 9§	2,413.9	10.3 R	70.8	..	2,343.1	10.1 R	58.6	57.2	..	..	..
Aug 13§	2,488.3	10.6 R	80.2	..	2,408.2	10.3 R	37.6	48.2	..	..	..
Sep 10§	2,643.2	11.2 R	167.8	..	2,475.4	10.5 R	39.9	45.4	..	..	..
Oct 8§	2,667.7	11.3 R	169.9	..	2,497.8	10.6 R	27.6	35.0	..	..	..
Nov 12	2,667.7	11.3 R	136.1	..	2,531.6	10.7 R	32.2	33.2	..	..	..
Dec 10	2,663.0	11.3 R	115.3	..	2,547.6	10.8 R	13.4	24.4	..	..	..
1982 Jan 14	2,790.5	12.0 R	120.7	..	2,669.8	11.0 R	39.6	28.4	..	..	..
Feb 11	2,765.5	11.9 R	105.2	..	2,660.3	11.1 R	9.2	20.7	..	..	..
Mar 11	2,717.6	11.7 R	89.9	..	2,627.7	11.1 R	7.2	18.7	..	..	..
April 15	2,714.3	11.6 R	81.9	..	2,632.4	11.2 R	25.5	14.0	..	..	..
May 13	2,695.3	11.6 R	98.4	..	2,596.9	11.3 R	23.2	18.6	291	2,201	203	
June 10	2,663.8	11.4 R	93.1	117.4	2,570.6	11.5 R	31.2	26.6	264	2,196	205	
July 8	2,744.4	11.8 R	93.5	192.2	2,650.8	11.6 R	40.8	34.4	344	2,190	210	
Aug 12	2,789.7	12.0 R	97.0	187.6	2,692.7	11.7 R	17.9	30.0	298	2,282	210	
Sep 9	2,950.3	12.7 R	193.3	..	2,757.0	11.9 R	33.1	30.6	429	2,307	214	
Oct 14	2,935.3	12.6 R	166.5	..	2,768.7	11.9 R	18.6	23.2	352	2,366	217	
Nov 11	2,950.8	12.7 R	141.7	..	2,809.1	12.0 R	18.1	23.3	321	2,411	219	
Dec 9	2,984.7	12.8 R	125.8	..	2,858.9	12.2 R	42.2	26.3	290	2,469	225	
1983 Jan 13	3,109.0	13.3 R	133.4	..	2,975.6	12.3 R	32.7	31.0	302	2,577	231	
Feb 10	3,084.7	13.2 R	119.8	..	2,964.8	12.4 R	17.7 R	30.9 R	287	2,567	230	
Mar 10	3,058.7	13.1	108.8	..	2,950.0	12.5	24.6	25.0	265	2,559	235	

* New basis (claimants). See footnote to table 2.1.

UNEMPLOYMENT* 2.2 GB summary THOUSAND

GREAT BRITAIN	MALE										FEMALE										GREAT BRITAIN
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				MARRIED						
	Number	Per cent	School leavers included in unem- ployed	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Number	Per cent	School leavers included in unem- ployed	Actual	Seasonally adjusted		Number			
					Number	Per cent										Number	Per cent		Number	Per cent	
1977	1,004.0	7.1	43.4	..	960.5	6.9	..	..	..	..	340.9	3.6	41.2	299.7	..	..	..	..	..	1977
1978	965.7	6.9	40.4	..	925.3	6.7	..	..	..	..	354.9	3.7	38.3	316.7	..	..	..	..	..	1978
1979	887.2	6.3 R	33.1	..	854.1	6.2	..	..	..	..	346.7	3.6	30.4	316.3	..	..	..	..	..	1979
1980	1,129.1	8.1	51.2	..	1,077.9	7.7 R	..	..	..	..	461.3	4.7 R	46.6	414.8	..	..	..	..	..	1980
1981	1,773.3	12.8 R	51.4	..	1,721.9	12.4 R	..	..	..	..	649.1	6.7 R	42.5	606.5	..	..	..	..	..	1981
1982	2,055.9	15.0 R	66.2	..	1,989.7	14.5 R	..	..	..	..	752.6	7.8 R	51.1	701.6	..	..	..	..	..	1982
1978 Mar 9	990.4	7.1	13.3	..	977.2	6.9	..	..	..	..	329.5	3.5	14.6	314.9	..	..	..	..	..	1978 Mar 9
April 13	976.0	7.0	21.7	..	954.3	6.8	..	..	..	..	332.4	3.5	20.9	311.6	..	..	..	..	..	April 13
May 11	932.1	6.6	16.7	..	915.4	6.8	..	..	..	..	313.5	3.3	16.8	296.7	..	..	..	..	..	May 11
June 8	942.0	6.7	62.4	..	879.6	6.7	..	..	..	..	339.8	3.6	54.6	285.3	..	..	..	..	..	June 8
July 6	997.7	7.1	108.8	..	888.9	6.7	..	..	..	..	403.7	4.3	94.9	308.8	..	..	..	..	..	July 6
Aug 10	1,012.1	7.2	101.1	..	911.0	6.7	..	..	..	..	417.2	4.4	85.7	331.5	..	..	..	..	..	Aug 10
Sep 14	961.0	6.8	55.7	..	905.3	6.6	..	..	..	..	389.8	4.1	57.1	332.7	..	..	..	..	..	Sep 14
Oct 12	916.2	6.5	30.7	..	885.5	6.5	..	..	..	..	358.1	3.8	33.2	325.0	..	..	..	..	..	Oct 12
Nov 9	901.3	6.4	20.6	..	880.7	6.4	..	..	..	..	343.4	3.6	22.7	320.7	..	..	..	..	..	Nov 9
Dec 7	894.1	6.4	15.2	..	878.9	6.3	..	..	..	..	327.9	3.5	16.4	311.5	..	..	..	..	..	Dec 7
1979 Jan 11	963.1	6.9	16.9	..	946.2	6.4	..	..	..	..	348.5									

2.3 UNEMPLOYMENT* Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female	
								Number	Per cent	Change since previous month	Average change over 3 months ended			Number	Per cent
SOUTH EAST														
1978	296.0	222.3	73.7	11.0	3.9	5.0	2.4	285.0		3.8		220.7	70.3	
1979+	257.7	192.3	65.4	7.8	3.4	4.3	1.9	249.9		3.3 R		191.2	63.1	
1980	328.1	241.0	87.1	14.6	4.2 R	5.4 R	2.8	313.5		4.1 R		233.1	80.5	
1981	547.6	407.5	140.1	16.5	7.1 R	9.1 R	4.3 R	531.0		6.5 R		398.1	132.9	
1982	664.6	490.8	173.8	22.4	8.7 R	11.1 R	5.4 R	642.3		8.4 R		477.9	164.2	
1982 Mar 11	642.5	479.0	163.5	15.5	8.4 R	10.8 R	5.1 R	627.0	621.0	8.1 R	6.9	8.3	463.8	157.2
April 15	640.1	477.7	162.4	13.7	8.4 R	10.8 R	5.1 R	626.4	624.8	8.2 R	3.8	6.4	466.0	158.8
May 13	637.7	476.5	161.2	18.5	8.4 R	10.8 R	5.0 R	619.2	630.3	8.3 R	5.5	5.4	470.1	160.2
June 10	628.6	469.7	158.9	17.3	8.2 R	10.6 R	5.0 R	611.3	636.3	8.3 R	6.0	5.1	474.6	161.7
July 8	649.2	480.4	168.8	16.9	8.5 R	10.9 R	5.3 R	632.2	643.2	8.4 R	6.9	6.1	478.6	164.6
Aug 12	664.5	487.6	176.9	16.9	8.7 R	11.0 R	5.5 R	647.7	649.5	8.5 R	6.3	6.4	482.5	167.0
Sep 9	699.6	507.6	192.0	37.7	9.2 R	11.5 R	6.0 R	661.9	657.8	8.6 R	8.3	7.2	488.0	169.8
Oct 14	701.3	509.8	191.5	35.8	9.2 R	11.5 R	6.0 R	665.5	664.2	8.7 R	6.4	7.0	491.9	172.3
Nov 11	704.1	513.9	190.3	29.9	9.2 R	11.6 R	5.9 R	674.2	673.0	8.8 R	8.8	7.8	498.4	174.6
Dec 9	711.0	522.8	188.2	26.1	9.3 R	11.8 R	5.9 R	684.9	684.9	9.0 R	11.9	9.0	507.6	177.3
1983 Jan 13	739.3	542.4	196.9	24.9	9.7 R	12.3 R	6.1 R	714.3	693.2	9.1 R	8.3	9.7	512.1	181.1
Feb 10	738.2	540.9	197.3	22.4	9.7 R	12.2 R	6.2 R	715.8	699.9	9.2 R	6.7	9.0	515.1	184.8
Mar 10	734.6	539.1	195.5	20.2	9.6	12.2	6.1	714.5	708.7	9.3	8.8	7.9	521.4	187.3
GREATER LONDON (included in South East)														
1978	142.9	109.6	33.3	4.7	3.7	4.8	2.1	138.1		3.7		109.2	32.0	
1979+	126.0	96.1	29.9	3.4	3.4 R	4.3	1.9	122.6		3.3		95.9	29.0	
1980	157.5	117.1	40.4	6.0	4.2	5.4 R	2.6	151.5		4.1 R		114.0	37.6	
1981	263.5	195.8	67.6	9.0	7.0	8.8	4.4 R	254.5		6.7 R		190.4	64.0	
1982	323.3	238.5	84.8	10.7	8.6 R	10.8 R	5.5 R	312.6		8.3 R		232.3	80.3	
1982 Mar 11	309.5	230.6	78.9	7.9	8.3 R	10.4 R	5.1 R	301.6	299.6	8.0 R	3.8	3.8	223.7	75.9
April 15	309.8	230.8	79.0	6.6	8.3 R	10.4 R	5.2 R	303.2	303.1	8.1 R	3.5	4.4	225.7	77.4
May 13	313.9	233.8	80.1	8.9	8.4 R	10.6	5.2 R	304.9	308.1	8.2 R	5.0	4.1	229.1	79.0
June 10	311.3	231.9	79.4	8.5	8.3 R	10.5 R	5.2 R	302.7	312.2	8.3 R	4.1	4.2	232.2	80.0
July 8	320.0	236.8	83.2	8.4	8.5 R	10.7 R	5.4 R	311.6	316.9	8.5 R	4.7	4.6	235.5	81.4
Aug 12	329.4	241.6	87.8	8.3	8.8 R	10.9 R	5.7 R	321.1	320.1	8.5 R	3.2	4.0	237.4	82.7
Sep 9	341.9	248.6	93.3	16.0	9.1 R	11.2 R	6.1 R	325.9	321.9	8.6 R	1.8	3.2	238.6	83.3
Oct 14	341.5	248.5	93.1	16.8	9.1 R	11.2 R	6.1 R	324.7	324.7	8.7 R	2.8	2.6	240.4	84.3
Nov 11	341.1	249.0	92.1	14.6	9.1 R	11.3	6.0 R	326.5	326.7	8.7 R	2.0	2.2	241.6	85.1
Dec 9	343.8	252.5	91.4	13.0	9.2 R	11.4 R	6.0 R	330.8	332.4	8.9 R	5.7	3.5	246.1	86.3
1983 Jan 13	354.9	260.2	94.6	12.2	9.5 R	11.8	6.2 R	342.7	335.7	9.0 R	3.3	3.7	247.8	87.9
Feb 10	357.4	261.9	95.5	11.0	9.5 R	11.8 R	6.2 R	346.4	341.3	9.1 R	5.6	4.9	251.3	90.0
Mar 10	357.8	262.7	95.1	10.0	9.6	11.9	6.2	347.9	346.1	9.2	4.8	4.6	254.7	91.4
EAST ANGLIA														
1978	34.1	25.7	8.4	1.5	4.8	5.9	3.0	32.6		4.7		25.4	7.9	
1979+	30.8	22.7	8.1	1.1	4.2 R	5.2 R	2.8	29.7		4.1 R		22.4	7.7	
1980	39.2	28.5	10.7	2.0	5.3 R	6.5 R	3.6 R	37.2		5.0 R		27.5	9.7	
1981	61.4	45.9	15.5	2.0	8.4 R	10.4 R	5.3 R	59.4		8.1 R		44.9	14.5	
1982	72.2	53.2	19.0	2.4	9.9 R	12.1 R	6.4 R	69.8		9.5 R		51.9	17.9	
1982 Mar 11	70.9	52.6	18.2	1.6	9.7 R	12.0 R	6.2 R	69.2	66.7	9.1 R	-0.4	0.6	49.5	17.2
April 15	70.6	52.3	18.3	1.6	9.6 R	12.0 R	6.2 R	69.1	67.4	9.2 R	0.7	0.2	50.0	17.4
May 13	69.8	51.8	18.0	2.3	9.5 R	11.8 R	6.1 R	67.5	67.9	9.3 R	0.5	0.3	50.5	17.4
June 10	67.5	50.3	17.2	2.0	9.2 R	11.5 R	5.8 R	65.5	68.6	9.4 R	0.7	0.6	51.1	17.5
July 8	68.5	50.4	18.1	1.9	9.4 R	11.5 R	6.1 R	66.6	69.0	9.4 R	0.4	0.5	51.2	17.8
Aug 12	69.4	51.1	18.3	1.8	9.5 R	11.7 R	6.2 R	67.6	69.6	9.5 R	0.6	0.6	51.8	17.8
Sep 9	73.8	53.7	20.2	4.2	10.1 R	12.3 R	6.8 R	69.6	71.3	9.7 R	1.7	0.9	53.0	18.3
Oct 14	75.6	54.8	20.8	3.8	10.3 R	12.5 R	7.1 R	71.9	72.7	9.9 R	1.4	1.2	54.0	18.7
Nov 11	77.3	56.4	20.9	3.1	10.5 R	12.9 R	7.1 R	74.1	74.5	10.2 R	1.8	1.6	55.3	19.2
Dec 9	78.7	57.9	20.8	2.7	10.7 R	13.2 R	7.0 R	76.0	75.6	10.3 R	1.1	1.4	56.1	19.5
1983 Jan 13	82.7	60.4	22.2	2.6	11.3 R	13.8 R	7.5 R	80.1	77.0	10.5 R	1.4	1.4	56.7	20.3
Feb 10	82.6	60.3	22.3	2.4	11.3 R	13.8 R	7.6 R	80.2	76.8	10.5 R	-0.2	0.8	56.2	20.6
Mar 10	81.9	60.0	21.9	2.2	11.2	13.7	7.4	79.8	77.3	10.5	0.5	0.6	56.6	20.7

* New basis (claimants). See footnotes to table 2.1.

UNEMPLOYMENT* 2.3 Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female	
								Number	Per cent	Change since previous month	Average change over 3 months ended			Number	Per cent
SOUTH WEST														
1978	102.4	75.3	27.1	4.9	6.2	7.6	4.0	97.5		6.0		73.9	25.3	
1979+	90.5	64.9	25.6	3.6	5.4	6.6	3.7	86.9		5.2 R		63.9	24.2	
1980	106.9	75.3	31.6	5.5	6.4	7.7	4.5 R	101.5		6.0 R		72.4	29.1	
1981	155.6	112.0	43.6	4.4	9.3 R	11.5	6.3 R	151.2		9.1 R		109.7	41.5	
1982	179.0	128.0	51.0	5.7	10.8 R	13.2 R	7.3 R	173.3		10.4 R		124.8	48.4	
1982 Mar 11	177.3	127.2	50.1	4.5	10.6 R	13.2 R	7.2 R	172.8	167.4	10.1 R	-0.3	1.0	120.9	46.5
April 15	174.7	125.7	48.9	4.2	10.5 R	13.0 R	7.0 R	170.5	167.9	10.1 R	0.5	0.5	121.1	46.7
May 13	170.2	123.0	47.2	5.1	10.2 R	12.7 R	6.8 R	165.1	169.0	10.2 R	1.1	0.4	122.0	47.0
June 10	164.6	119.5	45.1	4.6	9.9 R	12.4	6.5 R	159.9	171.5	10.3 R	2.5	1.4	123.7	47.8
July 8	169.5	122.5	47.0	4.5	10.2 R	12.7 R	6.7 R	165.0	173.1	10.4 R	1.6	1.7	124.9	48.2
Aug 12	172.9	123.9	49.0	4.6	10.4 R	12.8 R	7.0 R	168.3	174.3	10.5 R	1.2	1.8	125.6	48.7
Sep 9	182.8	129.1	53.7	9.2	11.0 R	13.4	7.7 R	173.6	177.7	10.7 R	3.4	2.1	127.6	50.1
Oct 14	187.1	131.9	55.2	8.6	11.2 R	13.6 R	7.9 R	179.1	179.1	10.8 R	1.4	2.0	128.4	50.7
Nov 11	191.0	134.7	56.3	6.7	11.5 R	13.9 R	8.1 R	184.2	180.5	10.8 R	1.4	2.1	129.4	51.1
Dec 9	194.8	138.4	56.4	6.0	11.7 R	14.3 R	8.1 R	188.9	184.0	11.1 R	3.5	2.1	132.0	52.0
1983 Jan 13	203.4	144.2	59.2	6.2	12.2 R	14.9 R	8.5 R	197.2	187.0	11.2 R	3.0	2.6	134.1	52.9
Feb 10	202.1	143.0	59.1	5.7	12.1 R	14.8 R	8.5 R	196.4	188.1	11.3 R	1.1	2.5	134.3	53.8
Mar 10	199.3	141.2	58.1	5.1	12.0	14.6	8.3	194.2	189.0	11.4	0.9	1.7	134.7	54.3
WEST MIDLANDS														
1978	122.5	88.0	34.5	8.9	5.3	6.2	3.8	113.6		5.0		85.1	30.3	
1979+	120.2	85.4	34.9	7.2	5.2	6.1	3.8	113.0		4.9		82.7	31.6	
1980	170.1	119.4												

2.3 UNEMPLOYMENT* Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted				Male	Female
									Number	Per cent	Change since previous month	Average change over 3 months ended		
YORKSHIRE AND HUMBERSIDE														
1978	119.2	87.6	31.6	7.3	5.7	6.9	3.8	111.8	5.4				85.2	28.4
1979†	114.6	82.2	32.3	6.4	5.4	6.5	3.8	108.2	5.2				80.1	29.4
1980	154.6	109.9	44.7	11.0	7.3 R	8.7	5.3	143.7	6.8 R				104.5	39.2
1981	237.2	175.9	61.3	9.8	11.5 R	14.1 R	7.5 R	227.4	11.0 R				170.7	56.7
1982	273.2	201.1	72.0	13.0	13.4 R	16.4 R	8.9 R	260.1	12.7 R				193.9	66.1
1982 Mar 11	263.0	195.0	68.0	9.3	12.9 R	15.8 R	8.4 R	253.7	249.9	12.2 R	-0.1	1.2	186.2	63.7
April 15	261.7	194.1	67.6	8.5	12.8 R	15.8 R	8.3 R	253.2	252.2	12.3 R	2.3	0.9	187.7	64.5
May 13	252.7	194.9	67.8	10.9	12.9 R	15.8 R	8.3 R	251.8	255.7	12.5 R	3.5	1.9	190.6	65.1
June 10	259.1	192.5	66.6	10.1	12.7 R	15.6 R	8.2 R	249.0	258.8	12.7 R	3.1	3.0	193.0	65.8
July 8	266.3	196.2	70.1	10.2	13.0 R	15.9 R	8.6 R	256.1	261.4	12.8 R	2.6	3.1	195.0	66.4
Aug 12	270.3	198.2	72.1	10.7	13.2 R	16.1 R	8.9 R	259.6	263.0	12.9 R	1.6	2.4	196.3	66.7
Sep 9	288.3	208.4	79.9	22.2	14.1 R	16.9 R	9.8 R	266.1	265.5	12.9 R	2.5	2.2	197.7	67.8
Oct 14	286.8	208.4	78.4	19.7	14.0 R	16.9 R	9.6 R	267.1	267.8	13.1 R	2.1	199.1	66.7	67.8
Nov 11	288.9	211.6	77.3	16.6	14.1 R	17.2 R	9.5 R	272.3	271.5	13.3 R	3.7	2.8	202.4	69.1
Dec 9	292.2	215.6	76.6	14.6	14.3 R	17.5 R	9.4 R	277.6	275.6	13.5 R	4.1	3.4	205.6	70.0
1983 Jan 13	302.9	222.9	80.0	14.4	14.8 R	18.1 R	9.8 R	288.5	279.4	13.7 R	3.8	3.9	208.2	71.2
Feb 10	300.2	221.1	79.1	12.8	14.7 R	18.0 R	9.7 R	287.4	280.4	13.7 R	1.0	3.0	208.3	72.1
Mar 10	296.7	218.6	78.1	11.6	14.5	17.8	9.6	285.1	281.4	13.8	1.0	1.9	208.6	72.8
NORTH WEST														
1978	197.7	145.0	52.6	14.1	6.9	8.6	4.5	183.6	6.5				139.3	46.9
1979†	187.0	134.9	52.1	11.2	6.5 R	8.1	4.4	175.8	6.2				130.2	47.6
1980	242.1	171.5	70.6	15.4	8.5 R	10.3 R	5.9 R	226.7	7.9 R				163.3	63.5
1981	354.9	257.9	97.0	13.9	12.6 R	15.7 R	8.3 R	341.0	12.1 R				250.2	90.8
1982	407.8	298.6	109.2	16.6	14.7 R	18.4 R	9.4 R	391.2	14.1 R				289.2	102.0
1982 Mar 11	390.5	286.5	103.9	12.8	14.1 R	17.7 R	9.0 R	377.7	376.0	13.5 R	2.5	2.3	277.4	98.6
April 15	393.8	289.8	104.0	11.5	14.2 R	17.9 R	9.0 R	382.3	382.2	13.8 R	6.2	2.4	282.3	99.9
May 13	393.3	289.5	103.8	13.9	14.2 R	17.8 R	9.0 R	379.4	385.6	13.9 R	3.4	4.0	285.1	100.5
June 10	391.1	288.5	102.5	13.6	14.1 R	17.8 R	8.9 R	377.4	390.8	14.1 R	5.2	4.9	288.6	102.2
July 8	403.8	296.1	107.7	14.2	14.5 R	18.3 R	9.3 R	389.7	393.2	14.2 R	2.4	3.7	291.0	102.2
Aug 12	409.3	299.5	109.9	14.8	14.7 R	18.5 R	9.5 R	394.5	395.3	14.2 R	2.1	3.2	292.6	102.7
Sep 9	431.7	312.2	119.6	26.6	15.5 R	19.2 R	10.3 R	405.1	399.8	14.4 R	4.5	3.0	295.5	104.3
Oct 14	425.6	310.0	115.6	22.6	15.3 R	19.1 R	10.0 R	403.0	403.5	14.5 R	3.7	3.4	298.9	104.6
Nov 11	426.2	311.7	114.5	19.6	15.3 R	19.2 R	9.9 R	406.6	406.3	14.6 R	2.8	3.7	300.7	105.6
Dec 9	430.1	316.2	113.9	17.6	15.5 R	19.5 R	9.8 R	412.5	412.2	14.8 R	5.9	4.1	305.3	106.9
1983 Jan 13	447.0	326.9	120.1	18.0	16.1 R	20.2 R	10.4 R	429.4	419.1	15.1 R	6.9	5.2	309.9	109.2
Feb 10	443.0	324.7	118.4	16.4	15.9 R	20.0 R	10.2 R	426.7	419.5	15.1 R	0.4	4.4	309.9	109.4
Mar 10	440.3	323.2	117.1	14.8	15.8	19.9	10.1	425.4	424.0	15.3	4.5	3.9	313.1	110.9
NORTH														
1978	116.3	83.7	32.6	8.5	8.6	10.1	6.2	107.7	8.0				79.9	28.8
1979†	113.7	81.0	32.6	7.1	8.3	9.9 R	6.0 R	106.5	7.9				77.6	29.6
1980	140.8	99.9	40.8	9.8	10.4	12.3 R	7.6 R	130.9	9.7				94.8	36.2
1981	192.0	141.0	50.9	8.9	14.6	17.9 R	9.7 R	183.0	14.0				136.2	46.8
1982	214.6	158.8	55.8	10.7	16.5	20.3 R	10.7 R	203.9	15.6 R				152.6	51.3
1982 Mar 11	205.0	151.7	53.3	7.8	15.7 R	19.4 R	10.2 R	197.3	194.7	14.9 R	0.2	0.1	144.6	50.1
April 15	206.7	153.4	53.3	7.7	15.9	19.7 R	10.2 R	199.0	197.4	15.2	2.7	0.5	146.9	50.5
May 13	205.2	152.4	52.8	8.7	15.7 R	19.5 R	10.1 R	196.5	199.8	15.3 R	2.4	1.8	148.9	50.9
June 10	204.2	152.1	52.1	8.5	15.7 R	19.5 R	10.0 R	195.8	203.1	15.6	3.3	2.8	151.9	51.2
July 8	211.0	157.0	54.1	8.6	16.2 R	20.1 R	10.3 R	202.5	206.6	15.9	3.5	3.1	155.4	51.2
Aug 12	213.7	158.5	55.2	9.5	16.4 R	20.3 R	10.6 R	204.2	207.8	15.9 R	1.2	2.7	156.5	51.3
Sep 9	229.3	167.1	62.2	19.2	17.6 R	21.4 R	11.9 R	210.2	210.5	16.2	2.7	2.5	158.2	52.3
Oct 14	224.2	165.0	59.2	14.4	17.2 R	21.1 R	11.3 R	209.8	210.9	16.2	0.4	1.4	158.6	52.3
Nov 11	224.5	165.8	58.7	12.4	17.2 R	21.2 R	11.2 R	212.1	211.7	16.2 R	0.8	1.3	159.0	52.7
Dec 9	226.8	168.8	58.0	11.1	17.4 R	21.6 R	11.1 R	215.6	213.6	16.4 R	1.9	1.0	160.5	53.1
1983 Jan 13	235.4	174.9	60.5	11.3	18.1	22.4 R	11.6 R	224.1	215.9	16.6	2.3	1.7	162.2	53.7
Feb 10	231.1	171.8	59.3	9.9	17.7 R	22.0 R	11.4 R	221.1	215.0	16.5 R	-0.9	1.1	160.9	54.1
Mar 10	228.2	169.7	58.5	9.0	17.5	21.7	11.2	219.1	216.8	16.6	1.8	1.1	162.0	54.8

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

UNEMPLOYMENT* Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted				Male	Female	
									Number	Per cent	Change since previous month	Average change over 3 months ended			
WALES															
1978	84.8	61.6	23.2	6.4	7.7	9.2	5.5	78.4					7.3	59.2	20.3
1979†	80.5	57.1	23.4	5.3	7.3 R	8.5 R	5.4	75.2					6.9	55.0	21.1
1980	102.7	72.0	30.7	7.4	9.4 R	10.9 R	7.1 R	95.3					8.7 R	68.3	27.0
1981	145.9	106.8	39.1	6.5	13.6 R	16.4 R	9.2 R	139.4					13.0 R	103.3	36.1
1982	164.8	120.9	43.8	7.7	15.6 R	19.0 R	10.5 R	157.1					14.9 R	116.5	41.5
1982 Mar 11	161.0	118.1	42.9	6.0	15.3 R	18.6 R	10.2 R	155.0	153.2	14.5 R	-0.3	1.4	113.2	40.0	
April 15	160.3	118.6	41.8	5.4	15.2 R	18.6 R	10.0 R	154.9	154.2	14.6 R	1.0	0.6	114.6	39.6	
May 13	158.4	116.8	41.5	7.1	15.0 R	18.4 R	9.9 R	151.3	154.6	14.6 R	0.4	0.4	114.8	39.8	
June 10	155.2	115.0	40.2	6.4	14.7 R	18.1 R	9.6 R	148.8	155.4	14.7 R	0.8	0.7	115.2	40.2	
July 8	159.3	117.2	42.1	6.1	15.1 R	18.4 R	10.0 R	153.2	157.4	14.9 R	2.0	1.1	116.8	40.6	
Aug 12	160.5	117.8	42.8	6.3	15.2 R	18.5 R	10.2 R	154.2	157.8	15.0 R	0.4	1.1	117.0	40.8	
Sep 9	172.6	124.8	47.9	13.2	16.4 R	19.6 R	11.4 R	159.4	159.4	15.1 R	1.6	1.3	118.0	41.4	
Oct 14	171.2	124.7	46.5	10.2	16.2 R	19.6 R	11.1 R	160.9	160.6	15.2 R	1.2	1.1	119.1	41.5	
Nov 11	172.4	126.3	46.1	8.8	16.3 R	19.9 R	11.0 R	163.6	161.4	15.3 R	0.8	1.2	120.0	41.4	
Dec 9	174.6	128.5	46.0	7.7	16.5 R	20.2 R	11.0 R	166.9	164.3	15.6 R	2.9	1.6	122.2	42.1	
1983 Jan 13	180.7	133.1	47.6	7.9	17.1 R	20.9 R	11.4 R	172.7	166.3	15.8 R	2.0	1.9	124.0	42.3	
Feb 10	178.1	131.1	47.0	7.1	16.9 R	20.6 R	11.2 R	171.0	168.5	15.8 R	0.2	1.7	123.7	42.8	
Mar 10	175.8	129.4	46.4	6.5	16.7	20.4	11.1	169.3	167.3	15.9	0.8	1.0	124.1	43.2	
SCOTLAND															
1978	172.0	120.1	52.0	11.											

2.4 UNEMPLOYMENT* Area statistics

Unemployment in regions by assisted area status†, in travel-to-work areas and in counties at March 10, 1983

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
ASSISTED REGIONS					per cent				
South West					**Newport (IoW)	4,762	1,892	6,654	15.9
SDA	4,836	1,715	6,551	19.3	**Oxford	9,510	4,266	13,776	7.7
Other DA	24,214	11,508	35,722	15.5	**Portsmouth	17,383	6,767	24,150	12.2
IA	12,647	5,315	17,962	16.1	**Ramsgate	4,019	1,692	5,711	16.1
Unassisted	99,522	39,562	139,084	10.8	**Reading	9,452	3,311	12,763	7.4
All	141,219	58,100	199,319	12.0	**Sheerness	1,627	572	2,199	9.8
East Midlands					**Sittingbourne	2,380	813	3,193	12.7
SDA	—	—	—	—	**Slough	6,347	2,579	8,926	7.4
Other DA	4,783	1,453	6,236	20.7	**Southampton	14,954	5,202	20,156	9.0
IA	4,097	1,714	5,811	20.2	**Southend-on-Sea	23,312	7,527	30,839	15.7
Unassisted	136,199	47,653	183,852	11.7	**St Albans	4,563	1,612	6,175	7.0
All	145,079	50,820	195,899	12.2	**Stevenage	3,208	1,406	4,614	12.0
Yorkshire and Humberside					**Tunbridge Wells	5,039	1,829	6,868	8.2
SDA	—	—	—	—	**Watford	7,090	2,269	9,359	7.5
Other DA	53,330	17,100	70,430	17.1	**Worthing	4,512	1,433	5,945	9.9
IA	50,950	19,128	70,078	15.9	East Anglia				
Unassisted	114,323	41,883	156,206	12.5	**Beccles	773	247	1,020	10.1
All	218,603	78,111	296,714	14.5	**Bury St Edmunds	1,645	700	2,345	8.3
North West					Cambridge	3,817	1,503	5,320	6.0
SDA	103,169	34,533	137,702	19.1	Cromer	1,182	393	1,575	19.1
Other DA	26,493	10,542	37,035	17.6	Dereham	992	351	1,343	16.0
IA	42,962	17,218	60,180	15.6	Diss	838	326	1,164	10.6
Unassisted	150,550	54,795	205,345	13.5	Downham Market	745	393	1,238	18.9
All	323,174	117,088	440,262	15.8	Ely	868	312	1,180	10.8
North					Fakenham	672	273	945	12.9
SDA	126,900	41,038	167,938	18.3	Great Yarmouth	4,730	1,666	6,396	17.3
Other DA	21,503	8,512	30,015	15.5	Halesworth	326	107	433	10.8
IA	10,812	3,651	14,463	15.5	Haverhill	865	357	1,222	11.4
Unassisted	10,452	5,295	15,747	9.9	Hunstanton	855	314	1,169	30.5
All	169,667	58,496	228,163	17.5	Huntingdon	1,615	811	2,426	10.8
Wales					**Ipswich	7,713	2,625	10,338	9.6
SDA	37,875	13,763	51,638	18.9	Kings Lynn	2,665	998	3,663	12.8
Other DA	69,394	24,496	93,890	14.6	Leiston	552	169	721	14.5
IA	16,852	5,980	22,832	19.4	Lowestoft	3,141	1,325	4,466	15.4
Unassisted	5,313	2,143	7,456	11.0	March	815	263	1,078	13.2
All	129,434	46,382	175,816	16.7	**Newmarket	1,032	445	1,477	8.6
Scotland					North Walsham	750	201	951	11.3
SDA	150,484	61,408	211,892	17.4	**Norwich	10,201	3,300	13,501	10.5
Other DA	35,110	16,206	51,316	16.2	Peterborough	7,483	2,576	10,059	15.3
IA	7,876	3,871	11,747	13.3	St Neots	709	332	1,041	9.7
Unassisted	45,597	20,950	66,547	10.6	Sudbury	913	374	1,287	9.7
All	239,067	102,435	341,502	15.3	**Theford	2,061	868	2,929	14.7
UNASSISTED REGIONS					Wisbech	2,063	686	2,749	17.5
South East	539,121	195,522	734,643	9.6	South West				
East Anglia	60,021	21,915	81,936	11.2	**Axminster	525	192	717	14.2
West Midlands	270,629	93,838	364,467	16.1	Barnstaple	1,820	795	2,615	11.7
 GREAT BRITAIN					Bath	3,504	1,231	4,735	10.1
SDA	423,264	152,457	575,721	17.8	Bideford	1,166	536	1,702	14.7
Other DA	234,827	89,817	324,644	16.4	Blandford	526	280	806	10.8
IA	146,196	56,877	203,073	16.3	Bodmin	706	250	956	13.6
Unassisted	1,431,727	523,556	1,955,283	11.5	**Bournemouth	13,389	4,768	18,157	12.6
All	2,236,014	822,707	3,058,721	13.1	**Bridgwater	2,765	1,088	3,853	13.2
Northern Ireland	83,440	30,229	113,669	20.4	Bridport	715	265	980	14.8
Local areas (by region)					Bristol	25,997	9,539	35,536	10.8
South East					Bude	589	273	862	17.7
**Aldershot	4,922	2,244	7,166	8.3	Camelford	251	134	385	15.7
Alton	358	144	502	5.5	Chard	676	284	960	11.6
Andover	1,103	431	1,534	7.9	**Cheltenham	4,683	1,667	6,350	8.5
Ashford (Kent)	2,300	858	3,158	11.5	**Chippenham	1,738	949	2,687	9.4
Aylesbury	2,549	877	3,426	7.5	Cirencester	714	285	999	8.6
Banbury	2,451	1,031	3,482	12.3	Dartmouth	290	145	435	17.7
Basingstoke	2,699	1,176	3,875	8.1	Devises	514	202	716	7.9
**Bedford	5,770	2,283	8,053	9.5	Dorchester	664	253	917	5.6
**Braintree	2,728	1,130	3,858	10.9	Dursley	776	356	1,132	10.1
**Brighton	12,753	4,169	16,922	12.3	**Exeter	5,092	1,910	7,002	9.7
Buckingham	316	142	458	8.8	Falmouth	1,880	668	2,548	22.3
**Canterbury	3,863	1,265	5,128	12.7	Forest of Dean	2,065	1,019	3,084	14.6
**Chatham	14,448	5,199	19,647	16.4	Frome	615	287	902	10.2
**Chelmsford	3,632	1,320	4,952	7.1	Gloucester	5,095	1,819	6,914	10.2
**Chichester	3,276	1,191	4,467	9.3	Helston	757	447	1,204	20.3
Clacton-on-Sea	2,804	817	3,621	20.0	Honiton	818	272	1,090	13.3
Colchester	4,909	2,060	6,969	11.8	Ilfracombe	804	379	1,183	27.3
Cranbrook	517	185	702	10.6	Kingsbridge	472	168	640	15.5
**Crawley	7,752	2,885	10,637	6.4	Launceston	422	201	623	11.9
Dover	1,560	683	2,243	8.8	Liskeard	835	391	1,226	18.5
**Eastbourne	3,425	1,097	4,522	10.5	Midsomer Norton	1,005	404	1,409	11.8
**Folkestone	3,213	1,045	4,258	15.1	Minehead	781	380	1,161	14.5
**Guildford	4,103	1,482	5,585	5.9	Newquay	1,378	805	2,183	23.5
Harlow	5,314	2,062	7,376	10.1	Okehampton	441	191	632	14.4
Harwich	664	258	922	10.2	Penzance	1,670	646	2,316	19.2
**Hastings	4,938	1,613	6,551	14.6	**Plymouth	12,108	6,048	18,156	14.5
**Hertford	1,745	769	2,514	5.9	**Redruth	2,958	1,047	4,005	17.7
**High Wycombe	4,785	1,574	6,359	6.6	**Salisbury	2,465	1,375	3,840	9.3
**Hitchin	3,283	1,282	4,565	8.4	Shaftsbury	394	139	533	9.5
**Luton	12,146	4,470	16,616	12.2	St Austell	2,031	881	2,912	13.4
Lymington	1,076	314	1,390	11.1	St Ives	533	228	761	22.0
Maidstone	4,425	1,617	6,042	7.3	**Stroud	1,952	757	2,709	10.8
Margate	2,617	930	3,547	20.3	Swindon	7,062	2,926	9,988	11.8
Milton Keynes	5,940	2,181	8,121	16.9	Taunton	2,818	1,089	3,907	9.4
Newbury	1,663	675	2,338	8.1	Tiverton	1,171	480	1,651	14.0
					**Torbay	8,899	3,671	12,570	17.8
					**Trowbridge	1,916	790	2,706	9.8
					Truro	1,672	592	2,264	19.2
					**Wadebridge	458	235	693	12.2
					**Wareham	700	365	1,065	9.9
					Warminster	647	400	1,047	9.1
					**Wells	1,267	486	1,753	8.5
					Weston-Super-Mare	2,698	1,254	3,952	15.3
					Weymouth	1,961	1,017	2,978	14.0
					**Yeovil	2,177	1,083	3,260	7.9

