

Employment Gazette

July 1983 Volume 91 No 7
Department of Employment

① STATS. R. RM.
42 C 11/13 (1)

② STATISTICS
BACK-UP
43 C 10

BRITISH LIBRARY
- 5 AUG 1983
OF POLITICAL AND
ECONOMIC SCIENCE

Contents

- 5 AUG 1983

Price £2.35 net

OF POLITICAL AND
ECONOMIC SCIENCE



Cover picture

Cars nearing completion on the final 800 feet long stage of the *Maestro* trim and final assembly. This month's case study (pp 318-320) presents a survey of some job applicants at the Austin Rover Group at Cowley.

EDITOR

Steve Reardon

DEPUTY EDITOR

John Pugh

ASSISTANT EDITOR

Michael Webb

STUDIO

Kenneth Prowen

Christine Holdforth

Employment Gazette is the official journal of the Department of Employment, published twelve times a year by Her Majesty's Stationery Office © Crown copyright 1983.

Communications about the contents of this journal should be addressed to the Editor, *Employment Gazette*, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF (01-213 3202).

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

SUBSCRIPTION AND SALES

Annual subscriptions inclusive of postage £32.76

All communications concerning subscriptions and sales of *Employment Gazette* should be addressed to Her Majesty's Stationery Office at any of the following addresses: 49 High Holborn, London WC1V 6HB; Chichester Street, Belfast BT1 4JY; The Hayes, Cardiff CF1 1JW; 13a Castle Street, Edinburgh EH2 3AR; 258 Broad Street, Birmingham B1 2HE; Southey House, Wine Street, Bristol BS1 2BQ; 39 Brazennose Street, Manchester M60 8AS.

ADVERTISING

Advertising enquiries should be made to Department of Employment, Inf3, Caxton House, London SW1H 9NF (01-213 5541).

ADVERTISEMENTS

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

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

EMPLOYMENT BRIEF

| | |
|---|-----|
| Government plans autumn legislation for democracy in trade unions | 275 |
| Refresher courses open for specialists | 276 |
| Arbitration service urges employers and unions to prepare for economic change | 277 |
| Policy makers to get improved information service on research into employment | 278 |
| Scheme compensates over 400 workers dismissed in closed shop without legal remedy | 279 |

SPECIAL FEATURES

| | |
|--|-----|
| Workplace industrial relations—results of a new survey of industrial relations practices | 280 |
| Impact of YOP on a rural labour market | 290 |
| Labour Force Survey changes | 295 |
| Stoppages caused by industrial disputes in 1982 | 297 |
| Democracy in trade unions | 305 |
| Statutory wage regulation in 1982 | 308 |

QUESTIONS IN PARLIAMENT

| | |
|---|-----|
| School leavers—Young people—Vocational education—Job vacancies—Employee participation—Employment measures—Wage deductions—Trade unions—Labour force—Single parent wage—Retail prices—MSC cash limits—Price increase—Job release—Health and safety | 310 |
|---|-----|

EMPLOYMENT TOPICS

| | |
|---|-----|
| Unregistered unemployment—Approval scheme—Advice scheme—New Earnings Survey—Open Tech—Redundancies: confirmed as due to occur—Redundancies: advance notifications—Redundancy Fund—Disabled jobseekers—Safety lights—Structure matters—No radiation risk—Manpower prize—Trainer training—Special exemption orders—Voluntary projects—Baling machines—Industrial relations—Learning—New guide—Alcohol abuse—Young and jobless—Jobseekers' aid—Work research—Skill training—Career guides—Licence fees—Safety policies | 313 |
|---|-----|

CASE STUDY

| | |
|--------------------|-----|
| A vehicle for work | 318 |
|--------------------|-----|

REPRODUCTION OF ARTICLES

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

Free Department of Employment leaflets

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

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

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

Employment legislation

A series of leaflets giving guidance on current employment legislation.

| | | |
|----|--|------------|
| 1 | Written statement of main terms and conditions of employment | PL700 |
| 2 | Procedure for handling redundancies | PL706 |
| 3 | Employee's rights on insolvency of employer | PL718 |
| 4 | Employment rights for the expectant mother | PL710 |
| 5 | Suspension on medical grounds under health and safety regulations | PL705 |
| 6 | Facing redundancy? Time off for job hunting or to arrange training | PL703 |
| 7 | Union membership rights and the closed shop | PL708(rev) |
| 8 | Itemized pay statement | PL704 |
| 9 | Guarantee payments | PL724 |
| 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 etc 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 Gibraltar | 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 | |
| | Describes the help available to employers from the Careers Service | PL690 |
| | Help for handicapped young people | |
| | A guide to the specialist help available from the Careers Service | PL675 |

Quality of working life

| | | |
|--|---|-------|
| | Work Research Unit | |
| | Practical advice and help available for those in industry, commerce and the public services who want to improve the quality of working life | PL661 |
| | Work Research Unit—1981 Report of the Tripartite Steering Group on Job Satisfaction | |
| | Meeting the challenge of change | |
| | Guidelines for the successful implementation of changes in organisations | PL687 |
| | Meeting the challenge of change | |
| | Summaries of case study reports produced as a result of monitoring change programmes in 12 British organisations | PL688 |

Employment agencies

| | | |
|--|---|----------------|
| | The Employment Agencies Act 1973 | |
| | General guidance on the Act, and regulations for uses 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 | |
| | Background information about some immigrant groups in Britain | PL679 |

Miscellaneous

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

EMPLOYMENT BRIEF

Government plans autumn legislation for democracy in trade unions

Computers create new job opportunities

The increasing use of computers by many employers is creating new job opportunities for trained people.

And in Bolton, a local computer systems company, and the Manpower Services Commission are joining together in an ambitious scheme to provide youngsters with the skills they need for computer-related careers.

B and B Computers will train young people in commercial computer applications under the new Youth Training Scheme. They are to offer 12-months training, to over 70 local school-leavers. The first group will begin training this month.

The programme begins with a week's induction, followed by 13-weeks "off-the-job" training in the company's training centre. Then the youngsters will be able to follow a choice of areas—the electronic office, visual word processing, accounting and general clerical skills.

They will then go to outside placements with local employers for "on the job" work experience. The youngsters will have the opportunity of studying for a recognised office skills qualification, the BEC general certificate.



John Blackburn of B and B Computers signs a YTS managing agency agreement with MSC programme assessor Andrea Molyneux. Also pictured (standing) is 17-year-old Janet Dawson, a former YOP trainee with B and B, who now works full-time with the firm.

The events of recent weeks had made it abundantly clear that trade unionists were insistent on having a greater democratic voice in the affairs of their unions, Mr Norman Tebbit, Secretary of State for Employment said in the House of Commons. His Bill, he said, would respond to that demand.

He was announcing the Government's conclusions following the consultations on the Green Paper Democracy in Trade Unions and outlining the legislative proposals he would lay before Parliament when the House reassembles in the autumn. He had published a paper (full text on pages 305-307) explaining the proposals and providing an opportunity for consultations on them.

Responses

"Numerous detailed and thoughtful responses to the Green Paper were received from employers, employers' organisations and individual trade unions, including some affiliated to the TUC," Mr Tebbit said in his statement to the House.

"These confirmed that there is widespread concern about shortcomings in trade union procedures for elections and for consulting their members on major issues, particularly on strike decisions. There is undoubtedly widespread support

for legislation to safeguard the rights of members in relation to their unions.

"As foreshadowed in our election Manifesto the legislation will cover three main issues: trade union elections, strikes and the political activities of trade unions.

"First, elections. The legislation will require elections to the governing bodies of trade unions to comply with the following principles:

- voting must be secret and by ballot paper
- there must be an equal and unrestricted opportunity to vote
- every union member should be able to cast his vote directly.

"These principles are not a legal strait-jacket. They are the minimum necessary to ensure free, fair and democratic elections. Within them, trade unions will be free to

Continued on next page

Equal pay law to be changed

The Equal Pay Act 1970 is to be amended to allow a woman or a man to claim equal pay for work of equal value where no job evaluation scheme exists. A woman will also be able to claim equal pay if such a scheme discriminates by sex.

Following wide ranging consultations on possible amendments to the Act, Mr Alan Clark, Parliamentary Under Secretary of State for Employment, has laid a draft Order before Parliament to amend the Act.

The present provisions for a woman to claim equal pay if her work is the same, or broadly similar to, that of a man, or if their jobs have already been rated as equivalent under job evaluation, will continue.

Industrial tribunals will be able to appoint independent experts to assist them in deciding whether a woman's job is of

equal value to that of the man with whom she seeks to compare herself. The Advisory, Conciliation and Arbitration Service will designate the list of experts. The expert's report will involve an appraisal of the demands made on the workers in the two jobs being compared: for example effort, skill and decision making. It will not necessarily amount to a formal job evaluation.

To deal with equal value claims, new regulations will be required to govern the procedure of industrial tribunals. A draft of these procedure regulations will be available for comment later.

An explanatory note of the operation of the procedure as a whole can be obtained from the Department of Employment, MP11A1, Level 1, Caxton House, Tothill Street, London SW1H 9NF.

Democracy in trade unions

Continued from previous page.

constitute their governing bodies in the way they judge will best serve their members' interests and to decide on the form of ballots.

"Secondly, strikes. The consultations have shown continuing concern about the way in which strike decisions are taken. Accordingly, I propose that if a trade union orders or endorses industrial action by its members in breach of their contracts of employment without first consulting those members in a secret ballot, that trade union should lose immunity from the normal civil law consequences of its action. This will give the community more protection against irresponsible industrial action and provide new safeguards for trade union members themselves against being required to strike without their consent.

Agreements

"I also expect in due course to consult on the need for industrial relations in specified essential services to be governed by adequate procedure agreements, breach of which would deprive industrial action of immunity.

"Thirdly, the political activities of trade unions. The Government accepts that a trade union should be able to adopt political objectives and to set up a political fund. However, I believe that the authorisation of a political fund should be subject to review by a periodic ballot of the membership. The present members of trades unions should not be bound forever by a ballot that may well have been taken before any of them were born. I propose that the 1913 Act should be amended to require that political objectives and funds should be submitted to ballot at least every 10 years.

Levy

"For some years there has been disquiet over the operation of the system for contracting out of the political levy. I therefore intend to invite the TUC to discuss the arrangements which trade unions themselves might take to ensure that their members are fully aware of their statutory rights and able to exercise them freely and effectively. I hope that the trade unions will be willing to take such steps. If that hope is disappointed I would be ready to introduce measures, as we made clear in our manifesto, to guarantee a free and effective right of choice."

Refresher courses open for specialists

Open Tech Programme, the new training initiative that helps Britain's technicians and supervisors to update their skills without disrupting their work, has launched nine new projects, aimed at specialists in fields as diverse as lift technology and farm management.

Funded on a start-up basis by the Manpower Services Commission, the schemes are proposed by a variety of organisations who then provide open learning packages that allow workers to study when and where it suits them.

This may mean the use of written material, seminars, evening classes, visits to drop-in learning centres or video and audio tapes—in fact any medium that provides open and distance learning.

Seven projects were already operating before the latest were announced, and more are in the pipeline.

The Commission has recommended that the Open Tech budget for 1983-84 be doubled to £8m, emphasising the MSC's commitment to improve the country's adult training provision. The latest projects will cost £1.5 million.

"Open Tech is aimed at some of British industry's key personnel—men and women who need to keep up-to-date but often can't spare the time to learn," said the Open Tech director, Dr George Tolley.

"These new projects, and others on the way, will help to satisfy that need, and we expect that some 20,000 people per year will eventually benefit from projects run under the Open Tech Programme."

Projects are of two types—operational (aimed directly at the provision of learning) and supporting (helping other projects).

The latest operational projects are aimed at workers in lift technology, the fibreboard industry, technical supervision, printing and graphics, farm management, the construction industry and electronics.

Three type to jobs success



Merseyside's new business partners (l to r) Janet Roberts, Mandy Card and Del McCallum, all set to start typing.

The future looks bright for three Liverpool girls who have typed themselves into jobs—and their own commercial partnership.

Mandy Card, Del McCallum and Janet Roberts, met nine months ago when they were among the first to train under the Training Opportunities scheme at a centre in Liverpool's Toxteth district set-up with Manpower Services Commission support.

They spotted the market for secretarial services and set up their own business, "The Type-Right-Typing Agency" in the centre of Liverpool. They offer typing, temping, photocopying and other commer-

cial services to businesses and organisations on Merseyside.

The idea to start their own business came partly through people calling at the training centre and asking for typing to be done. Centre manageress, Lola Thomas, encouraged the three girls to consider this demand. They then carried out research, established there was a market and set about going into business.

They applied to the Prince's Trust and were rewarded with a grant. In addition they have support from the training centre which has provided office equipment to start the new venture.

Arbitration service urges employers and unions to prepare for economic change

Industrial relations in 1982 continued to be influenced by high levels of unemployment, little growth in output and significant further redundancies. That is the message of the *Advisory, Conciliation and Arbitration Service Annual Report 1982** published recently, which also urges all concerned with industrial relations to make positive efforts to prepare for an upturn in the economy.

Training bodies boost youth scheme

Two training organisations have agreed to provide about 30,000 places on the Youth Training Scheme.

The largest single contract has been awarded by the Manpower Services Commission to the Construction Industry Training Board, which will become a managing agent for the industry with about 21,000 YTS trainees.

Up to 10,000 young people could benefit from places on the YTS under a contract awarded to the Clothing and Allied Products Industry Training Board.

The Construction ITB will be providing training and work experience across the country for three extra school leavers in 1983-84 for every two school leavers taken on under the CITB's new entrant training schemes in 1982-83.

The contract, worth £41 million, was signed in London by MSC chairman David Young, CITB chairman Leslie Kemp and CITB director Russell Gardner.

Mr Peter Morrison, Minister of State for Employment, attended the signing ceremony for the contract with the Clothing and Allied Products ITB.



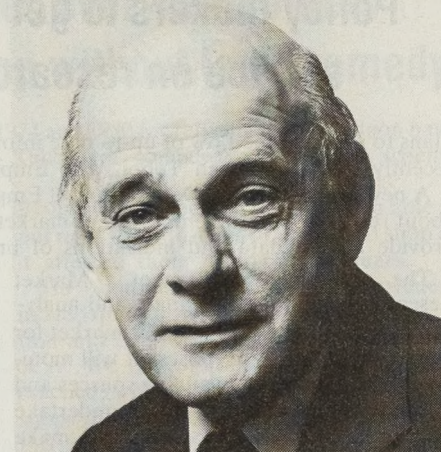
At the signing of a major YTS contract are (from l. to r.) Minister of State Peter Morrison, CAPITB chairman Bill Beattie, MSC chairman David Young.

The ACAS chairman, Mr Pat Lowry in a statement said: "In the course of 1982 ACAS, among other activities, conciliated in 1,865 collective disputes and in 46,000 complaints in which individuals alleged that their employer had broken a statutory employment right. We handled 284,000 individual inquiries on a wide range of industrial relations matters. We were involved in no fewer than 10,800 separate advisory meetings with employers and also with trade unions. We carried out 515 in-depth exercises for the purpose of diagnosing and assisting towards the solution of various industrial relations problems. In 96 of these exercises we were instrumental in setting up joint working parties of managers and employees through which they were assisted towards a better understanding of the nature of their problems and to developing their own solutions."

The report points out that pay and other terms and conditions of employment were again the most frequent issues in the disputes referred, accounting for 977 (60 per cent) against 969 (56 per cent) in 1981. As in previous years, trade union recognition was the second largest cause of disputes (14 per cent of completed cases as in 1981).

Changes

There have been noticeable changes in both management and trade union organisation. The decline in the numbers and influence of personnel managers "has gone a little beyond what might simply have been expected from the impact of the recession and reversed a trend that had been a notable feature of industrial relations in the previous decade". The report says that this may be partly due to cost-cutting falling hardest on support services during a period of recession. It is also part of a more general change in philosophy to return as much responsibility for management as possible to the line manager and in particular to the first line supervisor. ACAS says employers should consider the extent to which they can reduce the number of personnel specialists since line managers will continue to look to them for counsel and advice.



Pat Lowry ... "positive efforts".

Today's overall industrial relations climate, ACAS says, creates particular problems and opportunities for management. Their view is that, with any up-turn in the economy, management may find, where care has been taken during the period of recession to continue to foster or maintain good relationships with union representatives and to promote joint consideration of the enterprise's problems, the company will be better placed to ensure any future problems being more easily overcome.

Challenges

Current conditions also present challenges for trade unions, says the report. As employers extend their communications systems, unions will need to monitor the effectiveness of their own arrangements to make sure they are always in touch with their members.

Public sector disputes accounted for a high proportion of the working days lost in 1982. ACAS sees this as a major problem of present-day industrial relations and one that is likely to persist—emphasising the need to develop satisfactory systems of pay determination in the non-trading public sector, such as central and local government, education, the health service.

Of itself the cash limit system does not facilitate collective bargaining on pay and can have the effect of pre-empting negotiations which still have to take place. It may lead also to an early, perhaps unrealistically low, offer which management may find difficulty in improving because of its apparent inconsistency with stated Government policy. This can create the impression of an inflexible bargaining stance. But the problems are, and must be, capable of resolution in the public interest.

* Copies of the ACAS Annual Report 1982 are available free from any ACAS office.

Policy makers to get improved information service on research into employment

Plans to improve the flow of up-to-date information on the labour force were announced recently by Mr Norman Tebbit, the Employment Secretary.

A new unit within the Department of Employment will provide up-to-date information about research into the employment market and an improved Labour Force Survey will provide annual data and indications of broad trends within the year.

The new Employment Market Research Unit will co-ordinate and analyse all research about the labour market for employment policy purposes. It will monitor research from all available sources and produce critical surveys. It will undertake research on its own account and make recommendations about other avenues of research. The unit will maintain close contacts with other Government departments and with members of the business and academic communities.

Comprehensive

A further step to improve the information available is the introduction of the new Labour Force Survey to provide a more comprehensive, and up-to-date picture of the employment market. It will be based on more than 100,000 household interviews a year in Great Britain, instead of about 80,000 interviews every two years. The interviews will now be spread over the year with some bunching in the spring and some repeated interviewing in successive quarters.

The new Labour Force Survey will provide improved information (see page 295) for example, about:

The self-employed, which increased substantially between 1979 and 1981 and is probably still increasing.

Number of employees—The results of the 1981 Census of Employment showed that the quarterly employment estimates based on returns from employers had been underestimating the number of employees; it is likely that recent estimates are also too low.

Activity rates, which throw light on trends, for example, in the number of married women seeking work and in people taking early retirement.

Unemployed—More up-to-date guidance to supplement the monthly count of unemployed claimants on, for example, the numbers of unemployed not in the monthly count and the numbers of people in the count who are not seeking work.

Other topics, such as occupations, training, absences from work, and people moving from one part of the labour force to another, for example, becoming self-employed.

The new Labour Force Survey will start in 1984. The survey currently being completed for 1983 will be the last biennial survey and the results will be available in the spring of 1984.

The Labour Force Survey will provide a check on trends in broad employment totals in between Censuses of Employment. In view of this, the burden on industry and the cost, it has been decided that the next Census of Employment will be held three years after the previous census in 1984.

The director of the Employment Market Research Unit will be Mr David Stanton who was for the past five years a senior economic adviser in the Department and was previously in the Treasury. He will be supported by a group of six economists and other social scientists drawn mainly from the Department's existing staff.

Call for action on noise at work

Noise at work too often causes deafness. We can save people's hearing if we act now. A great deal of unnecessary pain and suffering can be avoided if only we take deafness seriously, said Mr John Selwyn Gummer, Parliamentary Under-Secretary of State for Employment and the minister directly responsible for health and safety at work, recently.

During visits to firms in Huntingdon and Stamford as part of a campaign to draw attention to the need for good practice, he said: "Although much has been done about noise at work, the deafness it can cause remains an underrated hazard. I intend to ensure that further progress is made. If people faced up to the risks, they'd take the necessary precautions."

Collaboration

Mr Selwyn Gummer visited Baco Leisure Products to see how they had dealt with noisy circular saws and Newage Engineering where he saw the results of constructive collaboration between management and shop-floor workers in dealing

New chairman for health and safety body



Dr John Cullen has been appointed chairman of the Health and Safety Commission, Mr Norman Tebbit, Secretary of State for Employment announced earlier this month.

Dr Cullen will succeed Mr Bill Simpson, who has been chairman for the past nine years and whose present appointment is due to end on September 30. Dr Cullen's appointment is initially for three years from October 1.

After graduating at Cambridge University in chemical engineering, Dr Cullen took a Master's degree at the University of Texas and was awarded a PhD by Cambridge University. He subsequently worked with the UK Atomic Energy Authority and ICI. More recently he has been deputy chairman of Rohm and Hass (UK) Ltd and the company's European director with responsibility for engineering, safety, health, environmental and regulatory affairs.

Director of Medical Services

Dr Tim Carter has been appointed as the Health and Safety Executive's director of medical services to fill the vacancy created by Dr K P Duncan's promotion to deputy director general.

Dr Carter, formerly senior medical officer with BP Chemicals, is also responsible for



safety and environmental protection.

with noise in the press shop.

He said there were simple, inexpensive and readily available methods to protect hearing.

"In the future there may be a European-wide Directive on the protection of workers from noise. But there is a great deal that we can be achieving in this country now. Guidance on how to achieve good standards is already available in a code of practice published by the Health and Safety Executive.

Employee involvement — for and against legislation

"Unemployment, and the urgent need to bring it down", were the reasons behind the Commission presenting its Memorandum on the reduction and reorganisation of working time, said Ivor Richard, EC Social Affairs Commissioner, at an Industrial Society conference recently. "If we do not succeed in finding ways to offer work to more people, the democratic institutions of our societies risk being undermined and the social fabric destroyed".

He was well aware of the problems in reorganising working time but said that the stakes were so high that we had to find a way through them. Employers had to safeguard competitiveness by keeping labour costs down. The Commission shared this concern and had urged a strict limit on wage compensation.

The Commission's proposals to legislate for employee involvement were strongly attacked by Dr James McFarlane, director general of the Engineering Employers' Federation.

He told the conference that the revised version of the Vredeling draft Directive seemed to the Federation—on initial examination—to be almost as objectionable as its predecessor. He described it as "doctrinaire and irrelevant to the real problems of European industry, whose competitiveness it would damage."

Graduate shortages

Shortages of science and engineering graduate manpower will be studied by the Institute of Manpower Studies at the request of the Department of Employment. The aims are to see whether there are persistent shortages of graduates with specialised skills or training and to identify future requirements for graduates, particularly in the new technologies, which are unlikely to be met by existing higher education provision.

It is planned to interview a sample of up to 100 employers and interested organisations. There have already been some preliminary interviews, and the whole project is due to be completed by the autumn. The research findings will then be used by the Department of Education and Science and other Government departments in their decisions on the planning and funding of courses in higher education.

Scheme compensates over 400 workers dismissed in closed shop without legal remedy

Over 400 people who lost their jobs between 1974 and 1980 for refusing to join a union have applied to Employment Secretary Norman Tebbit for compensation under a scheme introduced by the 1982 Employment Act.

Of the 435 applications received so far 207 have already been found eligible and a total of £261,086 has been paid out—an average of £4,835 per head. Many more payments are expected to be made over the next few months.

The scheme started in October last year. It compensates anyone dismissed in a closed shop without a legal remedy while the 1974 and 1976 closed shop legislation was in force provided they already held the job before the closed shop was introduced or had a genuine conscientious objection to belonging to a trade union.

Commenting on the success of the scheme so far, Mr Tebbit said it was encouraging to have found so many of the

people concerned and to have been able to put right the injustices of the closed shop as it affected them during those years.

He continued: "This Government moved quickly to repeal that unjust legislation and is now compensating the victims of it. We have published a new code of practice which makes clear that closed shops should be tolerated only if they have the support of the overwhelming majority of their members and should be operated flexibly, tolerantly and decently. We must ensure that the closed shop is not used to bully people into line."

Special measures

A new leaflet on the Government's special measures for the young and unemployed, which are helping 607,000 people at a cost of £1.8bn in 1983-84, has been produced by the Department of Employment.

This is the first time a leaflet has been produced listing all the special employment and training measures which are currently reducing the number of unemployment benefit claimants by 355,000.

The leaflet, entitled *Jobs, training and early retirement*, is available from Jobcentres and unemployment benefit offices.

Aid for data bases

The Department of Trade and Industry has allocated up to £5 million over four years for developing data bases and related information activity.

Under the Department's "Support for Innovation" scheme, there will be grants covering up to one-third of development costs.

Announcing the allocation in Oxford recently, Mr Kenneth Baker, Minister of State for Industry and Information Technology, said his Department would be looking for data bases which enabled industry and business to do their job better, and which in themselves helped to develop a strong information supply sector in the UK.

"Information provision is of course well established in the key areas of science and technology, so we need to find where there are still opportunities to create specialised data bases that meet unfilled needs. We shall be looking towards information scientists to help identify those needs," Mr Baker said.

New arrangements to train engineers

Training by time serving will be phased out of the engineering industry over the next three years. A new agreement signed recently by the Engineering Employers' Federation and the Confederation of Shipbuilding & Engineering Unions will operate from August 1983 in time for this year's apprentice intake.

First year training in future will be according to the Engineering industry training board's initial training. When successfully completed, apprentices will be awarded the EITB certificate of basic training. They will then have to complete two EITB approved modules, after which their skilled status will be marked with an EITB certificate of craftsmanship.

The system of payment will also change. In future it will be related to the stage of training and not to the age of the apprentice.

The new agreement will enable the industry to make the most effective use of available manpower and provide an up to date system of training for new skills to meet the needs of changing technology.

Engineering companies are expected to take on some 10,000 apprentices this year, 3,000 of whom will be under the Youth Training Scheme.



Workplace industrial relations

Results of a new survey of industrial relations practices

by Neil Millward
Social Science branch
Department of
Employment

This article summarises a selection of results from the latest survey* of British workplaces designed to gather information on a broad range of industrial relations practices. The survey covers the whole of manufacturing and the service sectors, both public and private in Great Britain, and this gives the results a value far beyond that of earlier surveys.

The first extensive survey of British workplaces designed to gather information on a broad range of industrial relations practices was sponsored by the Royal Commission on Trade Unions and Employers' Associations, the "Donovan Commission", in 1966. Subsequent surveys were carried out in 1972 and 1973 on behalf of the Department with a very different design but a similar range of topics.

By 1979 the results of the 1973 survey were becoming less and less useful and the Department decided to sponsor a new survey of industrial relations practices which was planned to be the first of a regular series. The project attracted interest and subsequently sponsorship from the Policy Studies Institute and the Social Science

Research Council and the survey became known as the DE/PSI/SSRC Workplace Industrial Relations Survey (1980)*.

Design of the survey

The design of the survey had three key features. First, the establishment (workplaces) was made the unit of analysis. Secondly, interviews were carried out with both management and worker representatives in establishments. Thirdly, the coverage was more comprehensive than that of any previous survey of its type.

* A fuller account of the results and discussion of them in relation to other research is to be published in "Workplace Industrial Relations in Britain" by W W Daniel and Neil Millward, Heinemann Educational Books, London, September 1983.

As the basic unit was the establishment, most of the questioning was focused upon matters in relation to the establishment as a whole. As will be seen, however, some questions focused upon just one sub-section of the workforce. Where appropriate, a few questions were asked about the total organisation of which the establishment was a part. There were separate interviews with management and worker representatives in the same establishment. Here the aim was to ensure that worker respondents represented clearly defined sections of the workforce so that questions about those sections could be put to both management and worker representatives, confident that they were thinking of the same group. Having data from a number of people in the same establishments made it possible to have some check on the reliability of much of the information. It was also possible to collect information about a wider range of topics than is possible when there is only one respondent at the establishment, as is the common practice with industrial surveys.

The third and most important feature of the design to highlight here was its comprehensiveness. The survey covered the whole of manufacturing and the service sectors, both private and public in Great Britain. This gives the results a value far beyond that of the earlier surveys. Interviews were successfully carried out at 2,041 establishments by the fieldwork agency Social and Community Planning Research. The overall response rate was 75 per cent.

Respondents

After interviewers had identified and interviewed an appropriate manager they sought, through the manager, to contact and interview worker representatives. In establishments with recognised trade unions for manual workers an interview was sought with the senior shop steward (or similar lay representative) of the negotiating group which represented the largest number of manual workers. Similarly, where non-manual unions were recognised, the senior lay representative of the largest non-

manual negotiating group was sought for interview. In establishments with worker representatives, interviews were obtained and completed in 84 per cent of cases for manual workers and in 85 per cent of cases for non-manual groups. In total, interviews were successfully carried out with 2,439 worker representatives and 2,205 managers, the bulk of them during the period May to August 1980.

Weighting of the results

To generate enough larger establishments for satisfactory inter-size comparisons to be made, it was decided to sample larger units with greater frequency than smaller ones. The figures in this article and in the main report have been weighted to make the results representative of all establishments in the population.

Overall pattern of trade union recognition and membership

Table 1 shows the overall pattern of trade union recognition and membership in relation to the ownership of establishments. Sixty-seven per cent of establishments recognised trade unions as representing some employees at the place of work. The 67 per cent was made up of 38 per cent of establishments where both manual and non-manual trade unions were recognised; 16 per cent where manual unions were recognised but non-manual employees had no recognised unions to represent them; and 12 per cent where non-manual unions were recognised but not manual unions. Altogether 66 per cent of manual workers were union members and 46 per cent of non-manual workers were.

Levels of trade union membership and union recognition followed similar patterns, both being generally greater in the public sector. However, union recognition appears to have been granted at substantially lower levels of membership in the public sector compared with the private. In private sector establishments where less than one-quarter of manual workers were union members, just under a half of managements recognised unions, while in the great majority of public sector establishments with similar levels of manual union membership trade unions were recognised. These contrasts between the sectors were repeated in relation to non-manual employees.

In the private sector over a third of establishments had no manual trade union members and nearly a third of establishments had membership densities of 90 per cent or more. That pattern is partly attributable to the closed shop, which is discussed later in this article. The size of establishments especially and, to a lesser extent, the size of enterprises were strongly associated with the extent of recognition. A further substantial influence upon levels of trade union recognition and membership was the proportion of women who were employed at the establishment. Again, that influence was more apparent when analysis was confined to the private sector. The higher the proportion of women employed, the less likely was a union to be recognised and the lower was the membership density.

Formality of recognition

In nearly three-quarters (71 per cent) of establishments where manual unions were recognised the manager

Table 1 Overall pattern of trade union recognition and membership

| | All establishments | Nationalised industries | Public services | Private manufacturing | Private services |
|---|--------------------|-------------------------|-----------------|-----------------------|------------------|
| Any union recognised | 67 | 100 | 94 | 68 | 42 |
| Both manual and non-manual unions recognised | 38 | 88 | 65 | 31 | 18 |
| Manual union recognised but not non-manual | 16 | 6 | 2 | 37 | 14 |
| Manual recognised/no non-manual workers | — | 1 | 1 | — | * |
| Non-manual union recognised but not manual | 7 | * | 15 | * | 6 |
| Non-manual recognised/no manual workers | 5 | 5 | 11 | — | 5 |
| Neither manual nor non-manual unions recognised | 33 | — | 6 | 32 | 58 |
| Overall trade union density | 62 | 97 | 89 | 68 | 55 |
| Base: all establishments | | | | | |
| Unweighted | 2,040 | 134 | 576 | 746 | 580 |
| Weighted | 2,000 | 79 | 577 | 548 | 790 |

— None. * Less than 0.5 per cent.
Notes: Public services covers all public sector employment except nationalised industries. The "All establishments" figures include six private sector establishments in extraction which are not allocated to manufacturing or services. Overall trade union density is the proportion of full-time employees who were reported as being union members, where estimates were given. The proportions in subsidiary categories do not always add up to the proportion in the overall category owing to the rounding of decimal points.

reported that there were written agreements relating to the primary manual negotiating group and 15 per cent said that there was more than one such agreement. Similar proportions applied to non-manual unions. Manual recognition was usually brought about as a result of discussion and agreement and quite often was simply extended from other establishments. However, in five per cent of cases industrial action or the threat of industrial action had been involved in gaining recognition for a manual union and in one per cent of cases the Advisory, Conciliation and Arbitration Service (ACAS) had been called in to help. By contrast, non-manual unions were never reported as having gained recognition after industrial action, whereas workforce ballots and references to ACAS were slightly more common.

Lay trade union officers

In roughly three-quarters of establishments where manual unions were recognised managers reported that the manual unions had one or more shop stewards there. In just over a half of establishments they reported that there were senior stewards or convenors. In five per cent of cases they said that one or more senior stewards or convenors spent all or nearly all their work time on trade union affairs concerning the establishment. Full-time convenors were rare in workplaces with fewer than 500 people, but nearly two-thirds of establishments with 2,000 or more employees had full-time convenors for manual workers. Generally speaking non-manual unions were less likely to have stewards, senior stewards or full-time convenors at the place of work.

The tendency for workplaces where a high proportion of women were employed to have less well-developed union organisation was again apparent, even when analysis was confined to cases where unions were recognised.

Training of shop stewards

Overall, just over one-quarter of manual stewards had received training in the previous year. According to management respondents, courses had been held at the initiative of trade unions in about three-quarters of the cases where they occurred and at the initiative of managements in about one-quarter of instances. Training for non-manual stewards was slightly less common overall and less likely to be initiated by management. A relatively high use of the time-off provisions of the Employment Protection Act was reported by union representatives. Thirty-eight per cent of manual representatives reported that the provisions had been used and about one-quarter said that they had been used for shop steward training. The very large majority of managers felt that the training, where it had occurred, was valuable. The large majority of stewards gave the highest rating to training and nearly all felt it was useful.

Facilities for senior stewards

Substantial majorities of senior stewards for manual workers had access to some office services provided by management. There was a marked tendency for facilities of all types to have been introduced in the previous five years, that is between mid-1975 and mid-1980. Frequently facilities were provided for within formal, written agreements with management, especially in larger establish-

ments. The provision of facilities for non-manual senior stewards was very similar to that for manual counterparts.

Multi-unionism

The survey confirmed that multi-unionism was widespread in Britain. In establishments that recognised manual trade unions, one-quarter had three or more manual trade unions with members at the workplace. Nearly one-half had two or more manual unions. However, in many cases the unions combined for negotiating purposes: in three-quarters of establishments managers dealt with only one bargaining unit for manual grades. Manual and non-manual workers were almost invariably represented by different unions and had separate negotiating arrangements with management. Multi-unionism was more common among non-manual workers than among manual workers and multiple negotiating groups were also slightly more common.

Extent of the closed shop

It was reported by managers in 25 per cent of establishments which employed manual workers that at least some manual workers normally had "to be members of a trade union in order to have or keep their jobs". In cases where a closed shop operated for any manual workers it generally embraced all of them. That was true in 90 per cent of establishments that had any form of closed shop for manual workers. Overall, nearly half (44 per cent) of all the manual workers employed by the survey establishments normally had to be trade union members in order to keep their jobs.

