

# Employment Gazette

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**Cover picture**

The Community Enterprise Programme gave us these Anglo-Saxon coins as well as working skills for the unemployed on the Billingsgate dig. The new Community Programme seeks to continue the social and practical partnership (p. 411).

**EDITOR**

**Steve Reardon**

**DEPUTY EDITOR**

**John Pugh**

**ASSISTANT EDITOR**

**Michael Webb**

**STUDIO**

**Kenneth Prowen  
Christine Holdforth**

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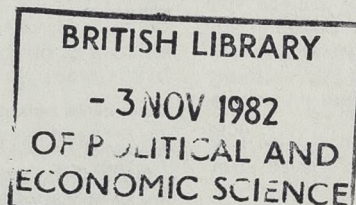
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**BACKFILE VOLUMES**

Complete volumes of *Ministry of Labour Gazette* 1924-1968, *Employment and Productivity Gazette* 1968-1979 and *Employment Gazette* 1971 onwards are now available in microfilm form from University Micro International, 30-32 Mortimer Street, London W1N 7RA.

## 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	PL631(rev)
2 Procedure for handling redundancies	PL624(rev)
3 Employees' rights on insolvency of employer	PL619(rev)
4 Employment rights for the expectant mother	PL652
5 Suspension on medical grounds under health and safety regulations	PL668
6 Facing redundancy? Time off for job hunting or to arrange training	PL620(rev)
7 Union membership rights and the closed shop	PL658
8 Itemised pay statement	PL633
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12 Time off for public duties	PL626
13 Unfairly dismissed?	PL656
14 Rights on termination of employment	PL667
15 Union secret ballots	PL657

Employment Act 1980—an outline	PL651
Individual rights of employees—a guide for employers	PL650
Fair and unfair dismissal—a guide for employers	PL654
The law on unfair dismissal—Guidance for small firms	PL689
Recoupment regulations—guidance for employers	
Guidance on procedure for recoupment of unemployment and supplementary benefits for employers in cases where an employee has received benefit and has subsequently received an award from an industrial tribunal	RCP1

### Other related publications

Code of practice—picketing	
Code of practice—closed shop agreements and arrangements	
Time off with pay for safety representatives	
A summary of the regulations governing the entitlement of authorised safety representatives to time off with pay in connection with their duties	PL634(rev)

### Redundancy payments

The Redundancy Payments Scheme—March 1980	
General guide for employers and employees about their rights and obligations under the redundancy payments provisions of the Employment Protection (Consolidation) Act 1978	

The Redundancy Payments Scheme	
A leaflet outlining aspects of the Redundancy Payments Scheme of particular interest to employees	RPL6
The Redundancy Payments Scheme—offsetting pensions against redundancy payments	
Information for employers on the rules for offsetting pensions and lump sum payments under occupational pension schemes against redundancy payments	RPL1

### Industrial tribunals

Industrial tribunals procedure	
For parties concerned in industrial tribunal proceedings	ITL1
Determination of question by industrial tribunals	
For appellants and respondents, with particular reference to the Health and Safety at Work etc Act 1974	ITL19

### Overseas workers

Employment of overseas workers in the United Kingdom from January 1, 1980	
Information on the work permit scheme—not applicable to nationals of EEC member states or Gibraltar	OW5(1981)
Employment in the United Kingdom	
A guide for workers from non EEC countries	OW17(1980)
Employment of overseas workers in the United Kingdom 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?	
Contains 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	
Leaflet on the main 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	PL685
Young Workers Scheme	
Information for employers on a new scheme to create more employment opportunities for young people	PL678(rev)

### Young people

The work of the Careers Service	
A general guide	PL669
Help for handicapped young people	
A guide to the help available through the Careers Service	PL675
The Long Term	
A leaflet about a film for parents showing the importance of combined parental and Careers Service guidance for young people about to leave school	PL659
We get around	
A leaflet describing a film which shows how the Careers Service helps young people find the right job	PL536

### Quality of working life

Work Research Unit	
A brief description of the role of the Unit, which can provide practical advice and help to all those in industry, commerce and the public services who want to improve the quality of working life	PL661
Work Research Unit—1980 Report of the Tripartite Steering Group on Job Satisfaction	
Meeting the challenge of change	PL687
Guidelines for the successful implementation of changes in organisations	
Summaries of case-study reports produced as a result of monitoring change programmes in twelve British organisations	PL688

### Employment agencies

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

### Equal pay

Equal pay	
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Equal pay for women—what you should know about it	
Information for working women	PL573(rev)

### Race relations

The Race Relations	
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Background information about some immigrant groups in Britain	

### Miscellaneous

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

# EMPLOYMENT BRIEF

## Community Programme aims to help 200,000 a year

### MSC now negotiating with sponsors on 40,000 places

The Manpower Services Commission has unveiled its new Community Programme to help the long-term unemployed which will merge with and shortly take over from the existing Community Enterprise Programme.

Aimed at the 18-24 year-old age group of unemployed who have been out of work for at least six months, and those over 25 who have been out of work for a year, the new programme plans to pay them the going local rate for work of benefit to the community up to a maximum of £89 per week for jobs lasting up to 52 weeks. It is anticipated that with some people working only part-time average weekly wages will not exceed £60.

At present the msc is hoping for an estimated 200,000 people a year to benefit from the programme's planned 130,000 sponsored places on work which could range from coastline conservation to providing crèche facilities for one parent families. Two of the main criteria which will be applied to work under the Community Programme are that existing jobs are not replaced and that the local community derives benefit from a particular project.

### Negotiating

So far the msc is already negotiating with sponsors on 40,000 places for the programme. According to msc chairman, Mr David Young, voluntary organisations are showing an interest and will probably eventually provide something like 40 per cent of the places needed. A large number of the remaining places will be sponsored by local authorities and Mr Young has confirmed that some have already committed themselves to projects.

Launching the new Community Programme in London this month, Mr Young stressed that it was designed with the long-term unemployed in mind. "Sponsors can introduce a training element, uprate people's skills, and provide them with an up-to-date job reference. The object is to bring the long-term unemployed out of the cold and back into the labour market," he said.



Under the Community Enterprise Programme, the Museum of London is excavating Roman and Saxon remains under the former Billingsgate fish market in Lower Thames Street, London.

Picture shows work in progress cleaning the late and post-medieval buildings. The Community Programme will continue this sort of work and help many more unemployed people.

## Basic rules for projects

- Work on projects must be of benefit to the community.
- Projects must be designed to provide jobs for local people who have been out of work for several months.
- Projects should involve work which would not otherwise have been undertaken. Jobs in normal employment must not be put at risk by a project (this means that projects involving the production of goods for sale to the public are unlikely to be approved).
- Projects should not simply substitute paid employment for work which would normally be carried out voluntarily.
- The appropriate local "rate for the job" must be paid to workers on projects.
- Where projects are likely to involve the interests of unions—in either the public or private sector—or existing employers, they must have the support of the relevant trade union or employers' organisations.
- Projects sponsored by employers in the private sector should be primarily designed to benefit the community. Indirect private gain to such sponsors is permissible, but must clearly be secondary to the benefit of the community.
- Projects must be financially viable as regards any costs not met by msc funds.
- Individual employees may not be employed under the programme for more than 52 weeks. In certain cases key employees, such as managers or supervisors, may be retained longer if they are essential to a project and if there are no other suitable unemployed people.
- Sponsors must have the resources and capability to take on the full responsibilities of an employer and to run their projects efficiently, including keeping necessary financial records and providing adequate supervision. Proper provision for the health and safety of employees must be made at all times, and sponsors will take on the normal statutory responsibilities of employers to their employees.

(continued overleaf 412)

**Help for long-term unemployed**

(continued from page 411)

Anything the community decided needed to be done, whether in rural areas or in the inner cities could be a candidate for the programme said Mr Young. There had to be agreement with the trade unions that jobs would not be lost elsewhere, but he is convinced that within this there is a whole host of work needing to be done "filling a vital need of our time".

"It is important for the programme to have a good start," said Mr Young. "If we fill all 130,000 places by September 1983, the Chancellor has promised money for more places and I shall be knocking on his door."

Finally, the msc chairman said he "rejected pessimism about the scheme" which had been expressed in some quarters, that it was doomed to failure. "We have been inundated with requests already and the problem is too real and too serious to talk about failure," he stated.

**New Act to be explained**

Managers and shop stewards will have a chance to put their own questions on the Employment Act to Mr Norman Tebbit, on November 9.

The Secretary of State for Employment is one of seven top speakers at the Industrial Society's conference "The Employment Act 1982" which will follow the granting of the Royal Assent to the Employment Bill.

The conference, which will be held at the Institute of Civil Engineers, 1 Great George Street, sw1, will be attended by top businessmen, managers, trade union officials, convenors and shop stewards.

It aims to explain the contents of the new Act, and its probable effects; explain the contents of the expected Autumn Consultation paper; give delegates an opportunity to question the Employment Secretary, and to mark the publication of "A Guide to the Employment Act 1982".

Other speakers will be: Olga Aikin, London Business School; Peter Ball, Engineering Employers Federation; Sir Richard Cave, Thorn EMI, John Garnett CBE, the Industrial Society and Roy Sanderson, EEPFU.

**What will MSC pay for? Who can run project?**

*Supervisors and managers*

Full-time wages costs up to agreed limits which reflect the local rate for the job. Employers' National Insurance contributions are also paid by msc.

*Other workers*

Wage costs for workers up to a maximum of £60 per week for each full- or part-time worker on a project, plus employers' National Insurance contributions. Individual workers may receive more than £60 in wages so long as the average wage across a project does not exceed this figure. But, with the exception of managers and supervisors, msc will not re-imburse wages for any individual beyond a maximum rate—currently £2.22 per hour.

*Operating costs*

MSC will refund operating costs (such as essential overheads, materials and equipment) up to a maximum of £440 per year for each full-time or part-time place provided.

**Hours of work**

Participants can be employed between 16 and 40 hours a week. Because of the system of re-imbursement by msc and the requirement that workers should be paid at the local rate for the job we think most sponsors will want to have a mix of part-time and full-time jobs on their projects.

However there is certainly no objection to wholly part-time projects (and some tasks may lend themselves to this), though most sponsors would probably want to have an element of full-time management or supervisors.

Any organisation or individual may sponsor a project. Organisations, for example, could be local authorities, private firms, trade unions, voluntary bodies, charities or community groups. Political organisations are not eligible.

Sponsors will be responsible for managing and administering their schemes. Potential sponsors will need to have the necessary management skills, as well as access to other financial resources to provide for expenses not covered by the msc grant.

If you, or your organisation, do not have the resources for the management and supervision of your project from within your own staff, you may wish to consider recruiting an unemployed person with suitable experience as part of the project.

**Who can be recruited?**

All employees must be recruited through Jobcentres, Careers Offices or Professional and Executive Recruitment (PER).

Recruitment will normally be limited to people aged 18-24 who have been unemployed for six months or more, and those aged 25 and over who have been unemployed for over 12 months. Exceptions to this may be permitted when, for example, an essential skilled worker is required and there are no suitable people among the long-term unemployed.

People employed on projects should not be less than a year from normal retirement.

**New chief Executive**

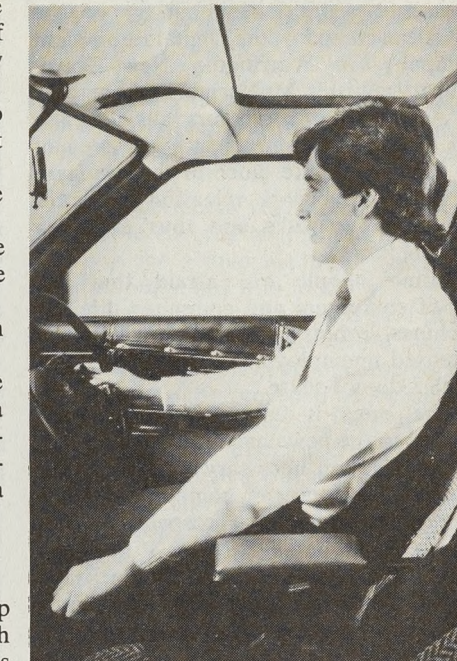
Mr Bryan Emmett, 41, has been appointed as the new chief executive of the Manpower Services Commission's Employment Service. He takes up his new post on November 15 and will be based at the msc's headquarters in Sheffield.

Mr Emmett is currently an Under Secretary at the Department of Energy and he will succeed Mrs Jean Collingridge who retired recently.

As chief executive, Mr Emmett will head a staff of 12,000 and be responsible for a budget approaching £700 million in 1983-84. He will be in charge of the operation of over 1,000 Jobcentres and Employment Offices, the provision of msc's services to disabled people, as well as the new Community Programme.



**Conversion kit for disabled drivers**



The narrow wheelchair leaves the driver plenty of space.

Remploy, Britain's biggest employer of disabled people, and Vauxhall Motors are to manufacture conversion kits to accommodate a new design of wheelchair in the front, offside door panel of the Astra car. The design which was conceived and developed by Autability of Blyth, Northumberland, will provide disabled drivers with complete independence in moving easily between the wheelchair and the driver's seat. Electrically operated mechanisms enable the driver to load and offload the wheelchair swiftly, without assistance or great physical effort.

**Adaptable**

The conversion kit comprises hand controls, electrically operated window, chair lifting device, sideways-sliding seat mechanism and a specially designed wheelchair, adaptable to individual requirements, which packs snugly when stored in the door panel and protrudes only 5¼ inches.

Remploy's Ashington Factory, where the conversion kits will be manufactured and fitted, provides work for some 200 disabled people, and is one of a nationwide network of 94 productive units employing 8,750 disabled people.

**New job splitting grant to be £750**

The Government grant to employers who split jobs under the Job Splitting Scheme has been set at £750. This scheme is designed to help employers split full-time jobs and so open up more part-time jobs for unemployed people.

The £750 grant will offset the employer's extra costs—such as for training—incurred in splitting a job.

Main features of the scheme, first outlined by the Chancellor on July 27, are:

- A grant of £750, paid in four instalments. As soon as the job is split and all conditions are met £300 will be paid. Remaining payments will be made after three, six and 12 months.
- The scheme will apply to jobs split on or after Monday, January 3, 1983 and will remain open for applications from that date until Friday, March 30, 1984.
- To qualify the employer must satisfy the Department of Employment that the job has been full-time without the subsidy. The part-time jobs created must be filled by unemployed workers, or those in the same establishment who face redundancy.

Mr Norman Tebbit, Secretary of State for Employment, said: "Job splitting can bring benefits all round. Some people, for example, might like to work part-time as they approach retirement, while those employers who have already tried job splitting have appreciated the extra flexibility it provides, and improvements in productivity and job satisfaction. It could provide many thousands of people with the kind of work which suits them and also create new jobs for the unemployed."

**Payments**

All employers in the public and private sector can qualify for payments, except that special arrangements are being considered for the Civil Service.

Any existing job can be split, provided that it has been filled by a full-time employee for three months. The Government will review the possibility of extending the scheme to newly-created jobs in July 1983, after there has been experience of the scheme.

Who can fill the part-time jobs? Both part-time jobs must be filled by:

- 1 a wholly unemployed person who has made a successful claim for unemployment or supplementary benefit payments in the three weeks before taking the part-time job; or
- 2 an employee at the same establishment under formal notice of redundancy—which has been notified to the Department of Employment, where appropriate; or
- 3 the incumbent of the full-time job being split; or

4 a person currently employed at the same establishment who is not under notice of redundancy but who is being replaced by someone in categories 1 or 2 above.

A full-time job must be split into two part-time jobs. The part-time jobs must meet the following conditions:

- 1 total hours must be broadly comparable with those of the full-time job;
- 2 duties of the two part-time jobs must be broadly comparable with those of the full-time job;
- 3 each part-time job must have a minimum of 15 hours.
- 4 the pattern of part-time work should be such that the split job could be done by a single full-time worker, eg the two part-time workers should not work simultaneously for more than five hours a week.

**Recruits**

The employer must undertake to keep the job split for one year and filled with eligible recruits. The job will be regarded as split on the day the conditions of the scheme are met. If those recruits leave they must be replaced by other recruits from the categories mentioned previously. The employer must also demonstrate that he has not re-combined two previously existing part-time jobs into a full-time job either immediately before or while claiming the grant.

No two payments can be received from public funds for the same purpose, in respect of the same job, at the same time. Moreover, if an employer is in receipt of public money in respect of a particular job, it is unlikely that he will be able to continue to receive that money if he then splits that job. For example, payments under the Temporary Short-Time Working Compensation Scheme or the Young Workers Scheme will cease in respect of a job that is split.

However, there may be circumstances in which the employer can combine the Job Splitting Scheme with other schemes, where no "double funding" is involved. For example, a vacancy created by a successful Job Release application could be split and the Job Splitting grant claimed.

No application should be made by employers before January 3, 1983. Thereafter applications should be made to the regional offices of the Department of Employment, from whom details of the scheme may be obtained.

## Improved productivity is key to job security

A Government Minister gave an enthusiastic welcome to overseas information technology companies planning to invest in UK manufacturing sites and said that he did not share the fears that new technology would lead to an increase in unemployment.

Speaking recently at the opening of a new sales and service headquarters of the American company, the Digital Equipment Company, in Warrington New Town, Industry minister, Mr Normal Lamont said:

"As the cost of computers falls, their use will become widespread in every area of life. They will take much of the drudgery out of repetitive work, releasing people for more creative tasks and thus enriching working life.

"Some people are afraid that the use of computers and computer directed machines—robots for example—will lead to increased unemployment. These are fears which I do not share.

"The onus is upon management to respond to the new challenge with the skill and imagination necessary to harness the productive capacity of computer systems without disrupting the prospects of employees."

The key lay in improving productivity, said Mr Lamont. Only when British products were internationally competitive and found a ready market would genuine long-term employment be created.

### Progress

"But," he went on, "awareness is vital and a knowledge of the opportunities and limitations of computer systems is essential for progress to be made. We have no choice, for our competitors are pressing ahead with the widespread implementation of computers to harness their productive capacity—we cannot afford to fall behind. My Department also has an active programme of support which is designed to encourage innovation in the industries of the new technology. The Government's role is catalytic. We believe that the relatively modest amounts

of public money which are set aside for high technology support will persuade manufacturers to develop products and systems which otherwise they might consider too risky. In doing this, we are helping firms to push onward in what is still a high risk area."

But Mr Lamont stated that the Government did not intend to subsidise uncompetitive products.

"Commercial expertise and the skills necessary for the successful product development and marketing are things which the Government cannot provide. We are doing what we can to create an environment which rewards the entrepreneurial spirit; but our efforts will be in vain if industry does not respond.



Mr Lamont keys in the message.

## Small firms benefit from loan scheme

Many small firms are now benefiting from the Government's Loan Guarantee Scheme and the latest figures show that it continues to fill what has been an important finance gap according to industry minister John MacGregor.

Addressing the Becenta-Enterprise Opportunity Forum recently Mr MacGregor said: "One of the priority areas of Government activity has been the encouragement of the small firms sector in every way possible and the Loan Guarantee

Scheme provides an important element of that encouragement.

"The scheme continues to benefit many more companies. Up to the end of August 6,043 guarantees had been issued to a total of £203 million. Of this sum 3,048 guarantees to a value of £98 million have been given to help new businesses get off the ground while 2,995 guarantees to a value of £105 million have been given to support the development of existing businesses."

## Accident total is a sad indictment of industry

During the period 1978-80 Factory Inspectors investigated 362 deaths in industry where non-rail transport was involved, says a report published by the Health and Safety Executive last month. It describes as "a sad indictment of industry in general" the fact that in only 14 per cent of the deaths were reasonably practicable precautions not possible.

The report, *Transport Kills*, was prepared by the Executive's Accident Prevention Advisory Unit after a detailed analysis of accidents caused by vehicle movement, loading, unloading and maintenance.

The accidents described in the report range from simple errors of judgement, such as a driver who left the handbrake of his lorry off and was run over when it rolled down an incline, to accidents where a number of circumstances have led to someone being killed.

The most common causes of transport accidents, says the report, are poor management, failure to provide and follow safe systems of work and inadequate training. It stresses that a combination of environmental and human factors is nearly always involved. Improvements in one contributory factor alone will not necessarily prevent an accident or the consequences being fatal, says the report. All factors must be controlled so that the failure of one or more will not result in an accident.

Operations which have featured in the larger proportion of accidents are:

- 71 deaths caused by reversing vehicles;
- 43 people killed during loading and unloading;
- 35 people killed by overturning vehicles;
- 23 of the 24 drivers killed by lift trucks overturning fell from the cab;
- 56 deaths during vehicle repair or maintenance.

## UK and Canada agree on space project

The UK and Canada have agreed to work together on a joint space venture which could lead to British companies getting a share in a £200 million satellite project as well as benefiting from the information obtained from it.

Mr Kenneth Baker, Minister for Information Technology, signed a Memorandum of Understanding with Mrs Judy Erola, Canadian Minister for Energy, Mines and Resources, for joint UK/Canadian collaboration on the project definition of the satellite to be launched in 1990. The joint study could lead to British companies supplying the satellite platform and to the UK using information from the satellite.

Mr Baker visited Canada last month, at the invitation of Mr John Roberts, Minister for Science and Technology, primarily for talks on space issues and to explore the potential for collaboration between British and Canadian companies in space and other high technology areas.

The Memorandum of Understanding on the Radarsat programme is aimed at providing an operational ice reconnaissance information service in northern Canadian waters throughout the 1990s.

In the information technology field, Mr Baker discussed the Canadian Government's plans for the promotion of high technology; saw some of the new developments in telecommunications and office equipment and discussed viewdata standards and Canada's experience in cable tv.

## Computer firm chooses Scotland

An American firm's plans to spend £38 million on a computers and office automation equipment factory in Stirling, Scotland, will provide up to 1,700 jobs over five years.

The factory, to be built for Wang Laboratories near Stirling University, will employ 700 and the Department of Industry estimate that the plant will create another 1,000 jobs as support and service industries grow up around it.

### Growth

Industry secretary Mr Patrick Jenkin said at a recent press conference: "This project confirms the Government's view that Britain offers an ideal climate for growth industries. The UK's technology base will be strengthened by having a company which continues to experience explosive growth and which is at the forefront of rapid technological advance. Export sales and the creation of at least 700 new jobs over the next few years add to the benefits for the UK."

## New chief in Brussels



Mr Stephen Rankin, formerly the CBI's Regional Director for the West Midlands, now heads its office in Brussels.

Mr Rankin, who is 35, is the CBI's permanent delegate to UNICE, the European Confederation of Employees' Organisations and is responsible for relations with the UK delegation to the EC. He replaced Mr John Scales, who returned to London after nine years in Brussels to become Deputy Director International Policy.

## More schemes help small exporters

The British Overseas Trade Board has announced two new schemes which are aimed at helping small firms competing in export markets.

Technical Help to Exporters (THE) are offering small firms a free trial of their technical export enquiry service. The offer runs from October 1982 to December 1983 and enables individual firms to obtain up to £100 worth of technical advice from THE to help with their export problems.

The money is available in the form of an "in credit" account to offset the cost of THE's services to industry. These services provide a company with valuable information and advice on overseas regulations, codes of practice, and technical requirements for the export of UK manufactured goods.

The offer is open to British firms which

## Yearly reports on involvement for bigger firms

Companies with upward of 250 workers could be required to make a statement about their employee involvement practices each year.

The Government's decision on the size of firm to be covered by this proposed provision in the Employment Bill was made after consultations with industry.

Revisions tabled today to Clause 1 of the Employment Bill will also ensure that the requirement becomes part of company law by expressing the provision as an amendment to the Companies Act 1967. It would require that every directors' report should contain a statement about action taken during the financial year to introduce, maintain or develop employee involvement arrangements.

Two main changes have resulted from the consultations. It was thought desirable that companies which had existing arrangements for employee involvement should be able to report on those as well as any new developments introduced during the year. It was also thought that the threshold for companies required to report should be 250 rather than 200 employees. This would bring the threshold into line with the Companies (Directors Report) (Employment of Disabled Persons) Regulations 1980 which have a similar reporting requirement.

have not more than 200 employees on the site concerned and which are engaged in any sector of manufacturing.

Companies interested in taking advantage of the free offer should contact THE at Marylands Avenue, Hemel Hempstead, Herts HP2 4SQ, tel. Hemel Hempstead 3111, telex: 82424.

The other scheme helps firms—particularly small and medium-sized ones—enter new export markets with the aid of the BOTB's Market Advisory Service.

Under revised arrangements which will run initially until December 31, 1983, companies who use the Market Advisory Service will have the fee of £115 refunded as a contribution towards their travel costs if, within six months of receiving their report, they make a follow-up visit to the market covered by the report.

## Education is the key factor

The success of the new £1 billion Youth Training Scheme will be determined largely by the response of the education sector, Mr Norman Tebbit, Secretary of State for Employment, said in a speech to the British Women's Organisation for Rehabilitation through Training.

Mr Tebbit said that training in the UK had for decades "been lamentable" and that we must adapt to new technologies. It is the "refusal to change which costs jobs", he said.

He described YTS as "a permanent bridge from school to work" and "the basis for adapting to meeting the changing world of work, and improving the flexibility of the young labour force".

"YTS is above all a training programme," said Mr Tebbit. "It will challenge the educa-

tion sector to participate fully in the scheme. This can be done if the education sector can offer enough relevant, well-integrated provision which is attractive both to employers and other organising schemes and to the young people taking part in them."

There were three points where the new scheme would challenge the education sector and provide it with immense opportunities, he said.

"First is the scale of the scheme which will be offering training programmes to some 460,000 young people, mostly 16 year olds. This implies a considerable new market for colleges of further education. There is no requirement on sponsors to provide the off-the-job element in colleges; it will depend on the ability of the education sector to respond to the market with relevant and attractive offerings at the right price.

"Second, YTS is a year long programme. This will call for off-the-job training and education which fits in with the training needs of young people; and that may mean that courses have to be made available at times outside the normal college term.

### Integrated

"Third, there is a question of location of training. One of the keys to the success of YTS will be the provision of integrated training and work experience. One element in this is to try to break down the physical separation of the work experience and the training or education elements. Off-the-job provision within existing schemes, even where colleges have been involved, has been provided in a wide variety of situations. I hope that serious consideration will be given to the value of providing courses at the work place where that makes the most sense for all concerned."

Turning to the question of finance Mr Tebbit said that sponsors would have quite a lot of money available for training—what amounts to £3,000 for each unemployed trainee, and that the whole of the additional cost of provision in colleges would be met through the Youth Training Scheme and not through normal authority funds.

Mr Tebbit added that what would be required was a "determined effort of marketing", and the response of the education sector to these challenges "would have an important part in determining the success of the scheme".

## Controls for hazardous substances

The first stage in a series of new controls over industrial sites and certain pipelines handling major quantities of particular hazardous substances will come into force on January 1 next year.

This follows the laying before Parliament by Mr David Waddington, Under-Secretary of State for Employment, of the Notification of Installations Handling Hazardous Substances Regulations.

The regulations, drawn up by the Health and Safety Commission (HSC), follow consultation with industry, trade unions, local authorities and government departments. The substances covered, such as LPG, chlorine, carbon disulphide, ethylene oxide and sodium chlorate, and the quantities involved, are listed in a schedule at the end of the regulations. From January 1, 1983 anyone in control of notifiable sites or pipelines must provide details of their activities to the Health and Safety Executive (HSE) and report any change in their operations if it affects the original notification. If the level of any substance on site is increased to three times the originally notified figure, renotification to HSE is required.

### Installations

The intention is to draw up a comprehensive list, estimated to cover, eventually, about 3,000 installations. The knowledge gained will allow the Executive continuously to review and revise the assessment of the risks and also provide the basis for planning authorities around the country to seek advice from HSE about development on or around the installations.

See Employment Topics, page 451.

## A passport to the boardroom

Mr Patrick Jenkin, the Industry Secretary, stressed the importance of education and training at the Young Engineer for Britain 82 awards at Wembley recently.

He said that we owe it to the young engineers to make sure that their education and training allows them to make the maximum contribution to the process of wealth creation.

Industry, indeed society as a whole, must make the most of their skills. Engineering should be every bit as valid a passport to the boardroom as say, law or accountancy.

Mr Jenkin said that the purpose of the Young Engineer event was to make the public more aware of the importance of engineering. The past six events which had been organised by his department had consistently demonstrated the tremendous potential of Britain's young people.

The Young Engineer for Britain 1982 trophy was awarded to Andrew Glover, of Beckfoot Grammar School, Bingley, Yorkshire, for his modular play unit.

The project consisted of brightly coloured aluminium clamps and different lengths of steel tubing which can be assembled into anything from a climbing frame to a desk and chair. The unit also has panels, seats and wheels.

A total of 274 projects were entered for the competition.

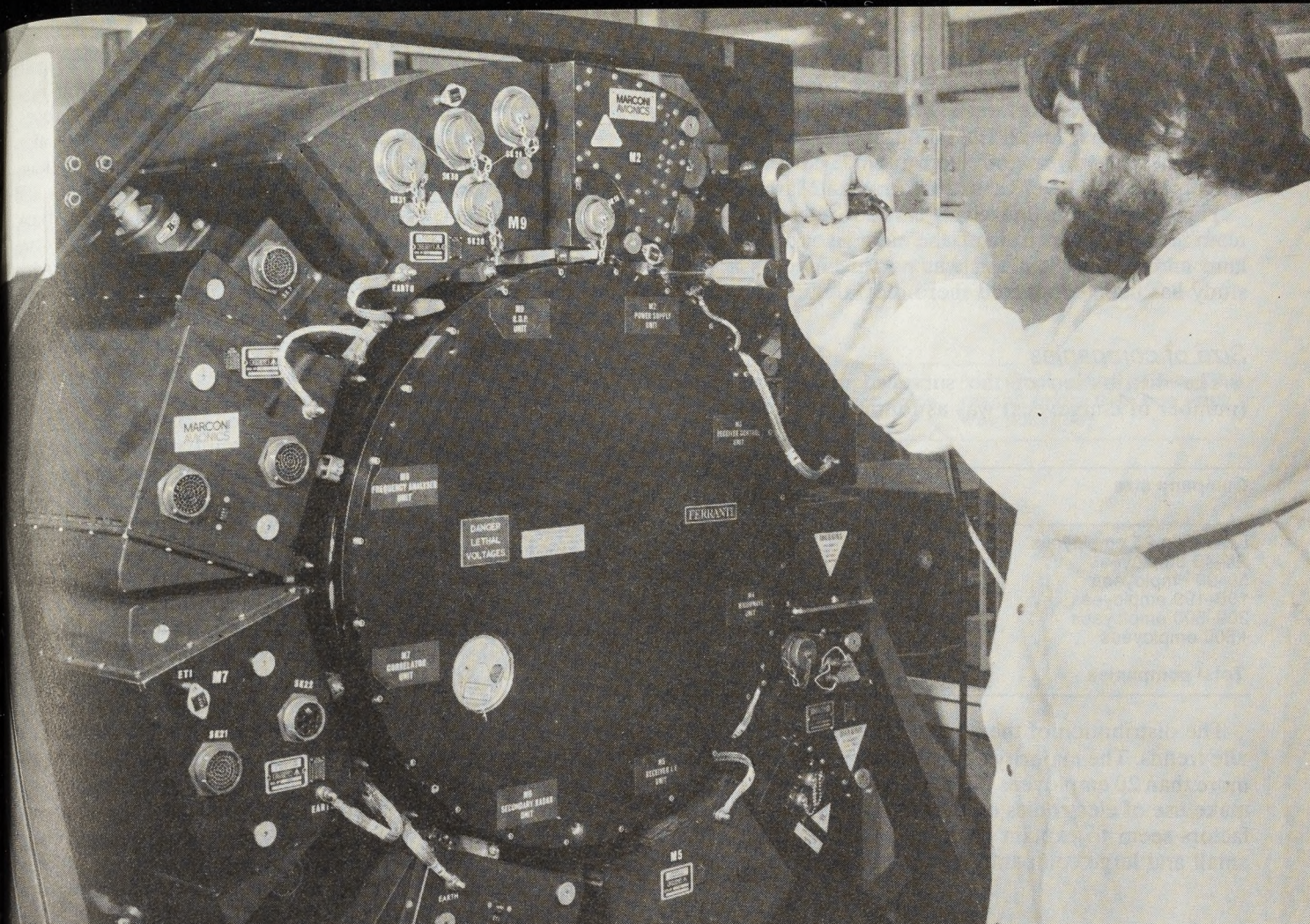
## Guide to safety

Every year many workers are killed or injured in accidents involving scaffolds and members of the public also are endangered, says a guidance note\* published recently by the Health and Safety Executive (HSE).