UNEMPLOYMENT* 2.4 Area statistics

Unemployment in regions by assisted area status†, in travel-to-work areas and in counties at March 10, 1983

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
per cent					per cent				
West Midlands					North West				
**Birmingham	88,345	28,316	116,661	16.5	**Accrington	3,375	1,312	4,687	16.1
Burton-on-Trent	2,468	955	3,423	8.9	**Ashton-under-Lyne	10,888	4,448	15,336	16.1
**Coventry	28,468	9,638	38,106	16.0	Barnoldswick	1,475	304	1,779	10.7
**Dudley/Sandwell	38,821	12,933	51,754	17.1	**Birkenhead	23,891	8,320	32,211	20.1
Evesham	827	327	1,154	8.2	**Blackburn	7,154	2,523	9,677	13.4
Hereford	3,269	1,378	4,647	12.4	**Blackpool	12,282	5,066	17,348	15.6
**Kidderminster	4,046	1,766	5,812	14.7	**Bolton	12,481	4,535	17,016	15.5
Leamington	3,692	1,455	5,147	10.1	**Burnley	4,546	1,925	6,471	13.7
Ledbury	269	95	364	9.6	**Bury	6,583	2,570	9,153	13.9
Leek	942	374	1,316	9.8	Chester	4,797	1,657	6,454	11.1
Leominster	529	189	718	13.1	Clitheroe	470	267	737	6.6
Ludlow	856	297	1,153	14.0	**Crewe	4,889	1,996	6,885	9.9
Market Drayton	625	286	911	17.9	**Lancaster	4,669	1,941	6,610	13.9
**Oakenfold	9,505	3,292	12,797						

2.4 UNEMPLOYMENT* Area statistics

Unemployment in regions by assisted area status[‡], in travel-to-work areas and in counties at March 10, 1983

	Male		Female		All unemployed		Rate			Male		Female		All unemployed		Rate																																																					
					per cent									per cent																																																							
Scotland									East Sussex	20,697	6,794	27,491	12.4	Essex	45,780	15,790	61,570	12.7																																																			
Aberdeen	6,526	3,116	9,642	7.3	Greater London (GLC area)	262,714	95,132	357,846	9.6	Hampshire	41,055	15,576	56,631	9.8	Hertfordshire	24,152	8,841	32,993	7.8	Isle of Wight	4,762	1,892	6,654	15.9																																													
Anstruther	267	141	408	22.3	Kent	48,798	17,566	66,364	12.4	Oxfordshire	11,961	5,297	17,258	8.3	Surrey	16,792	5,793	22,585	6.6	West Sussex	13,952	4,916	18,868	7.7																																													
Arbroath	1,343	809	2,152	20.9	East Anglia					Cambridgeshire	17,270	6,483	23,753	10.7	Norfolk	25,447	8,951	34,398	13.0	Suffolk	17,304	6,481	23,785	10.4																																													
**Ayr	5,386	2,204	7,590	16.2	South West					Avon	33,204	12,428	45,632	11.0	Cornwall	16,709	7,107	23,816	17.1	Devon	33,035	14,476	47,511	14.1	Dorset	17,888	6,990	24,878	12.1	Gloucestershire	15,285	5,903	21,188	10.0	Somerset	10,756	4,554	15,310	10.0	Wiltshire	14,342	6,642	20,984	10.4																									
Banff	562	217	779	10.4	West Midlands					West Midlands Metropolitan	177,991	56,632	234,623	16.8	Hereford and Worcester	23,476	9,469	32,945	14.0	Shropshire	15,896	5,781	21,677	15.9	Staffordshire	38,353	16,015	54,368	13.9	Warwickshire	14,913	5,941	20,854																																				
**Bathgate	7,267	3,162	10,429	20.2	East Midlands					Derbyshire	35,866	12,478	48,344	11.9	Leicestershire	29,328	10,434	39,762	10.8	Lincolnshire	19,869	7,602	27,471	13.7	Northamptonshire	19,457	6,936	26,393	12.3	Nottinghamshire	40,559	13,370	53,929	12.4																																			
Blairgowrie	547	266	813	16.7	Yorkshire and Humberside					West Yorkshire Metropolitan	90,428	31,968	122,396	13.3	South Yorkshire Metropolitan	69,422	25,464	94,886	16.1	Humberside	43,310	13,407	56,717	16.0	North Yorkshire	15,443	7,272	22,715	9.5																																								
Buckie	354	174	528	16.4	North West					Merseyside Metropolitan	102,069	34,307	136,376	18.9	Greater Manchester	129,044	45,933	174,977	14.4	Metropolitan	36,823	14,095	50,918	13.5	Cheshire	55,238	22,753	77,991	14.1	Lancashire																																							
Campbeltown	638	294	932	18.9	North					Cleveland	41,534	12,817	54,351	20.3	Cumbria	15,723	7,580	23,303	12.0	Durham	30,691	10,280	40,971	17.1	Northumberland	10,135	4,225	14,360	14.4	Tyne and Wear Metropolitan	71,584	23,594	95,178	16.9																																			
Castle Douglas	659	348	1,007	14.4	Wales					Clwyd	18,234	6,801	25,035	18.9	Dyfed	13,682	5,234	18,916	16.6	Gwent	22,180	7,881	30,061	16.5	Gwynedd	9,781	3,531	13,312	16.9	Mid-Glamorgan	23,917	9,224	33,141	16.4	Powys	2,773	1,050	3,823	12.5	South Glamorgan	18,826	5,647	24,473	13.9	West Glamorgan	20,041	7,014	27,055	15.6																				
Cumnock	1,902	760	2,662	18.1	Scotland					Borders	2,897	1,366	4,263	10.9	Central	12,929	5,984	18,913	15.8	Dumfries and Galloway	5,614	2,674	8,288	15.0	Fife	11,940	6,163	18,103	13.3	Grampian	11,502	5,761	17,263	9.2	Highlands	7,601	3,823	11,424	14.9	Lothians	30,194	12,891	43,085	12.4	Orkneys	636	188	824	12.9	Shetlands	579	297	876	7.5	Strathclyde	136,422	54,177	190,599	17.5	Tayside	17,191	8,634	25,825	14.8	Western Isles	1,562	477	2,039	23.6
Cupar	542	329	871	10.3	South East					Bedfordshire	17,406	6,586	23,992	11.2	Berkshire	17,462	6,565	24,027	7.5	Buckinghamshire	13,590	4,774	18,364	9.4																																													
*Dingwall	1,874	740	2,614	19.6																																																																	
*Dumbarton	3,983	1,966	5,949	19.3																																																																	
*Dumfries	3,193	1,562	4,755	13.7																																																																	
Dundee	10,753	5,265	16,018	16.4																																																																	
*Dunfermline	4,428	2,422	6,850	13.1																																																																	
Donon	425	210	635	14.0																																																																	
*Edinburgh	22,515	9,480	31,995	11.1																																																																	
Elgin	1,620	898	2,518	13.7																																																																	
Eyemouth	426	204	630	18.5																																																																	
*Falkirk	7,847	3,569	11,416	17.8																																																																	
Forfar	767	459	1,226	12.3																																																																	
Forres	386	335	721	21.9																																																																	
Fort William	1,011	689	1,700	21.9																																																																	
Fraserburgh	911	420	1,331	16.7																																																																	
Galashiels	866	433	1,299	9.1																																																																	
Girvan	600	249	849	18.8																																																																	
*Glasgow	70,334	25,715	96,049	16.4																																																																	
*Greenock	5,719	2,529	8,248	17.1																																																																	
Haddington	412	249	661	8.7																																																																	
Hawick	776	336	1,112	9.7																																																																	
Huntly	209	101	310	11.2																																																																	
Inverness	2,643	1,326	3,969	11.2																																																																	
*Irvine	7,476	2,822	10,298	24.3																																																																	
Kelso	435	215	650	11.9																																																																	
Kilmarnock	4,557	1,707	6,264	18.1																																																																	
*Kirkcaldy	6,329	3,027	9,356	14.0																																																																	
Kirkwall	636	188	824	12.9																																																																	
*Lanark	1,667	928	2,595	19.0																																																																	
Lerwick	579	297	876	7.5																																																																	
Lochgilthead	232	138	370	12.1																																																																	
Montrose	1,002	539	1,541	12.0																																																																	
Nairn	267	147	414	14.6																																																																	
Newton Stewart	458	206	664	17.7																																																																	
*North Lanarkshire	21,413	9,624	31,037	19.9																																																																	
Oban	564	337	901	12.6																																																																	
*Paisley	11,111	4,469	15,580	16.7																																																																	
Peebles	394	178	572	12.8																																																																	
Perth	2,779	1,296	4,075	10.5																																																																	
Peterhead	934	500	1,434	12.5																																																																	
Portree	368	184	552	20.0																																																																	
Rothsay	415	195	610	25.8																																																																	
Sanquhar	231	129	360	18.2																																																																	
St Andrews	374	244	618	9.7																																																																	
*Stirling	5,082	2,415	7,497	13.5																																																																	
Stornoway	1,562	477	2,039	23.6																																																																	
Stranraer	1,073	429	1,502	19.2																																																																	
Thurso	536	339	875	14.0																																																																	
Wick	902	398	1,300	15.1																																																																	
Northern Ireland																																																																					
Armagh	1,970	717	2,687	21.1																																																																	
*Ballymena	7,458	2,749	10,207	21.2																																																																	
*Belfast	35,707	14,107	49,814	16.2																																																																	
*Coleraine	4,525	1,417	5,942	23.0																																																																	
Cookstown	1,532	510	2,042	33.6																																																																	
*Craigavon	5,291	2,204	7,495	17.9																																																																	
*Downpatrick	2,683	1,125	3,808	21.5																																																																	
Dungannon	2,750	886	3,636	33.5																																																																	
Enniskillen	3,144	1,106	4,250	26.2																																																																	
*Londonderry	8,885	2,521	11,406	27.2																																																																	
Newry	4,544	1,396	5,940	31.8																																																																	
Omagh	2,113	787	2,900	22.5																																																																	
Strabane	2,838	704	3,542	38.3																																																																	

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

* New basis (claimants). See also footnotes to table 2.1.

** Travel-to-work area consisting of two or more Jobcentre areas.

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

‡ Assisted area status (as at August 1, 1982) is defined as "Special Development Area" (SDA), "Development Areas other than Special Development Areas" (other DA) and "Intermediate Areas" (IA).

UNEMPLOYMENT 2.5 Age and duration THOUSAND

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										
1981	Jan	200.2	245.6	485.2	538.7	315.8	283.8	163.8	186.4	2,419.5
	April	155.9	252.8	508.5	580.1	341.7	308.0	179.6	198.6	2,525.2
	July	363.7	275.0	531.5	601.6	355.1	322.4	191.7	211.1	2,852.1
	Oct	295.9	317.6	581.5	638.7	376.9	341.1	207.9	229.1	2,988.6
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
Per cent										
Proportion of number unemployed										
1981	Jan	8.3	10.2	20.1	22.3	13.1	11.7	6.8	7.7	100.0
	April	6.2	10.0	20.1	23.0	13.5	12.2	7.1	7.9	100.0
	July	12.8	9.6	18.6	21.1	12.5	11.3	6.7	7.4	100.0
	Oct	9.9	10.6	19.5	21.4	12.6	11.4	7.0	7.7	100.0
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
Thousand										
MALE										
1981	Jan	109.4	140.9	309.1	389.5	244.9	213.2	124.8	184.5	1,716.4
	April	87.8	148.5	328.7	421.7	265.7	232.2	138.4	196.7	1,819.8
	July	197.6	159.7	343.4	434.6	275.4	242.8	148.4	208.9	2,010.8
	Oct	163.2	180.8	372.4	457.8	289.9	255.2	160.3	226.8	2,106.4
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
Per cent										
Proportion of number unemployed										
1981	Jan	6.4	8.2	18.0	22.7	14.3	12.4	7.3	10.7	100.0
	April	4.8	8.2	18.1	23.2	14.6	12.8	7.6	10.8	100.0
	July	9.8	7.9	17.1	21.6	13.7	12.1	7.4	10.4	100.0
	Oct	7.7	8.6	17.7	21.7	13.8	12.1	7.6	10.8	100.0
1982	Jan	5.8	8.4	17.9	22.7	14.5	12.6	7.8	10.3	100.0
	April	5.1	8.6	17.9	22.7	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
Thousand										
FEMALE										
1981	Jan	90.8	104.7	176.1	149.1	70.9	70.6	39.0	1.9	703.1
	April	68.1	104.4	179.7	158.4	76.0	75.7	41.2	1.9	705.5
	July	166.0	115.3	188.1	167.0	79.7	79.5	43.3	2.2	841.3
	Oct	132.7	136.8	209.1	180.9	87.0	85.9	47.6	2.4	882.3
1982	Jan	101.6	132.2	211.8	187.8	91.3	90.5	49.7	2.4	867.3
	April	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
Per cent										
Proportion of number unemployed										
1981	Jan	12.9	14.9	25.0	21.2	10.1	10.0	5.5	0.3	100.0
	April	9.7	14.8	25.5	22.5	10.8	10.7	5.8	0.3	100.0
	July	19.7	13.7	22.4	19.9	9.5	9.4	5.1	0.3	100.0
	Oct	15.0	15.5	23.7	20.5	9.9	9.7	5.4	0.3	100.0
1982	Jan	11.7	15.2	24.4	21.7	10.5	10.4	5.7	0.3	100.0
	April	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

* New basis (claimants). See footnotes to table 2.1.

UNEMPLOYMENT 2.8 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									
1981	Jan	183.2	108.6	288.4	328.3	573.7	481.8	455.4	2,419.5
	April	157.5	136.9	249.5	286.7	558.2	620.4	515.9	2,525.2
	July	196.3	189.1	354.8	266.4	531.0	687.6	626.9	2,852.1
	Oct	160.5	170.7	332.0	279.7	571.6	689.5	784.6	2,988.6
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 **	196.0	166.3	350.2	242.4	492.5	612.1 †	989.2 †	3,049.0
1983	Jan	195.7	115.3	259.7	297.2	612.7	637.8	1,106.8	3,225.2
Per cent									
Proportion of number unemployed									
1981	Jan	7.6	4.5	11.9	13.6	23.7	19.9	18.8	100.0
	April	6.2	5.4	9.9	11.4	22.1	24.6	20.4	100.0
	July	6.9	6.6	12.4	9.3	18.6	24.1	22.0	100.0
	Oct	5.4	5.7	11.1	9.4	19.1	23.1	26.3	100.0
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
Thousand									
MALE									
1981	Jan	120.3	75.0	205.8	231.3	398.9	327.4	357.6	1,716.4
	April	110.5	94.0	172.6	196.0	401.3	438.9	406.5	1,819.8
	July	119.9	117.7	229.0	181.9	371.5	500.2	490.6	2,010.8
	Oct	106.3	108.1	208.0	185.6	385.8	497.3	615.1	2,106.4
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
Per cent									
Proportion of number unemployed									
1981	Jan	7.0	4.4	12.0	13.5	23.2	19.1	20.8	100.0
	April	6.1	5.2	9.5	10.8	22.1	24.1	22.3	100.0
	July	6.0	5.9	11.4	9.0	18.5	24.9	24.4	100.0
	Oct	5.0	5.1	9.9	8.8	18.3	23.6	29.2	100.0
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
Thousand									
FEMALE									
1981	Jan	62.8	33.6	82.6	97.0	174.9	154.4	97.8	703.1
	April	47.0	43.0	76.9	90.7	156.9	181.5	109.5	705.5
	July	76.3	71.4	125.8	84.5	159.5	187.4	136.2	841.3

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														
1982 May 13	1,955	1,387	115	557	612	242	480	376	176	300	975	5,788	..	..
June 10	1,678	969	124	389	600	288	595	777	316	294	4,611	9,672	..	..
July 8	34,291	13,429	3,588	8,467	12,994	8,645	13,055	18,661	7,934	8,838	19,525	135,998	..	..
Aug 12	45,326	19,727	4,011	10,988	15,464	10,273	16,890	23,164	9,017	10,685	21,507	167,325	..	..
Sep 9	51,299	21,437	4,960	13,312	18,781	12,585	19,270	27,759	11,628	13,170	25,155	197,919	..	..
Oct 14	8,819	4,698	520	1,509	2,091	1,301	2,249	3,064	1,269	1,195	4,019	26,036	3,072	29,108
Nov 11	3,651	1,948	233	740	1,343	729	1,072	1,630	704	691	2,062	12,855	391	13,246
Dec 9	2,456	1,094	277	749	390	488	591	465	462	298	401	6,577	—	6,577
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

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

Temporarily stopped: regions 2.14

	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														
1982 Mar 11	2,543	832	363	1,546	5,851	1,549	4,176	2,610	1,180	950	4,199	24,967	1,773	26,740
April 15	2,775	930	317	962	4,138	1,307	4,559	2,165	778	663	2,400	20,064	1,751	21,815
May 13	1,882	652	250	805	3,565	1,050	2,584	2,702	614	363	1,861	15,676	1,255	16,931
June 10	1,877	748	243	566	2,033	810	2,335	1,936	461	303	1,657	12,221	1,786	14,007
July 8	1,911	719	208	460	1,906	695	2,185	1,365	588	329	2,643	12,290	1,202	13,492
Aug 12	1,449	580	275	352	2,156	1,307	1,963	1,580	434	409	2,293	12,218	1,100	13,318
Sep 9	1,609	503	174	475	3,577	815	1,894	2,021	597	398	1,898	13,458	1,438	14,896
Oct 14	1,292	388	247	574	2,779	908	2,406	1,530	1,184	451	2,494	13,865	1,379	15,244
Oct 14†	1,264	318	259	434	3,282	1,802	2,289	1,841	780	470	2,564	14,985	1,379	16,364
Nov 11	1,462	389	194	1,082	2,306	1,509	1,819	1,639	676	401	2,731	13,819	1,369	15,188
Dec 9	1,706	433	393	1,037	2,759	1,572	2,057	2,461	871	601	2,687	16,144	1,266	17,410
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

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

UNEMPLOYMENT

Selected countries: national definitions

2.18

THOUSAND

	United Kingdom [†]	Australia ^{xx}	Austria [*]	Belgium [‡]	Canada ^{xx}	Denmark [§]	France [*]	Germany (FR) [*]	Greece [*]	Irish Republic [*]	Italy||	Japan [¶]	Netherlands ^{*3}	Norway [*]	Spain [*]	Sweden [*]	Switzerland [*]	United States ^{xx}	
	Incl. school leavers	Excl. school leavers																	
NUMBERS UNEMPLOYED																			
Annual averages																			
1978	1,383	1,299	402	59	282	911	190	1,167	993	31	99	1,529	1,240	206	20.0	817	94	10.5	6,047
1979	1,296	1,227	405 **	57	294	838	159	1,350	876	32	90	1,653	1,170	210	24.1	1,037	88	10.3	5,963
1980	1,665	1,561	406	53	322	867	180	1,451	900	37	101	1,778	1,140	248	22.3	1,277	86**	6.2	7,449
1981	2,520	2,420	390	69	392	898	241	1,773	1,296	41	128	1,979	1,259	385	28.4	1,566	108	5.9	8,211
1982	2,917	2,793	491	105	457	1,305		2,008	1,855	50	157	2,374 p	1,360		41.4	1,873	137	13.2	10,678
Quarterly averages																			
1982 Q1	2,862	2,751	461	139	448	1,147	290	2,001	1,899	68	147	2,299	1,377		39.0	1,802	137	10.3	10,284
Q2	2,796	2,699	445	81	445	1,259	245	1,894	1,669	41	149	2,308	1,380		33.5	1,793	120	10.3	10,267
Q3	2,939	2,804	472	72	460	1,372	230	1,981	1,792	33 R	159	2,340	1,320		40.3	1,835	158	12.2 R	10,814
Q4	3,070	2,919	572	130	474	1,441		2,156	2,061	60	172	2,548	1,360	735 R	52.8	2,061	134	20.0	11,349
1983 Q1	3,199	3,074						2,470											12,259
Monthly																			
1982 Aug	2,899	2,796	459	69	457	1,388	236	1,944	1,797	32 R	161	2,303	1,300		45.1	1,827	166	12.3	10,710
Sep	3,066	2,862	506	79	460	1,343	247	2,099	1,820	33 R	160	2,427	1,340	697 R	41.8	1,870	176	13.6	10,695
Oct	3,049	2,875	537	104	466	1,388	255	1,920	35	165	165	2,492	1,390	710 R	45.2	1,967	127	16.2	10,942
Nov	3,063	2,916	552	128	474	1,438	265	2,161	2,038	61	170	2,551	1,340	730 R	50.2	2,065	134	20.3	11,476
Dec	3,097	2,966	674	156	484	1,494	277	2,131	2,223	83	180	2,585	1,350	765 R	62.9	2,151	140	23.6	11,628
1983 Jan	3,225	3,087		182	497	1,598	319	2,130	2,487	90	187	2,690	1,620	776	76.4		147	27.9	12,517
Feb	3,199	3,076		181	509	1,585		2,080	2,536	86	188	2,702 p		779			155		12,382
Mar	3,172	3,060							2,387										11,879
Percentage rate latest month																			
	13.3		9.6	6.3	18.5	13.5	12.2	10.9	9.8	5.2	15.1	12.0 p	2.8	16.7	3.9	16.5 R	3.6	0.9	10.8
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages																			
1982 Q1		2,679	430	93	437	1,021	258	1,945	1,673 R	47	143	2,117	1,267		33.9		133		9,632
Q2		2,743	450	107	459	1,212	251	2,003	1,784 R	49	150	2,097	1,397		36.8		130		10,369
Q3		2,838	485	122	471	1,442	250	2,043	1,918 R	48	162	1,986	1,370		42.9		153		11,025
Q4		2,913	606	113	462	1,524		2,038	2,062 R	56	172	2,083	1,420	722	52.0		133		11,839
1983 Q1		3,003							2,200										11,439
Monthly																			
1982 Aug		2,832	474	123	469	1,456	250	2,046	1,903 R	48	162		1,310		44.8		157		10,931
Sep		2,866	509	126	476	1,458	257	2,045	1,998 R	47	165		1,430	696 R	45.0		168		11,315
Oct		2,885	574	115	465	1,521	258	2,046	2,033 R	47	168	2,083	1,450	708 R	47.0		122		11,576
Nov		2,906	602	112	457	1,517	262 R	2,039	2,069 R	55	171		1,380	722 R	50.5		135		11,906
Dec		2,949	644	113	460	1,533	263	2,028	2,083 R	67	176		1,420	736 R	58.5		142		12,036
1983 Jan		2,983		104	477 e	1,481	269	2,019	2,127	64 e	181		1,580	745	68.3		130		11,446
Feb		3,001 R		113 e	497 e	1,497		2,020	2,215 R	64 e	184			756			152 e		11,490
Mar		3,026							2,257										11,381
Percentage rate:																			
latest month		12.7	9.3	4.0 e	18.1 e	12.5	10.3	10.5	9.3	3.9 e	14.5	9.1	2.7	16.2	3.5		3.5 e		10.3
latest three months																			
change on previous three months		+0.4	+1.8	-0.3	+0.4	-	+0.4	-0.1	+0.6	+0.8	+1.0	+0.3	+0.1	+0.8	+0.7		-		-0.3

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

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

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

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

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

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

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

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

** Average of 11 months.

|| Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force, seasonally adjusted figures are available only for the first month of each quarter.

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

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

(3) Netherlands the definition of registered unemployment has changed as of Jan 1983. The new series is not available for the past and there is a break in the series.

UNEMPLOYMENT AND VACANCIES

Flows 2.19

THOUSAND

GREAT BRITAIN		UNEMPLOYMENT									VACANCIES		
		Inflow			Outflow			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
		Male	Female	All	Male	Female	All	Male	Female	All			
Seasonally adjusted[‡]; average of 3 months ended.													
1978	Mar 9	193	87	279	199	88	287	-7	-1	-8	213	205	8
	April 13	194	88	282	200	89	289	-6	-1	-7	217	211	6
	May 11	193	89	282	198	89	287	-5	1	-5	217	213	4
	June 8	193	89	282	198	88	286	-5	1	-4	221	216	5
	July 6	192	89	280	198	88	286	-6	0	-6	225	219	5
	Aug 10	190	89	279	196	88	284	-6	1	-5	227	222	5
	Sep 14	187	89	276	196	90	285	-9	-1	-9	229	224	5
	Oct 12	186	90	276	196	90	286	-10	0	-10	232	225	7
	Nov 9	184	90	275	197	92	288	-12	-2	-14	234	228	6
	Dec 7	183	90	273	196	92	287	-12	-1	-14	234	230	4
1979	Jan 11	186	89	275	192	91	282	-6	-2	-7	226	227	-1
	Feb 8	189	88	277	184	89	272	5	-1	4	219	222	-3
	Mar 8	188	88	276	182	87	269	7	1	7	215	217	-3
	April 5	182	88	270	184	87	271	-2	1	-1	223	221	2
	May 10	177	88	264	190	88	278	-13	0	-13	231	225	7
	June 14	176	89	265	190	89	279	-14	0	-14	238	230	8
	July 12	176	90	266	188	89	276	-12	1	-11	238	234	4
	Aug 9	177	91	268	186	90	276	-9	1	-8	236	238	-2
	Sep 13	176	92	268	184	90	274	-8	2	-6	232	237	-4
	Oct 11 †	176	93	269	179	91	270	-3	2	-1	228	234	-6
	Nov 8 †	176	93	268	175	90	265	2	3	3	225	230	-5
	Dec 6 †	179	95	274	176	90	267	2	5	7	224	233	-9
1980	Jan 10	184	97	280	177	90	267	7	7	13	214	227	-13
	Feb 14	190	100	290	175	91	266	15	9	24	207	222	-15
	Mar 13	194	102	296	174	92	266	20	10	31	202	215	-14
	April 10	199	105	303	173	94	267	25	11	36	201	212	-11
	May 8	202	106	308	173	95	268	29	11	40	197	208	-11
	June 12	204	107	311	169	95	263	36	12	48	188	199	-11
	July 10	210	110	320	168	95	263	42	15	58	181	194	-13
	Aug 14	217	112	328	169	94	263	47	17	65	171	183	-11
	Sep 11	226	114	340	171	94	265	55	20	75	167	176	-10
	Oct 9	233	115	348	174	95	270	59	20	78	160	168	-8
	Nov 13	242	117	359	176	97	273	65	21	86	154	161	-7
	Dec 11	245	117	362	176	97	274	69	20	88	149	152	-4
1981	Jan 15	243	117	360	179	98	276	65	20	84	154	155	-1
	Feb 12	238	117	356	179	99	278	60	18	78	152	153	-1
	Mar 12	232	116	348	177	100	277	55	16	71	148	151	-3
	April 9	229	115	343	176	101	277	53	14	66	140	143	-3
	May 14	227	113	340	176	101	277	51	12	63	139	142	-3
	June 11 e	228	114	341	182	103	285	46	11	56	142	147	-5
	July 9 e §	220	110	331	175	99	274	45	12	57	143	144	-1
	Aug 13 e §	209	105	314	172	91	263	38	14	52	147	144	3
	Sep 10 §	202	104	305	168	87	254	34	17	51	151	145	6
	Oct 8 §	204	108	312	176	90	266	28	18	46	155	151	4
	Nov 12 §	212	115	325	191	102	293	21	13	33	157	154	3
	Dec 10 §	216	118	334	203	111	314	13	7	20	158	155	4
1982	Jan 14 a	222	118	340	208	113	321	15	4	19	163	161	2
	Feb 11 §	221	118	339	208	114	322	13	5	18	166	165	1
	Mar 11	218	118	337	210	112	322	9	6	15	166	167	-1
	April 15	214	120	333	210	114	324	3	6	9	163	164	-1
	May 10	215	120	335	206	114	319	9	6	15	162	164	-2
	June 10	220	122	342	201	114	315	19	7	26	162	164	-2
	July 8	224	127	350	204	119	324	19	7	26	163	162	1
	Aug 12	224	127	351	208	118	327	16	8	25	165	161	3
	Sep 9	227	130	357	209	118	327	18	12	31	163	162	1
	Oct 14	227	127	354	210	113	323	18	13	31	161	160	2
Unadjusted*													
	Oct 14	262	134	395	257	144	401	5	-10	-6	161	160	2
	Nov 11	248	120	368	217	117	334	31	3	34	161	160	1
	Dec 9	227	102	329	180	102	282	47	0	47	165	161	4
1983	Jan 13	208	108	316	142	79	221	66	29	95	169	168	1
	Feb 10	217	110	327	232	113	345	-15	-3	-19	173	171	2
	Mar 10	205	100	305	221	107	328	-16	-7	-23	172	171	1

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

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

† Flow figures are collected for four or five-week periods between unemployment or vacancy count dates; the figures in this table are converted to a standard 4½ week month.