The closed shop was much less common among non-manual workers. In ten per cent of establishments that employed non-manual grades there was a requirement for some non-manual workers to be trade union members. Compared with the pattern for manual workers, it was less frequently the case that such non-manual closed shops were comprehensive. That was especially true at larger establishments. As a result, the proportion of non-manual employees who were covered by a closed-shop arrangement (nine per cent) was close to the proportion of establishments that operated a non-manual closed shop. Taking manual and non-manual employees together, the results indicate that 27 per cent of employees covered by the survey were in a closed shop.

Managers' reports concerning the existence of closed shops were very similar to the reports of worker representatives and were consistent with their figures on levels of trade union membership. At the same time, it was clear that substantially more establishments had very high levels of manual trade union membership than were reported as having a comprehensive manual closed shop. Whichever definition is taken of the coverage of the closed shop, the findings show that the institution grew substantially over the 20 years up to 1980.

Analysis revealed four major sources of variation in the incidence of the closed shop. These were ownership (largely public *versus* private sector), the size of the establishment, the size of the organisation of which the workplace was part and the composition of the workforce. Thus the principal sources of variation in the extent of the closed shop were the same as those that distinguished

between establishments that recognised trade unions and those that did not.

Pre-entry or post-entry

Eight per cent of all manual workers employed by establishments in the survey were in a *pre-entry* closed shop, compared with 44 per cent of all manual workers who were in some form of closed shop. Virtually all non-manual workers in closed shops were covered by *post-entry* arrangements.

Respondents reporting a post-entry closed shop were asked how long people were given to join a union after they started work. For both manual and non-manual workers the most common periods were one week or one month and in about two-thirds of cases the requirement was one month or shorter.

The check-off

The check-off was reported widely and was much more widespread than the closed shop. Three-quarters of workplaces that recognised unions for manual workers had a system for deducting trade union subscriptions from the pay packet. In cases where white-collar unions were recognised, a slightly higher proportion of establishments deducted trade union dues than did so for manual workers. The check-off was almost universal in nationalised industries and public corporations and very common in national and local government and larger businesses in the private sector.

Details of closed-shop arrangements

Generally, managers reported that the closed shop was supported by an agreement between management and unions and the agreement took a written form. In about one-half of cases the closed shop arrangements contained an agreed provision for some manual workers to be exempted from the requirement to be members of a trade union. In a similar proportion of cases there was an agreed procedure for dealing with disputes over the requirement to be a trade union member. The most commonly specified basis for exemption from the closed-shop was religious belief, which was specified in just under a third of manual closed-shop cases. Conscience and non-membership of a union prior to the closed-shop arrangement were specified in 10 per cent and 13 per cent of cases respectively.

Trade union branches—their size and composition

The survey interviews with worker representatives furnished new data about trade union branches and the appointment of shop stewards. Typically, primary manual respondents belonged to a branch of 400 or so members. Their branches ranged in size from less than 50 to several thousands with about one-half in the range between 200 and 2,000 members. Non-manual respondents reported belonging to rather smaller branches—typically with 300 or so members. Individual trade unions varied considerably in terms of their typical branch size, but this was very much a matter of the composition of the branch. "Workplace based" branches, where all branch members of the trade union in question are employed at the same establishment were the smallest. "Single employer" bran-

ches, where membership is drawn from more than one establishment of the same employer were of intermediate size and "Multi-employer" branches were generally the largest.

Frequency of branch meetings and attendance

Workplace branches typically met less than once every two months whereas multi-employer branches met more often than every month. Workplace branches were typically attended by a much higher proportion of members than the other types of branch—about one-fifth, compared with about one-twentieth for manual respondents' branches; about one-third, compared with about one-twentieth for non-manual respondents' branches. Multi-employer branches generally had lower attendances than single employer branches. The results also suggest that shop stewards attend branch meetings much more frequently than the typical branch member, especially in single employer and multi-employer branches.

Workplace representatives—methods of appointment

The most common method of electing shop stewards and other lay representatives was by a show of hands at a meeting. Ballots of one kind or another were reported as being used in about a quarter of cases for manual stewards, and in just over a third of cases for non-manual stewards. The use of ballots for electing workplace representatives, although the minority practice, occurred in almost all the major trade unions. Postal ballots were rarely mentioned for manual steward elections but were more common for non-manual union representatives (about 10 per cent of cases). Generally speaking periodic re-election was more often practised than was technically necessary and commonly occurred once per year. In about a half of establishments there was never more than a single candidate for shop steward elections.

The method of appointing *senior* shop stewards varied with the size of the steward body. Where there were few stewards, union members themselves tended to elect the senior shop steward; but where there were many shop stewards it became more common for shop stewards to elect the senior steward rather than for ordinary union members to do so.

Joint shop stewards' committees and meetings

In a minority of multi-union establishments a joint shop stewards' committee was reported by worker representatives (32 per cent in the case of manual respondents, 17 per cent in the case of non-manual respondents). Typically, the committees had representatives from three unions. The existence of such committees was more likely in larger establishments and ones with several bargaining groups, but they were by no means universal where pay bargaining was predominantly at the establishment.

Management organisation

Although the survey interviews were normally carried out with the senior manager at the sampled establishment who dealt with industrial relations or staff or employee relations, fewer than a half of management respondents spent the major part of their time on such work and only about a quarter were employed as personnel or industrial

relations managers. Many of those who spent a major part of their time upon personnel and industrial relations work were general managers or administrators. However, the position varied markedly between different sizes of establishment: few small establishments had specialist industrial relations managers, but the great majority of larger ones did so.

One-third of those respondents who said that they spent a major part of their time on personnel or industrial relations work said that they had a formal qualification relevant to such work. But taking all management respondents together it appeared that education and training for industrial relations and personnel work consisted largely of on-the-job training and training that was specific to the organisation in which people were employed. Normally, respondents had gained relevant experience at their present establishment, and in nearly two-thirds of cases it had been gained with the same employer.

External consultation

In about 40 per cent of cases the manager reported having consulted with an external body or person about personnel or industrial relations matters at his establishment. Employer's associations and full-time trade union officials were the two outside agents most commonly consulted by managers. Trade union officers were placed third in the rank order of bodies that were consulted most frequently over a period of a year; employers' associations and personnel managers in other establishments of the same employer were consulted most frequently.

Representation of the personnel function on the board of directors

Managers in commercial establishments were asked if there was some member of the top governing body of their enterprise who had responsibility for personnel or industrial relations matters. Two-thirds of them stated that there was. In a third of cases there was someone whose main job was being responsible for personnel matters, industrial relations or both. In organisations that employed more than 10,000 people, that figure reached two-thirds. In organisations employing 25 to 500 people only nine per cent had such specialists. In cases where company bargaining was the most important level, enterprises were most likely to have specialist representation on the board, while in cases where the most important level was the plant, enterprises were least likely to have specialist representation.

Consultative committees

Managers reported the existence of a consultative committee of managers and employees in 37 per cent of establishments overall, a figure that suggests substantial growth in the 1970s. Establishment size, organisation size and public ownership appear to be the main characteristics associated with the presence of consultative committees, establishment size being particularly influential. Where consultative machinery existed, it was about four times more likely to exist alongside collective bargaining than it was to exist on its own. More than half of employees were in establishments with a consultative

committee and one or more recognised trade unions, and only ten per cent of employees were in establishments with neither form of employee representation.

Establishments with newly introduced committees outnumbered those that had abandoned them during the same period by about nine to one, clearly suggesting substantial growth in consultative arrangements. The results also show that the growth has been a very general phenomenon, not confined to particular sectors.

In nearly one-half of establishments with a consultative committee managers reported that the principal committee met at least as often as once a month. Between 80 per cent and 90 per cent of both managers and worker representatives said that senior management attended all meetings.

Respondents were also asked to mention what they thought was the most important matter discussed by their establishment's consultative committee in the last year. The results suggest that very few consultative committees discussed nothing of substance. Three issues were mentioned most frequently by both management and worker representatives: production issues, employment issues and pay issues.

There was also accord between non-manual worker representatives and their corresponding managers on the three most frequently mentioned issues, although in this case working conditions replaced pay issues in the top three. The survey offers some evidence that where consultative machinery and collective bargaining machinery exist together there is some overlap in the issues with which they deal.

Other channels of employee representation

Besides joint consultative committees, channels for employee representation on specific issues were mentioned in a substantial proportions of establishments. These included health and safety committees (in 37 per cent of establishments), job evaluation committees (in ten per cent) as well as various types of individual representative. Taking the presence of any of the forms of representation (including recognised trade union channels) as an indication that at least some sections of the workforce have formal representatives who deal with management on their behalf, the overall picture is of widespread representation in the British economy. On this measure over four-fifths of establishments had some form of employee representation. Most of these forms of representation were more common in larger establishments—the proportion rose from 74 per cent in workplaces with under 50 employees to 99 per cent in those with over 500 employees.

Disclosure of information

Managers and worker representatives were asked to assess the amount of information given on each of three broad topics: pay and conditions of service; manpower requirements; and the financial position of the establishment*. Pay and conditions of employment were the

* Respondents were asked about the three topics in a general way and no reference was made to the categories of information specified in the disclosure provisions of the Employment Protection Act. These provisions were the subject of a subsequent question.

subject of more communication to the workforce than manpower requirements; the financial position of the establishment was the subject of least communication out of the three topics. Worker representatives rated the amount of information they received a good deal lower than managers rated the amount they gave. The differences were substantial for all three topics and occurred with both manual and non-manual worker representatives.

Managers in larger establishments, and particularly in those with a full-time worker representative such as a convenor, rated more highly the amount of information disclosed on all three topics. The assessments were also higher where the top governing body of the organisation had a personnel or industrial relations specialist. It was workforces that were predominantly female and manual that received the least amount of information from management, according to both managers' and worker representatives' assessments.

When worker representatives were asked how useful they found the information that management gave them, the general tendency was that the higher was the assessment of the amount of information given, the more useful was the information regarded. For both manual and non-manual worker representatives there was a strong relationship between high assessments of the amount of information received from management and a favourable assessment of their establishment's industrial relations. This pattern was repeated in managers' accounts.

Nine per cent of managers in establishment with recognised unions (six per cent of all establishments) reported having received a request for disclosure of information under the provisions of the Employment Protection Act, 1975. Compared with this, 20 per cent of manual worker representatives and 14 per cent of non-manual representatives reported making requests.

Industrial relations procedures

The most common types of formal industrial relations procedure were for dealing with discipline and dismissals (reported by management in 83 per cent of establishments) and individual grievances (in 80 per cent of establishments). Where establishments had separate procedures for these two types of issue, or only a single procedure, it was most commonly one for dealing with discipline and dismissals. Procedures for dealing with collective disputes over pay and conditions were substantially less common, being reported by management in 59 per cent of establishments overall or 68 per cent of establishments with recognised trade unions. The presence of each of the three types of procedure was strongly related to the degree of trade union organisation at the workplace.

Disciplinary procedures

The survey evidence indicates that formal disciplinary procedures have become much more common, and more standardised and universal in their application, since the early 1970s, probably under the impact of unfair dismissal legislation. The introduction of written disciplinary procedures appears to have been most common in the mid-1970s, although in the public sector they were much older and almost universal. In the public sector the procedure

applied more widely than to the establishment in over 95 per cent of cases, but in the private sector there was much more variation, even among establishments that were part of a larger group.

In establishments where employees covered by the procedure were represented by trade unions or staff associations, managers reported that the procedure had been agreed with those bodies in the great majority of cases (91 per cent of those with unions, 64 per cent of all establishments). Where employee representation existed, in the majority of cases the procedure was set out in a document signed by both parties, but the procedure was usually agreed and signed at a level in the organisation higher than the individual establishment. This was so in 90 per cent of public sector establishments with jointly signed agreements. In the private sector, nearly one-half of procedures were agreed locally. Thus the level at which procedures were agreed followed quite closely the sector-by-sector pattern of pay bargaining—and the distribution of procedures for dealing with pay and conditions disputes.

When procedures at establishment level do not lead to the resolution of an issue over discipline there is frequently provision within them to invoke an "external" procedure or go to a higher level in the organisation. Such a provision was reported in over 80 per cent of public sector establishments and nearly 60 per cent of private sector establishments with procedures. The body or person most commonly specified was higher level management, although ACAS was nearly as frequently mentioned. Such provisions were by no means unused. In 13 per cent of establishments with a disciplinary procedure managers reported that a body or person outside the establishment had been brought in to help settle a disciplinary dispute during the past year. The pattern of use was similar to the pattern of provision, although the differences, where they existed, suggest that even relatively formal procedures are used flexibly and that trade union officials may be brought in frequently by management before the final stages of a formal procedure are reached.

In 85 per cent of cases where there were procedures, managers reported that most matters in respect of disputes over discipline and dismissals were dealt with under the procedure laid down.

Managers were much more likely than worker representatives to be satisfied with the working of the disciplinary procedures at their establishment. A wide variety of reasons were given for dissatisfaction with disciplinary procedures, where it existed, but the length and complexity of the procedure was the reason most frequently given by both managers and workers representatives.

Procedures for disputes over pay and conditions

Although less common, the variations in the extent of procedures for dealing with matters of pay and conditions were in many ways similar to those for dismissal procedures. In both the public and private sectors, pay and conditions procedures, where they existed, were almost as likely to be written down as were disciplinary procedures. They also followed a similar pattern in terms of their applicability to establishments other than the sampled establishment. The same relationship with the level of pay

bargaining as had appeared for disciplinary procedures was also apparent. The implication from the results seems to be that disciplinary procedures, being generally more recent than pay and conditions procedures, are introduced to a large degree into the existing framework of collective bargaining.

Overall 62 per cent of establishments with recognised trade unions had negotiating procedures (written procedures for dealing with collective pay and conditions disputes). In only a few cases were written negotiating procedures not jointly signed: 59 per cent of establishments with recognised unions (39 per cent of all establishments in the sample) had a jointly signed negotiating procedure. As with disciplinary procedures, it was mainly in private sector establishments where only manual unions were recognised that negotiating procedures were not jointly signed.

In terms of provision for third party intervention, managers reported such a provision rather more frequently for pay and conditions procedures than for disciplinary procedures. The specified third party also varied between the two types of procedure. ACAS and joint union/management bodies were more frequently mentioned in negotiating procedures than in disciplinary procedures.

The identity of the body or persons brought in to help settle pay and conditions disputes broadly followed what was specified in the procedure but there was even more use of trade union officials. Employers' associations also featured more prominently in practice than was provided for in the procedure.

Both managers and worker representatives reported that most disputes about pay and conditions were dealt with under the formal procedure. Dissatisfaction with pay and conditions procedures was uncommon and was registered more often by worker representatives than by managers, and more often by non-manual worker representatives. In the public sector some nine per cent of managers and 20 per cent of non-manual worker representatives expressed dissatisfaction with the working of their pay and conditions procedures, compared with two per cent and 11 per cent respectively in the private sector.

Pay determination

For purposes of describing the formal institutional structures that influenced rates of pay, three main types of workplace were distinguished. First, there were the establishments that recognised trade unions. These were asked what levels of bargaining had either led directly to increases in rates of pay or had formed the basis of subsequent negotiations on the most recent occasion that rates had been increased. They were also asked which of these levels had had the greatest impact on the size of the increase. The second type of workplace was those where pay increases were determined by Wages Councils. The third category consisted of establishments where rates were neither regulated by wages councils nor subject to collective bargaining. In the first type, establishments where there was trade union recognition, there was questioning about differences between the largest and second largest negotiating units in cases where there was more than one unit.

In over half the establishments in the sample (58 per

Table 2 Levels of pay bargaining

| | Manual workers | | Non-manual workers | | Per cent |
|--|----------------|----------------------|--------------------|----------------------|----------|
| | Largest group | Second largest group | Largest group | Second largest group | |
| National/industry-wide | 64 | 65 | 62 | 70 | |
| Regional/district | 9 | 8 | 6 | 3 | |
| Company/organisation: | | | | | |
| all establishments | 26 | 22 | 30 | 24 | |
| some establishments | 6 | 7 | 6 | 5 | |
| Establishment (plant) | 26 | 30 | 15 | 12 | |
| Other answer | 3 | 1 | 4 | 2 | |
| More than one level | 29 | 27 | 19 | 13 | |
| Base: all establishments with recognised trade unions for groups specified in column headings. | | | | | |
| Unweighted | 1,344 | 470 | 1,250 | 635 | |
| Weighted | 1,070 | 260 | 988 | 434 | |

Note: Percentages add to more than 100 because more than one answer was given.

cent for manual workers, 50 per cent for non-manual workers), pay increases were the result of collective bargaining at some level. In the great majority of the remainder pay was not subject to collective bargaining.

Levels of bargaining

At establishments where at least some workers had their pay determined by collective bargaining, managers were asked at what levels bargaining took place. The questions were put separately for the largest and second largest groups of manual workers where separate bargaining arrangements for two or more groups existed and correspondingly for non-manual workers. Table 2 shows the answers in aggregate. The widespread coverage of multi-employer bargaining is a noteworthy feature of the table; another is the overall similarity between manual and non-manual groups and in each case the first and second largest negotiating groups: One obvious difference is that establishment-level negotiations are considerably more common for manual than for non-manual employees. This is reflected in the greater incidence of multi-level bargaining in relation to manual workers' pay.

Pay bargaining arrangements showed clear differences between sectors. For example, for the largest negotiating group of manual workers in the public sector it was rare for collective bargaining over rates of pay to take place at all at establishment level. In the private sector, by contrast, plant bargaining was much more common. The majority of establishments in the manufacturing sector that recognised trade unions engaged in plant bargaining for manual workers, and in engineering, metal working and vehicle manufacture the large majority did so.

When analysis was focused upon the level that managers judged to be the most important the differences between sectors were even more marked. Thus in private manufacturing industry, 41 per cent of managers reported that plant bargaining was the most important level of negotiations that influenced rates of pay for manual workers in the largest bargaining unit. In private services as a whole that proportion was 13 per cent. In the public sector less than half of one per cent of managers took that view. This shows as clearly as anything does the diversity of collective bargaining arrangements that characterises the different sectors of the British economy.

Size of establishment was also an important variable, particularly in the private sector; plant-level bargaining was judged to be most important much more frequently in larger establishments.

Bargaining over non-pay issues

In establishments where unions were recognised, managers were asked how a range of other issues besides pay were resolved in relation to the largest bargaining units of both manual and non-manual workers. The answers indicated that a surprisingly large range of issues was subject to joint regulation with the largest manual union, especially at the workplace level. For instance, in nearly two-thirds of cases where trade unions were recognised management respondents reported that they negotiated with representatives of manual workers at the workplace about issues concerning *physical working conditions* and the *redployment of labour within their establishment*. In nearly a half of the cases issues concerning *manning levels*, *redundancy*, *major changes in production methods* and *recruitment* were negotiated at the workplace. *Pensions*, the *length of the working week* and *holiday entitlement* were very commonly negotiated at company or national level. Only *capital investment*, of the ten issues mentioned, was not normally the subject of collective bargaining at any level. The pattern in relation to non-manual workers was little different and the answers of union representatives to the corresponding questions about negotiations over non-pay issues was remarkably consistent with those of managers. That consistency suggests that there was scope for union officers to influence decisions over a wide range of issues in large sectors of industry.

Systems of payment

The survey revealed sharp differences in the extent to which the majority of people within an establishment were paid by results. Skilled manual workers and semi-skilled or unskilled male manual workers were the groups paid by results most frequently. Female workers were subject to rather less payment by results than their male counterparts at the semi-skilled or unskilled level.

Systems of payment-by-results for the job levels principally involved were most common in the private sector generally, and in manufacturing industry and construction in particular, and were generally more common in larger establishments.

Among manual workers payment by results was based upon work study in about half the cases where it was operated.

Job evaluation

Nearly one-quarter of establishments reported that some employees at the establishment were covered by a job evaluation scheme. There were strong indications that many schemes were recent: a third had been introduced within the previous three years (1977 to 1980). Job evaluation was concentrated in the private sector, and manufacturing industry in particular.

In nearly two-thirds of instances where there were schemes, there was a review committee that oversaw the scheme and was responsible for the grading of new or changed jobs. In about two-thirds of the cases where there were such job evaluation committees, employee representatives sat upon them. In most cases these representatives were appointed by trade unions or staff associations.

The most common type of job evaluation scheme was based on the points system. The analysis also showed that

systematic job evaluation was markedly less common in circumstances where a relatively large proportion of the workforce was female.

Share option schemes

In 14 per cent of all commercial establishments managers reported that the company owning it operated a share ownership scheme. Such schemes were very much more common in the financial services than in any other sector. They were least common in manufacturing. One half of the schemes had been introduced in the previous three years, and it is probable that at least some of this was encouraged by the tax advantages in the Finance Act 1978. Generally, it appeared that schemes tended to be introduced when firms were doing well. They were more common where product demand was rising, where the size of the workforce was increasing and where managers gave a favourable rating to the financial performance of the establishment. Where schemes existed they tended to be available to the majority of employees, but participation was by no means universal. Altogether about five per cent of employees in the private sector were reported to be participants in share option schemes.

Levels of pay

To see how different payment systems and methods of pay determination were associated with levels of pay, the survey included a question to managers about the gross pay of a typical worker in four broad occupational categories. The four categories were: semi-skilled manual workers, skilled manual workers, clerical workers and middle managers. The question was in some cases a difficult one to answer but analysis of the results has shown that they can be used to indicate whether establishments paid more or less to the four broad categories of employee and hence provide a sound basis for exploring patterns of variations in pay as between different types of establishment and category of employee.

Pay levels were quite clearly related to a number of structural and organisational characteristics of establishments. The positive association between pay levels and the number of people employed was very strong and consistent. Levels of pay for semi-skilled and skilled manual workers were generally lower the higher was the proportion of manual workers who were female. This result suggests that the pay of women tends to be lower than that of men not only because women are concentrated in lower paying occupational grades but also because women are concentrated in lower paying establishments. The analysis also showed that the higher the level of trade union membership, organisation and activity at a workplace the more employees tended to earn compared with counterparts elsewhere. The results on levels of pay exhibit a number of complex relationships and are being subject to further analysis.

Industrial action

The survey provided a good deal of new information on the various forms of industrial action and the types of establishment affected by it, although the results refer to a period of widespread strike activity*. In broad terms, a

*The number of workers involved in officially-recorded strikes in the period covered by the survey data was 40 per cent higher than the annual average from 1966 to 1981.

quarter of establishments were reported as having experienced some form of industrial action in the year up to mid-1980. Somewhat fewer were affected by strike action (16 per cent) than by other forms of industrial action (19 per cent). Manual workers were more likely to have taken strike action, whereas non-manual workers were more likely to have taken non-strike action. Where non-strike action was taken, overtime bans were the most frequent form.

Distinct differences

Industrial action was one of the areas of questioning where there were distinct differences between the responses of managers compared with those of worker representatives. Management respondents appear to have reported industrial action, especially strike action, among manual workers more often than did manual worker representatives. On the other hand, non-manual worker representatives reported industrial action, especially non-strike action, more frequently than did management respondents. Because of this, figures summarising the extent of industrial action, including those given above, have been based upon the combined reports of managers and worker representatives.

There was a strong relationship between the occurrence of every type of industrial action and the number of workers at the establishment so that it was obviously desirable to take account of the effect of establishment size in the remaining analysis.

For manual workers, both strike and non-strike industrial action were clearly related to union membership density. Recognition and the presence of representatives increased the likelihood of an establishment being affected by industrial action—again irrespective of establishment size. Some sort of hierarchy among shop stewards appeared not to be as important as the presence at all of stewards. There appeared to be a rather weak tendency for strikes to be more frequent among manual workers where there were more unions representing the manual workforce. The proportion of the workforce which was male and the proportion which was full-time were both strongly associated with industrial action; but these associations were largely confined to establishments with higher union density. Another association was with the levels of pay bargaining: there was much greater likelihood of manual workers taking strike action where they negotiated their pay at establishment level and where substantial numbers were paid by results.

The main difference in the corresponding picture for non-manual workers was their greater use of non-strike industrial action, particularly work-to-rules and blackings of work, and their less frequent use of other sanctions. The patterns in relation to workforce size, union density and recognition were similar to those for manual workers. Unlike the case of manual workers, however, there was no tendency for non-manual strike experience to be greater when pay determination was at establishment level.

Characteristics of reported industrial action

Taking all strikes, both long and short, as a single category, only three per cent of establishments had had

two or more strikes by manual workers during the year, according to management reports. The equivalent figure for non-manual workers was one per cent. In only one-quarter of establishments did the strike involve both manual and non-manual employees, most of these cases being strikes involving all sections of the workforce. The results indicate that strike action is usually undertaken by a section or group of employees with common representation arrangements and that disputes only rarely spill over to other groups represented by separate trade unions. The proportion of the workforce involved in industrial action was typically one third for strikes and about one sixth for other forms of action. Generally, the establishment characteristics associated with the occurrence of a strike were also associated with a higher proportion of the workforce involved in the stoppage. The clearest correlation was with trade union density.

Pay issues

The reasons given by respondents for the most recent industrial action show a predominance of pay issues for both strikes and other forms of industrial action. Rather fewer non-strike incidents were reported as being over pay issues, but pay was still by far the most common reason given. The exceptions to the general pattern were manning and work allocation issues, where non-strike action featured more prominently than strikes, and dismissal and disciplinary measures, where non-strike action was hardly used at all.

With the exceptions of manning and work allocation issues, and discipline and dismissal measures, the issues reported as giving rise to strikes—and indeed to other forms of industrial action—present a broadly similar pattern to that revealed by the official records compiled by the Department, although strict comparisons between the two sources are not possible. A further element of the picture is the apparent consistency of the answers given by the different types of respondents about the reasons for industrial action.

The results also contain new information on the length of time for which non-strike action was carried out. In general it was for considerably longer periods than strike action, the typical (median) duration being about two weeks, whereas the typical strike lasted about one day.

Picketing and secondary industrial action

Both managers and primary worker representatives were asked whether the establishment had been picketed within the last twelve months and, if so, on how many occasions. Taking combined responses, about one-eighth of establishments were reported as having been picketed, the proportion being over a half for establishments with a thousand or more employees.

Primary picketing

The results confirmed that "primary" picketing (that is, picketing in connection with a dispute at the establishment in question) was almost never connected with non-strike industrial action. The relevant base for examining the proportion of disputes involving picketing was therefore those establishments which had experienced a strike. On this basis about one-third of strikes involved primary picketing. The results indicated that strikes were more

likely to involve picketing the longer the strike went on and the greater the proportion of the workforce involved in the strike. Widespread strikes were less often subject to primary picketing than purely local strikes. Employees striking for the first time appeared less likely to set pickets than "experienced" strikers.

According to managers, the maximum number of pickets present at any one time was about 17 on average, although the typical (median) figure was 10. When analysis was confined to those cases where a single entrance was picketed, the maximum number of pickets in the typical case was six.

There was some divergence of view about the identity of pickets. Managers reported that a minority of pickets were not members of their establishment's workforce whereas worker representatives reported that almost everyone involved in the picketing was an employee of the establishment. There was, however, close agreement between managers and worker representatives about the most common organisers of picketing. Establishment-based shop stewards or local trade union officials were mentioned in about 90 per cent of cases by managers and worker representatives.

Respondents agreed that in about 60 per cent of cases picketing had had the effect of preventing goods or services entering or leaving the establishment or of preventing some of the establishment's employees from entering the premises. It was clear that the most common effect of primary picketing was the prevention of goods and services from entering the establishment. Effects upon the movement of people were less widespread and were mentioned by about one-third of managers.

Secondary picketing

For the purposes of the survey secondary picketing was defined as picketing which was "not in connection with a dispute at this establishment". Approximately one-twelfth of establishments were reported as having experienced secondary picketing. Thus, in overall terms, secondary picketing (defined as above) was rather more common than primary picketing in 1979-80, although again it affected quite a small minority of establishments. It was most commonly experienced by the kinds of establishment which had experienced primary picketing: larger establishments, and those with predominantly male and full-time employees.

Further analysis

This article has been limited to summarising a selection of results from the survey. The analysis reported in *Workplace Industrial Relations in Britain* is much fuller in terms of the questions covered and in its examination of the relationships between industrial relations practices and the characteristics of establishments. It also uses the survey data, where possible, to indicate changes over time and often seeks to compare the survey results with other research evidence. In many areas, however, there is no comparable evidence to call upon and the survey breaks new ground. Yet the book represents only the starting point in the analysis of the rich data embodied in the survey, which, it is hoped, will help illuminate both past and future developments in British workplace industrial relations.

Encyclopaedia of occupational health and safety

3rd edition (completely revised and updated)

An indispensable reference work for all those concerned with protecting workers' safety and health—entrepreneurs, trade unionists, works safety and health committees—presented objectively and systematically, even for those with little or no specialised medical or technical knowledge. In the light of recent developments all entries have been brought up-to-date in order to take account of progress and trends in industrial toxicology and canoerology, wider adoption of epidemiological methods, studies of the immune response, widespread concern for improving the working environment, increasing workers' participation and strengthening preventive standards and legislation. The accent is on the safety precautions to be taken against the main hazards encountered in each branch of industry.

ISBN 92-2-103289-2 (2 volumes)

£78.00

Accident prevention

A Workers' Education Manual. 2nd (revised) edition

Every year millions of workers throughout the world are victims of occupational accidents which cause permanent or temporary disability. This up-to-date edition discusses the causes and effects of accidents and goes on to give the basic principles of prevention, after having taken account of recent developments. It explains how safety is promoted and which kinds of authorities, institutions and bodies are responsible for it.

ISBN 92-2-103392-9

£5.00

Deterrence and compensation: Legal liability in occupational safety and health

By Felice Morgenstern

This study examines the manner in which penal and civil liability contribute to the prevention of occupational accidents and diseases and to the compensation of their victims. It surveys the law and practice of countries with different legal systems with respect to the civil and criminal liability of manufacturers, suppliers, employers, supervisors and workers. It will be of particular interest to those interested in this subject especially those with responsibilities for drawing up and implementing legislation.

ISBN 92-2-103010-5

£5.00

INTERNATIONAL LABOUR OFFICE

Branch Office
96-98 Marsham Street
LONDON SW1P 4LY
Tel: 01-828 6401



GG/9

Impact of YOP on a rural labour market

Is there a difference?

by Kathleen McDermott and Sally Dench

University College of North Wales, Bangor.

This article is based on a research project commissioned by the Manpower Services Commission as part of a number of longitudinal studies examining the impact of the Youth Opportunities Programme on differing labour markets¹. As most of the other studies were being conducted in urban areas this project was selected to operate within a rural one in order to demonstrate whether there were any distinctive problems in implementing YOP in such an area. The district of Ceredigion was chosen within Dyfed, Mid-Wales as displaying many of the characteristics typical of a rural economy.

The study approached the question of the role of YOP in Ceredigion as it affected two categories of young people. First, information was collected on all minimum age school leavers in the area, who entered the labour market during the summer of 1980 and at Easter 1981. This part of the study provided valuable information about the characteristics of all 16-year-old school leavers in the area against which to set the characteristics of the YOP entrants. It also gave details of the employment histories of school leavers, including their usage of YOP, during their first 18 months out of school. Secondly, the study examined the characteristics and employment histories of other young people (17-18 years old) who became eligible for YOP during the same period. This group is not included in this article.

Local employment context

Rural economies are characterised by vulnerability, seasonality, narrow occupational opportunities, high self-employment and dependency either upon one large employer or a branch of a company based elsewhere. Agriculture has undergone much change since the war with increasing mechanisation resulting in new service attitudes and training of craftsmen, but also leading to a reduction in the labour force and the viability of small farm holdings. The light industrial sector faces major problems in terms of restricted access to market centres, poor local transport provision, and often inadequate service and educational facilities. The development of tourism has created seasonal low paid jobs, often filled by women, contributing to the distinctive employment structure.

Even though agriculture is the main base of a rural labour market, the very success of this sector is contributing to a reduction in the amount of labour it can employ. Craft and textile activities have been the most successful alternatives in the manufacturing sector, but it has been shown that these demand only a small labour force. The service sector has captured the majority of the labour force (on average 60 per cent of the population). In most rural areas four or more jobs are in the service sector for

every one in manufacturing; this can be compared to a ratio of two to one for the rest of the country. However, most of these service jobs are low paying, filled by women and cannot be seen as taking up the slack in the male labour force leaving agriculture.

Ceredigion² reflects these characteristics of a rural labour market. Service employment is the most important sector in the district comprising two-thirds of all jobs and providing 80 per cent of female employment. About 70 per cent of service jobs are located in the Aberystwyth Travel to Work area. The growth in the service sector of the economy explains the growth in importance of the towns in the last 20 years.

Agriculture provides almost 20 per cent of employment and represents the most widely dispersed form of employment. The pattern of land tenure in Ceredigion is one dominated by owner farmers, of under 100 acres rearing stock or dairying. Twenty-eight per cent of the working population is self-employed and slightly over half of these are in farming. The manufacturing sector only comprises 10 per cent of the working population. The most significant areas in manufacturing are: bread, milk, clothing and footwear production. The Milk Marketing Board at Felinfach and the textile factories at Lampeter and Cardigan dominate these sectors, with both firms employing over 100 people.

Small firms

There are 1,300 firms in Ceredigion. Almost two-thirds of all employing concerns in the district employ up to four people and over 80 per cent only up to ten people. However, about half the employed population work in establishments with 50 or more employees although only 100 units employ more than 20 people. In other words, Ceredigion consists mainly of small firms employing under ten people with a few large employers in manufacturing and services.

A survey conducted in 1976 by the District Council showed that over 50 per cent of enterprises in Ceredigion

The views expressed in the article are those of the authors and need not represent the view of the Department.

could be described as branches. Almost half of these had their headquarters in England, about one-third elsewhere in Wales and the remainder in Ceredigion. As operational decisions are made at their headquarters, these firms are less responsive to local needs.

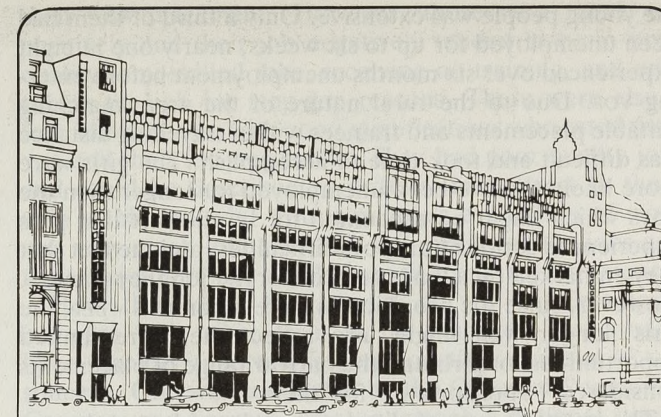
Unemployment in the district has more than doubled between 1975-82. Aberystwyth, which has always had a rate much lower than the national average, has been increasing over the last year reaching 11.4 per cent in April 1982 compared with 6.9 per cent in July 1980. Cardigan and Lampeter have always experienced above average unemployment, but both areas have been the highest for Wales during the study with Cardigan being 21.5 per cent and Lampeter 21.2 per cent in April 1982. It is within this context that the young people in our sample sought to find work.