The note, which was prepared by the HSE following a recommendation of the Construction Industry Advisory Committee, aims at reducing this toll of tragic accidents. It is the first in a series which will also include suspended access equipment, the erection and use of mobile towers and the use of ladders and step ladders.

A general access scaffold is any temporarily provided structure used for work purposes, and the objective is to give sound practical advice to help supervisory staff to ensure that all such structures are erected, used and dismantled safely.

\* "General Access Scaffolds", HMSO or from booksellers, price £1.50 plus postage.



## A growing labour market

### A study of electronics occupations in England and Wales

Electronics technology is being introduced increasingly into all aspects of manufacturing processes and products. Yet, very little is known about the way this may change the skill requirements and training needs of electronic occupations. The Programme Development Branch of the MSC's Training Services Division set out to examine these changes and assess their implications for training of skilled workers. In this article Ruth Tenne reports on the main findings of the Programme Development Branch's (now Occupational Groups) study team.

Their study aimed to:

- identify the significant trends in industries employing people in electronics occupations.
- analyse the consequent changes in occupational structure and skill requirements (both in terms of quantitative and qualitative criteria).
- identify training related problems brought about by new electronics technology and production processes.

The report was based on responses from 500 companies associated with electronics, and further 50 in-depth interviews with employers of electronics occupations. The companies surveyed included manufacturers of electronic

components, electronic equipment producers, and users of electronic equipment. The postal survey and the field interviews were carried out between May-June 1982. It was the first stage of a longer-term programme undertaken by the Programme Development Branch (now Occupational Groups Branch) of TSD to assist the Manpower Services Commission in reviewing its policies and provisions for electronics occupations.

### Study results

#### Regional distribution

The regional distribution of the companies which took part in the postal survey was as follows:

Region	Per cent
South East	25
South West	15
Wales	13
Northern	13
Yorkshire and Humberside	11
Midlands	9
North West	8
London	6
<b>Total companies</b>	<b>500</b>

The distribution does not necessarily represent the regional variation in the rate of use of electronics. However, a recent study conducted by the Policy Studies Institute (PSI) also showed that South East, South West and Wales had the highest rate of use of electronics (J. Northcott and P. Rogers. *Microelectronics in Industry*. PSI March 1982).

The 50 in-depth interviews carried out by the project team included firms from all the eight MSC regions in England and Wales (Scotland was not included as a similar study has been conducted there recently).

#### Size of companies

The distribution of the surveyed companies by size (number of employees) was as follows:

Company size	Per cent	
	Postal survey	Field interviews
Less than 25 employees	28	—
25-49 employees	11	4
50-99 employees	11	2
100-199 employees	12	6
200-500 employees	17	16
+500 employees	21	72
<b>Total companies</b>	<b>500</b>	<b>50</b>

The distribution of the postal survey reflects two opposite trends. The majority of businesses in the UK employ no more than 20 employees (65 per cent). Larger firms tend to make use of electronics more than small firms. These two factors seem to explain the relatively high ratio of both small and large companies in the postal survey sample.

#### New technology applications

The companies participating in the postal survey were in the following categories:

Electronics sector	Per cent
Manufacturers of electronic components	16
Manufacturers of electronic industrial equipment	39
Manufacturers of electronic commercial equipment	11
Manufacturers of electronic domestic equipment	6
Users of electronic equipment	62
Companies which do not manufacture or use electronic equipment	6
<b>Total companies</b>	<b>500</b>

The total adds up to more than 100 per cent as a number of companies fell under more than one category.

These results show that the largest proportion (62 per cent) of the companies which participated in the survey were users of electronic equipment—that is using electronic devices in the production process rather than in the product itself. Similar findings were reported in the PSI study mentioned earlier.

A further analysis of the data revealed that the proportion of electronics users among large companies was significantly higher than among small companies—82 per cent of the large companies (+500) in the survey were users of electronic equipment in comparison to only 52 per cent of small companies (up to 49 employees).

The information gathered from the 50 firms visited by the project team, has provided a great deal of insight into the applications of electronic technology and its impact on

production methods, products and markets. Three main findings emerged from these data. Firstly, one of the most significant changes has occurred in the production processes of the companies interviewed. **Manufacturers of electronic components**, have automated much of their production processes, reducing the need for manual workers, and improving the quality of the product at the same time. **Manufacturers of electronic equipment** fall into two bands—those still using traditional methods of production which tend to be more labour intensive and those who introduced automated or semi-automated processes of production. Nearly half of the equipment manufacturers interviewed came under the second category, with large companies taking the lead in this field. Forty per cent of the users of electronic equipment used advanced forms of automation, and did not expect to introduce any further significant changes in their production methods for the next two years. The remaining companies have been slower in introducing changes and did not expect to be fully automated for another five years.

Secondly, electronic technology was also found to have had significant effects on manufacturing products. The companies interviewed commented that the advent of Large-Scale Integrated circuits (LSI) and the subsequent development of microprocessors, have expanded the application of electronics to industrial and commercial products. In particular this meant greater diversification and enhanced versatility of products and services; creation of new products; reduced weight/size of product; improved reliability and serviceability of products and equipment; and more efficient use of energy, raw material, and space.

Thirdly, the new markets for electronic goods have also had a significant effect on production methods. The recession spurred on companies to create new markets by applying new technology and improving competitiveness. The expansion of electronic equipment production has boosted the demand for electronic components and devices. In turn, some of the key components, such as integrated circuits, have generated further equipment development. The business world specifically has become more aware of the advantages of electronically-based products and is forming a growing market for the industry.

#### Output growth

The surveyed companies were asked to estimate their output growth in the next two years. The results were as follows:

Expected growth	Per cent
Output decrease	2
Stay the same	15
Increase by 5 per cent per annum	13
Increase by 6-10 per cent per annum	16
Increase by 11-20 per cent per annum	13
Increase by +20 per cent per annum	19
Difficult to tell	22
<b>Total companies</b>	<b>500</b>

Although 22 per cent of the respondent companies found it difficult to assess their output growth, it is encouraging to learn that only two per cent anticipated decrease in their output in the next two years. As many as 48 per cent of the firms anticipated an annual growth of more than five per cent pa.

A further analysis of the data revealed that manufac-

urers or users of electronics hardly expected any decrease in their output in the next two years—only one per cent of manufacturers/users of electronics anticipated decrease in their output, in comparison to seven per cent of companies which do not manufacture or make use of electronics.

Similarly, 52 per cent of the manufacturing/users of electronics expected an output growth of over six per cent pa, whereas among companies which do not manufacture or use electronics only 35 per cent anticipated a growth of this size.

#### Numbers employed in electronics occupations

Companies were asked about the number of electronics technicians, craftsmen, and operatives they employed in April 1979 and 1982, and the number they expect to employ in April 1984. The results demonstrate a steady increase in the average number employed per company in 1979, 1982 and 1984 (estimated).

Occupational groups	Average number of electronics employees per company		
	1979	1982	1984
Technicians (electronics)	14.770	16.204	17.888
Craftsmen (electronics)	11.570	11.995	13.677
Operatives (electronics)	31.480	31.788	32.975

Note: These figures represent only companies that responded to the question.

The percentage increase in the total number employed in the surveyed companies was as follows:

	Per cent	
	Between 1979 to 1982	Between 1982 to 1984
Technicians	13	5
Craftsmen	8	7
Operatives	2	-1

#### Present vacancies and expected shortages

The data show that 46 per cent of the employers participated in the survey held the view that there is a general shortage in the industry of employees at electronics technician level and below (32 per cent said that there was no such shortage and 22 per cent did not respond to this question).

However, only very few companies had any vacancies for electronics technicians, craftsmen or operatives. (No more than 13 per cent.) The average number of vacancies per company was 0.298 for technicians, 0.110 for craftsmen and 0.358 for operatives. Nearly all the vacancies were of a very short duration—between nil to two months.

A similar picture was revealed when companies were asked to indicate whether they expected any labour shortage in 1984. Only very few companies expected shortages in electronics employees in 1984. (No more than eight per cent.) The average figures per company were 0.316 for technicians, 0.150 for craftsmen and 0.066 for operatives.

Companies who felt that there is a general shortage of electronics employees were asked, by means of a checklist, to indicate the reasons for this shortage. The reasons which seemed to account for shortages were:

Reasons given by employers for the shortage in electronics employees:	% of employers who listed this reason (more than one reply was possible)
The demand for electronics skills is increasing all the time	35
There were not enough people leaving school who are suitably qualified for electronics courses	25
Young people are not sufficiently aware of the opportunities available in electronics	18
Companies do not recruit an adequate number of trainees	17
There are not enough college courses of the right kind	14
Salary and incentives for skilled employees in electronics are not high enough	12
There are not enough adult training courses	7
Many of skilled employees in electronics leave to work abroad	7

#### Main sources of recruitment

Companies were asked to indicate by means of a checklist what were the main sources of recruitment for electronics occupations:

Main sources of recruitment	Per cent		
	Technicians (electronics)	Craftsmen (electronics)	Operatives (electronics)
Trained employees from other firms	46	38	22
Company's own employees	34	32	18
University graduates	18	1	—
Polytechnic graduates	17	2	—
School leavers	17	19	26
College trainees	12	6	1
Skillcentre trainees	3	8	6
TOPS trainees	2	4	2

## NEWS RELEASES AND PICTURES

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Caxton House Tothill Street London SW1H 9NA 01-213 7483

The information gathered from the 50 in-depth interviews revealed that the range of entry qualifications for which companies looked varied from one occupation to another:

**Operatives.** The majority of companies did not require any specific qualifications at this level. Only very few companies looked for CSE level. Operatives were not expected to obtain any further qualifications once employed.

**Craftsmen.** Many of the companies visited expected some educational qualifications at this level. Over a third specified a minimum of "O" level. The CSE and "O" levels most sought after were physics, mathematics and metalwork. Employers expected craft apprentices to continue their vocational training while employed. The great majority expected them to obtain City and Guilds qualifications. A few firms expected craft apprentices to study for the Technician Education Council (TEC) and Ordinary National Certificate (ONC).

**Technicians.** Nearly all the companies interviewed expected technicians to have some educational qualifications, notably GCE "O" level. Some companies sought GCE "A" level. The subjects preferred were physics, mathematics, English language and technical drawing. Technicians were also expected to study for technical qualifications. The technical qualifications most preferred by companies were higher TEC, Higher National Certificate, ordinary TEC and Ordinary National Certificate. Equal number of companies specified either Higher or Ordinary level. In both craft and technician levels aptitude tests together with personal interviews were used in the selection process.

#### Skill requirements for electronics technicians, craftsmen and operatives

Employers were asked to indicate, by a given checklist, how important is each of the listed skills for electronics technicians, craftsmen and operatives. The response was as follows:

Skills	Technicians			Craftsmen			Operatives		
	Very important	Quite important	Not important	Very important	Quite important	Not important	Very important	Quite important	Not important
Diagnostic skills	82	17	1	57	35	8	5	24	71
Test and fault finding	78	20	2	67	29	4	11	36	54
Analytical ability	70	26	4	31	53	16	4	19	77
Quality assurance	63	31	6	61	33	7	63	27	10
Design and development	60	27	13	6	33	61	1	3	96
Conceptual ability	55	39	7	13	59	28	7	24	69
Service and maintenance	55	35	11	66	25	9	10	24	66
Perceptual ability	54	42	4	24	59	17	18	37	44
Numerical dexterity	50	42	8	24	58	18	15	40	44
Research and development	43	30	27	3	27	69	1	4	94
Mechanical ability	28	58	14	45	47	8	30	48	22
Spatial ability	27	54	19	20	56	24	18	44	39
Manual dexterity	25	52	23	58	37	5	80	17	4

These figures represent only companies that responded to this question. The above data clearly indicate that mental skills—such as diagnostic, test and fault finding, and analytical ability—were regarded as most important for electronics technicians. Maintenance and fault finding skills were regarded as most important for craftsmen. As it was anticipated manual dexterity, quality assurance and mechanical skills were considered most important for operatives. Quality assurance skills were considered very important for all the three groups. This is not surprising as quality assurance is an important aspect of the production technology and processes relating to both skilled and semi-skilled electronics occupations.

The in-depth interviews with employers throw further light on the change in skill requirements brought about by new technology. The data demonstrated that industry is moving towards a multi-skilled workforce, particularly in the maintenance field. Maintenance craftsmen are required to have, in addition to a good working knowledge of electronics, familiarity with hydraulic and pneumatic systems. This is attributed to the gradual transfer of many companies from electro-mechanical to electronic systems,

whereby service craftsmen need to possess knowledge of both systems. In addition, the introduction of production equipment incorporating self-diagnostic electronic devices requires a less skilled workforce in the longer-term. At the same time, there is a need for service technicians with software and digital skills, and knowledge of electronic systems. These seemingly opposite trends may create a wider gap between maintenance craftsmen and electronics technicians. Alternatively it may encourage the development of highly skilled, multi-skilled craftsmen who possess both electronic and electro-mechanical skill.

#### Conversion and upgrading training

Companies were asked in the postal survey to indicate how many employees, they have trained in order to convert from mechanical to electronics skills, and upgrade existing electronics skills:

	Converted from mechanical to electronics skills: average number of employees per company	Upgraded electronics skills: average number of employees per company
Technicians	0.845	3.562
Craftsmen	0.997	5.375
Operatives	1.156	3.959

These figures represent only companies that responded to the question.

All in all, only a small fraction of the sampled companies trained their staff to convert from mechanical to electronics skills—nine per cent of the companies converted technicians and operatives, and 12 per cent converted craftsmen. The percentage of firms which upgraded existing electronics skills of their employees was slightly higher—32 per cent upgraded technicians, 29 per cent upgraded craftsmen and 16 per cent upgraded operatives.

The information gathered from the firms interviewed by the project team showed that employers tend to make use of manufacturers training courses plus company training

schools and on-the-job training. This was particularly true for servicing and maintenance training. Operatives normally received on-the-job training and were considered proficient in the simpler tasks within a few weeks. They then progressed onto more complex jobs, if they had shown the appropriate ability and potential. Craftsmen received their training through apprenticeship and on-the-job training. Re-training of existing staff in electronics has been done on the job. Seven firms out of the 50 visited (14 per

(continued on p. 430)

## SPECIAL FEATURE

# Occupations in British engineering industries

David A Josephs,  
Senior Research Officer,  
Engineering Industry Training  
Board (EITB)

An occupational analysis of employment and training in engineering and related industries in Great Britain in April 1980.

Enquiries are made annually to obtain an occupational analysis of employment and training in engineering and related industries in Great Britain. The Engineering Industry Training Board (EITB) took over responsibility for this inquiry commencing with the 1980 survey. Previously the survey had been conducted by the Department of Employment. While, broadly speaking, the 1980 inquiry covered the same grounds as those undertaken in earlier years by the Department, there are a number of significant differences.

The 1980 results show that out of a total of 2.82 million employees in the industries defined by the EITB's scope about 32.6 per cent were managerial, administrative, technical and clerical workers, and about 18.3 per cent were craftsmen (excluding foremen and supervisors). About 5.2 per cent of all employees were undergoing some form of training at the time of the survey.

#### Changes in earlier years

Inquiries have been conducted every year since 1963. Up until 1968 all manufacturing industries were covered. Until 1969 the analyses were based on the 1958 edition of the Standard Industrial Classification (SIC); subsequently on the 1968 edition. The occupational classification used was revised in 1973 in order to obtain compatibility with *Key Occupations for Statistical purposes*. Before 1973 estimates were based on counts of National Insurance cards; from 1973 to 1979 the census of employment was used.

#### Outline of changes for 1980 survey

Many aspects of the survey have been modified, often only slightly, with the transfer of responsibility and operation to the EITB in 1980. Most of these changes were introduced in order to make this inquiry compatible with other statistics collected by the EITB and because of the Board's different administrative structure. Attempts have been made to analyse the 1979 data collected by the Department using, as far as possible, the methods and procedures adopted by the EITB for 1980. The result of this reconciliation will be available from the EITB.

Important changes have been made in each of the following areas: the spot date for the information, the scope of the industries covered, occupational definitions and grouping, control information, sample selection, processing of forms, estimating methods and calculation procedures.

#### Main changes for the 1980 survey

The spot date of the inquiry was changed from early May to the beginning of April, in order to bring it into line with the date used on the EITB's statutory return of employment

and emoluments. For the 1980 survey the spot date was April 2.

#### Definition modified

Whilst the inquiry remains essentially concerned with the engineering industry, the definition of what types of establishments comprise the engineering industry has been modified. The 1980 survey was designed to cover all establishments in scope of the EITB as defined by the relevant Statutory Instruments. Consequently some establishments previously covered by the survey have now been omitted, while others (fewer) have been added. The survey has retained its statutory authority.

Newly included in the survey are, most establishments in Order VI, "metal manufacture" (excluding most of "iron and steel"), and a scattering of establishments in small parts of nine other Minimum List Headings (MLHS). The only use of these MLHS where more than about a thousand employees are now included in MLH 879, "Other professional and scientific services".

No longer included, are most establishments who are part of the public sector (except railway repair workshops) such as the royal ordnance factories and the Post Office. There is also only limited coverage of construction, marine engineering, caravans, wire manufacture, jewellery and precious metals. This is because the EITB's scope is limited to engineering establishments within these industries, whereas the Department included most establishments in these industries in their surveys.

The industrial classification "marine engineering" as used in the accompanying tables includes a small number of establishments who should strictly be counted as "shipbuilding and ship repairing". They have been included in marine engineering because there are only 23 such establishments, with approximately 982 employees, in the EITB's scope; and because they form only a very small part of the whole shipbuilding and ship repairing industry.

Apart from the above changes to the definition of the "engineering industry" there is another important factor leading to significant differences in the industrial classification. For this survey, all establishments have been coded to MLHS by the EITB's own administrative staff, using information mainly supplied by companies on their S1 statutory returns of employment and emoluments. The Department had their own coding arrangements. The fact that the 1979 and 1980 returns and control records have been coded by two completely independent sets of people has led to differences.

The author wishes to acknowledge the invaluable help of many other staff within the EITB.



**Table 1 Engineering and related industries (all in scope of EITB)**

Occupation (1)	Employees			Trainees (Included in cols 2-5)				
	Male (2)	Female Full-time (3)	Part-time (4)	Apprentices		Others being trained		
				Male (6)	Female (7)	Male (8)	Female (9)	
<b>Part A Managerial, administrative, technical and clerical occupations</b>	<b>655,010</b>	<b>238,520</b>	<b>24,706</b>	<b>918,237</b>	<b>24,228</b>	<b>1,571</b>	<b>17,297</b>	<b>7,619</b>
Managerial staff	134,686	3,784	561	139,031	..	..	1,544	9
Professional engineers	43,844	934	7	44,785	3,353	134	2,377	145
Scientists, metallurgists and other technologists	21,806	812	25	22,643	613	35	651	53
Engineering draughtsmen	57,128	1,056	80	58,265	5,000	154	2,184	84
Other technicians	154,503	3,688	201	158,392	13,389	303	4,918	201
Professional and related occupations other than those included in occupations 2 and 3 above	34,864	6,071	210	41,144	564	163	1,224	277
All other administrative, technical and commercial occupations, including salesmen	100,721	13,976	684	115,381	1,083	306	2,616	695
Personal secretaries, shorthand typists and other typists	1,349	69,585	7,438	78,371	..	204	1	2,253
Office machine operators, telephonists and telegraph operators	3,833	29,575	3,603	37,011	3	36	145	815
Clerks, receptionists and other office workers	83,341	103,828	11,774	198,943	223	225	1,522	3,044
Office supervisors—of clerks, typists, machine operators etc	18,936	5,212	123	24,271	..	12	116	43
<b>Part B Foremen (and supervisors) excluding: (i) works and other senior foremen (occupation I) and (ii) office supervisors (occupation II)</b>	<b>113,502</b>	<b>4,401</b>	<b>213</b>	<b>118,115</b>	<b>..</b>	<b>..</b>	<b>1,702</b>	<b>64</b>
Foremen supervising crafts in Part C below	54,738	249	10	54,997	..	..	679	..
Foremen (and supervisors) solely controlling occupations in Parts D and E below	58,763	4,152	203	63,118	..	..	1,023	64
<b>Part C Craftsmen in occupations normally entered by apprenticeship or equivalent training</b>	<b>513,694</b>	<b>1,771</b>	<b>120</b>	<b>515,585</b>	<b>64,391</b>	<b>289</b>	<b>4,721</b>	<b>144</b>
Foundry crafts	6,145	5	65	6,214	457	..	103	..
Smiths and forgemen	3,362	..	..	3,362	114	..	49	..
Mechanical engineering crafts—production	231,706	332	8	232,047	19,927	72	1,894	..
Electrical/electronic engineering crafts—production	31,830	732	35	32,597	3,491	12	496	130
Maintenance engineering crafts—mechanical, electrical/electronic	76,158	24	..	76,182	6,581	16	767	..
Metal fabrication crafts	47,269	40	..	47,309	5,146	1	593	..
Welders (skilled)	31,434	1	..	31,442	2,548	3	130	..
Coach and vehicle body building crafts	7,435	1	..	7,436	771	1	136	..
Apprentices on general course	28,133	202	..	28,334	24,040	182	..	..
Construction crafts (production and maintenance)	14,748	16	..	14,764	553	..	34	..
All other production crafts not elsewhere classified	35,475	412	12	35,899	762	1	521	13
<b>Part D Other production occupations</b>	<b>677,611</b>	<b>251,114</b>	<b>43,254</b>	<b>971,979</b>	<b>..</b>	<b>..</b>	<b>14,693</b>	<b>6,907</b>
Machinists	261,286	65,177	10,332	336,795	..	..	5,831	1,453
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	190,196	121,326	18,860	330,383	..	..	4,301	3,600
All other non-craft production occupations	226,130	64,610	14,062	304,802	..	..	4,561	1,854
<b>Part E Other occupations</b>	<b>251,058</b>	<b>28,845</b>	<b>13,620</b>	<b>293,522</b>	<b>..</b>	<b>..</b>	<b>1,692</b>	<b>222</b>
Stores, warehouse and despatch workers	79,367	11,313	1,244	91,925	..	..	735	95
Motor drivers (goods and others)	26,160	340	6	26,506	..	..	41	..
Occupations not elsewhere classified	145,531	17,191	12,370	175,092	..	..	915	127
<b>Total for all occupations (excluding canteen staff and catering workers)</b>	<b>2,210,875</b>	<b>524,651</b>	<b>81,912</b>	<b>2,817,439</b>	<b>88,620</b>	<b>1,861</b>	<b>40,106</b>	<b>14,956</b>

**Table 2 Metal manufacture (Order VI)**

Occupation (1)	Employees			Trainees (Included in cols 2-5)				
	Male (2)	Female Full-time (3)	Part-time (4)	Apprentices		Others being trained		
				Male (6)	Female (7)	Male (8)	Female (9)	
<b>Part A Managerial, administrative, technical and clerical occupations</b>	<b>15,841</b>	<b>6,924</b>	<b>745</b>	<b>23,510</b>	<b>212</b>	<b>14</b>	<b>550</b>	<b>269</b>
Managerial staff	4,325	89	..	4,414	..	..	73	..
Professional engineers	393	8	..	401	3	1	23	1
Scientists, metallurgists and other technologists	548	29	1	578	5	..	21	2
Engineering draughtsmen	733	17	1	751	43	..	20	5
Other technicians	2,434	95	..	2,529	143	4	175	15
Professional and related occupations other than those included in occupations 2 and 3 above	726	196	20	942	4	2	59	11
All other administrative, technical and commercial occupations, including salesmen	3,309	387	32	3,728	10	3	62	8
Personal secretaries, shorthand typists and other typists	30	2,097	270	2,397	..	..	..	83
Office machine operators, telephonists and telegraph operators	216	1,147	131	1,493	..	1	24	33
Clerks, receptionists and other office workers	2,761	2,731	286	5,778	4	2	93	110
Office supervisors—of clerks, typists, machine operators etc	366	130	3	499	..	..	1	2
<b>Part B Foremen (and supervisors) excluding: (i) works and other senior foremen (occupations I) and (ii) office supervisors (occupation II)</b>	<b>4,733</b>	<b>54</b>	<b>6</b>	<b>4,793</b>	<b>..</b>	<b>..</b>	<b>107</b>	<b>..</b>
Foremen supervising crafts in Part C below	1,394	1	..	1,395	..	..	25	..
Foremen (and supervisors) solely controlling occupations in Parts D and E below	3,339	52	6	3,397	..	..	82	..
<b>Part C Craftsmen in occupations normally entered by apprenticeship or equivalent training</b>	<b>12,283</b>	<b>29</b>	<b>..</b>	<b>12,312</b>	<b>1,561</b>	<b>2</b>	<b>94</b>	<b>..</b>
Foundry crafts	430	4	..	434	28	..	45	..
Smiths and forgemen	96	..	..	96	..	..	..	..
Mechanical engineering crafts—production	2,716	1	..	2,717	258	..	11	..
Electrical/electronic engineering crafts—production	202	3	..	205	29	..	..	..
Maintenance engineering crafts—mechanical, electrical/electronic	6,405	1	..	6,407	763	1	31	..
Metal fabrication crafts	288	..	..	288	14	..	3	..
Welders (skilled)	405	..	..	405	41	..	1	..
Coach and vehicle body building crafts	1	..	..	1	..	..	..	..
Apprentices on general course	469	1	..	470	398	1	..	..
Construction crafts (production and maintenance)	479	..	..	479	29	..	1	..
All other production crafts not elsewhere classified	792	18	..	810	..	..	..	..
<b>Part D Other production occupations</b>	<b>36,919</b>	<b>3,682</b>	<b>423</b>	<b>41,024</b>	<b>..</b>	<b>..</b>	<b>386</b>	<b>15</b>
Machinists	9,787	1,373	180	11,339	..	..	149	7
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	3,843	782	80	4,705	..	..	39	3
All other non-craft production occupations	23,289	1,527	164	24,979	..	..	198	6
<b>Part E Other occupations</b>	<b>10,388</b>	<b>664</b>	<b>816</b>	<b>11,868</b>	<b>..</b>	<b>..</b>	<b>115</b>	<b>35</b>
Stores, warehouse and despatch workers	2,513	220	12	2,746	..	..	40	..
Motor drivers (goods and others)	1,322	17	..	1,338	..	..	3	..
Occupations not elsewhere classified	6,554	427	803	7,784	..	..	72	35
<b>Total for all occupations (excluding canteen staff and catering workers)</b>	<b>80,164</b>	<b>11,352</b>	<b>1,991</b>	<b>93,507</b>	<b>1,773</b>	<b>16</b>	<b>1,253</b>	<b>320</b>

**Table 3 Mechanical engineering (Order VII)**

Occupation (1)	Employees				Trainees (Included in cols 2-5)			
	Male (2)	Female Full-time (3)	Part-time (4)	All (5)	Apprentices		Others being trained	
					Male (6)	Female (7)	Male (8)	Female (9)
<b>Part A Managerial, administrative, technical and clerical occupations</b>	<b>192,756</b>	<b>71,918</b>	<b>9,031</b>	<b>273,705</b>	<b>6,897</b>	<b>417</b>	<b>5,046</b>	<b>2,446</b>
Managerial staff	45,376	1,403	220	46,999	..	..	447	..
Professional engineers	6,564	113	..	6,677	469	11	687	15
Scientists, metallurgists and other technologists	2,513	31	..	2,544	141	..	124	2
Engineering draughtsmen	24,282	277	19	24,578	2,625	67	978	6
Other technicians	40,868	545	9	41,422	3,314	64	991	19
Professional and related occupations other than those included in occupations 2 and 3 above	8,493	1,049	33	9,575	96	33	364	67
All other administrative, technical and commercial occupations, including salesmen	31,332	3,111	68	34,511	163	38	768	74
Personal secretaries, shorthand typists and other typists	668	23,333	3,008	27,010	..	69	1	898
Office machine operators, telephonists and telegraph operators	1,127	9,195	1,157	11,480	2	33	25	278
Clerks, receptionists and other office workers	26,676	31,484	4,490	62,650	87	100	631	1,079
Office supervisors—of clerks, typists, machine operators etc	4,856	1,377	27	6,260	..	2	30	9
<b>Part B Foremen (and supervisors) excluding: (i) works and other senior foremen (occupation I) and (ii) office supervisors (occupation II)</b>	<b>35,201</b>	<b>309</b>	<b>9</b>	<b>35,520</b>	<b>..</b>	<b>..</b>	<b>403</b>	<b>1</b>
Foremen supervising crafts in Part C below	20,827	6	4	20,837	..	..	248	..
Foremen (and supervisors) solely controlling occupations in Parts D and E below	14,374	303	6	14,683	..	..	155	1
<b>Part C Craftsmen in occupations normally entered by apprenticeship or equivalent training</b>	<b>215,172</b>	<b>279</b>	<b>8</b>	<b>215,459</b>	<b>28,508</b>	<b>62</b>	<b>1,930</b>	<b>4</b>
Foundry crafts	3,274	..	..	3,274	286	..	16	..
Smiths and forgemen	1,097	..	..	1,097	85	..	..	..
Mechanical engineering crafts—production	99,118	139	6	99,263	9,716	29	797	..
Electrical/electronic engineering crafts—production	7,000	34	..	7,035	806	..	128	4
Maintenance engineering crafts—mechanical, electrical/electronic	22,269	7	..	22,275	1,879	1	358	..
Metal fabrication crafts	26,902	1	..	26,904	3,048	1	321	..
Welders (skilled)	22,036	7	..	22,043	1,974	3	89	..
Coach and vehicle body building crafts	1,035	..	..	1,035	68	..	..	..
Apprentices on general course	12,579	40	..	12,619	10,238	27	..	..
Construction crafts (production and maintenance)	6,800	..	..	6,800	166	..	..	..
All other production crafts not elsewhere classified	13,062	51	1	13,114	243	..	219	..
<b>Part D Other production occupations</b>	<b>185,825</b>	<b>30,428</b>	<b>3,927</b>	<b>220,179</b>	<b>..</b>	<b>..</b>	<b>3,971</b>	<b>699</b>
Machinists	91,590	10,940	1,770	104,300	..	..	2,016	286
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	40,004	12,434	1,185	53,623	..	..	750	173
All other non-craft production occupations	54,231	7,054	971	62,256	..	..	1,205	204
<b>Part E Other occupations</b>	<b>76,544</b>	<b>5,106</b>	<b>3,439</b>	<b>85,090</b>	<b>..</b>	<b>..</b>	<b>460</b>	<b>13</b>
Stores, warehouse and despatch workers	24,615	2,138	214	26,967	..	..	171	5
Motor drivers (goods and others)	7,598	53	3	7,654	..	..	14	..
Occupations not elsewhere classified	44,332	2,914	3,223	50,469	..	..	276	8
<b>Total for all occupations (excluding canteen staff and catering workers)</b>	<b>705,498</b>	<b>108,041</b>	<b>16,414</b>	<b>829,953</b>	<b>35,405</b>	<b>479</b>	<b>11,810</b>	<b>3,163</b>

**Table 4 Instrument engineering (Order VIII)**

Occupation (1)	Employees			Trainees (Included in cols 2-5)				
	Male (2)	Female Full-time (3)	Part-time (4)	All (5)	Apprentices		Others being trained	
					Male (6)	Female (7)	Male (8)	Female (9)
<b>Part A Managerial, administrative, technical and clerical occupations</b>	<b>40,090</b>	<b>15,342</b>	<b>905</b>	<b>56,337</b>	<b>1,617</b>	<b>85</b>	<b>948</b>	<b>362</b>
Managerial staff	7,631	224	4	7,859	..	..	21	..
Professional engineers	3,238	80	..	3,318	223	11		