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

§ see footnote to table 2.1

3.1 VACANCIES

Regions: notified to Jobcentres: seasonally adjusted *

THOUSAND

	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1978 Mar 3	82.1	44.6	5.9	11.0	11.9	12.2	13.6	15.4	10.0	8.6	20.2	190.7	1.9	192.6
April 7	85.0	46.0	6.2	11.8	12.3	12.6	15.3	15.5	10.1	8.0	21.0	197.6	1.8	199.4
May 5	88.6	47.9	6.4	12.2	12.3	12.9	14.1	15.7	10.1	7.9	21.2	201.3	1.8	203.1
June 2	92.3	50.3	6.2	13.2	13.0	13.4	14.7	16.0	10.4	8.1	21.1	208.4	1.8	210.2
June 30	93.6	50.5	6.2	13.6	12.9	13.5	15.1	15.5	9.9	8.4	21.4	210.3	1.7	212.0
Aug 4	94.3	49.3	6.2	13.9	12.8	13.5	15.0	16.6	10.4	8.2	20.7	211.9	1.6	213.5
Sep 8	100.8	55.0	6.8	13.8	13.5	14.4	15.7	17.0	10.5	8.7	20.5	222.0	1.5	223.5
Oct 6	104.4	56.8	7.1	15.0	14.0	15.6	15.4	18.0	10.8	8.9	21.4	230.7	1.4	232.1
Nov 3	104.8	56.1	7.2	15.5	14.3	15.9	15.8	18.4	11.0	8.8	20.6	232.7	1.4	234.1
Dec 1	106.1	56.3	7.1	15.4	14.2	16.0	16.3	18.5	11.1	8.8	20.8	234.4	1.4	235.8
1979 Jan 5	106.3	55.1	7.1	15.6	14.2	16.2	16.3	18.5	10.5	8.3	21.1	233.7	1.3	235.0
Feb 2	106.5	56.0	6.9	15.9	13.2	14.8	15.2	17.9	10.2	8.6	20.5	228.9	1.2	230.1
Mar 2	108.6	56.9	6.8	14.5	13.5	14.8	15.7	18.6	10.3	9.0	19.8	231.4	1.2	232.6
Mar 30	111.1	58.2	7.9	16.2	15.3	16.3	16.3	20.1	10.6	8.9	20.4	242.6	1.4	244.0
May 4	112.9	58.2	7.9	17.5	15.7	16.2	17.3	20.4	10.9	10.4	22.1	251.1	1.4	252.5
June 8	115.1	58.4	8.9	18.3	15.9	16.0	17.4	21.1	11.4	10.7	22.5	257.4	1.3	258.7
July 6	114.3	57.8	8.8	17.7	15.6	15.8	16.7	20.7	11.6	10.4	22.1	253.6	1.4	255.0
Aug 3	109.3	54.7	8.6	17.1	15.5	15.4	16.8	20.5	10.7	10.2	22.3	247.5	1.3	248.8
Sep 7	108.5	53.9	8.3	17.7	14.9	15.4	16.1	20.6	10.3	9.7	22.5	244.0	1.3	245.3
Oct 5	106.5	53.0	8.3	17.5	14.0	14.7	15.7	19.5	10.0	9.8	21.9	237.8	1.3	239.1
Nov 2	105.0	52.6	8.3	16.5	14.0	14.3	14.9	18.7	9.7	9.5	21.8	232.9	1.3	234.2
Nov 30	99.4	50.4	7.8	15.8	13.2	12.9	13.2	17.2	9.4	9.0	21.0	218.6	1.3	219.9
1980 Jan 4	92.8	47.2	7.1	14.5	12.4	12.1	12.3	16.2	8.7	8.4	19.8	203.9	1.2	205.1
Feb 8	86.7	44.4	6.6	14.0	11.5	11.5	11.5	15.1	7.8	7.7	19.2	191.6	1.2	192.8
Mar 7	81.1	40.8	6.2	14.3	10.8	10.6	10.5	14.2	7.4	7.3	18.5	180.4	1.3	181.7
April 2	76.2	38.6	5.6	12.6	9.7	9.4	9.8	13.7	6.9	6.9	17.6	168.0	1.2	169.2
May 2	71.5	35.8	5.6	12.0	9.0	8.8	8.8	13.1	6.7	6.7	17.5	159.5	1.2	160.7
June 6	65.0	33.0	5.0	10.4	8.0	8.5	7.9	11.6	6.1	6.1	16.8	145.8	1.1	146.9
July 4	56.4	28.6	4.3	9.5	6.9	7.1	7.2	9.8	5.4	5.5	15.7	127.9	1.0	128.9
Aug 8	51.5	26.0	4.1	8.4	6.2	6.9	6.2	9.4	5.3	5.1	15.6	119.7	1.0	120.7
Sep 5	48.3	24.4	3.8	7.8	5.8	5.7	5.7	8.8	5.1	5.2	15.1	111.4	0.8	112.2
Oct 3	43.3	21.2	3.4	7.0	5.6	4.9	5.6	8.0	4.7	4.7	13.6	100.9	0.8	101.7
Nov 6	38.9	18.7	3.2	7.1	5.2	4.9	5.6	8.1	4.6	4.6	13.7	96.0	0.7	96.7
Dec 5	38.7	18.4	3.3	7.6	5.3	5.1	6.1	8.4	4.7	5.0	14.3	98.3	0.8	99.1
1981 Jan 9	40.8	19.3	3.7	7.9	5.1	5.4	6.0	8.6	4.5	4.9	13.9	100.3	0.8	101.1
Feb 6	37.4	17.2	3.7	7.9	5.0	5.0	5.7	8.8	4.4	5.4	13.6	97.0	0.7	97.7
March 6	37.1	17.4	3.5	7.4	5.4	5.4	5.6	9.1	4.2	5.2	12.7	95.3	0.6	95.9
April 3	35.5	16.5	3.5	7.6	5.7	5.5	5.1	8.9	4.3	5.1	11.9	92.7	0.7	93.4
May 8	33.1	15.7	3.1	6.8	5.9	6.2	5.0	8.5	4.1	5.2	11.7	89.5	0.6	90.1
June 5	31.6	14.9	2.9	5.0	5.4	5.9	4.9	8.0	3.9	4.7	11.4	84.1	0.6	84.7
July 3	34.9	16.9	2.9	6.7	6.2	6.6	5.1	9.0	4.0	4.8	11.9	92.2	0.7	92.9
Aug 7	38.2	18.9	3.1	7.9	6.3	6.1	5.6	8.4	4.1	5.3	11.9	97.8	0.7	98.5
Sep 4	37.9	18.8	3.3	8.2	6.4	5.9	5.9	8.0	4.2	5.1	11.9	97.0	0.8	97.8
Oct 2	37.5	18.2	3.6	8.3	6.6	5.6	6.4	9.0	4.7	5.1	13.0	99.8	0.8	100.6
Nov 6	38.1	18.3	4.1	9.1	6.7	5.5	6.5	9.2	4.9	5.5	13.8	103.4	0.9	104.3
Dec 4	39.1	18.3	4.6	9.2	6.8	6.0	6.8	9.8	4.9	5.5	13.9	106.5	1.0	107.5
1982 Jan 8	41.2	19.6	4.8	9.6	6.8	6.5	7.3	10.0	4.9	5.6	14.4	110.7	0.9	111.6
Feb 5	42.3	19.7	5.2	9.4	6.6	6.3	7.2	9.9	5.7	5.5	13.9	112.1	0.9	113.0
Mar 5	42.3	19.9	4.4	9.5	6.3	6.8	7.5	9.7	5.5	5.7	12.5	109.8	0.8	110.6
Apr 2	41.6	20.1	4.7	9.1	6.4	7.1	7.0	10.2	5.2	5.9	12.1	108.9	0.8	109.7
May 7	39.1	19.2	3.5	9.4	6.7	7.3	7.1	10.1	4.9	5.5	12.3	105.8	0.8	106.6
June 4	38.3	17.9	3.7	8.8	6.6	7.0	6.7	9.8	4.7	5.4	12.9	104.4	0.8	105.2
July 2	42.3	20.2	3.8	9.9	7.0	6.8	6.7	10.4	4.7	5.6	13.2	110.4	1.0	111.4
Aug 6	44.1	21.9	3.7	9.8	7.0	7.0	6.8	9.9	4.8	5.5	13.5	112.9	1.1	114.0
Sep 3	40.0	20.0	3.6	9.8	6.7	7.3	6.8	9.2	4.7	5.4	12.6	106.2	1.1	107.3
Oct 8	41.1	21.0	3.8	11.1	7.5	7.2	6.4	10.7	5.3	6.1	13.5	112.7	1.2	113.9
Nov 5	41.2	19.9	3.8	11.2	7.4	6.8	6.8	11.1	5.4	6.1	13.6	113.2	1.2	114.4
Dec 3	41.8	19.7	4.1	10.9	7.4	7.2	7.3	12.0	5.6	6.0	14.3	116.4	1.2	117.6
1983 Jan 7	43.6	20.1	4.6	11.2	7.6	7.4	8.2	11.9	5.4	6.1	15.2	120.8	1.2	122.0
Feb 4	45.3	20.5	4.7	10.9	8.0	7.1	8.7	11.8	5.8	5.9	14.8	122.9	1.1	124.0
Mar 4	45.0	20.2	4.9	11.0	8.4	8.2	8.8	13.0	5.6	6.1	14.6	125.0	1.1	126.1

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

VACANCIES 3.2

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														
1981 Mar 6	33.3	15.7	3.1	7.6	5.4	5.2	5.0	8.7	4.2	5.1	12.5	90.1	0.6	90.7
April 3	36.3	16.7	3.3	8.9	6.0	5.5	5.4	9.7	4.6	6.1	13.0	98.9	0.7	99.6
May 8	39.2	18.3	3.8	9.0	6.4	6.9	5.8	10.1	4.8	6.5	13.5	105.9	0.7	106.6
June 5	39.1	18.4	3.6	8.2	5.7	6.4	6.2	9.4	4.6	6.0	13.1	102.3	0.7	103.0
July 3	36.8	17.3	3.3	7.5	5.8	6.4	5.7	8.8	4.3	5.2	12.4	96.3	0.7	97.0
Aug 7	36.3	16.7	3.3	8.0	6.3	5.9	5.7	8.6	4.3	5.2	12.2	95.9	0.7	96.6
Sep 4	41.0	19.6	3.9	8.5	6.9	5.8	6.4	8.7	4.6	5.3	13.1	104.2	0.8	104.9
Oct 2	42.5	21.3	3.8	7.9	7.0	6.0	6.9	9.4	4.8	4.8	13.4	106.4	0.8	107.2
Nov 6	37.9	18.9	4.1	7.7	6.7	6.0	6.2	8.8	4.5	4.7	13.5	100.1	0.9	100.9
Dec 4	33.9	16.1	4.1	7.0	6.2	5.5	5.8	8.2	4.1	4.4	12.3	91.4	0.8	92.2
1982 Jan 8	34.2	16.7	4.0	7.0	6.2	5.7	6.1	8.5	4.2	4.5	11.3	91.7	0.8	92.4
Feb 5	36.3	17.6	4.3	8.0	6.2	6.1	6.3	8.8	5.1	4.8	12.1	97.9	0.8	98.7
Mar 5	38.5	18.2	4.0	9.7	6.4	6.6	6.9	9.4	5.5	5.6	12.2	104.7	0.9	105.6
April 2	42.4	20.3	4.5	10.4	6.7	7.1	7.3	11.1	5.5	7.0	13.1	115.1	0.9	116.0
May 7	45.2	21.8	4.3	11.5	7.2	8.0	7.9	11.7	5.5	6.9	14.2	122.4	0.9	123.3
June 4	45.8	21.4	4.4	12.0	6.9	7.6	8.0	11.2	5.4	6.7	14.7	122.7	1.0	123.7
July 2														

3.4 VACANCIES Occupation: notified to Jobcentres

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
							Thousand
1980 Mar	19.6	28.0	17.3	39.2	6.8	65.6	176.6
June	19.4	27.4	17.6	32.1	5.5	63.4	165.3
Sep	16.6	18.2	15.6	21.2	3.7	44.1	119.3
Dec	14.4	13.7	12.3	11.7	2.0	29.4	83.5
1981 Mar	14.5	16.2	13.8	12.0	2.4	31.8	90.7
June	15.6	17.5	15.3	13.0	3.4	38.3	103.0
Sep	14.9	17.2	16.9	15.6	3.5	36.8	104.9
Dec	14.0	14.5	15.2	13.6	2.4	32.6	92.2
1982 Mar	14.9	17.5	15.9	15.4	3.6	38.3	105.6
June	16.5	20.1	18.6	17.4	4.3	46.8	123.7
Sep	15.7	18.2	18.4	18.1	3.4	40.8	114.6
Dec	14.6	17.2	16.4	15.4	2.8	36.1	102.5
	Proportion of vacancies in all occupations						Per cent
1980 Mar	11.1	15.9	9.8	22.2	3.9	37.1	100.0
June	11.7	16.6	10.6	19.4	3.3	38.4	100.0
Sep	13.9	15.3	13.1	17.8	3.1	37.0	100.0
Dec	17.2	16.4	14.7	14.0	2.4	35.2	100.0
1981 Mar	16.0	17.9	15.2	13.2	2.6	35.1	100.0
June	15.1	17.0	14.9	12.6	3.3	37.2	100.0
Sep	14.2	16.4	16.1	14.9	3.3	35.1	100.0
Dec	15.2	15.7	16.5	14.8	2.6	35.4	100.0
1982 Mar	14.1	16.6	15.1	14.6	3.4	36.3	100.0
June	13.3	16.2	15.0	14.1	3.5	37.8	100.0
Sep	13.7	15.9	16.1	15.8	3.0	35.6	100.0
Dec	14.2	16.8	16.0	15.0	2.7	35.2	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.

INDUSTRIAL DISPUTES 4.1 Stoppages of work*

Stoppages: March 1983

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages: in progress in month	105	65,200	447,000
of which: beginning in month	76	42,100	262,000
continuing from earlier months	29	23,100 †	185,000

† includes 2,600 involved for the first time in the month.

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

Note: From Jan 1983 this monthly series is based on the revised sic 1980—see article on page 118 of the March 1983 issue of *Employment Gazette*.

Stoppages: cause

United Kingdom	Beginning in March 1983		Beginning in the first three months of 1983	
	Stop-pages	Workers directly involved	Stop-pages	Workers directly involved
Pay-wage-rates and earnings levels	27	6,700	92	58,400
extra-wage and fringe benefits	1	—	4	300
Duration and pattern of hours worked	4	100	7	3,300
Redundancy questions	18	5,500	42	28,900
Trade union matters	2	100	12	2,800
Working conditions and supervision	4	900	18	2,200
Manning and work allocation	11	8,100	56	18,700
Dismissal and other disciplinary measures	9	6,000	24	10,700
All causes	76	27,400	255	125,300

Prominent stoppages in quarter ending March 31, 1983

Industry and locality	Date when stoppage		Number of workers involved		Number of working days lost in quarter	Cause or object
	Began	Ended	Directly	Indirectly		
Coal extraction						
Wales and some areas in England	21.2.83	11.3.83	18,920	390	186,500	Protest against proposed pit closure in South Wales.
Water supply						
England, Wales and Northern Ireland	24.1.83	23.2.83	35,000	—	766,200	For improved pay offer to achieve parity with gas and electricity workers.
Metal manufacture						
Newport	21.3.83	cont.	1,100	—	9,800	Over selection of workers for compulsory redundancy.
Engineering						
Luton	17.1.83	25.1.83	1,800	—	12,600	Over suspension of workers during work-to-rule in support of improved redundancy terms.
Wakefield	6.1.83	21.2.83	320	—	9,900	In protest at workers being laid off because of work-to-rule in support of pay claim.
Stockport	14.2.83	22.2.83	485	—	12,800	Dismissal of workers for failing to obey instructions.
Manchester	12.1.83	1.2.83	400	600	8,300	Demand for additional payments for operating new stock control system.
Motor vehicles						
Halewood	19.1.83	21.1.83	100	5,800	9,800	Dispute over new work allocation.
Leeds	19.1.83	4.3.83	370	—	12,200	For pay parity with parent company.
Halewood	8.2.83	11.2.83	600	7,000	12,600	Dispute over training schedules.
Longbridge	10.3.83	14.3.83	265	6,000	8,000	Over police search of workers' homes for stolen property.
Halewood	8.3.83	cont.	3,500	4,300	126,000	Dismissal of worker for alleged vandalism.
Cowley	28.3.83	cont.	4,750	1,700	24,100	Withdrawal of "washing-up" time at end of shift.
Other transport equipment						
Glasgow	6.1.83	7.1.83	4,200	—	8,000	Against management's refusal to employ a man who had been offered employment in error.
Stevenage	31.1.83	18.2.83	2,500	—	34,400	For improved pay offer.
Pallion	21.12.82	14.1.83	70	1,400	7,500	Over loss of allowances because of re-organisation (total working days lost 7,740).
Mineral manufacture						
Cleckheaton	4.1.83	24.1.83	650	—	9,800	For backdating of pay award.
Construction						
Manchester	10.2.83	4.3.83	600	—	9,800	Dispute over bonus payments.
Transport and communication						
Tilbury	14.3.83	cont.	2,500	—	32,400	For pay parity with tally-clerks.

Stoppages: industry*

United Kingdom	Class	Jan to March 1983		
		Stoppages beginning in period	Workers involved	Working days lost
SIC 1980				
Agriculture, forestry and fishing	01-03	—	—	—
Coal extraction	11	68	29,600	209,000
Extraction and processing of coke, mineral oil and natural gas	12-14	2	400	1,000
Electricity, gas, other energy and water	15-17	3	35,500	769,000
Metal processing and manufacture	21-22	7	3,300	19,000
Mineral processing and manufacture	23-24	5	1,200	11,000
Chemicals and man-made fibres	25-26	3	1,100	3,000
Metal goods not elsewhere specified	31	7	1,100	8,000
Engineering	32-34, 37	37	13,400	79,000
Motor vehicles	35	18	41,800	214,000
Other transport equipment	36	8	8,800	54,000
Food, drink and tobacco	41-42	8	3,100	12,000
Textiles	43	5	500	5,000
Footwear and clothing	45	2	300	3,000
Timber and wooden furniture	46	3	500	3,000
Paper, printing and publishing	47	14	2,300	15,000
Other manufacturing industries	44, 48, 49	7	4,600	17,000
Construction	50	8	1,500	18,000
Distribution, hotels and catering, repairs	61-67	8	200	5,000
Transport services, and communication	71-75, 79	14	4,600	8,000
Supporting and miscellaneous transport services	76-77	4	2,900	33,000
Banking, finance, insurance, business services and leasing	81-85	1	100	1,000
Public administration, education and health services	91-95	20	5,500	21,000
Other services	96-00	3	—	—
All industries and services		255	162,300	1,509,000

* Comparable monthly 1982 figures by industry groups based on the revised SIC 1980 are not available. The figures for "All industries and services", January-March 1982 were 469 stoppages, 272,800 workers and 1,893,000 working days lost.

4.2 INDUSTRIAL DISPUTES*

Stoppages of work: summary

United Kingdom	Number of stoppages		Workers involved in stoppages (thou)		Working days lost in all stoppages in progress in period (thou)	
	Beginning in period	In progress in period	Beginning in period†	In progress in period	All industries and services	All manufacturing industries
1974‡	2,922	2,946	1,622	1,626	14,750	7,498
1975	2,282	2,332	789	809	6,012	5,002
1976	2,016	2,034	666§	668§	3,284	2,308
1977	2,703	2,737	1,155	1,166	10,142	8,057
1978	2,471	2,498	1,001	1,041	9,405	7,678
1979	2,080	1,125	4,583	4,608	29,474	10,896
1980	1,330	1,348	830§	834§	11,964	22,552
1981	1,338	1,344	1,499	1,513	4,266	2,292
1982	1,454	1,464	2,381	2,382	7,916	1,864
1981 Jan	127	133	69	83	249	106
Feb	114	144	83	109	473	270
Mar	156	197	472	480	646	245
Apr	129	176	387	525	565	191
May	93	136	62	89	408	262
June	109	143	48	83	358	154
July	74	111	38	66	289	107
Aug	70	96	21	28	108	68
Sep	119	142	83	86	169	121
Oct	135	173	47	94	336	257
Nov	136	164	142	153	506	422
Dec	76	110	47	82	160	89
1982 Jan	156	166	129	131	710	245
Feb	148	197	63	144	828	346
Mar	165	201	79	92	355	192
Apr	162	193	270	285	319	209
May	130	173	336	546	680	127
June	134	165	348	855	1,290	132
July	91	119	38	650	899	55
Aug	102	127	37	643	692	49
Sep	106	130	750	1,483	1,235	245
Oct	109	133	248	650	609	88
Nov	110	136	44	61	213	146
Dec	41	57	39	41	85	31
1983 Jan	96	108	69	70	326	97
Feb	83	113	48	89	735	106
Mar	76	105	45	65	447	240

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

United Kingdom	SIC 1968	THOUSAND									
		Mining and quarrying	Metal manufacture and metal goods nes	Mechanical, instrument and electrical engineering	Shipbuilding and marine engineering	Vehicles	Textiles, clothing and footwear	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries and services
	II	VI, XII	VII, VII and IX X	XI	XII, XV	III-V, XVI-XIX	XX	XXII	XXIII-XXVII		
1974 ‡	5,628	1,106	2,005	693	2,033	255	1,406	252	705	666	
1975	56	564	1,737	509	1,121	720	247	422	286	286	
1976	78	478	543	62	895	266	570	132	196	196	
1977	97	981	1,895	163	3,095	264	1,660	297	301	1,390	
1978	201	585	1,193	160	4,047	179	1,514	416	360	750	
1979	128	1,910	13,341	303	4,836	110	2,053	834	1,419	4,541	
1980	166	8,884	586	195	490	44	698	281	253	367	
1981	237	113	433	230	956	39	522	86	359	1,293	
1982	432	185	476	103	655	66	380	49	1,644	3,927	
1981 Jan	1	8	8	2	55	2	31	25	102	14	
Feb	134	10	39	—	154	4	63	15	41	14	
Mar	20	8	53	60	34	8	83	17	43	321	
Apr	25	3	46	15	29	11	86	6	31	313	
May	2	4	33	5	169	3	48	3	13	125	
June	11	13	74	—	23	1	43	5	17	172	
July	8	6	32	3	9	1	57	3	10	25	
Aug	2	3	30	3	3	1	31	3	18	10	
Sep	9	12	14	42	10	4	40	1	13	26	
Oct	10	12	42	95	92	3	13	4	27	38	
Nov	6	15	37	9	343	1	16	1	18	59	
Dec	10	21	23	—	34	—	10	2	26	34	
1982 Jan	21	10	42	22	124	4	42	3	434	7	
Feb	10	12	48	5	208	3	69	1	441	30	
Mar	21	16	43	23	61	7	42	5	73	64	
Apr	24	12	43	3	88	10	52	11	22	52	
May	20	39	22	1	13	8	44	4	13	516	
June	130	19	46	8	19	8	32	13	189	825	
July	18	4	22	1	6	2	20	3	215	607	
Aug	5	3	31	—	6	—	8	4	5	629	
Sep	154	17	105	26	64	1	31	2	100	734	
Oct	11	38	12	8	8	12	10	2	140	368	
Nov	11	13	57	—	54	6	15	—	11	45	
Dec	5	1	4	—	5	4	14	—	—	49	
1983 Jan	10	1	36	17	17	1	24	2	6	212	
Feb	39	4	24	28	34	2	13	10	3	577	
Mar	161	22	20	169	3	5	23	6	32	7	

* See page S63 for notes on coverage. The figures from 1982 are provisional.
 † Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.
 ‡ Figures for stoppages in coal mining, other than for the national stoppage of February 10-March 8, 1974, are not available for December 1973-March 1974.
 § Figures exclude workers becoming involved after the end of the year in which the stoppages began.
 ¶ From January 1983 the figures of working days lost by industry are based on the revised SIC 1980. The new groupings are not comparable in every detail to the previous 1968 groupings but are very broadly in alignment.

EARNINGS 5.1

Average earnings index: all employees: main industrial sectors

JAN 1976 = 100

GREAT BRITAIN	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
SIC 1968									Per cent
1976	106.0		106.2		106.2				
1977	115.6		117.2		117.1				
1978	130.6		134.3		134.0				
1979	150.9		154.9		154.9				
1980	182.1		183.9		182.5				
1981	205.5		208.5		206.5				
1982	224.7		231.5		229.5				
Annual Averages									
1976 Feb	122.7	123.9	125.8	127.0	126.2	127.0	10.5	11.7	12.1
Mar	125.0	125.0	128.1	127.4	128.2	127.8	10.4	11.1	11.9
Apr	127.2	127.3	131.7	131.5	132.2	131.9	12.4	15.0	15.6
May	129.4	128.4	134.2	132.5	133.6	131.5	12.6	15.0	14.2
June	133.1	132.0	136.1	134.6	135.1	133.7	15.4	16.7	16.1
July	133.6	132.1	136.6	135.4	135.9	135.1	14.2	16.2	15.8
Aug	131.7	132.2	134.4	136.5	133.5	135.7	13.9	16.0	15.5
Sep	134.2	134.6	137.1	138.4	135.9	137.8	15.0	16.4	15.9
Oct	135.2	135.9	139.7	140.6	139.1	140.5	14.7	16.6	16.4
Nov	136.1	136.0	141.1	140.3	140.6	139.7	13.3	14.4	13.6
Dec	138.0	137.6	142.8	142.2	142.8	142.0	13.4	15.1	14.8
1979 Jan	135.7	136.9	139.8	141.2	140.3	140.9	11.7	12.6	12.2
Feb	141.1	142.5	143.7	145.1	144.6	145.6	15.0	14.3	14.6
Mar	143.7	143.7	149.9	149.1	150.2	149.8	14.9	17.0	17.2
Apr	144.3	144.4	149.5	149.2	149.7	149.3	13.4	13.4	13.2
May	146.9	145.7	153.0	151.1	154.3	151.9	13.5	14.0	15.5
June	150.9	149.6	157.9	156.1	158.6	156.8	13.3	16.0	17.3
July	155.6	153.9	158.2	156.7	158.2	157.2	16.5	15.8	16.4
Aug	153.3	153.9	153.5	155.9	151.5	154.0	16.4	14.3	13.5
Sep	153.6	153.9	153.7	155.1	151.9	153.9	14.3	12.1	11.7
Oct	158.1	158.8	162.6	163.6	161.8	163.5	16.8	16.4	16.4
Nov	162.1	162.0	167.2	166.3	167.1	166.0	19.1	18.5	18.8
Dec	165.1	164.5	170.2	169.2	170.3	169.1	19.6	19.0	19.1
1980 Jan	163.0	164.6	167.2	169.0	166.8	167.6	20.2	19.7	19.0
Feb	167.3	169.0	170.0	171.8	168.8	170.0	18.6	18.4	16.8
Mar	172.8	172.8	177.2	176.4	174.4	174.1	20.3	18.3	16.2
Apr	175.0	175.1	178.4	178.0	176.9	176.4	21.3	19.3	18.2
May	178.1	176.7	181.6	179.4	181.4	178.7	21.3	18.7	17.6
June	183.7	182.1	187.0	184.8	186.7	184.5	21.7	18.4	17.7
July	185.1	183.1	189.6	187.8	188.2	186.9	18.9	19.8	18.9
Aug	186.5	187.3	186.6	189.6	185.3	188.5	21.7	21.6	22.3
Sep	193.6	194.0	189.1	190.8	186.9	189.4	26.1	23.1	23.1
Oct	189.9	190.7	190.0	191.3	187.8	189.9	20.1	16.9	16.2
Nov	192.6	192.6	194.0	193.0	192.5	191.4	18.9	16.1	15.3
Dec	197.3	196.6	196.5	195.3	194.0	192.6	19.5	15.4	13.9
1981 Jan	193.3	195.3	195.6	197.8	193.5	194.5	18.6	17.0	16.0
Feb	194.8	196.9	198.4	200.5	196.1	197.6	16.5	16.7	16.2
Mar	197.8	197.9	202.5	201.7	198.9	198.7	14.5	14.3	14.1
Apr	199.3	199.5	200.7	200.2	198.1	197.5	13.9	12.5	12.0
May	201.6	200.0	203.7	201.3	201.9	198.9	13.2	12.2	11.3
June	205.7	203.9	210.0	207.5	207.7	205.2	12.0	12.3	11.2
July	207.6	205.3	211.7	209.7	209.8	208.4	12.1	11.6	11.5
Aug	210.4	211.4	211.2	214.6	210.2	213.8	12.8	13.2	13.5
Sep	211.7	212.1	212.6	214.6	210.8	213.7	9.3	12.4	12.8
Oct	212.5	213.4	215.9	217.5	214.9	217.4	11.9	13.7	14.5
Nov	214.3	214.4	219.0	217.9	218.0	216.8	11.3	12.9	13.3
Dec	217.1	216.5	220.6	219.3	218.2	216.6	10.1	12.3	12.5
1982 Jan	214.1	216.4	220.2	222.7	219.1	220.2	10.8	12.6	13.2
Feb	217.0	219.4	224.1	226.5	220.4	222.1	11.4	13.0	12.4
Mar	219.7	219.7	227.2	226.2	224.7	224.4	11.0	12.2	13.0
Apr	219.6	219.8	226.9	226.4	225.3	224.7	10.2	13.1	13.7
May	222.5	220.8	230.6	227.9	229.4	225.9	10.4	13.2	13.6
June	226.0	224.0	233.8	231.0	231.8	229.0	9.8	11.3	11.6
July	230.3	227.8	234.7	232.5	232.3	230.7	11.0	10.9	10.7
Aug	226.9	228.0	231.7	235.5	229.8	233.7	7.8	9.7	9.3
Sep									

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN	Agri-culture	Mining and quarrying	Food, drink and tobacco	Coal and petroleum	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Ship-building and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur
SIC 1968														
JAN 1976 = 100														
1976	111.5	105.9	106.6	105.7	105.7	108.3	105.7	105.9	106.7	105.9	105.7	106.6	106.1	101.6
1977	120.7	114.5	117.5	114.8	116.2	119.2	117.6	118.0	116.4	114.6	113.9	119.1	116.9	114.4
1978	135.6	141.0	134.4	133.6	132.3	136.5	135.3	137.6	132.9	129.7	135.8	132.9	128.2	128.2
1979	153.2	165.7	157.3	155.5	156.3	155.0	155.0	160.1	152.1	147.9	148.4	156.5	151.2	147.0
1980	189.9	201.5	187.5	194.5	187.4	183.7	183.7	189.4	183.7	175.1	176.0	182.9	173.6	170.9
1981	212.6	225.7	213.8	221.5	212.7	206.3	200.6	218.8	207.4	199.1	194.6	205.0	195.2	192.5
1982	232.5	249.7	236.0	255.1	236.4	225.4	223.3	246.3	232.7	220.9	217.6	227.8	213.7	216.4
1978 Feb	125.4	129.5	125.5	125.7	124.9	126.6	127.4	128.9	124.6	118.6	124.6	128.8	125.8	122.3
1978 Mar	132.2	142.8	128.6	132.9	127.3	133.1	129.0	130.3	128.3	125.6	123.9	129.8	124.7	122.9
1978 April	134.6	140.4	131.2	135.3	126.5	141.2	132.9	136.0	130.7	141.5	128.1	134.0	128.5	124.4
1978 May	132.8	137.8	133.9	130.4	128.4	140.1	133.9	137.8	133.1	131.7	130.8	134.7	132.1	124.3
1978 June	136.5	142.0	135.1	130.6	134.7	138.7	135.1	136.6	135.3	129.2	132.2	136.1	135.3	125.9
1978 July	133.0	143.8	135.4	137.2	133.8	145.2	136.7	142.1	134.2	130.9	131.3	137.4	135.2	131.1
1978 Aug	141.4	142.3	134.4	135.3	132.7	130.1	136.5	137.8	132.4	125.8	129.0	135.0	135.1	130.7
1978 Sep	148.2	144.6	136.0	135.4	136.2	138.1	137.2	139.0	134.1	134.8	128.8	137.7	136.0	133.3
1978 Oct	151.9	148.3	137.1	135.8	135.0	139.8	139.6	141.4	138.4	169.8	132.6	140.4	137.8	133.4
1978 Nov	139.3	148.8	142.8	138.2	138.7	138.4	143.7	145.2	139.9	146.9	132.4	143.9	139.5	133.0
1978 Dec	134.8	153.4	146.5	142.5	144.5	142.0	145.7	147.7	140.1	131.2	139.1	143.1	139.8	132.5
1979 Jan	132.5	152.1	140.6	143.0	136.5	134.4	143.3	146.4	139.9	136.3	138.1	142.2	138.8	136.3
1979 Feb	139.7	153.8	145.0	150.4	139.4	143.9	145.7	152.3	142.6	137.6	145.4	146.3	140.1	141.3
1979 Mar	144.8	166.3	150.3	147.9	149.4	147.4	150.1	155.9	149.6	156.9	148.9	152.3	147.2	141.1
1979 April	148.8	166.5	148.6	149.7	146.6	154.6	151.4	155.5	147.1	144.7	144.9	152.3	144.7	147.4
1979 May	144.8	162.3	156.2	150.0	145.4	165.6	154.4	158.0	151.2	151.8	150.8	154.9	150.7	142.3
1979 June	152.2	164.0	158.4	152.9	156.3	162.4	160.0	158.9	154.5	148.6	158.0	160.7	154.2	145.9
1979 July	158.5	166.7	158.9	161.2	156.9	166.8	160.0	162.3	153.3	147.9	152.6	159.4	152.2	147.3
1979 Aug	163.9	166.2	156.7	159.0	157.9	151.1	147.9	157.9	144.7	139.9	139.0	150.5	154.3	146.6
1979 Sep	174.0	169.5	162.3	156.4	172.9	151.3	141.6	156.6	146.7	149.9	126.8	148.8	155.6	149.4
1979 Oct	167.8	171.0	163.1	158.7	169.3	158.3	163.4	169.0	160.1	150.0	150.5	166.1	156.2	151.9
1979 Nov	156.3	172.6	172.8	166.9	170.0	165.5	168.5	172.8	168.3	156.9	155.1	171.6	159.2	156.0
1979 Dec	155.4	177.2	174.4	169.6	174.6	**	173.2	175.4	167.4	154.4	170.2	173.0	159.9	158.2
1980 Jan	161.2	189.5	171.3	179.6	170.5	**	171.4	174.2	167.6	158.7	170.9	176.4	160.6	161.3
1980 Feb	174.7	190.0	173.5	189.2	171.9	**	174.6	177.9	170.1	159.6	171.1	164.4	163.9	165.1
1980 Mar	179.8	207.2	183.8	185.0	177.9	**	177.9	180.7	177.2	215.1	173.5	173.9	168.7	165.1
1980 April	190.2	202.2	179.2	188.9	174.5	170.4	179.7	180.4	178.8	165.1	174.3	179.9	168.9	167.6
1980 May	189.0	195.6	184.4	190.3	176.7	197.5	182.2	184.6	180.7	165.3	173.3	181.9	171.6	167.6
1980 June	191.1	201.6	189.2	199.7	194.3	189.4	186.9	187.2	185.6	169.9	179.9	185.7	176.1	172.4
1980 July	189.5	205.7	189.6	202.0	194.6	197.7	186.1	191.1	190.7	178.5	179.3	186.4	176.6	172.9
1980 Aug	200.0	201.6	189.2	201.3	191.4	184.6	186.8	189.3	187.0	176.7	174.6	184.3	173.9	171.3
1980 Sep	212.2	204.9	190.6	196.7	193.8	183.8	187.3	194.7	189.0	170.1	176.2	185.4	177.2	174.1
1980 Oct	206.2	206.6	193.7	197.3	192.3	179.8	188.3	198.5	191.8	177.1	176.2	185.5	179.1	176.6
1980 Nov	193.7	206.4	199.4	198.1	204.9	189.9	189.9	208.9	192.8	183.9	181.9	190.6	182.4	178.0
1980 Dec	191.1	206.3	205.5	206.1	205.6	193.2	192.7	205.7	192.7	181.1	180.5	190.0	183.6	180.0
1981 Jan	190.4	227.2	202.1	209.6	195.8	190.5	191.0	204.1	194.1	182.0	181.3	192.5	184.4	181.3
1981 Feb	193.5	224.2	201.4	214.8	197.9	193.3	192.8	206.5	196.0	186.4	190.3	194.7	187.5	185.1
1981 Mar	203.1	228.9	202.9	214.4	202.9	195.8	195.4	208.0	201.9	181.2	191.4	198.5	188.7	185.4
1981 April	214.5	221.9	205.3	214.4	200.2	194.7	195.1	209.4	200.7	190.3	189.1	195.8	183.4	186.9
1981 May	210.0	217.2	211.0	220.3	204.0	201.2	197.5	212.5	204.4	205.7	182.6	201.1	193.3	192.4
1981 June	212.4	222.0	217.4	217.5	211.8	200.6	200.4	218.4	207.2	197.4	195.5	205.1	197.3	191.0
1981 July	209.7	227.5	216.8	229.5	211.8	216.0	199.6	223.8	213.3	202.6	199.8	206.3	198.0	193.2
1981 Aug	231.9	224.4	217.6	226.0	209.8	201.4	220.6	209.9	208.3	197.4	207.4	200.9	196.5	197.5
1981 Sep	238.4	226.1	217.3	223.2	216.7	215.2	205.8	223.5	211.6	190.3	196.1	211.1	199.4	197.5
1981 Oct	230.7	229.5	219.0	224.1	224.9	220.1	207.7	225.6	215.2	240.1	198.6	211.7	203.2	199.1
1981 Nov	212.1	230.7	226.4	226.8	227.4	221.4	209.1	230.5	216.8	204.1	209.0	219.4	205.7	200.6
1981 Dec	204.1	229.3	228.0	237.1	231.3	217.5	211.2	242.5	218.1	200.8	204.6	215.8	200.9	201.5
1982 Jan	201.7	230.1	224.4	251.1	225.8	224.7	211.8	234.9	220.9	211.5	208.3	216.2	205.3	207.6
1982 Feb	217.1	273.1	224.6	250.3	224.4	222.2	215.1	236.2	222.1	207.3	210.7	220.3	206.2	208.1
1982 Mar	223.9	252.2	227.1	248.7	226.3	221.9	220.3	241.6	229.4	209.3	213.7	226.7	209.9	210.7
1982 April	232.5	244.5	230.5	251.4	228.4	227.3	217.7	244.6	229.8	224.7	210.8	224.2	209.9	212.5
1982 May	226.7	248.9	240.6	250.5	230.1	226.5	251.7	231.8	227.3	216.6	216.3	226.4	215.8	209.9
1982 June	232.2	244.9	238.0	255.6	238.2	224.0	226.3	244.1	234.2	237.2	218.3	229.6	216.6	217.7
1982 July	245.4	246.7	235.8	266.6	238.2	231.9	227.9	244.8	236.2	215.4	222.0	230.1	216.2	219.8
1982 Aug	248.3	248.9	237.7	253.8	236.2	230.0	223.9	245.3	233.5	217.4	216.2	229.8	214.2	221.4
1982 Sep	259.3	247.1	240.1	254.9	236.9	222.4	223.3	249.7	233.8	237.0	211.6	228.3	213.0	220.0
1982 Oct	246.3	228.5	240.2	256.8	240.6	230.8	227.4	249.5	239.0	230.1	218.8	231.9	216.8	220.3
1982 Nov	231.3	264.3	246.7	263.7	257.2	225.7	233.7	255.8	242.2	208.8	239.1	233.9	219.6	225.1
1982 Dec	225.0	266.9	245.7	263.7	257.2	225.7	233.7	255.8	242.2	208.8	239.1	233.9	219.6	225.1
1983 Jan	222.6	267.8	245.0	269.8	244.3	229.5	232.0	254.2	243.1	222.0	229.0	236.1	222.7	222.5
1983 Feb	265.2	245.0	267.7	267.7	245.0	229.8	230.4	258.0	244.0	226.1	229.8	236.3	224.1	224.1

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

EARNINGS 5.3

Average earnings index: all employees: by industry

(not seasonally adjusted)

Clothing and footwear	Bricks, pottery, glass, cement etc	Timber, furniture etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking and finance	Professional and scientific services
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5.4 EARNINGS AND HOURS