The study cohort

The data reported here were collected between July 1980 and April 1982 and relate to minimum age summer school leavers who entered the Ceredigion labour market in 1980. Eight schools in Ceredigion were included in the study. In all there were 288 school leavers from these schools and data relating to 242 of them are included in this report. Of the 242 for whom we have data, 154 (63.6 per cent) were boys and 88 (36.4 per cent) were girls. The small number of girls reflects the established trend in Ceredigion for girls to remain longer in full-time education than boys. A high proportion of the sample had poor academic qualifications: almost half (46.5 per cent) had either no examination passes or else only one or two low grade passes at CSE. A fifth of the sample had moved into the area within the past ten years, reflecting the high in-migration rate to this district. About a quarter of the young people came from disadvantaged families although only a tenth could be described as multiply disadvantaged. The proportion of children from single parent families was high at 15 per cent with twice as many girls as boys coming from such families. These factors are used throughout the report to measure the extent to which the young person's characteristics affected their job histories.

Two-thirds of the cohort were unemployed immediately on leaving school. Of the 88 young people who went straight into employment 60 were boys and only 28 were girls. Three-quarters of the boys found skilled employment spread across all sectors of the labour market, while only a third of the girls found skilled work, and then, mainly in the service sector. These young people were mainly long-term residents and most found their jobs through either friends or relatives. A third went into their family's business, most of these were home farms although a few were construction or manufacturing firms. The role of social networks in obtaining jobs was found to be important especially in finding work with little or no unemployment. Rural areas are often thought of as "face to face" communities. The very intensity of social interaction creates a strong informal opportunity network not usually found in the more urban communities.

Of the remaining 154 young people who experienced some unemployment 115 (74.7 per cent) entered YOP; 12 (7.8 per cent) neither worked nor entered YOP and 27 (17.5 per cent) found work after some unemployment but



Can we help you?

Up-dated lists of Department of Employment leaflets are carried periodically in Employment Gazette. Or for immediate advice, you can telephone 01-213 5551.

had no experience of YOP. These figures show that YOP played a part in the labour market experience of the majority of school leavers in Ceredigion who had no job on leaving school.

YOP in Ceredigion

The provision of YOP in Ceredigion was typical of that in other rural areas. It was influenced by a widely dispersed population; poor transport facilities; small scale employers and a labour market dominated by the service sector and family farms. WEEP provided the main YOP outlets absorbing 80 per cent (247 places) of the intake of trainees. A Community Service Scheme (Ceredigion Youth Scheme) offered 49 places. The range of provision under YOP in Ceredigion was narrow and this had implications for the types of client group for which it could cater.

There were 115 1980 school leavers who entered YOP during 1980-81 (68 boys and 47 girls). Their qualifications were similar to those who did not enter YOP. Those who had better qualifications were more likely to be drawn from residents with weak social networks, and were also more likely to live in the south of the district which has one of the highest unemployment rates in the country.

Only 13 young people had any work experience before entering their first YOP, ten boys and three girls. All three girls had been made redundant from semi-skilled jobs in factories and hotels. Half the boys had also been made redundant, most from labouring jobs in construction, while the other half had left their jobs voluntarily and were unable to find employment. Almost all of these young people had no qualifications, which is consistent with an interpretation that the unqualified are more likely to take any job while the better qualified hold out for the job that they want even if it is only on YOP.

Considering the flexibility of the operation of the "six week rule" the length of unemployment experienced by

the young people was extensive. Only a third of them had been unemployed for up to six weeks; nearly one in eight experienced over six months unemployment before entering YOP. Due to the rural nature of the area, matching suitable placements and trainees within travelling distance was difficult and took time to accomplish. The girls were more likely to have been unemployed for longer than the boys which might be accounted for by the fact that girls experienced serious transport difficulties, and the fact that they embarked on a longer search for the job they wanted. However, since the provision in Ceredigion was WEEP, the girls' longer wait might also reflect the more limited opportunities for girls and the narrow range of placements considered "appropriate" for them.

The entry to YOP of disadvantaged young people was fairly high, one-third of the YOP sample, compared to one-fifth of the whole cohort, especially in view of the limited priority for recruitment given to this group. In an area of high unemployment one would expect that social disadvantages make one more vulnerable to unemployment. Those who were disadvantaged were indeed more likely to have longer periods of unemployment prior to YOP than the sample as a whole.

Experience on YOP

Looking in detail at the experience of school leavers in Ceredigion, it is possible to show that YOP was operating in a fairly successful way. The schemes were assessed by means of composite variables on practical and social aspects, and the young people's ratings of their placement. Most of the young people felt that they were learning new skills, getting experience of real work and maturing socially. Many were on placements that were related to their job aspirations and half reported that their job aspirations had been influenced by being on YOP.

The young people valued the support they received from both their workmates and sponsors. Many of the sponsors responded to the trainees by giving advice and

Table 1 Immediate destination after leaving first YOP

| Destination | Male | | Female | | All | |
|-------------------|------|-------|--------|-------|-----|-------|
| | n | % | n | % | n | % |
| Taken on | 14 | 21.9 | 8 | 19.0 | 22 | 20.7 |
| Other employment | 14 | 21.9 | 4 | 9.5 | 18 | 17.0 |
| Further education | 3 | 4.7 | 4 | 9.5 | 7 | 6.6 |
| Second YOP | 5 | 7.8 | 4 | 9.5 | 9 | 8.5 |
| Unemployed | 28 | 43.7 | 22 | 52.5 | 50 | 47.2 |
| N=106 | 64 | 100.0 | 42 | 100.0 | 106 | 100.0 |

Note: Nine young people were still on YOP at the end of the survey.

Table 2 Destination six months after leaving first YOP

| Destination | Male | | Female | | All | |
|-------------------|------|-------|--------|-------|------|-------|
| | n | % | n | % | n | % |
| Employed | 29 | 46.7 | 12 | 30.8 | 41 | 40.6 |
| Further education | 5 | 8.1 | 5 | 12.8 | 10 | 9.9 |
| Second/third YOP | 4 | 6.5 | 8 | 20.5 | 11.9 | |
| Unemployed | 24 | 38.7 | 14 | 35.9 | 38 | 37.6 |
| N=101 | 62 | 100.0 | 39 | 100.0 | 101 | 100.0 |

Note: Five young people (two boys and three girls) were not in the labour market six months after YOP.

informal training. YOP also functioned to overcome the social isolation that was experienced while unemployed. To most, the main benefit of YOP was that it provided work, and thereby a role and feeling of self worth.

While most of the trainees were favourable about their experience on YOP, over two-thirds said that they would not want to go on another YOP. They wanted more out of a scheme than YOP was able to provide. The two aspects stressed were: first, better training that would qualify them for a job with prospects, and secondly, a scheme where a permanent job would follow.

After YOP

Success in finding employment after YOP was limited. The level of qualifications was a significant factor for all in getting a job after YOP, but was most important for girls. Young people with any type of disadvantage were the least likely to find employment. The more disadvantaged entered and left YOP later than the others so their subsequent entry into the labour market may have been impeded as much by worsening economic conditions as by their vulnerable position. YOP functioned to compensate for the lack of social networks for many of the new residents, mainly among the girls. There was more success in overcoming the limited opportunities in the south of the district, again mostly for the better qualified. While the disadvantaged did not fare as well in obtaining jobs after YOP, there did seem to be some compensation in terms of social development.

Girls were more likely to be unemployed or on another YOP immediately after leaving YOP than were boys (see table 1) and their status did not improve six months after they had left their first YOP.

Overall numbers

Six months after they had left their first YOP, overall numbers in employment had risen very little (see table 2), reflecting the worsening economic conditions. Numbers in further education had however risen.

Of the 22 young people who were taken on by their sponsors, two were made redundant within six months. Of the 46 who were in employment three months after YOP, 34 were still in employment six months after YOP although three had changed jobs. One boy entered further education and another went on a second YOP after being made redundant. Nine (20 per cent) were unemployed after six months although only three of these had been made redundant. One young person left college and is now unemployed. Of those who were on a second YOP three months after their first YOP, half (seven) became unemployed; three found a job; three were still on YOP and one entered further education. Staying on for another YOP did not significantly improve the chances of finding a job.

Of the 38 young people who were unemployed three months after leaving their first YOP, two-thirds of them were still unemployed after six months; a fifth went on a second YOP and 11 per cent (four) found a job. The girls who found employment within the first three months of leaving YOP stayed in employment. However, only three of the girls who were unemployed then eventually found

work. The rest of the girls either entered further education (five); went on another YOP (11) or remained unemployed (14) for the entire time. Boys were more likely to find employment both immediately and at a later stage, indicating the broader opportunities for boys. However, the boys were more likely to leave their job voluntarily within six months of obtaining that job.

Jobs after YOP

The types of job obtained by those young people who entered YOP were similar to the jobs obtained by those who did not enter YOP. Just as many found skilled and good quality jobs as those with no YOP experience. However, non-YOP entrants were more likely to find work in agriculture. This is not surprising as those in agriculture mostly found work through family or friends and did not need the intervention of YOP.

There were some marked differences between boys and girls. Boys with YOP experience were less likely to get skilled work (36.8 per cent) than boys without YOP (50 per cent). However, girls with YOP experience (40 per cent) were much more likely to get skilled work than girls without YOP (24.2 per cent). Some of this may be explained by the fact that girls with better qualifications preferred taking a YOP in the type of work they wanted rather than simply taking any job, and were also likely to find a job after their placement. Boys were found to get good jobs without YOP much more easily than girls.

Boys on YOP had mostly practical placements across all sectors and found similar work. Girls on YOP had practical, clerical and caring placements, almost exclusively in the service sector and found work only in the service and industrial sectors. Girls in the non-YOP group were also mainly in the service and industrial sectors, with some in agriculture. YOP did not broaden opportunities for girls but placed them exclusively into traditional female work. However, the quality of jobs for girls with YOP experience was better than those without YOP. The better quality of jobs obtained by girls with YOP is partly explained by the higher level of qualifications held by them and partly by YOP providing a network into good jobs for the girls that was not needed by the boys. Of the YOP entrants 49 per cent had no training in their jobs compared to 35 per cent of those without YOP. This was more true for boys than girls. Boys without YOP were more likely than boys with YOP to have training, and girls with YOP were more likely than girls without YOP to have such training.

The type of training for both boys and girls with YOP experience was mainly on-the-job training, of less than a year's duration. This does not compare well with the training received by those without YOP experience, only one-third of whom had on-the-job training. Again, those with apprenticeship training were able to find their jobs without YOP intervention.

Favourably rated

Most of the young people rated both their job and YOP favourably and felt that YOP was like a real job, except for the money and its temporary nature. This is not surprising as most of those trainees who found work after YOP were on a WEEP scheme and attributed their finding a job to

their YOP placement. However, those who rated YOP positively and their job negatively tended to be in poor quality semi-skilled jobs, receiving no training, and only taking the job for stop-gap reasons. There were also a few, mainly boys, with good qualifications who rated their YOP and their job negatively. They had poor quality jobs and could be described as drifters, in contrast to those with stable records. Young people's evaluation of work was very much influenced by the quality of the jobs and their belief that they would benefit from that experience.

How then does the impact of YOP in Ceredigion compare with other areas in the country? Two studies have recently reported findings on their surveys of YOP trainees. One was conducted by the Office of Population Censuses and Surveys, who undertook a national survey of YOP participants entering between September 1978 and June 1979 (Bedeman, T and Harvey, J (1982)). The other, conducted by Oxford University was a case study of the role of YOP in Castlehill, an area of Birmingham (Jones, *et al*, 1983). This study focused on young people entering YOP between September 1979 and September 1980. Both these studies can be looked upon as a continuum with the Ceredigion research as OPCS covered the beginning of YOP with relatively low unemployment and a small YOP programme; Oxford covered the next year with rising unemployment and an increasing role of YOP; and this study has covered the following year, 1980-81, when YOP played a major role involving half of the school leaving population.

Indication

Another indication of the increase of youth unemployment during this period and the effect it had on the characteristics of YOP entrants was the large number of qualified and relatively advantaged young people in the Ceredigion sample while the majority of the YOP samples in both the national survey and Castlehill studies were unqualified and socially disadvantaged. As youth unemployment rose, those young people who usually would have had little difficulty in obtaining work found themselves unemployed and took advantage of the YOP option. Furthermore, 46 per cent of YOP entrants in Castlehill and 40 per cent in the national study worked *before* entering YOP compared to only 11 per cent of the Ceredigion study, indicating once again the increasing severity of youth unemployment over the years.

YOP functioned as a bridge to work with decreasing success over the years. On leaving their YOP scheme half of the OPCS and Oxford samples found work while only a third did so in the Ceredigion sample. Six months later the OPCS sample rose to 60 per cent in work while the Oxford sample fell to only 42 per cent in employment, similar to the Ceredigion figure of 41 per cent. The Midlands, dominated by manufacturing industry, was severely hit by the recession where unemployment more than doubled during 1980-81 placing young people in an even more vulnerable position³. One point worth noting about the Ceredigion sample's destination after YOP was the large number of young people entering further education (ten per cent compared to the national average of three per cent). This was due in large part to the willingness of the Further Education Colleges in Ceredigion to give many of

Notes

- (1) This article is based on "Youth Opportunities in a rural area: a study of YOP in Mid-Wales". (McDermott and Dench, 1983a), to be published by MSC in their Research and Development Series.
- (2) Information on Ceredigion's labour market was obtained from: Dyfed Structure Plan, 1980; Appraisals and Policies. Ceredigion District Council, 1979; Migration and Labour Mobility Survey. Ceredigion District Council, 1981; and conversations with local council officials.
- (3) An article in *Employment Gazette* (Jones, January 1983) illustrates the subsequent rise in unemployment in this area and the devastating effect it has had on young school leavers, particularly the most disadvantaged.

these young people entry without the necessary qualifications and to the efforts of the Careers monitor and the community service staff in guiding young people towards this option.

The constraints of particular local labour markets were shown by the diversity and broad provision of schemes in the two earlier studies. However, the young people's view of their experience while on YOP was positive in all three studies. The Ceredigion sample reported a higher number of tasks being learnt as well as support being given, perhaps indicating the positive effect of small firms' emphasis on personal relations and multiplicity of roles. An area of similarity among all three studies was the sharp division between boys' and girls' work. There appears to have been little effort of trying to break down traditional gender barriers.

Finally, there was one other area of similarity among the three studies that causes great concern. Despite the different time periods and different geographical areas, the unqualified and most disadvantaged in all three studies were the least likely to obtain employment. The Holland report stated that a major aim of YOP was to provide help to those least qualified and able (MSC., 1977). Clearly the findings of all these studies point to an area that any new policy must take action on.

Implications for the YTS programme

The rural economy is characterised by a narrow employment structure, dominated by the services sector with a shrinking demand for labour in agriculture and limited opportunities in manufacturing. The nature of YOP in Ceredigion was closely related to this structure, provision being very narrow and almost entirely WEEP. Hence, although the quality of WEEP was found to be very high, the range of experience participants were able to gain was limited. The problems of physical isolation and poor transportation facilities added further constraints in matching young people with the available schemes. Few trainees were able to participate in off-the-job training, as training facilities in the district are limited and sparsely distributed. Hence, it can be illustrated that YOP in Ceredigion was based very much within the constraints of the rural economy.

YOP could have tried to overcome some of these

constraints but did not. YTS presents a new opportunity to learn from the difficulties encountered by YOP and provides a chance to innovate. Alternatives such as mobile training centres, travelling instructors, of bringing the facilities to the trainees instead of the trainees to the facilities, might overcome the remoteness of some trainees' residences. Flexible working hours to match bus timetables, and sharing of transport would allow young people greater access to a variety of employers. The use of local church and town halls as meeting places for induction, assessment, training and social and life skill courses is a way of sharing resources and allowing small numbers to be cost-effective.

The rural FE college has a chance of being in the vanguard of creating new opportunities by offering courses and an approach that is flexible and varied. These colleges should become an essential part of an integrated approach to youth training, education and rural development. Training, while based on national standards, should be placed within a local framework, taking young people and employers into consideration and co-operation. The demand YTS will be placing on the rural FE colleges should be seen as an opportunity to explore alternatives, such as co-operatives, community projects and a more varied curriculum of work experience, job training and self-development.

However, rural areas are not autonomous and are affected by wider economic and social policies as more urban communities. The same mechanisms are at work that create inequalities on the labour market elsewhere. Girls, the educationally and socially disadvantaged were the most likely to be unemployed. Those in poor quality jobs were the most vulnerable to instability in employment. It is clear then from the findings of our research that implementation of the YTS will have to overcome the special problems imposed by a rural labour market and the structural constraints that make certain groups vulnerable in finding suitable employment throughout society.

References

- Bedeman, T and Harvey, J (1982). Young people on YOP—a national survey of entrants to the Youth Opportunities Programme. London: MSC Research and Development Series No. 3. Ceredigion District Council (1979). Ceredigion 1979. Appraisals and Policies. Ceredigion, Dyfed: Planning Department. Ceredigion District Council (1981). Ceredigion migration and labour mobility survey. Ceredigion, Dyfed: Planning Department.
- Dyfed County Council (1980). Dyfed County Structure Plan. Report of a survey. Dyfed: Planning Department.
- Jones, P (1983). Effects of rising unemployment on school leavers. *Employment Gazette*, 1983, January, pp. 13-16.
- Jones, P, et al (1983, forthcoming). Out of school: a case study of the role of Government schemes at a time of growing unemployment. Sheffield: MSC Occasional Paper.
- Manpower Services Commission (1977). Young people and work: Report on the feasibility of a new programme of opportunities for unemployed young people. London: Manpower Services Commission.
- McDermott, K and Dench, S (1983a, forthcoming). Youth Opportunities in a rural area: A study of YOP in Mid-Wales. Sheffield: MSC Research and Development Series. ■

SPECIAL FEATURE

Labour Force Survey changes

This article explains the need to replace the biennial Labour Force Survey (LFS) in Great Britain by a more frequent one. Since 1973, the LFS has provided information about various characteristics of members of the labour force to supplement the aggregate statistics that are published regularly in *Employment Gazette*.

On June 29 the Secretary of State announced plans to replace the biennial Labour Force Survey in Great Britain by a more frequent survey. The announcement came in a written answer to a Parliamentary Question (see box on page 296).

Since 1973, the biennial Labour Force Survey (LFS) has provided information about various characteristics of members of the labour force to supplement the aggregate statistics that are regularly published in *Employment Gazette*. The survey met the requirements of the Statistical Office of the European Communities which lays down guidelines for labour force surveys to be conducted throughout the Community. Being based on interviews with individual members of some 80,000 households in Great Britain every other year, the survey has been able to cover a broad range of data; this is in contrast to the relatively simple aggregate information obtainable in, for example, the monthly and quarterly estimates of employees in employment (based on sample returns from employers) and the monthly unemployment count.

However, the long interval between surveys has limited the value of the data. Considerable change is currently taking place in the labour force and its composition, in contrast with earlier experience of steadier trends. More timely data on all the main components of the labour force, of the type previously available only every other year from the LFS, are needed as a basis for assessment of labour market trends. The new survey will provide annual data in as much detail as the present biennial survey, together with indications of trends in the course of the year for broad groups within the labour force. It will also continue to meet EC requirements and provide statistics which are comparable with those from similar surveys in other member states.

Need for improved data

Recent experience has highlighted deficiencies in the available information about the labour market*. The four main areas for which more frequent data will be provided are:

Self-employment The results of the 1981 Labour Force Survey, which became available in 1982, showed that this significant part of the labour force, numbering about two million, and subject to considerable change, grew by about ten per cent between 1979 and 1981. The more frequent survey will provide substantially based annual, instead of the present biennial, estimates

together with an indication of trends in the course of the year; and also information on the flows into and out of self-employment.

Employees The quarterly statistics, based on returns from employers, substantially under-estimated numbers, especially in the service industries, over the period 1978-81 (because of the difficulty in accurately identifying the opening of employing establishments), and there are indications that this has continued. The 1983 Labour Force Survey followed by the new survey will provide a check on the main totals between triennial censuses of employment. In addition, plans to improve the quarterly employment statistics are in hand.

The labour force and activity rates Trends are liable to marked change, reflecting, for example, the strength of the trend to earlier retirement, and the possible stabilisation of the labour force participation of married women following rapid growth in the last decade. The new survey will provide more frequent and timely indications of change. Such comprehensive data are important for analysis and appraisal of the labour market and in forecasting.

Survey-type information on the unemployed The new survey will provide more frequent information than hitherto to supplement that from the monthly count, for example guidance on the numbers of unemployed not in the monthly count and numbers of people in the count who are not seeking work. The survey will also provide additional information—for example occupation and household characteristics—about those seeking work. The monthly count will remain the regular indicator of trends in unemployment.

The survey will also provide information about a range of other topics, such as occupations, training, absences from work, and people moving from one part of the labour force to another.

* See, for example, the following articles in recent issues of *Employment Gazette*: "Census of employment results for September 1981", 1982 December pp. 504-513. "How many self-employed?", 1983 February pp. 55-56. "Employment and the working population: adjustments for underestimation", 1983 June pp. 242-244.

Design of the new survey

The new survey is designed to meet the need for two types of information:

- (a) Broad indication of *trends* within the labour force over time;
- (b) an indication of *levels*, that is the size of different components of the labour force.

These needs are reflected in the survey design, which combines interviewing throughout the year (to measure changes) with an enhanced sample in the spring (to establish levels).

The survey will be carried out by Social Survey Division of the Office of Population Censuses and Surveys, on behalf of the Department of Employment.

The main features of the design are as follows:

- (a) Information will be collected directly from households by trained interviewers.
- (b) Interviews will be spread throughout the year. The basic survey will involve interviews with some 5,000 households a month, with an additional boost of an extra 15,000 households each month during March, April and May. Thus the total sample size for the three-month period March-May will be 60,000 households.
- (c) Households participating in the basic survey will be interviewed five times at quarterly intervals, so that in any month 1,000 households will be receiving their first interview, another 1,000 their second, and so on, with 1,000 being interviewed for the fifth and last time. There will also be some overlap between the boost sample in consecutive years. This design improves the reliability of trend data.
- (d) Information will normally be obtained directly from the individual concerned. However, to reduce costs, information about someone who is not available for personal interview may be provided by another related and responsible member of the household. Proxy response was also a feature of the biennial Labour Force Survey.
- (e) Also to reduce costs, second and subsequent interviews will be carried out by telephone whenever possible.
- (f) The sampling frame for the survey will be the Post Office's Postcode Address File (PAF), which will be used to extract a sample of postal delivery points. Compared with the electoral register, which has been widely used in the past, the PAF is less inclined to become out of date, has better coverage, and is easier to use (for example, it is available in computerised form).

- (g) As in all Government social surveys, information about individuals will be kept strictly confidential and the data will be used for statistical purposes only.

Other countries

A number of other countries already have labour force surveys conducted more frequently than annually, and incorporating repeat interviews. In Canada and the United States, these surveys are the primary source of statistics on employment and unemployment and the sample sizes are therefore much larger than in the new GB survey. Where similar surveys already exist in Europe (in Italy, Spain, Finland and Sweden, for example) they are generally designed to supplement other data sources, as is now proposed for Great Britain.

Timing

The 1983 LFS, for which interviewing was completed last month, will be the last biennial survey. Planning for the new survey is now at an advanced stage. The first interviews will take place in the fourth quarter of 1983, on a reduced scale, with full scale operation starting in January 1984.

Labour statistics

Mr Marcus Fox (Shipley) asked the Secretary of State for Employment if he has plans to improve the information available concerning the labour force.

Mr Tebbit: I have decided to improve the statistics of the labour force so as to provide a more comprehensive, accurate and up-to-date picture.

I am therefore arranging for the Labour Force Survey, hitherto conducted every two years, to be replaced by a more frequent survey. This will provide annual data in as much detail as in the present biennial survey, together with indications of trends in the course of the year for broad groups within the labour force. The new survey will provide, in particular, an improved indication of trends in self-employment, a check on trends in the number of employees—between triennial censuses of employment—a more up-to-date guide to trends in the overall labour force and activity rates, and more frequent survey-type information on the unemployed to supplement that from the monthly count. Plans are being made for the new survey to be introduced from the beginning of 1984.

I am also concerned that this and other information relating to employment should be fully analysed. I am therefore setting up a new unit within the Department of Employment with responsibility for the oversight of labour market research.

(June 29)

LABOUR MARKET DATA

Contents

| | | | |
|--|-----|---|-----|
| Commentary | S2 | Vacancies | |
| Employment | | 3-1 Summary: seasonally adjusted: regions | S39 |
| 0-1 Background economic indicators | S6 | 3-2 Summary: regions | S40 |
| 1-1 Working population | S7 | 3-4 Occupation | S41 |
| 1-2 Employees in employment | | Industrial disputes | |
| time series | S8 | 4-1 Summary: industry; causes | S42 |
| 1-3 production industries: MLH | S10 | 4-2 Stoppages of work: summary | S43 |
| 1-4 whole economy: MLH | S11 | Earnings | |
| 1-5 regions by industry | S14 | C2 Earnings, prices and output chart | S44 |
| 1-8 Output, employment and productivity | S16 | 5-1 Average earnings index: | |
| 1-9 International comparisons | S17 | industrial sectors | S45 |
| 1-11 Overtime and short-time | S18 | industry | S46 |
| 1-12 Hours of work | S19 | 5-4 Average earnings and hours: manual | |
| 1-15 Apprentices and trainees by region: | S20 | workers | S48 |
| manufacturing industries | | 5-5 Index of average earnings: | |
| C1 Unemployment and vacancies chart | S21 | non-manual workers | S48 |
| Unemployment | | 5-6 Average earnings and hours: all employees | S50 |
| 2-1 UK summary | S22 | 5-7 Labour costs | S51 |
| 2-2 GB summary | S24 | 5-8 Basic wage rates and normal hours | S52 |
| 2-3 Regions | S26 | 5-9 International comparisons | S54 |
| 2-4 Assisted and local areas | S30 | Retail prices | |
| 2-5 Age and duration | S33 | 6-1 Recent movements | S55 |
| 2-7 Age | S34 | 6-2 Latest figures: detailed indices | S55 |
| 2-8 Duration | S35 | 6-3 Average retail prices of items of food | S56 |
| 2-13 Adult students | S36 | Chart | S57 |
| 2-14 Temporarily stopped | S36 | 6-4 General index: time series | S58 |
| 2-18 International comparisons | S37 | 6-5 Changes on a year earlier: time series | S60 |
| 2-19 Flows of unemployed and vacancies | S38 | 6-6 Pensioner household indices | S60 |
| | | 6-7 Group indices for pensioner households | S60 |
| | | 6-8 International comparisons | S61 |
| | | 7-1 Household spending | |
| | | All expenditure | S62 |
| | | Comparison of expenditure | S62 |
| | | Definitions and conventions | S63 |
| | | Index | S64 |

Summary

Evidence continues to point to improvement in the economy in the first half-year and beyond, with growth in output widely expected to be around 2-2½ per cent in 1983 as a whole. Recovery in other countries, at a generally moderate rate, is also developing and is expected to continue.

Recent higher levels of demand have been maintained, with consumers' expenditure and housing starts remaining well up on a year ago. Destocking in the first quarter was at a much lower rate than in the previous six months.

Some improvement in manufacturing output has taken place, but imports also have continued to rise.

Total employment in the first quarter fell considerably more slowly than in the second half of last year, with employment in service industries showing an increase.

The underlying increase in unemployment was 19,000 in June, below the average for recent months (after allowing for men aged 60 and over who no longer have to sign on); over the first half-year the underlying rate of increase averaged 24,000 a month, compared with 29,000 in the second half of last year. Vacancies showed further improvement in the first half-year, especially in June.

Average earnings increased at an underlying rate of 7¼ per cent in the year to May.

The rate of inflation, as measured by the 12-monthly change in the retail prices index, was 3.7 per cent in June.

Economic background

The general consensus of recent economic forecasts is for output growth of around 2-2½ per cent in 1983. The *CSO's cyclical indicators* present a consistent picture of a continued upswing in the business cycle into 1984. All the composite indicators have risen in recent months.

The June *CBI Monthly Trends Enquiry* showed expectations of rising output among UK manufac-

turers for the fifth successive month. Both domestic and export order books were again reported to have improved slightly in June; output expectations and order books were both at their strongest in the consumer goods sector.

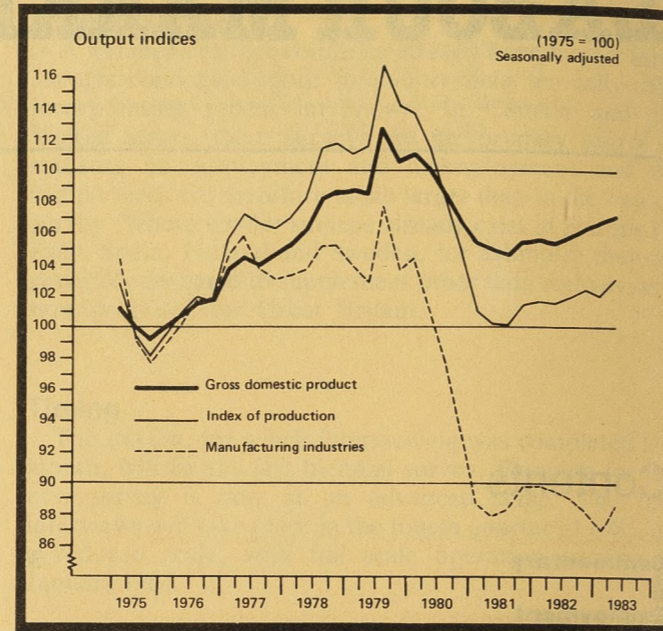
GDP (output) rose by ½ per cent in the first quarter compared with the fourth quarter of 1982 and was 1½ per cent higher than a year earlier.

In the three months to May, industrial production was ½ per cent higher than in the previous three months and 1½ per cent higher than a year earlier. Output in manufacturing industries grew patchily in the latest three months there was expansion in metal manufacture, chemicals, coal and petroleum products, and engineering and allied industries but contraction in food, drink and tobacco. Overall, manufacturing output grew by about ½ per cent over this period, but was ½ per cent down on the level a year earlier.

Consumers' expenditure fell slightly in the first quarter of this year from its record level in the previous quarter, but remained 3.4 per cent up on a year ago in real terms. Spending on durable goods continued to rise, but consumption of food, and of fuel and light fell in the first quarter. Retail sales have grown steadily during the first five months of 1983, suggesting consumers' expenditure may well rise again in the second quarter.

The volume of stocks held by manufacturers, wholesalers and retailers, on revised estimates, fell by about £40 million in the first quarter. Reductions in the levels of manufacturers' and wholesalers' stocks were partially offset by a large increase in the level of retailers' stocks. The rate of destocking in the first quarter was much lower than that in the previous two quarters; the level of stocks fell by £334 million in the third quarter and by £566 million in the fourth quarter.

Manufacturing investment continues to fall, but capital expenditure by the distributive and service sectors is still rising. In the first quarter of 1983, total capital expenditure by manufacturing, distributive and service industries (excluding shipping) was little changed from its level in the preceding quarter. The growth in distributive and service indus-



tries capital expenditure is expected to continue in the second half of this year and next.

Housing starts (GB provisional estimates) rose by 6 per cent in the six months to May and were 5 per cent higher than a year earlier.

All three target monetary aggregates have grown at rates above the target range of 7-11 per cent per annum over the four months to June. Sterling M3 grew at an annual rate of 15.8 per cent, M1 at 17.6 per cent and PSL2 at 17.9 per cent. Annualising growth over such a short period may, however, give a misleading impression of the underlying trend.

Sterling's effective exchange rate in the first week of July had weakened by about 3½ per cent from its level one month earlier, following the ½ per cent cut in interest rate on June 15. The effective exchange rate remained some 6½ per cent above its low level in March this year, however.

The current account of the balance of payments was estimated to be in surplus by £198 million in the three months to May, compared with a surplus of £519 million in the previous three-month period. Visible trade showed a deficit of £528 million, compared with a deficit of £107 million in the previous period. The volume of exports has shown little change in recent months

and was only marginally higher in the three months to May than in the previous period. The volume of imports rose by 1 per cent in the three months to May, continuing its upward trend.

World outlook

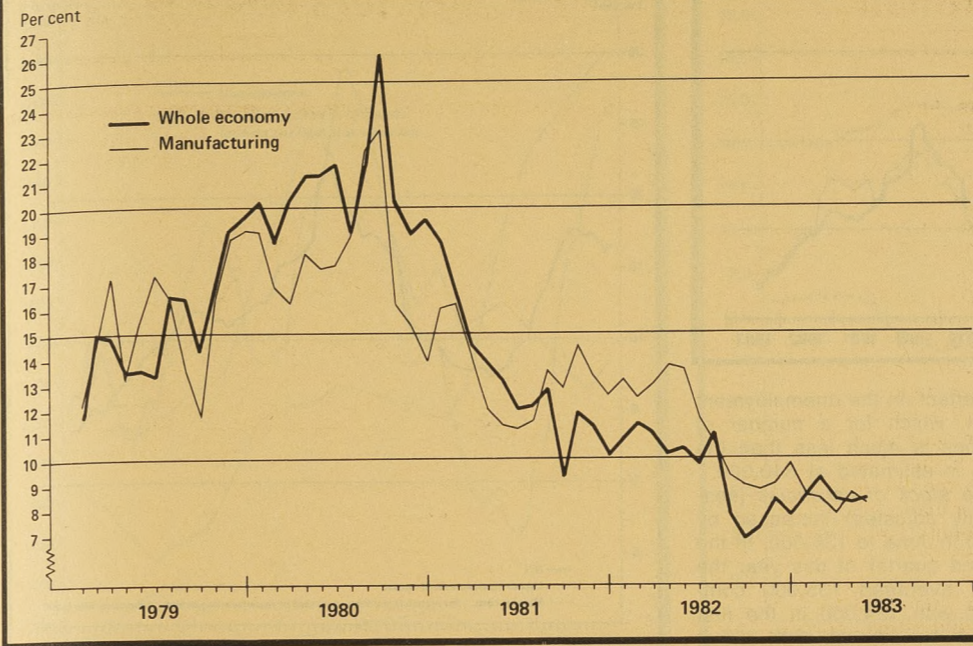
Clear signs of a world economic recovery emerged in the first half of 1983. Recent forecasts generally predict a sustained recovery in the OECD area in 1983 and 1984, although the expected recovery is modest by historical standards.

Output in the OECD area is widely forecast to rise by about 1½-2 per cent in 1983 and around 3 per cent in the following year. Recovery in Japan and the US is expected to be more rapid than in Western Europe.

In the US, GNP grew at an annual rate of 2½ per cent in the first quarter of 1983, largely due to a reduction in the rate of destocking, but also as a result of increases in consumer spending and residential investment. The size of the Federal Budget deficit, however, continues to be a major factor sustaining high interest rates.

Strengthening business confidence and further moves towards restocking in Europe point to rising output in the second half of

EARNINGS: Average earnings index: increases over previous year



1983. In Japan, domestic demand remains generally weak but export orders seem likely to benefit from the resurgence in US demand.