**Table 5 Electrical engineering (Order IX)**

Occupation (1)	Employees			Trainees (Included in cols 2-5)				
	Male (2)	Female		Apprentices		Others being trained		
		Full-time (3)	Part-time (4)	Male (6)	Female (7)	Male (8)	Female (9)	
<b>Part A Managerial, administrative, technical and clerical occupations</b>	<b>195,992</b>	<b>70,058</b>	<b>7,163</b>	<b>273,213</b>	<b>8,120</b>	<b>389</b>	<b>6,675</b>	<b>2,169</b>
Managerial staff	31,582	710	23	32,315	..	..	519	4
Professional engineers	23,255	535	7	23,797	1,468	57	1,129	99
Scientists, metallurgists and other technologists	10,941	535	9	11,484	122	9	371	47
Engineering draughtsmen	11,157	439	53	11,649	847	54	554	32
Other technicians	53,235	1,883	121	55,239	5,347	122	2,343	110
Professional and related occupations other than those included in occupations 2 and 3 above	11,064	2,386	29	13,479	133	44	288	59
All other administrative, technical and commercial occupations, including salesmen	27,994	5,059	464	33,518	191	76	1,071	422
Personal secretaries, shorthand typists and other typists	324	18,973	2,121	21,419	..	22	..	435
Office machine operators, telephonists and telegraph operators	1,219	7,915	1,284	10,418	..	..	59	230
Clerks, receptionists and other office workers	19,967	29,921	2,994	52,882	12	4	322	721
Office supervisors—of clerks, typists, machine operators etc	5,254	1,701	58	7,013	..	..	20	11
<b>Part B Foremen (and supervisors) excluding: (i) works and other senior foremen (occupation I) and (ii) office supervisors (occupation II)</b>	<b>25,058</b>	<b>2,918</b>	<b>130</b>	<b>28,106</b>	<b>..</b>	<b>..</b>	<b>665</b>	<b>48</b>
Foremen supervising crafts in Part C below	10,299	114	6	10,419	..	..	194	..
Foremen (and supervisors) solely controlling occupations in Parts D and E below	14,759	2,804	124	17,687	..	..	471	48
<b>Part C Craftsmen in occupations normally entered by apprenticeship or equivalent training</b>	<b>65,974</b>	<b>865</b>	<b>39</b>	<b>66,878</b>	<b>9,193</b>	<b>127</b>	<b>718</b>	<b>131</b>
Foundry crafts	235	..	..	235	42	..	..	..
Smiths and forgemen	40	..	..	40	..	..	..	..
Mechanical engineering crafts—production	22,466	60	2	22,529	1,947	31	210	..
Electrical/electronic engineering crafts—production	13,857	590	27	14,274	1,588	6	258	121
Maintenance engineering crafts—mechanical, electrical/electronic	16,006	10	..	16,016	1,384	8	193	..
Metal fabrication crafts	2,960	2	..	2,962	361	..	18	..
Welders (skilled)	1,432	..	..	1,432	101	..	5	..
Coach and vehicle body building crafts	69	..	..	69	1	..	..	..
Apprentices on general course	4,001	82	..	4,082	3,604	82	..	..
Construction crafts (production and maintenance)	2,101	14	..	2,116	62	..	11	..
All other production crafts not elsewhere classified	3,007	106	10	3,123	101	..	22	10
<b>Part D Other production occupations</b>	<b>116,399</b>	<b>123,744</b>	<b>24,607</b>	<b>264,750</b>	<b>..</b>	<b>..</b>	<b>3,666</b>	<b>4,553</b>
Machinists	32,138	19,125	4,246	55,508	..	..	705	702
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	34,183	69,412	13,086	116,681	..	..	1,340	2,442
All other non-craft production occupations	50,078	35,207	7,275	92,561	..	..	1,621	1,409
<b>Part E Other occupations</b>	<b>41,364</b>	<b>9,655</b>	<b>3,803</b>	<b>54,822</b>	<b>..</b>	<b>..</b>	<b>571</b>	<b>101</b>
Stores, warehouse and despatch workers	15,777	3,737	506	20,019	..	..	232	27
Motor drivers (goods and others)	4,031	50	..	4,081	..	..	5	..
Occupations not elsewhere classified	21,557	5,868	3,297	30,722	..	..	334	74
<b>Total for all occupations (excluding canteen staff and catering workers)</b>	<b>444,787</b>	<b>207,239</b>	<b>35,743</b>	<b>687,769</b>	<b>17,313</b>	<b>516</b>	<b>12,296</b>	<b>7,001</b>

**Table 6 Marine engineering (MLH 370 pt 2)**

Occupation (1)	Employees			Trainees (Included in cols 2-5)				
	Male (2)	Female		Apprentices		Others being trained		
		Full-time (3)	Part-time (4)	Male (6)	Female (7)	Male (8)	Female (9)	
<b>Part A Managerial, administrative, technical and clerical occupations</b>	<b>1,778</b>	<b>581</b>	<b>87</b>	<b>2,446</b>	<b>39</b>	<b>2</b>	<b>82</b>	<b>29</b>
Managerial staff	461	11	..	472	..	..	26	5
Professional engineers	49	..	..	49	2	..	8	..
Scientists, metallurgists and other technologists	45	1	..	46	1	..	8	..
Engineering draughtsmen	225	..	..	225	12	..	7	..
Other technicians	435	5	..	440	20	..	20	..
Professional and related occupations other than those included in occupations 2 and 3 above	65	15	..	80	..	..	4	2
All other administrative, technical and commercial occupations, including salesmen	181	15	4	201	..	..	3	9
Personal secretaries, shorthand typists and other typists	..	182	7	189	..	..	..	5
Office machine operators, telephonists and telegraph operators	11	84	7	102	..	..	..	..
Clerks, receptionists and other office workers	302	251	69	622	3	2	7	8
Office supervisors—of clerks, typists, machine operators etc	4	16	..	20	..	..	..	..
<b>Part B Foremen (and supervisors) excluding: (i) works and other senior foremen (occupation I) and (ii) office supervisors (occupation II)</b>	<b>390</b>	<b>..</b>	<b>..</b>	<b>390</b>	<b>..</b>	<b>..</b>	<b>6</b>	<b>..</b>
Foremen supervising crafts in Part C below	333	..	..	333	..	..	6	..
Foremen (and supervisors) solely controlling occupations in Parts D and E below	57	..	..	57	..	..	..	..
<b>Part C Craftsmen in occupations normally entered by apprenticeship or equivalent training</b>	<b>3,337</b>	<b>..</b>	<b>..</b>	<b>3,337</b>	<b>565</b>	<b>..</b>	<b>32</b>	<b>..</b>
Foundry crafts	184	..	..	184	17	..	4	..
Smiths and forgemen	9	..	..	9	..	..	..	..
Mechanical engineering crafts—production	2,011	..	..	2,011	308	..	27	..
Electrical/electronic engineering crafts—production	22	..	..	22	1	..	..	..
Maintenance engineering crafts—mechanical, electrical/electronic	180	..	..	180	41	..	1	..
Metal fabrication crafts	321	..	..	321	39	..	..	..
Welders (skilled)	241	..	..	241	21	..	..	..
Coach and vehicle body building crafts	159	..	..	159	115	..	..	..
Apprentices on general course	58	..	..	58	1	..	..	..
Construction crafts (production and maintenance)	151	..	..	151	22	..	..	..
All other production crafts not elsewhere classified	..	..	..	..	..	..	..	..
<b>Part D Other production occupations</b>	<b>1,187</b>	<b>31</b>	<b>..</b>	<b>1,218</b>	<b>..</b>	<b>..</b>	<b>28</b>	<b>..</b>
Machinists	517	28	..	545	..	..	20	..
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	1	..	..	1	..	..	..	..
All other non-craft production occupations	669	3	..	672	..	..	7	..
<b>Part E Other occupations</b>	<b>1,107</b>	<b>56</b>	<b>55</b>	<b>1,218</b>	<b>..</b>	<b>..</b>	<b>13</b>	<b>..</b>
Stores, warehouse and despatch workers	213	4	..	217	..	..	4	..
Motor drivers (goods and others)	49	..	..	49	..	..	9	..
Occupations not elsewhere classified	846	52	55	953	..	..	..	..
<b>Total for all occupations (excluding canteen staff and catering workers)</b>	<b>7 799</b>	<b>667</b>	<b>143</b>	<b>8,609</b>	<b>604</b>	<b>2</b>	<b>162</b>	<b>29</b>

Note: 'Marine engineering' is a sub-division of 'shipbuilding and marine engineering'. Nonetheless, the figures include a few establishments in 'shipbuilding and ship repairing' (see text).

**Table 7 Vehicles (Order XI)**

Occupation (1)	Employees			Trainees (Included in cols 2-5)				
	Male (2)	Female		Apprentices		Others being trained		
		Full-time (3)	Part-time (4)	Male (6)	Female (7)	Male (8)	Female (9)	
<b>Part A Managerial, administrative, technical and clerical occupations</b>	<b>145,178</b>	<b>41,170</b>	<b>1,860</b>	<b>188,208</b>	<b>6,004</b>	<b>570</b>	<b>2,704</b>	<b>1,268</b>
Managerial staff	22,290	266	9	22,565	..	..	411	..
Professional engineers	9,207	176	..	9,382	1,076	52	232	13
Scientists, metallurgists and other technologists	5,643	168	..	5,812	339	26	98	2
Engineering draughtsmen	11,217	174	5	11,396	913	10	298	16
Other technicians	38,725	713	10	39,448	2,864	81	620	22
Professional and related occupations other than those included in occupations 2 and 3 above	9,273	1,264	86	10,623	308	79	343	40
All other administrative, technical and commercial occupations, including salesmen	19,564	2,665	31	22,261	392	138	391	22
Personal secretaries, shorthand typists and other typists	95	11,764	475	12,334	..	80	..	488
Office machine operators, telephonists and telegraph operators	900	5,331	358	6,589	1	2	28	65
Clerks, receptionists and other office workers	22,159	17,823	871	40,852	111	101	231	584
Office supervisors—of clerks, typists, machine operators etc	6,105	826	14	6,945	..	..	53	16
<b>Part B Foremen (and supervisors) excluding: (i) works and other senior foremen (occupation I) and (ii) office supervisors (occupation II)</b>	<b>25,783</b>	<b>166</b>	<b>4</b>	<b>25,953</b>	<b>..</b>	<b>..</b>	<b>330</b>	<b>1</b>
Foremen supervising crafts in Part C below	12,233	25	..	12,258	..	..	169	..
Foremen (and supervisors) solely controlling occupations in Parts D and E below	13,550	141	4	13,695	..	..	161	1
<b>Part C Craftsmen in occupations normally entered by apprenticeship or equivalent training</b>	<b>132,614</b>	<b>169</b>	<b>..</b>	<b>132,783</b>	<b>16,062</b>	<b>66</b>	<b>869</b>	<b>2</b>
Foundry crafts	1,234	..	..	1,234	74	..	5	..
Smiths and forgemen	673	..	..	673	26	..	..	..
Mechanical engineering crafts—production	71,328	75	..	71,404	4,957	8	527	..
Electrical/electronic engineering crafts—production	7,371	23	..	7,394	762	..	49	..
Maintenance engineering crafts—mechanical, electrical/electronic	18,026	5	..	18,031	1,394	5	69	..
Metal fabrication crafts	6,918	..	..	6,918	683	..	10	..
Welders (skilled)	3,697	..	..	3,697	223	..	32	..
Coach and vehicle body builders crafts	6,252	1	..	6,253	702	1	136	..
Apprentices on general course	7,183	56	..	7,239	6,903	51	..	..
Construction crafts (production and maintenance)	3,812	..	..	3,812	246	..	7	..
All other production crafts not elsewhere classified	6,120	9	..	6,128	93	..	35	2
<b>Part D Other production occupations</b>	<b>199,709</b>	<b>24,045</b>	<b>1,967</b>	<b>225,720</b>	<b>..</b>	<b>..</b>	<b>2,412</b>	<b>352</b>
Machinists	71,445	6,535	333	78,313	..	..	1,000	107
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	77,614	13,440	1,290	92,344	..	..	975	206
All other non-craft production occupations	50,650	4,069	344	55,063	..	..	436	38
<b>Part E Other occupations</b>	<b>77,201</b>	<b>3,919</b>	<b>1,311</b>	<b>82,431</b>	<b>..</b>	<b>..</b>	<b>219</b>	<b>8</b>
Stores, warehouse and despatch workers	21,924	1,371	17	23,312	..	..	86	1
Motor drivers (goods and others)	7,413	192	2	7,607	..	..	15	..
Occupations not elsewhere classified	47,864	2,355	1,292	51,512	..	..	117	7
<b>Total for all occupations (excluding canteen staff and catering workers)</b>	<b>580,485</b>	<b>69,468</b>	<b>5,142</b>	<b>655,095</b>	<b>22,065</b>	<b>635</b>	<b>6,533</b>	<b>1,632</b>

**Table 8 Metal goods not elsewhere specified (Order XII)**

Occupation (1)	Employees			Trainees (Included in cols 2-5)				
	Male (2)	Female		Apprentices		Others being trained		
		Full-time (3)	Part-time (4)	Male (6)	Female (7)	Male (8)	Female (9)	
<b>Part A Managerial, administrative, technical and clerical occupations</b>	<b>58,190</b>	<b>31,210</b>	<b>4,582</b>	<b>93,982</b>	<b>1,261</b>	<b>94</b>	<b>1,114</b>	<b>1,049</b>
Managerial staff	22,234	1,053	283	23,570	..	..	47	..
Professional engineers	907	20	..	927	93	1	155	16
Scientists, metallurgists and other technologists	425	10	..	435	4	..	21	..
Engineering draughtsmen	4,262	30	..	4,292	311	2	78	..
Other technicians	6,937	185	..	7,122	557	8	261	12
Professional and related occupations other than those included in occupations 2 and 3 above	2,427	574	31	3,032	16	2	87	85

**Table 9 All other establishments in scope to the EITB (miscellaneous MLH's)**

Occupation	Employees			Trainees (Included in cols 2-5)				
	Male	Female	All	Apprentices		Others being trained		
				Male	Female	Male	Female	
(1)	(2)	Full-time (3)	Part-time (4)	(5)	(6)	(7)	(8)	(9)
<b>Part A Managerial, administrative, technical and clerical occupations</b>	<b>5,184</b>	<b>1,318</b>	<b>332</b>	<b>6,835</b>	<b>78</b>	<b>—</b>	<b>178</b>	<b>28</b>
Managerial staff	787	28	22	837	—	—	—	—
Professional engineers	231	4	—	235	20	—	6	—
Scientists, metallurgists and other technologists	135	5	—	140	—	—	—	—
Engineering draughtsmen	2,580	19	—	2,600	47	—	140	6
Other technicians	452	48	59	559	10	—	23	14
Professional and related occupations other than those included in occupations 2 and 3 above	122	13	3	138	—	—	—	—
All other administrative, technical and commercial occupations, including salesmen	547	129	20	696	1	—	3	1
Personal secretaries, shorthand typists and other typists	10	387	48	435	—	—	—	2
Office machine operators, telephonists and telegraph operators	209	80	38	128	—	—	—	1
Clerks, receptionists and other office workers	209	574	139	922	—	—	5	3
Office supervisors—of clerks, typists, machine operators etc	112	32	2	145	—	—	—	—
<b>Part B Foremen (and supervisors) excluding: (i) works and other senior foremen (occupation I) and (ii) office supervisors (occupation II)</b>	<b>189</b>	<b>4</b>	<b>—</b>	<b>194</b>	<b>—</b>	<b>—</b>	<b>3</b>	<b>—</b>
Foremen supervising crafts in Part C below	101	—	—	102	—	—	—	—
Foremen (and supervisors) solely controlling occupations in Parts D and E below	88	4	—	92	—	—	3	—
<b>Part C Craftsmen in occupations normally entered by apprenticeship or equivalent training</b>	<b>688</b>	<b>3</b>	<b>—</b>	<b>691</b>	<b>189</b>	<b>—</b>	<b>19</b>	<b>—</b>
Foundry crafts	—	—	—	—	—	—	—	—
Smiths and forgemen	—	—	—	—	—	—	—	—
Mechanical engineering crafts—production	315	1	—	316	148	—	1	—
Mechanical/electronic engineering crafts—production	68	1	—	70	5	—	14	—
Maintenance engineering crafts—mechanical, electrical/electronic	90	—	—	90	1	—	—	—
Metal fabrication crafts	68	—	—	68	4	—	—	—
Welders (skilled)	11	—	—	11	—	—	—	—
Coach and vehicle body building crafts	—	—	—	—	—	—	—	—
Apprentices on general course	28	—	—	28	28	—	—	—
Construction crafts (production and maintenance)	10	—	—	10	—	—	—	—
All other production crafts not elsewhere classified	97	—	—	98	4	—	3	—
<b>Part D Other production occupations</b>	<b>1,343</b>	<b>298</b>	<b>93</b>	<b>1,734</b>	<b>—</b>	<b>—</b>	<b>31</b>	<b>12</b>
Machinists	446	107	55	609	—	—	1	—
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	317	161	17	495	—	—	25	6
All other non-craft production occupations	580	30	21	631	—	—	6	6
<b>Part E Other occupations</b>	<b>520</b>	<b>61</b>	<b>121</b>	<b>702</b>	<b>—</b>	<b>—</b>	<b>3</b>	<b>—</b>
Stores, warehouse and despatch workers	129	49	57	235	—	—	—	—
Motor drivers (goods and others)	99	—	—	99	—	—	—	—
Occupations not elsewhere classified	291	13	64	368	—	—	3	—
<b>Total for all occupations (excluding canteen staff and catering workers)</b>	<b>7,925</b>	<b>1,685</b>	<b>546</b>	<b>10,156</b>	<b>266</b>	<b>1</b>	<b>233</b>	<b>40</b>

Additionally, some establishments are extremely difficult to code to a particular MLH because they deal in a general range of engineering skills which may be applied to a wide variety of different products. The 1968 SIC system mainly classified by products, rather than by the process or type of skill needed in production. Difficulties also arise in coding establishments who make products which, while the product might be virtually identical, may be used for different purposes. A typical example is the manufacture of certain diesel engines: they might be used in industrial plant (MLH 341), refrigeration machinery (MLH 339) or in ships and boats (MLH 370).

**Occupational definitions**

Occupational definitions were slightly amended, in some cases, so that groups of occupations on the L7A would sub-total to information collected by the EITB on its S1 manpower return. The EITB's S1 manpower definitions have been in use for many years, and the L7A definitions (which have also been in use for years) were changed where necessary to meet the S1 definitions.

A slight re-ordering of some lines on the L7A return was also implemented. This was done in order to facilitate comparisons between groups of L7A lines and their matching S1 lines.

**Processing of forms**

The processing of forms has been radically different, though this should have few implications for the results of the survey. The EITB despatched forms, received completed replies and dealt with all queries and corrections centrally from its Watford offices. The Department had processed

forms via their large network of local and regional offices. Computer validation of completed documents has also been adopted in place of the mixed manual and computer system operated by the Department.

An important difference is in the control information available. The Department used census of employment figures as a check on the total employment line of the L7A returns, and to provide total employment information for the industries as a whole. The EITB has, instead, used the information collected on its compulsory returns of employment and emoluments for these purposes. For firms with ten or more employees this S1 return provides details of male and female employment for each of nine broad categories of manpower. For smaller firms total employment only is normally reported but estimates are calculated to provide a breakdown by category of manpower. Estimates are also made for larger firms in all cases where valid data is not available. In 1980, all these establishments (for which estimates were made) accounted for 47,743 employees in 4,432 establishments. The L7A form effectively divides these nine broad categories into 30 more specific occupations, separates out part-time from full-time female employees and provides some information about training.

**Sample selection**

The EITB has taken a systematic random sample, stratified by size of establishment (by employees) within MLH, based on the Board's own Register of establishments. Size and MLH details from the Board's S1 returns from 1979 were used for purposes of selection.

All establishments with fewer than ten employees in

**Table 10 Individual industries'; employment and training by broad occupational categories**

(A) All employees and trainees (see table 10B for male employees and table 10C for female employees and trainees)

Industry by MLH <sup>1,2</sup>	Employment						Training					
	Number of employees	As a percentage of total employees (col 2)					Apprentices		Others being trained			
		(2)	Managerial, administrative, technical and clerical	Foremen and supervisors	Craftsmen	Other production occupations	Other occupations	Number of apprentices	Apprentices as a percentage of employees	Craft apprentices as a percentage of craftsmen	Number of other trainees	Other trainees as a percentage of employees
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	
Iron and steel (general)	5,839	30.4	4.5	12.2	38.9	14.0	109	1.9	12.7	132	2.3	
Steel tubes	21,584	27.0	5.5	11.5	41.8	14.1	464	2.1	16.6	346	1.6	
Iron castings, etc	6,087	20.0	4.6	14.6	49.9	10.9	116	1.9	11.9	123	2.0	
Aluminium and aluminium alloys	29,057	23.3	5.3	14.1	45.2	11.9	585	2.0	12.4	455	1.6	
Copper, brass and other copper alloys	20,965	22.9	4.9	14.8	42.4	14.9	364	1.7	10.2	293	1.4	
Other base metals	9,975	31.0	4.8	10.1	46.6	7.4	151	1.5	12.9	218	2.2	
Agricultural machinery (except tractors)	20,058	30.7	4.4	17.9	34.5	12.5	564	2.8	9.8	553	2.8	
Metal-working machine tools	51,116	33.6	3.8	32.7	21.0	8.9	2,395	4.7	11.9	929	1.8	
Pumps, valves and compressors	82,117	35.2	4.1	22.4	28.4	9.8	4,339	5.3	18.0	1,446	1.8	
Industrial engines	40,383	31.3	4.1	21.9	31.3	11.4	1,969	4.9	15.2	576	1.4	
Textile machinery and accessories	16,645	29.1	3.9	34.6	23.1	9.3	629	3.8	8.5	123	0.7	
Construction and earth-moving equipment	29,046	32.0	4.0	28.8	20.8	14.3	1,229	4.2	12.4	586	2.0	
Mechanical handling equipment	65,504	38.0	3.9	28.9	19.4	9.9	3,000	4.6	11.9	1,044	1.6	
Office machinery	21,796	47.3	3.4	4.6	40.8	3.8	218	1.0	7.2	414	1.9	
Other machinery	187,718	37.3	4.2	26.4	21.6	10.4	8,296	4.4	13.8	3,415	1.8	
Industrial (including process) plant and steelwork	112,582	35.0	4.6	30.1	17.4	12.8	5,943	5.3	13.3	1,576	1.4	
Ordnance and small arms	8,432	29.7	3.7	28.7	32.4	5.5	543	6.4	22.3	77	0.9	
Other mechanical engineering not elsewhere specified	194,556	24.4	4.6	24.6	37.1	9.2	6,760	3.5	12.2	4,235	2.2	
Photographic and document copying equipment	17,298	55.0	3.5	9.0	25.1	7.4	147	0.9	2.9	5	—	
Watches and clocks	9,984	22.1	3.8	12.6	51.6	9.9	207	2.1	15.7	198	2.0	
Surgical instruments and appliances	7,024	30.3	4.7	22.5	34.0	8.5	153	2.2	8.2	230	3.3	
Scientific and industrial instruments and systems	96,007	44.3	3.9	13.1	32.9	5.8	2,880	3.0	10.4	2,357	2.5	
Electrical machinery	124,739	36.2	3.9	20.8	31.5	7.7	6,033	4.8	15.0	2,702	2.2	
Insulated wires and cables	41,370	28.9	4.5	7.3	44.0	15.3	638	1.5	15.6	689	1.7	
Telegraph and telephone apparatus and equipment	61,394	38.1	6.2	4.6	45.1	6.0	916	1.5	6.4	2,342	3.8	
Radio and electronic components	105,958	38.4	4.5	7.2	43.8	6.1	2,711	2.6	16.0	3,025	2.9	
Broadcast receiving and sound reproducing equipment	38,191	23.2	4.9	3.8	59.3	8.8	303	0.8	11.4	870	2.3	
Electronic computers	55,290	68.7	1.9	4.7	19.9	4.7	682	1.2	7.5	1,859	3.4	
Radio, radar and electronic capital goods	102,076	63.2	3.5	10.9	16.4	6.0	4,369	4.3	16.4	2,624	2.6	
Electric appliances primarily for domestic use	55,587	24.8	3.1	6.2	52.8	13.0	695	1.3	13.8	2,306	4.1	
Other electrical goods	103,164	26.1	4.5	8.5	51.7	9.1	1,483	1.4	10.2	2,880	2.8	
Marine engineering <sup>3,4</sup>	8,609	28.4	4.5	38.8	14.1	14.1	606	7.0	16.9	190	2.2	
Wheeled tractor manufacturing	17,314	30.7	4.0	8.1	39.5	17.7	543	3.1	13.6	400	2.3	
Motor vehicle manufacturing	398,997	21.9	4.2	14.5	44.6	14.8	9,075	2.3	11.7	5,029	1.3	
Motor cycle, tricycle and pedal cycle manufacturing	10,111	23.6	3.9	5.5	54.4	12.6	143	1.4	18.5	166	1.6	
Aerospace equipment manufacturing and repairing	179,471	46.6	3.9	28.1	14.5	7.0	8,887	5.0	10.5	2,013	1.1	
Locomotives and railway track equipment	21,829	23.5	2.5	45.6	18.6	9.7	1,921	8.8	17.5	178	0.8	
Railway carriages and wagons and trams	27,373	15.9	2.6	46.4	18.9	16.2	2,132	7.8	16.0	379	1.4	
Engineers' small tools and gauges	46,529	24.9	4.1	32.8	28.9	9.3	1,913	4.1	11.1	1,169	2.5	
Hand tools and implements	13,675	23.8	3.5	9.5	51.5	11.7	170	1.2	9.6	465	3.4	
Cutlery, spoons, forks and plated tableware, etc	8,240	28.1	3.4	8.5	44.6	15.3	87	1.1	9.4	97	1.2	
Bolts, nuts, screws, rivets, etc	24,069	26.1	4.6	13.0	39.9	16.4	386	1.6	9.5	280	1.2	
Wire and wire manufacturing	16,917	21.4	5.4	9.5	46.2	17.4	161	1.0	9.2	380	2.2	
Cans and metal boxes	30,648	17.1	4.3	15.2	47.1	16.3	797	2.6	14.3	338	1.1	
Jewellery and precious metals	2,853	41.2	6.2	8.2	34.1	10.4	80	2.8	25.1	166	5.8	
Metal industries not elsewhere specified	259,106	23.3	4.6	15.5	45.1	11.4	4,423	1.7	9.0	4,906	1.9	
Other professional and scientific services—architects, surveyors and consulting engineers <sup>3</sup>	4,900	87.2	0.6	3.4	7.2	1.6	194	4.0	76.9	160	3.3	
All other establishments in scope of the EITB	5,256	48.8	3.1	10.0	26.3	11.9	74	1.4	11.6	113	2.1	
<b>All</b>	<b>2,817,439</b>	<b>32.6</b>	<b>4.2</b>	<b>18.3</b>	<b>34.5</b>	<b>10.4</b>	<b>90,481</b>	<b>3.2</b>	<b>12.5</b>	<b>55,062</b>	<b>2.0</b>	

Notes: 1 Industries are defined in terms of the Minimum List Heading (MLH's) of the 1968 Standard Industrial Classification; but only those establishments in scope of the EITB are included.  
 2 "Marine engineering" is a sub-division of "shipbuilding and marine engineering".  
 3 "Other professional and scientific services—architects, surveyors and consulting engineers" includes only establishments within the "architects, surveyors and consulting engineers" sub-division of "other professional and scientific services".  
 4 Please also refer to the accompanying text.

April 1979 were excluded from the sample. Every establishment with 1,000 or more employees in 1979 was sent a form, as were those with 500-999 employees in all except four MLH's. For all other MLH/size group strata a sample of establishments were sent forms. The sampling fraction was varied between 1 in 1 and 1 in 40 in different strata, depending on the number of establishments in the stratum and the relative interest of the particular MLH to the EITB.

An important difference in the sampling procedure is that the EITB has drawn a completely fresh sample for 1980

and, except from strata where the sampling ratio is 1 in 1, intends to adopt a rotating sample, selecting mainly different establishments each year, as far as possible. The Department had a fixed sample which although "topped up" annually to replace losses was otherwise changed only at infrequent intervals.

The procedures outlined above resulted in forms being sent to 2,323 establishments. Changes to the EITB's Register effective between April 1979 and April 1980 led to a final potential sample of 2,317 establishments. This was the net

**Table 10 Individual industries<sup>1</sup>; employment and training by broad occupational categories**  
(B) Male employees and trainees

Industry by MLH <sup>1,4</sup>	Employment						Training					
	Number of employees	As a percentage of total employees (col 2)					Apprentices			Others being trained		
		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Iron and steel (general)	4,952	25.7	5.2	14.4	40.4	14.3	109	2.2	12.7	128	2.6	
Steel tubes	17,767	21.1	6.5	14.0	43.1	15.3	459	2.6	16.6	231	1.3	
Iron castings, etc	5,090	15.3	5.4	17.4	50.2	11.7	116	2.3	11.9	112	2.2	
Aluminium and aluminium alloys	25,801	18.0	5.9	15.9	48.3	11.8	576	2.2	12.4	374	1.5	
Copper, brass and other copper alloys	18,135	17.5	5.7	17.0	44.5	15.3	361	2.0	10.2	219	1.2	
Other base metals	8,419	26.1	5.7	12.0	49.6	6.6	151	1.8	12.9	188	2.2	
Agricultural machinery (except tractors)	17,726	24.6	5.0	20.3	36.7	13.5	551	3.1	9.8	466	2.6	
Metal-working machine tools	44,442	27.2	4.4	37.6	21.4	9.4	2,382	5.4	11.9	736	1.7	
Pumps, valves and compressors	68,150	28.6	4.9	27.0	28.7	10.8	4,296	6.3	18.0	1,123	1.6	
Industrial engines	35,971	25.9	4.6	24.6	33.3	11.6	1,923	5.3	15.2	506	1.4	
Textile machinery and accessories	14,551	23.9	4.4	39.5	22.7	9.5	622	4.3	8.4	107	0.7	
Construction and earth-moving equipment	26,285	25.7	4.5	31.8	22.9	15.1	1,212	4.6	12.4	462	1.8	
Mechanical handling equipment	57,476	31.1	4.4	32.9	20.9	10.6	2,946	5.1	11.9	893	1.6	
Office machinery	15,782	46.3	4.6	6.4	38.2	4.6	216	1.4	7.1	311	2.0	
Other machinery	157,913	31.0	5.0	31.4	21.6	11.1	8,200	5.2	13.8	2,657	1.7	
Industrial (including process) plant and steelwork	101,548	29.5	5.1	33.4	18.7	13.4	5,804	5.7	13.3	1,275	1.3	
Ordnance and small arms	6,650	28.0	4.6	36.3	25.2	6.0	541	8.1	22.3	55	0.8	
Other mechanical engineering not elsewhere specified	159,004	19.7	5.6	30.0	35.4	9.3	6,712	4.2	12.2	3,220	2.0	
Photographic and document copying equipment	13,292	50.2	4.3	11.7	24.9	9.0	139	1.0	2.9	4	—	
Watches and clocks	4,832	26.7	7.3	25.7	27.5	12.7	202	4.2	15.4	24	0.5	
Surgical instruments and appliances	5,257	25.8	6.1	29.8	31.6	6.8	153	2.9	8.3	203	3.9	
Scientific and industrial instruments and systems	65,688	46.8	5.2	18.9	22.5	6.5	2,803	4.3	10.6	1,663	2.5	
Electrical machinery	92,779	35.3	4.9	27.8	23.2	8.8	5,959	6.4	15.0	1,966	2.1	
Insulated wires and cables	28,984	27.4	6.0	10.4	40.8	15.5	629	2.2	15.4	468	1.6	
Telegraph and telephone apparatus and equipment	36,827	46.6	9.4	7.7	30.1	6.3	890	2.4	6.4	1,257	3.4	
Radio and electronic components	59,436	48.5	6.5	12.4	25.7	6.9	2,564	4.3	16.0	1,855	3.1	
Broadcast receiving and sound reproducing equipment	15,992	37.2	7.9	9.0	33.5	12.3	299	1.9	11.4	749	4.7	
Electronic computers	40,735	71.6	2.4	6.0	14.9	5.2	670	1.6	7.9	1,371	3.4	
Radio, radar and electronic capital goods	76,071	64.4	4.4	14.2	10.7	6.3	4,249	5.6	16.6	1,839	2.4	
Electric appliances primarily for domestic use	36,176	20.7	4.6	9.5	48.4	16.8	674	1.9	13.6	1,328	3.7	
Other electrical goods	57,787	30.8	7.4	15.2	34.0	12.6	1,379	2.4	9.9	1,462	2.5	
Marine engineering <sup>2,4</sup>	7,799	22.8	5.0	42.8	15.2	14.2	604	7.7	16.9	162	2.1	
Wheeled tractor manufacturing	16,379	27.5	4.2	8.6	41.2	18.5	498	3.0	13.6	384	2.3	
Motor vehicle manufacturing	354,807	18.6	4.7	16.3	44.7	15.8	8,659	2.5	11.7	3,987	1.1	
Motor cycle, tricycle and pedal cycle manufacturing	7,692	20.5	5.0	7.2	52.9	14.3	137	1.8	18.5	135	1.8	
Aerospace equipment manufacturing and repairing	155,261	42.3	4.5	32.4	13.8	7.0	8,542	5.5	10.5	1,540	1.0	
Locomotives and railway track equipment	20,052	19.8	2.7	49.7	18.0	9.9	1,898	9.5	17.5	143	0.7	
Railway carriages and wagons and trams	26,294	13.2	2.7	48.3	19.4	16.5	2,131	8.1	16.0	345	1.3	
Engineers' small tools and gauges	37,705	19.1	4.9	40.4	26.5	9.2	1,904	5.0	11.1	895	2.4	
Hand tools and implements	9,305	20.4	5.0	13.8	51.3	9.5	162	1.7	9.5	353	3.8	
Cutlery, spoons, forks and plated tableware, etc	4,761	29.1	5.2	14.2	41.8	9.8	79	1.7	9.2	28	0.6	
Bolts, nuts, screws, rivets, etc	17,502	21.2	6.3	17.8	39.6	15.1	365	2.1	9.1	231	1.3	
Wire and wire manufactures	12,215	17.9	7.3	12.9	47.3	14.6	156	1.3	9.1	290	2.4	
Cans and metal boxes	18,939	16.7	6.3	24.6	34.5	18.0	784	4.1	14.2	255	1.3	
Jewellery and precious metals	2,142	36.5	8.1	10.4	34.6	10.4	80	3.7	26.2	118	5.5	
Metal industries not elsewhere specified	192,579	19.7	6.0	20.8	40.7	12.8	4,366	2.3	9.0	3,754	1.9	
Other professional and scientific services—architects, surveyors and consulting engineers <sup>3</sup>	4,125	86.7	0.7	4.0	6.7	1.7	193	4.7	76.9	141	3.4	
All other establishments in scope of the EITB	3,800	42.3	4.2	13.7	28.0	11.8	73	1.9	11.5	92	2.4	
<b>All</b>	<b>2,210,875</b>	<b>29.6</b>	<b>5.1</b>	<b>23.2</b>	<b>30.6</b>	<b>11.4</b>	<b>88,620</b>	<b>4.0</b>	<b>2.5</b>	<b>40,106</b>	<b>1.8</b>	

Notes: 1 Industries are defined in terms of the Minimum List Headings (MLH's) of the 1968 Standard Industrial Classification; but only those establishments in scope of the EITB are included.  
2 "Marine engineering" is a sub-division of "shipbuilding and marine engineering".  
3 "Other professional and scientific services—architects, surveyors and consulting engineers" includes only establishments within the "architects, surveyors and consulting engineers" sub-division of "other professional and scientific services".  
4 Please also refer to the accompanying text.

result of removing those establishments deleted from the Board's register during the year on the one hand, and adding a few establishments who were split off from parent companies on the other. No establishments newly added to the Register were added to the sample.