Average earnings and hours: manual workers: by industry

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, leather goods and fur
SIC 1968												
October												
MALE												
Weekly earnings												
Full-time men (21 years and over)												
1976	66.81	76.75	71.72	73.72	66.11	61.64	63.48	72.09	72.48	64.90	61.19	£ 55.89
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	61.91
1978	83.91	95.65	90.78	91.93	83.39	76.41	80.35	88.64	84.88	81.69	75.96	71.20
1979	99.79	116.51	107.95	103.58	96.39	90.34	92.34	95.46	98.01	93.92	87.35	80.82
Full-time males on adult rates*												
1980	115.61	136.07	123.36	118.20	109.34	101.95	107.41	109.63	109.41	103.05	97.90	92.74
1981	126.36	151.26	138.48	132.96	119.51	114.17	118.31	127.04	119.08	114.64	106.60	105.39
1982	138.28	175.01	148.46	139.01	130.01	121.30	128.47	141.81	132.73	123.74	113.78	107.12
Hours worked												
Full-time men (21 years and over)												
1976	45.9	42.9	44.1	44.0	42.9	42.7	42.3	43.4	42.6	43.2	43.4	43.1
1977	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9
1978	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.6	43.4
1979	46.3	44.4	44.5	43.0	42.5	42.3	42.3	43.7	41.5	42.7	43.1	43.0
Full-time males on adult rates*												
1980	45.5	44.2	42.9	41.6	41.5	41.9	41.6	41.8	40.1	41.1	42.2	42.5
1981	44.8	42.4	43.1	42.3	41.5	41.6	41.6	43.2	39.9	41.8	42.4	43.3
1982	44.9	43.2	43.1	41.4	41.4	41.4	41.8	43.7	39.7	41.3	42.5	42.3
Hourly earnings												
Full-time men (21 years and over)												
1976	145.6	178.9	162.6	167.5	154.1	144.4	150.1	166.1	170.1	150.2	141.0	pence 129.7
1977	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	144.3
1978	181.6	222.4	203.5	210.4	193.9	179.8	187.3	202.4	205.0	192.9	174.2	164.1
1979	215.5	262.6	242.6	240.6	226.8	213.6	218.3	218.4	236.2	220.0	202.7	188.0
Full-time males on adult rates*												
1980	254.1	307.9	287.6	284.1	263.5	243.3	258.2	262.3	272.8	250.7	232.0	218.2
1981	282.1	356.7	321.3	314.3	288.0	274.4	284.4	294.1	298.4	274.3	251.4	243.4
1982	308.0	405.1	344.5	335.8	314.0	293.0	307.3	324.5	334.3	299.6	267.7	253.2
FEMALE												
Weekly earnings												
Full-time women (18 years and over)												
1976	43.69	48.46	44.11	43.58	46.77	42.32	43.54	46.08	50.43	42.21	37.93	£ 32.61
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	36.90
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03
1979	62.86	68.37	64.44	63.27	64.02	62.12	62.55	61.00	69.52	60.12	52.44	49.62
Full-time females on adult rates*												
1980	74.60	86.29	77.68	73.64	75.29	72.41	73.98	71.57	80.71	69.61	61.06	61.02
1981	83.06	94.69	87.62	79.07	82.67	81.21	81.18	85.06	89.97	77.34	65.96	67.16
1982	90.76	120.04	94.36	88.12	90.39	87.73	89.32	94.02	97.67	84.27	71.35	71.39
Hours worked												
Full-time women (18 years and over)												
1976	37.9	36.5	38.4	37.7	38.0	37.6	37.6	37.4	37.8	37.5	36.7	36.4
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7
Full-time females on adult rates*												
1980	37.9	38.4	38.9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37.1	37.4
1981	38.1	39.3	39.1	37.1	38.5	38.7	38.1	38.0	37.6	37.8	37.1	37.7
1982	38.4	41.3	39.0	37.8	38.4	38.4	37.6	38.2	37.6	37.4	37.6	37.6
Hourly earnings												
Full-time women (18 years and over)												
1976	115.3	132.8	114.9	115.6	123.1	112.6	115.8	123.2	133.4	112.6	103.4	pence 89.6
1977	124.7	148.5	127.3	126.6	135.3	120.7	124.4	130.1	141.3	122.4	112.5	101.9
1978	142.1	153.9	143.6	143.7	149.8	135.9	142.4	149.3	161.8	139.9	125.4	114.5
1979	165.0	176.7	167.4	166.5	170.3	160.5	166.4	154.4	184.9	161.6	144.1	135.2
Full-time females on adult rates*												
1980	196.8	224.7	199.7	193.8	199.2	189.1	196.2	201.0	214.1	188.6	164.6	163.2
1981	218.0	240.9	224.1	213.1	214.7	209.8	213.1	223.8	239.3	204.6	177.8	178.1
1982	236.4	290.7	241.9	233.1	235.4	228.5	237.6	246.1	259.8	225.3	189.8	189.9

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

EARNINGS AND HOURS 5.4

Average earnings and hours: manual workers: by industry

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication	All industries covered
SIC 1968										
53.30	68.82	61.48	73.88	66.27	67.83	66.36	65.80	68.42	71.22	£ 66.97
61.61	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	72.89
67.50	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	83.50
80.37	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	96.94
90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	113.06
98.67	127.96	111.31	154.22	113.15	123.23	126.08	121.55	142.28	138.19	125.58
106.59	141.91	124.38	162.63	124.08	134.26	138.54	131.53	157.69	150.67	137.06
40.9	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	44.0
41.3	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	44.2
41.3	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	44.2
41.0	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	44.0
40.1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1	43.0
41.1	43.6	42.2	41.9	41.8	42.0	46.0	43.8	40.1	46.9	43.0
41.4	44.2	43.0	41.2	41.8	42.0	47.9	43.8	40.0	46.7	42.9
pence 130.3	151.9	143.6	169.4	153.0	155.9	143.0	148.5	159.9	149.9	152.2
149.2	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	164.9
163.4	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	188.9
196.0	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	220.3
226.0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8	262.9
240.1	293.5	263.8	368.1	270.7	293.4	274.1	277.5	354.8	294.6	292.0
257.5	321.1	289.3	394.7	296.8	319.7	289.2	300.3	394.2	322.6	319.5
33.59	42.22	42.14	45.20	39.49	40.71	—	36.11	43.43	50.23	£ 40.61
38.08	45.59	46.20	48.87	43.44	44.45	—	39.14	47.94	53.25	44.31
41.94	52.12	53.62	55.33	49.15	50.08	—	42.97	58.10	63.79	50.03
50.43	60.06	61.84	67.15	56.08	58.44	—	48.23	70.29	72.38	58.24
58.62	71.01	74.01	82.15	64.95	68.40	—	61.45	81.75	92.14	68.73
64.02	79.13	81.55	92.83	70.58	75.71	—	66.49	99.07	105.76	76.44
69.58	85.78	90.75	102.44	78.51	83.17	—	69.33	103.22	114.12	83.96
36.0	36.7	37.3	38.4	37.3	37.2	—	38.3	36.4	41.6	37.4
36.1	36.8	37.2	38.5	37.5	37.2	—	37.9	36.0	41.3	37.4
36.1	36.7	37.5	38.1	37.0	37.2	—	38.5	36.8	43.5	37.4
36.0	36.8	36.7	38.3	37.4	37.2	—	37.2	37.6	43.3	37.4
36.4	37.3	36.8	38.2	37.3	37.3	—	38.5	37.0	42.3	37.5
36.5	37.5	37.6	37.4	37.5	37.5	—	39.1	36.3	42.8	37.7
37.5	38.3	38.2	37.7	38.1	37.8	—	37.9	35.1	42.6	38.0
93.3	115.0	113.0	117.7	105.9	109.4	—	94.3	119.3	120.7	pence 108.6
105.5	123.9	124.2	126.9	115.8	119.5	—	103.3	133.2	128.9	118.5
116.2	142.0	143.0	145.2	132.8	134.6	—	111.6	157.9	146.6	133.8
140.1	163.2	168.5	175.3	149.9	157.1	—	129.7	186.9	167.2	155.7
161.0	190.4	201.1	215.1	174.1	183.4	—	159.6	220.9	217.8	183.3
175.4	211.0	216.9	248.2	188.2	201.9	—	170.1	272.9	247.1	202.8
185										

5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)	
	excluding those whose pay was affected by absence			including overtime pay and overtime hours		excluding those whose pay was affected by absence			including overtime pay and overtime hours	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours
April of each year										
FULL-TIME MEN, 21 years and over										
Manual occupations										
1975	54.5	56.6	45.0	125.8	123.1	54.0	55.7	45.5	122.2	119.2
1976	65.1	67.4	45.1	149.2	146.3	63.3	65.1	45.3	143.7	141.0
1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5	154.3
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5	172.8
1979	94.5	97.9	46.0	212.8	208.7	90.1	93.0	46.2	201.2	197.5
1980	111.2	115.2	45.0	255.5	250.0	108.6	111.7	45.4	245.8	240.5
1981	119.3	124.7	43.5	286.0	279.8	118.4	121.9	44.2	275.3	269.1
1982	134.8	138.1	43.8	315.1	307.9	131.4	133.8	44.3	302.0	294.7
Non-manual occupations										
1975	68.2	68.7	39.2	173.2	173.3	67.9	68.4	38.7	174.3	174.6
1976	80.2	80.9	39.1	204.3	204.4	81.0	81.6	38.5	210.3	210.6
1977	88.2	88.9	39.2	223.4	223.8	88.4	88.9	38.2	227.2	227.9
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1	257.9
1979	116.8	117.7	39.6	293.8	294.7	112.1	113.0	38.8	288.6	289.5
1980	143.6	144.8	39.4	362.3	362.0	140.4	141.3	38.7	360.8	361.3
1981	159.6	161.8	38.8	411.9	411.5	161.2	163.1	38.4	419.1	419.7
1982	180.1	181.4	38.8	457.9	457.0	177.9	178.9	38.2	462.5	462.3
All occupations										
1975	58.1	60.2	43.4	137.7	136.5	59.2	60.8	43.0	139.5	139.3
1976	69.2	71.4	43.4	163.2	162.0	70.0	71.8	42.7	166.8	166.6
1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1	181.5
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3	204.9
1979	100.5	103.7	44.2	233.1	231.8	98.8	101.4	43.2	232.2	232.4
1980	120.3	124.3	43.4	284.1	281.8	121.5	124.5	42.7	288.2	287.6
1981	131.3	137.1	42.0	323.5	320.8	136.5	140.5	41.7	332.0	331.2
1982	148.8	152.6	42.2	357.0	354.0	151.5	154.5	41.7	365.6	364.6
FULL-TIME WOMEN, 18 years and over										
Manual occupations										
1975	30.9	32.4	39.5	81.8	81.4	30.9	32.1	39.4	81.6	81.1
1976	38.5	40.3	39.6	102.0	101.5	38.1	39.4	39.3	100.7	100.2
1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2	110.7
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3	124.4
1979	55.4	57.9	39.9	145.4	144.2	53.4	55.2	39.6	139.9	138.7
1980	66.4	69.5	39.8	174.5	172.8	65.9	68.0	39.6	172.1	170.4
1981	72.5	76.3	39.6	192.8	191.4	72.1	74.5	39.4	189.8	188.2
1982	79.9	82.9	39.6	209.5	207.1	78.3	80.1	39.3	205.0	202.7
Non-manual occupations										
1975	35.2	35.4	37.1	95.2	95.0	39.3	39.6	36.6	106.1	105.9
1976	42.8	43.1	37.1	115.9	115.6	48.5	48.8	36.5	132.0	131.8
1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8	143.7
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1	157.9
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.8	176.6
1980	76.7	77.1	37.3	205.8	204.9	82.0	82.7	36.7	221.2	220.7
1981	86.4	87.3	37.1	234.2	233.4	95.6	96.7	36.5	259.7	259.2
1982	97.2	97.6	37.2	260.3	259.0	104.3	104.9	36.5	283.0	282.2
All occupations										
1975	32.4	33.6	38.5	87.2	86.9	36.6	37.4	37.4	98.5	98.3
1976	40.1	41.5	38.5	107.6	107.2	45.3	46.2	37.3	122.6	122.4
1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0	133.9
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2	148.0
1979	57.9	60.0	38.8	154.6	153.7	61.8	63.0	37.5	166.0	165.7
1980	70.3	72.8	38.7	187.3	186.1	77.3	78.8	37.5	207.0	206.4
1981	78.1	81.5	38.4	211.6	210.6	89.3	91.4	37.2	241.8	241.2
1982	87.1	89.7	38.5	232.1	230.4	97.5	99.0	37.1	263.1	262.1
FULL-TIME ADULTS										
(a) MEN, 21 years and over										
WOMEN, 18 years and over										
All occupations										
1975	52.1	54.2	42.3	127.2	125.4	52.7	54.0	41.3	128.9	127.7
1976	62.5	64.7	42.3	151.8	150.0	62.7	64.2	41.1	154.7	153.8
1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0	167.5
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6	187.9
1979	90.4	93.7	43.0	216.7	214.2	87.4	89.6	41.5	213.6	212.4
1980	108.4	112.4	42.3	263.3	259.8	107.7	110.2	41.1	264.8	262.8
1981	118.6	124.3	41.2	299.0	295.6	121.6	124.9	40.3	305.1	303.2
1982	134.0	138.0	41.3	329.6	325.4	134.1	136.5	40.2	334.6	332.1
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1975	51.5	53.6	42.3	125.8	124.1	52.0	53.4	41.4	127.3	126.0
1976	61.8	64.0	42.5	150.1	148.3	61.8	63.4	41.1	152.6	151.6
1977	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7	165.1
1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1	185.3
1979	89.1	92.5	43.0	213.9	211.3	86.2	88.4	41.5	210.7	209.3
1980	106.9	110.9	42.3	259.8	256.2	106.3	108.7	41.1	261.1	259.0
1981	116.8	122.5	41.2	294.7	291.2	119.8	123.1	40.3	300.4	298.4
1982	132.0	135.9	41.3	324.6	320.3	132.1	134.5	40.2	329.3	326.7

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

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

SIC 1968		Manu-	Mining and	Construction	Gas, electricity and water	Index of production industries	Whole economy	Pence per hour
		facturing	quarrying					
Labour costs	1968	58.25	73.80	60.72	66.55	59.58	..	
	1973	106.90	143.45	107.32	129.61	109.37	..	
	1975	161.68	249.36	156.95	217.22	166.76	..	
	1978	244.54	365.12	222.46	324.00	249.14	..	
	1979	290.1	427.2	257.7	383.3	294.2	..	
	1980	349.4	522.9	316.9	483.4	365.5	..	
	1981	379.4	589.5	337.2	524.4	386.8	..	
Percentage shares of labour costs*							Per cent	
Wages and salaries†	1968	91.3	82.8	87.7	87.1	90.2	..	
	1973	89.9	82.5	91.1	84.7	89.3	..	
	1978	84.3	76.2	86.8	78.2	83.9	..	
	1981	82.1	73.4	85.3	76.6	81.7	..	
of which Holiday, sickness, injury and maternity pay	1968	7.4	8.6	5.2	10.5	7.3	..	
	1973	8.4	12.0	6.4	9.8	9.2	..	
	1978	9.2	9.3	6.8	11.2	9.0	..	
	1981	9.2	8.9	6.7	11.2	9.0	..	
Statutory national insurance contributions	1968	4.4	3.8	4.2	3.8	4.3	..	
	1973	4.9	4.3	4.9	4.5	4.9	..	
	1978	8.5	6.7	9.1	6.9	8.4	..	
	1981	9.1	7.1	9.9	7.4	9.0	..	
Private social welfare payments	1968	3.2	5.7	1.4	6.3	3.2	..	
	1973	3.5	5.9	1.6	8.0	3.7	..	
	1978	4.8	9.4	2.3	12.2	5.1	..	
	1981	5.6	9.5	2.7	12.7	5.8	..	
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs‡	1968	1.1	7.7	6.7	2.7	2.3	..	
	1973	1.6	7.3	2.4	2.9	2.2	..	
	1978	2.3	7.7	1.9	2.6	2.6	..	
	1981	3.2	10.0	2.1	3.3	3.5	..	
Labour costs per unit of output §			% change over a year earlier				1975=100 % change over a year earlier	
	1976	112.7	12.7	85.7	111.6	105.9	110.9	111.3 11.3
	1977	125.1	11.0	83.3	119.4	109.6	118.9	120.3 8.1
	1978	141.0	12.7	59.8	132.6	127.6	131.6	134.1 11.5
	1979	162.3	15.1	55.6	156.1	149.5	148.6	155.6 16.0
	1980	199.3	22.8	66.8	192.7	196.1	181.1	187.9 20.8
	1981	218.6	9.7	69.4	222.7	226.2	198.0	208.5 11.0
	1982	..	..	..	..	..	..	218.7 4.9
	1981 Q1	..	..	..	..	..	..	203.5 17.4
	Q2	..	..	..	..	..	..	206.5 12.6
	Q3	..	..	..	..	..	..	211.3 7.5
	Q4	..	..	..	..	..	..	212.5 6.8
	1982 Q1	..	..	..	..	..</

5.8 WAGE RATES AND HOURS see note below

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

UNITED KINGDOM	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	UNITED KINGDOM	
SIC 1968	I	II	III	IV and V	VI-XII	XIII	XIV	XV	XVI	XVII	SIC 1968	
Basic weekly wage rates												
Weights												
1978	210	305	454	294	2,953	366	29	217	236	186	Annual averages	
1979	273	247	250	240	271	254	243	255	242	248		
1980	310	276	285	265	314	288	280	300	276	279		
1981	371	334	325	324	369	330	318	355	321	335		
1982	410	372	361	367	400	359	349	395	349	363		
1981 Mar	411	366	352 *	350	394	348	342	395	338	363	Annual averages	
April	411	367	353 *	350	397	349	342	395	343	363		
May	411	367	353 *	360	397	363	342	395	351	363		
June	411	367	362 *	377	399	364	342	395	351	363		
July	411	367	362 *	377	399	364	356	395	351	363		
Aug	411	367	366 *	377	399	364	356	395	351	363		
Sep	411	367	366 *	377	400	365	356	399	353	363		
Oct	411	367	366 *	377	400	365	356	399	353	363		
Nov	411	397	376 *	377	415	365	356	399	360	363		
Dec	411	397	376 *	377	415	365	356	399	360	363		
1982 Jan	445	397	383 *	379	417	369	363	415	360	388		Annual averages
Feb	451	399	383 *	379	417	369	363	415	363	388		
Mar	451	399	383 *	379	417	369	363	415	363	388		
April	451	399	384 *	379	418	369	363	415	368	388		
May	451	399	384 *	390	418	369	363	415	375	388		
June	451	399	387 *	406	418	383	363	415	375	388		
July	451	399	387 *	406	419	383	363 *	415	375	388		
Aug	451	399	388 *	406	419	383	363 *	415	375	388		
Sep	451	399	388 *	406	420	384	363 *	419	377	388		
Oct	451	399	389 *	406	420	385	363 *	419	377	388		
Nov	451	425	401 *	406	436	385	363 *	419	384	388		
Dec	451	425	401 *	406	436	385	363 *	419	384	388		
1983 Jan	478	425	406 *	407	436	388	363 *	434	384	408	Annual averages	
Feb	483	425	406 *	407	436	388	363 *	434	384	408		
Mar	483	425	406 *	407	436	388	363 *	437	384	408		
1978	40.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	40.0		Annual averages
1979	40.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	40.0		
1980	40.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	39.5		
1981	40.2	36.0	40.0	40.0	39.9	40.0	40.0	40.0	39.9	39.1		
1982	40.2	36.0	40.0	39.8	39.1	40.0	40.0	40.0	39.6	39.1		
1983 Mar	40.2	36.0	39.6	38.8	39.0	40.0	40.0	40.0	39.5	39.1		
Basic wage rates adjusted for changes in normal weekly hours												
Weights												
1978	286	247	251	240	271	254	243	255	243	248		Annual averages
1979	326	276	286	265	314	288	280	300	276	279		
1980	390	334	327	324	369	330	318	355	321	340		
1981	431	372	362	367	402	359	349	395	350	372		
1982	473	403	389	398	430	379	363	416	379	398		
1981 Mar	432	366	353 *	350	394	348	342	395	339	371	Annual averages	
April	432	367	354 *	350	397	349	342	395	344	372		
May	432	367	354 *	360	397	363	342	395	352	372		
June	432	367	363 *	377	399	364	342	395	352	372		
July	432	367	364 *	377	399	364	356	395	352	372		
Aug	432	367	367 *	377	400	364	356	395	353	372		
Sep	432	367	367 *	377	400	365	356	399	355	372		
Oct	432	367	367 *	377	400	365	356	399	355	372		
Nov	432	397	377 *	378	424	365	356	399	362	372		
Dec	432	397	377 *	378	424	365	356	399	362	372		
1982 Jan	467	397	384 *	380	426	369	363	415	365	397		Annual averages
Feb	474	399	384 *	380	426	369	363	415	368	397		
Mar	474	399	384 *	380	426	369	363	415	368	398		
April	474	399	385 *	381	427	369	363	415	374	398		
May	474	399	385 *	393	427	382	363	415	381	398		
June	474	399	388 *	408	427	383	363	415	381	398		
July	474	399	388 *	408	428	383	363 *	415	381	398		
Aug	474	399	389 *	408	428	383	363 *	415	381	398		
Sep	474	399	389 *	408	429	384	363 *	419	383	398		
Oct	474	399	390 *	408	429	385	363 *	419	383	398		
Nov	474	425	402 *	408	445	385	363 *	419	390	398		
Dec	474	425	402 *	408	445	385	363 *	419	391	398		
1983 Jan	502	425	411 *	420	447	388	363 *	434	391	418	Annual averages	
Feb	508	425	411 *	420	447	388	363 *	434	391	418		
Mar	508	425	411 *	420	447	388	363 *	437	391	418		

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

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

WAGE RATES AND HOURS 5.8

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

Paper, printing and publishing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration XXV and XXVII	Miscellaneous services XXVI	Manufacturing industries III-XIX	All industries and services	UNITED KINGDOM	
XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	III-XIX		SIC 1968	
Basic weekly wage rates										
Weights										
403	970	209	1,034	802	756	576	5,138	10,000	Annual averages	
232	290	261	232	272	252	253	258.8	259.3		
270	321	301	266	320	281	319	297.5	298.1		
310	374	384	318	380	329	386	348.5	351.8		
350	417	458	351	423	361	419	381.3	387.5		
381	450	493	378	462	382	455	403.9	414.2	Annual averages	
326 *	404	461	339	397	358	416 *	372.8	378.0		
356	404	461	351	427	358	416 *	376.7	383.8		
357	404	461	351	432	358	416 *	379.1	385.4		
357	404	461	352	432	358	420 *	382.0	387.2		
358	430	462	356	432	361	420 *	382.3	390.7		
361	431	462	358	432	361	420 *	383.1	391.2		
361	431	463	358	432	361	420 *	383.5	391.4		
361	431	463	353	432	361	425 *	383.5	391.7		
361	431	463	358	432	371	425 *	393.7	398.8		
361	431	466	358	432	371	425 *	393.7	398.8		
362	431	478	368	432	371	445	397.2	403.6		Annual averages
369	431	478	368	433	371	452	397.8	404.5		
369	431	495	371	433	371	452	397.9	405.2		
383	433	495	379	463	382	452	400.0	410.5		
383	433	495	379	472	382	452	401.8	412.2		
383	462	495	379	472	382	456	403.1	415.9		
384	462	496	381	472	385	456	403.6	416.7		
387	463	496	381	472	385	456	404.1	417.0		
387	463	496	383	472	385	456	405.0	417.6		
387	463	496	383	473	385	460	405.1	417.9		
387	463	496	383	473	391	460	415.6	424.6		
387	463	501	383	473	391	460	415.6	424.7		
387	463	501	384	473	391	470	418.0	427.2	Annual averages	
392	463	501	384	473	391	472	418.3	427.6		
392	463	515	384	473	391	472	418.4	428.0		
39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0		
39.6	39.9	39.0	40.4	40.0	40.0	40.0	39.9	39.9		
39.6	39.9	39.0	40.4	40.0	40.0	40.0	39.9	39.8		
39.2	39.7	38.5	40.4	39.7	40.0	40.0	39.8	39.7		
38.6	38.9	38.0	40.1	39.7	39.9	39.9	39.5	39.6		
38.3	38.9	38.0	40.0	39.6	39.5	39.5	39.4	39.4		
Basic wage rates adjusted for changes in normal weekly hours										
Weights										
232	291	268	232	279	252	261	259.0	260.9		Annual averages
270	321	309	268	327	281	330	297.7	300.2		
310	375	393	319	389	329	398	348.8	354.6		
354	421	476	352	435	361	433	382.8	391.6		
389	462	518	383	475	382	468	410.2	422.4		
329 *	405	475	341	408	358	429 *	373.5	381.3	Annual averages	
359	405	475	353	440	358	429 *	377.5	387.2		
360	405	480	353	445						

EARNINGS 5.9

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

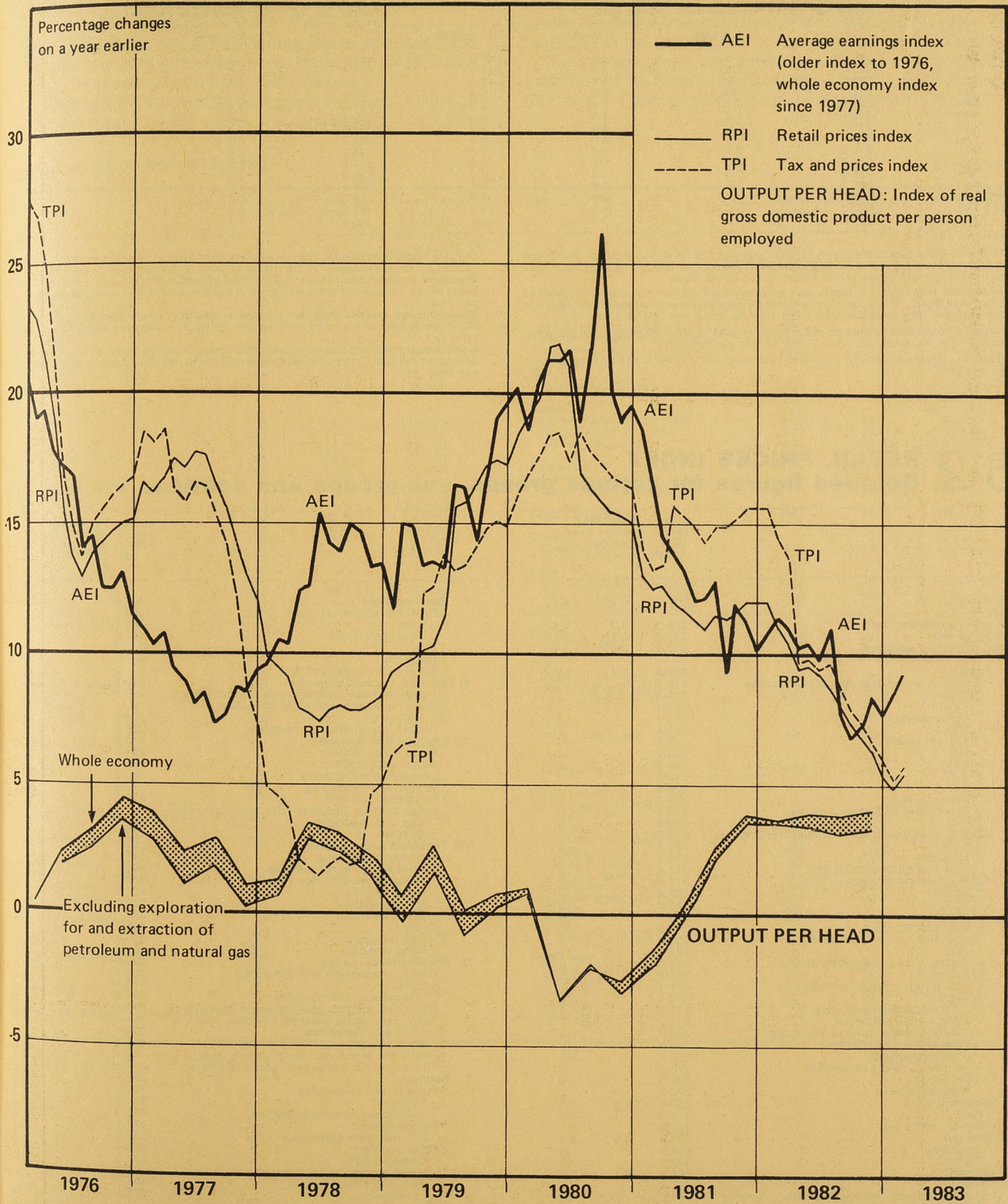
	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
Indices 1975 = 100																		
Annual averages																		
1973	67.8	65.8	76.2	69	76	69.1	71.5	84	64	65	64.5	71.1	74	71	61.8	78.4	81.8	85
1974	79.4	83.8	88.2	83	86	83.9	85.3	92	80	78	78.9	89.7	88	83	77.8	87.1	93.1	92
1975	100.0	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100
1976	116.5	114.4	109.0	111	114	112.7	114.1	107	129	117	120.9	112.3	109	117	130.3	117.9	101.6	108
1977	128.5	127.6	118.4	121	126	124.3	128.5	114	156	135	154.6	121.9	117	129	169.8	125.8	103.3	118
1978	147.1	136.6	125.1	130	135	137.1	145.2	120	193	155	179.6	129.1	123	139	214.2	136.6	106.9	128
1979	169.9	147.1	132.4	140	147	152.6	164.1	127	232	179	213.7	138.5	128	143	264.8	147.2	109.2	139
1980	200.3	163.2	142.8	153	162	169.8	188.8	135	295	217	261.7	148.8	134	157	313.8	160.2	114.8	151
1981	226.7	179.8	151.7	168	181	185.4	216.2	142	376	252	323.6	157.2	138	173	375.1	177.1	120.7	165
1982	251.9	..	..	179	..	..	..	149	..	..	379.1	..	..	..	430.8	190.9	128.2	176
Quarterly averages																		
1981 Q3	232.6	181.1	152.0	167	183	186.5	215.8	144	385	257	334.5	158.5	141	179	..	178.5	120.5	167
Q4	238.1	186.1	155.5	178	190	193.7	224.4	145	399	263	345.6	160.1	142	178	..	181.1	121.4	170
1982 Q1	243.9	197.0	159.3	175	196	196.4	233.6	145	436	271	358.0	160.7	146	178	..	185.5	128.3	173
Q2	248.6	203.7	161.6	177 R	200	203.4	244.3	149	501	286	371.0	163.6	146	188	..	192.7	127.5	175
Q3	255.1	..	160.5	178	205	205.8	252.0	150	523	..	386.1	166.6	148	198	..	192.3	127.9	177
Q4	260.0	..	..	185	..	..	252.3	150	..	..	401.3	..	..	..	..	193.3	128.9	178
Monthly																		
1982 Aug	256.5	210.6	162.5	..	206	200.8	..	..	..	..	391.1	174.9	148	..	..	190.6	..	176
Sep	255.6	..	162.3	178	205	208.5	..	..	..	..	391.1	165.6	148	..	..	191.7	..	178
Oct	256.6	..	163.0	..	206 R	211.1	252.3	150	..	..	391.1	166.1	148	..	..	192.7	..	177
Nov	259.5	..	162.2	..	208	211.3	..	..	..	..	406.4	166.4	148	..	..	192.4 R	..	178
Dec	260.0	..	..	185	..	..	..	..	..	..	406.4	..	..	..	..	194.8	..	180
Jan	262.4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	180
Increases on a year earlier																		
Annual averages																		
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8	..	Per cent
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9
1978	14	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8
1979	15	8	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9
1980	18	11	8	9	10	11	15	6	27	21	22	7	5	10	19	9	5	9
1981	13	10	6	10	12	9	15	5	27	16	24	6	3	10	20	11	5	9
1982	11	..	..	11	..	..	..	5	..	..	17	..	..	..	15	8	6	7
Quarterly averages																		
1981 Q3	13	8	7	9	12	9	14	5	29	19	24	5	4	7	..	11	5	10
Q4	13	11	5	11	12	10	15	5	28	13	23	6	4	8	..	8	5	8
1982 Q1	13	13	8	9	13	10	16	5	24	14	20	5	7	7	..	8	6	7
Q2	13	14	7	5	12	11	18	6	37	14	17	6	7	11	..	9	7	7
Q3	10	..	6	7	12	10	17	4	36	..	15	5	5	11	..	8	6	6
Q4	9	..	..	4	..	..	12	4	..	..	16	..	..	..	..	7	6	5
Monthly																		
1982 Aug	9	16	8	..	12	11	..	..	..	..	16	9	4	..	..	8	..	6
Sep	9	..	5	7	10	10	..	..	..	..	16	5	4	..	..	7	..	5
Oct	8	..	4	..	10 R	10	12	4	..	..	16	5	4	..	..	7	..	5
Nov	9	..	6	..	10	10	..	..	..	..	16	4	4	..	..	6 R	..	5
Dec	10	..	..	4	..	..	..	..	..	..	16	..	..	..	..	7	..	5
1983 Jan	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Source: OECD—Main Economic Indicators.

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

EARNINGS C2

Earnings, prices, output per head



6.1 RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal foods for Mar 15

	All items			All items except seasonal foods			
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over	
		1 month	6 months	12 months		1 month	6 months
1982 Jan	310.6	0.6	4.5	12.0	311.5	0.4	4.2
Feb	310.7	0.0	3.8	11.0	311.6	0.0	3.2
Mar	313.4	0.9	4.1	10.4	314.1	0.8	3.6
Apr	319.7	2.0	5.3	9.4	320.2	1.9	4.7
May	322.0	0.7	4.9	9.2	322.0	0.6	4.2
June	322.9	0.3	4.6	8.7	323.4	0.4	4.2
July	323.0	0.0	4.0	8.0	324.6	0.4	4.6
Aug	323.1	0.0	4.0	7.3	325.9	0.0	3.8
Sep	322.9	0.0	3.0	6.8	327.6	0.5	2.3
Oct	324.5	0.5	1.5	6.3	329.2	0.5	2.2
Nov	326.1	0.5	1.3	5.4	328.4	-0.2	1.5
Dec	325.5	-0.2	0.8	4.9	328.5	0.0	1.2
1983 Jan	325.9	0.1	0.9	5.3	329.8	0.4	1.2
1983 Feb	327.3	0.4	1.3	4.6	330.4	0.2	1.4
1983 Mar	327.9	0.2	1.5				

There were increases in the prices of motor vehicles and fresh fruit over the month and widespread but small increases in the prices of many other goods and services. These were offset by falls in the prices of petrol and some meat.

Food: Meat prices (but not lamb) were generally lower than in February but fresh fruit prices were higher. The price movements offset each other and the food group index was little changed. The seasonal food index rose by about one per cent.

Alcoholic drink: Small increases in the prices of most alcoholic drinks caused the group index to rise by rather less than a half of one per cent.

Tobacco: Increased prices for cigarettes caused the group index to rise by about a half of one per cent.

Durable household goods: The rise of a little over a half of one per cent in this index was caused by small increases in the prices of most items included in this group.

Transport and vehicles: Rises in the prices of motor vehicles were offset by a fall in petrol prices. The overall effect was a rise in the group index of less than a quarter of one per cent.

Miscellaneous goods: Most items priced in this group were slightly higher over the month which caused the index for this group to rise by rather less than a half of one per cent.

Meals bought and consumed outside the home: Small increases in the prices of both restaurant and snack meals caused the group index to rise by rather less than a half of one per cent.