A relatively sluggish upswing in world trade is one factor underlying the modest output forecasts. This largely reflects the weakness of demand for OECD exports from the rest of the world. OPEC spending has been cut back sharply following the fall in world oil prices, and a marked fall in non-oil commodity prices over the last two years, together with the high level of international debts and a tightening of bank lending, has caused many less-developed countries to cut back their spending on OECD manufactures.

Average earnings

The underlying increase in average earnings in the year to May was 7¼ per cent similar to the increase in the year to April.

The actual increase in the year to May 8.4 per cent (seasonally adjusted) was inflated by temporary factors. The net effect of variations in timing of settlements was to inflate the annual increase by 1 per cent as some groups of employees (for example, teachers and National Health Service employees) received increases both from their 1983 settlements and from their delayed 1982 settlements, during the 12 months to May 1983. Back-pay in May was similar to that a year

ago. The underlying monthly increase in average earnings in the three months to May remained at about ½ per cent.

In manufacturing industries and in index of production industries the underlying increases in average earnings in the year to May were 8¼ and 8 per cent respectively, similar to the underlying increases in the year to April. These increases are close to the actual increases in the year to May of 8.2 per cent and 7.9 per cent respectively. For these industries changes in timing of settlements had only a marginal effect. The increase in average earnings in the year to May in part reflects an increase in hours worked (less short-time and more overtime working).

In the three months to May, wages and salaries per unit of output in manufacturing were 3.3

per cent higher than a year earlier.

Retail prices

The rate of inflation, as measured by the 12-monthly change in the retail prices index (RPI), was 3.7 per cent in June, the same as in May. The rate has not been lower than this since March 1968.

Between May and June the index went up by 0.2 per cent, a similar increase to last year. The rise this year was caused mainly by higher prices for fresh vegetables and fruit, motor vehicles and beer, partly offset by lower London Transport fares and cheaper clothing in the summer sales.

The increase in the RPI during the latest six months, excluding the effect of seasonal food prices, was 2.5 per cent in June compared with 2.1 per cent in May.

The tax and price index rose by 3.1 per cent in the year to June, 0.6 per cent less than the corresponding increase in the RPI, to stand at (January 1978 = 100).

Input prices (that is the prices of materials and fuels purchased by manufacturing industry) increased by 0.5 per cent between May and June, largely as a result of a higher sterling price for crude oil caused by the depreciation of sterling against the dollar. The increase over 12 months was 4.4 per cent in June, compared with 6.3 per cent in May.

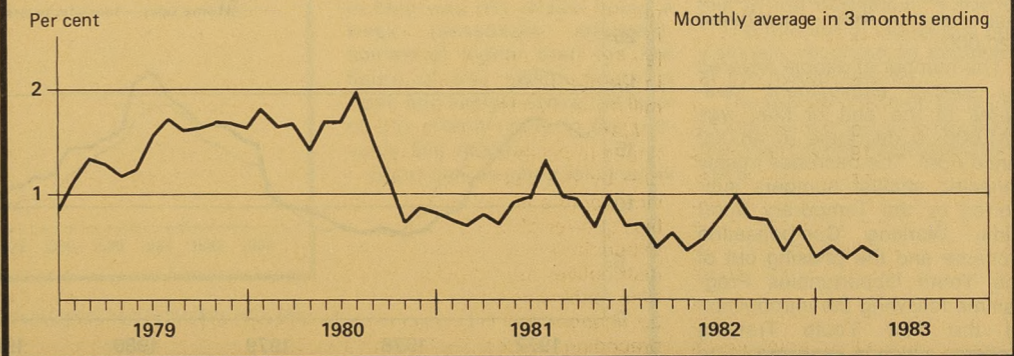
Manufacturers' selling prices (as measured by the wholesale price index for home sales) increased by 0.2 per cent between May and June, over a third of this increase resulting from higher prices for food products. The increase over 12 months fell slightly from 7.3 per cent in May to 7.2 per cent in June.

In May the rate of inflation in the United Kingdom was 1.8 percentage points lower than the average for all OECD countries (5.5 per cent) and 3.5 percentage points lower than the average for the European Community (7.2 per cent). A year earlier the rate in the United Kingdom had been about 1 percentage point higher than the OECD average and 1¼ percentage points lower than the EC average.

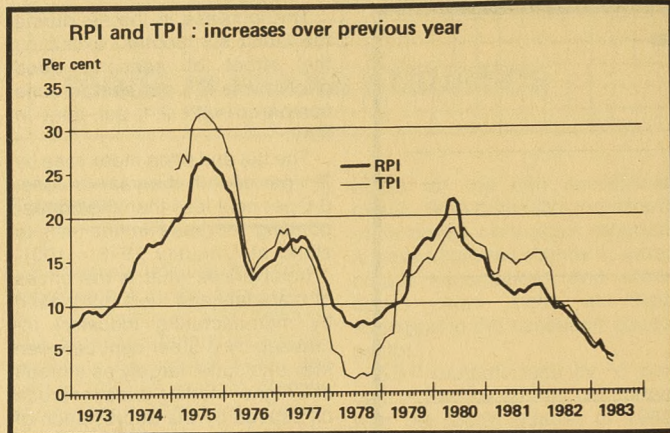
Unemployment and vacancies

The seasonally adjusted figure for June shows an increase of 1,000 in the total number of unemployed, but this reflects reductions in the count of 16,000 aris-

EARNINGS: Average earnings index: underlying rate of change*



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



ing from the initial effects of the second Budget provision for men aged 60 and over (which enables those on supplementary benefit to receive the long term rate right away) and a further 3,000 from the first Budget provision (which enables men aged 60 and over to obtain automatic national insurance credits without signing on at an unemployment benefit office). Allowing for these Budget effects, there was an underlying (seasonally adjusted) increase of 19,000, compared with 25,000 a month during the first five months of this year and 29,000 a month in the second half of 1982.

The recorded total fell by 65,000 in June to 2,984,000. This reflected a reduction of 19,000 from Budget effects, a fall of 59,000 from seasonal influences, and a fall of 7,000 in school-leavers, offset by an underlying increase of 19,000. The recorded total does not include those summer school leavers who are not entitled to benefit until September.

The unemployment total in June included 119,000 school leavers, compared with 126,000 in May and 99,000 in June 1982; the decrease of 7,000 between May and June compared with a decrease of 6,000 in 1982. Not included in the above total are 128,000 non-claimant school leavers registered at Careers Offices who are not entitled to benefit until September; in June last year they numbered 120,000.

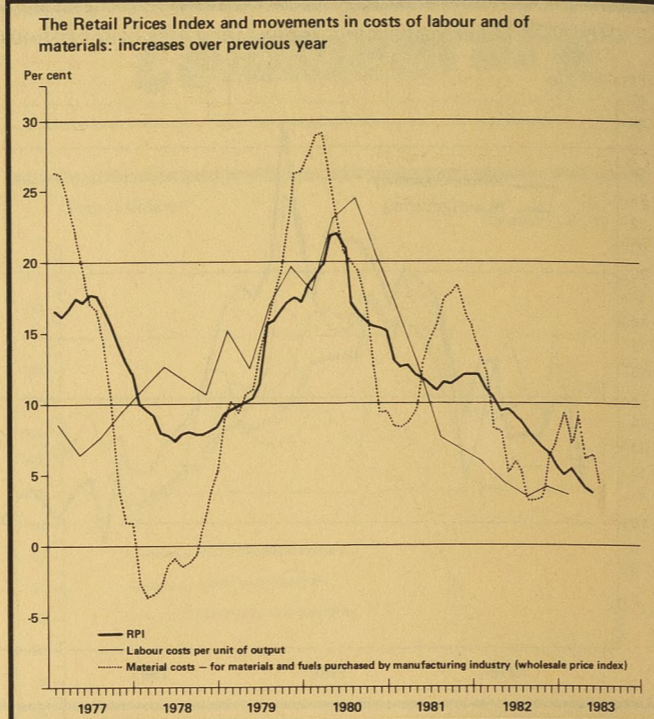
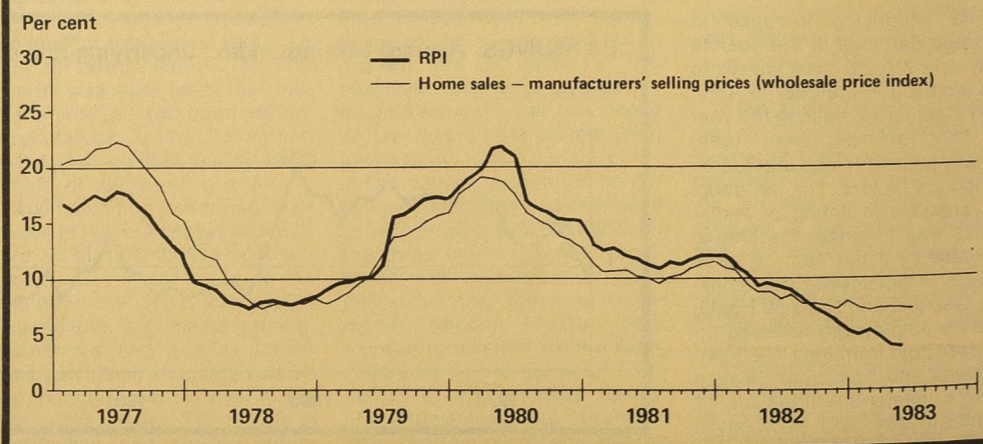
The number of people covered by special employment measures at the end of May was 561,000, a decrease of 46,000 since April. The decrease mainly reflected smaller numbers supported by the Temporary Short Time Working Compensation Scheme and the phasing out of the Youth Opportunities Programme following the introduction of the new Youth Training Scheme which is expected to be in full operation by September.

The effect on the unemployment count, which for a number of reasons is much less than the total, is estimated at 340,000.

The stock of vacancies (seasonally adjusted) increased by 8,000 in June to 139,000. In the second quarter of this year the stock averaged 135,000 compared with 124,000 in the first quarter, an increase of 11,000 of which 7,000 were Community Programme vacancies. The stock is currently 34,000 higher than a year ago. The inflow of vacancies increased sharply in June, giving an average of 176,000 a month in the second quarter, compared with 172,000 in the first quarter; in the second quarter last year the inflow averaged 162,000.

Male unemployment is currently rising at the same rate as for females, after a period of about three years in which the male increase was more marked. In the second quarter the recorded increase on the first quarter for males was 0.3 percentage points (after adding back the Budget effects), the same as for females.

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



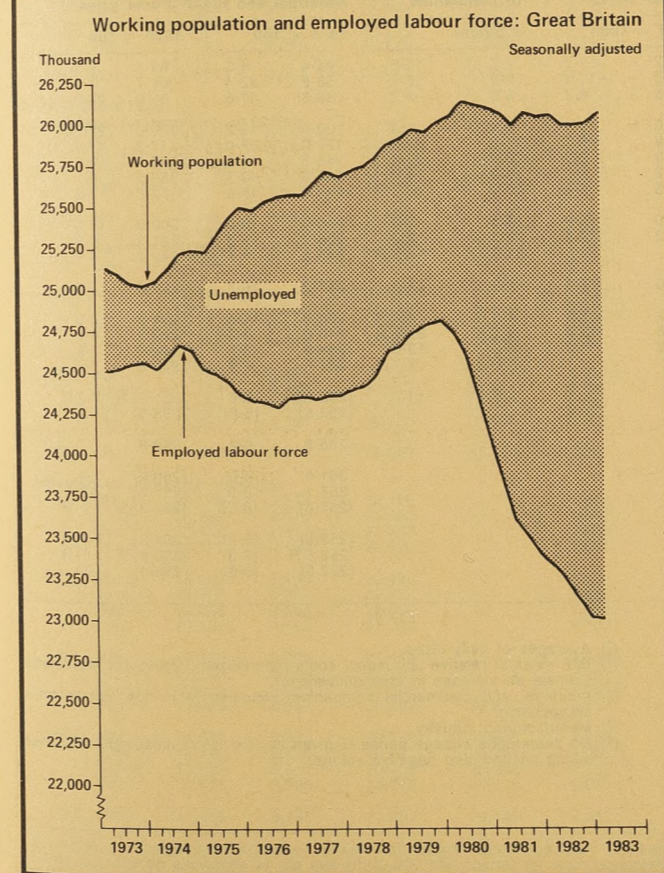
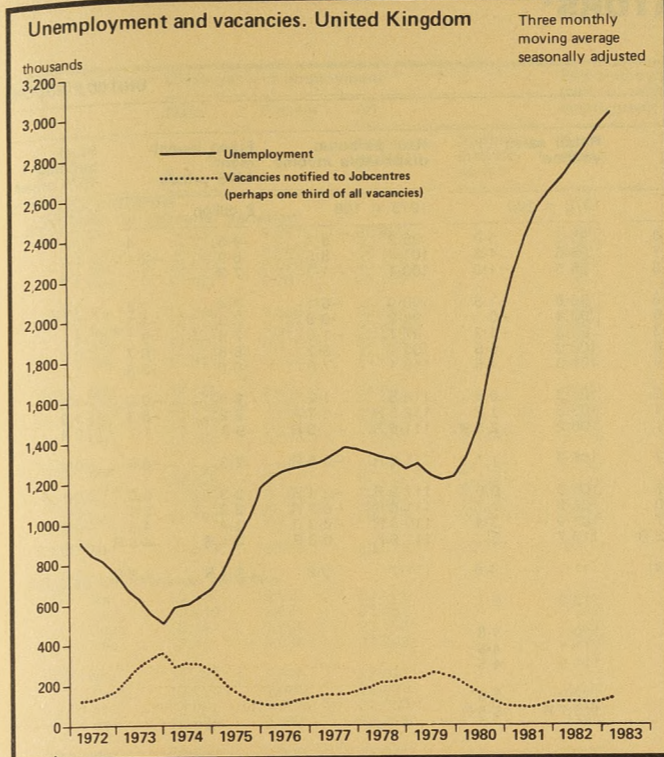
The regional pattern in the second quarter, compared with the first quarter, shows increases above the national average (+0.3 percentage points after adding back the Budget effects) in the North (+0.6 points) and Northern Ireland (+0.5). In all other regions the increases were at or below the national average; the smallest increases were in East Anglia and the South West (both +0.1).

International comparisons of unemployment show that most countries have experienced increases over the past year. The recent increases in the seasonally adjusted national unemployment rates (latest three months

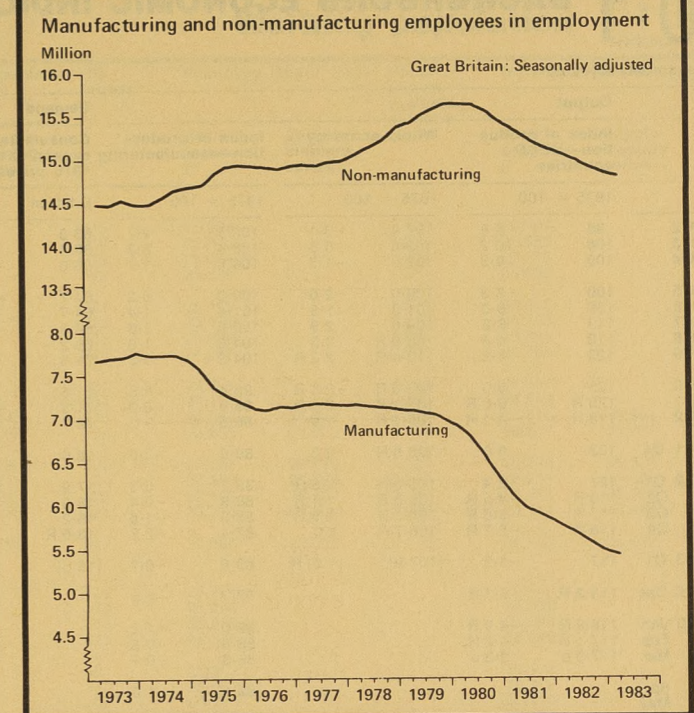
compared with the previous three months) are: Belgium (+1.1 percentage points), Australia (+1.0), the Netherlands (+0.8), Italy (+0.7), Austria, Germany and Ireland (all +0.6), Denmark (+0.5), Norway (+0.3), the United Kingdom (+0.3), Japan (+0.2) and France (no change). There were decreases in Canada (-0.1) and the United States (-0.3).

Employment

Total employment fell considerably more slowly in the first quarter of 1983. Using the sup-



Note: This chart uses the provisional supplementary estimates from September 1981. See footnotes on table 1.1.



Note: This chart uses the provisional supplementary estimates from December 1981. See footnote to table 1.2.

plementary estimates, which incorporate an allowance for underestimation in the basic series (see article on page 242 of the June issue of *Employment Gazette*), total employment (seasonally adjusted) fell by about 30,000 in the first quarter compared with a fall of 120,000 in the last quarter of 1982 and 143,000 in the third quarter. On the same basis, employment in service industries is estimated to have increased by about 60,000 in the first quarter of the year.

Estimates for May show a decline in manufacturing employment of 22,000, similar to the average monthly decrease of 20,000 in the first four months of the year. These amounts are below the monthly average fall of 30,000 in the fourth quarter of 1982.

Overtime working (by operatives in manufacturing industries) in May was 9¾ million hours a week (seasonally adjusted), somewhat higher than the low figure of 9¼ million hours in April, and slightly above the level of 9½ million hours in the previous five months.

Short-time working fell sharply

to 1.0 million hours lost a week (not seasonally adjusted), the lowest figure for ten months.

Industrial stoppages

The number of working days lost through industrial stoppages fell in June and the provisional estimate of 93,000 is the lowest monthly figure this year. The cumulative total of 2.1 million days lost in the first half of the year compares with 3.1 million days for the corresponding period in 1982 and an average for the first six months of 5.1 million days over the last ten years.

One third of the days lost in June were accounted for by three stoppages—one in shipbuilding, one in metal manufacture and one in the newspaper industry. The number of stoppages provisionally recorded as beginning in the month was 81.

The feature article on page 297 of this issue provides analyses of the final figures for stoppages in 1982.

1.8 EMPLOYMENT Indices † of output, employment and productivity

seasonally adjusted (1975 = 100)

| UNITED KINGDOM | Whole economy | | | | | | Index of production industries | | | | | | Manufacturing industries | | | |
|----------------|-------------------|------------------------|-----------------------------|--------------------|------------------------|-----------------------------|--------------------------------|------------------------|-----------------------------|--------------------|------------------------|-----------------------------|--------------------------|------------------------|-----------------------------|------------------------|
| | including MLH104† | | | 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 |
| 1973 | 103.6 | 100.1 | 103.6 | 103.5 | 100.1 | 103.5 | 109.7 | 104.6 | 104.8 | 109.5 | 104.6 | 104.7 | 108.8 | 104.3 | 104.3 | 101.3 |
| 1974 | 102.0 | 100.5 | 101.5 | 102.0 | 100.5 | 101.5 | 105.7 | 104.2 | 101.4 | 105.7 | 104.2 | 101.5 | 107.5 | 104.6 | 102.8 | 101.9 |
| 1975 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.1 | 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 | 97.1 | 105.5 | 101.1 | 97.1 | 104.1 | 102.0 | 96.9 | 105.3 | 105.2 |
| 1977 | 104.6 | 99.3 | 105.3 | 102.9 | 99.3 | 103.6 | 106.8 | 96.7 | 110.5 | 102.6 | 96.7 | 106.1 | 103.9 | 97.2 | 107.0 | 106.1 |
| 1978 | 108.0 | 100.0 | 108.0 | 105.5 | 100.0 | 105.5 | 110.6 | 96.6 | 114.5 | 104.5 | 96.5 | 108.3 | 104.5 | 96.8 | 107.9 | 107.2 |
| 1979 | 110.7 | 101.1 | 109.5 | 107.1 | 101.1 | 106.0 | 114.0 | 96.2 | 118.5 | 105.2 | 96.1 | 109.5 | 104.6 | 95.6 | 109.4 | 108.7 |
| 1980 | 107.6 | 100.1 | 107.5 | 104.0 | 100.1 | 103.9 | 106.2 | 92.1 | 115.3 | 97.2 | 92.0 | 105.7 | 95.1 | 90.3 | 105.2 | 107.3 |
| 1981 | 105.1 | 96.5 | 108.9 | 101.1 | 96.5 | 104.8 | 100.8 | 84.3 | 119.7 | 90.9 | 84.1 | 108.1 | 89.0 | 81.6 | 109.1 | 112.6 |
| 1982 | 106.1 | 94.8 | 112.0 | 101.5 | 94.7 | 107.2 | 101.9 | 80.0 | 127.5 | 90.7 | 79.7 R | 113.8 R | 88.4 | 77.1 | 114.7 | 117.0 |
| 1980 Q1 | 110.1 | 101.2 | 108.8 | 106.4 | 101.1 | 105.3 | 111.2 | 94.8 | 117.3 | 102.0 | 94.6 | 107.9 | 100.8 | 93.7 | 107.5 | 107.4 |
| Q2 | 108.4 | 100.7 | 107.7 | 104.8 | 100.7 | 104.1 | 108.0 | 93.4 | 115.7 | 99.1 | 93.3 | 106.3 | 97.6 | 91.9 | 106.2 | 107.4 |
| Q3 | 106.7 | 99.9 | 106.9 | 103.2 | 99.8 | 103.4 | 104.6 | 91.3 | 114.6 | 96.0 | 91.2 | 105.2 | 93.3 | 89.3 | 104.5 | 107.3 R |
| Q4 | 105.3 | 98.7 | 106.6 | 101.4 | 98.7 | 102.8 | 101.0 | 88.9 | 113.7 | 91.6 | 88.7 | 103.3 | 88.7 | 86.4 | 102.6 | 107.0 |
| 1981 Q1 | 104.9 | 97.7 | 107.4 | 100.9 | 97.6 | 103.4 | 100.2 | 86.7 | 115.6 | 90.3 | 86.5 | 104.4 | 87.9 | 84.1 | 104.5 | 109.4 |
| Q2 | 104.6 | 96.7 | 108.2 | 100.7 | 96.7 | 104.1 | 100.1 | 84.9 | 117.9 | 90.4 | 84.7 | 106.7 | 88.3 | 82.1 | 107.6 | 111.5 |
| Q3 | 105.4 | 96.1 | 109.6 | 101.4 | 96.1 | 105.5 | 101.4 | 83.3 | 121.8 | 91.7 | 83.1 | 110.3 | 89.8 | 80.6 | 111.4 | 114.3 |
| Q4 | 105.6 | 95.6 | 110.5 | 101.3 | 95.6 | 106.0 | 101.6 | 82.3 | 123.4 | 91.1 | 82.1 | 110.9 | 89.8 | 79.6 | 112.8 | 115.3 |
| 1982 Q1 | 105.5 | 95.4 | 110.6 | 101.2 | 95.3 | 106.2 | 101.5 | 81.2 | 125.0 | 91.1 | 81.0 | 112.4 | 89.5 | 78.6 | 113.9 | 116.2 |
| Q2 | 105.8 | 95.0 | 111.4 | 101.3 | 94.9 | 106.7 | 101.9 | 80.5 | 126.6 | 90.7 | 80.2 R | 113.1 R | 89.0 | 77.7 | 114.5 | 117.0 |
| Q3 | 106.3 | 94.5 | 112.5 | 101.7 | 94.5 | 107.6 | 102.4 | 79.5 | 128.8 | 91.0 | 79.2 R | 114.9 R | 88.1 | 76.5 | 115.2 | 117.5 |
| Q4 | 106.7 | 94.1 | 113.4 | 101.8 | 94.0 | 108.3 | 102.0 | 78.6 | 129.7 | 89.9 | 78.4 | 114.7 | 87.0 | 75.4 | 115.3 | 117.3 |
| 1983 Q1 | 107.2 | 94.0 R | 114.0 R | 102.3 | 93.9 R | 108.9 R | 103.1 R | 77.6 | 132.8 R | 91.0 R | 77.4 | 117.6 R | 88.6 R | 74.3 | 119.3 R | 121.4 R |

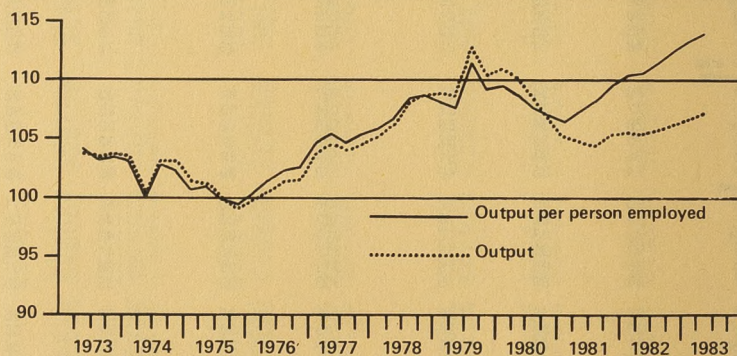
† MLH 104 consists of the extraction of mineral oil and natural gas.

‡ Gross domestic product for whole economy.

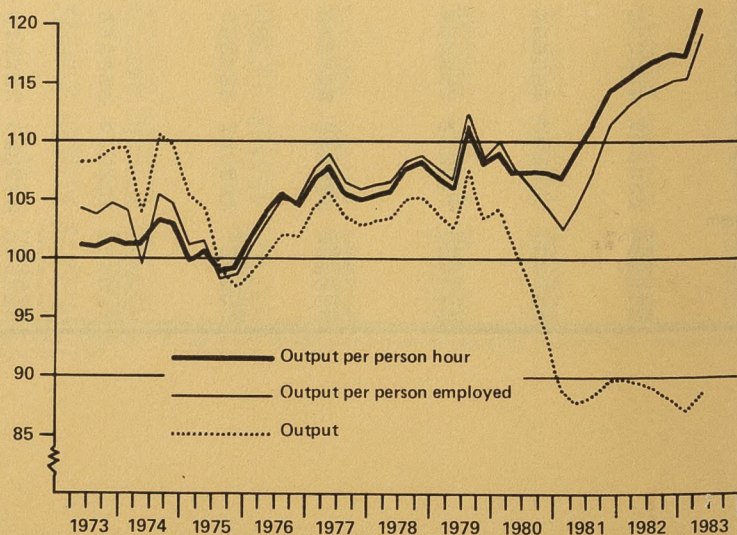
* Since the second half of 1981 the provisional estimates of the employed labour force may have been understating the level of employment, mainly in service industries (see article on page 242 of *Employment Gazette* June 1983). Data used in this table are those inclusive of an allowance for underestimation.

Output and productivity

Whole economy



Manufacturing industries



Seasonally adjusted

(1975 = 100)

9. EMPLOYMENT

Selected countries: national definitions

| | United Kingdom (1) (2) | Australia (2) (3) (4) | Austria (2) (5) | Belgium (1) | Canada (2) | Denmark | France | Germany (FR) (2) | Irish Republic (6) | Italy (2) | Japan (2) (5) | Netherlands (7) | Norway (2) (5) | Spain (5) (8) | Sweden (2) | Switzerland (2) | United States (2) |
|---|---------------------------|--------------------------|--------------------|----------------|---------------|---------|---------|---------------------|-----------------------|--------------|------------------|--------------------|-------------------|------------------|---------------|--------------------|----------------------|
| Indices: 1975 = 100 | | | | | | | | | | | | | | | | | |
| CIVILIAN EMPLOYMENT | | | | | | | | | | | | | | | | | |
| Years | | | | | | | | | | | | | | | | | |
| 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 | 105.0 | .. | 117.8 | .. | 101.2 | 101.0 | .. | 105.3 | 106.9 | .. | 113.2 | 87.1 | 104.0 | 101.2 | 117.0 |
| 1982 | 93.9 | 108.7 | .. | .. | 113.9 | .. | .. | 99.1 | .. | 104.8 | 107.9 | .. | 114.0 | 86.6 | 103.9 | .. | 115.9 |
| Quarters | | | | | | | | | | | | | | | | | |
| 1980 Q4 | 98.3 | 107.3 | 104.8 | .. | 116.2 | .. | 101.6 | 101.8 | .. | 105.6 | 106.3 | .. | 113.3 | 89.7 | 104.0 | 99.9 | 115.9 |
| 1981 Q1 | 97.3 | 107.8 | 104.9 | .. | 117.5 | .. | .. | 101.5 | .. | 105.9 | 106.8 | .. | 113.9 | 88.6 | 104.6 | 100.7 | 116.7 |
| Q2 | 96.3 | 108.5 | 105.0 | .. | 118.2 | .. | .. | 101.2 | .. | 105.1 | 106.7 | .. | 112.7 | 87.9 | 103.5 | 101.1 | 117.4 |
| Q3 | 95.8 | 108.8 | 105.1 | .. | 118.2 | .. | .. | 100.9 | .. | 104.7 | 106.8 | .. | 113.1 | 87.8 | 104.4 | 101.4 | 117.1 |
| Q4 | 95.0 | 108.9 | 105.1 | .. | 117.2 | .. | 100.9 | 100.5 | .. | 105.2 | 107.3 | .. | 113.1 | 87.1 | 103.6 | 101.3 | 116.6 |
| 1982 Q1 | 94.6 | 109.2 | 109.0 | .. | 115.9 | .. | .. | 99.9 | .. | 104.9 | 107.9 | .. | 113.6 | 86.8 | 103.6 | 101.1 | 116.1 |
| Q2 | 93.9 R | 109.0 | 108.0 | .. | 114.5 | .. | .. | 99.5 | .. | 105.5 | 107.7 | .. | 115.0 | 86.8 | 103.9 | 101.1 | 116.2 |
| Q3 | 93.1 | 108.6 | 108.3 | .. | 113.2 | .. | .. | 98.9 | .. | 104.3 | 107.5 | .. | 114.0 | 86.7 | 104.0 | 100.3 | 116.0 |
| Q4 | 92.5 R | 108.0 | .. | .. | 112.2 | .. | .. | 98.4 | .. | 104.5 | 108.8 | .. | 113.5 | 86.6 | 104.0 | .. | 115.5 |
| 1983 Q1 | 92.2 | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| 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 |
| 1980 | 24,870 R | 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 | 3,091 | .. | 10,933 | .. | 20,959 | 25,548 | .. | 20,623 | 55,810 | .. | 1,932 | 10,931 | 4,225 | 3,054 | 100,397 |
| 1982 | 23,221 R | 6,376 | .. | .. | 10,574 | .. | .. | 25,066 | .. | 20,542 | 56,380 | .. | 1,946 | 10,869 | 4,219 | .. | 99,526 |
| Civilian employment: proportions by sector | | | | | | | | | | | | | | | | | |
| 1982 Agriculture† | 2.7 | 6.5 | 10.3*** | 3.0* | 5.3 | 8.3** | 8.6*** | 5.5 | 19.2* | 12.4 | 9.7 | 6.0* | 8.0 | 18.3 | 5.6 | 7.0*** | 3.6 |
| Industry†† | 34.6 | 29.8 | 40.0*** | 34.8* | 26.5 | 30.0** | 35.2*** | 42.7 | 32.4* | 37.0 | 34.9 | 31.9* | 29.4 | 33.9 | 30.3 | 39.3*** | 28.4 |
| Services | 62.7 | 63.7 | 49.8*** | 62.3* | 68.2 | 61.7** | 56.2*** | 51.8 | 48.4* | 50.6 | 55.4 | 62.1* | 62.5 | 47.8 | 64.1 | 53.6*** | 68.0 |
| All | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Manufacturing | | | | | | | | | | | | | | | | | |
| 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 | .. | 28.1 | 36.6 | .. | .. | 27.0 | 25.1 | .. | .. | 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 | .. | .. | 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 | .. | .. | 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 | .. | .. | 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 | .. | 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 | .. | 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 | .. | 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 | 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 | 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.
 *** 1981.

† Including hunting, forestry and fishing.