From this sample of 2,317 establishments, fully valid forms suitable for use in compiling the results were received from 1,985 establishments with a total of 1,256,893 employees. This represents a usable response

from 86 per cent of the establishments included in the survey.

Control totals, obtained from the S1 forms recorded on the Board's Register, showed that there were 25,230 establishments with a total of 2,817,439 employees in the engineering industries. Usable returns were, therefore, received in respect of 7.9 per cent of all establishments covering 44.6 per cent of all employees. By size of establishment, usable returns were received in respect of 3.7 per

**Table 10 Individual industries<sup>1</sup>; employment and training by broad occupational categories**  
(C) Female employees and trainees

Industry by MLH <sup>1,4</sup>	Employment						Training					
	Number of employees	As a percentage of total employees (col 2)					Apprentices			Others being trained		
		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Iron and steel (general)	887	56.5	0.3	—	30.5	12.6	—	—	—	—	4	0.4
Steel tubes	3,817	54.5	0.7	0.2	35.9	8.8	5	0.1	15.3	116	3.0	
Iron castings, etc	997	44.0	0.3	0.4	48.6	6.7	—	—	—	10	1.0	
Aluminium and aluminium alloys	3,256	65.3	0.6	0.2	21.0	12.8	9	0.3	13.9	81	2.5	
Copper, brass and other copper alloys	2,830	57.5	0.2	0.4	29.0	12.9	3	0.1	—	79	2.8	
Other base metals	1,556	57.5	0.2	0.1	30.6	11.7	—	—	—	30	1.9	
Agricultural machinery (except tractors)	2,332	77.4	—	—	17.8	4.8	13	0.6	15.8	87	3.7	
Metal-working machine tools	6,674	76.2	0.1	0.2	18.1	5.5	13	0.2	—	192	2.9	
Pumps, valves and compressors	13,967	75.2	0.3	0.1	27.1	5.2	43	0.3	43.3	323	2.3	
Industrial engines	4,412	67.0	0.1	0.2	14.8	9.9	46	1.0	20.0	70	1.6	
Textile machinery and accessories	2,094	65.5	0.3	0.4	26.0	7.9	7	0.3	33.3	16	0.7	
Construction and earth-moving equipment	2,761	92.1	—	0.1	1.4	6.3	17	0.6	50.0	124	4.5	
Mechanical handling equipment	8,028	87.6	—	0.1	8.1	4.2	53	0.7	42.9	151	1.9	
Office machinery	6,014	50.1	0.4	0.1	47.8	1.6	2	—	15.8	103	1.7	
Other machinery	29,805	70.7	0.2	0.2	21.9	7.0	96	0.3	33.6	758	2.5	
Industrial (including process) plant and steelwork	11,034	86.5	0.1	0.3	5.5	7.6	139	1.3	5.5	301	2.7	
Ordnance and small arms	1,782	35.9	0.5	0.6	59.2	3.8	2	0.1	15.8	22	1.2	
Other mechanical engineering not elsewhere specified	35,552	45.4	0.4	0.3	45.0	8.9	48	0.1	14.9	1,016	2.9	
Photographic and document copying equipment	4,006	70.9	0.7	0.1	26.1	2.2	8	0.2	—	1	—	
Watches and clocks	5,152	17.8	0.6	0.2	74.2	7.2	5	0.1	50.0	174	3.4	
Surgical instruments and appliances	1,767	43.7	0.4	1.1	41.1	13.7	—	—	—	27	1.5	
Scientific and industrial instruments and systems	30,319	38.6	0.9	0.5	55.6	4.3	77	0.3	—	693	2.3	
Electrical machinery	31,960	38.8	0.9	0.4	55.7	4.3	73	0.2	7.9	735	2.3	
Insulated wires and cables	12,386	32.6	0.9	0.1	51.4	15.0	9	0.1	100.0	221	1.8	
Telegraph and telephone apparatus and equipment	24,567	25.4	1.5	0.1	67.6	5.6	26	0.1	—	1,085	4.4	
Radio and electronic components	46,522	25.5	1.9	0.5	67.0	5.1	147	0.3	14.6	1,170	2.5	
Broadcast receiving and sound reproducing equipment	22,199	13.2	2.7	—	77.9	6.2	4	—	15.8	121	0.5	
Electronic computers	14,555	60.8	0.7	0.9	34.1	3.5	13	0.1	—	488	3.4	
Radio, radar and electronic capital goods	26,005	59.5	0.8	1.3	33.2	5.2	119	0.5	11.1	785	3.0	
Electric appliances primarily for domestic use	19,411	32.5	0.5	0.1	60.9	6.0	21	0.1	77.5	978	5.0	
Other electrical goods	45,377	20.2	0.9	0.1	74.3	4.6	103	0.2	75.4	1,418	3.1	
Marine engineering <sup>2,4</sup>	810	82.5	—	—	3.8	13.7	2	0.3	0.3	29	—	
Wheeled tractor manufacturing	935	88.0	—	—	8.8	3.1	45	4.8	4.8	16	1.7	
Motor vehicle manufacturing	44,190	48.7	0.2	0.2	43.8	7.1	216	0.5	55.0	1,042	2.4	
Motor cycle, tricycle and pedal cycle manufacturing	2,419	33.5	0.1	—	59.2	7.2	5	0.2	0.2	31	1.3	
Aerospace equipment manufacturing and repairing	24,210	73.7	0.3	0.3	18.9	6.7	345	1.4	20.2	473	2.0	
Locomotives and railway track equipment	1,777	65.6	0.1	—	26.4	7.9	23	1.3	1.3	35	2.0	
Railway carriages and wagons and trams	1,079	82.2	0.5	0.1	7.0	10.1	1	0.1	—	35	3.2	
Engineers' small tools and gauges	8,824	49.8	0.5	0.4	39.3	10.0	9	0.1	—	273	3.1	
Hand tools and implements	4,370	31.2	0.3	0.3	51.9	16.2	8	0.2	15.8	112	2.6	
Cutlery, spoons, forks and plated tableware, etc	3,479	26.9	1.0	0.8	48.3	22.9	8	0.2	15.8	69	2.0	
Bolts, nuts, screws, rivets, etc	6,567	39.1	0.2	0.2	40.7	19.9	21	0.3	100.0			

## Private fears and public risks

by A V Cohen  
*Planning Branch, Health and  
 Safety Executive*

The results of an attitude survey into the acceptability of risks conducted by Social and Community Planning Research, have just been published.

The results of an Attitude Survey into the Acceptability of Risks\* conducted by Social and Community Planning Research (SCPR) and sponsored by the Health and Safety Executive (HSE), have just become available.

The survey was commissioned by HSE because of the growing interest both in the UK and abroad, in ways of measuring how members of the general public perceive various risks. This perception it is said often contrasts strongly with expert estimates of the incidence or likelihood of a risk. The differential salience of public concern is best known and studied in connection with nuclear risks, but there are many other pointers to suggest that other kinds of risk of a "dramatic" or "dread" nature are foremost in people's minds, often in striking contrast to a much lower perception of other risks, which experts estimate to be of greater objective significance. But many of the existing studies concentrate on particular risks and particular sections of the public: it was interesting to test whether there were significant variations among different sections of the public in the way in which they regard a whole range of risks.

A qualitative feasibility study among a small sample of volunteers in Teesside, in November 1979 was conducted, therefore, by SCPR. Following this, they constructed a quantitative full scale survey, carried out in March and April 1981, which was answered by some 1,200 representative members of the adult population of England and Wales in their homes. It was the opinion of members of the general public that was being considered: including not only those who were in work, but also their families, retired people, and other adults.

Six areas of hazard were concentrated on:

- Home-based hazards.
- Cigarette smoking.
- Work-related hazards.
- Air pollution.
- Nuclear plant hazards.
- Chemical and other major industrial plant hazards.

Only the last four of these categories relate to issues within the direct interest of the HSE: the other two were selected as "reference points"—substantial risks, experienced by all of the population or large sections of it. In addition, a number of personal descriptors were sought, for comparative purposes.

It must be emphasised that the purpose of the study was to increase understanding of the rather general issues mentioned above. Such a study cannot lead, and has not led, to a

detailed calculus for specific decisions on risk management. Some features of the questions are:

- (1) For each risk, questions are asked about perceived frequency, and on an ordinal scale, of likelihood of an event happening to the respondents, whether he or she is worried by that possibility, and if so, the extent of that worry.
- (2) For work-related risks, views are sought about kinds of injury and occupational disease, as well as previous personal experience of these, and awareness of the existence of safety officers and representatives, and use of safety procedures.
- (3) Some questions were asked to examine the propensity or otherwise for trading off risks against cash benefits.
- (4) For nuclear plant, and chemical and other major industrial works, questions are also asked about the effects of normal operation, the likelihood and effects of something going "seriously wrong", and the consequences of what would happen at "the very worst". The wording of these is, for both types of industry, as far as possible in comparable terms.
- (5) Some other questions are asked about several risks in comparable terms: for example seeking the views of the most common causes of accidents at work, or perceptions of being in control, or of the general economic impact of controls.

Public attitudes are found to differ in quite significant respects between the various categories of risk examined. Broad conclusions are:

- (a) Most people—all but a few per cent—are willing to estimate the likelihood of specific hazards harming themselves. They are prepared to say whether or not those hazards worry them, and to estimate similarly the degree of that worry.
- (b) The estimates that respondents put on the frequency of most of these events seem at first sight widely spread. But

\* The report consists of a study of public attitudes towards industrial, work-related and other risks, by Patricia Prescott-Clarke, together with an earlier qualitative investigation which preceded the main study, written jointly by Patricia Prescott-Clarke and Barbara J Mostyn.

Any views expressed in these reports are those of the authors (unless otherwise attributed) and do not necessarily coincide with the views of the Health and Safety Executive.

The publication may be obtained at £6.50 from Social and Community Planning Research (SCPR), 35 Northampton Square, London EC1. Further enquiries may be addressed to Miss P Prescott-Clarke at that address, or to Dr A V Cohen, Planning Branch, Health and Safety Executive, Baynards House, 1 Chepstow Place, London W2 4TF.

Figures were calculated separately for each group of occupations included in one broad category of manpower, as used on the Board's S1 manpower returns. This meant, for example, that when calculating an estimated L7A, it was only necessary to split the employment in S1 manpower category "scientists and technologists" into L7A categories "professional engineers" and "scientists, metallurgists and other technologists".

Training information was estimated by assuming that the ratio of trainees to employees reported in each occupation, in a stratum, was representative of all establishments in that stratum.

For a small number of establishments the S1 total employment itself has been estimated, but this affects only 536 establishments with an estimated 26,457 employees, in those establishments with more than ten employees in April 1980. The S1 manpower distribution has also been estimated for 3,896 establishments with a total of 21,286 employees in establishments with ten or fewer employees.

Having calculated estimates for all establishments from whom usable real figures were not obtained, the tables in this report were then produced by accumulation from the appropriate individual establishment details.

### The tables

The tables analyse the results by occupation and industry. Table 1 gives a summary analysis for all engineering activities within the scope of the EITB. Tables 2-9 give separate analyses for each Order or part-Order of the 1968 SIC covered.

In each table, columns (2) to (4) give estimates for male and female employees and column (5) shows corresponding totals for all employees. The estimates in these columns include any employees undergoing training. This should be borne in mind when reference is made to the number of employees in any particular occupation or category, such as craftsmen. On the other hand, the numbers of apprentices who are included in the employment columns (2) to (5) are shown separately in columns (6) and (7). Estimates of the numbers of other trainees, which are also included in em-

ployment columns (2) to (5), are shown separately in columns (8) and (9). Part-time female employees, (column 4) are defined as those ordinarily employed for less than 30 hours per week.

Table 10 provides a summary of the results for each MLH in scope to the EITB, except that a number of MLHS only marginally in scope have been grouped together. The numbers employed in five broad occupational groups, together with the number of apprentices and others being trained, are shown as percentages of the total numbers of employees. Similarly, the numbers of craft apprentices are shown as percentages of all craftsmen.

The following symbols are used throughout the tables:  
 — nil or less than half the last digit shown  
 .. not available or not applicable.

### Accuracy and comparability

The estimates in this article are given to exact numbers of employees, not because this level of precision is claimed for them, but only to provide as full information as possible about the relative size of the various occupational categories. All estimates were, in fact, calculated to six decimal places and then rounded. Independent rounding of all figures means that sub-totals and/or totals are not always the exact sum of their components. Percentages have been calculated on mainly unrounded figures.

The cumulative effect of all these changes means that it is not really possible to make meaningful comparisons between the figures published in this article and those published for 1979 in *Employment Gazette* issue of June 1980, or for earlier years. The EITB may be able to help where comparisons are required, by reference to the reworking of the 1979 data.

### Further information

For further details about any of the information or procedures described in this article please contact the EITB. More detailed analyses can also be provided in some cases. The address is: The Statistics Section, Research Division, Engineering Industry Training Board, 41 Clarendon Road, Watford, Herts WD1 1HS. Tel: Watford (0923) 44322.

in adjusting to the new skill requirements brought about by new technology. Skills needed by operatives in the future will be fewer but more vital as they will be working with highly-specialised and expensive equipment. Electronics maintenance/servicing craftsmen will increase in number and will need a wider range of skills as part of a multi-skilled maintenance team. Companies feel that the knowledge and skills gap between technician and skilled workers will continue to widen. Particularly in the field of automatic test equipment where many skilled jobs have been automated. Companies also feel that technicians in the future will need more software and digital knowledge, but a knowledge of analogue systems will continue to be required. In general companies indicated that they were optimistic about their future growth in output. ■

### A growing market (continued from p. 420)

cent) have used MSC mobile instructors service with which they were satisfied. *Technician* training is normally done by formal on- and off-the-job training and further education at technical colleges. Re-training of existing technician in electronics skills is carried out mostly on-the-job, but some use is made of manufacturer training.

### Future trends

The postal survey and the field interviews point to a number of trends for the future. Companies are conscious of the need to expand their exports and to establish new markets abroad.

They expect to reduce the size of their workforce and yet increase production. The workforce of the future will need to have a wider range of skills and to show greater flexibility

with most of the hazards examined, the most likely estimate chosen does bear some relation to objective reality, or experts' best estimates. Thus the most likely figure to be chosen for annual deaths from home-based risks is 5,000, for deaths from lung-cancer 10,000, for work-based accidents 1,000, and for serious diseases caused by nuclear plant 10—the last figure having a relatively high (11 per cent) proportion of 'Don't knows'.

(c) In contrast the estimates of perceived numbers of deaths due to air pollution seem chosen at random, and indeed expert estimates vary very greatly as well! The belief that local air pollution could lead to early death is stronger the nearer one is to an industrial plant (for example 12 per cent within a mile of major industry, six per cent at two to three miles). Nevertheless, a high proportion (48 per cent) even of those who believe the air is very clean and healthy near them would like air pollution reduced by a "large" or a "fairly large" amount, even when reminded of the cost. The proportion of people who feel they can do nothing, or "not all that much", to prevent air pollution risks is 88 per cent. The corresponding figures for nuclear plant mishaps, or for those from major industrial works, is similar (92 per cent, 89 per cent). In striking contrast, the figures for home or work-related risks are 17 per cent and 16 per cent respectively.

(d) A realistically high proportion of workers realise that there is some chance of serious injury in their present job. (56 per cent for manufacturing industry, 75 per cent for agriculture, construction and mining). Moreover 12 per cent of workers thought there was a chance of serious health damage in their present jobs (21 per cent for agriculture, construction and mining), and six per cent of all respondents believed that their own health had been seriously damaged at work.

(e) Those in risky occupations usually perceive their work as risky: but skilled workers have a greater perception of the risks than do unskilled workers. Thus the proportion of all those in work, who believe that there is no risk of injury, or risk of minor injury only, is 19 per cent for skilled manual workers, but 46 per cent for the semi-skilled or the unskilled.

(f) The number of fatal work accidents tends to be rather overestimated; 40 per cent said 5,000 or more against typical actual annual figures of 600–700. Only 27 per cent said 500 or less. The number of serious but non-fatal accidents was somewhat underestimated, at 5–10,000 per year.

(g) A substantial minority of workers (37 per cent) are unaware of safety officers and representatives at their workplace, and a minority (10 per cent) follow safety precautions they know to exist, only "sometimes" or even "never" even though they perceive that the risk could include that of accidental death.

(h) Most people are concerned about smoking risks: the likelihood of regular smokers getting a serious disease from smoking is rated high by all, but rather less so by smokers! Thus the average score on an eleven-point likelihood scale was 6.9 for non-smokers and 5.4 for smokers.

(i) In the initial questions, as to what risks caused particular worry because they could happen to the respondent or his/her family, fear of nuclear war was more frequently mentioned as of concern, than fears associated with nuclear energy plants. In one of the later questions, after questions had been asked about the various risks described in this study, including nuclear electricity, dangers concerned with nuclear plant were among the most frequently mentioned causes of concern.

(j) Most people can distinguish clearly between the possible effects of an (unlikely) major nuclear event, and the possible consequences of any emissions in normal operation. They tend significantly to underestimate the possible effects of major non-nuclear industrial hazards.

(k) Only portions of the public are prepared to answer questions on willingness to set a price on taking a more risky job. Thirteen per cent are reluctant to name a figure, or refused to do so, while 42 per cent would refuse to take a more risky job than the one they selected from alternatives, at any price.

Some of what has been described will come as no surprise. Other conclusions are less predictable and will be of value in ensuring that persons most at risk are aware of the risks they run.

There would no doubt be further conclusions that could be drawn as a result of further analysis of the results of this interesting exercise. Some examples might be, studies of the different kinds of people who are prepared to place a money value on risk, or deeper analysis of the different types or categories of people who have significantly different attitudes to, or perception of, each of these risks. But in any case, the broad aims of the study have been realised, and the publication of the report will be of interest to a number of students of the subject.

# LABOUR MARKET DATA

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## Trends in labour statistics

### Summary

The latest indicators show continued hesitation in the economy, although pointers to possible improvement appear in the form of better retail sales since mid-year and a continued fall in interest rates.

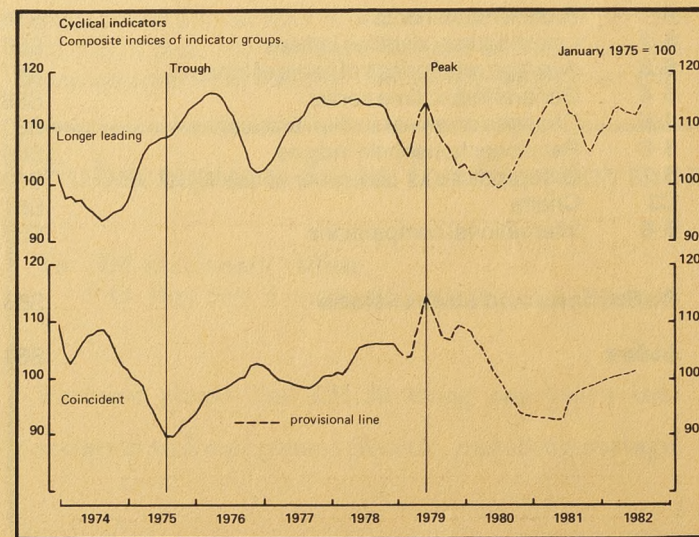
The marked decline in the rate of inflation continues. Manufacturing output fell in the three months to August, and the CBI suggests that expectations have also weakened.

Consumers' expenditure remained unchanged between the first two quarters of 1982 but in July-August retail sales rose in volume. Falls in capital expenditure and stockbuilding also contributed to a depressed level of demand in the second quarter.

Manufacturing employment continued to fall during August, with the rate of decline in July-August greater than in the second quarter. Employment in services resumed a fall in the second quarter. Overtime working increased a little in August, as also did short-time working; both of these showed a slight improvement compared with the second quarter of the year.

The rate of increase in unemployment was higher in the third quarter, at some 42,000 a month, than during the first half-year. Vacancies have shown no substantial change.

The underlying rate of increase in earnings has continued to fall.



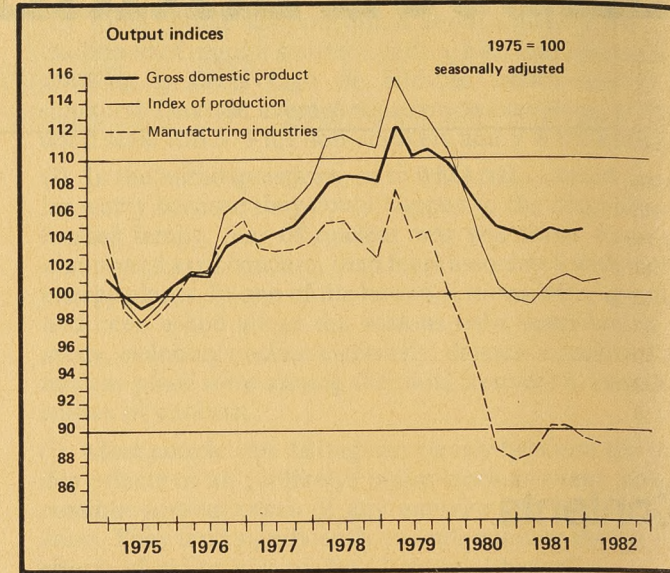
### Economic background

GDP (output) was much the same in the first and second quarters of 1982, remaining about 1 per cent above its low point one year earlier. In the first half of the year it was 1/2 per cent lower than in the second half of 1981. Manufacturing and construction output (on revised figures) both fell slightly, while record levels of oil and gas extraction contributed to a 4 1/2 per cent rise in mining and quarrying output. GDP in the first six months of 1982 was 1/2 per cent lower than in the second half of 1981.

Industrial production was 0.7 per cent down in the three months to August compared with the previous three-month period (March-May), and little changed since the corresponding period last year. Excluding oil and gas extraction, industrial production was half per cent lower than in the previous three months.

Manufacturing output in the three months to August was 1.2 per cent below its level in the previous three months, and was 1.7 per cent below the level at the same time last year. The biggest falls in output were in metal manufacturing (-10 per cent) and textiles, leather and clothing (-5 per cent).

Consumers' expenditure was unchanged between the first and second quarters of 1982. The volume of retail sales increased by 1 1/2 per cent in August to reach the second-highest monthly level



ever recorded.

The volume of stocks held by manufacturers, wholesalers and retailers, on revised estimates, fell by £26 million (at 1975 prices) in the second quarter. A decline in stocks held by manufacturers (£30 million) and wholesalers (£66 million) was partially offset by the growth in retail stocks (£70 million). Manufacturers' stocks of materials, fuel and work in progress showed little change, with the reduction occurring in finished goods (£34 million).

The September CBI Monthly Trends Enquiry suggested that firms continue to regard stocks of finished goods as excessive. Capital expenditure by manufacturing, distributive and service industries (excluding shipping), on revised figures, fell by 4 per cent in the second quarter of 1982. The total volume of fixed investment in the first half of 1982 was virtually unchanged from a year earlier.

Housing starts are estimated to have risen by 14 per cent in the six months to August, with private sector starts rising by 20 per cent and public sector starts remaining unchanged over this period. In comparison with the same period a year earlier, housing starts were 29 per cent higher; public sector starts having risen by 49 per cent and private sector starts by 23 per cent.

The CBI's Monthly Trends Enquiry for September continues to suggest some weakening in

expectations compared to earlier months in the year. A rise in their output was forecast by firms in chemicals and allied industries and in electrical engineering, while expectations were weakest for those in the mechanical engineering group. The views of firms about the normality of total order books and export orders showed a slight improvement in September after deteriorating since March. Order books, however, remain weak historically.

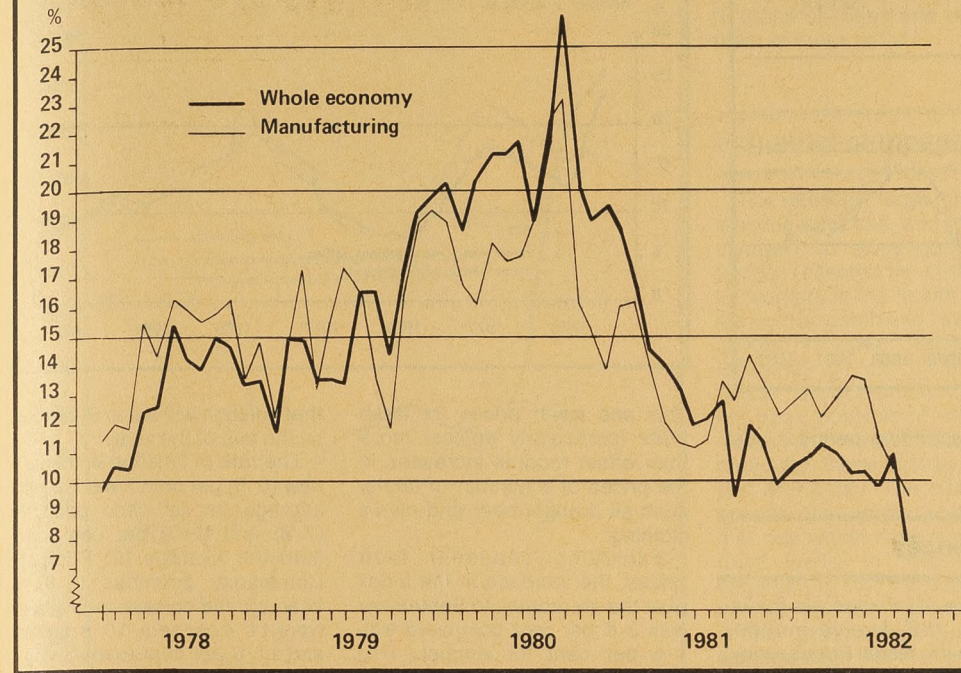
The CBI's composite index of longer leading indicators rose in August, following a decline between April and July. This mainly reflected further falls in interest rates and increases in share prices. The implications of the latest values of the leading indices for future movements in economic activity will not become clear until later data are available. The index of coincident indicators continued its gradual rise in August from its low point in April 1981.

Money supply growth, on all target measures, remains within the government's target range according to preliminary estimates for the banking month to mid-September. During the September banking month, M1 rose by 1 1/2 per cent and M3 and Private Sector Liquidity 2 by 1 per cent. The annualised rates of increase since February, when the 8-12 per cent target range was introduced, have been 9 1/2 per cent for M1, 11 1/2 per cent for M3 and 8 1/2 per cent for PSL2. Bank lending to the

# Commentary

Index of average earnings : increases over previous year

Per cent



private sector is estimated to have risen by about £1.2 billion in September, (after seasonal adjustments), a rate of increase similar to that in the previous four months. The clearing banks reduced their base rates from 10 1/2 per cent on October 7, and by a further half per cent on October 14, to stand at 9 1/2 per cent.

The current account of the balance of payments was estimated to be in surplus by £783 million in the three months ending August 1982, compared with a £1,025 million surplus in the previous three-month period. A reduction in the visible trade surplus from £370 million to £122 million reflected a larger deficit on the non-oil account. In the three months to August compared with the previous three months, export volumes fell by 7 per cent while import volumes fell by 3 1/2 per cent. The surplus on invisibles is projected to have increased slightly to around £660 million.

Sterling's effective exchange rate on 4 October, was the same as at the beginning of September, at 91.6 (1975 = 100).

### World outlook

The Bank of England Quarterly Bulletin for September notes that most global forecasts suggest a modest increase in economic ac-

tivity in industrial countries next year, though pointing out the repeated postponements of this forecast recovery. The September "Economic Outlook" from the London Business School suggests that the early stages of recovery are extremely weak, but forecasts strong growth in 1983 and 1984, followed by a cyclical downturn in 1985-86.

The worsening financial situation of many developing countries has added to the general caution. The Bank of England warns of the danger of increased resort to restrictive trade measures if recovery is further delayed.

The Bank also warns of a future rise in inflation rates, saying that a large part of the recent fall in inflation resulted from a fall in world commodity prices which is unlikely to be sustained.

Industrial production in the OECD countries declined by 1 per cent in the second quarter of 1982 and preliminary estimates suggest that output remained at the same level in the third quarter. The "Economic Outlook" expects OECD industrial production to grow by 5 per cent in 1983. GNP growth of 3 1/2 per cent per annum is projected for 1983 and 1984, with a slowing down of the growth rate to 2 1/2-3 per cent per annum in subsequent years.

In the second quarter of 1982, the annual rates of increase in world wholesale and consumer prices fell to 6.2 per cent and 8.4 per cent respectively. Some increase in the rate of inflation is

average inflation rate for 1982 as a whole is expected to be 12 per cent, compared with a rate of 13.4 per cent in 1981.