6.2 RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for Mar 15

	Index Jan 1974 = 100	Percentage change over (months)			Index Jan 1974 = 100	Percentage change over (months)	
		1	12			1	12
		All items	327.9			0.2	4.6
All items excluding food	335.0	0.2	5.6				
Seasonal food	260.6	0.9	-12.1				
Food excluding seasonal	310.4	0.0	3.4				
I Food	302.4	0.1	0.9	V Fuel and light	465.6	0.2	13.5
Bread, flour, cereals, biscuits and cakes	319.2		5	Coal and smokeless fuels	459.9		7
Bread	302.8		3	Coal	466.1		6
Flour	257.1		0	Smokeless fuels	444.1		7
Other cereals	370.4		7	Gas	373.8		22
Biscuits	304.4		4	Electricity	491.7		10
Meat and bacon	251.8		-1	Oil and other fuel and light	626.0		14
Beef	309.8		-1	VI Durable household goods	249.3	0.6	2.7
Lamb	244.3		-9	Furniture, floor coverings and soft furnishings	258.7		2
Pork	219.5		-3	Radio, television and other household appliances	211.3		1
Bacon	230.5		-1	Pottery, glassware and hardware	338.5		8
Ham (cooked)	222.4		2	VII Clothing and footwear	213.8	0.1	2.0
Other meat and meat products	230.7		2	Men's outer clothing	234.3		2
Fish	252.2		5	Men's underclothing	300.1		4
Butter, margarine, lard and other cooking fats	319.7		1	Women's outer clothing	160.9		0
Butter	423.1		3	Women's underclothing	277.5		3
Margarine	215.2		-3	Children's clothing	237.1		4
Lard and other cooking fats	213.4		2	Other clothing, including hose, haberdashery, hats and materials	229.5		5
Milk, cheese and eggs	311.5		2	Footwear	223.2		2
Cheese	362.4		3	VIII Transport and vehicles	356.5	0.2	8.0
Eggs	151.0		-16	Motoring and cycling	342.3		6
Milk, fresh	378.4		5	Purchase of motor vehicles	305.6		6
Milk, canned, dried etc	394.8		10	Maintenance of motor vehicles	379.0		7
Tea, coffee, cocoa, soft drinks etc	331.9		8	Petrol and oil	406.6		8
Tea	344.7		15	Motor licences	318.6		0
Coffee, cocoa, proprietary drinks	349.0		9	Motor insurance	314.2		4
Soft drinks	326.6		2	Fares	468.7		24
Sugar, preserves and confectionery	416.1		7	Rail transport	496.0		28
Sugar	414.4		10	Road transport	455.6		21
Jam, marmalade and syrup	311.9		2	IX Miscellaneous goods	339.5	0.3	6.8
Sweets and chocolates	411.3		7	Books, newspapers and periodicals	463.2		10
Vegetables, fresh, canned and frozen	320.3		-12	Books	446.2		16
Potatoes	368.9		-17	Newspapers and periodicals	467.8		9
Other vegetables	286.9		-9	Medicines, surgical etc goods and toiletries	337.9		9
Fruit, fresh, dried and canned	273.9		-2	Soap, detergents, polishes, matches, etc	356.4		7
Other foods	320.3		4	Soap and detergents	305.4		8
Food for animals	275.7		2	Soda and polishes	434.8		9
II Alcoholic drink	357.0	0.3	7.5	Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	285.8		4
Beer	411.0		8	X Services	337.8	0.1	3.0
Spirits, wines etc	285.6		7	Postage and telephones	360.2		3
III Tobacco	432.9	0.5	8.5	Postage	446.8		0
Cigarettes	433.4		8	Telephones, telemessages, etc	336.2		-3
Tobacco	425.9		10	Entertainment	275.4		4
IV Housing	349.7	0.2	1.2	Entertainment (other than TV)	399.6		8
Rent	347.3		11	Other services	400.4		7
Owner-occupiers' mortgage interest payments	270.2		-26	Domestic help	433.9		8
Rates and water charges	433.6		18	Hairdressing	405.3		8
Materials and charges for repairs and maintenance	371.9		7	Boot and shoe repairing	402.0		6
				Laundering	373.5		8
				XI Meals bought and consumed outside the home	356.5	0.3	6.7

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

RETAIL PRICES 6.3

Average retail prices of items of food

Average retail prices on March 15, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 200 areas in the United Kingdom, are given below.

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

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

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

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

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

Average prices on March 15, 1983

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
Beef: home-killed		p	p	Bread		p	p
Chuck (braising steak)	671	165.0	150-180	White, per 800g wrapped and sliced loaf	616	37.6	31-42
Sirloin (without bone)	609	271.5	210-335	White, per 800g unwrapped loaf	380	43.3	39-47
Silverside (without bone) †	659	203.1	183-230	White, per 400g loaf, unsliced	436	28.0	26-31
Best beef mince	648	116.8	98-153	Brown, per 400g loaf, unsliced	511	29.4	28-30
Fora ribs (with bone)	521	141.5	116-177				
Brisket (without bone)	640	143.9	120-174	Flour			
Rump steak †	680	273.4	242-300	Self-raising, per 1½ kg	606	41.6	34-52
Stewing steak	640	147.8	128-168				
Lamb: home-killed				Butter			
Loin (with bone)	482	179.4	153-201	Home-produced, per 500g	560	100.1	92-112
Breast †	471	51.1	39-70	New Zealand, per 500g	477	99.0	94-104
Best end of neck	433	121.6	72-180	Danish, per 500g	537	105.5	98-114
Shoulder (with bone)	484	109.3	88-138				
Leg (with bone)	502	165.7	140-195	Margarine			
				Standard quality, per 250g	121	16.8	14-18
Lamb: imported				Lower priced, per 250g	118	16.0	15-17
Loin (with bone)	379	118.9	98-146	Lard, per 500g	657	31.1	26-36
Breast †	370	35.6	26-48				
Best end of neck	354	90.0	60-120	Cheese			
Shoulder (with bone)	408	73.3	62-90	Cheddar type	669	116.2	100-130
Leg (with bone)	425	123.9	108-140				
Pork: home-killed				Eggs			
Leg (foot off)	593	99.5	78-138	Size 2 (65-70g), per dozen	424	75.9	68-80
Belly †	656	74.1	64-88	Size 4 (55-60g), per dozen	431	64.7	58-70
Loin (with bone)	661	119.8	102-150	Size 6 (45-50g), per dozen	94	54.4	46-66
Fillet (without bone)	419	149.1	110-226	Milk			
				Ordinary, per pint		21.0	
Bacon				Tea			
Collar †	359	100.9	84-124	Higher priced, per 125g	264	34.8	32-37
Gammon †	390	150.1	120-183	Medium priced, per 125g	1,225	32.6	31-36
Middle cut †, smoked	356	124.4	104-144	Lower priced, per 125g	690	27.8	27-32
Back, smoked	324	143.3	126-168				
Back, unsmoked	418	141.6	82-168	Coffee			
Streaky, smoked	236	96.7	82-120	Pure, instant, per 100g	649	102.1	96-108
Ham (not shoulder)	541	189.2	144-230	Sugar			
				Granulated, per kg	709	45.8	44-47
Sausages				Fresh vegetables			
Pork	688	72.7	62-86	Potatoes, old loose			
Beef	526	66.2	52-80	White	437	7.4	5-8
Pork luncheon meat, 12 oz can	466	46.1	39-54	Red	305	8.2	6-9
Corned beef, 12 oz can	555	83.1	70-98	Potatoes, new loose	344	18.0	14-19
				Tomatoes	608	52.4	45-60
Chicken: roasting				Cabbage, greens	428	16.5	10-25
Frozen (3lb), oven ready	461	55.0	47-64	Cabbage, hearted	499	13.2	8-18
Fresh or chilled				Cauliflower	376	30.0	18-40
(4lb), oven ready	488	72.4	64-80	Brussels sprouts	518	16.3	12-20
				Carrots	662	11.6	8-15
Fresh and smoked fish				Onions	650	13.0	9-17
Cod fillets	348	122.5	100-148	Mushrooms, per lb	640	25.8	21-30
Haddock fillets	339	124.7	98-148				
Haddock, smoked whole	313	128.0	100-150	Fresh fruit			
Plaice fillets	322	138.7	116-171	Apples, cooking	613	22.7	16-27
Herrings	274	68.1	56-80	Apples, dessert	663	26.9	21-34
Kippers, with bone	371	90.3	76-104	Pears, dessert	615	30.9	25-35
				Oranges	494	27.1	20-35
Canned (red) salmon, half-size can	555	106.6	96-120	Bananas	649	33.8	31-40

* Per lb unless otherwise stated.
† Or Scottish equivalent.

6.4 RETAIL PRICES

General index of retail prices

UNITED KINGDOM		ALL ITEMS	FOOD*			All items except food			All items except food of the prices of which show significant seasonal variations			
		All	Items the prices of which show significant seasonal variations	All items other than those of which show significant seasonal variations	Items mainly manufactured in the United Kingdom			Items mainly home-produced for direct consumption				
					Primarily from home-produced raw materials	Primarily from imported raw materials	All	Items mainly imported for direct consumption				
Weights	1971	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3
	1972	1,000	251	39.6-41.1	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4
	1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.9	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7
	1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
	1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3
	1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8
	1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8
	1978	1,000	233	30.4-33.5	199.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	787	966.5-969.6
	1979	1,000	232	33.4-36.0	196.0-198.6	37.7-38.9	60.9-61.5	98.6-100.4	52.5	44.7-46.2	768	964.0-966.6
	1980	1,000	214	30.4-33.2	180.9-183.6	34.5-35.9	59.1-59.7	93.6-95.6	48.0	38.8-40.6	786	966.8-969.6
	1981	1,000	207	28.1-30.8	176.2-178.9	34.3-35.3	56.8-57.2	91.1-92.5	48.4	36.2-38.2	793	969.2-971.9
	1982	1,000	206	32.4-34.3	171.7-173.6	33.9-37.9	52.8-53.3	87.0-88.2	47.7	36.7-38.4	794	965.7-967.6
	1983	1,000	203	[27.3]	[175.7]	[36.3]	[57.0]	[93.3]	46.8	[35.6]	797	[972.7]
Jan 16, 1962 = 100												
1969		131.8	131.0	136.2	130.1	126.0	133.0	130.5	136.8	123.8	132.2	131.7
1970		140.2	140.1	142.5	139.9	136.2	143.4	140.8	145.6	133.3	140.3	140.2
1971	Annual averages	153.4	155.6	155.4	156.0	150.7	156.2	154.3	167.3	149.8	152.8	154.5
1972		164.3	169.4	171.0	169.5	163.9	165.6	162.2	181.5	167.2	163.1	163.1
1973		179.4	194.9	224.1	189.7	178.0	171.1	174.2	213.6	198.0	174.5	177.7
1974		208.2	230.0	262.0	224.2	220.0	221.2	221.1	212.5	238.4	201.2	206.1
1969	Jan 14	129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3
1970	Jan 20	135.5	134.7	136.8	134.5	130.6	137.6	135.1	140.6	128.2	135.8	135.5
1971	Jan 19	147.0	147.0	145.2	147.8	146.2	151.6	149.7	153.4	139.3	147.0	147.1
1972	Jan 18	159.0	163.9	158.5	165.4	158.8	163.2	161.8	176.1	163.1	157.4	159.1
1973	Jan 16	171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8
1974	Jan 15	191.8	216.7	254.4	209.8	196.9	191.9	193.7	224.5	227.0	184.0	189.4
Jan 15, 1974 = 100												
1974		108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8
1975		134.8	133.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9	135.2	135.1
1976	Annual averages	157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5
1977		182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6	179.7	181.5
1978		197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8
1979		223.5	228.3	211.1	231.7	232.9	255.9	246.7	224.6	205.7	222.2	224.1
1980		263.7	255.9	224.5	262.0	271.0	293.6	284.5	249.8	226.3	265.9	265.3
1981		295.0	277.5	244.7	283.9	283.6	317.1	308.9	274.8	241.3	299.8	296.9
1982		320.4	299.3	276.9	303.5	315.8	331.9	325.4	299.6	258.3	326.2	322.0
1975	Jan 14	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
1976	Jan 13	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6
1977	Jan 18	172.4	183.2	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9
1978	Jan 17	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2
1979	Jan 16	207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3
1980	Jan 15	245.3	244.8	223.6	248.9	256.4	277.7	269.1	236.5	218.3	245.5	246.2
1981	Jan 13	277.3	266.7	225.8	274.7	286.7	308.2	299.6	264.2	232.0	280.3	279.3
	Mar 17	284.0	270.6	233.0	278.0	..	..	..	..	..	287.7	285.9
	April 14	292.2	274.2	245.2	279.8	293.9	312.4	304.9	271.9	233.7	297.2	294.1
	May 19	294.1	276.7	248.2	282.0	295.4	314.2	306.6	274.1	237.0	298.9	295.8
	June 16	295.8	280.0	257.2	284.2	296.3	317.1	308.7	275.6	239.8	300.2	297.3
	July 14	297.1	279.6	250.3	285.1	297.5	318.6	310.1	276.0	240.6	302.0	298.9
	Aug 18	299.3	277.3	233.2	285.9	298.6	320.0	311.4	275.4	241.8	305.3	301.8
	Sep 15	301.0	279.6	241.3	287.0	298.9	320.9	312.1	276.0	244.3	306.9	303.3
	Oct 13	303.7	282.7	250.3	289.0	300.9	321.5	313.2	277.8	248.1	309.5	305.7
	Nov 17	306.9	285.5	256.8	291.1	301.6	322.1	313.8	281.1	251.6	312.9	308.9
	Dec 15	308.8	288.5	266.8	292.8	303.1	322.0	314.3	285.6	252.4	314.4	310.4
1982	Jan 12	310.6	296.1	287.6	297.5	306.2	323.4	316.4	296.1	255.4	314.6	311.5
	Feb 16	310.7	297.2	285.7	299.2	309.0	324.9	318.5	297.6	256.6	314.4	311.6
	Mar 16	313.4	299.8	296.5	300.1	311.6	320.0	320.0	298.1	256.8	317.2	314.1
	Apr 20	319.7	302.6	308.9	301.1	313.0	327.5	321.6	298.5	257.1	324.5	320.2
	May 18	322.0	305.6	322.8	301.9	314.2	329.5	323.3	299.0	256.6	326.6	322.0
	June 15	322.9	304.1	311.5	302.3	314.8	330.6	324.2	298.7	256.8	328.2	323.4
	July 13	323.0	299.5	281.0	303.0	315.2	331.9	325.1	298.6	258.0	329.4	324.6
	Aug 17	323.1	295.5	249.5	304.7	316.7	335.5	327.9	298.9	259.2	330.7	325.9
	Sep 14	322.9	295.9	244.3	306.1	318.9	337.6	330.0	299.1	260.7	330.3	325.9
	Oct 12	324.5	296.5	244.1	306.7	321.2	338.0	331.1	299.1	260.7	332.2	327.6
	Nov 16	326.1	298.8	243.1	309.3	324.5	338.6	332.9	305.3	261.0	333.7	329.2
	Dec 14	325.5	300.1	248.2	309.9	324.6	339.4	333.4	306.5	261.2	332.5	328.4
1983	Jan 11	325.9	301.8	256.8	310.3	325.6	341.0	334.8	305.8	260.8	332.6	328.5
	Feb 15	327.3	302.1	258.2	310.4	325.6	342.9	335.9	303.8	261.2	334.2	329.8
	Mar 15	327.9	302.4	260.6	310.4	326.6	342.9	336.3	302.2	261.8	335.0	330.4

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

RETAIL PRICES 6.4

General index of retail prices

UNITED KINGDOM		Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
Weights	1971	91	65	59	119	60	61	87	136	65	54	44
	1972	92	66	53	121	60	58	89	139	65	52	46
	1973	89	73	49	126	58	58	89	135	65	53	46
	1974	80	70	43	124	52	64	91	135	63	54	51
	1975	77	82	46	108	53	70	89	149	71	52	48
	1976	80	81	46	112	56	75	84	140	74	57	47
	1977	90	83	46	112	58	63	82	139	71	54	45
	1978	91	85	48	113	60	64	80	140	70	56	51
	1979	96	85	48	120	59	64	82	143	69	59	51
	1980	93	77	44	120	59	69	84	151	74	62	41
	1981	93	82	40	124	59	65	81	152	75	66	42
	1982	104	79	36	135	62	64	77	154	72	65	38
	1983	99	77	41	144	62	64	77	159	75	63	39
	1983	109	78	39	137	69	64	74	159	75	63	39
Jan 16, 1962 = 100												
1969		140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9			

6.5 RETAIL PRICES

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

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

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

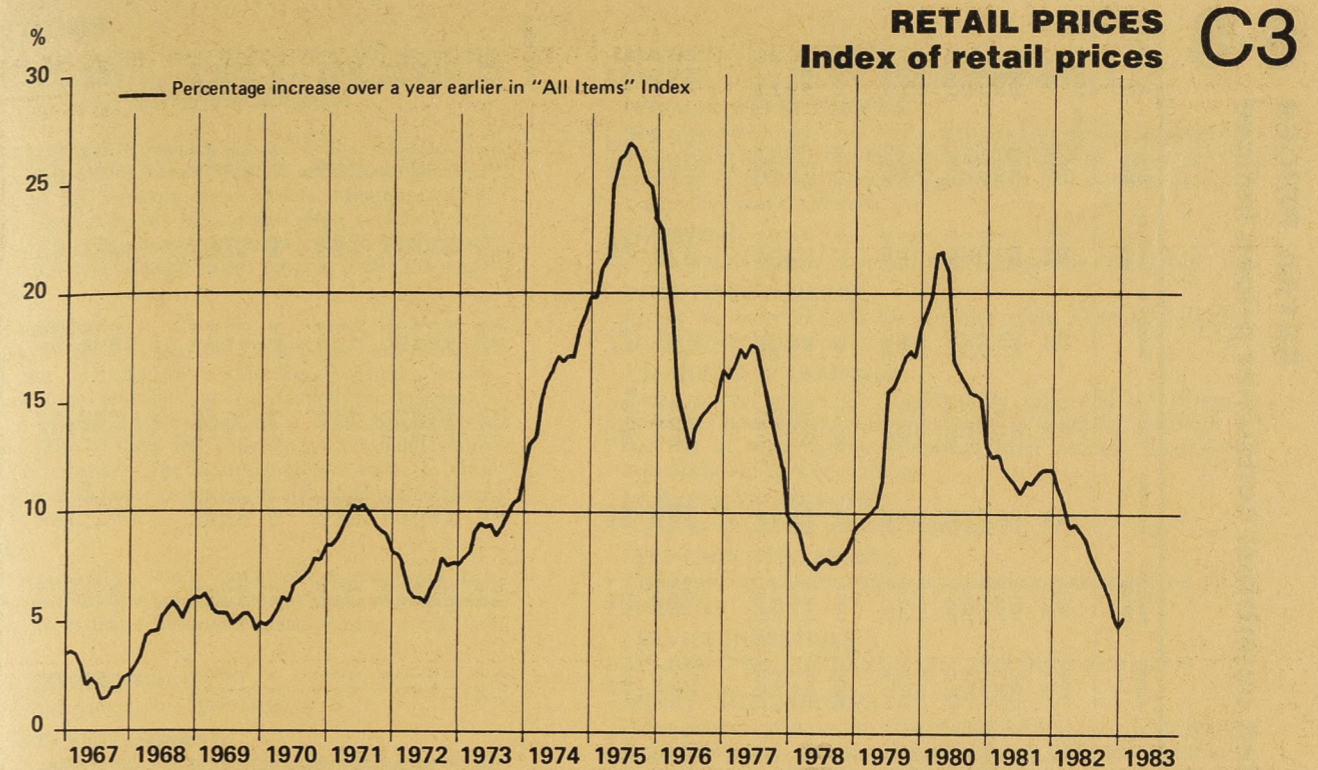
6.6 Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	233.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2
1983	331.1				327.5				323.2			

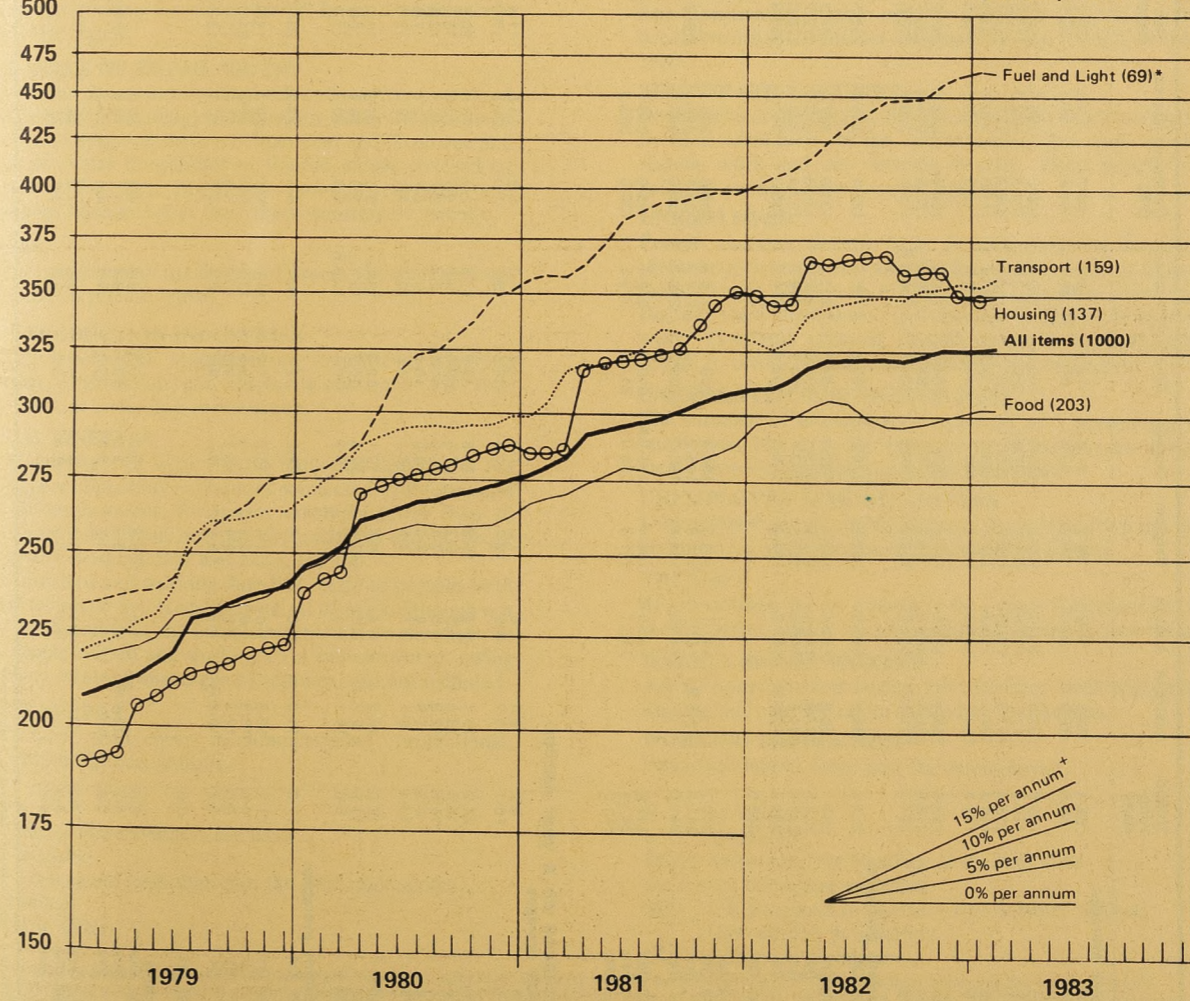
6.7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6
1978	203.1	199.6	197.9	226.3	224.8	184.8	168.3	228.0	221.3	185.3	209.8
1979	226.8	222.4	219.0	247.8	251.2	205.0	186.6	262.0	250.6	206.0	243.9
1980	264.2	248.1	263.8	290.5	316.9	230.6	206.1	322.5	298.4	248.8	288.3
1981	294.3	269.2	307.5	358.9	381.6	241.4	208.0	363.3	333.6	276.6	313.6
1982	321.7	291.5	341.6	414.1	430.6	248.2	211.6	398.8	370.8	305.5	336.3
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
1978	201.6	196.9	199.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8
1979	225.6	220.0	221.5	247.8	252.8	206.3	191.7	246.0	246.1	210.3	243.9
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3
1981	292.3	265.5	314.5	358.1	383.4	242.3	216.8	343.9	327.3	284.1	313.6
1982	318.8	287.8	350.7	413.1	430.5	249.4	219.9	369.6	362.3	314.1	336.3
GENERAL INDEX OF RETAIL PRICES											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	185.7
1978	200.4	196.0	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	207.8
1979	225.5	228.3	217.1	247.6	250.5	201.9	187.2	243.1	236.4	213.9	239.9
1980	262.5	255.9	261.8	290.1	313.2	226.3	205.4	288.7	276.9	262.7	290.0
1981	291.2	277.5	306.1	358.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0
1982	314.3	299.3	341.4	413.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7

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



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



* Figures in brackets are the 1983 group weights. † Annual growth rate

RETAIL PRICES

Selected countries: consumer prices indices



	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
Annual averages																				
1973	69.4	75.5	84.2	78.7	81.4	79.2	78.7	88.2	69.5	70.7	71.8	71.9	82.7	81	73.9	83	85.4	82.5	79.2	Indices 1975 = 100
1974	80.5	86.9	92.2	88.7	90.3	91.3	89.5	94.4	88.2	82.7	85.5	89.4	90.7	90	85.5	91	93.7	91.6	89.8	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	100.0
1976	116.5	113.5	107.3	109.2	107.5	109.0	109.6	104.5	113.3	118.0	116.8	109.3	108.8	109	117.7	110	101.7	105.8	108.7	
1977	135.0	127.5	113.2	116.9	116.1	121.1	119.9	108.4	127.1	134.1	138.3	118.1	115.8	119	146.5	123	103.0	112.6	118.3	
1978	146.2	137.6	117.3	122.1	126.5	133.2	130.8	111.3	143.0	144.3	155.1	122.6	120.5	129	175.4	135	104.1	121.2	127.7	
1979	165.8	150.1	121.6	127.6	138.1	146.1	144.8	115.9	170.2	163.5	178.0	127.0	125.6	135	203.0	145	107.9	134.9	140.2	
1980	195.6	165.4	129.3	136.1	152.1	164.1	164.5	122.3	212.5	193.2	215.7	137.2	133.8	150	234.5	165	112.2	153.1	158.2	
1981	218.9	181.4	138.1	146.5	171.0	183.3	186.5	129.5	264.6	232.7	257.8	143.9	142.8	170	268.8	185	119.5	169.0	175.0	
1982	237.7	201.6	145.7	159.2	189.5	201.9	208.6 R	136.4	320.0	272.5	300.5	147.8	151.3	189	307.4	201	126.2	179.3	189.0	
Quarterly averages																				
1981 Q4	227.4	189.9	140.6	150.9	178.0	190.5	195.6	132.1	285.3	251.5	273.3	146.0	146.6	175	281.4	189	121.9	174.1	180.8	
1982 Q1	231.1	193.2	143.4	153.8	182.5	194.6	201.1	134.0	297.4	257.3	284.3	145.9	148.6	183	293.0	195	122.9	175.5	183.8	
Q2	238.5	197.8	145.4	157.4	188.1	199.2	207.4	135.8	318.2	272.2	292.9	147.4	150.9	187	303.8	199	125.3	178.3	187.7	
Q3	239.6	204.7	146.5	161.3	192.1	204.3	210.2	137.4	323.1	278.0	305.0	148.1	152.4	192	312.7	201	127.9	181.6	190.9	
Q4	241.4	210.6 R	147.2	164.4	195.3	209.4	214.2	138.3	341.4	282.9 R	319.4	149.4	153.4	196	319.9	206	128.9	182.0	193.3	
1983 Q1	242.6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																				
1982 Oct	240.7	..	147.1	164.3	194.4	208.7	212.2	138.0	335.1	..	315.1	150.6	153.5	194	316.9	205	128.8	182.4	193.0	
Nov	241.9	210.6 R	147.1	164.5	195.7	210.3	214.2	138.3	342.0	282.9 R	319.5	149.0	153.5	196	317.9	207	129.2	182.1	193.3	
Dec	241.5	..	147.5	164.4	195.7	209.2	216.0	138.6	347.0	..	322.3	148.7	153.1	196 R	325.0	207	128.8	181.4	193.5	
1983 Jan	241.8	..	148.5 R	166.4	195.2 R	210.9	218.1	138.9	349.7	..	326.3	149.0	153.1	199	329.8 R	213 R	128.6	181.8 R	194.7	
Feb	242.8	..	149.1	167.3	196.0	211.3	219.5	139.0	356.3	..	330.8	148.5	153.4	200	331.7	212	128.8	181.4	194.4	
Mar	243.2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																				
Annual averages																				Per cent
1973	9.2	9.5	7.6	7.0	7.6	9.3	7.3	6.9	15.5	11.4	10.8	11.7	8.0	7.5	11.4	6.7	8.7	6.2	7.8	
1974	16.1	15.1	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.1	24.5	9.6	9.4	15.7	9.9	9.8	11.0	13.5	
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	20.9	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.5	7.3	9.2	7.5	9.0	9.6	4.5	13.4	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.7	5.8	8.7	
1977	15.8	12.3	5.5	7.1	8.0	11.1	9.4	3.7	12.1	13.6	18.4	8.1	6.4	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	9.0	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0	
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8	
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9	
1981	11.9	9.7	6.8	7.6	12.5	11.7	13.4	5.9	24.5	20.4	19.5	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.6	
1982	8.6	11.1	5.5	8.7	10.8	10.1	11.8 R	5.3	20.9	17.1	16.6	2.7	6.0	11.2	14.4	8.6	5.6	6.1	8.0	
Quarterly averages																				
1981 Q4	11.9	11.3	6.8	7.9	12.3	12.1	14.1	6.5	23.9	23.3	18.4	4.0	7.2	12.2	14.4	9.2	6.9	9.6	10.1	
1982 Q1	11.1	10.5	6.0	7.6	11.5	11.6	14.0	5.8	20.4	18.9	17.0	3.0	6.9	11.8	14.2	9.0	5.3	7.6	9.0	
Q2	9.4	10.8	5.9	9.2	11.5	9.5	13.8	5.4	22.2	21.0	15.5	2.4	6.5	11.3	15.1	8.7	5.9	6.8	8.4	
Q3	8.0	12.3	5.2	9.1	10.6	9.6	10.9	5.3	21.7	17.0	16.7	2.6	5.8	10.9	14.6	7.5	5.6	5.8	7.7	
Q4	6.2	10.9 R	4.7	8.9	9.7	9.9	9.5	4.7	19.7	12.5 R	16.9	2.3	4.6	11.5	13.7	8.9	5.7	4.5	6.9	
1983 Q1	0.0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																				
1982 Oct	6.8	..	4.6	9.8	10.0	10.6	9.3	4.9	20.0	..	17.1	3.1	4.9	11.3	13.8	8.3	6.1	5.1	7.2	
Nov	6.3	10.9 R	4.7	8.9	9.8	10.1	9.4	4.7	19.9	12.5 R	16.6	2.3	4.6	11.6	13.2	8.8	5.8	4.6	6.9	
Dec	5.4	..	4.7	8.1	9.3	9.0	9.7	4.6	19.1	..	16.4	1.8	4.3	11.4 R	14.0	9.6	5.5	3.9	6.5	
1983 Jan	4.9	..	4.1	8.4	8.3	9.1	9.6	3.9	18.7	..	16.2	2.0	3.7	10.1	13.7	10.0	4.8	3.8	6.4	
Feb	5.3	..	4.1	8.7	7.4	8.7	9.2	3.7	21.2	..	16.1	1.9	3.4	9.9	13.4	8.2	4.8	3.5	5.7	
Mar	4.6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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

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

DEFINITIONS

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

BASIC WEEKLY WAGE RATES

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

DISABLED PEOPLE

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

EARNINGS

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

EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

INDEX OF PRODUCTION INDUSTRIES

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

INDUSTRIAL DISPUTES

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

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

MANUAL WORKERS

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

Conventions

The following standard symbols are used:

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

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

MANUFACTURING INDUSTRIES

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

NORMAL WEEKLY HOURS

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

OVERTIME

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

PART-TIME WORKERS

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

PENSIONER HOUSEHOLDS

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

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

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

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED PERCENTAGE RATE

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKING POPULATION

Employed labour force plus the unemployed.

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

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours	Frequency	Latest issue	Table number or page
Working population: GB and UK				Average earnings			
Quarterly series	M	Apr 83:	1-1	Whole economy (new series) index			
Labour force estimates, 1981		Feb 83:	49	Main industrial sectors	M	Apr 83:	5-1
Employees in employment				Industry	M	Apr 83:	5-3
Industry: GB				Underlying trend		Nov 82:	491
All industries: by MLH	Q	Apr 83:	1-4	New Earnings Survey (April estimates)			
: time series, by order group	M	Apr 83:	1-2	Latest key results	A	Oct 82:	444
Manufacturing: by MLH		Apr 83:	1-3	Time series	M	Apr 83:	5-6
Self employed, 1981		Feb 83:	55	Average weekly and hourly earnings and hours worked (manual workers)			
Occupation				Manufacturing and certain other industries			
Administrative, technical and clerical in manufacturing	A	Nov 82:	1-10	Summary (Oct)	M	Apr 83:	5-4
Local authorities manpower	Q	Mar 83:	1-7	Detailed results	A	Feb 83:	66
Occupations in engineering		Oct 82:	421	Manufacturing			
Region: GB				Indices of hours	M	Apr 83:	5-6
Sector: numbers and indices, quarterly	Q	Feb 83:	1-5	International comparisons of wages per head	M	Apr 83:	5-9
Census of Employment				Aerospace	A	Apr 83:	5-9
Key results, Sep 1981		Dec 82:	504	Agriculture	A	Aug 82:	354
GB regions by industry MLH, Sep 1981				Coal mining	A	Feb 83:	78
UK by industry MLH		Feb 83:	61	Average earnings: non-manual employees	M	Apr 83:	5-5
International comparisons	M	Apr 83:	1-9	Basic wage rates, normal hours of work and holiday entitlements (manual workers)			
Apprentices and trainees by industry: Manufacturing industries	A	June 82:	1-14	Changes in rates of wages and hours (indices)	M	Apr 83:	5-8
Apprentices and trainees by region: Manufacturing industries	A	Jul 82:	1-15	Normal weekly hours	A	April 82:	165
Disabled in the public sector		Jan 82:	29	Holiday entitlements	A	April 82:	165
Exemption orders from restrictions to hours worked: women and young persons		Oct 82:	450	Overtime and short-time: manufacturing			
Labour turnover in manufacturing		Nov 82:	1-6	Latest figures: industry	M	Apr 83:	1-11
Trade union membership	A	Jan 83:	26	Region: summary	Q	Feb 83:	1-13
Work permits issued		Mar 82:	108	Hours of work: manufacturing	M	Apr 83:	1-12
Unemployment and vacancies				Output per head			
Unemployment				Output per head: quarterly and annual indices	M	Apr 83:	1-8
Summary: UK	M	Apr 83:	2-1	Wages and salaries per unit of output			
GB	M	Apr 83:	2-2	Manufacturing index, time series	M	Apr 83:	5-7
Age and duration: UK	M	Apr 83:	2-5	Quarterly and annual indices	M	Apr 83:	5-7
Broad category: UK	M	Apr 83:	2-1	Labour costs			
Broad category: GB	M	Apr 83:	2-2	Survey results, 1978	Triennial	Sep 80:	956
Detailed category: GB, UK	Q	Apr 83:	2-6	Key results (revised), 1981		Oct 82:	447
Region: summary	Q	Apr 83:	2-6	Per unit of output	M	Apr 83:	5-7
Age time series quarterly UK (six-monthly prior to July 1978)	M	Apr 83:	2-7	Prices and expenditure			
: estimated rates	Q	Jan 83:	2-15	Retail prices			
Duration: time series, quarterly UK	M	Apr 83:	2-8	General index (RPI)			
Region and area				Latest figures: detailed indices	M	Apr 83:	6-2
Time series summary: by region	M	Apr 83:	2-3	percentage changes	M	Apr 83:	6-2
: assisted areas, counties, local areas	M	Apr 83:	2-4	Recent movements and the index excluding seasonal foods	M	Apr 83:	6-1
Occupation		Nov 82:	2-12 D	Main components: time series and weights	M	Apr 83:	6-4
Age and duration: summary	Q	Apr 83:	2-6	Changes on a year earlier: time series	M	Apr 83:	6-5
Industry				Annual summary	A	Mar 83:	107
Latest figures: GB, UK		Jul 82:	2-10 D	Revision of weights	A	Mar 83:	115
Number unemployed and percentage rates: GB		Jul 82:	2-9 D	Pensioner household indices			
Occupation:				All items excluding housing; quarterly	M	Apr 83:	6-6
Broad category: time series quarterly		Nov 82:	2-11 D	Group indices: annual averages	M	Apr 83:	6-7
Flows GB, time series	M	Apr 83:	2-19	Revision of weights	A	Mar 83:	115
Adult students: by region	M	Apr 83:	2-13	Food prices	M	Apr 83:	6-3
Minority group workers: by region		Sep 82:	2-17 D	London weighting: cost indices	A	June 82:	267
Disabled workers: GB		Nov 82:	2-16 D	International comparisons	M	Apr 83:	6-8
Non-claimants: GB		Nov 82:	2-16 D	Family Expenditure Survey			
International comparisons	M	Apr 83:	2-18	Half-yearly summary		Mar 83:	121
Temporarily stopped: UK				Annual: preliminary figures	A	Dec 82:	521
Latest figures: by region	M	Apr 83:	2-14	: detailed figures	A	Jan 83:	50
Vacancies (remaining unfilled)				FES and RPI weights	A	Mar 83:	115
Region				Industrial disputes: stoppages of work			
Time series: seasonally adjusted	M	Apr 83:	3-1	Summary: latest figures	M	Apr 83:	4-1
: unadjusted	M	Apr 83:	3-2	: time series	Q	Apr 83:	4-2
Industry: UK	Q	Mar 83:	3-3	Latest year and annual series	A	July 82:	289
Occupation: by broad sector and unit groups: UK				Industry			
Region summary	Q	Apr 83:	3-4	Monthly			
Flows: GB, time series	M	Apr 83:	2-19	Broad sector: time series	M	Apr 83:	4-1
Skill shortage indicators		Jan 81:	34	Annual			
Redundancies				Detailed	A	July 82:	289
Due to occur: latest month	M	Apr 83:	174	Prominent stoppages	A	July 82:	291
Advance notifications	Q	Apr 83:	174	Main causes of stoppage			
Payments	Q	Apr 83:	174	Cumulative	M	Apr 83:	4-1
				Latest year for main industries	A	July 82:	290
				Size of stoppages			
				Stoppages beginning in latest year	A	July 82:	294
				Aggregate days lost	A	July 82:	294
				Number of workers involved	A	July 82:	295
				Days lost per 1,000 employees in recent years by industry	A	July 82:	295
				International comparisons	A	Mar 83:	105

SPECIAL FEATURE

The Youth Training Programme in Northern Ireland

by Boyd Black* and Garry Foster†

Northern Ireland is ahead of the rest of the UK in introducing its own version of the new Youth Training Scheme.