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

— Break in series

1.15 EMPLOYMENT

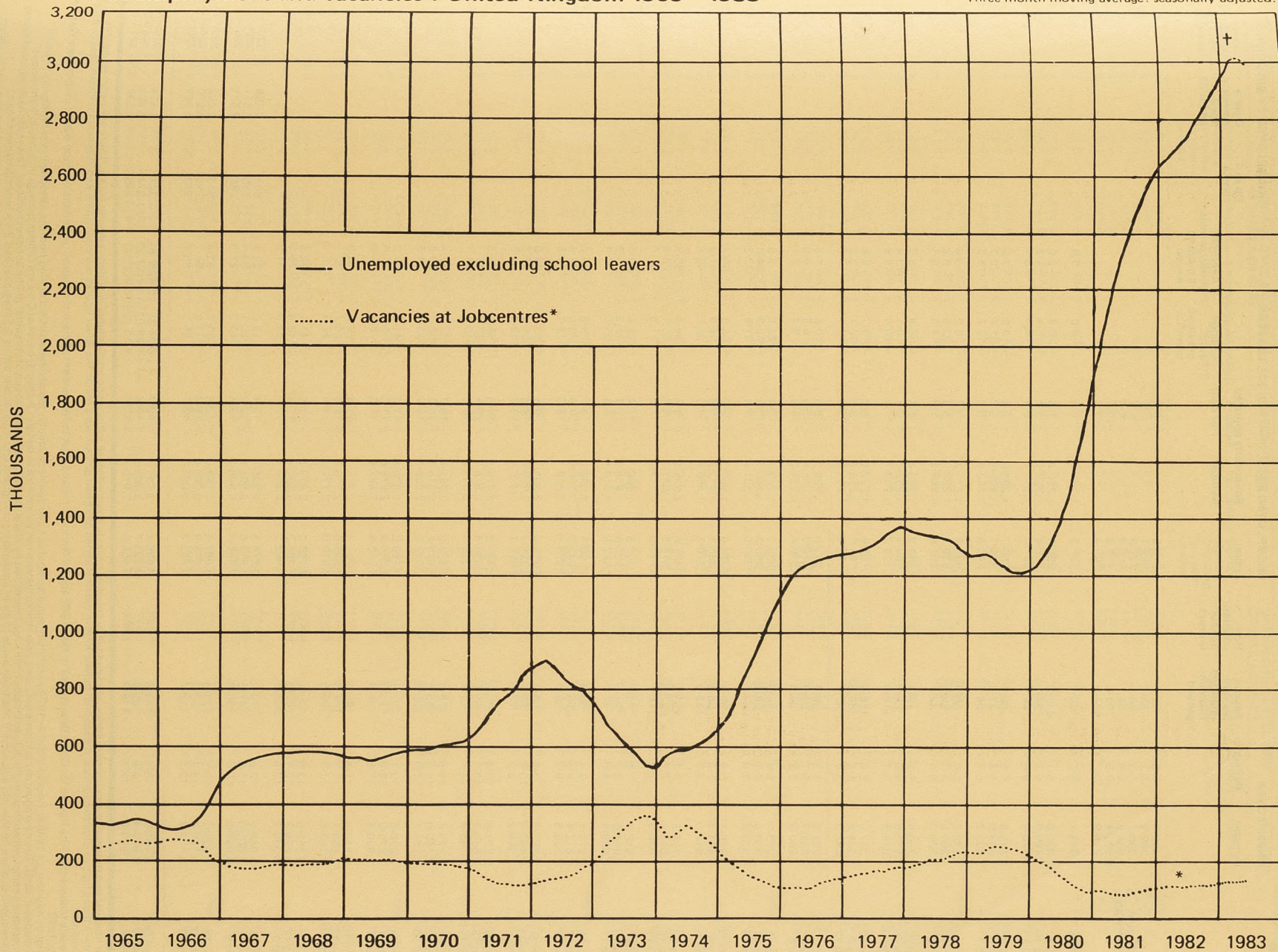
Apprentices and trainees by region: manufacturing industries

March 1983

| Region | | Number (thousand) | | | As a proportion of employees in the region | | |
|--------------------------|----------------|-------------------|--------|-------|--|--------|-----|
| | | Male | Female | All | Male | Female | All |
| South East | Apprentices | 24.9 | 1.1 | 26.0 | 2.3 | 0.3 | 1.7 |
| | Other trainees | 10.3 | 4.6 | 14.9 | 0.9 | 1.1 | 1.0 |
| | All trainees | 35.2 | 5.7 | 40.8 | 3.2 | 1.3 | 2.7 |
| Greater London | Apprentices | 7.1 | 0.3 | 7.4 | 1.7 | 0.2 | 1.2 |
| | Other trainees | 3.7 | 1.6 | 5.3 | 0.9 | 0.9 | 0.9 |
| | All trainees | 10.8 | 1.9 | 12.7 | 2.6 | 1.1 | 2.1 |
| Rest of South East | Apprentices | 17.8 | 0.8 | 18.6 | 2.7 | 0.3 | 2.0 |
| | Other trainees | 6.6 | 3.0 | 9.6 | 1.0 | 1.2 | 1.0 |
| | All trainees | 24.4 | 3.8 | 28.1 | 3.6 | 1.5 | 3.0 |
| East Anglia | Apprentices | 2.2 | — | 2.2 | 1.8 | — | 1.3 |
| | Other trainees | 1.0 | 0.3 | 1.3 | 0.8 | 0.6 | 0.8 |
| | All trainees | 3.2 | 0.3 | 3.5 | 2.7 | 0.7 | 2.1 |
| South West | Apprentices | 7.9 | 0.2 | 8.2 | 3.1 | 0.3 | 2.4 |
| | Other trainees | 2.4 | 1.2 | 3.7 | 0.9 | 1.4 | 1.1 |
| | All trainees | 10.3 | 1.5 | 11.8 | 4.0 | 1.7 | 3.5 |
| West Midlands | Apprentices | 11.0 | 0.5 | 11.5 | 2.1 | 0.3 | 1.7 |
| | Other trainees | 5.0 | 1.8 | 6.8 | 1.0 | 1.0 | 1.0 |
| | All trainees | 16.0 | 2.3 | 18.3 | 3.1 | 1.3 | 2.6 |
| East Midlands | Apprentices | 7.8 | 0.3 | 8.1 | 2.6 | 0.2 | 1.7 |
| | Other trainees | 2.3 | 2.3 | 4.6 | 0.8 | 1.4 | 1.0 |
| | All trainees | 10.2 | 2.6 | 12.8 | 3.3 | 1.6 | 2.7 |
| Yorkshire and Humberside | Apprentices | 9.3 | 0.2 | 9.5 | 2.6 | 0.1 | 1.8 |
| | Other trainees | 2.3 | 2.2 | 4.4 | 0.6 | 1.4 | 0.9 |
| | All trainees | 11.6 | 2.3 | 13.9 | 3.2 | 1.6 | 2.7 |
| North West | Apprentices | 13.0 | 0.5 | 13.5 | 2.5 | 0.2 | 1.8 |
| | Other trainees | 3.8 | 2.4 | 6.2 | 0.7 | 1.2 | 0.9 |
| | All trainees | 16.8 | 2.9 | 19.7 | 3.2 | 1.4 | 2.7 |
| North | Apprentices | 8.1 | 0.3 | 8.4 | 3.6 | 0.4 | 2.8 |
| | Other trainees | 1.1 | 1.0 | 2.0 | 0.5 | 1.2 | 0.7 |
| | All trainees | 9.2 | 1.3 | 10.5 | 4.1 | 1.6 | 3.5 |
| Wales | Apprentices | 3.6 | — | 3.6 | 2.3 | 0.1 | 1.7 |
| | Other trainees | 0.7 | 0.5 | 1.2 | 0.4 | 0.9 | 0.6 |
| | All trainees | 4.3 | 0.6 | 4.8 | 2.7 | 1.0 | 2.3 |
| Scotland | Apprentices | 11.1 | 0.3 | 11.4 | 3.6 | 0.2 | 2.6 |
| | Other trainees | 1.2 | 1.5 | 2.7 | 0.4 | 1.2 | 0.6 |
| | All trainees | 12.3 | 1.8 | 14.1 | 4.0 | 1.4 | 3.2 |
| Great Britain | Apprentices | 99.0 | 3.4 | 102.4 | 2.6 | 0.2 | 1.9 |
| | Other trainees | 30.1 | 17.8 | 47.9 | 0.8 | 1.2 | 0.9 |
| | All trainees | 129.1 | 21.2 | 150.3 | 3.3 | 1.4 | 2.8 |

Unemployment and vacancies : United Kingdom 1965—1983

Three-month moving average: seasonally adjusted.



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

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

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 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 |
| April 14 | 22,786 | 11,303 | 1,635 | 6,050 | 7,051 | 5,940 | 7,662 | 7,980 | 2,390 | 6,018 | 6,746 | 74,258 | 900 | 75,158 |
| May 12 | 3,480 | 1,391 | 103 | 612 | 1,198 | 1,080 | 661 | 1,914 | 252 | 321 | 994 | 10,615 | — | 10,615 |
| June 9 | 1,728 | 923 | 151 | 410 | 794 | 388 | 1,012 | 1,014 | 423 | 365 | 4,975 | 11,260 | 2,686 | 13,946 |

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 for Northern Ireland prior to October 1982.

** Included in South East.

2.14 Temporarily stopped: regions

| | South East | Greater London** | East Anglia | South West | West Midlands | East Midlands | Yorkshire and Humber-side | North West | North | Wales | Scotland | Great Britain | Northern Ireland | United Kingdom |
|------------------------|------------|------------------|-------------|------------|---------------|---------------|---------------------------|------------|-------|-------|----------|---------------|------------------|----------------|
| MALE AND FEMALE | | | | | | | | | | | | | | |
| 1982 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 |
| April 14 | 1,265 | 469 | 187 | 1,425 | 4,818 | 1,637 | 1,942 | 1,385 | 730 | 689 | 1,965 | 16,043 | 1,281 | 17,324 |
| May 12 | 1,067 | 458 | 304 | 1,142 | 3,010 | 2,651 | 1,935 | 1,145 | 521 | 382 | 2,756 | 14,913 | 1,082 | 15,995 |
| June 9 | 1,161 | 556 | 212 | 771 | 2,651 | 1,711 | 1,128 | 1,003 | 384 | 349 | 1,564 | 10,934 | 997 | 11,931 |

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

** Included in South East.

† Computerised count of claimants

UNEMPLOYMENT Selected countries: national definitions

THOUSAND

| | United Kingdom [†] | Australia 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 | 258 | 2,008 | 1,855 | 51 | 157 | 2,375 | 1,360 | | 41.4 | 1,873 | 137 | 13.2 | 10,678 |
| Quarterly averages | | | | | | | | | | | | | | | | | | | |
| 1982 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 | 159 | 2,340 | 1,320 | | 40.3 | 1,834 | 158 | 12.2 | 10,814 |
| Q4 | 3,070 | 2,919 | 588 | 130 | 475 R | 1,440 | 266 | 2,156 | 2,061 | 61 | 172 | 2,543 | 1,360 | 735 | 52.8 | 2,061 | 134 | 20.0 | 11,349 |
| 1983 Q1 | 3,199 | 3,074 | 724 | 172 | 504 | 1,614 | 310 | 2,076 | 2,470 | 84 | 188 | 2,726 | 1,660 | 774 | 67.4 | 2,192 | 150 | 27.2 | 12,259 |
| Q2 | 3,068 | 2,941 | | | | | | 2,177 | 2,177 | 188 | 188 | | | | | | | | 11,123 |
| Monthly | | | | | | | | | | | | | | | | | | | |
| 1982 Oct | 3,049 | 2,875 | 537 | 104 | 466 | 1,388 | 255 | 2,177 | 1,920 | 39 | 165 | 2,492 | 1,390 | 710 | 45.2 | 1,967 | 127 | 16.2 | 10,942 |
| Nov | 3,063 | 2,916 | 552 | 128 | 474 | 1,438 | 265 | 2,161 | 2,038 | 62 | 170 | 2,551 | 1,340 | 730 | 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 | 62.9 | 2,151 | 140 | 23.6 | 11,628 |
| 1983 Jan | 3,225 | 3,087 | 692 | 182 | 497 | 1,598 | 319 | 2,130 | 2,487 | 90 | 187 | 2,690 | 1,620 | 776 | 67.3 | 2,196 | 147 | 27.9 | 12,517 |
| Feb | 3,199 | 3,076 | 747 | 181 | 509 | 1,585 | 310 | 2,080 | 2,536 | 86 | 188 | 2,746 | 1,650 | 779 | 67.5 | 2,208 | 155 | 27.8 | 12,382 |
| Mar | 3,172 | 3,060 | 732 | 152 | 506 | 1,658 | 302 | 2,017 | 2,387 | 75 | 189 | 2,742 | 1,720 | 768 | 67.4 | 2,172 | 149 | 25.9 | 11,879 |
| Apr | 3,170 | 3,035 | 707 | 133 | 502 | 1,570 | | 1,950 | 2,254 | 65 | 188 | 2,706 R | 1,700 | 757 | 61.4 | 2,175 | 122 | 25.9 | 11,035 |
| May | 3,049 | 2,924 | | 110 | 495 | 1,493 | | 1,913 | 2,149 | 50 | 187 | 2,717 | | 753 | | | | | 10,765 |
| June | 2,984 | 2,865 | | | | | | 2,127 | 2,127 | 189 | 189 | | | | | | | | 11,570 |
| Percentage rate latest month | | | | | | | | | | | | | | | | | | | |
| | 12.5 | | 10.3 | 3.9 | 18.0 | 12.3 | 11.5 | 10.0 | 8.7 | 3.1 | 14.9 | 12.0 | 2.9 | 16.1 | 3.1 | 16.7 e | 2.8 | 0.9 | 10.2 |
| NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED | | | | | | | | | | | | | | | | | | | |
| Quarterly averages | | | | | | | | | | | | | | | | | | | |
| 1982 Q2 | | 2,743 | 450 | 107 | 459 | 1,244 | 251 | 2,003 | 1,785 | 49 | 150 | 2,097 | 1,360 | | 36.8 | | 131 | | 10,369 |
| Q3 | | 2,838 | 490 | 122 | 471 | 1,452 | 250 | 2,043 | 1,919 | 48 | 162 | 1,986 | 1,370 | | 42.9 | | 149 | | 11,025 |
| Q4 | | 2,913 | 603 | 113 | 461 R | 1,520 | 261 | 2,038 | 2,066 R | 58 | 172 | 2,083 | 1,410 | 722 | 52.0 | | 137 | | 11,839 |
| 1983 Q1 | | 3,003 | 670 | 116 | 492 | 1,498 | 274 | 2,018 | 2,200 | 63 | 184 | 2,244 | 1,580 | 757 | 62.3 | | 145 | | 11,439 |
| Q2 | | 2,987 | | | | | | 2,315 | 2,315 | 190 | 190 | | | | | | | | 11,222 |
| Monthly | | | | | | | | | | | | | | | | | | | |
| 1982 Oct | | 2,885 | 570 | 115 | 465 | 1,513 | 258 | 2,046 | 2,035 | 51 | 168 | 2,083 | 1,430 | 708 | 47.0 | | 128 | | 11,576 |
| Nov | | 2,906 | 601 | 112 | 457 | 1,515 | 262 | 2,039 | 2,073 | 57 | 171 | | 1,390 | 722 | 50.5 | | 138 | | 11,906 |
| Dec | | 2,949 | 638 | 113 | 460 | 1,533 | 263 | 2,028 | 2,090 R | 67 | 176 | | 1,420 | 736 | 58.5 | | 144 | | 12,036 |
| 1983 Jan | | 2,983 | 640 | 104 | 477 | 1,481 | 270 | 2,019 | 2,131 | 65 R | 181 | 2,244 | 1,600 | 745 | 59.9 | | 128 | | 11,446 |
| Feb | | 3,001 | 670 | 112 | 496 | 1,497 | 274 | 2,020 | 2,215 | 64 | 184 | | 1,600 | 756 | 62.3 | | 153 | | 11,490 |
| Mar | | 3,026 | 702 | 131 | 503 | 1,515 | 278 | 2,014 | 2,257 | 61 | 187 | | 1,530 | 769 | 64.6 | | 155 | | 11,381 |
| Apr | | 3,021 | 715 | 139 | 510 | 1,507 | | 2,004 | 2,284 | 63 | 187 | | 1,580 | 783 | 60.8 R | | 135 | | 11,328 |
| May | | 2,970 | | 145 e | 508 e | 1,500 | | 2,029 | 2,317 R | 63 e | 190 | | | 793 | | | | | 11,192 |
| June | | 2,970 | | | | | | 2,343 | 2,343 | 192 | 192 | | | | | | | | 11,146 |
| Percentage rate: | | | | | | | | | | | | | | | | | | | |
| latest month | | | | | | | | | | | | | | | | | | | |
| | 12.4 | 10.3 | 5.0 e | 18.5 e | 12.4 | 10.6 | 10.6 | 9.6 | 3.9 | 15.1 | 9.8 | 2.7 | 17.0 | 3.1 | | 3.1 | | | 10.0 |
| latest three months | | | | | | | | | | | | | | | | | | | |
| change on previous | | | | | | | | | | | | | | | | | | | |
| three months | | | | | | | | | | | | | | | | | | | |
| | -0.1 | +1.0 | +1.0 | +1.1 | -0.1 | +0.5 | | +0.5 | -0.1 | +0.4 | +0.7 | +0.2 | +0.8 | +0.3 | | +0.2 | | | -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.

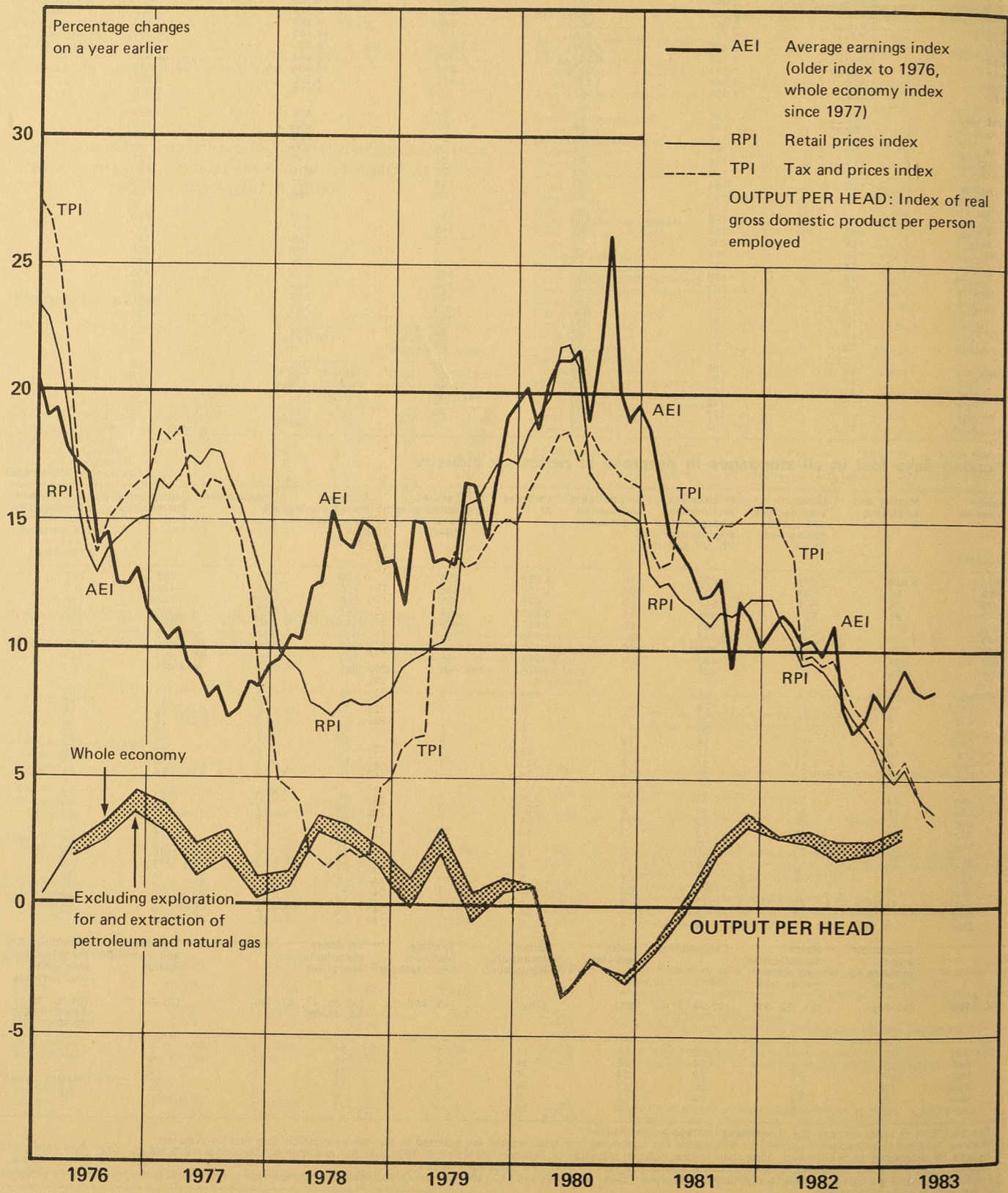
** Average of 11 months.

|| 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 and taken from OECD sources.

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

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

(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.



| GREAT BRITAIN SIC 1968 | Whole economy | | Index of production industries | | Manufacturing industries | | Change over previous 12 months | | |
|---------------------------|---------------|---------------------|--------------------------------|---------------------|--------------------------|---------------------|--------------------------------|----------------|---------------|
| | Actual | Seasonally adjusted | Actual | Seasonally adjusted | Actual | Seasonally adjusted | Whole economy | IOP industries | Manufacturing |
| 1976 | 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 | | | | |
| 1978 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 |
| April | 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 | 174.4 | 174.4 | 174.1 | 20.3 | 18.3 | 16.2 |
| April | 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 |
| April | 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 |
| April | 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 | 226.2 | 226.7 | 232.3 | 234.5 | 229.8 | 232.9 | 6.8 | 9.3 | 9.0 |
| Oct | 228.0 | 229.0 | 234.5 | 236.2 | 233.8 | 236.4 | 7.3 | 8.6 | 8.8 |
| Nov | 232.2 | 232.3 | 240.3 | 239.1 | 237.7 | 236.4 | 8.4 | 9.7 | 9.1 |
| Dec | 233.8 | 233.1 | 242.1 | 240.6 | 239.5 | 237.8 | 7.7 | 9.7 | 9.8 |
| 1983 Jan | 232.4 | 234.9 | 239.6 | 242.3 | 237.9 | 239.1 | 8.6 | 8.8 | 8.6 |
| Feb | 237.1 | 239.7 | 240.6 | 243.2 | 238.9 | 240.7 | 9.3 | 7.4 | 8.4 |
| Mar | 238.2 | 238.3 | 245.3 | 244.2 | 242.2 | 241.9 | 8.4 | 8.0 | 7.8 |
| April | 237.7 | 237.9 | 246.5 | 246.0 | 244.6 | 243.9 | 8.2 | 8.6 | 8.6 |
| (May) | 241.1 | 239.3 | 248.8 | 245.9 | 248.2 | 244.5 | 8.4 | 7.9 | 8.2 |

Note: The seasonal adjustment factors currently used are based on data up to December 1980.
* The figures reflect abnormally low earnings owing to the effects of national disputes.

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

5.9

| | Great Britain | Australia | Austria | Belgium | Canada | Denmark | France | Germany (FR) | Greece | Irish Republic | Italy | Japan | Netherlands | Norway | Spain | Sweden | Switzerland | United States |
|------------------------------------|---------------|-----------|---------------------|---------|---------|---------|--------|--------------|--------|----------------|-------|---------|-------------|---------|---------------------|---------|-------------|---------------|
| | (1) (2) | (3) (4) | (2) (5) (6) (7) (8) | (2) (8) | (6) (8) | (4) | (8) | (8) | (8) | (8) | (4) | (2) (5) | (4) | (3) (8) | (2) (8) (9) (6) (8) | (5) | (8) (10) | |
| 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 | 100.0 |
| 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 | 177.0 | 120.6 | 165 |
| 1982 | 251.9 | 209.6 | 161.0 | 179 | 202 R | 204.7 | 249.2 | 149 | 501 | ... | 379.1 | 164.8 | 148 | 191 | 430.8 | 191.0 | 128.2 | 176 |
| Quarterly averages | | | | | | | | | | | | | | | | | | |
| 1981 Q4 | 238.1 | 186.1 | 155.5 | 178 | 190 | 193.7 | 224.4 | 145 | 399 | 263 | 345.6 | 159.7 | 142 R | 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 | 161.1 | 146 | 178 | ... | 185.5 | 128.3 | 173 |
| Q2 | 248.6 | 203.7 | 161.6 | 177 | 200 | 203.4 | 244.3 | 149 | 501 | 286 | 371.0 | 163.5 | 146 | 188 | ... | 192.7 | 127.5 | 175 |
| Q3 | 255.1 | 217.7 | 160.5 | 178 | 205 | 205.8 | 252.0 | 150 | 523 | 293 | 386.1 | 166.8 | 150 R | 198 | ... | 192.3 | 127.9 | 177 |
| Q4 | 260.0 | 219.8 | 162.4 | 186 | 208 | 213.0 | 252.3 | 150 | 545 | ... | 401.3 | 166.7 | 150 | ... | ... | 193.3 | 128.9 | 178 |
| 1983 Q1 | 264.0 | ... | ... | 181 R | ... | ... | 262.6 | ... | ... | ... | ... | 169.0 | 152 | ... | ... | 194.7 | ... | 181 |
| Monthly | | | | | | | | | | | | | | | | | | |
| 1982 Nov | 259.5 | 219.5 | 162.2 | ... | 208 | 211.3 | ... | ... | ... | ... | 406.4 | 166.2 | 150 R | ... | ... | 192.4 | ... | 178 |
| Dec | 260.0 | 220.8 | 161.9 | 186 | 210 | 216.5 | ... | ... | ... | ... | 406.4 | 167.6 | 150 | ... | ... | 194.8 | ... | 180 |
| 1983 Jan | 262.4 | 221.1 | 160.8 | ... | 211 | 210.4 | 262.6 | ... | ... | ... | 406.8 | 167.7 | 152 | ... | ... | 195.6 R | ... | 180 |
| Feb | 264.2 | ... | 165.4 | ... | 211 | ... | ... | ... | ... | ... | 420.2 | 168.6 | 152 | ... | ... | 194.7 R | ... | 181 |
| Mar | 265.5 | ... | ... | 181 R | ... | ... | ... | ... | ... | ... | ... | 170.6 | 152 | ... | ... | 193.7 | ... | 181 |
| Apr | 269.7 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | 182 |
| Increases on a year earlier | | | | | | | | | | | | | | | | | | |
| Annual averages | | | | | | | | | | | | | | | | | | |
| 1973 | 13 | 13 | 13 | 17 | 9 | 19 | 15 | 11 | 16 | 20 | 24 | 23 | 12 | 11 | 19 | 8 | 14 | 8 |
| 1974 | 17 | 27 | 16 | 20 | 13 | 21 | 19 | 10 | 26 | 20 | 22 | 26 | 19 | 18 | 26 | 11 | ... | 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 | 17 | 6 | 11 | 12 | 10 | 15 | 5 | 33 | ... | 17 | 5 | 7 | 10 | 15 | 8 | 6 | 7 |
| Quarterly averages | | | | | | | | | | | | | | | | | | |
| 1981 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 | 6 | 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 | 20 | 6 | 7 | 12 | 10 | 17 | 4 | 36 | 14 | 15 | 5 | 6 R | 11 | ... | 8 | 6 | 6 |
| Q4 | 9 | 18 | 4 | 4 | 9 | 10 | 12 | 4 | 37 | ... | 16 | 4 | 6 | ... | ... | 7 | 6 | 5 |
| 1983 Q1 | 8 | ... | ... | 3 R | ... | ... | 12 | ... | ... | ... | ... | 5 | 4 | ... | ... | 5 | ... | 5 |
| Monthly | | | | | | | | | | | | | | | | | | |
| 1982 Nov | 9 | 19 | 6 | ... | 10 | 10 | ... | ... | ... | ... | 16 | 4 | 4 | ... | ... | 6 | ... | 5 |
| Dec | 10 | 15 | 3 | 4 | 9 | 9 | ... | ... | ... | ... | 16 | 4 | 6 | ... | ... | 7 | ... | 5 |
| 1983 Jan | 9 | 14 | 4 | ... | 8 | 9 | 12 | ... | ... | ... | 16 | 4 | 4 | ... | ... | 5 R | ... | 5 |
| Feb | 8 | ... | 4 | ... | 8 | ... | ... | ... | ... | ... | 16 | 5 | 4 | ... | ... | 6 | ... | 5 |
| Mar | 8 | ... | ... | 3 R | ... | ... | ... | ... | ... | ... | ... | 6 | 4 | ... | ... | 4 | ... | 5 |
| Apr | 9 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | 4 |

Source: OECD—Main Economic Indicators.

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

RETAIL PRICES 6.1

Recent movements in the all-items index and in the index excluding seasonal foods for June 14

| | 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 | | 1 month | 6 months |
| 1982 Jan | 310.6 | 0.6 | 4.5 | 311.5 | 0.4 | 4.2 |
| May | 322.0 | 0.7 | 4.9 | 322.0 | 0.6 | 4.2 |
| June | 322.9 | 0.3 | 4.6 | 323.4 | 0.4 | 4.2 |
| July | 323.0 | 0.0 | 4.0 | 324.6 | 0.4 | 4.2 |
| Aug | 323.1 | 0.0 | 4.0 | 325.9 | 0.4 | 4.6 |
| Sep | 322.9 | 0.0 | 3.0 | 325.9 | 0.0 | 3.8 |
| Oct | 324.5 | 0.5 | 1.5 | 327.6 | 0.5 | 2.3 |
| Nov | 326.1 | 0.5 | 1.3 | 329.2 | 0.5 | 2.2 |
| Dec | 325.5 | -0.2 | 0.8 | 328.4 | -0.2 | 1.5 |
| 1983 Jan | 325.9 | 0.1 | 0.9 | 328.5 | 0.0 | 1.2 |
| Feb | 327.3 | 0.4 | 1.3 | 329.8 | 0.4 | 1.2 |
| Mar | 327.9 | 0.2 | 1.5 | 330.4 | 0.2 | 1.4 |
| Apr | 332.5 | 1.4 | 2.5 | 334.8 | 1.3 | 2.2 |
| May | 333.9 | 0.4 | 2.4 | 336.2 | 0.4 | 2.1 |
| June | 334.7 | 0.2 | 2.8 | 336.7 | 0.1 | 2.5 |

The rise in the index of June was caused mainly by higher prices for fresh vegetables and fruits although the full effect of these were partially offset by lower fares on London Transport buses and underground trains. Price rises were recorded for motor vehicles and beer but women's and children's clothing were cheaper in the summer sales.

Food: Most vegetables and fruit increased in price and the effect on the seasonal food index was a rise of about 4 per cent over the month. There were small rises in most other items which caused the food group index to rise by about one per cent.

Alcoholic drink: Prices of both canned and draught beers increased over the month. Smaller rises were recorded for wines and spirits. Overall the group index rose by nearly a half of one per cent.

Clothing and footwear: The summer sales were reflected in lower prices for women's and children's clothing. Most other items of clothing showed small price increases. The index for the group however fell by less than a quarter of one per cent.

Transport and vehicles: London Transport fares were reduced which had the effect of a fall over 4 per cent in the fares index. Prices of motor vehicles were higher and therefore the fall in the group index was restricted to rather less than a half of one per cent.

Services: Small rises in a number of miscellaneous services caused a rise of less than a quarter of one per cent in the index for this group.

Meals bought and consumed outside the home: Small rises in the prices of most items in this group caused the index to rise by a little over a half of one per cent.

RETAIL PRICES INDEX 6.2

Detailed figures for various groups, sub-groups and sections for June 14

| | Index Jan 1974 = 100 | Percentage change over (months) | | | Index Jan 1974 = 100 | Percentage change over (months) | |
|---|----------------------|---------------------------------|------|---|----------------------|---------------------------------|-----|
| | | 1 | 12 | | | 1 | 12 |
| All items | 334.7 | 0.2 | 3.7 | V Fuel and light | 461.8 | -0.2 | 5.9 |
| All items excluding food | 341.9 | 0.4 | 4.2 | Coal and smokeless fuels | 426.4 | | 5 |
| Seasonal food | 281.5 | 4.0 | -9.6 | Coal | 431.5 | | 5 |
| Food excluding seasonal | 314.0 | 0.6 | 3.9 | Smokeless fuels | 416.4 | | 5 |
| I Food | 308.8 | 1.0 | 1.5 | Gas | 374.3 | | 11 |
| Bread, flour, cereals, biscuits and cakes | 320.4 | | 5 | Electricity | 492.1 | | 1 |
| Bread | 303.4 | | 4 | Oil and other fuel and light | 623.2 | | 14 |
| Flour | 255.6 | | -1 | VI Durable household goods | 251.2 | 0.2 | 3.2 |
| Other cereals | 377.4 | | 7 | Furniture, floor coverings and soft furnishings | 260.9 | | 3 |
| Biscuits | 304.9 | | 4 | Radio, television and other household appliances | 211.7 | | 1 |
| Meat and bacon | 257.7 | | 1 | Pottery, glassware and hardware | 345.5 | | 8 |
| Beef | 316.7 | | 2 | VII Clothing and footwear | 213.7 | -0.2 | 2.0 |
| Lamb | 263.2 | | 1 | Men's outer clothing | 234.9 | | 2 |
| Pork | 221.5 | | 0 | Men's underclothing | 302.1 | | 4 |
| Bacon | 230.8 | | 0 | Women's outer clothing | 158.4 | | -1 |
| Ham (cooked) | 226.4 | | 0 | Women's underclothing | 269.9 | | 0 |
| Other meat and meat products | 235.6 | | 2 | Children's clothing | 239.8 | | 4 |
| Fish | 255.2 | | 6 | Other clothing, including hose, haberdashery, hats and materials | 233.4 | | 5 |
| Butter, margarine, lard and other cooking fats | 321.0 | | 2 | Footwear | 224.3 | | 2 |
| Butter | 418.2 | | 1 | VIII Transport and vehicles | 366.3 | -0.3 | 5.7 |
| Margarine | 224.5 | | 3 | Motoring and cycling | 354.7 | | 6 |
| Lard and other cooking fats | 212.0 | | 1 | Purchase of motor vehicles | 315.1 | | 7 |
| Milk, cheese and eggs | 311.7 | | 3 | Maintenance of motor vehicles | 382.0 | | 8 |
| Cheese | 359.2 | | 3 | Petrol and oil | 431.5 | | 6 |
| Eggs | 150.3 | | -8 | Motor licences | 338.5 | | 6 |
| Milk, fresh | 378.4 | | 5 | Motor insurance | 312.3 | | 3 |
| Milk, canned, dried etc | 406.2 | | 12 | Fares | 448.5 | | -1 |
| Tea, coffee, cocoa, soft drinks etc | 339.4 | | 12 | Rail transport | 459.7 | | -2 |
| Tea | 365.3 | | 24 | Road transport | 444.7 | | 0 |
| Coffee, cocoa, proprietary drinks | 362.0 | | 9 | IX Miscellaneous goods | 345.7 | 0.2 | 6.0 |
| Soft drinks | 323.7 | | 6 | Books, newspapers and periodicals | 470.6 | | 9 |
| Sugar, preserves and confectionery | 421.0 | | 6 | Books | 469.1 | | 20 |
| Sugar | 419.7 | | 9 | Newspapers and periodicals | 470.4 | | 6 |
| Jam, marmalade and syrup | 312.1 | | 3 | Medicines, surgical etc goods and toiletries | 343.8 | | 7 |
| Sweets and chocolates | 416.4 | | 6 | Soap, detergents, polishes, matches, etc | 356.7 | | 4 |
| Vegetables, fresh, canned and frozen | 341.8 | | -10 | Soap and detergents | 304.3 | | 6 |
| Potatoes | 379.2 | | -16 | Soda and polishes | 439.1 | | 5 |
| Other vegetables | 313.7 | | -6 | Stationery, travel and sports goods, toys, photographic and optical goods, plants etc | 293.0 | | 5 |
| Fruit, fresh, dried and canned | 296.0 | | -5 | X Services | 342.7 | 0.2 | 3.7 |
| Other foods | 323.9 | | 3 | Postage and telephones | 361.4 | | -1 |
| Food for animals | 275.3 | | 1 | Postage | 457.0 | | 2 |
| II Alcoholic drink | 368.2 | 0.4 | 7.9 | Telephones, telemessages, etc | 336.6 | | -1 |
| Beer | 423.3 | | 9 | Entertainment | 278.8 | | 3 |
| Spirits, wines etc | 295.3 | | 6 | Entertainment (other than TV) | 411.5 | | 8 |
| III Tobacco | 444.0 | 0.2 | 5.9 | Other services | 411.0 | | 8 |
| Cigarettes | 444.7 | | 6 | Domestic help | 440.8 | | 8 |
| Tobacco | 434.8 | | 6 | Hairdressing | 415.6 | | 7 |
| IV Housing | 364.0 | 0.2 | -0.5 | Boot and shoe repairing | 407.6 | | 5 |
| Rent | 359.2 | | 5 | Laundry | 381.2 | | 8 |
| Owner-occupiers' mortgage interest payments | 277.0 | | -18 | XI Meals bought and consumed outside the home | 363.5 | 0.6 | 6.8 |
| Rates and water charges | 463.6 | | 6 | | | | |
| Materials and charges for repairs and maintenance | 380.3 | | 6 | | | | |

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.

6.3 RETAIL PRICES

Average retail prices of items of food

Average retail prices on June 14, 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*.