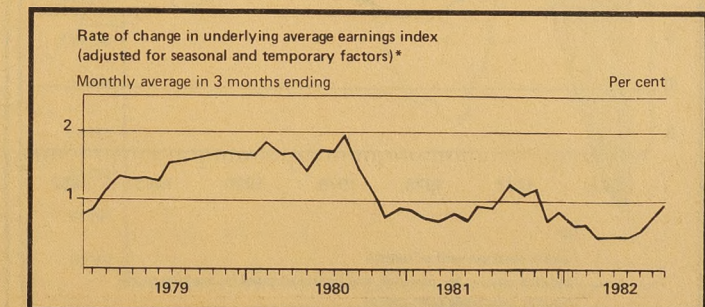
A substantial part of the current general weakness of the world economy stems from weak demand in the US, where a great divergence of views remains about prospects for the economy. After no growth in GNP over the last three years, the Congressional Budget Office predicts economic growth in the US of 3 1/2 per cent for the next two years. On the other hand, Martin Feldstein, the new Chairman of the Council of Economic Advisers, claims that these projections are too high and that excessive recovery would in any case be undesirable since it could rekindle inflation.

### Average earnings

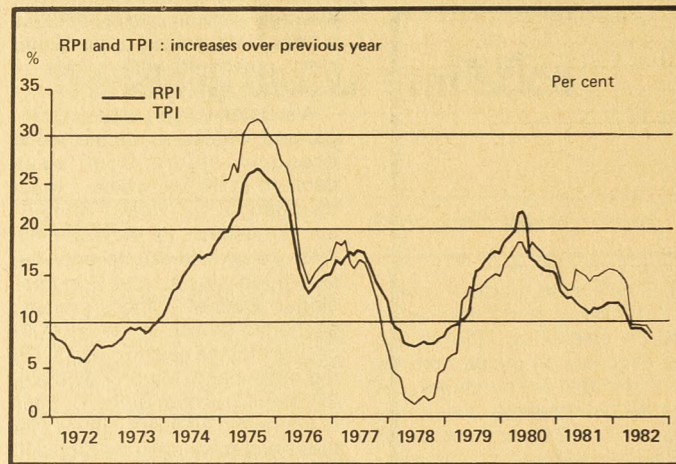
Average earnings in August showed an underlying increase over the previous 12 months of 9 per cent. This continues the downward trend in the underlying rate of increase, which has fallen slowly but continuously since January when it was 11 per cent.

The actual increase in the year to August (7.8 per cent) was considerably depressed by temporary factors. There was much less back-pay in August than a year earlier, accounting for about 1/2 percentage points of the difference between the underlying and actual increase, and for some employees (notably in the National Health Service and local authorities) the August 1982 figures were depressed by delays in reaching annual pay settlements, accounting for about half a percentage point.

The fall in the underlying annual rate of increase in average earnings this year reflects the progressive implementation of pay settlements at lower levels than a year earlier. A marked drop between July and August in the extent to which hours worked had increased over the previous 12



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



months also contributed to this trend. The underlying monthly rate of increase between May and August was just under 1 per cent per month but this reflected the higher level of overtime working (seasonally adjusted) in August. Averaged over the latest six months the monthly increase has been around  $\frac{1}{2}$  per cent.

Changes in overtime had greater effects on earnings in manufacturing industries and the underlying increase in manufacturing earnings came down from 10½ per cent in July to 10 in August. The actual increase was lower in August (9.4 per cent) because of lower back-pay than a year earlier and delayed settlements in a few industries.

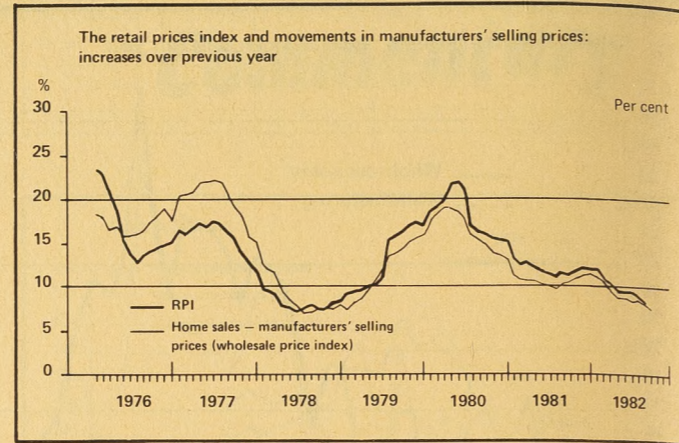
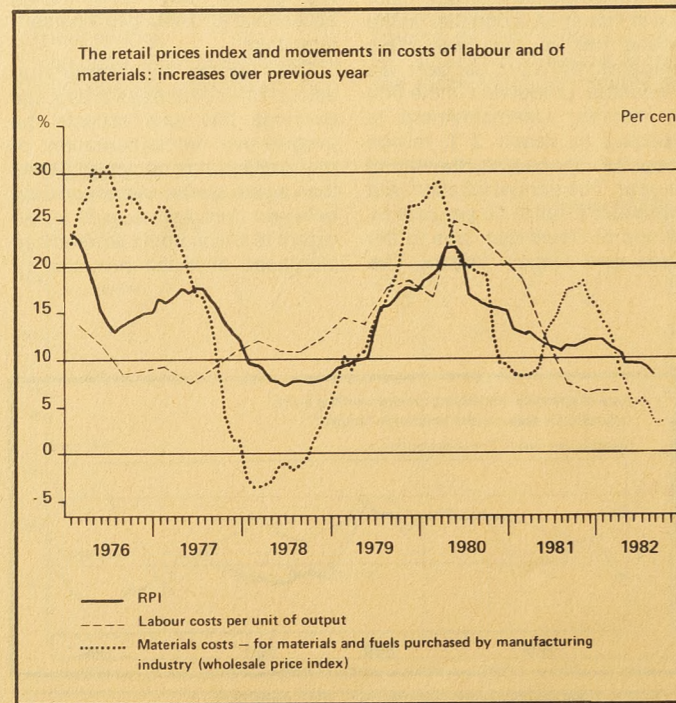
The earnings increase in manufacturing continues to be partially offset by improvements in output per head, and in the three months to August 1982 unit wages costs were 5.8 per cent higher than in

the corresponding period a year earlier.

### Retail prices

The rate of inflation, as measured by the twelve-monthly change in the Retail Prices Index, was 7.3 per cent in September. This compares with a corresponding increase of 8.0 per cent in August and 8.7 per cent in July. The rate of increase in prices has been declining steadily since the beginning of the year, when it stood at 12 per cent, and has now fallen to its lowest level for exactly ten years.

Between August and September, the index went down by 0.1 per cent and is now the same as in June. The largest influence in September resulted from the reduction in mortgage interest rates, from 13½ to 12 per cent.



This and lower prices for fresh fruits (particularly apples) more than offset modest increases in the prices of a number of items, such as draught beer and men's clothing.

Excluding seasonal food prices, the increase in the index over the six months to September was 3.8 per cent compared with 4.6 per cent for August. This shorter-term indicator is expected to show considerable further improvement in October as the effect of the large monthly increases in April drops out.

The Tax and Prices Index rose by 7.9 per cent in the year to September, 0.6 per cent more than the corresponding increase in the RPI, to stand at 168.9 (January 1978 = 100).

Input prices, that is the price of materials and fuels purchased by manufacturing industry, increased by ½ per cent between August and September. Increases in the sterling price of crude oil, and in the prices of precious metals, especially gold, mainly accounted for this. The increase in the year to September was 3½ per cent, marginally higher than the very low rate in the 12 months to August.

Manufacturers' selling prices (as measured by the wholesale price index for home sales) rose by ½ per cent between August and September to a level 7½ per cent higher than a year ago, compared with 7½ per cent in the year to August. This is the smallest year on year increase since July 1978.

The outlook for further slackening of the rate of inflation remains encouraging, with low world commodity prices, only modest increases in unit wage-costs and falling interest rates with their implication for mortgage interest. The CBI's latest Situation Report (published end September 1982) shows that the downward trend in the proportion of firms expecting to raise their average domestic selling prices has continued. The Chancellor has recently predicted

that inflation will fall to 6½ per cent by the end of the year.

The rate of inflation in the UK is now (0.5) per cent lower than the average for all OECD countries (7.8) and (2.3) per cent lower than the average for European Community countries (9.6). A year ago the corresponding rates were 11.4 per cent, 10.8 per cent and 11.6 per cent respectively.

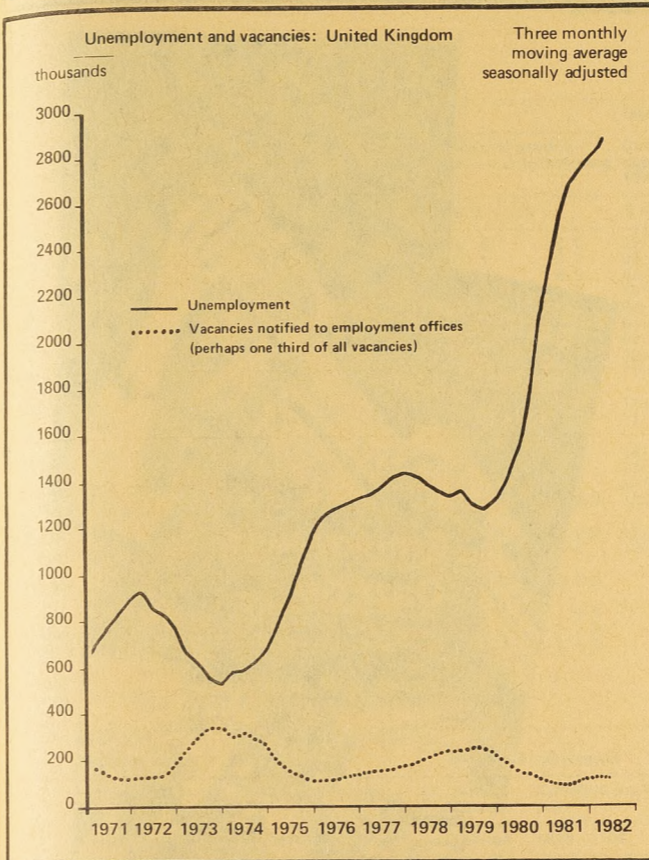
### Unemployment and vacancies

The underlying rate of increase in unemployment in the third quarter was 42,000 a month; this compares with 30,000 a month in the second quarter and 21,000 in the first quarter (after adding back allowances for those opting for the long term rate of supplementary benefit).

The recorded total of the registered unemployed in September, at 3,343,000, showed an increase of 50,000 on the August count. The increase reflected a rise of 17,000 from seasonal influences, a fall of 17,000 in school leavers, and a seasonally-adjusted increase of 49,000.

The September total included 289,000 school leavers, compared with 306,000 last month and 270,000 in September 1981. This year there was a decrease of 17,000 between August and September, compared with a decrease of 8,000 at the same time last year. However, the August figure this year was comparatively high and over the period July to September the decrease was 15,000, much the same as the 16,000 last year.

The total number of people covered by special employment measures was 543,000 at the end of August, 18,000 fewer than in July. The decrease reflected smaller numbers supported by the Temporary Short-Time Working Compensation Scheme, but this was partially offset by greater



numbers on the Young Workers Scheme and the Youth Opportunities Programme. The effect on the unemployment register, which for a number of reasons is less than the total, is estimated at 315,000.

Vacancies have shown no great change over the past six months, either in terms of stocks or flows, though remaining higher than a year earlier. In September there was a seasonally-adjusted decrease of 7,000 in the stock, to 107,000, bringing the average in the third quarter to 111,000. This compared with 107,000 in the second quarter and 112,000 in the first, while in the third quarter last year the stock of vacancies averaged 96,000. The inflow of vacancies in the three months to August averaged 156,000 a month, compared with 162,000 in the previous three months (March to May) and 166,000 in the three months before that; in June to August last year the inflow averaged 147,000.

Male unemployment continues to rise faster than for females. In the third quarter, male unemployment was 0.5 percentage points higher than in the previous quarter, compared with 0.3 percentage points for females.

The regional pattern of unemployment in the latest three months compared with the previous three shows above-

average increases in the seasonally-adjusted percentage rates for the North (0.7 percentage points), Northern Ireland (0.6) and Wales and Yorkshire and Humberside (0.5). In all other regions the increases were at or below the national average increase of 0.4 percentage points.

International comparisons show that all major Western Countries, with the exception of Japan, have experienced significant increases in unemployment during the past year. The recent rises in unemployment rates (latest three months compared with previous three months) are: Canada (+2.0 percentage points), the Netherlands (+1.0), Ireland (+0.8), Belgium (+0.7), Germany and Austria (both +0.5), the United Kingdom (+0.4) and the United States and France (both +0.3).

As has already been announced, a change in the basis of the unemployment statistics will take place in November. The introduction of "voluntary registration" on October 18 now means that the count of registrations will become less complete. Accordingly, the count is to be transferred to the Benefit Offices, using their computer system, and will relate solely to claimants. The October figures will be the last on the old basis and those for November the

first on the new. An article in the September issue of *Employment Gazette* gives some background to these changes and describes them in more detail.

in the month, a less reliable indicator than that for working days lost, is 69.

### Employment

Total employment in Great Britain fell by 182,000 (seasonally adjusted) in the second quarter, reflecting an acceleration in the rate of decline in manufacturing industries and a resumption of falling employment in service industries. The decline was double that in the previous quarter, but still slightly below the quarterly rate of decrease in the second half of 1981. The total number of employees in June 1982 was over 2.3 million (or 10½ per cent) below the level in June 1979.

### Industrial stoppages

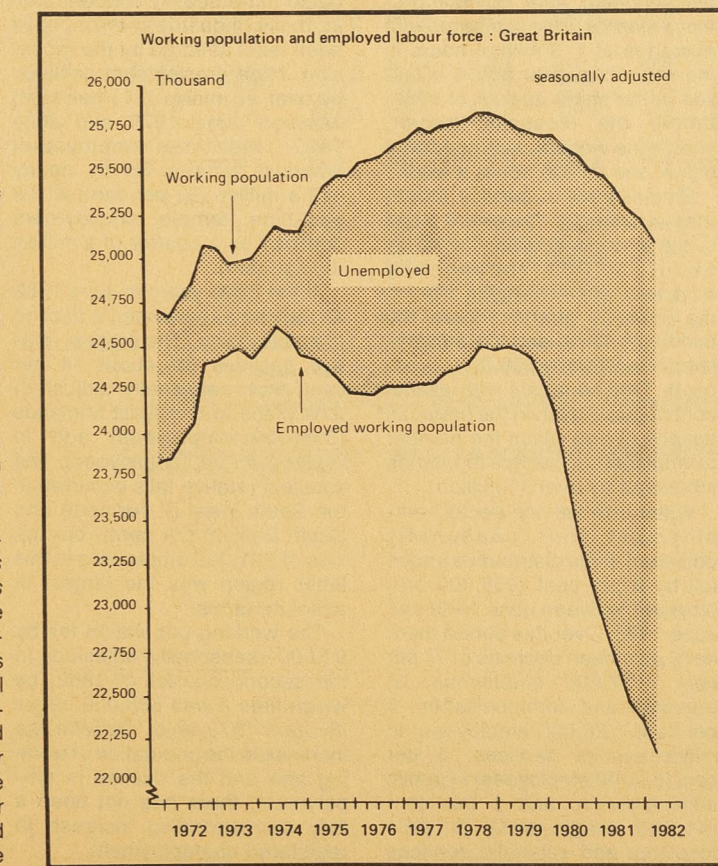
The relatively large numbers of working days lost, and of workers involved, in stoppages in September reflected the strike action by workers in the health services during the month and "sympathy" strikes in other services and industries on the TUC's "day of action" on September 22. It has not been possible to make estimates for all sympathy strikes, in particular those lasting for only part of the day. The main losses outside the health services on that day which have been identified were in mining; car, engineering, and transport undertakings; and local government.

The provisional number of working days lost in the first nine months of 1982 is 6,962,000, more than double the very low figure of 3,264,000 for the comparable period in 1981. The average for the corresponding period over the previous ten years is 9,812,000 days.

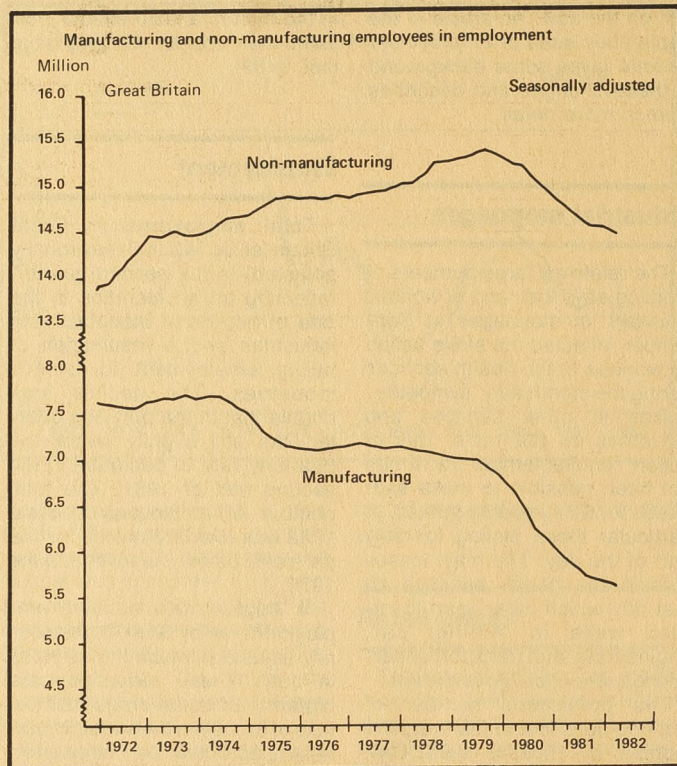
The provisional number recorded for stoppages beginning

In August manufacturing employment fell by 35,000 (seasonally adjusted), much the same as in July. These reductions are higher than the average monthly falls of 30,000 in the second quarter and 20,000 in the first quarter, confirming that the improvement at the beginning of the year was temporary.

Overtime working (by operatives in manufacturing industries) increased a little in August from the low July figure to 10½ million hours a week (seasonally







adjusted), slightly higher than in the first half of the year. Just before the downturn in 1979 about 15 to 16 million hours of overtime were being worked each week. Hours lost through short-time working rose in August to 1.2 million hours a week (not seasonally adjusted), after falling in previous months. This compares with averages of 1.5 million hours in the second quarter and 4.6 million in the same quarter of 1981. Before the recession began, short-time working averaged well below one million hours a week.

Employment in service industries resumed a downward trend in the second quarter, falling by about 70,000 (seasonally adjusted) after changing little in the previous quarter. Since the middle of 1979, service employment has fallen by 598,000 (4½ per cent). This contrasts with almost continuous growth in the previous decade during which the number of employees in service industries increased by over 1½ million.

Within the service sector, employment (not seasonally adjusted) in the distributive trades fell by 9 per cent (255,000 employees) between June 1979 and June 1982. Over this period there have also been declines of 7½ per cent (112,000 employees) in transport and communication, 5 per cent (126,000 employees) in miscellaneous services, 4 per cent (62,000 employees) in public administration, and 1 per cent (41,000 employees) in professional and scientific services

(which consist mainly of education and health services). There was no significant change in insurance, banking, finance and business services.

Female employment fell more slowly in the three years to June 1982 than male employment, it being more heavily concentrated in those industries which have been least affected by the recession. Male employment declined by over 1½ million (11½ per cent) between June 1979 and June 1982. Full-time employment amongst females fell by nearly half a million (8½ per cent) whilst part-time female employment declined by a quarter of a million (6½ per cent).

In the three years to June 1982 all regions experienced a decline in employment. The biggest relative declines (of about 14 per cent, not seasonally adjusted) took place in the West Midlands (319,000 employees) and in Wales (145,000 employees). The smallest relative falls occurred in the South West (7 per cent) and South East (8 per cent), but the loss of 621,000 employees in this latter region was the largest in absolute terms.

The working population fell by 97,000 (seasonally adjusted) in the second quarter of 1982, by which time it was 685,000 below its June 1979 level. Despite the increase in the population of working age and the decline in employment, there has not been a fully corresponding increase in registered unemployment.



# Employment Gazette

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Seasonally adjusted

## UNITED KINGDOM

	Output		Demand												
	Index of production—OECD countries <sup>1</sup>	Whole economy <sup>2</sup>	Index of production—manufacturing	Consumers' expenditure 1975 prices	Retail sales volume <sup>1</sup>	Real personal disposable income	Fixed investment <sup>1</sup> 1975 prices	Stock building <sup>1</sup> 1975 prices							
	1975 = 100	1975 = 100	1975 = 100	£ billion	1978 = 100	1975 = 100	£ billion	£ billion							
1971	92	1.1	94.9	1.5	97.5	-0.6	59.7	-3.3	90.7	—	87.6	1.5	8.1	—	—
1972	98	6.5	97.8	-3.1	100.1	2.7	63.3	6.0	95.2	5.0	95.2	8.7	9.6	1.4	-0.1
1973	108	10.2	103.5	-5.8	108.4	8.3	66.3	4.7	99.6	4.6	101.9	7.0	8.9	-2.1	2.2
1974	109	0.9	101.9	-1.5	106.6	-1.7	65.1	-1.8	98.5	-1.0	100.5	-1.4	7.3	-2.1	1.4
1975	100	-8.3	100.0	-1.9	100.0	-6.2	64.7	-0.6	96.6	-1.8	100.0	-0.5	7.4	1.2	-1.5
1976	109	9.0	101.9	1.9	101.4	1.4	64.8	0.2	96.4	-0.1	99.3	-0.7	7.3	-1.3	0.7
1977	113	3.6	104.6	2.6	102.9	1.5	64.6	-0.3	98.3	-1.7	98.0	-1.3	7.9	9.1	1.1
1978	118	4.4	108.0	3.3	103.9	1.0	68.2	5.6	100.0	5.6	106.0	8.2	8.8	10.7	0.5
1979	123	4.2	110.3	2.1	104.4	0.5	71.5	4.8	104.2	4.6	113.1	6.7	10.0	12.8	1.1 R
1980	123	0.0	107.1 R	-2.9 R	95.5	-8.5	71.5	0.0	104.3	0.6	114.4	1.1	9.9	-0.9	-1.6 R
1981	124	0.8	104.5 R	-2.4 R	89.6	-6.2	71.4	-0.1	105.5	1.2	111.8	-2.3	9.4	-5.3	-1.3 R
1981 Q1	124	1.6	104.3	-4.8 R	89.0	-11.4	18.0	-0.5	106.6	2.3	114.1	0.5	2.3 R	-7.0 R	-0.3
Q2	124	0.8	103.9 R	-3.8 R	89.4 R	-8.7	17.9	1.1 R	104.7	1.9	112.3	-1.9	2.8 R	-5.9 R	-0.4 R
Q3	124	3.3	104.8 R	-1.3 R	90.1 R	-4.0	17.9 R	-0.7 R	105.5	1.4	111.4	-2.8	2.8 R	-4.7 R	-0.2 R
Q4	122	0.0	105.0 R	-0.3 R	89.9	-0.3 R	18.0 R	0.7 R	105.4	1.2	110.4	-3.3	2.4	-3.6 R	-0.3 R
1982 Q1	121	-2.4	104.6	0.3	89.2 R	0.2 R	17.9 R	-0.6	106.6	0.0	111.4	-2.4	2.4 R	3.4	0.1
Q2	119	-4.0	[104.8]	[0.9]	88.9 R	-0.5	17.9	0.0	106.1	1.3			2.3	0.0	-0.0
1982 Mar	121				89.6 R	0.6 R			106.6	0.0					
Apr	120 R				89.9 R	-1.0 R			105.9	0.7					
May	119 R				89.6 R	-0.7 R			105.8	1.3					
June	118 e				88.1 R	-0.5 R			106.6	1.4					
July					89.0 R	-0.7			107.6	1.9					
Aug									[108.0]	[1.9]					

	Visible trade		Balance of payments		Competitiveness		Profits		Prices						
	Export volume	Import volume	Current balance <sup>3</sup>	Effective exchange rate <sup>4</sup>	Relative unit labour costs <sup>5</sup>	Gross trading profits of companies <sup>7</sup>	Wholesale prices index <sup>8</sup>	Materials and fuels	Home sales						
	1975 = 100	1975 = 100	£ billion	1975 = 100	1975 = 100	£ billion	1975 = 100	1975 = 100	1975 = 100	1975 = 100	1975 = 100				
1971	85.9	5.9	85.5	4.5	1.1	127.9	-0.2	101.9	4.1	6.6	16.0	42.5	—	59.0	—
1972	85.6	-0.3	95.2	11.3	0.2	123.3	-3.6	100.2	-1.7	7.7	16.6	44.4	4.5	62.1	5.3
1973	97.2	13.6	108.4	13.9	-1.0	111.8	-9.3	89.0	-11.2	8.8	15.2	58.8	32.4	66.7	7.4
1974	104.2	14.6	109.5	1.0	-3.3	108.3	-3.1	94.5	6.2	8.3	-5.7	86.8	47.6	81.8	22.6
1975	100.0	-4.0	100.0	-8.7	-1.5	100.0	-7.7	100.0	5.8	9.5	14.3	100.0	15.2	100.0	22.2
1976	109.9	9.9	105.8	5.8	-0.9	85.7	-14.3	93.8	-6.2	11.8	23.9	127.0	27.0	117.3	17.3
1977	118.4	7.7	107.7	1.8	—	81.2	5.3	90.1	-4.3	15.7	33.0	145.6	14.6	140.5	19.8
1978	121.5	2.6	112.8	4.7	0.9	81.5	0.4	96.2	6.8	18.3	16.4	144.6	-0.7	153.3	9.1
1979	125.7	3.5	125.6	11.3	-0.9	87.3	7.1	111.6	16.0	18.7 R	2.2 R	167.6	15.9	172.0	12.2
1980	128.0	1.8	119.1	-5.2	2.9	96.1	10.1	137.3	23.0	18.8 R	0.5 R	200.9	19.9	200.0	16.3
1981	128.0	—	119.1	—	6.0	94.9	-1.2	145.6	6.0	18.6 R	-0.1 R	228.2	13.6	221.3	10.6
1981 Q1	121.7	-7.7	104.4	-15.5	2.6	101.4	9.0	155.9	24.3 R	4.3 R	-8.5 R	213.8	8.4	212.3	10.9
Q2	125.5	2.4	114.2	-8.8	2.2	97.8	3.5	147.8	11.2 R	4.6 R	-14.8 R	225.8	12.2	219.4	10.3
Q3	125.5	—	132.0	14.0	—	90.6	-6.3	139.7	-0.9 R	4.6 R	9.5	235.9	16.8	224.1	10.1
Q4	132.0	4.4	125.7	12.8	1.4	89.7	-10.5	139.1	-7.1 R	5.1 R	10.9 R	237.3	16.7	229.2	11.2
1982 Q1	125.3	3.0	122.5	17.3	0.7	91.2	-10.1	142.1	-8.9	5.2 R	20.9	238.2	11.4	234.3	10.4
Q2	130.7	4.1	129.1	13.0	—	90.3	-7.7		5.6	21.7		240.0	6.3	238.2	8.6
1982 Mar	132.7	3.0	124.5 R	17.5	0.4	90.8	-10.0 R					235.7 R	11.3 R	235.5	12.1 R
Apr	133.7 R	6.3 R	128.5 R	18.4 R	0.5 R	90.0	-9.7 R					239.2	9.0 R	237.0	9.6 R
May	132.0 R	6.5 R	134.0 R	12.2 R	0.1 R	89.9	-9.1 R					237.7 R	7.0 R	238.3	6.9 R
June	126.4 R	4.8 R	124.8 R	13.0 R	0.3 R	90.9	-7.7 R					243.2 R	6.3 R	239.2	8.5 R
July	125.7	—	124.0	5.0	0.4 e	91.3	-5.1 R					[245.0]	[5.3]	[241.0]	[8.5]
Aug	117.6	—	124.3	-3.7	0.2 e	91.3	-2.0					[244.0]	[4.6]	[241.7]	[8.2]

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

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

# 1.1 EMPLOYMENT

## Working population

Quarter	Employees in employment			Self-employed persons (with or without employees)*	HM Forces†	Employed labour force	Unemployed excluding adult students	Working population	
	Male	Female	All						
<b>A. UNITED KINGDOM</b>									
<b>Unadjusted for seasonal variation</b>									
1978	Mar	13,312	9,259	22,571	1,871	321	24,763	1,461	26,224
	June	13,385	9,372	22,757	1,868	318	24,943	1,446	26,389
	Sep	13,439	9,406	22,845	1,865	320	25,030	1,518	26,548
	Dec	13,430	9,521	22,951	1,862	317	25,130	1,364	26,494
1979	Mar	13,321	9,408	22,729	1,859	315	24,903	1,402	26,305
	June	13,380	9,539	22,919	1,856	314	25,089	1,344	26,433
	Sep	13,422	9,528	22,950	1,856	319	25,125	1,395	26,520
	Dec	13,316	9,567	22,883	1,856	319	25,058	1,355†	26,413†
1980	Mar	13,144	9,392	22,536	1,856	321	24,713	1,478† e	26,191† e
	June	13,108	9,400	22,508	1,856	323	24,687	1,660†	26,347†
	Sep	12,949	9,269	22,218	1,856	332	24,406	2,040†	26,446†
	Dec	12,662	9,161	21,824	1,856	334	24,014	2,244†	26,258†
1981	Mar	12,382	8,936	21,318	1,856	334	23,508	2,485†	25,993†
	June	12,258	8,933	21,192	1,856	334	23,382	2,681†	26,063†
	Sep R	12,179	8,877	21,055	1,856	335	23,246	2,999†	26,245†
	Dec R	11,986	8,849	20,835	1,856	332	23,023	2,941†	25,964†
1982	Mar R	11,818	8,720	20,538	1,856	328	22,722	2,992†	25,714†
	June	11,760	8,760	20,520	1,856	324	22,700	3,061	25,761†
<b>Adjusted for seasonal variation</b>									
1978	Mar	13,384	9,331	22,715	1,871	321	24,907		26,383
	June	13,386	9,356	22,742	1,868	318	24,928		26,404
	Sep	13,379	9,400	22,779	1,865	320	24,964		26,409
	Dec	13,416	9,470	22,886	1,862	317	25,065		26,462
1979	Mar	13,393	9,480	22,873	1,859	315	25,047		26,464
	June	13,377	9,523	22,900	1,856	314	25,070		26,445
	Sep	13,359	9,520	22,879	1,856	319	25,054		26,378
	Dec	13,305	9,517	22,822	1,856	319	24,997		26,366†
1980	Mar	13,216	9,464	22,680	1,856	321	24,857		26,329†
	June	13,106	9,383	22,489	1,856	323	24,688		26,341†
	Sep	12,886	9,259	22,145	1,856	332	24,333		26,277†
	Dec	12,653	9,114	21,767	1,856	334	23,957		26,218†
1981	Mar	12,454	9,011	21,465	1,856	334	23,655		26,130†
	June	12,255	8,916	21,171	1,856	334	23,361		26,082†
	Sep R	12,115	8,867	20,982	1,856	335	23,173		26,039†
	Dec R	11,979	8,802	20,781	1,856	332	22,969		25,933†
1982	Mar R	11,891	8,796	20,687	1,856	328	22,871		25,851†
	June	11,756	8,742	20,498	1,856	324	22,678		25,754†
<b>B. GREAT BRITAIN</b>									
<b>Unadjusted for seasonal variation</b>									
1978	Mar	13,024	9,046	22,069	1,810	321	24,200	1,399	25,599
	June	13,096	9,158	22,253	1,807	318	24,378	1,381	25,759
	Sep	13,148	9,188	22,336	1,804	320	24,460	1,447	25,907
	Dec	13,140	9,299	22,439	1,801	317	24,557	1,303	25,860
1979	Mar	13,033	9,185	22,219	1,798	315	24,332	1,340	25,672
	June	13,092	9,314	22,406	1,795	314	24,515	1,281	25,796
	Sep	13,136	9,304	22,439	1,795	319	24,553	1,325	25,878
	Dec	13,031	9,341	22,372	1,795	319	24,486	1,292†	25,778†
1980	Mar	12,863	9,167	22,030	1,795	321	24,146	1,412† e	25,558†
	June	12,829	9,177	22,005	1,795	323	24,123	1,587†	25,710†
	Sep	12,675	9,047	21,722	1,795	332	23,849	1,950†	25,799†
	Dec	12,395	8,943	21,338	1,795	334	23,467	2,151†	25,618†
1981	Mar	12,122	8,721	20,842	1,795	334	22,971	2,385†	25,356†
	June	12,003	8,719	20,722	1,795	334	22,851	2,577†	25,428†
	Sep	11,927	8,662	20,589	1,795	335	22,719	2,885†	25,604†
	Dec	11,738	8,634	20,372	1,795	332	22,499	2,832†	25,331†
1982	Mar	11,574	8,506	20,081	1,795	328	22,204	2,882†	25,086†
	June	11,520	8,548	20,068	1,795	324	22,187	2,945	25,132†
<b>Adjusted for seasonal variation</b>									
1978	Mar	13,094	9,117	22,211	1,810	321	24,342		25,754
	June	13,097	9,142	22,239	1,807	318	24,364		25,773
	Sep	13,089	9,182	22,271	1,804	320	24,395		25,774
	Dec	13,126	9,249	22,375	1,801	317	24,493		25,826
1979	Mar	13,104	9,258	22,362	1,798	315	24,475		25,828
	June	13,089	9,298	22,387	1,795	314	24,496		25,806
	Sep	13,074	9,296	22,370	1,795	319	24,484		25,742
	Dec	13,021	9,292	22,313	1,795	319	24,427		25,730†
1980	Mar	12,934	9,239	22,173	1,795	321	24,289		25,693†
	June	12,826	9,159	21,985	1,795	323	24,103		25,701†
	Sep	12,612	9,037	21,649	1,795	332	23,776		25,637†
	Dec	12,387	8,896	21,283	1,795	334	23,412		25,576†
1981	Mar	12,193	8,795	20,988	1,795	334	23,117		25,489†
	June	12,000	8,702	20,702	1,795	334	22,831		25,445†
	Sep	11,864	8,652	20,516	1,795	335	22,646		25,406†
	Dec	11,731	8,588	20,319	1,795	332	22,446		25,298†
1982	Mar	11,646	8,582	20,228	1,795	328	22,351		25,218†
	June	11,516	8,530	20,046	1,795	324	22,165		25,121†

Note: Figures for September 1978 and later may be subject to future revision.  
 \* Estimates are assumed unchanged from the June 1979 level until later data become available.  
 † The figures are affected by the introduction in Great Britain of fortnightly payment of unemployment benefit. In arriving at the seasonally adjusted working population figures, a deduction of 20,000 has been made to allow for the effects of the new arrangements. (See page 1151 of the November 1979 issue of *Employment Gazette*.)  
 ‡ HM Forces figures, provided by the Ministry of Defence, represent the total number of UK Service personnel, male and female, in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.