The Youth Training Programme (YTP) was introduced in Northern Ireland in September 1982, one year ahead of the Youth Training Scheme (YTS) in Britain. It has superseded the Youth Opportunities Programme (YOP) which had been in operation since 1978. The philosophical rationale of the YTP has been outlined by Mr Adam Butler, MP, Minister of State at the Northern Ireland Office: "The YTP will be fully consistent with the aims of the YTS in Great Britain, but it will be designed to suit Northern Ireland's needs".

The YTP is a permanent programme of vocational education and training for young people in Northern Ireland. It is designed to eventually cater for all 16-year olds over minimum school leaving age, all 17-year olds and a proportion of 18-year olds². While it is intended that the scheme will eventually provide for young people in employment and in full-time education, as well as those who are unemployed, in the initial stages the Government is concentrating its efforts on the vocational education and training needs of unemployed young people in Northern Ireland.

The Northern Ireland scheme has a number of distinctive features. Many of these have been developed from the extensive system of government sponsored vocational education and training which pre-dated the YOP and was mostly based in Government Training Centres (GTCs) (the equivalent of Skillcentres) and Further Education Colleges (FECs). The existence of this infrastructure, itself the product of a shortage of employer based training opportunities, meant that the emphasis in special programmes for the young unemployed in Northern Ireland could be put on government sponsored institutional training rather than on work experience on employers premises. This emphasis is reflected in the design of the YTP and the result is a programme which in the authors' view has many advantages and merits close examination by the MSC.

Northern Ireland's needs

Northern Ireland suffers from a higher than average overall level of unemployment (20.1 per cent compared to a UK average of 13.4 per cent in January 1983). There has been a rapid increase in the number of young people in the YTP age group in recent years and the number of young people leaving school and failing to find employment has risen dramatically as job opportunities have declined in the recession. In January 1983, 34 per cent of those in the YTP age group had left school and were without jobs (table 1).

The locational incidence of this youth unemployment closely resembles that of adult unemployment, and like the latter it is unevenly distributed by employment service

Table 1 YTP age group

	January 1983
Full-time education	28,782
Employed (including 2,894 on ATGS*)	10,935
Full-time training (November 1982)	9,438
Unemployed (November 1982)	9,838
Sick and detained (January 1982)	1,172
All	60,200

Source: DED/DE(NI).

* Apprentice Training Grant Scheme.

† The Department of Manpower Services (DMS) was combined into the new Department of Economic Development (DED) in 1982.

Table 2 Places on YOP March 1982

Providers	Places
Employers' premises [WEP and Attachment Training Scheme]	2,200
Community sponsored workshops (WPU)	2,100
Government training centres (GTCs)	2,200
Further education colleges (FECs)	1,800
Apprentice training grant scheme	2,500
Other schemes (including Enterprise Ulster (EU), National Trust, Young Help, etc.)	1,200
All	12,000

Source: DMS/DE(NI).

area, and within Belfast, by electoral ward³. In some parts of Northern Ireland it has reached chronic proportions. Furthermore, there is evidence that it is often concentrated in areas where the incidence of low incomes, poor housing and other indications of disadvantage is marked⁴.

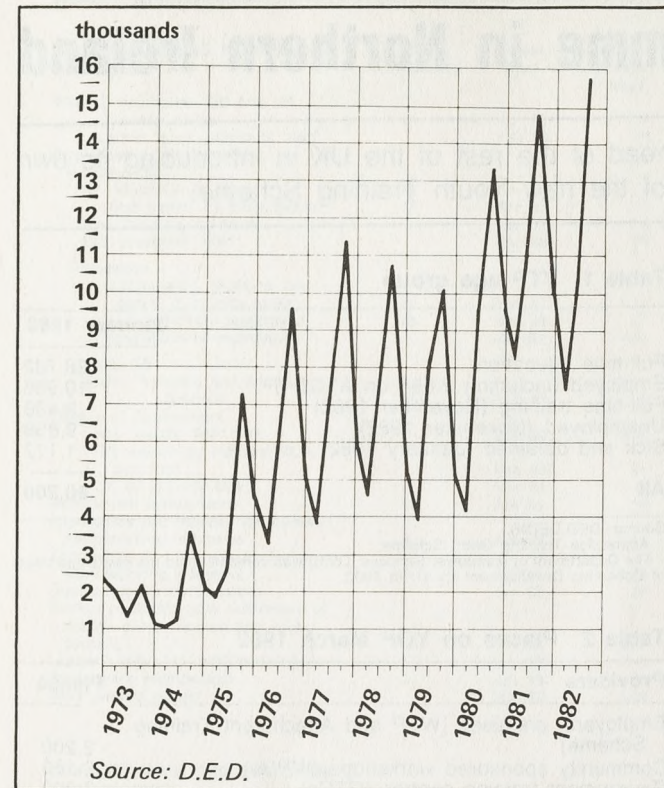
The number of 16- and 17-year olds is projected to fall from 60,750 in 1980-1 to around 50,000 by the end of the decade⁵, so that on the questionable assumption that employment opportunities for young people do not further decline, the magnitude of the youth unemployment problem may decrease somewhat over time from the current high levels. Even so, unless there is a dramatic upturn in the economy, the scale of the problem will continue to give cause for concern for the foreseeable future.

It has been argued that the YTS is being introduced because the pressure of teenage unemployment has forced successive governments to "do something"⁶. The decision to introduce the YTP one year in advance of the YTS was both a response to the particularly acute youth unemployment in Northern Ireland and an attempt by Government to take an initiative in the youth training area. It was made possible largely because a developed vocational training

* Boyd Black is lecturer in economics in the Queen's University of Belfast.

† Garry Foster is a statistical assistant in the Department of Economics at QUB.

Chart 1 Wholly unemployed young people including school leavers



infrastructure was already in place and was capable of rapidly expanding its provision.

The YOP

The YOP expanded rapidly from its introduction in 1978, with a target of 4,000 places, to provide places for 12,000 unemployed young people in March 1982. Initially designed to cater for the 16- to 19-year old age group, it increasingly concentrated on 16- and 17-year olds. The major difference between the YOP in Northern Ireland and the scheme in Britain was that, largely for the reasons outlined above, a smaller proportion of the young people were engaged in work experience on employers premises. The Work Experience Programme (WEP), which is the local equivalent of the WEEP accounted for only 12 per cent of all YOP places in 1982 compared to about 60 per cent in Britain.

The Northern Ireland programme was more varied and more emphasis was put on vocational training and education and on work preparation schemes. The Government Training Programme Schemes included apprentice training and more general work familiarisation and orientation courses in Government Training Centres (GTCs), together with a grant scheme to encourage employers to take on extra apprentices and government sponsored training in private firms (ATS) and Further Education Colleges (FECs). The FECs provided 18 week Work Preparation Courses of a general nature, together with short Youthways Courses for unemployed young persons showing no motivation for learning or work⁷. They also ran day release courses on social and life skills, literacy and numeracy for trainees on other schemes.

The community based Work Preparation Units (WPU), mostly located in areas of high unemployment, enabled trainees to undertake a wide variety of practical activities and were designed to help the development of the local community⁸. Enterprise Ulster (EU) and the National Trust provided a number of places for young people on community projects. Young Help is a scheme organised by the Community Service Volunteers under which the emphasis is on work experience and personal development through social and community service, mostly in the voluntary sector.

The YTP

The YTP aims to assist young people to "make the transition from school to adult life in which work is the most significant element".⁹ The programme guarantees a minimum of 12 months consecutive vocational preparation for all school leavers at age 16 without jobs (the guaranteed year). Young people who leave school at 17 and are unemployed will be able to enter the scheme directly. In addition, nearly 5,500 places will be provided in 1983-84 for 17 year olds who have completed the guaranteed year and then become unemployed, or who may have missed qualifying for the guaranteed year because they found work but then subsequently became unemployed¹⁰. Places are not guaranteed for everyone in this latter group, but it is likely that a higher proportion of them will be provided for than in the YTS.

"Profiling"—the systematic recording of the further education, training and work experience undertaken by each young person and of the personal qualities and aptitudes revealed—will apply to all participants in the programme. This feature is being monitored by the City and Guilds of London Institute.

As was the case in the YOP, employer-based training is only one of a number of training components in the guaranteed year (table 3). Careers officers can select from a variety of schemes and recommend an individual mix of provision suited to the needs and abilities of each young person. A major feature of the guaranteed year is that training should be such as will enable each young person to participate in off-the-job training, work experience and further education.

Employer-based provision is of three types. First, the Employer Based Youth Training Scheme (EBYTS) offers broadly based work experience placements. These placements include all aspects of vocational preparation includ-

Table 3 Full-time training places on the YTP*

Training provision	Target places 1982-3 total	Available December 1982			Occupancy rate % December 1982
		Guaranteed year	Second tier	All	
Employer based (EBYTS)	3,300	2,213	—	2,213	44
ATS	160	54	74	128	100
GTCs	2,400	1,608	—	1,608	90
FECs					
Work Preparation	2,800	2,715	—	2,715	73
Youthways	700	693	—	693	85
WPUs	3,000	1,179	1,806	2,985	82
Young Help	300	—	422	422	87
Enterprise Ulster	500	—	381	381	61
National Trust	85	—	84	84	86
Youth Community Projects	700	—	366	366	36
Employment Rehab. Unit	20	4	4	8	100
All	13,965	8,466	3,137	11,603	72

Source: DED/DE(NI).
* Does not include:
(a) 719 GTC apprentices recruited pre-YTP.
(b) 2,894 places on Apprentice Grants Scheme.

ing induction, supervised direct work experience, on-the-job training as well as training and education opportunities off the job. Second, selected employers are assisted to provide additional craft and skill training opportunities for programme trainees, by using their own spare training facilities to develop courses for groups of young people as well as for individuals (the Attachment Training Scheme ATS). Third, short duration and part-time placements are provided as an integral part of Work Preparation and other specific schemes.

Criticism

Following criticism of the earlier employer-based Work Experience Programme on the grounds that not enough attention was given by participating firms to induction and training¹¹, the Employer Based Youth Training Scheme within the YTP has been introduced on a new basis¹². Participating firms are asked to sign a standard agreement with DED which sets out the:

- aims and objectives of the module
- amount of compensation payable
- Departmental insurance indemnity
- content, duration and standard of training
- recruitment procedures
- grievance and disciplinary procedures
- monitoring and profiling arrangements
- method of payment of allowances and reimbursement by the Department.

The trade unions have argued that there should also be a Traineeship Agreement between the provider and the trainee¹³, as outlined by the MSC (1982)¹⁴ so that young people who feel that the training provided does not meet the terms of the agreement would have a right to raise this as a grievance through a trade union.

Employers providing approved modules under the EBYTS receive a standard compensation fee of £10 per week. In return they are expected to provide, within the framework of a structured programme, appropriate supervision, instruction, materials and equipment, profiling and general administration. The Further Education component of the EBYTS is separately funded by DE(NI) so that unlike in GB, Northern Ireland employers will not have to pay for this out of their compensation fee.

Foundation training

New broadly based foundation training courses lasting six months have been introduced in the GTCs. This training, organised in conjunction with the FECs who provide appropriate day release facilities, is designed to be an appropriate introduction to a wide range of occupations including construction, engineering, electrical, plumbing, automotive and process work. It is intended that selected young people from the foundation training course (and from other components of the YTP) will subsequently undertake a six months specific skill training

course at the GTC which it is hoped will be accepted by the local Industrial Training Boards towards apprenticeship or pre-apprenticeship. These Skilled Craft Courses will provide initial training in one of three industries, construction, engineering and road transport. The intention is eventually to develop them in other occupations.

There are 27 FECs in Northern Ireland funded by and responsible to the Department of Education (NI). In addition to providing day release facilities, including training in life and social skills, literacy and numeracy for trainees on other YTP schemes, the FECs now offer their own lengthened (48 weeks) and more broadly based Work Preparation Courses (table 4). These courses include four weeks' induction and 12 weeks' work experience. In addition the FECs run short Youthways courses (up to 24 weeks) to provide work preparation for less motivated students.

Other provision of broadly based training, mostly geared to 17 year olds, is made by the 41 Work Preparation Units. They are organised and managed by community groups including industrial, educational, youth and community interests. Their major objectives are the personal and vocational development of the young

Table 4 FEC Work Preparation Course: options available in two centres *

Centre 1			Centre 2		
Option	Subject areas	Hours	Subject areas	Hours	
1	(1) General engineering	5.00	(1) Fabrication and welding	5.00	
	(2) Electrical engineering	5.00	(2) Motor vehicle	5.00	
	(3) Mechanical and production engineering	5.00	(3) General engineering	5.00	
	(4) General building practice	3.30	(4) General building practice	3.30	
	(5) Catering or clerical	4.00	(5) Catering or clerical	4.00	
	Common core subjects	12.30	Common core subjects	12.30	
2	(1) Carpentry and joinery	5.00	(1) Trowel trades	5.00	
	(2) Electrical installation	5.00	(2) Electrical installation	5.00	
	(3) Plumbing	5.00	(3) Carpentry and joinery	5.00	
	(4) General engineering	3.30	(4) General engineering	3.30	
	(5) Catering or clerical	4.00	(5) Catering or clerical	4.00	
	Common core subjects	12.30	Common core subjects	12.30	
3	(1) Cookery and food studies	8.30	(1) Catering and food studies	8.30	
	(2) Caring	4.00	(2) Caring	4.00	
	(3) Textiles	2.00	(3) Textiles	2.00	
	(4) Typewriting	4.00	(4) Typewriting	4.00	
	(5) Horticulture or computer studies or motor vehicle	4.00	(5) Horticulture or computer studies or motor vehicle	4.00	
	Common core subjects	12.30	Common core subjects	12.30	
4	(1) Typewriting	5.00	(1) Typewriting	5.00	
	(2) Clerical and office machines	4.30	(2) Clerical and office machines	4.30	
	(3) Telephonist and receptionist duties	4.30	(3) Telephonist and receptionist duties	4.30	
	(4) Aspects of caring	4.30	(4) Aspects of caring	4.30	
	(5) Horticulture or computer studies or motor vehicle	4.00	(5) Horticulture or computer studies or motor vehicle	4.00	
	Common core subjects	12.30	Common core subjects	12.30	
5	(1) Typewriting	5.00	(1) Cookery and food studies	5.00	
	(2) Clerical and receptionist duties	4.30	(2) Textiles and crafts	3.30	
	(3) Background to business and book-keeping	4.30	(3) Caring and beauty care	6.00	
	(4) Aspects of caring	4.30	(4) Typewriting	4.00	
	(5) Horticulture or computer studies or motor vehicle	4.00	(5) Horticulture or computer studies or motor vehicle	4.00	
	Common core subjects	12.30	Common core subjects	12.30	
	Common core subjects		Life and social skills	2.00	
			Literacy	3.00	
			Numeracy	3.00	
			Environmental studies	2.00	
			Physical education	2.30	

* Reproduced with permission from North Down College of Further Education.



YTP trainees in Quest Youth Workshop (WPU) Belfast work at a microcomputer.

people involved and their placement in suitable employment. The units are encouraged to provide real goods and services which do not compete with existing businesses, but which are of benefit to the local community. It is intended that the local communities themselves will gain from the presence of a WPU in their midst. In addition, Enterprise Ulster, the National Trust, Young Help and a new scheme Youth Community Projects (YCP) all offer work experience providing some service to the community.

Young people participating in the full-time YTP schemes currently receive a basic training allowance of £25 per week. This will be reviewed and brought into line with the allowance paid on the YTS in September 1983.

As part of a longer-term plan to make provision for those young people in employment but without access to systematic training and further education opportunities, pilot training schemes along the lines of the Unified Vocational Preparation (UVP) Scheme have been set up. In addition, as part of a plan to improve the vocational preparation arrangements of young people remaining in full-time education, DE(NI) has initiated a research project on curriculum development in conjunction with the Northern Ireland Council for Educational Development (NICED).

Distinctive features

The YTP differs from the proposed YTS in a number of respects. First of all, as we have seen, there is a greater variety of provision with more emphasis on institutional

training than is likely to be the case in the YTS with its predominantly employer-based emphasis. Secondly, while provision for unemployed 17-year olds is not guaranteed, more provision is being made for them than is planned on the YTS, including those who have completed the guaranteed year.

The administrative control of the YTP differs considerably from that proposed for the YTS in Britain. Since the Manpower Services Commission does not have an area organisation in Northern Ireland, the YTP is directly under the Department of Economic Development and the Department of Education (NI). A DED/DE(NI) Interdepartmental Executive (IDE) has been established to ensure smooth integration and co-ordination of the programme. Also, a Professional Advisory Group has been established by the IDE consisting of representatives from various training schemes and other organisations involved in the YTP. The task of this group will be to advise the IDE by providing a continuous evaluation and review of all provision, as well as advising on the research and assessment projects to be commissioned from external bodies. These arrangements are complemented by close monitoring of the programme at local level by a team of civil servant Regional Co-ordinators who chair¹³ Local Liaison Committees composed of representatives of providers and other interested parties (including the Careers Officers). These Liaison Committees plan and monitor local provision and work closely with the IDE. In addition, teams of Regional Development Officers supervise the operations of the WPUs and the EBYTS.

The trade unions have criticised the administrative structure of the YTP and favour the type of framework recommended by the MSC Youth Task Group, in which central and local boards with independent chairmen are composed of representatives of unions, management, local authorities and educationalists. They proposed that the inter-departmental executive responsible for the YTP should be made more open to advice and criticism at both central and local level¹⁵. The independent Northern Ireland Economic Council (NIEC) has also argued that because DED civil servants will chair the Local Liaison Committees, this will affect their ability to give effective independent advice and guidance¹⁶.

Assessment

Whatever the impetus for the introduction of the scheme, the YTP is a useful step towards the provision of a comprehensive system of vocational education and training. The Northern Ireland scheme offers a greater variety of provision than there will be on the YTS in Britain. The majority of training is done in GTCs, FECS, and WPUs. The WEEP was the most heavily criticised component of the YOP in Britain because of the weaknesses in its training content and the opportunities for substitution of young trainees either for existing employees or other young people hired through normal labour market channels. The Northern Ireland scheme with its small closely monitored employer-based component has been deliberately designed to avoid criticism on these grounds.

The MSC (1982) concluded that "employers are, and must be, the main element in delivering work-based and vocationally relevant training. There is no programme without them¹⁷." In the Northern Ireland programme they are an essential part, rather than the main element. The YTS might benefit from a greater emphasis on non-workplace provision so that young persons would be offered a variety of broadly based training in their guaranteed year as well as work experience. The Report of the House of Commons Committee on Scottish Affairs argued that 50 per cent of the working week should be spent off employers premises and that the time on the premises should be spent not to learn a specific skill but to become accustomed to the demands of the working environment¹⁸. If vocational training is to encourage flexibility and responsiveness to technological change, the Northern Ireland model may be more appropriate. The cost-effectiveness of the various schemes is obviously relevant here. While detailed cost-benefit studies have not been completed, the institution and community based schemes are likely to involve a greater outlay of public expenditure, although the benefit-cost ratio may be somewhat higher on this type of scheme¹⁹.

Substitution problem

The problem of substitution of trainees on EBYTS for existing employees or new recruits may increase under the YTP because employers now receive a £10 per week training fee. Close monitoring by the DED and the improvement of the training component in the EBYTS is designed to minimise this. Firms in Northern Ireland now have two government sponsored schemes for 16 and 17

year olds, the Young Workers Scheme and the YTP. The NIEC has recommended that the Young Workers Scheme be phased out on the grounds that its impact on youth unemployment is small and that the absence of any onus on participating employers to provide training or further education renders it inconsistent with the aims and objectives of the YTP²⁰.

An examination of the occupancy rates (table 3) suggests that while the Government has so far somewhat undershot its target for available places in 1982-83, in fact more than ample provision has been made in total for those wishing to take up the offer of a "guaranteed year" of training, work experience and vocational education. Clearly, quite a high proportion of young people are turning down the offers. On some schemes, particularly the EBYTS, provision has far outstripped the demand for it. Part of the explanation for this may be that there has been a mismatch between the availability in timing, geographical location and type of this provision and the interests of potential young trainees. However, it also seems likely that since the trainees could express a preference as to how they spend their guaranteed year, they have chosen institution based rather than employer based schemes.

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- (18) House of Commons. Committee on Scottish Affairs. *Report on Youth Unemployment and Training*. HMSO 1981. Para 79.
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Qualifications and the labour force

The well-qualified are more likely to be economically active and less likely to be unemployed or be made redundant or dismissed. Amongst the unemployed the qualified are less likely than the unqualified to have been seeking work for a year or more. Graduates tend to work in professional jobs in the service sector; they are not strongly represented in management. Younger people are more likely to be qualified. This article presents information, derived from the 1981 Labour Force Survey, on the qualifications of the population in relation to various aspects of economic status.

The Labour Force Survey, a sample survey of households, is carried out every two years in all the countries in the European Communities. The results presented in this article are obtained from interviews with a sample of 80,000 private households in Great Britain between late April and early June 1981 (about 1 in 200 of all private households in Britain). Questions were asked of each available adult in the sampled households; if a particular adult was not available for interview another adult member of that person's family could be asked the questions relating to him or her, and this happened in 41 per cent of interviews. Further details of the findings and methodology of the survey may be found in the Labour Force Survey Report 1981*, "Labour Force Survey 1981: preliminary results"†, and the OPCS Monitor Series‡.

In the tables people who had finished their full-time education are classified according to the highest qualification that they had obtained in the order of priority shown in the tables; for example a person with both a degree and a teaching qualification would be shown as having a degree. People who were continuing in full-time education are shown with the highest qualification they had so far obtained, for example many of those studying at university will be shown as having A-level qualifications.

Those who were still studying, whether full-time or part-time, but had no qualifications are shown as still studying. Qualifications data were only obtained for persons aged 16-59 and, except where otherwise stated, the tables relate to people in this age group.

Qualifications and the population

About five and a half million males (that is, just over a third of all males in the age group studied) and seven and a half million females (almost a half of all females in the age group studied) have no qualifications. Slightly fewer than one million males (6 per cent) and ½ million females (3 per cent) have first or higher degrees. About 40 per cent of males and 15 per cent of females have qualifications above A-level.

Among both males and females, persons in the older age groups are less likely than the young to hold a qualification of any sort. For example about half of the male population aged 45-59 are unqualified compared with about a quarter of the 16-29 age group. Women are

* Office of Population Censuses and Surveys, Series LFS No 3.
† Employment Gazette May 1982.
‡ LFS 82/1, May 1982; LFS 83/1, February 1983 published by the Office of Population Censuses and Surveys.

Table 1 Qualifications in relation to economic activity§: Great Britain 1981 Q2‡

Highest qualification	Male						Female					
	Economic-ally active and inactive	Economic-ally active	Economic activity rate	In employment	Unemployed	Unemployment rate	Economic-ally active and inactive	Economic-ally active	Economic activity rate	In employment	Unemployed	Unemployment rate
	per cent			per cent			per cent			per cent		
First or higher degree	930	883	94.9	853	29	3.3	461	345	74.8	320	25	7.2
Member of professional institution	465	458	98.4	445	12	2.6	84	65	78.1	64	1	2.2
HNC or HND	361	350	97.0	339	11	3.1	47	39	81.1	37	1	3.8
Teaching qualification	116	112	96.7	110	2	2.2	424	314	74.0	301	13	4.1
Nursing qualification	44	43	97.9	42	1	3.3	539	410	76.1	394	16	4.0
Trade apprenticeship	3,272	3,195	97.6	2,951	244	7.6	453	288	63.5	262	26	8.9
Trade apprenticeship not completed	567	551	97.3	516	35	6.4	80	61	76.0	56	5	8.4
ONC, OND or City and Guilds	493	471	95.5	442	29	6.1	265	192	72.3	178	14	7.5
"A" level	763	601	78.7	557	44	7.3	771	472	61.2	430	42	8.8
"O" level or equivalent	1,373	1,133	82.5	1,024	109	9.6	2,460	1,648	67.0	1,508	140	8.5
CSE (below grade 1)	474	442	93.3	368	74	16.8	838	592	70.6	504	88	14.8
Other	465	444	95.5	401	43	9.7	729	501	68.7	467	34	6.8
Still studying †	231	92	39.9	59	33	36.1	240	81	33.8	54	27	33.1
None	5,543	5,128	92.5	4,396	732	14.3	7,685	4,471	58.2	4,027	444	9.9
Not known or not stated	543	461	85.0	427	34	7.3	491	275	55.9	255	20	7.4
All qualifications	15,641	14,365	91.8	13,962	1,435	10.0	15,569	9,753	62.6	9,328	896	9.2

† Includes full- and part-time study.
‡ Interviewing took place between late April and early June.
§ All persons aged 16-59 (includes some persons aged 60 born in January to May 1921).

Table 2 Qualifications in relation to economic activity age§: Great Britain 1981 Q2‡

Highest qualification	Male						Female					
	Economic-ally active and inactive	Economic-ally active	Economic activity rate	In employment	Unemployed	Unemployment rate	Economic-ally active and inactive	Economic-ally active	Economic activity rate	In employment	Unemployed	Unemployment rate
	per cent			per cent			per cent			per cent		
Age 16-29	282	252	89.5	235	17	6.7	183	145	79.3	130	15	10.1
First or higher degree	58	57	98.7	55	1	2.5	21	17	80.1	16	1	2.7
Member of professional institution	103	95	92.7	91	4	4.6	26	21	82.9	20	1	5.8
HNC or HND	24	22	93.0	22	1	2.4	94	74	78.6	71	3	4.1
Teaching qualification	12	11	93.9	10	1	8.8	144	111	76.9	106	5	4.6
Nursing qualification	910	901	98.9	804	97	10.8	145	96	66.1	86	10	10.3
Trade apprenticeship	465	454	97.6	427	27	6.0	60	47	78.8	43	5	9.8
Trade apprenticeship not completed	224	208	93.0	191	18	8.5	133	103	77.6	94	9	8.7
ONC, OND or City and Guilds	454	300	66.1	267	33	10.9	449	270	60.1	241	29	10.6
"A" level	843	614	72.8	523	90	14.7	1,427	976	68.4	868	108	11.1
"O" level or equivalent	413	383	92.8	313	71	18.4	680	491	72.2	411	80	16.4
CSE (below grade 1)	81	75	92.7	63	12	16.5	127	81	63.8	72	9	11.5
Other	201	64	31.8	33	31	48.9	204	59	28.9	33	26	44.1
Still studying †	1,427	1,295	90.7	946	349	27.0	1,673	883	52.8	678	206	23.3
None	200	146	73.4	125	21	14.4	166	87	52.7	74	13	15.1
Not known/not stated	5,696	4,878	85.6	4,104	774	15.9	5,530	3,462	62.6	2,942	520	15.0
All qualifications	5,696	4,878	85.6	4,104	774	15.9	5,530	3,462	62.6	2,942	520	15.0
Age 30-44	426	416	97.6	408	7	1.7	201	142	70.4	134	7	5.3
First or higher degree	218	217	99.7	211	6	2.7	36	26	72.8	25	1	3.7
Member of professional institution	165	163	99.0	159	4	2.5	16	12	78.4	12	0	2.0
HNC or HND	53	52	98.7	52	1	1.3	202	139	68.9	131	8	6.0
Teaching qualification	17	17	100.0	17	0	2.8	223	173	77.4	165	8	4.7
Nursing qualification	1,328	1,308	98.5	1,224	84	6.4	173	103	59.7	94	9	9.0
Trade apprenticeship	62	60	96.4	54	6	9.5	13	8	58.6	7	2	2.8
Trade apprenticeship not completed	180	176	98.2	169	8	4.5	89	59	66.0	54	5	8.1
ONC, OND or City and Guilds	197	192	97.4	185	7	3.6	212	132	62.3	122	10	7.5
"A" level	357	353	99.0	341	12	3.5	723	460	63.7	436	24	5.2
"O" level or equivalent	46	45	96.9	42	3	5.9	126	76	60.7	71	6	7.5
CSE (below grade 1)	202	196	97.2	180	16	8.2	329	224	68.1	206	17	7.7
Other	16	14	92.1	14	1	4.7	21	13	61.2	12	1	5.4
Still studying †	1,841	1,766	95.9	1,568	198	11.2	2,718	1,649	60.7	1,524	125	7.6
None	162	153	94.2	147	7	4.3	144	92	63.5	88	4	4.4
Not known/not stated	5,269	5,129	97.4	4,770	359	7.0	5,226	3,308	63.3	3,082	226	6.8
All qualifications	5,269	5,129	97.4	4,770	359	7.0	5,226	3,308	63.3	3,082	226	6.8
Age 45-59**	222	215	96.6	209	5	2.5	77	58	75.8	56	3	4.4
First or higher degree	190	184	96.7	179	5	2.6	26	22	83.7	22	0	0.0
Member of professional institution	93	91	98.1	89	2	2.7	6	5	80.7	5	0	0.0
HNC or HND	39	38	96.3	37	1	3.3	127	100	78.6	99	1	1.4
Teaching qualification	16	15	98.5	15	0	0.0	171	127	73.8	123	3	2.5
Nursing qualification	1,034	986	95.4	923	63	6.4	135	89	65.6	82	6	7.3
Trade apprenticeship	40	38	95.2	35	2	6.5	7	6	83.6	6	0	3.9
Trade apprenticeship not completed	90	87	96.4	83	3	3.7	44	30	69.0	30	1	2.3
ONC, OND or City and Guilds	112	109	97.1	104	4	3.8	110	70	63.3	67	3	4.5
"A" level	173	167	96.3	160	7	3.9	311	211	68.0	204	7	3.4
"O" level or equivalent	15	14	96.2	13	1	8.5	32	24	75.9	23	2	6.2
CSE (below grade 1)	182	172	94.9	158	15	8.4	274	196	71.7	189	7	3.8
Other	14	14	98.3	12	1	9.0	16	10	60.0	9	2	2.6
Still studying †	2,275	2,067	90.8	1,882	184	8.9	3,294	1,939	58.9	1,826	113	5.8
None	181	162	89.5	155	6	3.9	181	96	52.9	93	3	3.1
Not known/not stated	4,675	4,358	93.2	4,057	301	6.9	4,813	2,983	62.0	2,833	150	5.0
All qualifications	4,675	4,358	93.2	4,057	301	6.9	4,813	2,983	62.0	2,833	150	5.0

* Less than 500 persons.
† See notes to table 1.
‡ Includes some persons aged 60 born in January to May 1921.

more likely to be unqualified than men, except in the youngest age group where the proportion of each sex without qualifications is the same.

Qualifications and economic activity

The economic activity of differently qualified groups of the population is summarised in table 1 and by age in table 2. In general, the better qualified are more likely to be economically active.

Male activity rates are high for all qualification levels and age groups except for those who are still studying (including many of those who have A-levels or O-levels).

Female activity rates are lower than those for males and vary to a greater extent by age and qualification level. However, for all qualifications combined the average activity rates for the three age groups are close, at just over 60 per cent.

For many qualification levels, the usual pattern of high economic activity amongst females in the youngest age group, low activity in the middle age group as families are formed and high activity in the oldest age group is evident, with a tendency for those with higher qualifications to be most active at all ages. Chart 1 shows activity rates by age for females with a selection of qualification levels; those

with first or higher degrees or A-levels have a relatively low activity rate in the early thirties while for those with

Chart 1 Females - activity rates by age group and level of highest qualification Great Britain 1981

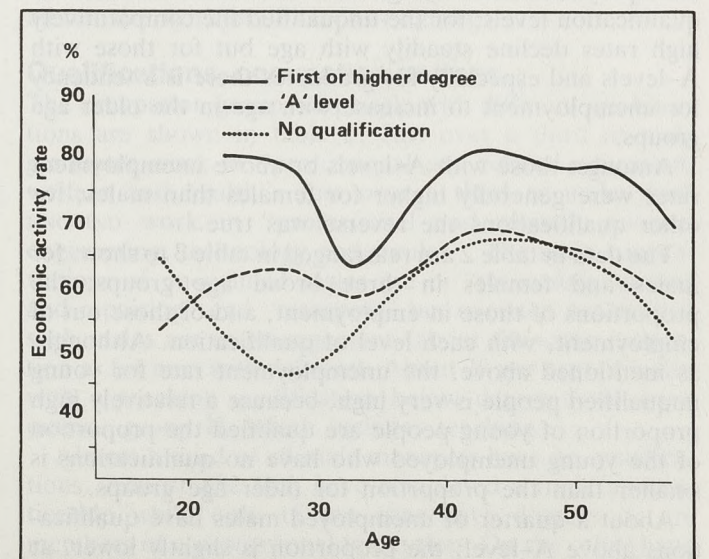
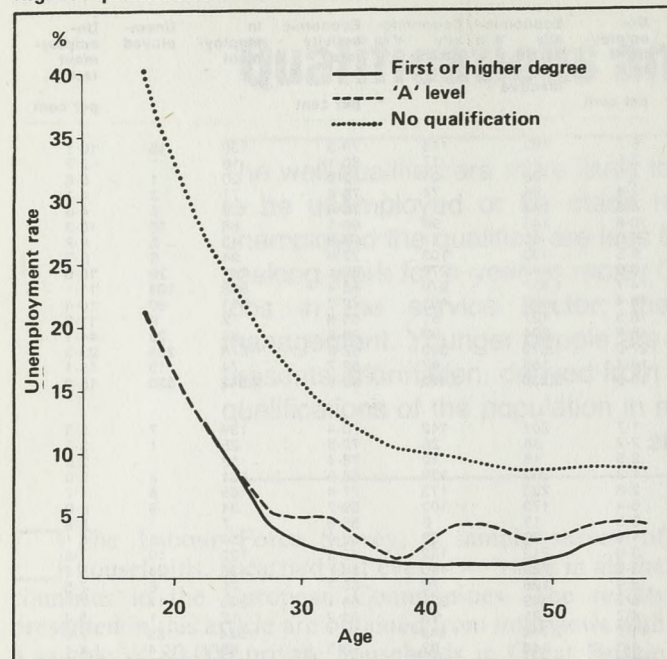


Chart 2 Males - unemployment rates by age and level of highest qualification Great Britain 1981



no qualifications there is a relatively low rate in the late twenties. The difference may be associated with a different age for the main child rearing phase.