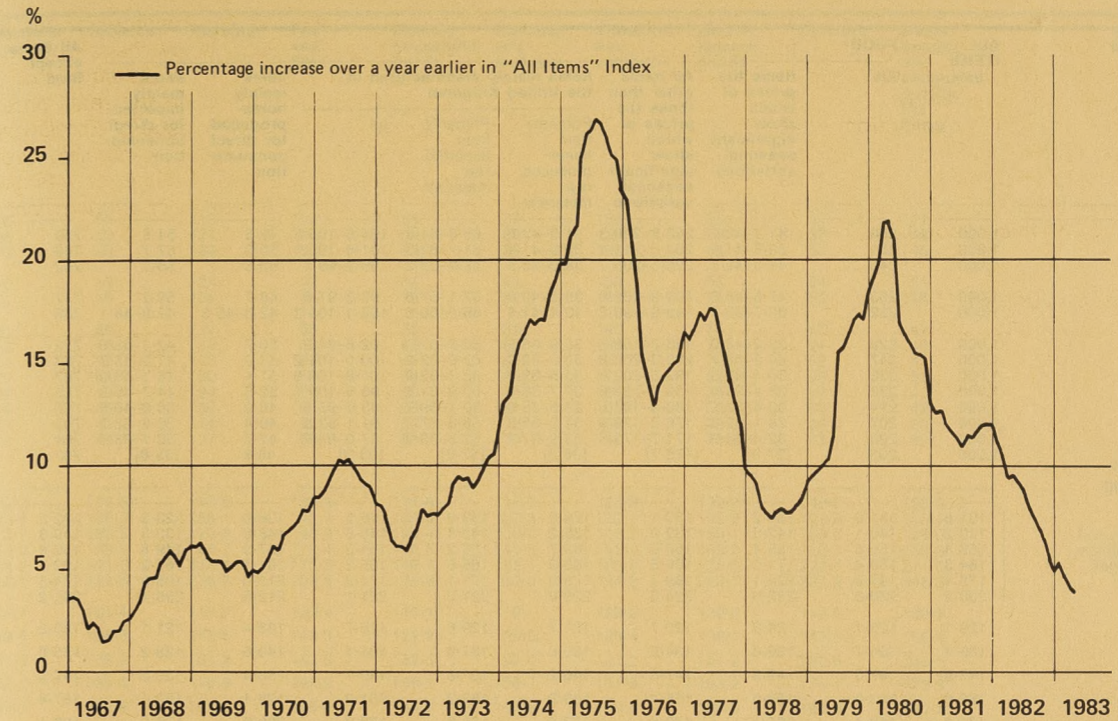
Average prices on June 14, 1983

| Pence per lb* | | | | Pence per lb* | | | |
|---|----------------------|---------------|---|---|----------------------|---------------|---|
| 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 | | | | Bread | | | |
| Chuck (braising steak) | 676 | 165.6 | 148-183 | White, per 800g wrapped and sliced loaf | 628 | 37.5 | 31-42 |
| Sirloin (without bone) | 608 | 280.3 | 214-350 | White, per 800g unwrapped loaf | 375 | 43.5 | 39-47 |
| Silverside (without bone) † | 672 | 215.8 | 195-234 | White, per 400g loaf, unsliced | 432 | 28.3 | 26-31 |
| Best beef mince | 642 | 117.8 | 98-153 | Brown, per 400g loaf, unsliced | 528 | 29.5 | 29-31 |
| Fore ribs (with bone) | 531 | 145.0 | 116-177 | Flour | | | |
| Brisket (without bone) | 629 | 144.1 | 118-177 | Self-raising, per 1½ kg | 606 | 41.4 | 34-52 |
| Rump steak † | 670 | 286.8 | 246-325 | Butter | | | |
| Stewing steak | 638 | 145.5 | 122-168 | Home-produced, per 500g | 570 | 99.9 | 92-112 |
| Lamb: home-killed | | | | New Zealand, per 500g | 514 | 96.7 | 90-102 |
| Loin (with bone) | 473 | 203.1 | 165-250 | Danish, per 500g | 541 | 106.1 | 98-116 |
| Breast † | 462 | 54.7 | 39-78 | Margarine | | | |
| Best end of neck | 399 | 131.8 | 76-201 | Standard quality, per 250g | 127 | 17.4 | 16-20 |
| Shoulder (with bone) | 479 | 120.0 | 94-153 | Lower priced, per 250g | 108 | 15.8 | 14-17 |
| Leg (with bone) | 496 | 186.3 | 150-214 | Lard, per 500g | | | |
| Lamb: imported | | | | | 668 | 31.2 | 26-37 |
| Loin (with bone) | 390 | 126.3 | 102-150 | Cheese | | | |
| Breast † | 390 | 35.1 | 26-48 | Cheddar type | 647 | 115.2 | 98-130 |
| Best end of neck | 357 | 93.1 | 58-130 | Eggs | | | |
| Shoulder (with bone) | 415 | 78.4 | 68-90 | Size 2 (65-70g), per dozen | 440 | 75.8 | 70-82 |
| Leg (with bone) | 429 | 132.0 | 120-148 | Size 4 (55-60g), per dozen | 445 | 64.7 | 60-70 |
| Pork: home-killed | | | | Size 6 (45-50g), per dozen | 108 | 55.3 | 47-66 |
| Leg (foot off) | 587 | 100.9 | 82-134 | Milk | | | |
| Belly † | 649 | 74.3 | 62-86 | Ordinary, per pint | — | 21.0 | — |
| Loin (with bone) | 669 | 120.9 | 110-148 | Tea | | | |
| Fillet (without bone) | 454 | 154.9 | 116-230 | Higher priced, per 125g | 261 | 37.2 | 34-40 |
| Bacon | | | | Medium priced, per 125g | 1,168 | 34.8 | 32-37 |
| Collar † | 332 | 98.9 | 78-120 | Lower priced, per 125g | 676 | 30.2 | 29-34 |
| Gammon † | 383 | 153.4 | 126-183 | Coffee | | | |
| Middle cut †, smoked | 340 | 122.6 | 102-138 | Pure, instant, per 100g | 647 | 104.9 | 98-116 |
| Back, smoked | 299 | 144.5 | 130-168 | Sugar | | | |
| Back, unsmoked | 405 | 141.2 | 122-162 | Granulated, per kg | 721 | 46.4 | 45-48 |
| Streaky, smoked | 225 | 97.4 | 86-120 | Fresh vegetables | | | |
| Ham (not shoulder) | | | | Potatoes, old loose | | | |
| | 524 | 194.5 | 148-238 | White | 348 | 7.5 | 6-9 |
| Sausages | | | | Red | 207 | 8.5 | 7-11 |
| Pork | 686 | 73.6 | 62-88 | Potatoes, new loose | 570 | 16.2 | 13-19 |
| Beef | 505 | 66.5 | 54-82 | Tomatoes | 559 | 48.4 | 42-56 |
| Pork luncheon meat, 12 oz can | | | | Cabbage, greens | 421 | 19.3 | 14-26 |
| | 439 | 46.4 | 39-54 | Cabbage, hearted | 312 | 17.0 | 11-25 |
| Corned beef, 12 oz can | | | | Cauliflower | 301 | 33.5 | 20-45 |
| | 540 | 85.0 | 72-98 | Brussels sprouts | — | — | — |
| Chicken: roasting | | | | Carrots | 407 | 29.4 | 17-37 |
| Frozen (3lb), oven ready | 447 | 57.5 | 50-64 | Onions | 530 | 16.4 | 13-20 |
| Fresh or chilled (4lb), oven ready | 409 | 74.2 | 66-82 | Mushrooms, per ¼ lb | 589 | 26.0 | 21-30 |
| Fresh and smoked fish | | | | Fresh fruit | | | |
| Cod fillets | 354 | 124.2 | 100-148 | Apples, cooking | 514 | 26.2 | 20-30 |
| Haddock fillets | 351 | 128.3 | 102-148 | Apples, dessert | 568 | 31.7 | 24-40 |
| Haddock, smoked whole | 324 | 129.4 | 106-150 | Pears, dessert | 495 | 37.9 | 31-43 |
| Plaice fillets | 330 | 143.0 | 120-177 | Oranges | 445 | 28.3 | 20-36 |
| Herrings | 250 | 68.7 | 54-84 | Bananas | 583 | 37.4 | 34-41 |
| Kippers, with bone | 366 | 90.6 | 78-102 | | | | |
| Canned (red) salmon, half-size can | | | | | | | |
| | 567 | 107.3 | 98-120 | | | | |

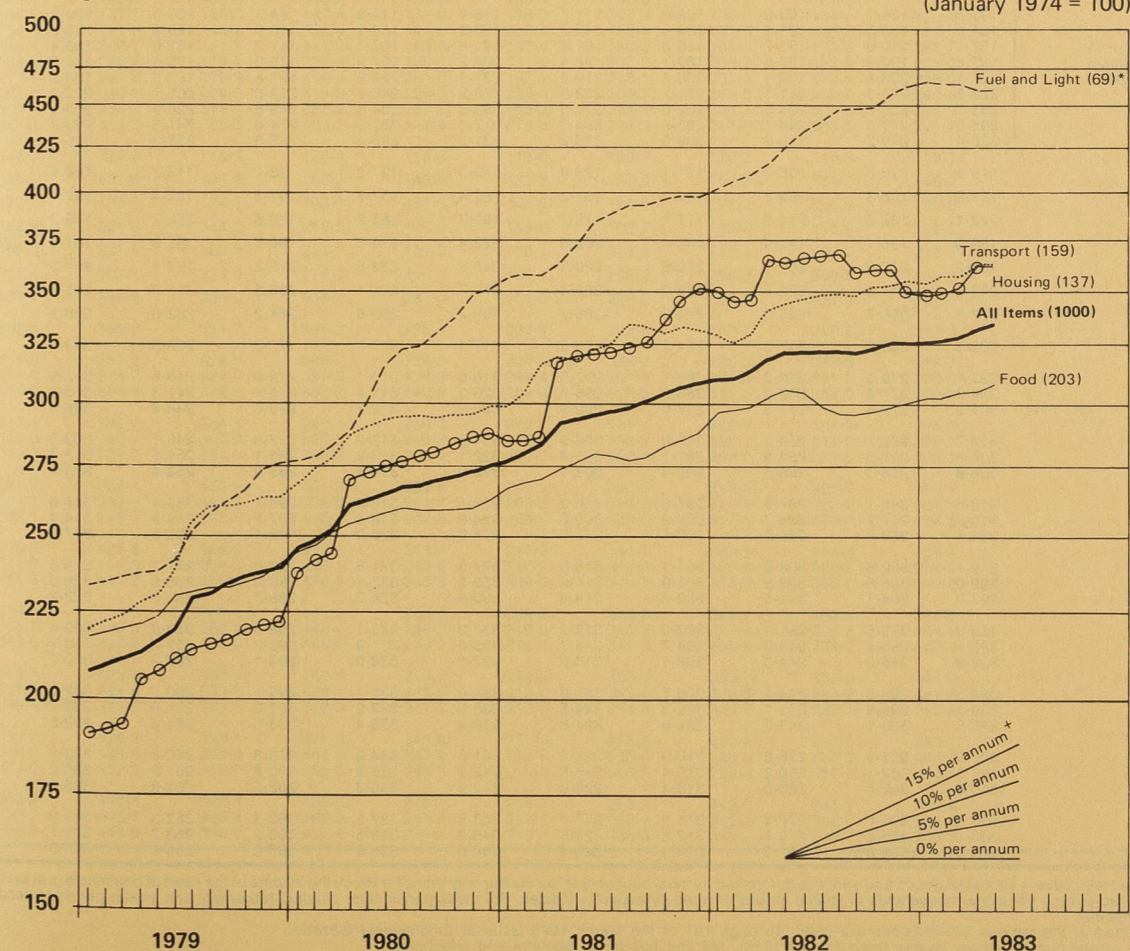
* Per lb unless otherwise stated.
† Or Scottish equivalent.

RETAIL PRICES C3

Index of retail prices



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



* Figures in brackets are the 1983 group weights

† Annual growth rate

6.5 RETAIL PRICES

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

Per cent

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

*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 | JAN 16, 1962 = 100 218.1 |
| 1974 | | 101.1 | 105.2 | 108.6 | 114.2 | 101.1 | 105.8 | 108.7 | 114.1 | 101.5 | 107.5 | 110.7 | JAN 15, 1974 = 100 116.1 |
| 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 | 334.3 | | | 327.5 | 331.5 | | | 323.2 | 328.7 | | |

6.7 Group indices: annual averages

| UNITED KINGDOM | | All items (excluding housing) | Food | Alcoholic drink | Tobacco | Fuel and light | Durable household goods | Clothing and footwear | Transport and vehicles | Miscellaneous goods | Services | Meals bought and consumed outside the home |
|---|--|-------------------------------|-------|-----------------|---------|----------------|-------------------------|-----------------------|------------------------|---------------------|----------|--|
| INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS | | | | | | | | | | | | |
| JAN 15, 1974 = 100 | | | | | | | | | | | | |
| 1974 | | 107.3 | 104.0 | 110.0 | 115.9 | 109.9 | 108.5 | 109.5 | 109.0 | 114.5 | 106.7 | 108.8 |
| 1975 | | 135.0 | 129.5 | 135.8 | 147.8 | 145.5 | 131.0 | 124.9 | 144.0 | 147.7 | 134.4 | 133.1 |
| 1976 | | 160.8 | 156.3 | 160.2 | 171.5 | 179.9 | 145.2 | 137.7 | 178.0 | 171.6 | 155.1 | 159.5 |
| 1977 | | 187.8 | 187.5 | 185.2 | 209.8 | 205.2 | 169.0 | 155.4 | 204.6 | 201.1 | 168.7 | 188.6 |
| 1978 | | 203.1 | 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 | 194.4 | 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 | 203.8 | 196.0 | 226.2 | 227.5 | 182.1 | 171.0 | 207.2 | 206.7 | 173.0 | 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.

RETAIL PRICES Selected countries: consumer prices indices

| Country | Annual averages | | | | | | | | | | | | Increases on a year earlier | | | | | | | | | | | |
|----------------|-----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 | 1980 | 1981 | 1982 | Q1 | Q2 | Q3 | Q4 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 | 1980 | 1981 | 1982 | | |
| United Kingdom | 69.4 | 100.0 | 113.5 | 127.5 | 146.2 | 165.8 | 195.6 | 218.9 | 237.7 | 242.6 | 247.6 | 239.6 | 241.4 | 248.3 | 242.7 | 247.7 | 248.3 | 248.3 | 248.3 | 248.3 | 248.3 | 248.3 | 248.3 | 248.3 |
| Australia | 75.5 | 100.0 | 107.3 | 113.2 | 117.3 | 121.6 | 129.3 | 138.1 | 145.7 | 149.0 | 167.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| Austria | 84.2 | 100.0 | 109.2 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| Belgium | 88.7 | 100.0 | 107.5 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| Canada | 81.4 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| Denmark | 79.2 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| France | 78.7 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| France (FR) | 88.2 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| Germany | 88.2 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| Greece | 69.5 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| Irish Republic | 70.7 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| Ireland | 70.7 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| Italy | 71.8 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| Japan | 71.9 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| Netherlands | 82.7 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| Norway | 81 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| Spain | 73.9 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| Sweden | 83 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| Switzerland | 85.4 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| United States | 82.5 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |
| All OECD | 79.2 | 100.0 | 109.0 | 116.9 | 122.1 | 127.6 | 136.1 | 145.5 | 152.7 | 162.0 | 172.2 | 164.4 | 172.2 | 188.8 | 193.3 | 199.4 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 | 201.6 |

Sources: OECD—Main Economic Indicators
OECD—Consumer Prices Press Notice
Note: The index for the OECD as a whole is compiled using weights derived from private final consumption expenditure and exchange rates for previous year.

Table 4 Prominent stoppages (continued)

| Industry and locality | Date when stoppages | | Number of workers involved | | Number of working days lost | Type of worker involved | | Cause or object |
|--|---------------------|---------------------|----------------------------|------------|-----------------------------|---|---|---|
| | Began | Ended | Directly | Indirectly | | Directly | Indirectly | |
| Electrical engineering (contd) | | | | | | | | |
| Ilford | 17.6.82 | 25.6.82 | 1,600 | — | 7,100 | Production and engineering workers | — | Over sick leave self-certification |
| Preston | 17.6.82 | 2.7.82 | 810 | — | 9,700 | Production and maintenance workers | — | Over inclusion of productivity conditions in pay awards |
| Walsall/Brownhills/Wolverhampton | 21.7.82 | 26.8.82 | 2,000 | — | 8,000 | Operators, assembly and warehouse workers | — | One day stoppages in support of demand for improved pay offer |
| Abercynon | 16.8.82 | 3.9.82 | 860 | — | 12,000 | Production workers | — | Over the inclusion of productivity conditions in the pay award |
| Salford | 23.9.82 | 8.10.82 | 70 | 350 | 5,000 | Machine operators | Machine operators | Over local manning arrangements |
| Shipbuilding and marine engineering | | | | | | | | |
| Port Glasgow | 14.1.82 | 3.2.82 | 1,665 | — | 24,800 | Boiler scalers and ship repair workers | — | Over loss of payment due to a previous stoppage of work |
| Pallion | 3.3.82 | 12.3.82 | 2,800 | — | 21,000 | Ship yard workers | — | Over disciplinary action against shop stewards for delayed resumption of work after a meeting |
| Birkenhead | 18.6.82 | 21.6.82 | 3,000 | — | 6,000 | Shipyard workers | — | Over reduction in time allowed for meal breaks |
| North Shields | 28.9.82 | 18.10.82 | 470 | — | 6,600 | Shipyard workers | — | Over guaranteed earnings agreement |
| Pallion | 21.12.82 | 14.1.83 | 70 | 1,400 | 7,700 | Crane drivers | Shipwrights | Over operational changes resulting in loss of maintenance allowances |
| Motor vehicles | | | | | | | | |
| Dagenham/Halewood/Swansea | 5.1.82 | 8.1.82 | 11,510 | — | 46,500 | Body, assembly, axle and transmission workers | — | For improved pay offer |
| Bathgate/Chorley/Leyland | 21.1.82 | 19.2.82 | 11,700 | — | 247,900 | Truck and tractor operatives | Supervisory and clerical staff | Against proposed redundancies |
| Kirkby/Halewood | 11.2.82 26.2.82 | 18.2.82 1.3.82 | 1,800 40 | — 4,000 | 10,200 6,100 | Production workers | — | For improved pay offer |
| Coventry | 8.3.82 | 26.3.82 | 190 | 1,400 | 21,800 | Paint shop sealers | Body paint and trim shop workers | Over dismissal of worker for absenteeism and bad timekeeping |
| Halewood | 19.4.82 | 23.4.82 | 270 | 6,300 | 32,800 | Paint sprayers | Production workers | Against proposed reduction in rest periods |
| Halewood | 23.6.82 | 24.6.82 | 50 | 5,200 | 6,300 | Body production workers | Production, paint, trim, and final assembly workers | Over demarcation |
| Cowley | 1.11.82 | 12.11.82 | 445 | 2,100 | 14,100 | Paint shop workers | Assembly and production workers | Over suspension of worker for failure to meet work standards |
| Luton/Dunstable/Ellesmere Port/Halewood | 8.11.82 22.11.82 | 8.11.82 26.11.82 | 13,280 420 | — 5,450 | 12,200 24,000 | Production workers | Production workers | Over management response in dispute over alleged bad workmanship |
| Aerospace equipment | 17.3.82 | 26.3.82 | 1,940 | — | 15,500 | Body shop workers | Metal stamping, body, paint and trim shop workers | For improved pay offer |
| Broughton/Clywd | 17.3.82 | 26.3.82 | 1,940 | — | 15,500 | Fitters, assemblers and machinists | — | For pay parity with workers at the company's other plants |
| Shipley/Yeadon | 31.8.82 | 4.10.82 | 1,010 | — | 23,100 | Engineering workers | — | For an improved pay offer |
| Other vehicles | | | | | | | | |
| Coventry | 22.3.82 | 16.4.82 | 3,100 | 800 | 46,000 | Production workers | Management and clerical staff | Against compulsory redundancies |
| Metal goods not elsewhere specified | | | | | | | | |
| Prescot | 8.4.82 | 24.5.82 | 760 | — | 18,000 | Process workers, fitters, and toolmakers | — | For improved pay offer |
| Ayr | 30.4.82 | 30.6.82 | 440 | 120 | 19,900 | Assembly and production workers | Supervisory, clerical and canteen staff | Over compulsory redundancies which included union official |
| Textiles | | | | | | | | |
| Kinross | 12.4.82 | 7.5.82 | 380 | — | 7,200 | Mill operatives | — | For improved pay offer |
| Glasgow | 14.5.82 | 25.6.82 | 210 | — | 6,000 | Clippers, seamers, machinists and packers | — | For improved pay offer |
| Smethwick | 8.10.82 | 23.12.82 | 200 | — | 8,900 | Sewing machinists | — | For union recognition and reinstatement of three workers dismissed for union activity |
| Clothing and footwear | | | | | | | | |
| Runcorn | 8.2.82 | 16.7.82 | 50 | — | 5,600 | Sewing machinists | — | Over claim for union recognition |
| Bolsover | 12.10.82 | 2.11.82 | 400 | — | 6,100 | Sewing machinists | — | Over piecework rates |
| Bricks, pottery, glass, cement etc | | | | | | | | |
| Gateshead | 14.6.82 | 25.7.82 | 380 | — | 11,300 | Production workers | — | For improved pay offer |
| Paper, printing and publishing | | | | | | | | |
| Edinburgh | 8.1.82 | 25.2.82 | 150 | 50 | 7,000 | Printing operatives | Printing operatives | Over operating procedures for new machinery |

Table 4 Prominent stoppages (continued)

| Industry and locality | Date when stoppages | | Number of workers involved | | Number of working days lost | Type of worker involved | | Cause or object |
|---|---------------------|----------|----------------------------|------------|-----------------------------|--|---|--|
| | Began | Ended | Directly | Indirectly | | Directly | Indirectly | |
| Paper, printing and publishing (contd) | | | | | | | | |
| Barrow-in-Furness | 16.2.82 | 7.3.82 | 150 | 900 | 11,100 | Craftsmen and ancillary workers | Paper makers, finishers and ancillary workers | Over work practices and manning levels |
| Canterbury/Dover | 29.4.82 | 19.5.82 | 460 | 40 | 6,200 | Paper processing workers | Clerical staff | For pay increase and extra benefits |
| New Malden/Saltash/Crawley | 1.12.82 | 17.12.82 | 1,030 | — | 10,700 | Print workers, warehousemen, drivers and clerical workers | — | Over proposed redundancies |
| London EC | 20.12.83 | 31.12.82 | 90 | 1,200 | 9,300 | Electricians | Printers, journalists and production workers | For extra money for operating new machinery |
| Other manufacturing industries | | | | | | | | |
| Burnley | 2.5.82 | 13.5.82 | 760 | — | 5,500 | Production workers | — | Over introduction of new shift system |
| Construction | | | | | | | | |
| Retford | 1.4.82 | 7.5.82 | 310 | — | 7,400 | Platers, welders, erectors, fitters and handymen | — | For payment in excess of working agreement |
| Gas, electricity and water | | | | | | | | |
| Liverpool/Chester | 2.2.82 | 13.2.82 | 1,200 | — | 7,600 | Electricians, joiners, fitters, drivers, meter-readers and labourers | — | Over implementation of shorter working week |
| England/Wales/Northern Ireland | 18.10.82 | 18.10.82 | 30,000 | — | 30,000 | Manual workers | — | National stoppage in support of claim for pay parity with gas and electricity workers |
| Port and inland water transport | | | | | | | | |
| Tilbury | 22.3.82 | 5.4.82 | 2,900 | 220 | 27,000 | Stevedores | Dock workers | For improved pay offer |
| Various ports in England and Scotland | 21.4.82 | 21.4.82 | 8,680 | — | 8,680 | Dockers | — | National stoppage over proposed changes in the National Dock Labour Board and fear of job losses |
| Liverpool | 18.11.82 | 26.11.82 | 1,300 | — | 7,900 | Dockers | — | Over manning levels |
| All other transport communication | | | | | | | | |
| Various ports in Great Britain | 4.1.82 | 9.2.82 | 570 | 1,500 | 12,400 | Officers and ratings | Ratings | Protest over proposed withdrawal of Newhaven/Dieppe ferry service |
| Harwich and various ports in Great Britain | 1.7.82 | 3.8.82 | 2,500 | 130 | 11,600 | Seamen | Clerical staff | Stoppage at one port over proposal to cut wage rates, followed by action at other ports |
| Brighton | 10.1.82 | 9.2.82 | 485 | — | 10,700 | Bus drivers | — | Loss of overtime due to introduction of new rosters |
| All areas in Great Britain | 13.1.82 | 18.2.82 | 19,000 | 40,000 | 814,300 | Footplatemen | Various other railway grades | National stoppages on selection dates over terms of agreement involving flexible rostering |
| Heathrow | 9.2.82 | 1.4.82 | 2,710 | — | 75,900 | Baggage handlers and other airport staff | — | Introduction of revised work schedules resulting in reduced overtime earnings |
| London | 18.6.82 | 29.6.82 | 10,000 | — | 75,000 | Underground and bus crews | — | Over the introduction of new timetables and cuts in services |
| All areas in Great Britain | 28.6.82 | 29.6.82 | 56,300 | — | 108,300 | Guards, signalmen and other conciliatory grades | — | National stoppage following breakdown in pay negotiations |
| All areas in Great Britain | 4.7.82 | 18.7.82 | 19,000 | — | 193,600 | Footplatemen | — | Over the introduction of flexible rostering |
| Various areas in United Kingdom | 20.10.82 | 20.10.82 | 139,000 | — | 139,000 | Telephone engineers, management and clerical staff | — | National stoppage in protest against privatisation and the anticipated effect on job prospects |
| Professional and scientific services | | | | | | | | |
| Barking/Dagenham | 16.2.82 | 16.4.82 | 900 | — | 30,600 | Teachers | — | Over proposed redundancies |
| All areas in United Kingdom | 14.4.82 | 15.12.82 | 180,000 | — | 781,000 | Ancillary, nursing, ambulance and other NHS staff | — | National stoppage for improved pay offer |
| Devon/Kent | 10.5.82 | 14.6.82 | 820 | — | 6,000 | School meals staff | — | Against changes in conditions of service involving withdrawal of wages paid as retainer during school holidays |
| Edinburgh/Dunfermline | 6.8.82 | 6.8.82 | 5,000 | — | 5,000 | Porters, storemen, catering and domestic staff | — | Against a government newspaper advertisement regarding NHS pay claim |
| Public administration and defence | | | | | | | | |
| London | 11.2.82 | 12.3.82 | 2,500 | — | 21,700 | Council workers | — | Over suspension of employee |
| West Bromwich | 15.3.82 | 22.3.82 | 1,000 | — | 6,000 | Carpenters, electricians and plumbers | — | Against dismissal of shop steward for alleged time sheet irregularities |
| Manchester | 17.3.82 | 17.3.82 | 15,000 | — | 15,000 | Council workers, teachers and clerical workers | — | Against cuts in services and possible redundancies |
| London | 19.4.82 | 2.6.82 | 6,000 | — | 17,200 | Refuse collectors, manual workers and switchboard operators | — | Against proposed use of private contractors for refuse collection |
| Liverpool | 14.6.82 | 14.6.82 | 10,000 | — | 10,000 | Council workers | — | Against proposed privatisation and possible redundancies |
| Birmingham | 15.9.82 | 14.1.83 | 2,000 | — | 48,400 | Clerical staff | — | For additional staff to cope with increased work loads |
| Oxford | 28.9.82 | 10.1.83 | 100 | — | 7,100 | Clerical staff | — | Over staffing levels |

Table 10 Incidence rates 1982

| Industry Group Sic 1968 | Working days lost per 1,000 employees* | | | |
|--|--|--------|-------|-------|
| | 1979 | 1980 | 1981 | 1982 |
| Agriculture, forestry, fishing | — | 17 | — | — |
| Coal mining | 393 | 532 | 858 | 1,440 |
| All other mining and quarrying | 243 | 225 | 26 | 2 |
| Grain milling | 4,167 | 495 | 122 | — |
| Bread and flour confectionery, biscuits | 413 | 46 | 74 | 379 |
| All other food industries | 1,534 | 180 | 331 | 240 |
| Drink | 2,098 | 540 | 428 | 301 |
| Tobacco | 3,199 | — | 18 | 95 |
| Coal and petroleum products | 1,217 | — | 16 | 114 |
| Chemicals, dyestuffs, plastics, fertilisers, etc | 278 | 357 | 478 | 31 |
| Pharmaceutical and toilet preparations | 187 | 29 | 7 | 12 |
| Paints, soap and other chemical industries | 582 | 1,098 | 402 | 238 |
| Iron (including castings) and steel (including tubes) | 1,596 | 30,276 | 172 | 458 |
| All other metal manufacture | 3,748 | 678 | 194 | 218 |
| Mechanical engineering | 7,956 | 541 | 275 | 296 |
| Instrument engineering | 3,279 | 66 | 101 | 566 |
| Electrical engineering | 7,213 | 129 | 299 | 303 |
| Shipbuilding and marine engineering | 1,732 | 1,233 | 1,556 | 790 |
| Motor vehicles | 6,700 | 1,027 | 2,158 | 1,795 |
| Aerospace equipment | 7,421 | 252 | 1,073 | 271 |
| All other vehicles | 3,583 | 56 | 6 | 780 |
| Metal goods not elsewhere specified | 1,766 | 262 | 123 | 199 |
| Cotton flax and man-made fibres—preparation and weaving | 276 | 82 | 19 | 62 |
| Woollen and worsted | 125 | 35 | 11 | 193 |
| Hosiery and other knitted goods | 67 | 153 | 29 | 118 |
| All other textile industries | 134 | 71 | 131 | 189 |
| Clothing other than footwear | 67 | 27 | 81 | 95 |
| Footwear | 255 | 3 | 3 | — |
| Bricks, fireclay and refractory goods | 41 | 95 | 601 | 126 |
| Pottery | 46 | 90 | 23 | 61 |
| Glass | 920 | 122 | 466 | 248 |
| Cement, abrasives and building materials not elsewhere specified | 422 | 84 | 282 | 205 |
| Furniture, bedding, upholstery | 47 | 139 | 111 | 30 |
| Timber, other manufactures of wood and cork | 127 | 27 | 111 | 37 |
| Paper and board, cartons, etc | 350 | 126 | 53 | 157 |
| Printing, publishing, etc | 1,836 | 723 | 121 | 197 |
| Other manufacturing industries | 566 | 57 | 189 | 227 |
| Construction | 647 | 220 | 75 | 42 |
| Gas, electricity, water | 109 | 53 | 57 | 149 |
| Railways | 492 | 72 | 26 | 6,217 |
| Road passenger transport | 311 | 184 | 288 | 359 |
| Road haulage contracting | 4,292 | 65 | 56 | 75 |
| Sea transport | — | 302 | 1,423 | 479 |
| Port and inland water transport | 1,414 | 2,216 | 2,215 | 1,986 |
| Other transport and communication | 257 | 25 | 83 | 379 |
| Distributive trades | 26 | 12 | 27 | 8 |
| Insurance, banking, finance and business services | 5 | 11 | 10 | 3 |
| Professional and scientific services | 377 | 48 | 24 | 242 |
| Miscellaneous services (entertainment, sport, catering, etc) | 251 | 14 | 8 | 10 |
| Public administration and defence | 1,461 | 50 | 684 | 188 |
| All industries and services | 1,276 | 523 | 197 | 252 |

* Based on the latest estimates of employees in employment as published in *Employment Gazette*.

5.3 million, higher than the 1981 figure of 4.3 million but well under half of the annual average of 12.0 million for

the ten years 1972-81. It can be seen that the number of working days lost varies considerably between one year and the next.

Three large national rail stoppages and the strike by National Health Service employees from April to December, together with related sympathy stoppages, accounted for nearly a half of the days lost in 1982. It is estimated that about 3.4 million of the days lost in the year were in the public sector and 1.9 million in the private sector. Between 1975 and 1979, the incidence of days lost through strikes was higher in the private than in the public sector. In the most recent three years this position has been reversed.

The number of stoppages recorded as beginning in 1982 (1,528) was higher than the 1981 figure of 1,338, but is still relatively low when compared with the average of 2,251 for the previous decade. However such comparisons must be regarded with caution, as the number of stoppages recorded is rather less well founded than the number of working days lost (the bulk of which result from large disputes). The number of workers involved in stoppages in progress in 1982 (2.1 million) was higher than the average of 1.6 million for the period 1972-81.

Incidence rates

The direct comparison of industrial stoppages experienced by different industry groups, as shown by table 2, does not allow for the considerable variation in numbers employed in the different industries. More useful comparisons for some purposes are given in terms of incidence rates that allow for industry size by showing the numbers of days lost per annum per 1,000 employees in each industry. Incidence rates are shown in table 10 for the years 1979-82. Comparisons between industries may still be affected by other factors, such as variation in the numbers of days lost owing to differences in the proportions of workers directly and indirectly affected.

International comparisons

International comparisons of stoppages for a number of countries for the years 1972 to 1981, showing working days lost per 1,000 employees, were published in the March 1983 issue of *Employment Gazette* (pp 105-106). ■

SPECIAL FEATURE

Democracy in trade unions

An outline of the legislative proposals on democracy in trade unions to be put before Parliament in the autumn is presented. These conclusions arise following consultations on the Green Paper published in January—a summarised version appeared in *Employment Gazette*, 1983, January, pp. 11-12.

(1) The Government intend to introduce legislation in the current Session of Parliament to provide for greater democracy in trade unions in three important areas:

- elections for the governing bodies of trade unions
- ballots before strikes
- the political activities of trade unions

(2) The Government have drawn up their proposals after extensive consultations on the basis of the Green Paper on *Democracy in trade unions* (Cmnd 8778) which was published in January 1983. More than 150 organisations and individuals submitted comments on the Green Paper. These consultations showed very wide support for legislation to safeguard the democratic rights of trade union members.

Trade union elections

(3) The Government propose to introduce legislation which will require elections to the governing bodies of trade unions (that is their executives) to be conducted in accordance with a number of basic principles, including the following:

- voting must be secret
- voting must be by the marking of a ballot paper
- every trade union member must have an equal and unrestricted opportunity to vote
- each trade union member must be able to vote directly for members of the governing body

These principles will not make unreasonable or impracticable demands on trade unions. They will not require the use of postal ballots in all circumstances and balloting at the workplace could satisfy the tests. However, balloting at meetings held at inconvenient times or places would not do so. The principles will apply to the election of presidents and general secretaries only if they have a vote or casting vote on the governing body of their union, but not to elections below the level of the governing body. They will, however, exclude such practices as voting by a show of hands and the use of the block vote. They will not

permit the election of governing bodies by the membership of any intermediate body, for example delegates to a national conference or members of, for instance, a regional committee. Trade unions would remain able either to have separate constituencies, for example on a geographical or occupational basis, for seats on the governing body or to provide for all members to have a vote in respect of all seats. It will be a requirement that the members of governing bodies should be elected or re-elected at least once every five years.

(4) The statutory principles governing elections will come into effect one year after the legislation receives Royal Assent so as to allow the trade unions time to make the necessary adjustments to their rules and electoral arrangements. This will mean that trade unions will be under a statutory duty to observe the statutory principles in the first elections due to be held after this part of the legislation comes into effect.