# EMPLOYMENT 1.2

## Employees in employment: industry

GREAT BRITAIN	Index of Production industries II-XXI	Manufacturing industries III-XIX	Service industries XXII-XXVII*															
				I	II	III	IV	V	VI	VII	VIII	IX	X					
	All industries and services†	All employees	Seasonally adjusted†	All employees	Seasonally adjusted†	All employees	Seasonally adjusted†	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	
1977	Nov	22,196	9,088	9,054	7,188	7,157	12,747	12,705	367	346	692	38	438	481	927	149	753	174
	Dec		9,083	9,057	7,186	7,159				346	688	38	438	479	929	150	753	174
1978	Jan		9,044	9,064	7,143	7,158				347	680	39	436	475	928	149	749	173
	Feb		9,041	9,071	7,143	7,164				348	674	39	437	474	927	150	751	173
	Mar	22,069	9,030	9,068	7,135	7,161	12,684	12,772	356	349	675	39	437	471	927	149	751	173
	April		9,017	9,060	7,119	7,151				350	675	39	438	467	925	148	750	173
	May		9,011	9,046	7,109	7,140				350	675	40	438	463	924	148	748	173
	June	22,253	9,023	9,039	7,117	7,135	12,858	12,828	373	351	682	40	438	458	923	149	749	173
	July		9,058	9,029	7,144	7,126				349	693	40	441	458	922	149	751	172
	Aug		9,053	9,021	7,140	7,117				346	694	40	443	457	920	149	752	173
	Sep	22,336	9,053	9,020	7,140	7,113	12,894	12,878	389	345	686	40	443	457	928	150	754	173
	Oct		9,050	9,016	7,133	7,107				345	686	40	442	454	924	149	755	173
	Nov		9,050	9,021	7,132	7,107				344	685	40	441	453	923	150	756	173
	Dec	22,439	9,039	9,018	7,122	7,099	13,028	12,985	371	343	682	40	442	453	923	150	753	172
1979	Jan		8,996	9,019	7,075	7,092				344	668	39	439	451	919	150	750	171
	Feb		8,975	9,007	7,058	7,080				345	663	39	438	448	916	150	749	170
	Mar	22,219	8,960	8,997	7,048	7,074	12,906	12,997	353	345	664	40	439	448	913	150	748	168
	April		8,943	8,987	7,034	7,066				345	666	40	439	446	910	149	745	167
	May		8,954	8,988	7,032	7,060				345	669	39	440	445	909	149	743	167
	June	22,406	8,972	8,984	7,036	7,050	13,075	13,043	358	346	675	39	440	443	904	149	742	165
	July		9,019	8,987	7,067</													

# 1.2 EMPLOYMENT

## Employees in employment: industry

		THOUSAND																
		GREAT BRITAIN XXVII																
		XI	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII
		Vehicles	Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services	Miscellaneous services*	Public administration and defence†
1977	Nov	751	540	470	39	367	260	253	531	325	1,219	336						
	Dec	752	541	470	40	365	260	253	533	323	1,219	333	1,449	2,756	1,169	3,574	2,252	1,547
1978	Jan	749	538	465	39	362	259	252	530	319	1,221	337						
	Feb	750	540	464	39	363	259	252	532	319	1,218	334	1,442	2,690	1,174	3,591	2,243	1,544
	Mar	749	539	463	39	362	258	251	533	319	1,216	330						
	April	746	538	459	39	361	258	251	533	320	1,217	336						
	May	745	539	458	39	360	259	250	532	319	1,221	333	1,462	2,724	1,182	3,577	2,360	1,553
	June	744	539	459	38	360	259	251	534	321	1,225	330						
	July	744	542	460	38	362	261	253	536	324	1,231	334						
	Aug	744	540	458	38	360	261	251	538	324	1,236	335	1,471	2,738	1,201	3,551	2,372	1,561
	Sep	746	540	456	38	358	260	251	539	323	1,234	335						
	Oct	746	539	455	38	358	260	253	539	324	1,236	337						
	Nov	744	539	455	38	359	260	255	539	323	1,237	337	1,464	2,833	1,208	3,623	2,346	1,554
	Dec	743	538	454	38	358	260	255	539	322	1,239	336						
1979	Jan	741	534	451	38	359	259	252	538	318	1,240	338						
	Feb	738	533	452	38	360	257	252	536	318	1,236	337	1,458	2,739	1,209	3,629	2,317	1,554
	Mar	738	531	451	38	359	257	253	535	318	1,231	336						
	April	739	527	448	37	359	257	253	534	317	1,227	338						
	May	739	529	448	37	360	257	252	535	316	1,240	337	1,470	2,769	1,214	3,622	2,434	1,566
	June	739	528	448	37	363	257	253	536	316	1,254	336						
	July	741	530	449	37	365	258	255	539	319	1,267	339						
	Aug	740	529	445	37	363	258	254	539	319	1,265	339	1,481	2,780	1,236	3,573	2,441	1,560
	Sep	743	527	442	36	362	257	254	538	317	1,262	338						
	Oct	741	524	438	36	361	255	253	538	315	1,260	339						
	Nov	740	525	434	36	360	253	252	538	314	1,250	339	1,477	2,842	1,241	3,640	2,373	1,542
	Dec	737	524	430	36	357	252	251	538	311	1,241	338						
1980	Jan	732	520	424	36	352	250	248	534	306	1,231	338						
	Feb	729	518	418	36	349	249	246	532	300	1,228	338	1,466	2,741	1,234	3,634	2,346	1,538
	Mar	726	517	412	35	347	248	244	531	298	1,225	337						
	April	720	514	404	34	343	247	242	528	296	1,223	337						
	May	716	509	403	34	338	244	242	527	293	1,226	337	1,471	2,733	1,237	3,609	2,461	1,543
	June	711	505	399	34	337	243	241	524	292	1,229	337						
	July	705	500	392	34	335	241	238	524	288	1,232	338						
	Aug	699	491	385	34	330	239	236	520	283	1,226	339	1,466	2,685	1,254	3,556	2,440	1,543
	Sep	693	483	377	33	327	236	234	516	279	1,219	340						
	Oct	687	475	370	33	321	231	232	513	276	1,213	339						
	Nov	677	470	363	33	315	226	230	508	270	1,193	338	1,437	2,690	1,227	3,608	2,357	1,532
	Dec	673	462	361	33	313	222	229	505	264	1,173	338						
1981	Jan	661	458	356	33	305	224	226	500	259	1,151	337						
	Feb	655	448	354	32	305	218	225	496	258	1,139	336	1,412	2,586	1,219	3,605	2,286	1,524
	Mar	646	438	352	31	303	216	227	497	259	1,127	334						
	April	638	435	352	31	303	213	227	493	258	1,115	333						
	May	631	431	349	32	304	209	225	490	257	1,110	332	1,408	2,583	1,213	3,586	2,357	1,526
	June	626	426	343	31	299	212	223	488	258	1,105	331						
	July	617	423	345	32	299	212	221	485	258	1,098	330						
	Aug	610	429	346	33	297	210	220	487	261	1,088	331	1,405	2,576	1,220	3,532	2,350	1,523
	Sep	610	425	342	31	295	208	222	484	257	1,077	330						
	Oct	605	422	341	33	299	208	217	485	260	1,067	330						
	Nov	602	421	340	32	297	205	218	483	256	1,049	329	1,377	2,609	1,212	3,599	2,250	1,509
	Dec	596	420	338	31	292	202	216	482	252	1,031	327						
1982	Jan	592	414	336	31	290	200	215	477	247	1,002	326						
	Feb	589	415	334	31	290	201	213	477	246	1,000	326	1,363	2,518	1,203	3,608	2,224	1,502
	Mar	584	413	332	30	289	199	212	475	246	998	324						
	April	577	410	330	30	289	200	209	474	244	995	323						
	May R	571	408	326	29	289	200	211	473	244	997	322	1,358	2,514	1,216	3,581	2,308	1,504
	June R	566	409	324	30	289	199	209	470	243	999	321						
	July R	566	406	324	31	289	200	211	470	242	1,000	321						
	Aug	560	404	322	30	288	198	210	468	242	1,000	320						

Note: Figures from July 1978 are provisional.

\* Excludes private domestic service.

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

# EMPLOYMENT 1.3

## Employees in employment: index of production industries

		THOUSAND												
		GREAT BRITAIN												
		Order or MLH of SIC	[Aug 1981] R			[June 1982] R			[July 1982]* R			[Aug 1982]*		
			Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
SIC 1968														
Index of Production Industries		III-XXI	5,789.6	1,861.6	7,651.2	5,476.8	1,766.2	7,243.0	5,472.6	1,764.6	7,237.2	5,451.8	1,757.3	7,209.1
All manufacturing industries		III-XIX	4,228.3	1,671.6	5,899.9	4,020.7	1,578.5	5,599.2	4,017.1	1,577.0	5,594.1	3,996.6	1,569.8	5,566.5
Mining and quarrying		II	316.8	16.4	333.2	307.5	16.4	323.9	306.2	16.4	322.6	306.0	16.4	322.4
Coal mining		101	260.8	10.8	271.6	249.4	10.8	260.2	248.1	10.8	259.0	247.9	10.8	258.7
Food, drink and tobacco		III	376.1	244.4	620.5	360.0	231.2	591.2	362.3	233.1	595.4	361.4	231.9	593.3
Bread and flour confectionery		212	54.6	31.5	86.0	52.3	29.7	82.1	53.2	29.7	82.9	53.7	29.8	83.5
Biscuits		213	14.8	24.9	39.7	14.4	24.0	38.4	14.6	24.2	38.8	14.6	24.7	39.3
Bacon curing, meat and fish products		214	52.5	49.7	102.2	51.5	47.7	99.2	52.1	48.2	100.4	51.6	47.4	99.0
Milk and milk products		215	35.4	12.1	47.4	35.0	12.2	47.1	35.3	12.1	47.4	34.7	11.7	46.4
Cocoa, chocolate and sugar confectionery		217	30.3	33.2	63.6	29.5	30.9	60.4	29.9	31.6	61.4	29.8	31.6	61.5
Fruit and vegetable products		218	26.5	26.9	53.4	25.1	25.0	50.1	25.7	25.8	51.5	25.7	25.5	51.3
Food industries n.e.s.		229	19.0	11.7	30.7	18.2	11.2	29.4	18.1	11.3	29.4	18.0	11.2	29.2
Brewing and malting		231	48.6	10.5	59.1	43.7	9.4	53.1	43.7	9.4	53.1	43.6	9.4	53.0
Other drinks industries		239	19.5	11.8	31.3	19.0	11.1	30.1	18.9	11.0	29.9	18.8	10.8	29.6
Coal and petroleum products		IV	32.1	4.1	36.1	29.4	3.8	33.2	29.2	3.8	32.9	28.7	3.7	32.5
Chemicals and allied industries		V	283.5	110.8	394.3	271.0	106.1	377.1	270.3	105.7	376.0	266.8	105.5	372.3
General chemicals		271	107.9	20.9	128.9	102.7	20.1	122.9	102.6	20.3	122.9	99.5	19.9	119.4
Pharmaceutical chemicals and preparations		272	39.4	29.6	69.0	38.7	28.8	67.5	38.6	28.7	67.3	38.9	28.8	67.7
Synthetic resins and plastics materials and synthetic rubber		276	38.2	7.9	46.1	35.2	8.1	43.3	34.4	8.1	42.5	34.1	8.1	42.2
Other chemical industries		279	37.6	22.1	59.7	36.7	21.3	58.0	36.6	21.1	57.7	36.5	21.2	57.8
Metal manufacture														

# 1.4 EMPLOYMENT

## Employees in employment: June 1982

THOUSAND

GREAT BRITAIN	Order or MLH of SIC	[June 1981] R			[Mar 1982] R			[June 1982]					
		Male	Female	All	Male	Female	Part-time	All	Male	Female	Part-time	All	
													All
<b>SIC 1968</b>													
<b>All industries and services*</b>		12,003	8,719	3,558	20,722	11,574	8,506	3,497	20,081	11,520	8,548	3,500	20,068
<b>Agriculture, forestry and fishing</b>	I	263.0	88.5	30.5	351.5	262.9	77.8	31.7	340.7	258.3	87.2	30.1	345.5
<b>Index of Production Industries</b>	II-XXI	5,836.5	1,860.9	427.5	7,697.4	5,544.6	1,783.0	396.7	7,327.5	5,476.8	1,766.2	392.1	7,243.0
<b>of which, manufacturing industries</b>	III-XIX	4,255.1	1,670.6	369.9	5,925.7	4,079.8	1,594.6	339.4	5,674.4	4,020.7	1,578.5	334.9	5,599.2
<b>Service industries*</b>	XXII-XXVII	5,903.8	6,769.8	3,100.0	12,673.5	5,771.7	6,645.9	3,069.1	12,417.4	5,785.1	6,695.0	3,078.1	12,479.9
<b>Agriculture, forestry and fishing</b>	I	263.0	88.5	30.5	351.5	262.9	77.8	31.7	340.7	258.3	87.2	30.1	345.5
<b>Agriculture and horticulture</b>	001	245.8	86.4	29.7	332.1	245.6	75.7	30.9	321.3	241.0	85.1	29.3	326.1
<b>Mining and quarrying</b>	II	319.2	16.4	3.7	335.6	310.2	16.4	3.7	326.5	307.5	16.4	3.7	323.9
<b>Coal mining</b>	101	263.8	10.8	2.7	274.6	252.9	10.8	2.7	263.7	249.4	10.8	2.7	260.2
<b>Petroleum and natural gas</b>	104	18.3	1.9	0.1	20.2	20.1	1.9	0.1	22.1	21.0	1.9	0.1	22.9
<b>Food, drink and tobacco</b>	III	372.4	240.3	83.0	612.7	359.3	227.9	77.4	587.3	360.0	231.2	77.6	591.2
<b>Grain milling</b>	211	14.3	4.2	0.6	18.5	13.5	4.0	0.6	17.4	13.4	3.9	0.6	17.3
<b>Bread and flour confectionery</b>	212	54.3	30.6	15.0	85.0	52.5	29.7	13.8	82.3	52.3	29.7	13.0	82.1
<b>Biscuits</b>	213	14.9	24.9	13.2	39.8	13.9	22.7	11.9	36.6	14.4	24.0	12.6	38.4
<b>Bacon curing, meat and fish products</b>	214	51.9	47.9	15.5	99.8	51.0	46.3	15.1	97.2	51.5	47.7	15.0	99.2
<b>Milk and milk products</b>	215	35.6	12.4	2.7	48.0	34.2	11.6	2.5	45.7	35.0	12.2	2.5	47.1
<b>Sugar</b>	216	6.8	2.1	0.5	8.9	6.6	2.0	0.4	8.7	6.6	2.0	0.4	8.6
<b>Cocoa, chocolate and sugar confectionery</b>	217	30.7	32.8	16.3	63.5	29.7	30.9	14.8	60.6	29.5	30.9	15.2	60.4
<b>Fruit and vegetable products</b>	218	24.7	25.1	6.9	49.8	24.9	24.4	6.7	49.3	25.1	25.0	6.6	50.1
<b>Animal and poultry foods</b>	219	18.6	4.5	1.0	23.1	18.0	4.4	1.1	22.3	18.0	4.3	1.1	22.3
<b>Vegetable and animal oils and fats</b>	221	4.8	1.4	0.3	6.2	4.6	1.2	0.3	5.9	4.3	1.1	0.3	5.4
<b>Food industries nes</b>	229	19.1	11.9	4.3	31.0	18.4	11.3	4.3	29.6	18.2	11.2	4.3	29.4
<b>Brewing and malting</b>	231	47.1	10.5	2.0	57.7	44.4	9.5	2.0	53.9	43.7	9.4	1.8	53.1
<b>Soft drinks</b>	232	15.8	6.6	1.9	22.4	15.3	6.1	1.4	21.4	15.9	6.5	1.7	22.4
<b>Other drink industries</b>	239	20.0	11.9	0.9	31.9	19.1	11.4	0.9	30.4	19.0	11.1	0.9	30.1
<b>Tobacco</b>	240	13.7	13.4	1.8	27.1	13.4	12.6	1.7	25.9	13.2	12.1	1.6	25.3
<b>Coal and petroleum products</b>	IV	32.7	4.2	0.5	36.9	30.1	4.0	0.4	34.1	29.4	3.8	0.4	33.2
<b>Coke ovens and manufactured fuel</b>	261	8.9	0.4	0.1	9.4	8.3	0.3	0.1	8.6	8.3	0.3	0.1	8.6
<b>Mineral oil refining</b>	262	18.6	2.5	0.2	21.1	16.8	2.3	0.2	19.1	16.0	2.2	0.1	18.2
<b>Lubricating oils and greases</b>	263	5.2	1.3	0.2	6.5	5.1	1.3	0.2	6.4	5.0	1.3	0.2	6.3
<b>Chemicals and allied industries</b>	V	285.0	108.0	19.0	393.0	276.1	105.4	18.4	381.5	271.0	106.1	17.9	377.1
<b>General chemicals</b>	271	109.5	21.4	3.2	130.9	104.7	20.2	2.8	124.9	102.7	20.1	2.9	122.9
<b>Pharmaceutical chemicals and preparations</b>	272	39.3	29.5	4.8	68.8	39.2	29.2	4.6	68.4	38.7	28.8	4.9	67.5
<b>Toilet preparations</b>	273	9.8	12.2	1.4	22.0	9.4	12.5	1.5	21.9	9.8	13.2	1.2	23.0
<b>Paint</b>	274	18.0	6.0	1.2	24.0	18.4	6.0	1.1	24.4	18.3	5.9	1.1	24.2
<b>Soap and detergents</b>	275	9.6	5.1	1.3	14.8	9.7	4.9	1.4	14.6	9.3	5.2	1.3	14.5
<b>Synthetic resins and rubber and plastics materials</b>	276	38.2	7.8	1.6	46.0	36.6	7.6	1.6	44.2	35.2	8.1	1.3	43.3
<b>Dyestuffs and pigments</b>	277	13.5	2.3	0.4	15.8	12.4	2.1	0.3	14.6	12.0	2.1	0.3	14.1
<b>Fertilisers</b>	278	9.2	1.6	0.3	10.8	8.4	1.4	0.3	9.9	8.3	1.4	0.3	9.7
<b>Other chemical industries</b>	279	37.9	22.0	4.8	59.9	37.1	21.5	4.7	58.6	36.7	21.3	4.5	58.0
<b>Metal manufacture</b>	VI	290.2	35.6	7.7	325.9	272.6	32.5	7.1	305.1	266.5	31.2	6.8	297.7
<b>Iron and steel (general)</b>	311	127.8	10.0	1.7	137.8	119.7	8.7	1.5	128.4	114.9	7.9	1.3	122.8
<b>Steel tubes</b>	312	27.3	4.1	1.0	31.4	27.3	3.8	0.9	31.1	27.0	3.9	0.7	30.7
<b>Iron castings, etc</b>	313	53.0	6.3	1.6	59.3	49.7	6.0	1.6	55.7	48.6	5.7	1.6	54.3
<b>Aluminium and aluminium alloys</b>	321	36.7	6.0	1.0	42.8	33.1	5.5	0.9	39.6	33.3	5.2	1.0	38.5
<b>Copper, brass and other copper alloys</b>	322	29.8	6.0	1.6	35.7	28.3	5.6	1.5	33.9	28.3	5.7	1.5	33.9
<b>Other base metals</b>	323	15.6	3.3	0.7	18.9	14.6	2.8	0.7	17.5	14.5	2.9	0.7	17.4
<b>Mechanical engineering</b>	VII	630.2	112.1	23.5	742.3	603.9	104.7	21.1	708.7	592.9	101.5	21.2	694.3
<b>Agricultural machinery (except tractors)</b>	331	19.2	3.1	0.8	22.3	18.6	2.9	0.7	21.6	18.2	2.8	0.6	20.9
<b>Metal working machine tools</b>	332	45.0	7.0	1.5	52.0	39.7	6.8	1.2	46.5	39.6	6.1	1.2	45.7
<b>Pumps, valves and compressors</b>	333	60.2	11.9	1.9	72.1	58.6	11.2	1.8	69.8	57.3	11.1	1.7	68.3
<b>Industrial engines</b>	334	21.6	2.8	0.4	24.4	21.0	2.6	0.4	23.6	20.8	2.6	0.4	23.5
<b>Textiles machinery and accessories</b>	335	13.6	2.7	0.7	16.2	12.1	2.3	0.6	14.4	11.1	2.1	0.7	13.2
<b>Construction and earth-moving equipment</b>	336	29.6	3.3	0.5	32.9	26.5	3.1	0.5	29.6	25.6	3.0	0.5	28.5
<b>Mechanical handling equipment</b>	337	43.6	6.8	1.7	50.4	41.5	6.1	1.4	47.6	40.5	5.9	1.5	46.3
<b>Office machinery</b>	338	12.2	4.5	0.4	16.7	11.8	4.0	0.3	15.8	11.8	3.9	0.3	15.7
<b>Other machinery</b>	339	145.7	29.0	6.4	174.7	139.2	26.9	5.3	166.1	138.0	26.6	5.7	164.6
<b>Industrial (including process) plant and steelwork</b>	341	107.0	12.8	2.8	119.8	105.9	12.1	2.4	118.0	102.0	11.6	2.4	113.6
<b>Ordnance and small arms</b>	342	16.9	4.1	0.5	21.0	16.0	3.9	0.4	19.9	15.7	3.8	0.4	19.6
<b>Other mechanical engineering nes</b>	349	115.6	24.0	6.1	139.6	112.9	22.8	6.3	135.7	112.2	22.2	5.9	134.4
<b>Instrument engineering</b>	VIII	81.1	41.9	8.8	123.0	79.4	41.1	8.3	120.5	78.7	40.4	9.1	119.0
<b>Photographic and document copying equipment</b>	351	7.3	2.6	0.4	9.9	7.3	2.7	0.5	10.1	7.3	2.7	0.4	10.0
<b>Watches and clocks</b>	352	3.5	3.5	0.2	6.9	3.6	3.7	0.3	7.3	3.3	3.4	0.2	6.6
<b>Surgical instruments and appliances</b>	353	13.2	9.5	3.2	22.7	12.7	9.0	3.3	21.7	12.7	8.9	4.1	21.6
<b>Scientific and industrial instruments and systems</b>	354	57.1	26.4	5.0	83.4	55.7	25.7	4.3	81.4	55.4	25.4	4.3	80.8
<b>Electrical engineering</b>	IX	432.3	216.5	37.3	648.8	413.4	203.1	32.4	616.6	407.5	200.9	32.3	608.4
<b>Electrical machinery</b>	361	86.6	25.2	3.3	111.8	82.9	24.2	2.8	107.1	81.7	23.9	2.8	105.6
<b>Insulated wires and cables</b>	362	27.4	9.0	1.3	36.3	26.8	8.4	1.2	35.2	26.6	8.5	1.1	35.0
<b>Telegraph and telephone apparatus and equipment</b>	363	41.6	23.3	1.9	64.9	39.6	22.1	1.7	61.7	39.5	22.4	1.9	61.5
<b>Radio and electronic components</b>	364	57.4	46.8	9.8	104.2	55.4	44.9	8.3	100.4	54.5	43.6	8.2	98.1
<b>Broadcast receiving and sound reproducing equipment</b>	365	21.0	18.8	3.2	39.8	18.9	17.3	2.8	36.2	18.8	17.1	2.8	35.9
<b>Electronic computers</b>	366	32.1	9.7	1.0	41.8	31.5	8.9	0.8	40.4	31.0	8.6	0.7	39.7
<b>Radio, radar and electronic capital goods</b>	367	75.1	25.8	3.8	100.8	72.6	24.8	3.6	97.4	72.3	24.9	3.6	97.2
<b>Electric appliances primarily for domestic use</b>	368	33.7	17.1	2.5	50.8	31.8	15.1	2.2	46.9	30.1	14.5	2.2	44.5
<b>Other electrical goods</b>	369	57.4	40.8	10.6	98.3	53.9	37.4	8.9	91.3	53.1	37.4	9.1	90.5
<b>Shipbuilding and marine engineering</b>	X	126.3	10.6	2.7	136.9	129.1	10.7	2.6	139.8	126.7	10.7	2.7	137.4

# EMPLOYMENT 1.4

## Employees in employment: June 1982

THOUSAND

GREAT BRITAIN	Order or MLH of SIC	[June 1981] R			[Mar 1982] R			[June 1982]				
		Male	Female	All	Male	Female	Part-time	All	Male	Female	Part-time	All
<b>SIC 1968</b>												
<b>Vehicles</b>	XI	553.9	71.7	7.7	625.6	517.						

# 1.4 EMPLOYMENT

## Employees in employment: June 1982

THOUSAND

GREAT BRITAIN	Order or MLH of SIC	[June 1981] R			[Mar 1982] R			[June 1982]					
		Male	Female	All	Male	Female	All	Male	Female	Part-time	All		
												All	Part-time
<b>SIC 1968</b>													
<b>Transport and communication</b>	<b>XXII</b>	<b>1,136.6</b>	<b>271.4</b>	<b>54.9</b>	<b>1,407.9</b>	<b>1,103.8</b>	<b>259.8</b>	<b>52.7</b>	<b>1,363.3</b>	<b>1,097.7</b>	<b>259.7</b>	<b>52.7</b>	<b>1,357.5</b>
Railways	701	185.2	14.5	1.1	199.7	179.6	13.7	1.0	193.2	177.9	13.4	1.0	191.4
Road passenger transport	702	165.1	27.4	6.8	192.5	159.6	25.7	6.1	185.3	159.3	25.8	5.9	185.1
Road haulage contracting for general hire or reward	703	150.6	20.6	8.1	171.2	151.7	20.2	7.9	171.8	151.0	20.1	8.3	171.1
Other road haulage	704	17.9	2.6	1.1	20.5	17.3	2.7	1.1	20.0	16.9	2.7	1.1	19.6
Sea transport	705	60.1	6.8	0.7	67.0	57.9	6.6	0.7	64.5	57.9	6.6	0.7	64.5
Port and inland water transport	706	53.8	4.3	1.2	58.1	47.6	4.1	1.2	51.7	46.8	4.1	1.2	50.8
Air transport	707	60.5	24.0	0.4	84.4	51.8	19.1	0.5	70.9	51.8	19.1	0.5	70.9
Postal services and telecommunications	708	329.0	107.3	23.0	436.3	328.4	105.6	22.5	434.0	326.9	106.3	22.5	433.3
Miscellaneous transport services and storage	709	114.4	63.9	12.5	178.2	109.9	62.1	11.7	171.9	109.2	61.6	11.5	170.8
<b>Distributive trades</b>	<b>XXIII</b>	<b>1,155.2</b>	<b>1,428.0</b>	<b>723.2</b>	<b>2,583.2</b>	<b>1,132.1</b>	<b>1,385.6</b>	<b>706.1</b>	<b>2,517.7</b>	<b>1,129.0</b>	<b>1,384.9</b>	<b>705.4</b>	<b>2,513.8</b>
Wholesale distribution of food and drink	810	147.4	65.7	22.0	213.1	142.4	64.5	21.3	206.9	144.8	65.0	21.8	209.8
Wholesale distribution of petroleum products	811	23.3	5.4	0.7	28.8	21.9	5.3	0.6	27.2	21.3	5.2	0.6	26.5
Other wholesale distribution	812	161.7	106.5	28.5	268.1	161.3	103.9	27.7	265.1	160.3	100.2	26.9	260.6
Retail distribution of food and drink	820	221.7	365.9	216.7	587.6	219.7	362.0	213.2	581.7	221.8	363.8	215.5	585.6
Other retail distribution	821	380.5	809.6	434.4	1,190.1	369.3	774.1	422.8	1,143.4	364.3	774.9	420.3	1,139.2
Dealing in coal, oil, builders' materials, grain and agricultural supplies	831	80.9	28.6	9.8	109.6	80.1	28.2	10.1	108.3	79.3	27.7	9.9	107.0
Dealing in other industrial materials and machinery	832	139.6	46.2	11.0	185.8	137.5	47.6	10.4	185.1	137.1	48.0	10.5	185.2
<b>Insurance, banking, finance and business services</b>	<b>XXIV</b>	<b>567.4</b>	<b>645.5</b>	<b>202.1</b>	<b>1,212.9</b>	<b>564.7</b>	<b>638.2</b>	<b>198.2</b>	<b>1,202.8</b>	<b>569.0</b>	<b>647.2</b>	<b>201.7</b>	<b>1,216.1</b>
Insurance	860	149.6	125.8	24.9	275.4	148.8	121.9	22.4	270.6	147.9	120.8	21.9	268.7
Banking and bill discounting	861	152.9	202.9	30.2	355.8	152.5	200.9	30.8	353.4	151.9	200.8	31.4	352.7
Other financial institutions	862	53.9	64.7	11.3	119.6	54.8	65.3	11.2	120.1	54.8	65.2	10.7	120.0
Property owning and managing, etc	863	43.4	44.3	21.2	87.8	41.6	42.4	18.4	84.0	45.5	44.9	20.2	90.4
Advertising and market research	864	18.9	16.2	3.0	35.1	19.1	16.8	3.2	36.0	19.1	17.5	3.5	36.6
Other business services	865	109.2	164.8	107.2	274.0	108.2	164.9	108.2	273.1	110.7	172.2	110.2	282.9
Central offices not allocable elsewhere	866	39.5	26.8	4.3	66.2	39.7	26.0	4.0	65.6	39.1	25.8	3.8	64.8
<b>Professional and scientific services</b>	<b>XXV</b>	<b>1,129.5</b>	<b>2,456.8</b>	<b>1,167.9</b>	<b>3,586.4</b>	<b>1,135.9</b>	<b>2,471.9</b>	<b>1,182.2</b>	<b>3,607.9</b>	<b>1,126.5</b>	<b>2,454.4</b>	<b>1,167.9</b>	<b>3,580.9</b>
Accountancy services †	871	557.7	1,202.6	666.8	1,760.3	561.4	1,202.9	674.9	1,764.4	554.6	1,186.5	660.7	1,741.1
Educational services	872	302.7	1,040.2	437.6	1,343.0	307.3	1,056.5	443.1	1,363.8	306.9	1,057.8	443.4	1,364.7
Legal services †	873	84.5	30.0	5.4	114.5	82.6	29.0	5.1	111.6	81.3	28.5	4.9	109.9
Medical and dental services	874	184.6	184.0	58.1	368.6	184.6	183.5	59.1	368.1	183.7	181.6	58.9	365.2
Religious organisations †	875												
Research and development services	876												
Other professional and scientific services †	879												
<b>Miscellaneous services *</b>	<b>XXVI</b>	<b>996.8</b>	<b>1,360.2</b>	<b>794.4</b>	<b>2,357.0</b>	<b>937.7</b>	<b>1,286.2</b>	<b>771.5</b>	<b>2,224.0</b>	<b>964.5</b>	<b>1,343.2</b>	<b>792.1</b>	<b>2,307.6</b>
Cinemas, theatres, radio, etc	881	57.4	44.4	16.3	101.8	57.5	44.1	16.7	101.6	57.2	43.5	15.7	100.7
Sports and other recreations	882	63.0	43.7	28.6	106.7	57.9	39.3	26.0	97.2	58.9	42.1	26.3	101.0
Betting and gambling	883	33.1	60.7	34.0	93.9	31.0	57.1	33.0	88.1	32.7	60.5	36.0	93.2
Hotels and other residential establishments	884	96.0	160.7	82.0	256.7	78.3	134.2	73.5	212.5	94.0	161.0	85.6	255.0
Restaurants, cafes, snack bars	885	60.6	113.5	80.2	174.1	55.2	101.1	71.3	156.3	57.0	109.4	76.9	166.4
Public houses	886	76.2	171.2	141.1	247.4	75.0	169.3	140.6	244.3	76.9	175.4	143.7	252.3
Clubs	887	39.9	76.4	59.3	116.3	38.5	74.8	61.1	113.2	38.2	75.2	60.5	113.4
Catering contractors	888	19.2	46.3	18.3	65.5	17.8	44.3	19.3	62.1	21.8	48.2	18.8	70.1
Hairdressing and manicure	889	10.8	76.1	23.5	86.9	10.3	72.0	21.4	82.3	10.7	70.0	19.8	80.7
Laundries	892	12.9	26.8	9.9	39.7	13.0	25.5	10.5	38.6	13.1	25.8	10.5	39.0
Dry cleaning, job dyeing, carpet beating, etc	893	4.8	17.6	10.6	22.5	5.0	16.1	9.7	21.0	5.5	16.2	9.2	21.7
Motor repairers, distributors, garages and filling stations	894	341.7	102.0	31.9	443.7	331.6	97.5	31.1	429.1	328.8	98.3	30.1	427.1
Repair of boots and shoes	895	3.1	1.9	1.0	5.0	3.1	1.9	1.0	5.0	3.1	1.9	1.0	5.0
Other services	899	177.9	418.7	257.8	596.6	163.7	408.9	256.1	572.6	166.6	415.5	258.1	582.1
<b>Public administration ‡</b>	<b>XXVII</b>	<b>918.3</b>	<b>607.9</b>	<b>157.5</b>	<b>1,526.1</b>	<b>897.5</b>	<b>604.2</b>	<b>158.4</b>	<b>1,501.7</b>	<b>898.4</b>	<b>605.6</b>	<b>158.3</b>	<b>1,504.0</b>
National government service	901	312.3	271.7	27.1	584.0	308.1	267.4	26.7	575.5	302.9	267.2	25.7	570.1
Local government service	906	606.0	336.2	130.4	942.1	589.4	336.8	131.7	926.2	595.5	338.4	132.6	933.9

Note: The revised employment figures given in this table reflect the effects of some relatively minor changes that have been made in the methods used to produce the figures (see the note "Quarterly employment estimates" in Employment Topics, page 315).  
 \* Excludes private domestic service.  
 † The figures for "accountancy services", "legal services", "religious organisations" are included in "other professional and scientific services".  
 ‡ These figures cover only a proportion of national and local government employees. They exclude those engaged in, for example, building, education and health, which are activities separately identified elsewhere in the classification. They include employees in police forces, fire brigades and other national and local government services which are not activities identified elsewhere. Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published as table 1.7.