Qualifications and unemployment rates

For both males and females, unemployment* rates vary by level of qualification and age group.

Unemployment rates are higher overall, and for each qualification level, for young people. In general, being better qualified means a better chance of having a job, but females and young males with degrees are rather more likely than those with professional or HND qualifications to be looking for work.

Apart from those still studying, the highest unemployment rates among those surveyed, 27 per cent, was for males aged 16-29 with no qualifications. Chart 2 shows unemployment rates by age for males with a selection of qualification levels; for the unqualified the comparatively high rates decline steadily with age but for those with A-levels and especially for graduates there is a tendency for unemployment to increase with age in the older age groups.

Amongst those with A-levels or above unemployment rates were generally higher for females than males; for other qualifications the reverse was true.

The data in table 2 are rearranged in table 3 to show, for males and females in three broad age groups, the proportions of those in employment, and of those out of employment, with each level of qualification. Although, as mentioned above, the unemployment rate for young unqualified people is very high, because a relatively high proportion of young people are qualified the proportion of the young unemployed who have no qualifications is smaller than the proportion for older age groups.

About a quarter of unemployed males have qualifications above A-level; the proportion is slightly lower, at

Table 3 Qualifications in relation to economic activity and age: percentage distributions§: Great Britain 1981 Q2‡

Highest qualification	Aged 16-29		Aged 30-44		Aged 45-59*	
	In employment	Out of employment	In employment	Out of employment	In employment	Out of employment
Male						
First or higher degree	5.7	2.2	8.6	2.0	5.2	1.8
Member of professional institution	1.3	0.2	4.4	1.6	4.4	1.6
HNC or HND	2.2	0.6	3.3	1.1	2.2	0.8
Teaching qualification	0.5	0.1	1.1	0.2	0.9	0.4
Nursing qualification	0.2	0.1	0.3	0.1	0.4	—
Trade apprenticeship not completed	19.6	12.5	25.7	23.4	22.8	21.0
ONC, QND, City and Guilds	10.4	3.5	1.1	1.6	0.9	0.8
'A' level	4.6	2.3	3.5	2.2	2.1	1.1
'O' level or equivalent	6.5	4.2	3.9	1.9	2.6	1.4
CSE (below grade 1)	12.8	11.7	7.1	3.4	3.9	2.2
Other	7.6	9.1	0.9	0.7	0.3	0.4
Still studying†	1.5	1.6	3.8	4.5	3.9	4.8
None	0.8	4.1	0.3	0.2	0.3	0.4
Not known/not stated	23.0	45.1	32.9	55.2	46.4	61.2
All qualifications	3.1	2.7	3.1	1.8	3.8	2.1
	100	100	100	100	100	100
Female						
First or higher degree	4.4	2.8	4.4	3.3	2.0	1.7
Member of professional institution	0.6	0.1	0.8	0.4	0.8	—
HNC or HND	0.7	0.2	0.4	0.1	0.2	—
Teaching qualification	2.4	0.6	4.3	3.7	3.5	0.9
Nursing qualification	3.6	1.0	5.3	3.6	4.4	2.1
Trade apprenticeship not completed	2.9	1.9	3.1	4.1	2.9	4.3
ONC, QND, City and Guilds	1.5	0.9	0.2	0.1	0.2	0.2
'A' level	3.2	1.7	1.7	2.1	1.0	0.5
'O' level or equivalent	8.2	5.5	4.0	4.4	2.3	2.1
CSE (below grade 1)	29.5	20.9	14.2	10.6	7.2	4.8
Other	14.0	15.4	2.3	2.5	0.8	1.0
Still studying†	2.4	1.8	6.7	7.6	6.7	5.0
None	1.1	5.0	0.4	0.3	0.3	0.2
Not known/not stated	23.0	39.6	49.5	55.3	64.4	75.4
All qualifications	2.5	2.5	2.8	1.8	3.3	2.0
	100	100	100	100	100	100

‡ See notes to table 1.
§ Persons economically active aged 16-59 (includes some persons aged 60 born in January to May 1921).

just over a fifth, for the 16-29 age group. For females about a ninth of the unemployed have such qualifications and again the proportion is lower for the young.

Qualifications and industry

Among males in employment about 40 per cent have a qualification above A-level while 30 per cent have no qualification. The proportion with no qualification is appreciably lower amongst the 16-29 age group. About a sixth of females in employment have a qualification above A-level and two and a half times as many have no qualification. As for males, the proportion unqualified is lower for the young.

Considering the mix of qualifications amongst males employed within each industry, as shown in table 4, "banking and finance" and "other services" have the

* In this article an employed person is anyone who was working in a paid job during the reference week or who had a job but did not do any work. An unemployed person was anyone who did not have a job in the reference week and was actively seeking paid work during the reference week, or was waiting to start a job, or was unable to seek work because of temporary sickness or holiday.

Table 4 Qualifications in relation to industry§: Great Britain 1981 Q2‡

Highest qualification	Industry division||										No reply, inad. desc. working outside UK	All industries	
	0	1	2	3	4	5	6	7	8	9			
Male													
First or higher degree	9	33	36	102	40	22	43	25	127	399	16	853	
Corporate or graduate member of professional institution	2	21	19	65	24	31	38	25	115	98	6	445	
HNC/HND	5	23	23	96	21	33	23	21	23	67	4	339	
Teaching qualification	1	*	1	3	3	1	5	2	2	91	2	110	
Nursing qualification	1	*	1	2	2	1	3	1	1	67	2	81	
Trade apprenticeship not completed	—	—	—	1	1	*	1	1	1	24	*	29	
ONC, QND, City and Guilds	—	1	1	2	2	*	1	2	1	32	—	42	
'A' level	29	166	142	705	328	546	381	222	94	304	33	2,951	
'O' level or equivalent	7	28	21	131	53	107	77	30	14	45	3	516	
CSE (below grade 1)	4	5	11	25	8	5	10	6	19	21	*	115	
Other	16	15	22	51	38	26	49	36	14	56	5	328	
Still studying†	12	15	19	48	47	17	84	34	119	153	9	557	
None	32	23	39	97	102	46	208	93	155	223	8	1,024	
Not known/not stated	17	8	19	47	52	33	96	31	15	45	4	368	
All qualifications	19	23	19	47	30	20	55	72	26	87	2	401	
Female	4	3	1	4	6	3	22	3	2	11	—	59	
First or higher degree	1	3	5	11	13	2	19	4	29	224	10	320	
Corporate or graduate member of professional institution	*	*	*	2	2	1	8	1	9	39	1	64	
HNC/HND	*	1	1	3	3	1	6	1	4	16	3	37	
Teaching qualification	1	—	—	2	3	*	13	3	4	265	9	301	
Nursing qualification	1	—	—	1	1	*	6	1	1	105	5	121	
Trade apprenticeship not completed	*	1	—	1	1	—	7	2	3	160	5	180	
ONC, QND, City and Guilds	3	1	3	4	6	2	25	3	6	338	3	394	
'A' level	3	3	6	12	35	3	62	4	14	118	3	262	
'O' level or equivalent	1	*	*	3	1	2	12	1	3	32	—	56	
CSE (below grade 1)	1	1	1	4	3	1	7	2	10	16	1	48	
Other	3	2	2	5	13	1	37	3	8	54	1	129	
Still studying†	3	7	8	22	27	5	68	18	88	178	6	430	
None	18	29	37	89	123	28	348	58	293	472	14	1,508	
Not known/not stated	4	7	14	47	80	7	161	7	60	99	4	504	
All qualifications	6	7	13	35	44	13	92	17	58	176	8	467	
Female	46	36	116	354	650	41	1,194	114	185	1,242	49	4,027	
Still studying†	2	4	3	11	22	2	44	4	13	66	85	255	
None	2	2	3	11	11	2	22	4	13	66	85	255	
All qualifications	92	100	209	605	1,029	108	2,122	257	787	3,351	196	8,858	

‡ See notes to table 1.
§ Persons in employment aged 16-59 (includes some persons aged 60 born in January to May 1921).
|| Defined by reference to SIC (80).

highest proportions of graduates (15 per cent and 19 per cent) and the lowest proportions with no qualifications (15 per cent and 22 per cent). Agriculture, forestry and fishing have the highest proportion (60 per cent) with no qualifications while 30-40 per cent of those employed in each other industry are unqualified.

Almost half of male graduates in employment work in "other services", a grouping which includes public administration, education and medical and health services, while about a fifth work in manufacturing industry. This compares with less than one fifth and almost one third for all males in employment. Just over a quarter of those with HNC/HND and about a quarter of those with trade apprenticeships work in "metal goods, engineering and vehicle industries". Males with lower levels of qualification, or none, are more evenly spread across different industries than the highly qualified.

As in the case of males, the industries with the highest concentrations of female graduates amongst their employees are "banking and finance" and "other services"; however the proportions of graduates among females in these industries are lower than the similar proportions for males, even allowing for the lower overall proportion (3½ per cent compared to 6½ per cent) of females that are

graduates. "Other manufacturing industry" (a miscellaneous category) has a higher proportion, over 60 per cent, of unqualified amongst its female workers than any other industry division.

Seventy per cent of female graduates in employment work in "other services" and indeed almost 40 per cent of all females work in this industry group.

Qualifications, occupation and SEG

The occupation groups of people with different qualifications are shown in table 5. Just over a third of male graduates work in "professional and related education, welfare and health". Just over a third of males with HNC/HND work in "professional and related, science, engineering, technology and similar". The main concentrations of unqualified males are in "processing, making and repairing" and "transport" but over ten per cent of such males are in management (about the same proportion as for men with degrees). About 20 per cent of males with a teaching qualification below degree level work outside group II, which includes teaching.

Almost a third of all male managers have no qualifications. Almost one fifth have completed a trade apprenticeship while only 13 per cent have degrees or are members of a professional institution. On the other hand

Table 5 Qualifications in relation to occupations§: Great Britain 1981 Q2‡

Highest qualification	Occupation group|									All occupations	Highest qualification	
	Professional and related in management and administration	Professional and related in education, welfare, health	Literary, artistic, sports	Professional and related in science, engineering, technology and similar fields	Managerial	Clerical and related	Selling	Security and protective service	Catering, cleaning, hairdressing, other personal service			
	I	II	III	IV	V	VI	VII	VIII	IX			
Male												Male
First or higher degree	164	292	15	185	100	37	15	4	3			First or higher degree
Corporate or graduate member of professional institution	111	31	5	122	99	26	15	4	2			Corporate or graduate member of professional institution
HNC/HND	35	16	3	119	57	21	14	3	1			HNC/HND
Teaching qualification secondary	3	88	1	2	6	2	1	1	1			Teaching qualification secondary
primary	1	24	*	—	1	2	1	*	1			primary
Nursing qualification	1	29	*	—	1	1	1	3	2			Nursing qualification
Trade apprenticeship completed	60	31	23	155	291	69	73	78	60			Trade apprenticeship completed
not completed	4	1	2	33	15	8	7	9	10			not completed
ONC/OND	11	2	1	33	17	20	9	1	3			ONC/OND
City and Guilds	13	9	6	28	53	14	13	17	13			City and Guilds
"A" level	96	24	15	41	103	128	40	27	14			"A" level
"O" level	95	20	15	44	180	232	104	65	24			"O" level
CSE (other grades)	6	2	1	5	36	38	31	12	17			CSE (other grades)
Other	24	18	5	18	59	30	14	28	13			Other
Still studying†	1	2	1	1	4	10	8	3	5			Still studying†
None	64	21	19	36	499	251	190	92	212			None
Not known/not stated	13	8	3	12	44	26	17	10	13			Not known/not stated
All qualifications	701	595	117	833	1,563	914	551	358	393			All qualifications
Female												Female
First or higher degree	41	180	10	20	16	42	5	—	3			First or higher degree
Corporate or graduate member of professional institution	8	29	1	4	5	11	2	*	3			Corporate or graduate member of professional institution
HNC/HND	5	3	3	7	5	13	1	—	2			HNC/HND
Teaching qualification secondary	2	253	3	1	7	21	4	—	8			Teaching qualification secondary
primary	1	103	2	*	3	6	2	—	3			primary
Nursing qualification	1	150	1	1	4	15	2	—	5			Nursing qualification
Trade apprenticeship completed	2	308	*	1	12	24	8	*	32			Trade apprenticeship completed
not completed	1	16	5	2	32	52	18	1	85			not completed
ONC/OND	1	7	2	2	2	6	4	—	26			ONC/OND
City and Guilds	2	2	1	4	5	26	2	*	36			City and Guilds
"A" level	38	11	2	3	15	38	10	1	3			"A" level
"O" level	36	50	9	10	27	232	20	4	25			"O" level
CSE (other grades)	3	93	11	12	69	915	137	8	137			CSE (other grades)
Other	3	15	3	1	12	241	71	2	67			Other
Still studying†	11	37	5	1	26	258	30	3	67			Still studying†
None	1	6	*	—	2	12	16	—	14			None
Not known/not stated	33	145	14	7	205	825	495	16	1,350			Not known/not stated
All qualifications	192	1,171	68	77	450	2,773	842	37	1,894			All qualifications

* Less than 500 persons.
 † See notes to table 1.
 ‡ Persons in employment aged 16-59.
 § As defined in "Classification of occupations 1980".

a high proportion of males in professional occupations (30-50 per cent) have degrees or membership of professional institutions.

Almost 60 per cent of female graduates are employed in "professional and related, education, welfare and

health". On the other hand about half of unqualified females work in "clerical and related" or "catering, cleaning, hairdressing and other personal services". Only five per cent of females without qualifications (the same proportion as for females with degrees) have managerial

Table 6 Qualifications in relation to socio-economic groups and age: Great Britain 1981 Q2‡

Socio-economic group Age group	Male							Female							Per cent
	Professional	Employers and managers	Other non-manual	Skilled manual	Semi-skilled manual	Unskilled manual	All in employment|	Professional	Employers and managers	Other non-manual	Skilled manual	Semi-skilled manual	Unskilled manual	All in employment|	
20-29															
Higher education**	68.3	21.3	25.7	2.3	2.6	1.0	12.9	68.6	22.0	19.6	5.4	3.9	1.0	16.1	
Other qualifications	30.1	62.3	65.6	69.6	51.5	32.4	60.3	25.1	62.5	64.6	50.0	43.9	27.9	57.1	
No qualifications	0.9	14.8	7.4	26.6	43.9	64.9	23.8	3.1	14.0	14.6	44.0	50.7	69.8	24.5	
Base (= 100 per cent) thousands	177	311	683	1,234	521	142	3,171	39	111	1,338	124	378	75	2,094	
30-39															
Higher education**	72.2	26.4	34.8	3.5	2.5	1.1	18.7	77.1	18.1	24.4	5.0	2.9	0.9	16.1	
Other qualifications	24.2	52.4	49.4	55.0	36.2	16.4	47.5	16.4	46.9	43.0	31.0	25.0	17.0	35.5	
No qualifications	2.6	19.4	14.3	39.3	58.5	81.2	31.0	4.8	34.0	30.8	61.8	70.6	79.7	45.8	
Base (= 100 per cent) thousands	255	640	611	1,279	411	92	3,363	27	145	1,070	166	464	166	2,059	
40-49															
Higher education**	73.0	22.1	28.6	2.8	2.4	0.2	15.3	80.4	19.2	21.0	4.2	2.3	1.3	13.4	
Other qualifications	24.1	48.2	45.9	49.4	27.8	14.4	41.9	14.4	32.8	34.3	20.8	14.5	8.9	25.4	
No qualifications	1.8	26.6	23.0	45.5	66.9	81.9	39.2	5.2	44.1	42.1	73.4	81.4	87.6	57.9	
Base (= 100 per cent) thousands	185	552	415	1,052	385	113	2,756	18	153	985	164	505	176	2,024	
50-59*															
Higher education**	65.9	21.4	21.4	2.1	1.3	0.9	12.1	61.4	20.0	15.0	3.6	1.4	1.0	9.3	
Other qualifications	26.4	39.5	39.5	42.8	22.2	10.4	35.0	28.9	28.3	28.6	17.4	11.3	6.0	20.0	
No qualifications	5.6	35.7	35.6	52.5	73.6	85.7	49.0	7.7	49.4	53.3	76.7	84.6	90.7	67.4	
Base (= 100 per cent) thousands	152	505	413	978	479	141	2,707	13	143	792	146	509	215	1,832	

* See notes to table 1. | Includes "no reply". ** First or higher degree, member of professional institution, HNC, HND, nursing or teaching qualification. § As defined in "Classification of occupations 1980". * Includes some persons aged 60 born in January to May 1921.

Table 5 Qualifications in relation to occupation§ (continued): Great Britain 1981 Q2‡

Highest qualification	Occupation group|											All occupations	Highest qualification
	Farming, fishing and related	Processing, making, repairing and related (excluding metal and electrical)	Processing, making, repairing and related (metal and electrical)	Painting, repetitive assembling, product inspecting, packaging and related	Construction, mining, related n.e.s.	Transport, operating, materials moving and storing and related	Miscellaneous	Inadequately described no reply					
	X	XI	XII	XIII	XIV	XV	XVI						
Male													Male
First or higher degree	2	5	19	2	3	3	1	2					First or higher degree
Corporate or graduate member of professional institution	1	2	20	2	2	3	*	*					Corporate or graduate member of professional institution
HNC/HND	2	5	49	5	5	2	1	1					HNC/HND
Teaching qualification secondary	1	1	2	1	*	1	—	—					Teaching qualification secondary
primary	1	*	1	1	*	*	—	—					primary
Nursing qualification	—	1	*	*	1	1	—	—					Nursing qualification
Trade apprenticeship completed	25	378	1,147	153	219	159	26	4					Trade apprenticeship completed
not completed	8	73	259	20	38	24	5	1					not completed
ONC/OND	2	2	8	3	1	1	—	—					ONC/OND
City and Guilds	2	22	82	10	12	19	4	1					City and Guilds
"A" level	12	12	17	7	27	17	2	3					"A" level
"O" level	6	43	64	19	24	48	12	2					"O" level
CSE (other grades)	19	46	53	19	24	48	12	2					CSE (other grades)
Other	16	15	6	2	17	90	6	1					Other
Still studying†	14	3	6	2	3	6	1	—					Still studying†
None	3	46	657	221	388	850	242	10					None
Not known/not stated	177	20	38	10	18	35	6	147					Not known/not stated
All qualifications	296	1,096	2,462	483	762	1,317	319	172					All qualifications
Female													Female
First or higher degree	1	1	*	1	*	—	*	*					First or higher degree
Corporate or graduate member of professional institution	*	*	*	*	—	—	—	—					Corporate or graduate member of professional institution
HNC/HND	*	*	—	—	—	—	—	—					HNC/HND
Teaching qualification secondary	1	*	*	1	—	—	—	—					Teaching qualification secondary
primary	*	*	—	—	—	—	—	—					primary
Nursing qualification	*	*	*	2	*	*	*	*					Nursing qualification
Trade apprenticeship completed	1	2	—	2	—	—	—	—					Trade apprenticeship completed
not completed	1	32	3	8	*	2	1	—					not completed
ONC/OND	1	2	3	1	1	1	—	—					ONC/OND
City and Guilds	1	*	*	1	*	*	—	—					City and Guilds
"A" level	2	7	1	2	*	*	—	—					"A" level
"O" level	2	5	2	4	*	*	—	—					"O" level
CSE (other grades)	9	38	5	27	*	*	1	3					CSE (other grades)
Other	4	43	7	27	*	*	1	*					Other
Still studying†	3	12	3	8	—	3	—	—					Still studying†
None	1	2	1	1	—	7	—	—					None
Not known/not stated	33	396	116	309	2	52	22	81					Not known/not stated
All qualifications	<												

Table 8 Qualifications in relation to duration of seeking work: Great Britain 1981 Q2 ‡§

Duration of seeking work	Highest qualification held								All qualifications
	First or higher degree, member of professional institution	HNC, HND nursing/teaching qualification	Trade apprenticeship completed/not completed	ONC/OND City & Guilds, "A"-level	"O"-levels	CSE, other quals, still studying?	None	Not stated	
Male									
Not yet started seeking	0.6	—	0.9	2.1	0.6	1.3	1.0	2.1	1.1
Less than six months	50.8	54.0	49.3	50.2	49.7	53.4	35.5	51.0	42.9
Six months to eleven months	26.0	31.7	29.1	27.5	30.0	26.6	26.1	11.7	26.8
One year or over	20.3	14.3	20.4	19.6	19.2	18.1	36.9	26.4	28.5
Search complete	1.8	—	0.2	—	—	—	0.1	0.6	0.1
No reply	0.5	—	0.2	0.6	0.4	0.7	0.4	8.1	0.6
All durations	100	100	100	100	100	100	100	100	100
Female									
Not yet started seeking	3.6	4.0	2.3	4.9	2.1	2.4	2.3	3.7	2.6
Less than six months	50.5	57.3	49.0	64.5	59.0	58.2	46.3	57.4	52.3
Six months to eleven months	27.9	21.0	24.3	17.7	23.3	20.0	23.9	18.5	22.7
One year or over	15.1	14.5	21.8	10.4	14.0	18.1	26.2	16.9	20.9
Search complete	1.9	0.8	—	1.7	0.5	0.5	0.1	—	0.4
No reply	1.0	2.4	2.5	0.8	1.2	0.8	1.3	3.5	1.3
All durations	100	100	100	100	100	100	100	100	100

‡ See notes to table 1.
§ Persons out of employment aged 16-59 (includes some persons aged 60 born in January to May 1921).

Table 9 Qualifications in relation to reasons for leaving or losing job: Great Britain 1981 Q2 ‡§

Highest qualifications	Numbers leaving/losing job (thou)	Reason dismissed made redundant	Per cent			
			Resigned	Retired	Stopped being self-employed	No reply
Male						
First or higher degree, member of prof institution	24	57.9	25.1	5.5	8.4	3.1
HNC/HND, nursing, teaching qualification	11	69.9	16.2	2.3	7.2	4.5
Trade apprenticeship completed/not completed	225	84.9	11.5	0.9	1.7	1.0
ONC/OND, City & Guilds, "A"-level	36	64.9	26.9	1.4	2.7	4.1
"O"-level	57	70.5	26.8	0.8	0.9	0.9
CSE, other qualification or still studying?	79	80.8	16.9	1.0	1.0	0.3
None	528	83.8	12.9	0.7	1.1	1.1
Not known/not stated	18	78.0	10.9	—	4.1	7.0
All qualifications	978	81.4	14.5	0.9	1.9	1.3
Female						
First or higher degree, member of prof institution	7	44.4	55.6	—	—	—
HNC/HND, nursing, teaching qualification	8	46.2	53.8	—	—	—
Trade apprenticeship completed/not completed	15	65.3	33.0	—	—	1.7
ONC/OND, City & Guilds, "A"-level	16	47.8	45.0	1.7	3.0	2.5
"O"-level	46	60.2	35.6	1.2	—	3.1
CSE, other qualification or still studying?	45	62.7	32.6	1.6	—	3.0
None	200	74.7	22.4	0.7	0.5	1.7
Not known/not stated	6	68.2	24.5	—	—	7.3
All qualifications	342	68.2	28.4	0.9	0.4	2.1

‡ See notes to table 1.
§ Persons economically active aged 16-59 (includes some persons aged 60 born in January to May 1921).

Qualifications, duration of seeking work and reasons for leaving last job

It can be seen from table 8 that those of the unemployed, both males and females, who were unqualified were more likely than those with qualifications to have been seeking work for a year or more and less likely to have been seeking work for less than six months. People with HNC/HND or nursing or teaching qualifications and females with ONC/OND, City and Guilds, A-levels or O-levels were least likely to have been looking for a year or more. An above average proportion of male graduates had been seeking for less than six months and a lower than average proportion of both male and female graduates were still seeking after a year.

The reasons why the unemployed with different levels of qualification lost or left their last job are shown in table 9. Over 80 per cent of males had been made redundant or dismissed. The lowest proportions losing their jobs in this way were among graduates, members of professional institutions and those with ONC/OND, City and Guilds or A-levels. Almost 70 per cent of females had been made redundant or dismissed but a higher proportion (almost 30 per cent, double the male proportion) had resigned. As in the case of males, those with degrees or A-levels were relatively unlikely to have lost their job through redundancy or dismissal.

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SPECIAL FEATURE

Equal pay and sex discrimination

This annual article analyses applications made to industrial tribunals under the Equal Pay and Sex Discrimination Acts and contains information about cases completed during 1982.

Information is now available on the outcome of applications made to industrial tribunals under the Equal Pay Act 1970 and the employment provisions of the Sex Discrimination Act 1975, for cases completed between January 1 and December 31, 1982. Figures for previous years were published in the May 1977, April 1978, April 1979, April 1980, May 1981 and May 1982 editions of *Employment Gazette*.

There is provision for conciliation under both Acts; a copy of each application is sent to a conciliation officer of the Advisory, Conciliation and Arbitration Service (ACAS). The conciliation officer has a duty to try to promote the settlement of a complaint without its being determined by a tribunal.

At the conclusion of each case, whether settled by agreement without recourse to a tribunal, withdrawn for other reasons, or determined at a tribunal hearing, statistical returns are completed by ACAS. Cases which involve complaints brought under both Acts are included in the statistics for each Act.

Equal Pay Act 1970

The purpose of the Equal Pay Act is to eliminate discrimination between men and women in relation to their pay and other terms of their contracts of employment (for example: overtime and piecework payments and holiday entitlements).

The Act confers an individual right to equal treatment with an employee of the opposite sex in the same employment, who is doing the same or broadly similar work, or work which has been rated as equivalent under a study. Individual men and women who believe they have a right to equal treatment under the provisions of the Act and whose employer does not agree with them can apply to an industrial tribunal for a decision.

Applications completed

During 1982 action was completed on 39 applications to industrial tribunals under the Equal Pay Act. Figures for years since 1976 are given below.

Year	1976	1977	1978	1979
Applications	1,742	751	343	263
Settled	91	54	39	—

Tables 1-6 analyse applications in a number of different ways.

Nature of complaints

Thirty-seven of the 39 applications were made on the grounds of doing the same or broadly similar work as a person of the opposite sex. The remaining two applications related to work rated as equivalent.

Outcome of applications

Table 7 gives a breakdown of the outcome of the 39 applications. Twenty-six of the applications—67 per cent—either resulted in a conciliated settlement or were withdrawn after a conciliation officer's services were used. The percentages in years since 1976 have been:

Year	1976	1977	1978	1979
Settled/Withdrawn	55	52	71	70
Per cent	71	50	67	—

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

Of the 13 cases heard by tribunals, decisions in two were in favour of the applicant. Figures for years since 1976 are given below.

Year	Number of cases	Percentage
1976	213 out of 709	(30%)
1977	91 out of 363	(25%)
1978	24 out of 80	(30%)
1979	13 out of 78	(17%)
1980	4 out of 26	(15%)
1981	6 out of 27	(22%)
1982	2 out of 13	(15%)

Tribunals dismissed three applications on the grounds that the applicant was not in the same employment, or was not doing the same or broadly similar work as, or work rated as equivalent with that done by, a person of the opposite sex. In two other cases, tribunals ruled that there was a material difference other than the difference of sex between the applicant's case and that of the person with whom comparison was being made.

Table 1 Applications analysed by age and sex of applicant

	Male	Female	All
Under 18	—	—	—
18-24	—	4	4
25-34	1	6	7
35-44	2	7	9
45-54	3	7	10
55-60	1	2	3
Over 60	1	4	5
Not known	—	1	1
All	8	31	39

Table 2 Applications analysed by ACAS region and by sex of applicant

	Male	Female	All
London	1	4	5
South East	1	5	6
South West	—	3	3
Midlands	2	8	10
Yorks and Humberside	2	3	5
North West	1	3	4
North	—	1	1
Wales	—	—	—
Scotland	1	4	5
All	8	31	39

Table 3 Applications analysed by occupation* and sex of applicant

	Male	Female	All
Managerial occupations (general management)	1	—	1
Professional and related occupations supporting management and administration	—	1	1
Professional and related occupations in education, welfare and health	—	—	—
Literary, artistic and sports occupations	—	—	—
Professional and related occupations in science, engineering, technology and similar fields	—	—	—
Managerial occupations (excluding general management)	—	1	1
Clerical and related occupations	4	9	13

Table 3 (continued)

	Male	Female	All
Selling occupations	—	1	1
Security and protective service occupations	—	—	—
Catering, cleaning, hairdressing and other personal service occupations	1	9	10
Farming, fishing and related occupations	—	—	—
Materials processing occupations (excluding metal)	—	2	2
Making and repairing occupations (excluding metal and electrical)	—	—	—
Processing, making, repairing and related occupations (metal and electrical)	—	4	4
Painting, repetitive assembling, product inspecting, packaging and related occupations	—	4	4
Construction, mining and related occupations not elsewhere classified	—	—	—
Transport operating, materials moving and storing and related occupations	—	—	—
Miscellaneous occupations	2	—	2
All	8	31	39

* The 18 major groups of the Department of Employment's Occupational Classification (CODOT).

Table 4 Applications analysed by size of respondent's firm and sex of applicant

Number of employees	Male	Female	All
Less than 20	1	1	2
20-49	1	2	3
50-99	—	1	1
100-249	1	11	12
250-499	1	—	1
500-999	—	3	3
1,000 and over	1	11	12
Not known	3	2	5
All	8	31	39

Table 5 Applications analysed by industry* of respondent and by sex of applicant

	Male	Female	All
Agriculture, forestry and fishing	—	—	—
Mining and quarrying	—	5	5
Food, drink and tobacco	2	3	5
Coal and petroleum and products	1	2	3
Chemicals	—	2	2
Metal manufacture	—	1	1
Mechanical engineering	—	1	1
Instrument engineering	—	2	2
Electrical engineering	—	—	—
Shipbuilding and marine engineering	—	—	—
Vehicles	—	2	2
Metal goods not elsewhere specified	—	—	—
Textiles	—	—	—
Leather, leather goods and fur	—	—	—
Clothing and footwear	—	—	—
Bricks, pottery, glass, cement, etc	—	—	—
Timber, furniture, etc	—	—	—
Paper, printing and publishing	—	1	1
Other manufacturing industries	—	3	3
Construction	—	1	1
Gas, electricity and water	—	—	—
Transport and communication	—	—	—
Distributive trades	—	3	3
Insurance, banking and finance	1	1	2
Professional and scientific services	1	1	2
Miscellaneous services	2	1	3
Public administration and defence	1	2	3
All	8	31	39

* Industry Orders of the 1968 Standard Industrial Classification.

Table 6 Applications analysed by basic weekly wage and sex of applicant

Wage band	Male	Female	All
Under £20	—	—	—
£21-£25	—	—	—
£26-£30	—	—	—
£31-£35	—	—	—
£36-£40	—	—	—
£41-£50	3	2	5
£51-£60	1	3	4
£61-£70	2	13	15
£71-£80	—	3	3
£81-£90	—	2	2
£91-£100	1	6	7
Over £100	1	2	3
All	8	31	39

Table 7 Outcome of applications

	Male	Female	All
Cases cleared without a tribunal hearing			
Conciliated settlements	2	6	8
Withdrawn	—	1	1
private settlement	4	13	17
reasons not known*	—	—	—
Tribunal decisions			
Complaints upheld	—	2	2
Complaints dismissed			
not like or equivalent work or not same employment	1	2	3
material difference	—	2	2
other reasons	1	5	6
All	8	31	39

* Including cases where the parties reached a private settlement but ACAS were not informed and cases where the applicant found the complaint to be out of scope.

Sex Discrimination Act 1975

The Sex Discrimination Act makes sex discrimination unlawful in employment, training and related matters (including discrimination against married people on the grounds of marriage), in education, and in the provision of goods, facilities and services to the public. The Act gives individuals the right of direct access to the courts or, in employment, training and related matters, to industrial tribunals.

The Act defines various types of discrimination. Direct sex discrimination is the less favourable treatment of a person, on the grounds of his or her sex, than a person of the opposite sex is treated, or would be treated. Indirect sex discrimination involves practices which, although applied equally to both sexes, are nevertheless discriminatory in their effect (whether or not this is intentional), and which cannot be shown to be justified. In the employment field direct and indirect discrimination against married persons, as compared with unmarried persons of the same sex, are defined in similar terms. The Act also defines as discrimination the victimisation of a person who, for example, has asserted his or her rights under the Act or the Equal Pay Act.

The coverage of the employment provisions of the Act includes discrimination by employers, by employment agencies, by certain vocational training bodies, by trade unions and employers' associations, and bodies granting licences or other qualifications which facilitate the carrying on of a particular trade or occupation.

Details of applications completed

Between January and December 1982 action was completed in respect of 150 applications to industrial tribunals under the employment provisions of the Sex Discrimination Act. The figures for years since 1976 are as follows:

Year	Number of cases	Percentage
1976	243	(180)
1977	229	(256)
1978	171	(150)
1979	178	—

Tables 8-16 analyse the types of alleged discrimination involved, some characteristics of the applicants and respondents, the areas of complaint and the outcome of the applications.

Direct sex discrimination continued to be the main reason for complaint in the cases completed; 26 per cent of the applicants were male; and 63 per cent of the applications were cleared without a tribunal hearing.

Table 8 Applications analysed by type of alleged discrimination and by sex of applicant

	Male	Female	All
On the grounds of sex			
Direct	30	83	113
Indirect	8	17	25
Against married persons			
Direct	1	8	9
Indirect	—	3	3
Victimisation	—	—	—
All	39	111	150

Table 9 Applications analysed by age and sex of applicant

	Male	Female	All
Under 18	—	1	1
18-24	8	20	28
25-34	10	31	41
35-44	5	28	33
45-54	10	16	26
55-60	4	3	7
Over 60	1	7	8
Not known	1	5	6
All	39	111	150

Table 10 Applications analysed by ACAS region and by sex of applicant

	Male	Female	All
London	4	15	19
South East	6	24	30
South West	2	8	10
Midlands	9	16	25
Yorks and Humberside	5	12	17
North West	6	19	25
North	1	6	7
Wales	5	1	6
Scotland	1	10	11
All	39	111	150

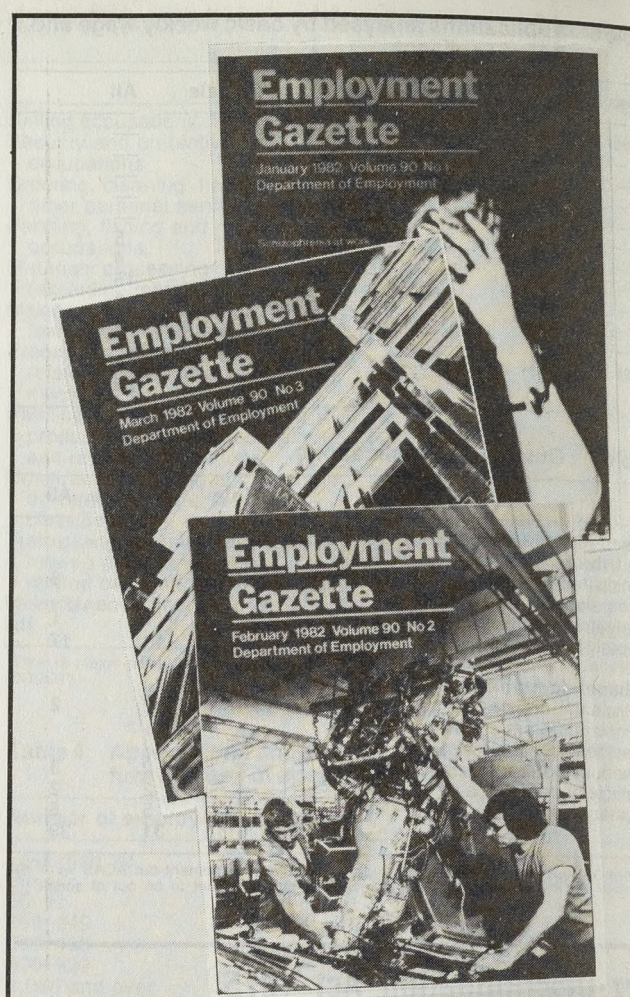
Table 11 Applications analysed by occupation* (held or applied for) and sex of applicant

	Male	Female	All
Managerial occupations (general management)	1	5	6
Professional and related occupations supporting management and administration	2	8	10
Professional and related occupations in education, welfare and health	—	6	6
Literary, artistic and sports occupations	—	2	2
Professional and related occupations in science, engineering, technology and similar fields	—	1	1
Managerial occupations (excluding general management)	1	2	3
Clerical and related occupations	3	17	20
Selling occupations	5	20	25
Security and protective service occupations	—	2	2
Catering, cleaning, hairdressing and other personal service occupations	5	18	23
Farming, fishing and related occupations	—	—	—
Materials processing occupations (excluding metal)	—	2	2
Making and repairing occupations (excluding metal and electrical)	—	8	8
Processing, making, repairing and related occupations (metal and electrical)	4	5	9
Painting, repetitive assembling, product inspecting, packaging and related occupations	6	5	11
Construction, mining and related occupations not elsewhere classified	1	—	1
Transport operating, materials moving and storing and related occupations	3	4	7
Miscellaneous occupations	8	6	14
All	39	111	150

* The 18 major groups of the Department of Employment's Occupational Classification (CODOT).