(5) The Government propose that these principles should take the form of a statutory duty owed by each trade union to each of its members. Enforcement of this statutory duty will therefore be a matter for the members of each union, acting either singly or in groups, by means of an application to the ordinary courts. The Government propose that the first step should be an application for a declaration that a trade union has failed to perform its statutory duty because a particular election has not been carried out in accordance with the principles set down in the legislation. Following such a declaration the union would be allowed six months within which to ensure that it complied with its statutory duty to its members. If at the end of the six month period it had not done so the member or members who had sought the declaration could seek enforcement of the order to compel the union to perform its statutory duty. Defiance of such an order could lead to contempt proceedings. Except for the addition of a six month declaratory stage, the enforcement procedure is virtually identical with that which is already used by union members seeking to ensure that elections are carried out in accordance with union rules.

(6) The availability, under the Employment Act 1980, of finance for postal ballots for trade union elections will continue.

New Earnings Survey, 1982

Essential reading for all concerned with earnings, hours of work etc., in Great Britain. Published in six separate parts, price £7.00 each.

To HM Stationery Office, PO Box 569, London SE1 9NH: please find enclosed £44.64, a subscription, including postage for all six parts of New Earnings Survey.

Subscription form

Copies should be sent to:

Name

Address

Strike ballots

(7) The consultations on the Green Paper have confirmed that there is widespread concern about the way in which strike decisions are taken, particularly in the case of national strikes and strikes in essential services. Clear support was expressed for legislation on strike ballots provided that the practical difficulties identified in the Green Paper could be overcome.

(8) The Government have therefore decided to bring forward legislation on the following lines. In the case of industrial action which is 'authorised or endorsed' by a trade union (in accordance with the provisions of Section 15 of the Employment Act 1982—see annex) immunity in tort will be conditional on the support of the union members concerned being tested in a secret ballot. In other words when a trade union calls or endorses a strike it will either have to ballot those of its members who are being called on strike* to retain immunity† or, on the other hand, accept that calling or endorsing a strike without a ballot forfeits immunity. Without immunity the trade union would be at risk of being sued for an injunction and its funds would be at risk of an action for damages. The Government believe that this approach is the best means of providing unions with a powerful and direct inducement to hold ballots before calling strikes and that it is therefore the most effective means of extending union members' democratic rights in this area, while at the same time reducing the likelihood of irresponsible industrial action.

(9) Again, the legislation will not impose unreasonable or impractical obligations on trade unions. It will not require trade unions to hold ballots before unofficial or spontaneous strikes which it has not endorsed and which may be shortlived and involve only small numbers of strikers. Nor will it inhibit trade union officials from attempting to bring unofficial action to an end; on the contrary, only if the action is made "official" will any question of loss of immunity arise. The legislation will not make immunity conditional on the result of the ballot. The Government do not believe that any trade union would persist with a strike call if it had been shown not to have the support of a majority of those directly involved. However, a ballot will ensure immunity only if all those who are being called on to take the industrial action have had an equal and unrestricted right to vote in a secret ballot on the specific question whether they wish to strike or take other action in breach of their contracts of employment.

(10) It is intended that the provisions relating to strike ballots should come into force shortly after Royal Assent.

The political activities of trade unions

(11) In the Green Paper the Government made clear its commitment to the principles of the Trade Union Act 1913:

- (i) that trade unions should, if they so choose, be able to pursue their members' interests through political

organisations and to give financial support to such organisations;

- (ii) that no trade union member should be obliged to support financially any political organisation if he does not want to, and that he should not suffer so far as his union membership is concerned by refraining from giving such support.

The responses to the Green Paper have confirmed the Government's view that these principles are no longer adequately safeguarded.

(12) Under the 1913 Act unions are required to hold an affirmative ballot of their members only in order to authorise the setting up of a political fund. There is no statutory requirement ever to hold a further ballot on the issue (unless a union amalgamates with another which has no political fund). The Government believe it to be indefensible that political funds should be operated on the basis of decisions taken up to 70 years ago. They propose to provide that the continued operation of a political fund must be submitted to the test of an affirmative ballot of the whole membership of a union (in accordance with the procedure laid down in the 1913 Act) every ten years. The Government believe that this step is necessary to safeguard the right of successive generations of trade union members to determine whether or not their union has a political fund and engages in political activities.

(13) It is also intended that the definition of 'political objects' in Section 3(3) (see annex) of the Trade Union Act 1913 should be brought up to date so as to cover expenditure on television, radio and other forms of publicity, on elections to the European Parliament and the printing of political literature.

(14) In respect of the second principle referred to in paragraph 11, the consultations on the Green Paper have confirmed that there is a widespread disquiet about the way in which the right of individual members not to pay the political levy operates in practice through the system of 'contracting out'. The Secretary of State for Employment is therefore inviting the TUC to discuss the steps the trade unions themselves can take to ensure that their members are freely and effectively able to decide for themselves whether or not they pay the political levy.

Conclusion

(15) The Government intend to introduce a Bill to give effect to these proposals when Parliament reassembles in the autumn. They would welcome comments on the proposals by the end of September. Any comments should be sent to the Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.

* Here and elsewhere in this paragraph, by 'strike' is meant any industrial action in breach of contract.

† Assuming that it is not unlawful on other grounds (for example that it is not unlawful secondary action).

Annex

Trade union liability

(paragraph 8 of paper)

(1) Section 15 of the Employment Act 1982 lays down when a trade union is to be held liable for the unlawful acts of its officials and members.

(2) The union will be held liable for any unlawful act authorised or endorsed by:

- its executive committee;
- its general secretary or president;
- any other person given power under the union's own rules to call industrial action.

(3) In addition the union will be held liable for any unlawful act authorised or endorsed by:

- any official employed by the union;
- any committee to which one of these officials regularly reports; except where
- the official or committee who authorised or endorsed the act was forbidden to do so by the union's own rules; or
- the authorisation or endorsement is disowned by the executive committee, the general secretary or the president. This "repudiation" must be delivered in writing and as quickly as is practicable. It will not be regarded as repudiation if the executive committee, general secretary or president subsequently behave in a manner which is inconsistent with having disowned the unlawful action.

"Political objects" of trade unions

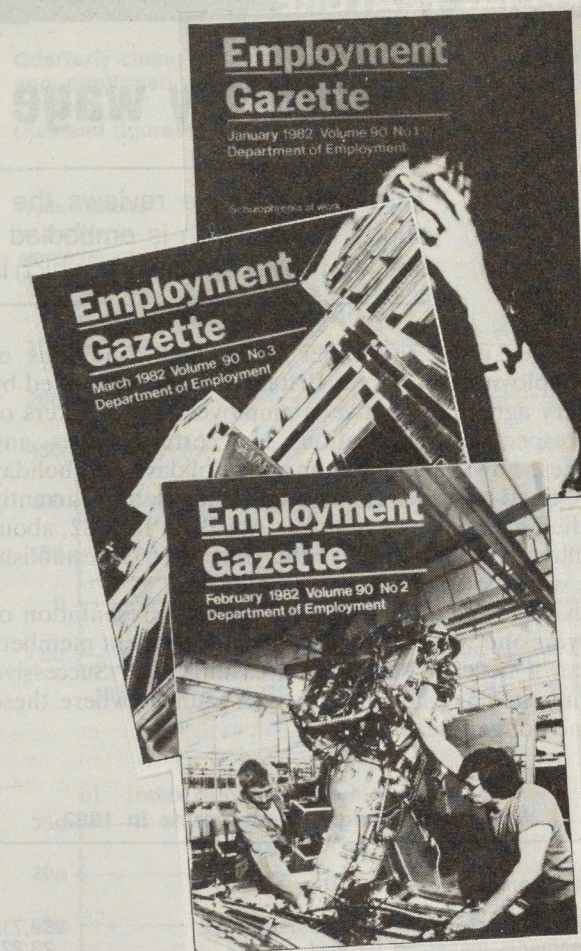
(paragraph 13 of paper)

(4) Section 3(3) of the Trade Union Act 1913 reads:

(3) The political objects to which this section applies are the expenditure of money:

- (a) on the payment of any expenses incurred either directly or indirectly by a candidate or prospective candidate for election to Parliament or to any public office, before, during, or after the election in connection with his candidature or election; or
- (b) on the holding of any meeting or the distribution of any literature or documents in support of any such candidate or prospective candidate; or
- (c) on the maintenance of any person who is a member of Parliament or who holds a public office; or
- (d) in connection with the registration of electors or the selection of a candidate for Parliament or any public office; or
- (e) on the holding of political meetings of any kind, or on the distribution of political literature or political documents of any kind, unless the main purpose of the meetings or of the distribution of the literature or documents is the furtherance of statutory objects within the meaning of this Act.

The expression "public office" in this section means the office of member of any county, county borough, district, or parish council, or board of guardians, or of any public body who have power to raise money, either directly or indirectly, by means of a rate.



Employment Gazette

SUBSCRIPTION FORM

To HM Stationery Office:
PO Box 569, London SE1 9NH.

Enclosed please find £32.76, being one year's subscription to *Employment Gazette*, including postage.

The copies should be sent to

NAME _____

ADDRESS _____

Statutory wage regulation in 1982

This annual article reviews the operation of statutory wage regulation during 1982, which is embodied in successive Wages Councils Acts. (It does not cover agriculture, which is subject to the Agricultural Wages Acts.)

Wages rates and other terms and conditions of employment in Great Britain are normally fixed by voluntary agreement between employers and workers or their respective organisations. In certain trades and industries, however, minimum pay, holidays and holiday pay are fixed by wages councils under legislation currently embodied in the Wages Councils Act 1979. In 1982, about 2¾ million workers employed in some 389,710 establishments were covered by these councils.

Each wages council comprises equal representation of employers and workers, with three independent members who can if necessary exercise a casting vote. Successive governments have abolished wages councils where these were no longer necessary.

Table 1 Work of the wages inspectorate in 1982

| Establishments | |
|---|-----------|
| Establishments on register at January 1982 | 389,710 |
| Establishments inspected by visit | 23,272 |
| Branches of multiple firms not visited where, following visit to head office and a sample of branches, pay and conditions were regarded as satisfactory in the organisation as a whole | 7,611 |
| Establishments covered by formal pay agreements which were reviewed and found satisfactory (mainly large multiples) | 3,725 |
| Establishments not visited where the reply to a postal questionnaire showed the current pay and conditions were satisfactory | 4,906 |
| Establishments where arrears of wages (including holiday pay) were paid following inspection | 8,679 |
| Workers | |
| Workers employed in establishments on register (estimated) | 2,800,000 |
| Workers whose wages were directly examined (124,883) or assumed to be satisfactory following examinations of a sample of workers in the establishment (40,235) | 165,118 |
| Workers at branches of multiple firms not visited where, following a visit to the head office and a sample of branches, pay and conditions were regarded as satisfactory in the organisation as a whole | 72,557 |
| Workers at establishments covered by formal pay agreements which were reviewed and found satisfactory (mainly large multiples) | 65,423 |
| Workers in establishments not visited where the reply to a postal questionnaire showed that current pay and conditions were satisfactory | 24,529 |
| Workers for whom arrears of pay (including holiday pay) were assessed as due | 20,406 |

Councils in 1982

Two orders came into operation in 1982 which made minor, and unopposed, changes to the fields of operation of the Boot and Shoe Repairing Wages Council (Great Britain) and the Licensed Residential Establishment and Licensed Restaurant Wages Council. The orders came into operation on April 26, 1982 and July 26, 1982 respectively.

A report by the Advisory Conciliation and Arbitration Service on the Aerated Waters Wages Councils was published on May 27, 1982. This followed a reference to the Service in 1981 by the Secretary of State of objections to his notice of intention to merge the two separate Councils for England and Wales and for Scotland to form the Aerated Waters Wages Council (Great Britain). The report concluded that objections received by the Secretary of State to the draft order did not justify substantial modifications to the order. The Aerated Waters Wages Councils (Abolition and Establishment) Order 1982 was subsequently made on November 8, 1982 to come into operation on February 14, 1983.

Statutory wages orders in 1982

During 1982, 34 wages orders embodying wages council proposals were made; of these 31 were effective during the year. Nineteen of the orders provided for both increases in minimum remuneration and changes in holiday entitlement; seven provided for increases only in minimum remuneration; and eight related to changes in holiday entitlement.

Permits

Wages councils can issue permits authorising the employment of individual handicapped workers at rates below the statutory minimum. During 1982, 14 new permits were issued, 31 existing permits were renewed and 27 permits were cancelled.

Inspection and enforcement

At the end of 1982 the Wages Inspectorate employed 119 inspectors on outdoor work and 97 other staff on administrative and support work in 15 divisions. The work of the inspectorate in 1982 is summarised in table 1.

The arrears paid to workers following inspection totalled £1,861,783. In addition, arrears of £425,110 were assessed as due to 1,844 workers but were not collected either because the workers concerned stated that they did not want payment of all or part of the amount due or because the Inspectorate decided that it was not practicable to pursue payment. Where underpayments were

Table 2 Complaints from workers in 1982

| | |
|--|--------|
| Outstanding at the beginning of the year | 1,667 |
| Received during the year | 10,100 |
| Cleared during the year | 10,118 |
| Outstanding at the end of the year | 1,649 |

found, every effort was made to secure future compliance with the statutory minimum rates and to inform workers of their legal entitlement.

All complaints received from workers or their representatives in 1982 were investigated or were in the process of investigation at the end of the year. The numbers of complaints dealt with during the year are shown in table 2. Because of the introduction of a change in the method of keeping statistics the number of complaints shown as received in 1982 is some 18 per cent higher than in 1981. In practice, the level of complaint work in 1982 was much the same as in 1981.

In 1982 staff in the divisional offices of the Inspectorate dealt with 273,625 requests for information and guidance from employers, workers and various organisations. The majority were inquiries by telephone.

Special attention to homeworkers continued to be given in 1982. The wages and, where appropriate, the holiday allowances of 1,358 homeworkers covered by wages councils were inspected. Of these, 113 were found to be receiving below the statutory minimum rates and arrears totalling £10,221 were collected on their behalf.

Civil proceedings for recovery of arrears were taken against seven employers in 1982 and judgement was given in all cases for the Inspectorate. Criminal proceedings were taken against seven employers for offences under the Wages Councils Act 1979 and all were found guilty. Fines totalling £1,425 were imposed.

Inspectors investigated 62 complaints alleging offences under the Truck Acts 1831-1940. All were resolved satisfactorily and there were no prosecutions. In addition, the Inspectorate dealt with 721 inquiries.

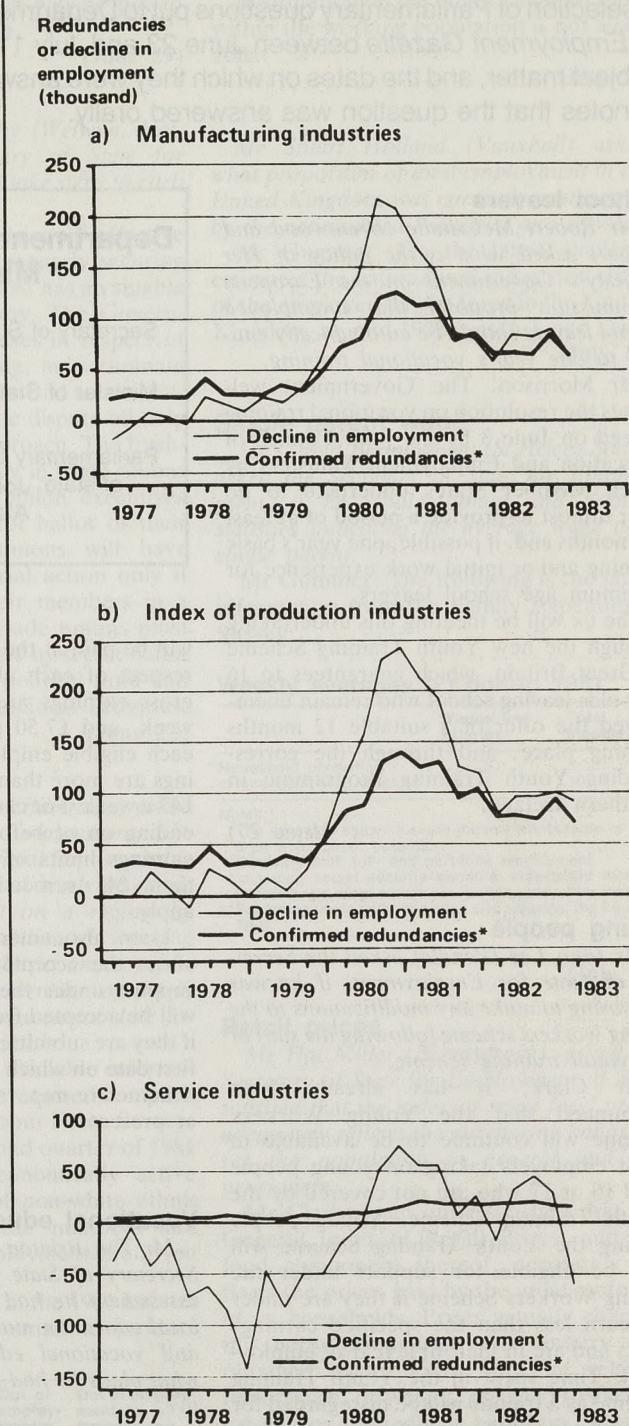
Compliance with wages orders

Of the 327,627 workers whose pay was checked by all inspection methods in 1982, 6.2 per cent were found to be underpaid. Although this figure cannot be taken as representative of all workers in wages council trades, it provides a useful guide to the extent to which employers overall comply with the regulations. ■

Redundancy statistics

The chart opposite replaces chart 3 that appeared in the special feature 'Statistics of redundancies and recent trends' (*Employment Gazette*, June 1983 p. 248). Some errors to the original's presentation of employment decline have been rectified, and account taken of the allowance for underestimation in the employment series, as reported on pp. 242-244 of June 1983 *Employment Gazette*. Quarterly redundancy totals are shown in place of the monthly statistics given in the earlier chart.

Quarterly changes in employment (seasonally adjusted), and confirmed redundancies, by industry sector GB; 1977-83. (Revised figures)



* Figures for confirmed redundancies (ES 955) for February 1981 and later are not fully comparable with those for January 1981 and earlier because of improvements in the method of data collection designed to secure a better coverage of redundancies actually taking place.

QUESTIONS IN PARLIAMENT

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between June 23 and July 11 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.

School leavers

Mr Robert McCrindle (Brentwood and Ongar) asked what is the policy of Her Majesty's Government on the European Commission proposal that unemployed school leavers should be automatically entitled to one year's vocational training.

Mr Morrison: The Government welcomes the resolution on vocational training agreed on June 3 by the joint Council of Education and Employment Ministers by which Member States undertake to do their utmost to provide a period of at least six months and, if possible, one year's basic training and/or initial work experience for minimum age school leavers.

The UK will be meeting this undertaking through the new Youth Training Scheme in Great Britain, which guarantees to 16 year-olds leaving school who remain unemployed the offer of a suitable 12 months training place, and through the corresponding Youth Training Programme in Northern Ireland.

(June 27)

Young people

Mr John Lee (Pendle) asked the Secretary of State for Employment, if he was proposing to make any modifications to the young workers scheme following the start of the youth training scheme.

Mr Clark: It has already been announced that the Young Workers Scheme will continue to be available to assist employers taking on young people aged 16 or 17 who are not covered by the Youth Training Scheme. Young people leaving the Youth Training Scheme will also be eligible for support under the Young Workers Scheme if they are under 18, earn less than the specified earnings limits and are in their first year of employment. Time spent in the Youth Training Scheme as a trainee will be disregarded for the purposes of this calculation; for those participating in the YTS as employees, however, the time must count towards the first year of employment.

I have decided to increase the earnings limit of the Young Workers Scheme with effect from August 1 1983. Claims covering periods of employment including August 1

Department of Employment Ministers

Secretary of State: **Norman Tebbit**

Minister of State: **Peter Morrison**

Parliamentary Under-Secretaries of state: **John Selwyn Gummer**
Alan Clark

will be paid at the rate of £15 per week in respect of each eligible employee whose gross earnings are not more than £42 a week, and £7.50 per week in respect of each eligible employee whose gross earnings are more than £42 but not more than £47 a week. For claims which cover periods ending on or before July 31, the current earnings limits of less than £40 and less than £45 respectively will continue to apply.

I am also amending the current rules about the acceptance of applications for support under the Scheme. Applications will be accepted from August 1, 1983 only if they are submitted within 13 weeks of the first date on which all the conditions of the Scheme are met, rather than six months as at present.

(June 28)

Vocational education

Mr Tim Brinton (Gravesham) asked the Secretary of State for Employment, what assessment he had made of responses by local education authorities to the technical and vocational education initiative; and what plans he had for extending the initiative.

Mr Tebbit: The Government have been encouraged by the enthusiasm and commitment shown by the 66 local education authorities which submitted proposals, and I am confident that the 14 schemes selected for support will be under way by September.

Detailed examination of these schemes

has shown that they will not require as much support from the Manpower Services Commission as was originally expected, and I understand that it may be possible for the Commission to find from within its existing resources up to another £14m in 1984-85 and £20m in subsequent years to apply to an extension of the Initiative from September 1984.

My colleagues and I would welcome an extension on this basis and I am therefore asking the Commission, if they are willing to move forward in this way, to let me have proposals for extending the Initiative from September 1984 by increasing the number of five-year projects. My right hon Friends the Secretaries of State for Education and Science, for Wales and for Scotland are consulting the local authority associations.

(June 30)

Job vacancies

Mr Ivan Lawrence (Burton) asked what progress was being made in the development of a national computerised job availability scheme.

Mr Morrison: The Employment Service intends to introduce at the end of this year a computer system which will make information about jobs in other parts of the country more readily available to Jobcentre staff and their clients. It will allow selected job vacancy information to be sent from any Jobcentre, via existing vacancy circulation computer systems, to a single national computer file to which Jobcentre staff will have ready access. The development of further computerised systems to handle job vacancies in the employment service is under consideration, but expenditure on such developments will be authorised only if they prove more cost-effective than present arrangements and offer the prospect of offsetting savings to the taxpayers.

(June 30)

Employee participation

Mr Christopher Murphy (Welwyn, Hatfield) asked the Secretary of State for Employment, if he would make a statement of Government policy on encouraging employee participation in companies.

Mr Gummer: The Government is firmly committed to the principle of management informing and consulting employees about matters which affect them. It believes, however, that successful employee involvement is best introduced voluntarily and we have consistently urged employers to develop procedures which suit their particular circumstances.

Section 1 of the Employment Act 1982, which provides that companies with more than 250 employees should report annually on their employee involvement activities, will help to encourage the spread of good practice. I hope that companies will take full advantage of the opportunity to review and publicise their policies in this area. I will be looking in detail at the way in which companies comply with this new legislative requirement.

(June 27)

Employment measures

Mr Jim Lester (Broxtowe) asked the Secretary of State for Employment, if he will take further action to publicise the special employment measures.

Mr Tebbit: My Department has produced a leaflet, PL 723, *Jobs, training and early retirement*, which outlines the Government's schemes of this kind to help the unemployed. I hope that unemployed people and all concerned about helping them will read this leaflet, which can be obtained from Jobcentres and Unemployment Benefit Offices.

(June 29)

Wage deductions

Mr David Alton (Liverpool, Mossley Hill) asked the Secretary of State for Employment, if he would take steps to prohibit the practice of employers deducting till discrepancies from employees' wages; and if he would make a statement.

Mr Gummer: The Truck Acts 1831-1940 provide such protections to manual workers, and to shop assistants in respect of fines imposed by employers. We are currently reviewing the working of the Truck Acts and related legislation in the light of responses made to our consultative document on updating the law relating to the payment of wages. We note and share the concern that is felt over cases where arbitrary deductions make inroads into pay

packets and will give due weight to this in preparing proposals which will be put to the House in due course.

(June 29)

Trade unions

Mr Christopher Murphy (Welwyn, Hatfield) asked the Secretary of State for Employment, if he would take steps to curb trade union power.

Mr Gummer: A strong and effective trade union movement, properly securing the interests of its members, has a valuable part to play in our society. The Government's steps to curb abuses in respect of the closed shop, picketing, indiscriminate secondary action and industrial action outside the context of a trade dispute all help towards a responsible approach. The forthcoming Bill on democracy in trade unions will provide that trade union executives must be elected by secret ballot of their members; that trade unions will have immunity to call industrial action only if they have consulted their members in a secret ballot; and that trade unions must also consult their members by secret ballot if they wish to retain a political fund and continue to engage in political activities.

(June 28)

Labour force

Mr K Harvey Proctor (Billerica) asked the Secretary of State for Employment, if he would publish in the Official Report a table showing: (a) the estimated levels of ethnic minority unemployment on a region by region basis; (b) the estimated working population on the same basis; and (c) if he will express (a) as a percentage of (b) in each case at the latest convenient date for which figures were available.

Mr Clark: The latest available information which provides the required comparison is from the 1981 Labour Force Survey.

Estimates for the second quarter of 1981 of the numbers of economically active persons identified as of non-white ethnic origin and of these the numbers and proportions out of employment are given below:

The sample numbers in the 1981 Labour Force Survey are too small to produce

| | Economically active | Out of employment | Out of employment as a proportion of economically active (Per cent) |
|--------------------------|---------------------|-------------------|---|
| | 000s | 000s | |
| North West | 66 | 14 | 21 |
| South East | 511 | 68 | 13 |
| East Midlands | 75 | 14 | 18 |
| West Midlands | 149 | 35 | 24 |
| Yorkshire and Humberside | 58 | 14 | 23 |

reliable estimates for other regions.

Information on the ethnic origin of those within the working population is not available.

(July 11)

Mr Stuart Holland (Vauxhall) asked what proportion of total employment in the United Kingdom was currently represented by the nationalised industries and services.

Mr Gummer: On the latest available estimates the nationalised industries' share of the employed labour force in the United Kingdom at mid-1982 was 6.3 per cent.

(July 11)

Single parent wage

Mr Gerald Bermingham (St Helens South) asked the Secretary of State for Employment, if he would obtain and publish statistics indicating the average wage of a single parent.

Mr Gummer: The following is the latest information from the Family Expenditure Survey:

Weekly averages (£) during 1981*

| | Wages and salaries† | Total income‡ |
|---|---------------------|---------------|
| Household consisting of one adult with children | 42.7†† | 106.1 |

Notes:
*The amounts shown include income attributable to children and absent parents.
†Covering both full- and part-time employment.
‡Including social security benefits, investment income, imputed rent from owner occupation, and other income.
††Excluding those without wages and salaries, the figure is 78.0.

(July 11)

Retail prices

Mr Hal Miller (Bromsgrove) asked the Secretary of State for Employment, if he is satisfied that the index of retail food prices adequately reflects the purchasing habits of: (a) the population in general and (b) pensioners.

Mr Clark: I am quite satisfied that the General Index of Retail Prices, and the food component thereof, accurately reflects the prices paid by the great majority of UK households. Prices actually charged in shops throughout the country are obtained each month and the relative importance, or weight, assigned to each in calculating the index is based on expenditure patterns reported by households in the continuous Family Expenditure Survey. Separate price indices are compiled for one and for two person pensioner households of limited means, where income is mainly derived from state benefits.

(June 30)

QUESTIONS IN PARLIAMENT

MSC cash limits

Mr Tim Renton (Mid-Sussex) asked whether any changes would be made to the cash limits of the Manpower Services Commission.

Mr Clark: Subject to Parliamentary approval of the necessary Supplementary Estimates, the total grant-in-aid of the Manpower Services Commission will be increased by £24,510m from £1,442,196m to £1,446,706m. This is a net increase which includes an additional £25m for extending nationwide the Enterprise Allowance Scheme from August 1 to March 31 1984, as announced by my rt hon and learned Friend the then Chancellor of the Exchequer in his Budget statement on March 15. This is offset by the reduction of

£490,000 in the residual winding up costs of industrial training boards as a result of recent and more accurate estimates of costs.

There is a further offsetting saving of £261,000 in Class IV Vote 16 (Manpower Services Commission) in respect of the 1981-82 final claim on the National Insurance Fund for the cost of dealing with the long term unemployed provided for in the vote.

The cash limits to be amended are detailed below.

These increases will be met from the Contingency Reserve, and will not add to planning total of public expenditure.

(June 23)

| | | Present cash limit* | Increase | Revised cash limit |
|-------------------|------------------------------|---------------------|-------------|--------------------|
| Class IV, Vote 16 | Manpower Services commission | £1,210,905,000 | £19,886,000 | £1,230,791,000 |
| Class XV, Vote 4 | Scotland MSC | £ 137,189,000 | £ 2,888,000 | £ 140,077,000 |
| Class XVI, Vote 4 | MSC Wales | £ 70,860,000 | £ 1,475,000 | £ 72,335,000 |

* As announced on May 12 (Official Report Vol 42 col 416): original cash limits revised to take account of reduction in National Insurance Surcharge.

Price increase

Mr Stuart Holland (Vauxhall) asked what had been the annual rate of price increase of: (a) nationalised industries and (b) private sector companies, excluding food, since 1979.

Mr Clark: Over the four years from May 1979 to May 1983 the retail prices index for goods and services mainly produced by nationalised industries increased at an average annual rate of 16.7 per cent. Corresponding information relating solely to private sector companies is not available. The comparable annual average rate for the retail prices of all items of goods

and services excluding food is 12.5 per cent.

(July 11)

Job release

Mr Michael Hirst (Stathkelvin and Bearsden) asked the Secretary of State for Employment, whether he had any plans to extend the job release scheme to all men over the age of 60 years.

Mr Clark: I have no plans to change the age limits for the Job Release Scheme already announced for the period until March 31, 1985.

The existing full-time Scheme will be open until March 31, 1984 to men from the

age of 62, to disabled men from the age of 60 and to women aged 59; from April 1984 to March 31, 1985 the age limit for men will be raised from 62 to 64; women will continue to be eligible at 59 and disabled men from the age of 60.

A part-time Job Release Scheme, open to the same age groups covered by the present full-time schemes, will be open for applications on August 8, 1983 and allowances will be paid from October 3. This scheme will continue until March 31, 1985.

(July 5)

Health and safety

Mr Dennis Skinner (Bolsover) asked the Secretary of State for Employment, how many: (a) fatalities and (b) serious accidents occurred in the mining industry in 1980, 1981, 1982, and to the nearest available date in 1983.

Mr Gummer: The number of fatalities and serious accidents reported for the mining industry in 1980, 1981, 1982 and up to week ending June 25, 1983 were as follows:

| | Fatal injuries | Reportable serious bodily injuries | Reportable major injuries |
|-------------------|----------------|------------------------------------|---------------------------|
| 1980 | 46 | 524 | — |
| 1981 | 37 | — | 838 |
| 1982 | 39 | — | 882 |
| 1983 (to June 25) | (21) | — | (411) |

Reportable major injuries are those arising under the Notification of Accidents and Dangerous Occurrences Regulations 1980 which came into effect on January 1, 1981. Figures reported thereunder cannot be compared with serious bodily injuries reported on the previous basis under the Mines and Quarries Act 1954. The effect of the 1980 regulations has been to increase the number of accidents that are statutorily reportable.

(July 11)

Subscription form for Employment Gazette

To: HM Stationery Office
P.O. Box 569, London SE1 9NH

The copies should be sent to

Enclosed please find £32.76 being one year's subscription to *Employment Gazette*, including postage.

Name

Address

.....

.....

Employment topics

Unregistered unemployment

The table presenting estimates of unregistered unemployment published in the article "The unemployed—survey estimates for 1981 compared with the monthly count" (*Employment Gazette*, 1983, June, pp. 265-67) contained a misprint. The correct table is given below:

Table 1 Estimates* of unregistered unemployment: 1971-81

| Great Britain | Thousand | | |
|---------------|----------|--------|-----|
| | Male | Female | All |
| 1971 | 80 | 230 | 310 |
| 1975 | 80 | 320 | 400 |
| 1977 | 80 | 340 | 420 |
| 1979 | 80 | 220 | 300 |
| 1981 | 130 | 270 | 400 |

* Composite estimates derived from a variety of sources each of which is subject to error. See article for estimate of those in the monthly count not actively seeking work.

Approval scheme

The Health and Safety Executive (HSE) has written to suppliers of sterile, non-adhesive first-aid dressings to invite their inclusion in a proposed list of approved sources of supply of such dressings. This is a scheme to protect the public, including persons at work, against the use of contaminated dressings.

The scheme will be run by HSE with support from the Department of Health and Social Security (DHSS). It follows last year's report by Dr Whitehead, director of the Public Health Laboratory Service, into the contamination of supposedly sterile first-aid dressings and implements. Dr Whitehead's recommendation that HSE should make information available to employers about satisfactory sources of supply.

The proposed list will identify manufacturers whose processes conform to the *Guide to good manufacturing practice for sterile medical devices and surgical products 1981*, and thus enable purchasers to choose dressings which are manufactured properly. Companies which do not manufacture dressings but supply them packaged with their own name will also be eligible for inclusion, at least initially, provided the manufacturer has been inspected.

In due course, the list of approved sources will be published by HSE with the recommendation that sterile non-adhesive first-aid dressings, the majority of which are used in the workplace, should be purchased only from such sources.

Any company which has not been approached but would like

further information on the scheme should write to: Health and Safety Executive, MD A4, Room 14/13, 25 Chapel Street, London NW1 5DT.

Guide to good manufacturing practice for sterile medical devices and surgical products 1981; available from HMSO, price £2.80 plus postage.

Mining safety

Speakers from 17 nations will address the 20th International Conference of Safety in Mines Research Institutes in the City Hall, Sheffield, from October 3 to 8.

This biennial conference which started in Buxton in 1931, is to be sponsored by the Health and Safety Executive (HSE), for the first time. Dr Archie Johnston, director of its Research and Laboratory Services Division (RLSD) and head of the Safety in Mines Research Establishment (SMRE), is chairman of the organising committee, and the conference co-ordinator is Dr Brian Maguire, deputy director of the RLSD's Safety Engineering Laboratory.

The impressive list of speakers for the week-long conference includes experts in mine safety from the USA, USSR, German Democratic Republic, German Federal Republic, Japan, China, Australia, Canada, Belgium, France, Czechoslovakia, Yugoslavia, Poland, Hungary, Rumania, Bulgaria, and the host nation.

They will cover practically every aspect of mining safety. Subjects to be discussed by the delegates include rescue; electrical safety; fire detection, development and control; underground haulage and

transport safety; accident prevention; ventilation; explosives; gas and coal-dust explosions, rock outbursts; methane formation, ignition and control; and monitoring pit environment.

Papers for presentation will be translated into four languages—English, French, German and Russian—and there will be simultaneous interpretations during the 13 sessions.

Advice service

Many managers are becoming increasingly worried about how the new Youth Training Scheme will actually work in practice and what action they can take to make it effective within their own organisation.

The Youth Employment Unit of The Industrial Society has set up an information service to help all companies who need advice on Youth Training Schemes.

Services offered by The Industrial Society include conferences and workshops for all those involved in implementing the Youth Training Scheme including managing agents, scheme managers, off-the-job trainers and supervisors. In addition the Society offers a full consultation and information service to organisations and can tailor courses to particular needs.

The Society is very keen that organisations should carry out their own "off-the-job" training which is an important element of the Scheme. The "YTS Action Pack" helps make the off-the-job element trainee-centred—based on learning by doing—cost-effective and work-related.