# EMPLOYMENT 1.5

## Employees in employment by region

Standard region	All industries and services				Index of Production industries		Manufacturing industries		Service industries		Agriculture, forestry and fishing		Mining and quarrying	
	Male	Female	All employees	Index (June 1974 = 100)	Index (June 1974 = 100)	Index (June 1974 = 100)	Index (June 1974 = 100)	Index (June 1974 = 100)	Index (June 1974 = 100)	I	II	I	II	
														All
<b>SIC 1968</b>														
<b>South East</b>														
1981 Mar	4,020	2,953	1,137	6,973	94.6	2,089	83.2	1,645	81.4	4,811	100.9	73	13	
June	3,990	2,943	1,136	6,933	94.1	2,041	81.3	1,605	79.4	4,818	101.0	74	13	
Sep	3,967	2,923	1,119	6,889	93.5	2,019	80.4	1,592	78.7	4,791	100.4	79	13	
Dec	3,912	2,922	1,133	6,834	92.7	1,979	78.8	1,566	77.5	4,782	100.2	72	13	
1982 Mar R	3,858	2,875	1,116	6,733	91.4	1,944	77.4	1,541	76.2	4,720	98.9	69	13	
June	3,843	2,886	1,123	6,729	91.3	1,931	76.9	1,529	75.6	4,726	99.1	72	13	
<b>Greater London (included in South East)</b>														
1981 Mar	2,037	1,448	456	3,486	90.6	871	75.8	661	73.3	2,613	96.9	2	5	
June	2,025	1,446	480	3,471	90.2	864	75.2	658	72.9	2,606	96.7	2	5	
Sep	2,005	1,452	486	3,457	89.9	847	73.8	648	71.9	2,607	96.7	2	5	
Dec	1,973	1,425	478	3,399	88.3	830	72.3	637	70.6	2,566	95.2	2	5	
1982 Mar R	1,966	1,419	477	3,385	88.0	824	71.7	631	70.0	2,559	94.9	2	5	
<b>East Anglia</b>														
1981 Mar	384	259	112	643	96.8	227	86.7	176	86.1	375	105.2	40	2	
June	382	263	112	646	97.1	224	85.6	175	85.2	381	106.9	40	2	
Sep	380	260	110	640	96.3	223	85.0	174	84.8	376	105.4	42	2	
Dec	373	259	112	632	95.1	218	83.3	171	83.5	373	104.6	41	2	
1982 Mar R	366	253	112	620	93.3	211	80.5	165	80.6	370	103.8	39	2	
June	369	260	114	628	94.5	211	80.5	164	80.1	380	106.6	38	2	
<b>South West</b>														
1981 Mar	864	622	280	1,486	97.8	507	86.6	386	86.3	933	105.7	47	11	
June	868	640	287	1,507	99.2	501	85.6	383	85.4	959				



# EMPLOYMENT 1

## Selected countries: national definitions

6

	United Kingdom (1) (2)	Australia (2) (3) (4)	Austria (2) (5)	Belgium (1)	Canada (2)	Denmark	France	Germany (FR) (2)	Irish Republic (6)	Italy (2)	Japan (2) (5)	Netherlands (7)	Norway (2) (5)	Spain (5) (8)	Sweden (2)	Switzerland (2)	United States (2)
Indices: 1975 = 100																	
<b>CIVILIAN EMPLOYMENT</b>																	
<b>Years</b>																	
1972	97.5	96.0	101.7	98.6	89.9	101.0	99.2	105.4	98.4	96.3	98.1	100.7	96.6	98.8	95.1	105.7	95.7
1973	99.9	99.0	102.3	99.9	94.4	102.3	100.5	105.7	99.0	97.3	100.7	100.6	96.9	101.3	95.5	106.2	99.1
1974	100.3	100.3	102.3	101.4	98.3	101.0	101.2	103.6	99.8	99.4	100.3	100.7	97.2	101.8	97.5	105.6	101.1
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	99.2	101.0	100.2	99.2	102.1	102.6	100.7	99.0	99.1	100.8	100.9	100.0	104.8	98.8	100.6	96.7	103.4
1977	99.4	102.6	101.6	99.0	103.9	103.5	101.6	98.8	100.9	101.8	102.3	100.6	106.9	98.0	100.9	96.7	107.2
1978	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	100.5	103.8	103.7	100.2	111.7	107.1	102.0	101.0	106.7	103.5	104.9	102.4	109.7	93.3	102.9	98.2	115.1
1980	98.9	106.9	104.4	100.1	114.8	..	102.0	102.0	108.5	105.0	106.0	102.7	112.1	89.7	104.2	100.0	115.7
1981	93.5	109.0	105.0	..	117.8	..	101.2	101.4	..	105.5	106.9	..	113.2	87.1	104.0	101.2	117.0
<b>Quarters</b>																	
1980 Q1	99.5 R	105.7	104.3	..	114.1	..	..	102.0	..	104.1	105.5	..	111.6	92.0	104.0	98.9	116.2
Q2	98.8	106.5	104.4	..	114.1	..	..	102.1	..	104.7	105.9	..	111.7	90.8	104.8	99.9	115.3
Q3	97.4	107.4	104.4	..	114.7	..	..	102.1	..	105.4	106.3	..	112.0	90.5	104.4	100.3	115.3
Q4	95.8 R	107.8	104.5	..	116.2	..	101.7	102.0	..	105.7	106.3	..	113.2	89.7	103.9	99.7	115.9
1981 Q1	94.6	108.3	104.9	..	117.5	..	..	101.8	..	106.2	106.8	..	114.1	88.6	104.6	100.6	116.6
Q2	93.4	109.0	105.1	..	118.2	..	..	101.6	..	105.4	106.7	..	112.8	87.9	103.5	101.2	117.4
Q3	92.7	109.3	105.0	..	118.1	..	..	101.2	..	104.9	106.8	..	113.1	87.8	104.5	101.6	117.2
Q4	91.8 R	109.3	105.1	..	117.2	..	100.7	101.0	..	105.4	107.3	..	112.8	87.1	103.5	101.1	116.5
1982 Q1	91.5	109.6	..	..	116.2	..	..	100.4	..	105.2	107.9	..	113.6	86.8	103.5	..	116.0
Q2	90.7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
<b>CIVILIAN EMPLOYMENT</b>																	
1975	24,647	5,841	2,942	3,748	9,284	2,332	20,714	24,798	1,058	19,594	52,230	4,547	1,707	12,692	4,062	3,017	85,846
1979	24,775	6,064	3,051	3,754	10,369	2,498	21,118	25,041	1,129	20,287	54,790	4,654	1,872	11,706	4,180	2,962	98,824
1980	24,364	6,242	3,070	3,751	10,655	..	21,127	25,302	1,148	20,572	55,360	4,669	1,914	11,254	4,232	3,016	99,303
1981	23,048	6,364	3,090	..	10,933	..	20,965	25,145	..	20,672	55,810	..	1,932	10,931	4,225	3,054	100,397
<b>Civilian employment: proportions by sector</b>																	
1981 Agriculture†	2.8	6.5	10.3	3.0*	5.5	8.3**	8.6	5.9	19.2*	13.3	10.0	6.0*	8.5	18.2	5.6	7.0	3.5
Industry††	36.3	30.6	40.0	34.8*	28.3	30.0**	35.2	44.1	32.4*	37.4	35.3	31.9*	29.8	35.2	31.3	39.3	30.1
Services	60.9	62.8	49.8	62.3*	66.2	61.7**	56.2	49.9	48.4*	49.3	54.7	62.1*	61.7	46.6	63.1	53.6	66.4
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>Manufacturing</b>																	
1971	34.0	26.6	29.7	32.3	21.8	..	28.0	..	20.4	..	27.0	26.0	..	..	27.3	36.4	24.7
1972	32.9	25.5	29.7	31.9	21.8	24.9	28.1	36.6	..	..	27.0	25.1	23.8	..	27.1	35.5	24.3
1973	32.3	25.6	..	31.8	22.0	24.7	28.3	36.4	20.7	..	27.4	24.7	23.5	..	27.5	35.0	24.8
1974	32.4	25.2	30.2	31.5	21.7	23.6	28.4	36.6	21.0	..	27.2	24.6	23.6	..	28.3	34.8	24.2
1975	30.9	23.4	30.1	30.1	20.2	22.7	27.9	35.8	21.2	..	25.8	23.9	24.1	..	28.0	33.7	22.7
1976	30.2	23.5	29.6	29.1	20.3	22.5	27.4	35.8	20.8	..	25.5	22.9	23.2	24.0	26.9	32.8	22.8
1977	30.3	23.1	29.8	28.1	19.6	21.6	27.1	35.7	21.2	27.5	25.1	22.8	22.4	24.1	25.9	32.7	22.7
1978	30.0	21.8	29.7	27.0	19.6	21.5	26.6	35.4	21.1	27.1	24.5	22.1	21.3	24.1	24.9	32.6	22.7
1979	29.5	22.2	29.5	25.9	20.0	21.3	26.1	35.1	21.2	26.7	24.3	21.6	20.5	23.7	24.5	32.3	22.7
1980	28.4	30.9	29.5	25.4	19.8	..	25.7	35.1	21.2	26.7	24.7	21.3	20.3	23.7	24.2	32.2	22.1

Main Source: OECD—Labour Force Statistics.

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

(6) Annual figures relate to April.

(7) Data in terms of man-years.

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

\* 1980

\*\* 1979

† Including hunting, forestry and fishing.

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

— Break in series

# EMPLOYMENT 1.11

## Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Opera- tives (Thou)	Percent- age of all opera- tives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week			
			Average per operative working over- time	Actual (million)	Season- ally adjusted	Opera- tives (Thou)	Hours lost (Thou)	Opera- tives (Thou)	Hours lost (Thou)	Average per opera- tive working part of the week	Opera- tives (Thou)	Percent- age of all opera- tives	Hours lost (Thou)	Average per opera- tive on short- time
1976	1,661	32.2	8.4	14.00		5	183	81	784	9.9	85	1.6	966	11.7
1977	1,801	34.6	8.7	15.58		13	495	35	362	10.2	48	0.9	857	17.4
1978	1,793	34.8	8.6	15.50		5	199	32	355	11.0	37	0.7	554	15.1
1979	1,720	34.2	8.7	14.86		8	316	42	454	10.6	50	1.0	769	15.0
1980	1,392	29.5	8.3	11.52		20	805	252	3,111	12.1	272	5.9	3,916	14.3
1981	1,113	26.7	8.2	9.19		15	594	308	3,580	11.3	323	7.7	4,174	12.5
<b>Week ended</b>														
1978 Aug 12	1,556	30.1	8.8	13.65	14.98	3	125	21	214	10.1	25	0.5	340	13.9
Sep 16	1,781	34.4	8.7	15.54	15.65	9	356	22	194	9.1	31	0.6	550	18.1
Oct 14	1,812	35.5	8.7	15.80	15.54	4	172	28	276	10.0	32	0.6	447	11.1
Nov 11	1,829	35.8	8.6	15.76	15.25	7	263	35	438	12.6	42	0.8	699	17.0
Dec 9	1,871	36.7	8.7	16.25	15.34	4	137	35	431	12.5	38	0.7	569	15.0
1979 Jan 13	1,621	32.0	8.2	13.31	14.62	10	377	61	740	12.1	70	1.4	1,117	15.8
Feb 10	1,729	34.2	8.5	14.75	14.86	18	701	45	467	10.5	61	1.2	1,169	18.9
Mar 10	1,840	36.5	8.7	15.93	15.64	6	224	33	365	11.0	39	0.8	589	15.2
April 7	1,877	37.2	8.7	16.23	15.99	6	235	26	256	9.8	32	0.6	490	15.3
May 5	1,851	36.8	8.4	15.57	15.24	4	160	28	257	9.3	32	0.6	415	13.2
June 9	1,827	36.3	8.6	15.66	15.59	2	73	29	265	9.0	31	0.6	337	10.9
July 7	1,816	35.9	8.9	16.08	15.70	4	169	35	434	12.6	39	0.8	603	15.6
Aug 4	1,300	25.7	9.2	11.90	13.18	3	120	21	177	8.4	24	0.5	297	12.4
Sep 8	1,403	27.8	9.0	12.61	12.74	9	362	42	421	10.1	51	1.0	782	15.4
Oct 13	1,689	33.7	8.6	14.57	14.47	23	917	62	708	11.4	85	1.7	1,625	19.1
Nov 10	1,831	36.7	8.6	15.75	15.30	8	298	56	645	11.4	64	1.3	944	14.7
Dec 8	1,856	37.3	8.6	16.00	15.17	4	155	61	710	11.5	65	1.3	866	13.2
1980 Jan 12	1,625	33.0	8.3	13.43	14.66	5	182	80	995	12.4	85	1.7	1,177	13.8
Feb 16	1,697	34.7	8.4	14.24	14.35	13	537	106	1,194	11.2	119	2.4	1,731	14.5
Mar 15	1,638	33.7	8.4	13.72	13.44	22	871	153	1,857	12.2	175	3.6	2,727	15.7
April 19	1,525	31.7	8.3	12.65	12.33	13	524	143	1,579	11.0	157	3.3	2,102	13.4
May 17	1,527	31.8	8.3	12.72	12.45	16	650	154	1,690	11.0	171	3.5	2,340	13.8
June 14	1,501	31.4	8.3	12.47	12.30	14	546	192	2,218	11.6	206	4.3	2,763	13.5
July 12	1,363	28.7	8.5	11.53	11.17	11	437	211	2,509	11.9	222	4.7	2,946	13.3
Aug 16	1,168	24.9	8.4	9.79	10.99	19	770	245	3,002	12.3	264	5.6	3,772	14.3
Sep 13	1,202	25.9	8.2	9.90	10.03	33	1,304	336	4,081	12.1	369	8.0	5,385	14.6
Oct 11	1,167	26.0	8.1	9.43	9.45	38	1,514	431	5,694	13.2	468	10.4	7,207	15.4
Nov 15	1,143	25.8	8.1	9.21	8.78	26	1,053	503	6,373	12.7	529	12.0	7,425	14.0
Dec 13	1,152	26.3	7.9	9.12	8.34	32	1,276	470	6,139	13.1	502	11.4	7,415	14.8
1981 Jan 17	990	23.0	7.7	7.66	8.88	41	1,626	553	6,830	12.4	594	13.7	8,455	14.2
Feb 14	1,048	24.5	7.9	8.33	8.45	29	1,174	551	6,813	12.4	581	13.6	7,987	13.8
Mar 14	1,046	24.7	8.1	8.45	8.15	19	765	491	6,016	12.3	510	12.0	6,782	13.3
April 11	1,096	26.1	8.3	9.09	8.72	18	720	417	4,949	11.9	435	10.3	5,669	13.0
May 16	1,094	26.2	8.0	8.84	8.61	17	697	335	3,789	11.4	352	8.4	4,486	12.7
June 13	1,124	27.1	8.1	9.15	8.91	10	386	291	3,251	11.2	300	7.2	3,638	12.1
July 11	1,101	26.6	8.3	9.23	8.88	9	360	202	2,274	11.3	211	5.1	2,634	12.5
Aug 15	1,030	24.9	8.7	8.90	10.07	8	328	189	2,020	10.7	197	4.8	2,348	11.9
Sep 12	1,164	28.1	8.5	9.89	10.03	8	317	181	1,943	10.7	189	4.6	2,260	11.9
Oct 10	1,177	28.6	8.4	9.89	9.99	6	255	167	1,789	10.7	173	4.3	2,045	11.7
Nov 14	1,247	30.4	8.3	10.31	9.87	6	259	174	1,782	10.2	181	4.4	2,042	11.1
Dec 12	1,245	30.6	8.4	10.51	9.75	6	245	141	1,504	10.7	147	3.6	1,749	11.9
1982 Jan 16	1,082	26.9	8.1	8.84	10.06	7	270	148	1,665	11.2	155	3.9	1,934	12.5
Feb 13	1,197	29.8	8.4	10.12	10.24	12	483	148	1,572	10.6	160	4.0	2,055	12.8
Mar 20	1,242	31.1	8.3	10.25	9.94	11	429	144	1,530	10.6	154	3.9	1,958	12.7
April 24	1,180	29.7	8.2	9.61	9.22	6	237	135	1,462	10.8	141	3.7	1,699	12.1
May 22	1,221	30.8	8.6	10.47	10.25	7	277	119	1,253	10.5	126	3.2	1,530	12.2
June 19	1,229	31.1	8.5	10.44	10.15	5	199	112	1,220	10.9	117	3.0	1,420	12.2
July 17	1,179	29.8	8.6	10.09	9.74	4	161	82	852	10.2	86	2.3	1,013	11.8
Aug 14	1,078	27.4	8.6	9.28	0.43	5	189	91	987	10.7	96	2.5	1,176	12.2

Note: Figures from July 1978 are provisional.



# 1.12 EMPLOYMENT Hours of work—Operatives: manufacturing industries

1962 AVERAGE = 100

## GREAT BRITAIN

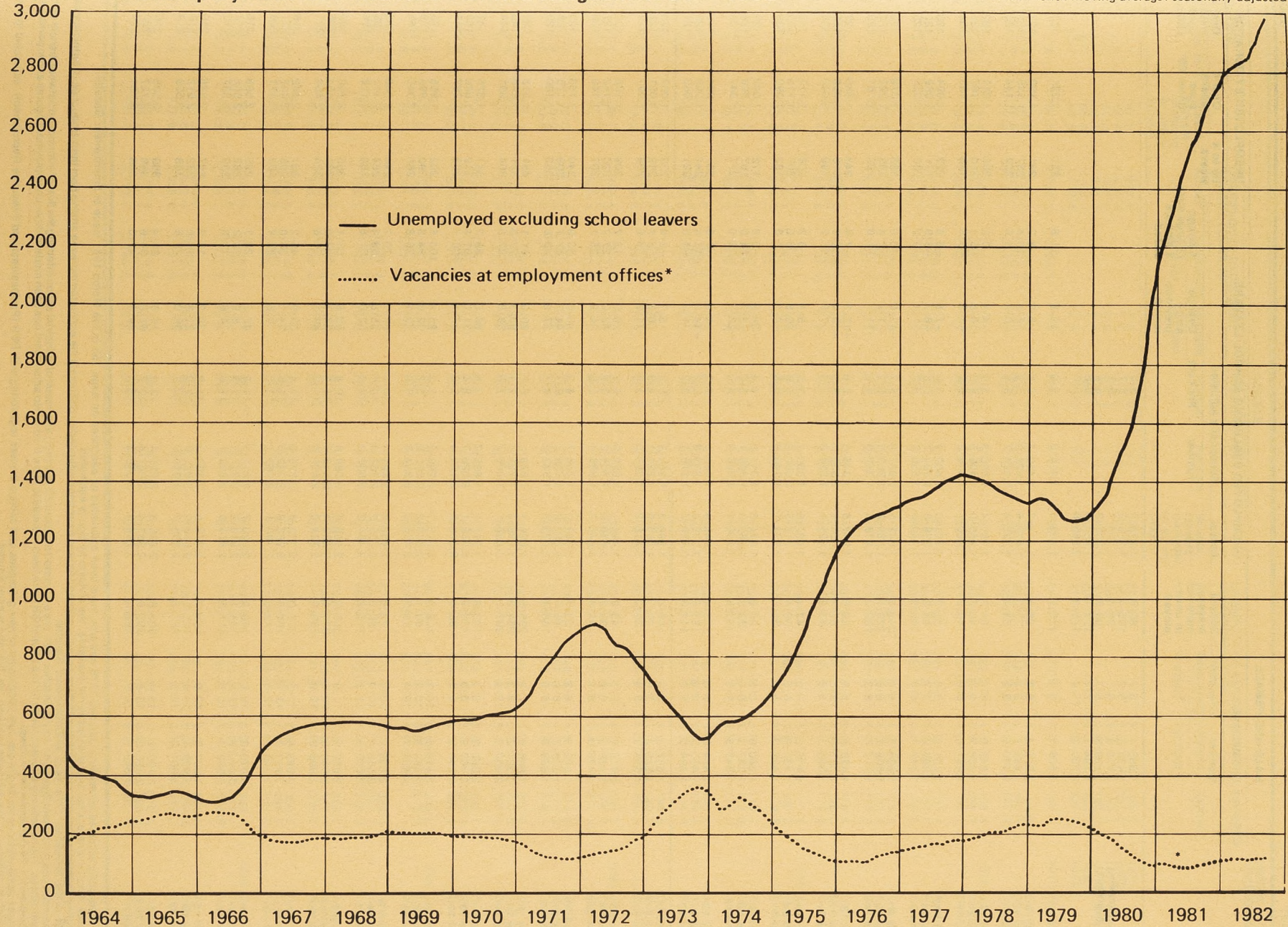
	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*						INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*					
	All manufacturing industries		Engi- neering, allied industries (except vehicles) VII-X & XII	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufacturing industries		Engi- neering, allied industries (except vehicles) VII-X & XII	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
	Orders III-XIX		Order XI	Orders XIII-XV	Order III	Orders III-XIX		Order XI	Orders XIII-XV	Order III	Order XI	Order III
	Actual	Seasonally adjusted				Actual	Seasonally adjusted					
1959	100.9		96.3	104.9	108.6	99.1	103.3		102.8	104.9	104.5	102.0
1960	103.9		99.4	107.9	110.1	100.1	102.4		101.7	101.7	104.8	101.7
1961	102.9		101.9	102.9	104.7	100.1	101.0		101.3	100.6	101.1	100.4
1962	100.0		100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0
1963	98.4		97.6	99.1	98.2	98.4	99.9		99.6	100.2	100.5	99.9
1964	100.7		101.7	99.1	98.8	97.3	100.7		100.7	100.8	101.4	99.9
1965	99.8		101.9	96.2	95.6	96.6	99.4		98.8	98.4	100.3	99.0
1966	97.3		101.0	91.5	91.7	95.2	97.8		97.4	95.7	98.5	98.1
1967	92.4		96.8	86.1	84.4	92.8	97.1		96.6	95.7	97.3	98.0
1968	91.5		94.6	87.0	83.3	90.4	97.9		96.8	96.9	98.3	98.3
1969	92.4		96.1	88.3	83.6	90.8	98.0		97.3	97.4	97.7	98.4
1970	90.2		94.3	86.7	78.3	89.3	97.0		96.1	95.4	96.9	97.5
1971	84.4		87.2	82.1	74.0	85.9	95.1		93.4	93.2	96.3	96.6
1972	81.3		82.7	79.8	71.7	84.5	94.7		92.6	92.8	95.6	96.7
1973	83.2		85.8	82.6	71.2	85.4	96.5		94.9	95.1	96.7	97.6
1974	81.0		84.7	79.3	66.1	87.2	93.8		92.4	91.8	94.8	96.8
1975	75.4		80.2	75.1	60.9	82.0	92.8		91.3	92.5	93.7	95.4
1976	73.8		76.5	74.3	58.8	79.8	93.1		91.1	93.7	93.8	95.1
1977	74.9		78.0	75.7	59.3	80.0	94.0		92.2	93.3	94.2	95.8
1978	74.1		77.9	76.1	57.6	77.6	93.8		92.0	93.4	94.0	95.6
1979	72.5		75.6	76.1	56.3	77.4	93.6		91.6	93.1	93.9	95.7
1980	65.1		67.9	68.4	48.1	73.1	91.1		89.5	89.5	90.4	95.0
1981	57.7		59.4	59.9	44.9	71.0	90.0		87.8	88.0	91.3	94.7
<b>Week ended</b>												
1978 Aug 12	62.0	74.0	64.6	65.8	46.7	70.9	94.3	93.6	92.2	91.2	94.6	96.6
Sep 16	75.7	73.8	79.4	77.6	58.7	79.4	93.7	93.7	91.9	92.1	94.1	95.7
Oct 14	75.5	73.6	79.2	77.7	58.7	79.3	93.7	93.8	92.0	91.7	94.1	95.5
Nov 11	75.3	73.5	79.2	77.2	58.6	78.2	93.6	93.7	92.1	91.5	94.0	94.9
Dec 9	75.3	73.2	79.1	77.5	58.7	78.3	94.0	93.7	92.3	92.3	94.3	95.6
1979 Jan 13	73.6	72.9	77.4	76.7	57.8	74.9	92.2	93.3	90.6	91.3	93.1	93.4
Feb 10	73.7	72.9	77.8	76.7	58.0	75.7	93.1	93.7	91.6	92.1	93.6	94.9
Mar 10	74.2	73.2	77.9	78.0	58.1	76.4	93.7	93.9	92.0	93.5	94.0	95.4
April 7	74.3	73.0	77.6	78.6	58.0	77.2	94.1	94.1	92.2	94.1	94.3	95.9
May 5	74.4	72.8	77.3	79.2	58.2	77.8	93.9	93.6	91.7	94.3	94.2	95.8
June 9	74.6	73.3	77.4	78.6	58.6	78.9	93.9	93.7	91.9	93.5	94.4	96.1
July 7	70.6	73.2	73.8	70.1	53.6	77.7	94.6	93.8	92.4	96.5	94.6	95.9
Aug 4	60.7	72.5	62.3	66.5	46.1	71.5	93.6	92.9	90.8	91.7	94.4	97.0
Sep 8	73.4	71.5	75.4	75.4	57.9	79.9	92.5	92.5	89.5	90.1	94.0	96.0
Oct 13	73.4	71.6	76.6	75.4	57.0	79.5	93.3	93.4	91.4	92.0	93.6	95.7
Nov 10	73.8	72.0	77.0	78.5	56.5	79.5	93.8	93.9	92.3	93.5	93.5	96.0
Dec 8	73.6	71.5	77.0	78.9	55.6	79.4	94.1	93.8	92.7	94.5	93.2	96.4
1980 Jan 12	71.2	70.5	74.2	77.0	54.1	75.6	92.6	93.7	91.1	93.4	92.4	95.1
Feb 16	70.6	69.7	73.9	76.9	53.2	74.1	92.9	93.4	91.9	93.8	92.1	94.7
Mar 15	69.7	68.8	72.9	74.2	52.4	73.5	92.4	92.7	91.3	91.7	91.8	94.6
April 12	69.0	67.8	72.0	73.9	51.5	73.3	92.1	92.1	90.6	91.9	91.6	94.7
May 17	68.5	67.0	72.0	73.8	51.0	73.8	92.3	92.0	90.9	92.3	91.3	95.2
June 14	67.7	66.6	70.9	72.3	49.9	74.7	91.9	91.7	90.5	91.2	90.8	95.3
July 12	62.8	65.2	66.1	61.0	44.8	73.7	91.6	90.8	90.1	91.1	90.4	95.2
Aug 16	53.4	63.8	55.1	59.0	37.4	66.3	91.1	90.4	89.3	88.9	89.2	96.1
Sep 13	64.0	62.3	66.6	65.8	46.7	73.7	89.9	89.8	88.3	87.5	89.3	94.7
Oct 11	62.2	60.7	64.8	63.2	45.8	73.5	88.8	88.9	87.1	84.3	88.8	94.8
Nov 15	61.2	59.7	63.5	61.7	45.1	72.5	88.4	88.6	86.5	83.8	88.7	94.3
Dec 13	60.8	59.0	62.9	61.5	45.0	72.7	88.6	88.4	86.6	84.4	88.9	94.9
1981 Jan 17	58.9	58.3					87.2	88.3				
Feb 14	58.6	57.9					87.6	88.1				
Mar 14	58.6	57.8	59.6	60.6	44.2	70.6	88.1	88.4	85.7	85.4	88.8	93.6
April 11	58.9	57.3					89.2	89.2				
May 16	58.8	57.5					89.8	89.5				
June 13	58.9	57.9	59.4	61.2	45.0	70.7	90.3	90.0	87.7	88.9	91.5	94.2
July 11	55.7	57.9					91.1	90.3				
Aug 15	48.7	58.2					91.8	91.2				
Sep 12	59.4	57.8	60.0	60.1	45.4	71.7	91.4	91.3	89.1	89.6	92.3	95.1
Oct 10	59.0	57.6					91.4	91.6				
Nov 14	58.2	56.8					90.8	91.1				
Dec 12	58.1	56.4	58.5	57.7	44.9	71.0	91.2	91.0	88.7	88.2	92.6	95.8
1982 Jan 16	56.8	56.3					90.0	91.2				
Feb 13	57.0	56.3					90.8	91.3				
Mar 20	56.9	56.1	57.7	56.8	44.1	67.7	90.9	91.3	88.7	89.1	92.3	94.2
April 24	56.5	55.4					90.7	90.6				
May 22	56.6	55.3					91.3	91.0				
June 19	56.5	55.6	57.2	55.5	44.2	69.2	91.3	91.0	89.2	89.1	93.0	95.2
July 17	53.3	55.4					91.7	90.9				
Aug 14	46.2	55.3					91.9	91.3				

\* The index of total weekly hours worked is subject to revision from July 1978.