Table 12 Applications analysed by type of complaint and sex of applicant

	Male	Female	All
By applicants for employment against employers regarding:			
Arrangements made by employers for recruitment	6	4	10
Terms offered	—	4	4
Refusal to engage or to offer employment	11	16	27
By employees regarding access to opportunities for:			
Promotion	2	12	14
Training	—	1	1
Transfer	—	2	2
Other benefits	7	9	16
By employees in respect of:			
Dismissal	11	58	69
Other unfavourable treatment	1	5	6
By complainants against respondents other than employers:			
	1	—	1
All	39	111	150



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Table 13 Applications analysed by size of respondent's firm

Number of employees	All
Less than 20	24
20-49	14
50-99	7
100-249	19
250-449	11
500-999	9
1,000 and over	42
Not known	24
All	150

Table 14 Applications analysed by industry* of respondent and by sex of applicant

	Male	Female	All
Agriculture, forestry and fishing	—	2	2
Mining and quarrying	—	4	4
Food, drink and tobacco	3	11	14
Coal and petroleum products	1	9	10
Chemicals	1	1	2
Metal manufacture	4	—	4
Mechanical engineering	—	5	5
Instrument engineering	1	4	5
Electrical engineering	5	9	14
Shipbuilding and marine engineering	1	9	10
Vehicles	1	5	6
Metal goods not elsewhere specified	2	1	3
Textiles	—	1	1
Leather, leather goods and fur	—	—	—
Clothing and footwear	—	1	1
Bricks, pottery, glass, cement, etc	—	2	2
Timber, furniture, etc	—	—	—
Paper, printing and publishing	1	2	3
Other manufacturing industries	—	3	3
Construction	—	2	2
Gas, electricity and water	1	1	2
Transport and communication	2	1	3
Distributive trades	7	11	18
Insurance, banking and finance	—	4	4

Table 14 (continued)

	Male	Female	All
Professional and scientific services	1	1	2
Miscellaneous services	8	17	25
Public administration and defence	—	5	5
All	39	111	150

* Industry Orders of the 1968 Standard Industrial Classification.

Table 15 Outcome of applications

	Male	Female	All
Cases cleared without a tribunal hearing			
Conciliated settlements	10	32	42
Withdrawn by applicant	—	—	—
private settlement	1	3	4
reasons not known*	13	35	48
Tribunal decisions			
Order declaring rights	—	—	—
Awards of compensation	5	12	17
Recommended course of action	2	5	7
Application dismissed	8	24	32
All	39	111	150

* Including cases where the parties reached a private settlement but ACAS were not informed and cases where the applicant found the complaint to be out of scope.

Table 16 Compensation

	Agreed at conciliation	Awarded by tribunal
£1-£49	—	3
£50-£99	11	1
£100-£149	5	2
£150-£199	4	2
£200-£299	4	1
£300-£399	2	1
£400-£499	4	—
£500-£749	2	2
£750-£999	4	—
£1,000 and over	3	5
All	39	17

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QUESTIONS IN PARLIAMENT

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between February 15 and April 12 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.

Young people

Mr John Evans (Newton) asked the Secretary of State for Employment, since the discount rate of £14.70 per hour, compared with the full cost of £22 per hour, was being used by employers when they negotiated with further education colleges to provide the off-the-job Youth Training Scheme element, how the loss of income to the colleges would be made up.

Mr Morrison: At present colleges provide further education courses for employed young people at a discounted rate or free of charge, many of whom will in future be dealt with under the Youth Training Scheme.

The local education authorities and the Confederation of British Industry took this into account when they recently agreed the level of fees for off-the-job training at Colleges of Further Education under the Youth Training Scheme.

(March 9)

Retail employees

Mr Christopher Brocklebank-Fowler (North West Norfolk) asked the Secretary of State for Employment, if he would estimate the percentage of retail employees in Great Britain who were illegally underpaid; and if he would make a statement.

Mr Alison: A firm estimate cannot be made because the Wages Inspectorate does not inspect a statistically representative sample of employers. Precise figures are available only in respect of workers whose pay was directly examined in the course of visits to establishments. Provisional results for 1982 show that 21.4 per cent of such workers in the retail trades were underpaid. As the Inspectorate tends to concentrate its visits on establishments where underpayments are more likely to be found this figure cannot be taken as representative of all workers in the trades. A representative figure would be much lower.

(March 31)

Holiday entitlement

Mr Greville Janner (Leicester West) asked the Secretary of State for Employment, if he would introduce legislation to provide for a minimum holiday entitlement for all employees.

Mr Alison: No. The Government believes that holiday entitlement, like most

other terms and conditions of employment, should in general be a matter determined by individual or collective negotiation between employees and employers.

(March 10)

Retail price index

Mr Colin Shepherd (Hereford) asked the Secretary of State for Employment, if he would estimate the effect of the trend in the level of the retail price index on wage settlements.

Mr Alison: The fall in the retail price index to its present level of below five per cent has undoubtedly played an important role in helping to moderate the level of pay settlements, but settlements are still too high, and a further significant reduction is needed if we are to match the performance of our competitors.

(March 8)

Department of Employment Ministers

Secretary of State: **Norman Tebbit**

Minister of State: **Michael Alison**

Parliamentary Under-Secretaries of state: **Peter Morrison**
Selwyn Gummer

Apprenticeships

Sir David Price (Eastleigh) asked the Secretary of State for Employment, what discussions he had had with the chairman of the Joint Industrial Board for the Electrical Industry about possible reforms in apprenticeships in the electrical industry.

Mr Morrison: The Manpower Services Commission has reached agreement in principle with the Joint Industrial Board for the Electrical Contracting Industry on arrangements for a new training scheme for the industry to take effect in September 1983. These arrangements are a welcome example of training which gets substantially away from time-serving and age

restrictions and replaces them by training standards and modules.

(February 8)

Community programme

Mr Ivan Lawrence (Burton) asked the Secretary of State for Employment, how the community programme would assist people with managerial and supervisory skills who had been unemployed for long periods; and how they would be recruited into the programme.

Mr Morrison: The Manpower Services Commission estimate that the new programme will create between 10,000 and 15,000 jobs for people with managerial and supervisory skills. Those jobs will be advertised by the Professional and Executive Recruitment service of msc in order to ensure that they receive the widest possible circulation. It will be open to private employment agencies as well as Professional and Executive Recruitment to submit people who have been unemployed for the requisite period to those vacancies and to receive a fee if their candidates are selected for the posts. In addition those sponsoring schemes will be free to use press advertising, to make direct contacts with private agencies or to use other methods of recruitment. But if they choose to do so they will, of course, have to pay for those services like anyone else.

(March 10)

Jobcentres

Mr Peter Lloyd (Fareham) asked the Secretary of State for Employment, what changes were being made to the staffing of Jobcentres as a result of the introduction of voluntary registration.

Mr Morrison: As a result of the introduction of voluntary registration the number of staff in the local offices of the Manpower Services Commission's Employment Service Division is being reduced by 1,300 (13 per cent of the total at April 1981).

In line with the recommendations of a recent Rayner scrutiny of the Employment Service there will be a further review of the staffing needs associated with voluntary registration in the autumn when the picture becomes clearer.

(March 7)

QUESTIONS IN PARLIAMENT

Non-claimants

Mr Leslie Spriggs (St Helens) asked the Secretary of State for Employment, what was his estimate of the number and percentage of unemployed who had not registered since October 1982.

Mr Alison: Current monthly estimates are not made for the numbers of non-claimants on the old basis of registrations. Such people will be included in the overall estimates of the non-claimant unemployed which will be available from surveys from time to time.

A special count of non-claimant school leavers registered at careers offices will take place in June, July and August when their numbers are particularly large.

(April 12)

Disabled people

Mr Alfred Morris (Manchester, Wythenshawe) asked the Secretary of State for Employment, whether his Department carried out any regular surveys on employers' attitudes to disabled people as job applicants and as employees; whether there had been a recent survey; and what plans he had for any further surveys.

Mr Alison: Three research projects have been carried out into employers' attitudes towards disabled people, and towards the services the Manpower Services Commission provides for disabled people, in recent years. The first, in 1979, was conducted as part of the Commission's review of the Quota Scheme, and was used as a basis for the discussion document on the Quota Scheme published in that year. The second, of which the final report is due shortly, has been commissioned to provide material for the proposed Code of Practice on the Employment of Disabled People, and the third, also due to report shortly, was commissioned to assist in the evaluation of the Commission's Fit for Work Award Scheme. The Commission will undertake further research in this area when necessary.

(February 14)

Mr Morris went on to ask if he would list the numbers of unemployed people with a disability at the latest date for which figures were available and at the same date in each of the preceding five years; and how this estimate had been reached.

Mr Alison: The numbers of disabled people unemployed at January 1983, the latest date available, and for the same month in the preceding five years are shown below. The figures were obtained from statistical returns of disabled people who were registered for employment with

the Manpower Services Commission's Jobcentres.

Registration for employment at Jobcentres became voluntary in October 1982 and the figure for January 1983 therefore includes only those unemployed disabled people who choose so to register. That figure is therefore not comparable with figures for earlier years. More comprehensive information about unemployed disabled people is to be collected periodically by sample surveys.

(February 14)

1983	190,114
1982	193,664
1981	170,662
1980	137,063
1979	139,745
1978	148,688

Mr Morris went on to ask if he would give reasons for not publishing returns of the numbers of employed and unemployed disabled persons in the most recent issues of *Employment Gazette*; and whether this suspension of publication was to be permanent.

Mr Alison: Since November last year, when registration at Jobcentres ceased to be compulsory for unemployment benefit claimants, unemployment statistics have been compiled on a new basis from the records held at Unemployment Benefit Offices. These figures do not allow for the separate identification of disabled claimants.

The old monthly statistical series on the numbers of unemployed disabled people published in the *Gazette* has therefore been discontinued.

However, as the article on the new statistics in the September issue of *Employment Gazette* made clear, figures on the numbers and characteristics of unemployed disabled people will continue to be collected at Jobcentres, though they will of course be limited to those who choose to register for employment. These figures will be supplemented by data from sample surveys designed to cover all unemployed disabled people.

Consideration is being given to what information should be published in the *Gazette* in future about unemployed disabled people.

(February 15)

Unemployed people

Mr Dafydd Wigley (Caernarvon) asked the Secretary of State for Social Services, in how many households there were one or more persons unemployed; and what proportion of the total number of householders this represented.

Mr Alison: The information requested is not available from my Department's monthly unemployment figures. However, the 1981 Labour Force Survey shows that, in the second quarter of 1981, nearly 2.2 million households contained one or more unemployed persons. This represented 11 per cent of all households in Great Britain.

(March 1)

Industrial relations

Mr Eric Cockeram (Ludlow) asked the Secretary of State for Employment, whether he considered that procedural agreements between employers and employees should be made legally binding; and if he would make a statement.

Mr Gummer: The observance of agreed procedures is essential for orderly industrial relations, and the possibility of making procedure agreements legally enforceable was canvassed in the 1981 Green Paper on Trade Union Immunities. Legal enforceability raises a number of practical difficulties but if these could be overcome there would be definite attractions in a measure of this kind. It is one of the possibilities which the Government is examining carefully.

(March 8)

Education initiative

Mr Hal Miller (Bromsgrove and Redditch) asked the Secretary of State for Employment, what proposals had been put to him by local education authorities for support under the new technical and vocational education initiative; and what decisions had been reached upon them.

Mr Morrison: Sixty-six local education authorities submitted to the Manpower Services Commission proposals for support under this Initiative. With the valuable assistance of an expert Steering Group the Commission has examined the proposals and has recommended that 14 of them should, subject to a satisfactory outcome of detailed negotiations in each case, be supported within the resources allocated to the Initiative. These 14 proposals are from:

Barnsley	Hereford and Worcester
Bedfordshire	Hertfordshire
Birmingham	Leicestershire
Bradford	Sandwell
Clwyd	Staffordshire
Devon	Wigan
Enfield	Wirral

The Government have accepted the Commission's recommendations and have asked the Commission to enter into urgent discussions with authorities concerned so that schemes can be launched in September.

(March 25)

Labour costs

Mr John Lee (Nelson and Colne) asked the Secretary of State for Employment, if he would give the index of unit labour costs for each year from 1970 to 1982, based on 1970 = 100, for each member of the European Economic Community, the United States of America, Canada and Japan, respectively.

Mr Alison: I regret that information is not readily available in the specific form requested. However the following table gives annual percentage changes in unit labour costs.

(February 18)

Unit labour costs in manufacturing: percentage changes over previous year

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982
Belgium	3.5	8.3	4.5	5.3	15.7	14.4	2.4	5.2	1.1	1.8	6.6	—	—
Denmark	8.7	1.0	3.1	9.0	16.6	10.2	3.6	7.9	5.7	7.6	9.2	—	—
France	6.7	6.0	5.4	8.8	16.1	16.1	5.8	8.9	7.6	8.9	12.3	—	—
Germany	13.4	8.3	5.1	7.3	8.7	7.5	0.9	4.3	4.6	2.7	8.6	4.3	4.0 (Q3)
Greece	—	—	—	—	—	—	—	—	—	—	—	—	—
Ireland	11.1	10.2	11.2	10.8	15.6	26.9	7.2	11.5	8.1	13.0	19.5	—	—
Italy	14.3	12.1	6.0	12.9	18.4	34.6	10.5	17.5	11.2	9.6	13.6	—	—
Luxembourg	—	—	—	—	—	—	—	—	—	—	—	—	—
Netherlands	5.6	7.1	6.2	8.1	10.1	16.4	-0.4	4.3	2.6	2.7	2.0	—	—
United Kingdom	13.0	10.3	4.9	5.0	23.6	32.6	12.4	11.0	14.8	14.7	22.7	8.5	4.9 (Q3)
USA	7.1	0.0	0.3	1.8	13.3	8.7	3.5	5.8	7.2	8.5	11.1	6.6	8.8 (Q3)
Canada	6.1	0.5	3.2	4.4	13.2	17.9	9.0	7.3	4.3	8.6	10.9	10.3	17.2 (Q2)
Japan	5.6	12.0	3.7	10.5	26.2	12.5	-1.9	1.3	-0.5	-1.7	2.7	4.0	3.8 (Q3)

Source: OECD Economic Outlook—Historical Statistics, 1960—1980. OECD Main Economic Indicator: January 1983.

Census of Employment

Mr Dafydd Wigley (Caernarvon) asked the Secretary of State for Employment, if he would arrange for the next census of employment to have its data analysed by age-group.

Mr Gummer: No. Age analyses of employees are available from the Census of Population and sample household surveys such as the labour force survey. The extra burden on employers of also collecting this information in the Census of Employment would not be justified.

(February 21)

Industrial tribunals

Mr Frank Field (Birkenhead) asked the Secretary of State for Employment, what training or other facilities were available to assist: (a) chairmen and (b) members of industrial tribunals in carrying out their functions.

Mr Gummer: Chairmen of industrial tribunals, who must be barristers or solicitors of not less than seven years' standing, sit in on tribunal cases on appointment and are provided with a comprehensive handbook on relevant legislation and procedure and an appeals case index.

Regional chairmen, who attend conferences twice a year, are responsible for disseminating information gained to other chairmen in their region. The other members of industrial tribunals, who have considerable industrial relations experience, attend a three-day seminar on appointment (including sitting in on a case) and annual one-day seminars subsequent-

ly, at which they are briefed on any changes in the law or tribunal procedures. All tribunal members receive copies of relevant Acts, Statutory Instruments, guides and explanatory booklets on a continuing basis and have access to the law library at the appropriate Regional Office.

(March 4)

Registered unemployed

Mr Dafydd Wigley (Caernarvon) asked the Secretary of State for Employment, how many persons aged 18, 19 and 20 years there were now registered as unemployed; and how many of these it was estimated have been on one or more of the youth opportunities programme schemes.

Mr Alison: There were 194,251 unemployed claimants aged 18, and 175,595 unemployed claimants aged 19 as at January 13, 1983 in the United Kingdom. Separate figures for those aged 20 are not available. Information is not available on the number of those who have been on one or more of the Youth Opportunities Programme schemes.

(March 15)

Paternity leave

Mr Greville Janner (Leicester West) asked the Secretary of State for Employment, if he would introduce legislation to

provide for paternity leave to enable wives to have their husbands with them when their children were born and when they brought their babies home.

Mr Gummer: The Government recognises the value of paternity leave, but believes that it is a matter best left to employers and employees to arrange through individual negotiation or collective agreement.

(March 10)

Equal Pay Act

Miss Joan Lestor (Eton and Slough) asked the Secretary of State for Employment, when he expected to seek to amend the Equal Pay Act following the judgment by the European Court of Justice; and if he would make a statement.

Mr Alison: We propose to introduce an Order to amend the Equal Pay Act in the light of the European Court judgment later this Parliamentary session. The Order will be made under Section 2(2) of the European Communities Act 1972. A draft Order was published for consultation purposes on February 16 and we are at present considering the responses received.

(April 12)

Training places

Mr John Lee (Nelson and Colne) asked the Secretary of State for Employment, if he would make a statement on progress in achieving his target in places for youth training initiative schemes.

Mr Alan Haselhurst (Saffron Walden) asked the Secretary of State for Employment, how many places under the youth training scheme had now been guaranteed by sponsors.

Mr Morrison: Major employers nationally have so far promised 65,000 places on the scheme, and 100,000 new training places under the Youth Opportunities Programme are now ready for conversion. At local level, discussions about the scheme are taking place with thousands of potential sponsors and I am confident the target of 460,000 entrants to the scheme this year will be met.

(April 12)

Youth Opportunities Programme

Mr Jim Craigen (Glasgow, Maryhill) asked the Secretary of State for Employment, when he next intends to raise the allowance for those on the youth opportunities programme.

Mr Morrison: We have no present intention of raising the allowance for those on the Youth Opportunities Programme.

(March 3)

Socio-economic groups

Mr Michael Meacher (Oldham West) asked the Secretary of State for Employment, what was the current unemployment rate nationally and for each of the five socio-economic groups separately; and what had been the equivalent figures in mid-1979.

Mr Gummer: Information is available from the European Community Labour Force Survey. The latest available estimates of the proportion of the economically active population who are out of employment come from the 1981 survey. These, and estimates from the 1979 survey, are shown in the table below. Those people who have never worked, and some of those who have not worked for a considerable time, are not allocated to a socio-economic group and therefore are not reflected in the unemployment rate for socio-economic groupings. These people, who make up about 30 per cent of the unemployed identified in the survey, are however included in the all persons figure shown in the table.

(March 31)

Unemployment rates by SEG: 2nd Quarter: GB

SEG groups*	Per cent	
	1979	1981
Professional (3, 4)	1.0	2.1
Employers, managers (1, 2, 13)	1.6	3.4
Other non-manual (5, 6)	2.3	4.0
Skilled manual (8, 9, 12, 14)	3.3	8.3
Semi-skilled manual (7, 10, 15)	5.1	9.5
Unskilled manual (11)	8.3	12.9
All persons	5.0	9.5

* Figures in brackets are the socio-economic groups included in each category as defined in Classification of Occupations 1980 HMSO.

Closed shop

Mr Harold Walker (Doncaster) asked the Secretary of State for Employment, if he intended that the revised code of practice on the closed shop should become operative in advance of the relevant sections of the Employment Act 1982.

Mr Gummer: The great majority of the closed shop provisions of the 1982 Employment Act are already in force. The draft revised Code of Practice on the Closed Shop issued for consultations on December 8 last year reflects these provisions and

distinguishes between them and those due to take effect later on the balloting of existing closed shop arrangements. It is of course in the interests of employers to ensure that ballots are carried out before the balloting requirement comes into force in 1984, because otherwise they will have no defence against complaints of unfair dismissal arising out of the operation of closed shop agreements. That is why it is essential for the revised Code to contain guidance on the balloting requirement. Subject to Parliamentary approval, the revised Code will be brought into force as soon as possible.

(February 14)

EMAS doctors

Mr Barry Jones (East Flint) asked the Secretary of State for Employment, how many Employment Medical Advisory Service doctors were employed in 1978, 1979, 1980, 1981 and 1982, respectively; and if he would make a statement.

Mr Gummer: The information requested is as follows:

	Number of doctors employed by the Health and Safety Executive's Employment Medical Advisory Service on:				
	April 1 1978	April 2 1979	April 1 1980	April 1 1981	April 1 1982
Full-time doctors	68	67	65	70	56
Part-time doctors	31	31	30	26	28
All	99	98	95	96	84

The figures for April 1 1982 were unusually low because of a number of vacancies for posts of full-time doctors. Some of these vacancies have now been filled and these, taken together with action being undertaken on the remaining vacancies, should result in the Health and Safety Executive employing 88 EMAS doctors (64 full-time and 24 part-time) within the next few months.

(February 14)

Job splitting

Mr Gareth Wardell (Gower) asked the Secretary of State for Employment, if he would give his reasons for stipulating a minimum of 15 hours per week for employees participating in the new job splitting scheme rather than a 16 hours per week minimum.

Mr Alison: The minimum of 15 hours per week was set to give employers the maximum flexibility in working out patterns for part-time work created under the Job Splitting Scheme.

(February 28)

Unemployment statistics

Mr Leslie Spriggs (St Helens) asked the Secretary of State for Employment, if he would reconsider the manner in which unemployment statistics were published in order to show the number of unemployed men, women and school leavers in each parliamentary constituency and to indicate how many people had been unemployed for one, two, three or four years, respectively; and if he would make a statement.

Mr Gummer: The possibility of supplementing the current analyses of unemployment by compiling figures for parliamentary constituencies is under investigation. Analyses by duration for periods exceeding one, two and three years is already available; and a further distinction at four years will be available for April and subsequently.

(April 11)

Industrial noise

Sir Dudley Smith (Warwick and Leamington) asked the Secretary of State for Employment, what was the policy of Her Majesty's Government towards the proposed European Economic Community Directive on Industrial Noise and the implications that this had for British Industry.

Sir Dudley Smith went on to ask what representations he had received from industry, the trade unions and other interested parties over the proposed European Economic Community Directive on Industrial Noise.

Mr Gummer: My right hon Friend and I have been awaiting proposals for legislation to secure the protection of hearing from noise at work from the Health and Safety Commission (HSC), which published a consultative document on this subject in 1981. The European Commission has more recently proposed a Council Directive which would require all Member States to introduce harmonised legislation on this matter; I am therefore awaiting advice on the contents of this proposed Directive from the HSC, which is collecting comments from the CBI, the TUC and other interested parties. The Government will determine its attitude to the proposed Directive in the light of the HSC's advice.

Ministers have received a number of letters from associations of employers concerned about the cost of implementing some of the measures which the European Commission has included in its proposal. The Health and Safety Commission is aware of these comments and will take them into account.

(February 23)

Employment topics

Redundancies

Reported as due to occur

□ The number of redundancies, in groups of ten or more workers, which had been confirmed by the Manpower Services Commission at April 1, 1983 as due to occur up to January 1983, are given in the table below. The provisional numbers so far reported for February and March 1983 are 25,200 and 22,800 respectively. After allowing for further reports and revisions, the final totals are likely to be around 28,000 for February and 30,000 for March. This compares with average monthly figures of 33,000 in 1982 and 44,000 in 1981.

Redundancies reported as due to occur*: Great Britain

	All	Jan		1982	1983
1977	158,400	15,900	Jan	26,800	30,000
1978	172,600	11,200	Feb	30,000	
1979	186,800	11,800	Mar	38,600	
1980	493,800	24,700	Apr	37,200	
1981	532,000	44,500	May	30,300	
1982	398,000	26,800	Jun	29,300	
1983	—	30,000	Jul	35,400	
			Aug	29,800	
			Sep	29,000	
			Oct	36,400	
			Nov	32,600	
			Dec	42,400	

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

Advance notifications

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

However many notified redundancies do not take place and there is no statutory requirement to notify withdrawals. A better measure of redundancies involving ten or more employees actually due to occur is provided by Manpower Services Commission reports. (See "Redundancies: reported as due to occur".)

1982	
Oct	70,251
Nov	73,323
Dec	62,504
1983	
Jan	70,968
Feb	55,853
Mar	57,585

Notes: Section 100 of the Employment Protection Act 1975 requires employers to notify the Secretary of State of impending redundancies involving ten or more employees within certain time limits. A full description of statutory notification figures is given in an article on page 260 in the June 1981 issue of *Employment Gazette*.

Redundancy fund

□ During the period October 1, 1982 to December 31, 1982 (inclusive) 152,161 employees (including Government staff) received Statutory redundancy payments amounting to £197,200,000. Of this amount £106,700,000 (nett of rebate) was paid by employers and the balance of £90,500,000 was paid from the Redundancy Fund. The Fund is financed by contribu-

tions from employers and employees. Analysis of the figures for all payments made during the quarter shows that industries in which the highest redundancies were recorded (figures to the nearest 100) are, distributive trades (15,100), construction (14,000), mechanical engineering (13,700), miscellaneous services (10,500) and vehicles (10,300).

Community service

□ Community Service Volunteers, the national volunteer agency, came of age this month. It is 21 years since the very first csv, Nigel Potter, began work in a Glasgow approved school—and in April 1983 csv's 50,000th volunteer, Caroline Chalmers, will complete four months of full-time community service with mentally handicapped adults at Roehampton Hostel, Putney.

The aim in setting up csv was to give all young people the chance to tackle community problems here in Britain. Volunteers, aged between 16 and 35 and from every kind of background, work full time for up to 12 months in projects throughout the range of personal and social services, receiving just their board and lodging and pocket money. Often they demonstrate new ways of tackling familiar problems—for example, providing physical care for severely disabled people to enable them to live in their own homes.

Throughout its 21 years, csv has sought to explore new areas and put new ideas into practice. Now in addition to its Volunteer Programme, the Advisory Service encourages community involvement in education through publishing resource materials, organising training and workshops and setting up local pilot projects: media projects are based with 15 radio and TV companies to provide the back-up to "social action" broadcasts; and ten youth employment schemes involve over 2,000 young unemployed people in community service and training. Funding comes from Government departments, local authorities, trusts and foundations, sales and individual donations.

HSE library

□ On May 23 the Health and Safety Executive's library and public information section will be moving from Baynards House in London to Bootle.

The new address is HSE Library and Information Service, St Hugh's House, Trinity Road, Bootle, Liverpool L20 3QY. Telephone: (051) 951 4000.

Other HSE libraries will not be affected by the move.

Helping young people

□ A review of some current training and work experience schemes has been prepared by Edwin J. Singer and Dr Ron Johnson, Manpower Services Commission (MSC) and the Institute of Personnel Management (IPM).

It was commissioned by the MSC as part of its preparation for the Youth Training Scheme (YTS) which will be fully operational in September 1983. Currently there are a bewildering array of different programmes for young people between the ages of 16 and 18. An effect of the YTS will be to co-ordinate many of these so that they will be based on a common philosophy and approach.

Existing schemes

The authors studied 40 existing schemes of various types, each said to be of high quality, to discover whether there was an answer to the question "What makes a good scheme good?". This booklet answers that question; and demonstrates that there are a number of fundamental prerequisites which organisers of YTS schemes should follow. The report also raises some fundamental issues about the school system and the careers service.

In a foreword Geoffrey Holland, Director of the MSC, said they welcomed and accepted this report of an independent study of a number of current training schemes for young people.

Investigation

In addition to its value to the MSC, the report will also form part of the input to an international investigation commissioned by CEDEFOP (the European Centre for the Development of Vocational Training, Berlin).

The study draws attention to significant features of schemes such as the importance of quality control and quality development; careers advice and guidance; and the training of scheme organisers and tutors.

Helping young people to learn, 34 pp. ISBN 0 85292 329 5. A4 paperback £3.50 (IPM members only)/£4.50 + 32p p & p.

Special exemption orders

□ The Factories Act 1961 and related legislation restricts the hours which women and young people (aged under 18) may work in factories. Section 117 of the Factories Act 1961 enables the Health and Safety Executive, subject to certain conditions to grant exemptions from these restrictions for women and for young people aged 16 and 17, by making special exemption orders in respect of employment in particular factories. Orders are

valid for a maximum of one year, although exemption may be continued by further orders granted in response to renewed applications.

During the quarter ended March 31, 1983 the Health and Safety Executive has granted or renewed special exemption orders relating to the employment of 34,371 women and 3,083 young persons. At the end of the period 152,344 women and 16,111 young persons were covered by 3,422 orders.

Managers

□ The Institute of Personnel Management and Roffey Park Institute, Horsham, Sussex, with the support of the Manpower Services Commission, is organising a series of YTS scheme managers' workshops of two days duration designed to answer the practical questions which the new scheme demands.

The workshop will be tutored by a team of specialists from Roffey Park who have extensive experience of company training, further education, assessment techniques, vocational guidance and MSC programmes.

In addition, Dr Ron Johnson or Edwin Singer, joint authors of two publications on the new training initiative, will take part.

The objectives are: to offer practical guidelines in the design, planning, implementation and management of programmes, to create practical checklists and action plans, tailored to the needs of individual members, and to explore the range of components in a scheme which may contribute to effective learning for youngsters.

Agents

The workshop will be based on a mixture of short presentations, syndicate work, discussions and practical exercises. It is designed for sponsors, scheme managers or potential scheme managers from the private or public sector, further education and individuals acting as managing agents.

Subjects include the role of a scheme manager; production of master checklists for the successful management of the scheme; an examination of the relationship between scheme managers and other parties involved in the scheme; the role of scheme trainers; key trainer qualities; approaches to monitoring the progress of youngsters and providing guidance and production of individual action plans. Pre-course

reading will be provided as well as extensive documentation throughout the workshop as the basis for post-course guidance.

The two day residential programmes will be held at Roffey Park Management College, Forest Road, Horsham, West Sussex on the following dates: May 23-25; June 13-15; June 15-17; July 25-27; July 27-29.

The programme will commence at 18.00 on the first day and finish at 16.00 on the last day. Fees including all residential costs and documentation £250 + £37.50 VAT.

Women at work

□ The difficulties and problems encountered by women returning to work after bringing up children are studied in two reports published by the Manpower Services Commission.

The research, which was carried out by City University Business School, was undertaken because many women no longer choose between marriage and a career and are returning to work after the birth of their children. They have an active employment life of around 30 years, but few women, even the well qualified, are able to return to promising careers at the same level as before. Valuable training and skills are therefore lost to them and to their employers.

Project report

A Re-entry and Retainer Scheme for Women is a report of a project designed to assist women wishing to return to careers in National Westminster Bank. The report looks at the provision of a short re-introduction course to enable women to resume their careers (Re-entry scheme), and how women keep in touch with their careers by periodic training in order to return to full-time work (Retainer scheme).

Managing or Removing the Career Break is a report of a workshop held in December 1981. The workshop brought together representatives from professional bodies, company personnel and training specialists, industrial training board advisers, lecturers and trade unionists.

Various initiatives on managing the career break were presented for women in engineering, medicine, dentistry, social work, banking and computer programming. The report contains information on the various initiatives to enable companies, professional institutions and education centres to consider the needs of women in their organisations. It also details the kind of activities which may be possible to enable them to make the most of their women employees' talents by helping to manage their career break.

Copies of the publications are available, free of charge, from: Manpower Services Commission, Room W406, Moorfoot, Sheffield S1 4PQ.

The "Re-entry and Retainer scheme for Women" is also available in French.

A man's world

□ Women are reluctant to train in skills that are traditionally learned by men, judging by the poor response from women to the Manpower Services Commission's courses in subjects like engineering, joinery and construction. So the MSC is conducting a research project to find out why.

Only three or four per cent of trainees at MSC Skillcentres are women, despite efforts to break down the traditional job boundaries.

"We would like to discover the reasons so we can, if necessary, make recommendations on how MSC procedures, staff training and instruction might be modified," an MSC spokesman said.

The research comprises a postal survey of women who enquired about Skillcentre training but never completed the application procedure; interviews with Jobcentre staff who deal with applications and enquiries about training; and interviews with male and female Skillcentre trainees and centre staff.

Anyone who has tried—or just thought of applying—to learn one of the traditionally "male" trades at a Skillcentre and then had second thoughts is asked to write for a questionnaire.

The address is Room W602, Manpower Services Commission, FREEPOST, Sheffield S1 4BR (no stamp needed) or ring Chris Colcutt on Sheffield (7042) 703931.

Job seeking

□ "Unemployment is a grim fact of life for millions. The job seeker, whether a school leaver, a graduate or someone who finds himself unemployed in mid-career, faces the fiercest competition in an environment which can suddenly seem hostile and heartless," says the IPM.

Crucially important for survival, and ultimate success, is a strong personal armoury of resilience and professionalism. This is the main thrust of a practical guide *How to get a job*, the third edition of which has just been published by the Institute.

How to get a job 144 pp. ISBN 0 85292 321 X, A5 paperback. The Institute of Personal Management, price, members: £2.36 plus 62p p&p, non members: £2.95 plus 62p p&p.

Safety footwear

□ Further standards covering protective industrial clothing and electrical equipment are outlined in a consultative document published as part of the Health and Safety Commission's programme of possible approvals for a limited number of product standards. The Commission now seeks comments on its proposal to approve the remaining two parts of the standard, following its approval in January this year of BS 1870: Part 1: 1979 "Specification for safety footwear other than all rubber and all plastic moulded types".

These are BS 1870: Part 2: 1976 "Specification for lined rubber safety boots". This specifies the requirements for two types of lined rubber safety boots—those with safety toe-caps and protective mid-soles and those with safety toe-caps only; and

—BS 1870: Part 3: 1981 "Specification for polyvinyl chloride moulded footwear". This specifies the requirements for polyvinyl chloride (PVC) moulded footwear, particularly those made by injection moulding and covers those with safety toe-caps and protective mid-soles and those with safety toe-caps only.

Comments

Comments on the consultative document should be sent to Mr I S Hatton, Health and Safety Executive, Room 416, Baynards House, Chepstow Place, London W2 4TF. To reach him not later than July 29, 1983.



**Health &
Safety
Executive**

Address queries to:
Health and Safety Executive
1-13 Chepstow Place
Westbourne Grove
London W2 4TF

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Industrial Air Pollution Health and Safety 1981. HMSO £4.00. ISBN 0 11 883661 7

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Safe systems of work for paper making machines HMSO £2.00. ISBN 0 11 883674 9

***PWR: Some aspects of safety in pressurised water reactors** HSE £15.00. ISBN 0 7176 0 118 8

** Available only from Public Enquiry Point, HSE, Baynards House, 1 Chepstow Place, London W2 4TF*

Approved codes of practice

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