Full details of the service are available from: Gail Harris, Youth Training Unit, The Industrial Society, 48 Bryanston Square, London W1.

New Earnings Survey

As announced in the February 1983 issue of *Employment Gazette* (page 75), the results of this survey will be published in a series of six booklets from October 1983. Each booklet will be published earlier than in previous years. The first two will appear a week earlier than in 1982 and the remainder will follow at three-weekly intervals, so that the complete series will be available by early February, instead of mid-March as in previous

years. The contents of the booklets will be similar to those of the 1982 survey.

For the first time the results of the survey will be presented in terms of the 1980 Standard Industrial Classification (sic), and there will be additional tables showing the 1982 results in terms of the newly adopted sic, to help link up with earlier results.

Planned publication dates are as follows: Part A (*streamlined analyses and key analyses by agreement*), October 13; Part B (*report, summary analyses and other analyses by agreement*), November 3; Part C (*industry analyses*), November 24; Part D (*analyses by occupation*), December 15; Part E (*analyses by region and age group*), January 19, 1984; and Part F (*analyses of hours of work, earnings of part-time women employees, and additional analyses of earnings of employees on adult rates*), February 2, 1984.

An article containing results of the survey will appear in the October issue of *Employment Gazette*.

Open Tech

A new information video that explains and illustrates the Open Tech Programme has been released. Open Tech, launched last year, helps workers to update their skills and retrain by studying at a time, place and pace that suits them or their employers, using a variety of means, for postal tuition to 'drop-in' learning centres. This initiative is aimed primarily at adults at technician and supervisor level.

The video is available on free loan from the Manpower Services Commission as part of a major drive to market this ambitious training initiative among people involved in education and training, including employers and trade unions.

Called *Open For Training*, the new video begins by establishing the need for a more flexible approach to training and examines the barriers conventional courses present to many adults wishing to return to learning.

The use of open learning systems to overcome these barriers is shown and it is against this background that the Open Tech Programme is set.

Copies of the film are available on free loan from the MSC. Contact Sue Thompson on Sheffield (0742) 704431.

Redundancies: confirmed as due to occur

□ The numbers of redundancies confirmed by the Manpower Services Commission as due to occur in recent months are given in the table below. Provisional numbers reported by July 1 for May and June 1983 are 23,800 and 17,900 respectively. After allowing for further reports and revisions, the

final totals are likely to be around 26,000 in both months. This brings the projected monthly average in the second quarter to around 27,000, compared with 29,000 in the previous quarter and 33,000 confirmed redundancies per month on average during 1982.

Redundancies confirmed as due to occur*: Great Britain

| | All | Jan to April | | 1982 | 1983 |
|------|---------|--------------|-----|--------|--------------|
| 1977 | 158,400 | 51,600 | Jan | 26,800 | 30,000 |
| 1978 | 172,600 | 61,500 | Feb | 30,000 | 27,400 |
| 1979 | 186,800 | 52,100 | Mar | 38,600 | 29,400 |
| 1980 | 493,800 | 121,300 | Apr | 37,200 | 28,800 |
| 1981 | 532,000 | 199,300 | May | 30,300 | 26,000 |
| | | | | | (Projection) |
| 1982 | 398,000 | 132,700 | Jun | 29,300 | 26,000 |
| | | | | | (Projection) |
| 1983 | — | 115,500 | 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 245 in the June 1983 issue of *Employment Gazette*.

Redundancies: advance notifications

□ The numbers of impending redundancies notified to the Department of Employment under the redundancy 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".)

Redundancy Fund

□ During the period January 1, 1983 to March 31, 1983 (inclusive) 178,861 employees (including Government Staff) received Statutory redundancy payments amounting to £238.1 million. Of this amount £129.9 million (nett of rebate) was paid by employers and the balance of £108.2 million was paid from the Redundancy Fund. The Fund is financed by contributions from employers and employees. Analysis of

the figures for all payments made during the quarter shows that industries in which the highest redundancies were recorded (figures to the nearest 100) are metal manufacture (11,600), mechanical engineering (21,300), construction (16,200), transport and communication (10,900), distributive trades (16,300) and miscellaneous services (10,600).

Disabled jobseekers

□ Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. The tables below relate to both registered disabled people, and to those people who, although eligible, choose not to register. At April 18, 1983, the latest date for which figures are available, the number of people registered under the Acts was 433,177.

Returns of disabled jobseekers (June 1983)

| | |
|--|---------|
| Registered for employment at June 3, 1983 | 185,506 |
| Employment registrations taken from May 7, to June 3, 1983 | 7,330 |
| Placed into employment by Jobcentre advisory service May 7, 1983 to June 3, 1983 | 2,810 |

* These numbers do not include placings through displayed vacancies or on to Community Programme. Placings into Community Enterprise Programmes were included in the figures before 1983 but were not separately identified.

Disabled jobseekers and unemployed disabled people (quarterly)

| Great Britain | | Disabled people* | | | |
|--------------------|------|----------------------------------|-----------------------|---|-----------------------|
| | | Suitable for ordinary employment | | Unlikely to obtain employment except under sheltered conditions | |
| | | Registered disabled | Unregistered disabled | Registered disabled | Unregistered disabled |
| 1982 Mar | 69.1 | 112.6 | 7.5 | 4.4 | |
| June | 68.1 | 115.2 | 7.4 | 4.3 | |
| Sep | 68.6 | 119.8 | 7.5 | 4.4 | |
| Dec† | 76.4 | 132.2 | 8.1 | 5.2 | |
| of whom unemployed | 68.1 | 115.2 | 7.2 | 4.3 | |
| 1983 Mar† | 74.7 | 125.5 | 8.0 | 5.0 | |
| of whom unemployed | 65.9 | 107.8 | 7.1 | 4.1 | |

* 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. † On October 18, 1982, the compulsory requirement to register for employment as a condition for the receipt of unemployment benefit was removed for people aged 18 years or over. Figures shown subsequent to that date, relate to those disabled people, whether or not they are unemployed, who have chosen to register for employment at MSC Jobcentres, and all young disabled people registered at local authority careers offices. It is not possible to provide figures on a comparable basis for dates before an after October 1982.

Safety lights

□ Changes in regulations concerning the use of mains-powered electric lighting in certain types of mines came into effect earlier this month.

The Health and Safety Commission said that the previous regulations placed severe restrictions on the use of mains lighting, particularly in areas where potentially dangerous concentrations of flammable gas are liable to occur.

In recent years changes in working methods and mine layouts, as well as significant improvements in ventilating and design, construction and operation of lighting equipment, have reduced the risk

of ignition. Effective illumination is also, of course, a safety benefit. The amendment regulations reflect the changed situation. They will obviate the need for individual mines to apply for separate regulations to install mains lighting at or within 10 metres of a working face and will revoke the 89 sets of such regulations already issued.

The Health and Safety Commission sought the views of the major interested organisations before recommending that the amendment regulations be made.

Coal and Other Mines (Safety Lamps and Lighting) (Amendment) Regulations 1983 (SI 1983 No. 710), HMSO or booksellers, price 75p plus postage. ISBN 010 367 146.

Structure matters

□ Most managers now recognise that leadership structure is a major factor in the success of many major companies. To help all organisations make their structure more effective, The Industrial Society has published *Structure of work groups* by Alex Smith.

Structure is defined as the arranging of work groups in such a way as to provide for the most effective achievement of the organisation's objectives. *Structure of work groups* has sections on different types of structure—pyramid, matrix or salary-grades—and why structure matters. There are also practical chapters on how to set up an effective structure, organise teams in complicated situations and how to deal with the problem of accountability.

Illustrated with straightforward diagrams, *Structure of work groups* is the latest addition to The Industrial Society's *Notes for Managers* series. The book will help organisations achieve a better structure and remove the barriers to more effective performance by those at work.

Copies are available, price £1.50 from: The Publications Officer, The Industrial Society, 3 Carlton House Terrace, London SW1Y 5DG.

No radiation risk

□ The health of people working with visual display units (VDUs) is at no increased risk from radiation, says a guidance note published by the Health and Safety Executive. Other possible health risks associated with VDU operation are, for most people, also of an extremely low order; the guidance note says. Nevertheless, close attention should be given to some aspects of VDU use if discomfort such as eye-strain and headache is to be avoided.

The guidance note is based on an earlier research report published by the Executive and gives advice and makes recommendations on the introduction and use of VDUs.

It states that there is no elevated risk from radiation emanating from VDUs when emissions are compared with national and international standards. The likelihood of a VDU precipitating a first attack of photosensitive epilepsy is said to be extremely remote. It says that very few VDU operators have complained of facial rash, but adds that it is not clear whether VDUs cause facial dermatitis. The risk associated with these possible health

effects are extremely low, the guidance note says.

However, operators have reported symptoms of fatigue relating to vision, posture and to mental processes. These are all the result of various indirect consequences of work involving VDU operation.

The booklet provides general guidance on the needs and requirements of the user, in the introduction and operation of VDUs. Attention to human factors, it says, can considerably improve both the acceptability of the system and also its overall effectiveness.

Some general guidance is given on planning and organisational aspects resulting from the decision to introduce VDUs and the guidance note emphasises that various human factors must be considered at an early stage in planning. Some brief recommendations concerned with job design, training and rest pauses are also provided.

The section concerned with equipment selection emphasises the need for a VDU image that is both clear and stable. On the subject of workstation design, the guidance suggests that individual workplaces should be tailored to suit the operator and to meet the demands of the task. These can be most satisfactorily achieved by adjustable seating, detachable keyboards and the provision of document holders. Careful attention should also be given to the design of lighting and room decor. Adequate but not excessive illumination should be provided and freedom from harsh contrast caused by excessive illumination and by glare should be ensured.

Finally, brief guidelines are given on other aspects of good environmental design and room layout.

Visual Display Units. Health and Safety Executive, HM Stationery Office, price £5.00.

Research Paper 10. "Human factor aspects of visual display unit operation". HM Stationery Office.

Manpower prize

□ The Manpower Society is offering a prize of £250 to the author of the best paper submitted for its 1983 annual award. This competition is open to all but only unpublished papers of less than 3,500 words are eligible. The closing date is August 31. Applicants are invited to consider a problem and its solution on any aspect of manpower planning but with special reference to new technologies and/or employment initiatives. The paper may cover national or global aspects or, alternatively, just deal

Correction

A figure given in the table on p. 244 is incorrect ("Employment and the working population", June 1983, pp. 242-244). The correct figure for "Working population: series including an allowance" should read 26,112 for September 1982.

with one particular firm or organisation. Applicants papers may take any form or structure provided it contains a clear exposition of the problem, a discussion and proposals for action. Three type-written copies on A4 paper will be required and length must not exceed 3,500 words which should include a summary of not more than 200 words.

Originality, insight, practicality, lucidity and presentation are the criteria for the award. The Manpower Society will wish to publish the winning entry and reserves the right to do so in whatever form it thinks fit. The author will be invited to present the paper to some appropriate audience.

Entries should be submitted by August 31 to Mr A R Fiddett, Secretary of the Manpower Society, c/o EITD, 54 Clarendon Road, Watford, Herts WD1 1LD.

Trainer training

□ The fourth Annual List of Registered Providers of Trainer Training, which was recently published by the Manpower Services Commission, contains information about 31 organisations belonging to a voluntary registration scheme.

"This scheme brings together a variety of bodies who are all interested in maintaining and improving the standards of trainer training," said Mr Tom Clendon, chief training adviser, MSC. "They have all given undertakings to apply the scheme's code of practice to their programmes, to involve users in their planning, and to participate in workshops on staff development."

The list includes consultancy organisations, colleges of further and higher education, universities,

polytechnics, industrial training boards and an employer association's management training centre. An interesting feature of this year's list is the separate section covering large organisations who train their own trainers but have joined because they want to meet the aims and standards of the scheme.

Copies of the list are available free from: The Voluntary Registration Scheme, Chief Training Advisers' Branch (CTA2), Manpower Services Commission, Moorfoot, Sheffield S1 4PO.

Voluntary projects

□ A detailed explanation of the Youth Training Scheme, the Voluntary Projects Programme, Community Programme, and other MSC initiatives are contained in the latest issue of "Newscheck", the new magazine published by the Careers and Occupational Centre (COIC).

The July issue contains a step-by-step explanation of the new Youth Training Scheme, including the important difference between "Mode A" and "Mode B" schemes; the implications of YTS, by Edward Fennell, a former careers officer who now writes on training issues; how the Community Programme Scheme works; the Voluntary Projects Programme; items of interest to disabled people, and those who work with them—plus editorial comment, letters, reviews, courses and training advice, and plenty more.

If you have an interest in young people, their education, training, and work, then you'll find *Newscheck* essential reading.

Free copies are available from COIC, MSC, Moorfoot, Sheffield S1 4PO.

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 June 30, 1983 the Health and Safety Executive has granted or renewed special exemption orders relating to the employment of 46,323 women and 3,604 young persons. At the end of the period 150,876 women and 15,337 young persons were covered by 3,560 orders.

Baling machines

Mr Jim Whitaker, chief agricultural inspector, has issued an urgent reminder to farmers to check the guarding on hay and harvesting machinery and to follow proper safety practices. This follows two recent fatal accidents involving Massey Ferguson 20-8 balers.

In 1980 Massey Ferguson issued to their dealers a safety service bulletin covering the design and fitting of additional guards and the provision of a warning for this model of baler. Instructions were also issued to the Agricultural Inspectors to draw farmers attention to the need for the additional guards when these balers were seen during inspections, and are now again reminded of the importance of these guards.

Mr Whitaker said: Accident prevention requires a positive commitment by all concerned and every farmer should follow a simple four point safety plan.

- Have a carefully planned safe system of work understood by all concerned.
- Make sure that all guards are in place.
- Make sure that machinery is stopped with the power off before any attempt is made to cope with blockages or breakdowns.
- Stop the tractor engine, apply brakes, disengage the drive to any machinery every time that on-site maintenance occurs."

Industrial relations

The Industrial Society has launched a three-part video training package to promote productive industrial relations on the shop-floor and in the office. Titled *The Balanced Approach*, it is designed as an induction for newly elected stewards or newly appointed supervisors who have had little formal training and gives practical guidance in their respective areas of industrial relations.

Justice at Work covers the role of the shop steward and includes sections on representation, communication, consultation, negotiation and union organisation. *Getting Things Done Through People* outlines the responsibilities of supervisors in the area of industrial relations and how they affect achieving the task, developing individuals and building the team. *The Balanced Approach* is the final part of the package and shows the importance of joint training for supervisors and

shop stewards, particularly how more productive industrial relations can result if each appreciates the other's role.

Each video is approximately 20 minutes long, contains training breaks and comes complete with Trainer's Manual for the in-company trainer, and a full set of handouts and action notes.

The packages are priced at £217 each or £550 for the set of three and are available on all video formats from: Publications Department, The Industrial Society, Peter Runge House, 3 Carlton House Terrace, London, SW1Y 5DG.

Learning

A new initiative aimed at helping people at all levels of work to become "everyday learners" was launched recently with the publication of a free fold-out leaflet called *Learn how to Learn*.

It comes from the Training of Trainers Advisory Group (TTAG), a national advice body supported by the Manpower Services Commission. The group believe that employees, from the manager downwards, have a responsibility to help others to learn as they work.

"Much valuable learning takes place on-the-job, rather than in a classroom, and people need to be helped to learn from that experience," said Mr Mike Langham, at the MSC's Trainer Development Section, who are planning a wide distribution of the new folder for TTAG.

This initiative is part of a wider TTAG objective to stimulate debate about the need to move away from classical tutor-led study and encourage people to pursue their own learning objectives.

The MSC's Trainer Development Section is also managing a number of projects that support the view that people should be helped to take wider responsibility for their own continuing education.

Copies of the folder are available from MSC (CTA2), Moorfoot, Sheffield.

New guide

A revised edition of the *Guide to Good Pharmaceutical Manufacturing Practice* has been published by HMSO*. It was compiled by the Medicines Inspectorate of the Department of Health and Social Security, in consultation with other interested bodies. Its purpose is to

outline steps which should be taken by manufacturers of medicines to ensure that their products will consistently meet the required standards.

It is particularly concerned with those aspects of quality, safety and efficacy which may be affected by manufacturing processes. The quality of manufactured medicines cannot be assured by the testing of end-product samples alone. Scrupulous control must be exercised throughout the entire production cycle, from the ordering, receipt and testing of raw materials, through the various stages of bulk manufacture, in-process control, packaging, storage and distribution.

This involves consideration of such aspects as the manufacturing environment, production and test equipment, training of personnel, manufacturing formulas and procedures. All these matters, and others, are covered in the Guide, but it is a *guide* and not a legal document. It is acknowledged that there may well be methods and approaches other than those described which are equally capable of achieving the desired ends.

The new edition has been in preparation for some 18 months and there has been extensive consultation. The opportunity to comment on a draft was offered to all interested official, industrial, professional, hospital and academic bodies, and many took the opportunity to do so.

Guide to Good Pharmaceutical Manufacturing Practice. HMSO £3.95 net.

Alcohol abuse

The Institute of Alcohol Studies has issued what it calls an "industrial pack" to help industry and commerce tackle alcohol abuse at work. This consists of five booklets: *Guidelines for managements and trade unions*; *Guidelines for supervisors*; *Guidelines for occupational health and welfare services*; *Guidelines on alcohol education at work*; *Alcohol problems in employment*.

"Considerable progress," says the *Alcohol problems in employment* report, "is being made in Britain in utilising the workplace as a focus of intervention into drinking problems. Just because of this progress it is perhaps time to consider whether or not the conventional alcohol policy is always the most appropriate method of intervention."

The report finds that those more likely to have a hangover at work

these days are workers in the 18-25 age group, both men and women.

The industrial pack, price £4.50, is available from the Institute of Alcohol Studies, 12 Caxton Street, London SW1.

Young and jobless

A new leaflet on the Government's special measures for the young and unemployed, which are helping 607,000 people at a cost of £1.8bn in 1983-84, has been produced by the Department of Employment.

This is the first time a leaflet has been produced listing all the special employment and training measures which are currently reducing the number of unemployment benefit claimants by 355,000. A brief account is given of each scheme and details of where further information can be obtained. Guidance is also given on schemes for those approaching retirement age.

The leaflet, entitled *Jobs, training and early retirement*, is available from Jobcentres and unemployment benefit offices. These offices can also supply detailed leaflets on particular employment and training schemes.

Jobseekers' aid

For young people, finding a job during a period of high unemployment can be a daunting task. Many youngsters fall by the wayside and give up. The Institute of Careers Officers hopes to help many young job hunters with advice in a new booklet *How to look for a job*.

The illustrated booklet tells young people how to make the most of their efforts and stand the best chance of getting a job. The booklet covers writing application letters, the correct way to telephone for a job, where to look for adverts, and how to fill in application forms. Tips on interviews are covered too. There is also a two-page progress list for young people to fill in themselves as an aid to hunting for jobs methodically.

A copy of the publication is available to individuals for £1 (post free) cash with order. Multiple copies for education authorities to purchase in bulk or for individual schools or parent teachers' associations to purchase for their pupils are available at 55p per copy in packs of 20. Postage and handling is charged at £1.50 per pack. Large orders have bigger discounts. Copies are available from: The Institute of Careers Officers, Old Board Chambers, 37A High Street, Stourbridge, West Midlands DY8 1TA. Tel: Stourbridge (03843) 76464.

Work research

Over the last three years organisations seeking the advice of the Department's Work Research Unit have frequently done so because they were contemplating introducing new technology, mostly on a small, almost experimental basis. In 1982 this trend was strengthened because companies were beginning to install new technology, starting to work with it and again seeking advice, says the Tripartite Steering Group on Job Satisfaction in its 1982 Annual Report published recently.

The number of visits made by Unit staff to enterprises increased from 275 in 1981 to 420. While most companies were concentrating in 1981 on combating the short-term effects of recession, 1982 has seen more companies putting more resources into longer-term future development.

There has been a growing awareness, helped by the impact of designating 1982 as Information Technology year, that office jobs can be as much affected by new technology as those in manufacturing.

Just under half of all visits were to manufacturers, 15 per cent concerning new technology just installed or planned. Interest arose not only from manufacturing industry but also from public administration, local government and the service sector generally, including finance. Just under a third of all visits were to these sectors, about 10 per cent being about new technology and over 10 per cent on work structure and the processes of change. During the year there was an increase of 65 per cent in the number of enquiries which reached a new level of 2,100.

Unfortunately some organisations have continued to respond negatively to the pressures of recession, failing to communicate even with their middle managers and supervisors and certainly not communicating with other workers. In defending the jobs and working conditions of their members in the face of economic strain, trades unions' attitudes are governed by the extent to which workers are likely to share in the benefits of proposed changes in work organisation.

However, experience in 1982 confirmed the view that companies

Copies of the 1982 annual report of the Tripartite Steering Group on Job Satisfaction may be obtained from: The Work Research Unit, Department of Employment, Steel House, 11 Tothill Street, London SW1H 9NF. (Tel: 01-213 4702).

were most likely to be successful if they informed their middle managers, supervisors, union representatives and workers about the introduction of change, including new technology and sought joint solutions to the problems.

Skill training

A report that looks at the way people lose—and relearn—their skills has been published by the Manpower Services Commission.

The study, conducted for the MSC by Prof John Annett, of Warwick University, draws on various research projects to explain, in simple terms, the facts about skill loss.

There is no simple rule about how rapidly a particular skill will deteriorate but once a task has been learned it is re-learned at a much faster rate. "It is possible for a skill to be thought virtually entirely forgotten after a long period without practice and yet be re-learned in a fraction of the time it took to learn originally", says the report.

Some things are retained better than others. Tasks that involve manual skills, hand-eye co-ordination and bodily movement suffer less from lack of practice than tasks depending mainly on knowledge. How do you increase skill retention? Numerous researchers have shown that the best way is to provide thorough original training; but the report goes further, suggesting good and bad learning techniques.

"Long procedures are better learned and remembered if they can be divided into coherent sequences and the reason for each stage thoroughly understood by the learner", says the report.

"Learning factual material, such as formulae and procedures, purely by rote is not to be recommended since apparent mastery in a test immediately after learning may be only temporary. Watching someone else perform is not the best way to acquire a skill but it can be an effective way of rehearsing a skill that has already been learned."

Trainees who wish to maintain their skills can help themselves by systematic rehearsal, and research has shown that imaginary rehearsal can also be surprisingly helpful. In one study of flying training some trainee pilots were encouraged to engage in 'mental practice', going over training exercises in their mind's eye after they had completed actual flights, and this was found to be effective in consolidating the learning.

The study has a lot of positive messages about the encouraging degree to which people maintain their skills even though they have not been practised for considerable periods, and adds that someone who has been unemployed, for example, for a year or more might easily and quickly regain his former competence.

Copies of the report, "Skill Loss," from Wendy Morrel, W645, MSC, Moorfoot, Sheffield.

Career guides

Five new booklets that give the inside story on jobs ranging from garage work to child-care have been released by the Manpower Services Commission.

The 16-page guides are part of the 'Working in...' series, produced to help job seekers and anyone involved in careers advice to learn about various occupations by talking to people actually in them.

The booklets, produced by the Careers and Occupational Information Centre (COIC) of the MSC, are *Working in Garages*, *Science*, *Insurance*, *Languages* and *Children*.

"These booklets will be of interest to everyone involved in career decisions, be they school-leavers, further education students, job-seeking adults, careers specialists or parents," says COIC.

"Each booklet takes a particular occupational field and looks, through the eyes of those employed in them, at the pleasures and pains of everyday working life."

Single copies of these publications can be obtained by sending cheques or Postal Orders value £1.20 payable to Manpower Services Commission, Dept C.W. COIC c/o Papworth Industries, Papworth Everard, Cambridge CB3 9RG. Enquiries about discounts, bulk orders and so on should be sent to COIC Sales Dept., Room W101, Moorfoot, Sheffield.

Licence fees

An increase in the licence fees for storing petroleum spirit is proposed in a consultative document published by the Health and Safety Commission (HSC).

Fees are intended to cover the full economic costs involved in the issue, renewal and transfer of licences and directly related site inspections; they do not include enforcement costs. The average increase of six per cent now being

proposed takes account of the increased costs to the authorities since the levels were last fixed in 1981.

Under these proposals the new scale of fees (with previous scale in brackets) will be £17 (£16) per annum for up to 2,500 litres, £26 (£24) for amounts between 2,500 litres and 50,000 litres and £51 (£48) for more than 50,000 litres and £51 (£48). The fee for transferring a licence will be £4 (£3).

It is proposed that the revised charges will come into operation on October 1, 1983. Comments on the consultative document should be sent to Miss A Houghton, Health and Safety Executive, Hazardous Substances Division, Branch B, 25 Chapel Street, London NE1 5DT.

Fees for Petroleum Spirit Licences: Draft Regulations, price 50p, is obtainable from the Directorate of Information and Advisory Services (IAS 5), Baynards House, 1 Chepstow Place, London W2 4TF.

Safety policies

Guidelines recommending that health services adopt a three part safety policy were published recently by the Health and Safety Commission (HSC).

Produced by the Health Services Advisory Committee the guidelines provide a framework for use by health authorities when preparing their written safety policies and thus help them to comply with their duties under the Health and Safety at Work etc Act 1974.

The size and complex organisation of the health services mean that a single document is unlikely to be suitable say the guidelines which recommend a three-part safety policy along the following lines: general policy of the employing authority; details of implementing this in each specialist group; and details for implementing this in each geographical unit.

A breakdown of the essential contents for each of the three parts is given in the guidelines which also stress the importance of ensuring that each part inter-relates to produce a unified policy for the authority as a whole.

Monitoring is essential to ensure the policy is effective and advice is given on how this can be done. An appendix gives details of the health, safety and welfare matters which should be covered by the statement.

Safety policies in the health services. Available from HMSO, price £2.40 plus postage.

CASE STUDY

A vehicle for work

by P. Guiry and K. Smallbone*

British Leyland is Oxfordshire's largest employer but has been reducing its workforce considerably during recent years. It is said that the car industry in Oxford attracts workers away from other employers. These sometimes including key skilled workers from small firms. At a time of high unemployment in all age groups and with Austin Rover Group in a period of revival, following some

years of losses in market share, what sort of people apply to work for ARG at Cowley in 1982? The rate of unemployment in Oxfordshire at the time of the study stood at 8.6 per cent compared with the Great Britain figure of 12.3 per cent.

*Mr Guiry was the secretary of the District Manpower Committee and Mr Smallbone is at MSC Training Division's Regional Manpower Intelligence Unit.

With a view to recruiting over a period of several months at the Cowley car assembly plant the local Jobcentres were asked to supply a large number of applications, within certain specific limitations, for

(continued) ▶



Austin Rover's vehicle electrical test system in operation to maintain *Maestro* quality.

→ CASE STUDY

people interested in production line assembly work: company training would be provided. The company asked for people in the 18 to 45 age range who are fit and active and who are prepared to do shiftwork.

The District Manpower Committee under the chairmanship of Mr Derek Robinson* asked msc Employment Service to undertake a study of those who applied. A large sample of 400 applicants was taken at random from among about 1,000 applications on the company's form during the middle part of 1982, and was analysed by:

● the industry in which applicants were currently working or had last worked

In 1982 the msc's Employment Service Division (ESD) was involved in a recruitment campaign for production workers for Austin Rover Group (ARG) at Cowley, Oxford. The District Manpower Committee† asked ESD to undertake a study of what sort of people applied to join the firm. This study does not reveal information about any individual and is compiled from information taken for statistical purposes. No interviews were carried out for the purpose of the study nor were applicants taken for the sample asked to provide any additional information or to fill in additional forms. The survey was of applicants and does not necessarily represent the same mix of people actually appointed.

● the occupation in which applicants were employed or had last been employed

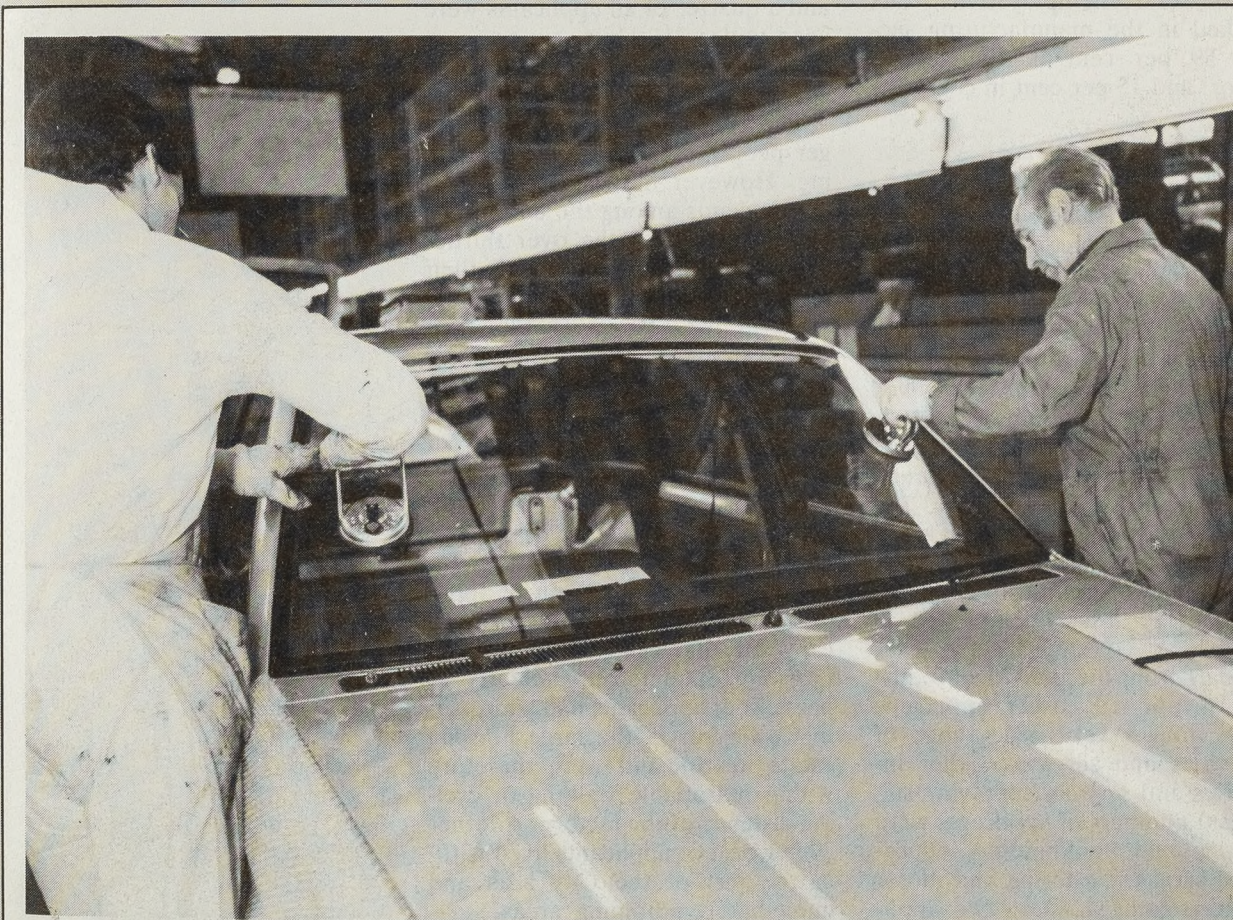
● age (a very small number of applicants were outside the company's prescribed age limits)

● home area

● sex

* Mr Robinson is senior research officer at Oxford University Institute of Economics and Statistics.
† The District Manpower Committee (replaced in April 1983 by the Area Manpower Board) was set up with members from employers, trade unions, local authorities and other local interests, to advise the MSC on matters relating to the services it provides in the county.

(continued) ▶



Two operators fit a *Maestro* front screen using the special glass-to-metal bonding system.

→ CASE STUDY

- current employment status: employed or unemployed at time of application
- skill defined as apprenticeship.

Classification by industry

An analysis of the applicants in the sample by the industry in which they were working or, if unemployed, in which they had last worked, showed that 47 per cent of applicants had previously worked in the manufacturing sector, 27 per cent in the service sector, and 24 per cent in construction. It was interesting to compare this with the industrial breakdown of the total registered as unemployed in Oxford Employment Office area at the time. This showed that 24 per cent of the total unemployed had last worked in the manufacturing sector, 59 per cent in the service sector, and 15 per cent in construction.

Previous work

Among applicants from the manufacturing sector, the largest single group (nearly ten per cent of the total sample) had previously worked in the motor vehicle industry, that is their last job had been at Cowley or with a company involved in supplying components. As a comparison some 15 per cent of the total unemployed had last worked in the motor vehicle industry. The leading individual service industry providing applicants was retailing (14 per cent compared to eight per cent of the total unemployed in Oxford).

Apart from the individual industries mentioned earlier applicants came from a very wide range of industries and services. Other industries and services supplying significant numbers of applicants were printing and bookbinding, educational services, catering and motor repairers/garages. Only two applicants in the sample had not previously worked.

Classification by occupation

An analysis of applicants in the sample by the occupation in which they were employed or, if unemployed, in which they had last worked showed that 86 per cent of applicants had last worked in manual occupations and 14 per cent in non-manual occupations.

Construction trades supplied the largest group of applicants from a specific occupational group (13 per cent of total sample), while sales (distribution), transport, pipe/sheet metal working, installation/maintenance, painting/finishing occupations, and civil engineering/materials handling being prominent among a wide cross-section of other previous occupations in the sample.

Classification by age

Over three-fifths of all applicants in the sample aged under 30 and a quarter of all applicants were aged under 21. Thirty-six per cent of applicants were in the 30 to 45 age group.

The concentration among younger people seemed a little surprising. However the high proportion of applicants among the under thirties compared to the over thirties was partly a reflection of their respective shares of total unemployment in the Oxford Employment Office area at the time. Those aged under 30 accounted for 47 per cent of the unemployed, while the age group 30 to 45 represented 24 per cent.

Classification by home area

As many as 40 per cent of applicants lived within two miles of the car plant, that is in East Oxford and the immediate locality. Nearly 30 per cent of applicants had addresses in Cowley or in the large housing estate nearby and were therefore within reasonable walking or cycling distance of the factory. Another 20 per cent of applicants lived within the rest of the City area and immediately adjoining areas.

Only 35 per cent of applicants lived beyond the Oxford City area

and just one per cent beyond the county boundary.

Classification by sex

Only four per cent of the total sample were female applicants.

Classification by employment status

Seventy-six per cent of applicants in the sample were unemployed at the time of making the application and 24 per cent were employed and included some in temporary work or in jobs threatened by redundancy.

Classification by skill

Less than two per cent of applicants were skilled and had served a recognised apprenticeship. ■

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.

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

Forthcoming titles

Research 1982-83

The annual report on Department of Employment research in the period 1 April 1982 - 31 March 1983 lists the research projects in progress during the year and reviews the main areas of research activity in the Department. *July 1983*

Screening in the recruitment of 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. *September 1983*

The relative pay and employment of young people

W Wells, Department of Employment

A study of how and why the earnings of young people relative to those of adults have moved over the post-war period, and what effect this might have had on the employment prospects of young people. The study uses evidence drawn from national statistics. *October 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. *December 1983*