THOUSAND

# Unemployment and vacancies : United Kingdom 1964 - 1982

Three-month moving average: seasonally adjusted



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

# 2.1 UNEMPLOYMENT UK Summary

# UNEMPLOYMENT UK summary 2.1

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UNITED KINGDOM	MALE AND FEMALE										UNEMPLOYED EXCLUDING SCHOOL LEAVERS			UNEMPLOYED BY DURATION		
	UNEMPLOYED			Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over†	UNEMPLOYED EXCLUDING SCHOOL LEAVERS			MARRIED	
	Number	Per cent	School leavers included in unemployed		Number	Per cent						Number	Per cent	Number		Per cent
1976	1,359.4	5.7	85.9	1,273.5	5.3											
1977	1,483.6	6.2	105.4	1,378.2	5.7											
1978	1,475.0	6.1	99.4	1,375.7	5.7											
1979	1,390.5	5.7	83.2	1,307.3	5.4											
1980	1,794.7	7.4	127.1	1,667.6	6.8											
1981	2,733.8	11.4	168.0	2,565.8	10.6											
1977 Sep 8	1,609.1	6.7	175.6	1,433.5	5.9	20.8	11.8	251	1,231	127						
Oct 13	1,518.3	6.3	98.6	1,419.7	5.9	5.7	8.9	261	1,130	127						
Nov 10	1,499.1	6.2	73.5	1,425.6	5.9	5.2	10.6	237	1,135	127						
Dec 8	1,480.8	6.2	58.4	1,422.4	5.9	-0.2	3.6	209	1,144	128						
1978 Jan 12	1,548.5	6.4	61.1	1,487.4	5.9	-4.4	0.2	206	1,211	132						
Feb 9	1,508.7	6.2	49.7	1,459.0	5.8	-10.8	-5.1	210	1,167	131						
Mar 9	1,461.0	6.0	40.2	1,420.7	5.8	-1.3	-5.5	196	1,135	130						
April 13	1,451.8	6.0	60.8	1,391.0	5.8	-7.8	-6.6	229	1,094	129						
May 11	1,386.8	5.7	48.2	1,338.6	5.8	-8.7	-5.9	191	1,069	127						
June 8	1,446.1	6.0	145.6	1,300.5	5.7	-11.1	-9.2	286	1,035	125						
July 6	1,585.8	6.6	243.3	1,342.5	5.7	-13.0	-10.9	393	1,078	125						
Aug 10	1,608.3	6.6	222.1	1,386.2	5.7	1.9	-7.4	260	1,222	127						
Sep 14	1,517.7	6.3	139.2	1,378.5	5.6	-11.7	-7.6	229	1,161	128						
Oct 12	1,429.5	5.9	82.0	1,347.5	5.6	-12.3	-7.4	243	1,060	127						
Nov 9	1,392.0	5.8	57.1	1,334.9	5.5	-13.4	-12.5	210	1,056	126						
Dec 7	1,364.3	5.6	43.2	1,321.1	5.5	-7.9	-11.2	199	1,040	126						
1979 Jan 11	1,455.3	6.0	47.4	1,407.8	5.5	5.5	-5.3	208	1,117	130						
Feb 8	1,451.9	6.0	39.4	1,412.5	5.6	20.5	6.0	207	1,115	130						
Mar 8	1,402.3	5.8	31.2	1,371.1	5.5	-4.2	7.3	183	1,090	129						
April 5	1,340.6	5.5	25.8	1,314.8	5.4	-34.2	-6.0	172	1,042	127						
May 10	1,299.3	5.4	39.3	1,260.0	5.4	-3.7	-14.0	167	1,008	124						
June 14	1,343.9	5.5	143.8	1,200.1	5.3	-19.2	-19.0	277	947	120						
July 12	1,464.0	6.0	215.4	1,248.6	5.3	-0.8	-7.9	351	994	119						
Aug 9	1,455.5	6.0	183.5	1,272.0	5.2	-14.3	-11.4	241	1,095	120						
Sep 13	1,394.5	5.7	114.3	1,280.2	5.3	1.3	-4.6	221	1,053	121						
Oct 11†	1,367.6	5.6	69.4	1,298.3	5.3	5.7	-2.4	239	1,007	120						
Nov 8	1,355.2	5.6	49.7	1,305.5	5.3	0.3	2.4	212	1,021	122						
Dec 6	1,355.5	5.6	39.2	1,316.3	5.3	11.9	6.0	206	1,027	123						
1980 Jan 10	1,470.6	6.1	45.9	1,424.7	5.5	29.0	13.7	209	1,135	127						
Feb 14	1,488.9	6.2	38.2	1,450.8	5.6	42.2	27.7	220	1,142	127						
Mar 13 e	1,478.0	6.1	31.8	1,446.2	5.8	34.2	35.1	207	1,143	128						
April 10	1,522.9	6.3	53.7	1,469.2	6.0	46.3	40.9	240	1,153	130						
May 8	1,509.2	6.2	49.4	1,459.8	6.2	44.7	41.7	208	1,173	128						
June 12	1,659.7	6.9	186.4	1,473.3	6.4	57.8	49.6	352	1,180	128						
July 10	1,896.6	7.8	295.5	1,601.1	6.7	80.9	61.1	451	1,313	132						
Aug 14	2,001.2	8.3	264.9	1,736.3	7.1	93.3	77.3	311	1,548	142						
Sep 11	2,039.5	8.4	207.3	1,832.1	7.5	88.3	87.5	304	1,591	144						
Oct 9	2,062.9	8.5	145.8	1,895.7	7.8	86.0	89.2	341	1,575	147						
Nov 13	2,162.9	8.9	110.7	2,052.1	8.4	131.0	101.8	319	1,686	158						
Dec 11	2,244.2	9.3	95.4	2,148.8	8.8	97.1	104.7	293	1,787	164						
1981 Jan 15	2,419.5	10.1	102.3	2,317.1	9.3	85.4	104.5	292	1,955	173						
Feb 12	2,463.3	10.3	90.1	2,373.2	9.6	72.0	84.8	290	1,995	178						
Mar 12	2,484.7	10.4	78.3	2,406.4	9.9	73.1	76.8	260	2,040	185						
April 9 e	2,525.2	10.6	72.8	2,452.4	10.1	67.1	70.7	294	2,046	185						
May 14	2,558.4	10.7	99.2	2,459.2	10.4	65.0	68.4	254	2,111	193						
June 11 e	2,680.5	11.2	216.2	2,464.3	10.6	52.8	61.6	368	2,118	194						
July 9 ‡	2,852.1	11.9	285.5	2,566.6	10.8	50.6	56.1	385	2,268	199						
Aug 13 ‡	2,940.5	12.3	278.1	2,662.4	11.1	52.7	52.0	281	2,454	206						
Sep 10 ‡	2,998.8	12.6	269.8	2,729.0	11.3	49.1	50.6	324	2,464	211						
Oct 8 ‡	2,988.6	12.5	216.0	2,772.6	11.4	33.9	45.2	331	2,442	216						
Nov 12	2,953.3	12.4	164.6	2,788.8	11.6	34.1	39.0	295	2,437	221						
Dec 10	2,940.7	12.3	142.6	2,798.1	11.6	9.8	25.9	262	2,471	208						
1982 Jan 14	3,070.6	12.9	149.9	2,920.7	11.8	42.2	28.7	265	2,588	218						
Feb 11	3,044.9	12.8	134.1	2,910.8	11.8	5.9	19.3	262	2,566	217						
Mar 11	2,992.3	12.5	117.5	2,874.9	11.8	4.6	17.6	239	2,537	216						
April 15	3,007.8	12.6	128.2	2,879.6	11.9	28.2	12.9	267	2,525	216						
May 13	2,969.4	12.4	125.5	2,843.9	12.0	21.3	18.0	242	2,512	215						
June 10	3,061.2	12.8	227.5	2,833.7	12.2	39.0	29.5	338	2,509	214						
July 8 §	3,190.6	13.4	303.8	2,886.8	12.3	15.8	25.4	389	2,585	216						
Aug 12 §	3,293.2	13.8	305.8	2,987.4	12.5	61.0	38.6	346	2,727	220						
Sep 9	3,343.1	14.0	289.0	3,054.0	12.7	49.3	42.0	368	2,751	224						

UNITED KINGDOM	MALE AND FEMALE										UNEMPLOYED EXCLUDING SCHOOL LEAVERS			UNEMPLOYED BY DURATION		
	UNEMPLOYED			Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over†	UNEMPLOYED EXCLUDING SCHOOL LEAVERS			MARRIED	
	Number	Per cent	School leavers included in unemployed		Number	Per cent						Number	Per cent	Number		Per cent
1976	1,023.5	7.1	47.0	976.5	6.8											
1977	1,069.2	7.4	54.4	1,014.8	7.0											
1978	1,040.2	7.2	51.3	988.9	6.9											
1979	963.9	6.7	43.7	920.2	6.4											
1980	1,233.6	8.7	66.9	1,166.7	8.1											
1981	1,944.3	13.7	90.8	1,853.5	12.9											
1977 Sep 8	1,124.3	7.8	89.0	1,035.3	7.2	1,034.5	7.2	484.8	5.0	86.6	398.2	379.5	3.9	159.4	1977 Sep 8	
Oct 13	1,070.8	7.4	46.5	1,024.2	7.2	1,036.0	7.2	447.6	4.6	52.1	395.5	383.7	4.0	164.9	Oct 13	
Nov 10	1,063.2	7.4	34.5	1,028.7	7.2	1,036.8	7.2	435.9	4.5	38.9	397.0	388.1	4.0	166.1	Nov 10	
Dec 8	1,060.7	7.4	27.6	1,033.1	7.2	1,034.7	7.2	420.1	4.4	30.8	389.3	390.0	4.0	164.2	Dec 8	
1978 Jan 12	1,114.8	7.7	29.4	1,085.3	7.2	1,030.5	7.2	433.8	4.4	31.7	402.1	389.8	4.0	166.9	1978 Jan 12	
Feb 9	1,089.6	7.6	23.9	1,065.7	7.1	1,022.0	7.1	419.1	4.3							

# 2.2 UNEMPLOYMENT GB summary

THOUSAND

GREAT BRITAIN		MALE AND FEMALE									
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		
		Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over†	
						Number	Per cent				
								Change since previous month	Average change over 3 months ended		
1976		1,304.6	5.6	81.6	1,223.0		5.2				
1977		1,422.7	6.0	99.8	1,322.9		5.6				
1978		1,409.7	6.0	93.7	1,315.9		5.6				
1979		1,325.5	5.6	78.0	1,247.5		5.2				
1980		1,715.9	7.3	120.1	1,595.8		6.7				
1981		2,628.4	11.3	159.6	2,468.8		10.5				
1977	Sep 8	1,541.8	6.6	166.2	1,375.7	1,357.6	5.8	20.5	11.4	242	
	Oct 13	1,456.6	6.2	92.6	1,364.0	1,363.1	5.8	5.5	8.7	253	
	Nov 10	1,438.0	6.1	68.6	1,369.4	1,367.7	5.8	4.6	10.2	230	
	Dec 8	1,419.7	6.0	54.3	1,365.4	1,366.7	5.8	-1.0	3.0	201	
1978	Jan 12	1,484.7	6.3	57.4	1,427.3	1,361.7	5.8	-5.0	-0.5	199	
	Feb 9	1,445.9	6.1	46.6	1,399.2	1,350.6	5.7	-11.1	-5.7	203	
	Mar 9	1,399.0	5.9	37.6	1,361.3	1,348.6	5.7	-2.0	-6.0	189	
	April 13	1,387.5	5.9	56.7	1,330.8	1,339.6	5.7	-9.0	-7.4	220	
	May 11	1,324.9	5.6	44.7	1,280.2	1,331.4	5.6	-8.2	-6.4	185	
	June 8	1,381.4	5.8	139.2	1,242.2	1,320.2	5.6	-11.2	-9.5	276	
	July 6	1,512.5	6.4	231.7	1,280.8	1,307.3	5.5	-12.9	-10.8	366	
	Aug 10	1,534.4	6.5	210.9	1,323.6	1,308.9	5.5	-1.6	-7.5	250	
	Sep 14	1,446.7	6.1	130.7	1,316.0	1,297.2	5.5	-11.7	-7.7	250	
	Oct 12	1,364.9	5.8	76.4	1,288.5	1,285.9	5.4	-11.3	-7.1	235	
	Nov 9	1,330.8	5.6	52.9	1,277.9	1,274.1	5.4	-11.8	-11.6	203	
	Dec 7	1,303.2	5.5	39.8	1,263.4	1,265.4	5.4	-8.7	-10.6	191	
1979	Jan 11	1,391.2	5.9	44.4	1,346.9	1,270.5	5.4	5.1	-5.1	201	
	Feb 8	1,387.6	5.9	36.7	1,350.9	1,289.9	5.4	19.4	5.3	200	
	Mar 8	1,339.8	5.7	23.9	1,310.9	1,285.9	5.4	-4.0	6.8	176	
	April 5	1,279.8	5.4	23.9	1,255.9	1,252.6	5.3	-33.3	-6.0	166	
	May 10	1,238.5	5.2	36.2	1,202.3	1,248.5	5.3	-4.1	-13.8	160	
	June 14	1,281.1	5.4	137.1	1,144.0	1,230.1	5.2	-18.4	-18.6	266	
	July 12	1,392.0	5.9	204.2	1,187.8	1,228.4	5.2	-1.7	-8.0	335	
	Aug 9	1,383.9	5.8	173.1	1,210.8	1,214.2	5.1	-14.2	-11.5	232	
	Sep 13	1,325.0	5.6	106.0	1,219.0	1,215.3	5.1	1.1	-4.9	212	
	Oct 11†	1,302.8	5.5	64.0	1,238.8	1,221.0	5.2	5.7	-2.5	231	
	Nov 8	1,292.3	5.5	45.5	1,246.8	1,221.5	5.2	0.5	2.5	203	
	Dec 6	1,292.0	5.5	35.7	1,256.3	1,232.3	5.2	10.8	5.6	197	
1980	Jan 10	1,404.4	6.0	42.6	1,361.7	1,261.0	5.3	28.7	13.4	202	
	Feb 14	1,422.0	6.0	35.2	1,386.8	1,301.6	5.5	40.6	26.7	212	
	Mar 13 e	1,411.7	6.0	29.3	1,382.4	1,334.9	5.7	33.3	34.2	199	
	April 10	1,454.7	6.2	50.0	1,404.6	1,379.9	5.8	45.0	39.6	231	
	May 8	1,441.4	6.1	45.8	1,395.6	1,423.2	6.0	43.3	40.5	199	
	June 12	1,586.6	6.7	178.3	1,408.3	1,479.4	6.3	56.2	48.2	338	
	July 10	1,811.9	7.7	282.1	1,529.9	1,557.6	6.6	78.2	59.2	433	
	Aug 14	1,913.1	8.1	252.0	1,661.1	1,647.5	7.0	89.9	74.8	300	
	Sep 11	1,950.2	8.3	196.3	1,753.8	1,732.6	7.3	85.1	84.4	292	
	Oct 9	1,973.0	8.4	137.2	1,835.8	1,814.3	7.7	81.7	85.6	329	
	Nov 13	2,071.2	8.8	103.4	1,967.8	1,941.5	8.2	127.2	98.0	309	
	Dec 11	2,150.5	9.1	88.6	2,061.8	2,036.1	8.6	94.6	101.1	283	
1981	Jan 15	2,320.5	10.0	95.8	2,224.6	2,118.6	9.1	82.5	101.5	282	
	Feb 12	2,363.4	10.1	83.9	2,279.5	2,188.9	9.4	70.3	82.4	280	
	Mar 12	2,384.8	10.2	72.9	2,311.9	2,260.2	9.7	71.3	74.7	252	
	April 9 e	2,426.3	10.4	68.0	2,358.3	2,327.1	10.0	66.9	69.5	287	
	May 14	2,456.9	10.5	92.5	2,364.3	2,389.6	10.3	62.5	66.9	246	
	June 11 e	2,576.6	11.1	207.6	2,369.0	2,441.0	10.5	51.4	60.3	357	
	July 9 ‡	2,744.0	11.8	275.4	2,468.6	2,491.1	10.7	50.1	54.7	374	
	Aug 13 ‡	2,831.3	12.1	267.8	2,563.5	2,543.5	10.9	52.4	51.3	273	
	Sep 10 ‡	2,884.8	12.4	256.8	2,628.1	2,591.8	11.1	48.3	50.2	311	
	Oct 8 ‡	2,876.4	12.3	204.5	2,671.9	2,624.7	11.3	32.9	44.6	320	
	Nov 12	2,843.8	12.2	155.5	2,688.3	2,658.6	11.4	33.9	38.3	287	
	Dec 10	2,832.0	12.2	134.6	2,697.4	2,668.2	11.4	9.6	25.5	254	
1982	Jan 14	2,957.3	12.7	142.2	2,815.1	2,707.9	11.6	39.7	27.7	257	
	Feb 11	2,932.7	12.6	127.1	2,805.6	2,713.7	11.6	5.8	18.4	254	
	Mar 11	2,881.6	12.4	111.6	2,769.9	2,717.6	11.7	3.9	16.5	231	
	April 15	2,895.9	12.4	122.3	2,773.6	2,744.2	11.8	26.6	12.1	259	
	May 13	2,856.5	12.3	118.5	2,738.0	2,763.6	11.9	19.4	16.6	233	
	June 10	2,945.2	12.6	218.6	2,726.6	2,800.4	12.0	36.8	27.6	328	
	July 8 §	3,069.8	13.2	293.0	2,776.8	2,816.3	12.1	15.9	24.0	379	
	Aug 12 §	3,169.8	13.6	293.9	2,875.9	2,876.2	12.3	59.9	37.5	338	
	Sep 9	3,215.1	13.8	274.7	2,940.4	2,924.1	12.5	47.9	41.2	357	

† ‡ § See footnotes to table 2.1.

# UNEMPLOYMENT 2.2 GB summary

THOUSAND

GREAT BRITAIN		MALE										FEMALE										GREAT BRITAIN	
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				MARRIED							
		Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Number	Per cent								
						Number	Per cent					Number	Per cent										
1976		986.0	7.0	44.6	941.3		6.7	318.6	3.4	36.9	281.7		3.0	107.9									
1977		1,027.5	7.3	51.4	976.1		6.9	395.2	4.2	48.4	346.8		3.7	141.8									
1978		995.2	7.1	48.1	947.1		6.7	414.4	4.3	45.6	368.8		3.9	159.7									
1979		919.6	6.6	40.7	879.0		6.3	405.9	4.2	37.3	368.6		3.8	170.2									
1980		1,180.0	8.5	62.8	1,117.2		7.9	535.8	5.5	57.3	478.6		4.9	223.3									
1981		1,870.4	13.5	85.8	1,784.6		12.8	758.0	8.0	73.8	684.2		7.1	322.6									
1977	Sep 8	1,079.6	7.7	83.9	995.7	995.1	7.1	462.3	4.9	82.3	380.0	362.5	3.8	149.9									
	Oct 13	1,028.7	7.3	43.3	985.4	996.1	7.1	427.9	4.5	49.3	378.6	367.0	3.9	155.6									
	Nov 10	1,021.5	7.3	32.0	989.5	996.7	7.1	416.5	4.4	36.6	379.9	371.0	3.9	156.4									
	Dec 8	1,018.5	7.2	25.4	993.1	994.0	7.1	401.2	4.3	28.9	372.3	372.7	4.0	154.5									
1978	Jan 12	1,070.2	7.6	27.4	1,042.8	989.4	7.0	414.5	4.3	30.0	384.5	372.3	3.9	157.0									
	Feb 9	1,045.2	7.4	22.2	1,023.0	980.5	7.0	400.7	4.2	24.5	376.2	370.1	3.9	157.0									
	Mar 9	1,014.4	7.2	17.9	996.5	978.3	7.0	384.6	4.0	19.8	364.8	370.3	3.9	156.7									
	April 13	999.9	7.1	28.6	971.2	966.5	6.9	387.6	4.1	28.1	359.5	373.1	3.9	158.1									
	May 11	957.4	6.8	22.1	935.4	960.3	6.8	367.4	3.8	22.6	344.8	371.1	3.9	154.9									
	June 8	978.1	6.9	74.7	903.4	950.6	6.8	403.3	4.2	64.5	338.8	369.6	3.9	152.9									
	July 6	1,038.8	7.4	124.2	914.6	941.7	6.7	473.7	5.0	107.5	366.2	365.6	3.8	155.3									
	Aug 10	1,050.1	7.5	114.2	935.9	939.0	6.7	484.4	5.1	96.7	387.6	369.9	3.9	161.0									
	Sep 14	993.7	7.1	64.8	928.9	929.2	6.6	453.1	4.7	65.9	387.2	368.0	3.8	164.8									
	Oct 12	946.0	6.7	36.8	909.2	918.8	6.5	418.9	4.4	39.6	379.4	367.1	3.8	166.3									
	Nov 9	928.8	6.6	25.3	903.5	909.1	6.5	402.0	4.2	27.6	374.4	365.0	3.8	168.0									
	Dec 7	920.3	6.5	19.2	901.1	901.9	6.4	382.9	4.0	20.6	362.3	363.5	3.8	164.9									
1979	Jan 11	989.9	7.1	22.0	967.9	908.0	6.5	401.3	4.1	22.3	379.0	362.5	3.7										

# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual				Seasonally adjusted		
								Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female	
<b>SOUTH EAST</b>														
1977	342.9	256.4	86.5	17.1	4.5	5.7	2.8	325.8		4.3			247.3	78.4
1978	318.8	234.3	84.4	13.8	4.2	5.2	2.7	304.9		4.0			227.0	77.9
1979†	282.2	205.6	76.6	10.8	3.7	4.6	2.4	271.4		3.5			198.8	71.1
1980	363.1	260.9	102.2	19.8	4.8	5.9	3.2	343.4		4.4			245.9	91.4
1981	606.5	442.1	164.4	31.5	8.1	10.0	5.3	575.0		7.6			420.7	148.3
1981 Sep 10 ‡	684.1	489.0	195.1	56.8	9.1	11.0	6.3	627.3	616.5	8.2	17.1	18.1	455.2	161.3
Oct 8 ‡	686.5	491.6	194.9	46.7	9.1	11.1	6.3	639.8	631.4	8.4	14.9	16.2	463.0	168.4
Nov 12	674.8	487.0	187.8	33.8	9.0	11.0	6.1	641.0	634.5	8.4	3.1	11.7	466.2	168.3
Dec 10	669.1	488.6	180.4	28.3	8.9	11.0	5.8	640.8	637.1	8.5	2.6	6.9	470.3	166.8
1982 Jan 14	699.4	513.1	186.3	27.1	9.3	11.6	6.0	672.3	646.5	8.6	9.4	5.0	478.2	168.3
Feb 11	700.2	513.5	186.7	24.3	9.3	11.6	6.0	675.9	655.2	8.7	9.7	6.9	483.7	171.5
Mar 11	692.6	508.9	183.7	21.0	9.2	11.5	5.9	671.6	660.8	8.8	5.6	7.9	487.2	173.6
Apr 15	693.1	509.5	183.6	22.9	9.2	11.5	5.9	670.2	663.9	8.8	3.1	5.8	489.0	174.9
May 13	685.9	503.4	182.4	24.0	9.1	11.4	5.9	661.8	668.2	8.9	4.3	4.3	491.0	177.2
June 10	699.5	511.0	188.6	42.1	9.3	11.5	6.1	657.5	675.9	9.0	7.7	5.0	497.6	178.3
July 8 §	731.8	526.6	205.2	61.3	9.7	11.9	6.6	670.5	675.5	9.0	-0.4	3.9	498.0	177.5
Aug 12 §	771.3	550.5	220.8	63.9	10.3	12.4	7.1	707.4	698.8	9.3	23.3	10.2	513.0	185.8
Sep 9	789.0	560.0	229.0	65.7	10.5	12.6	7.4	723.4	712.7	9.5	13.9	12.3	521.1	191.6
<b>GREATER LONDON (included in South East)</b>														
1977	164.7	126.0	38.7	6.6	4.3	5.5	2.5	158.1		4.1			122.4	35.6
1978	153.8	116.3	37.5	5.4	4.0	5.1	2.4	148.4		3.9			113.2	35.1
1979†	138.7	104.1	34.6	4.6	3.6	4.6	2.2	134.1		3.5			101.0	32.3
1980	175.5	128.5	47.0	8.1	4.6	5.7	3.0	167.4		4.3			121.9	42.6
1981	293.1	214.8	78.3	13.5	7.8	9.6	5.2	279.7		7.3			205.2	71.4
1981 Sep 10 ‡	335.7	241.3	94.4	24.0	8.9	10.7	6.2	311.6	304.5	8.1	6.9	11.2	225.1	79.4
Oct 8 ‡	339.1	243.7	95.4	22.2	9.0	10.8	6.3	316.9	312.2	8.3	7.7	8.9	229.4	82.8
Nov 12	330.0	239.1	90.9	16.3	8.8	10.6	6.0	313.7	311.8	8.3	-0.4	4.7	229.6	82.2
Dec 10	326.2	238.9	87.3	13.7	8.7	10.6	5.7	312.5	312.7	8.3	0.9	2.7	231.6	81.1
1982 Jan 14	336.9	247.6	89.3	12.7	8.9	11.0	5.9	324.2	313.6	8.3	0.9	0.5	232.4	81.2
Feb 11	339.8	249.4	90.4	11.8	9.0	11.1	5.9	328.0	320.0	8.5	6.4	2.7	236.5	83.5
Mar 11	338.0	249.4	88.6	10.3	9.0	11.1	5.8	327.8	323.7	8.6	3.7	3.7	239.8	83.9
Apr 15	339.4	250.2	89.2	10.5	9.0	11.1	5.9	328.8	326.3	8.7	2.6	4.2	241.1	85.2
May 13	340.6	250.2	90.4	11.7	9.0	11.1	6.0	328.9	330.5	8.8	4.2	3.5	243.3	87.2
June 10	344.1	252.9	91.2	14.7	9.1	11.3	6.0	329.5	335.5	8.9	5.0	3.9	247.5	88.0
July 8 §	358.6	260.2	98.4	21.7	9.5	11.6	6.5	336.9	338.3	9.0	2.8	4.0	249.4	88.9
Aug 12 §	379.5	273.6	105.9	24.8	10.1	12.2	7.0	354.8	348.6	9.3	10.3	6.0	257.0	91.6
Sep 9	390.4	279.5	110.9	27.4	10.4	12.4	7.3	363.0	355.8	9.4	7.2	6.8	261.3	94.5
<b>EAST ANGLIA</b>														
1977	37.7	28.2	9.5	2.1	5.3	6.4	3.4	35.6		5.0			27.1	8.5
1978	35.9	26.1	9.8	1.8	5.0	6.0	3.5	34.1		4.7			25.2	8.9
1979†	32.4	23.1	9.3	1.3	4.5	5.4	3.2	31.1		4.3			22.4	8.6
1980	41.4	29.2	12.2	2.5	5.7	6.8	4.2	39.0		5.3			27.5	10.8
1981	65.5	47.5	18.0	3.7	9.2	11.1	6.4	61.7		8.6			45.1	16.0
1981 Sep 10 ‡	70.2	49.5	20.7	6.3	9.9	11.5	7.4	63.8	64.5	9.1	2.4	1.3	47.3	17.2
Oct 8 ‡	70.1	49.6	20.6	4.8	9.9	11.6	7.4	65.4	65.6	9.2	1.1	1.0	47.9	17.7
Nov 12	69.6	49.9	19.7	3.4	9.8	11.6	7.0	66.2	65.8	9.3	0.2	1.2	48.1	17.7
Dec 10	70.6	51.0	19.6	2.8	9.9	11.9	7.0	67.8	66.9	9.4	1.1	0.8	48.9	18.0
1982 Jan 14	75.1	54.3	20.7	2.7	10.6	12.7	7.4	72.3	69.0	9.7	2.1	1.1	50.2	18.8
Feb 11	75.5	54.7	20.7	2.3	10.6	12.8	7.4	73.2	69.3	9.8	0.3	1.2	50.3	19.0
Mar 11	74.0	53.7	20.3	2.2	10.4	12.5	7.3	71.8	69.2	9.7	-0.1	0.8	50.2	19.0
Apr 15	74.2	53.7	20.5	2.6	10.4	12.5	7.3	71.5	69.6	9.8	0.4	0.2	50.5	19.1
May 13	72.8	52.6	20.2	2.9	10.3	12.3	7.2	69.9	69.9	9.8	0.3	0.2	50.6	19.3
June 10	74.0	53.1	20.9	5.9	10.4	12.4	7.5	68.1	70.4	9.9	0.5	0.4	51.2	19.2
July 8 §	77.1	54.2	22.9	8.0	10.9	12.6	8.2	69.0	70.8	10.0	0.4	0.4	51.3	19.5
Aug 12 §	79.3	55.8	23.5	7.5	11.2	13.0	8.4	71.4	72.3	10.2	1.5	0.8	52.6	19.7
Sep 9	80.2	56.2	24.0	6.6	11.3	13.1	8.6	73.5	74.2	10.5	1.9	1.3	53.7	20.5

# UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual				Seasonally adjusted		
								Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female	
<b>SOUTH WEST</b>														
1977	111.8	81.9	29.9	6.3	6.8	8.3	4.5	105.5		6.4			78.6	26.9
1978	107.3	76.3	31.0	5.9	6.4	7.7	4.6	101.5		6.1			73.3	28.2
1979†	95.4	66.2	29.2	4.5	5.7	6.7	4.2	90.9		5.4			63.5	27.0
1980	113.1	77.2	35.8	6.7	6.7	7.9	5.1	106.4		6.2			72.6	32.2
1981	166.0	116.6	49.5	8.7	10.0	11.9	7.2	157.3		9.3			110.9	44.9
1981 Sep 10 ‡	176.3	122.7	53.6	14.6	10.6	12.5	7.8	161.7	163.4	9.8	3.3	2.7	116.6	46.8
Oct 8 ‡	179.8	125.1	54.7	10.6	10.8	12.7	8.0	169.2	167.1	10.0	3.7	3.2	118.8	48.3
Nov 12	180.8	125.9	54.9	7.8	10.8	12.8	8.0	172.9	167.9	10.1	0.8	2.6	119.1	48.8
Dec 10	180.4	126.5	53.9	6.6	10.8	12.9	7.9	173.8	169.0	10.1	1.1	1.9	120.1	48.9
1982 Jan 14	188.1	132.6	55.5	6.8	11.3	13.5	8.1	181.3	170.5	10.2	1.5	1.1	121.7	48.8
Feb 11	187.5	131.9	55.7	6.2	11.2	13.4	8.1	181.3	171.6	10.3	1.1	1.3	122.0	49.6
Mar 11	183.6	129.4	54.2	5.6	11.0	13.2	7.9	178.1	171.8	10.3	0.2	0.9	121.8	50.0
Apr 15	181.7	128.3	53.4	6.2	10.9	13.1	7.8	175.5	171.9	10.3	0.1	0.5	121.8	50.1
May 13	175.1	124.4	50.7	5.9	10.5	12.7	7.4	169.2	171.8	10.3	-0.1	0.1	121.9	49.9
June 10	181.5	127.7	53.8	15.0	10.9	13.0	7.8	166.5	176.0	10.6	4.2	1.4	124.5	51.5
July 8 §	187.9	130.5	57.3	19.6	11.3	13.3	8.4	168.2	174.8	10.5	-1.2	2.0	124.0	50.8
Aug 12 §	193.1	133.4	59.8	18.0	11.6	13.6	8.7	175.1	178.2	10.7	3.4	2.1	125.9	52.3
Sep 9	196.7	135.8	61.0	15.4	11.8	13.8	8.9	181.3	183.1	11.0	4.9	2.4	129.0	54.1
<b>WEST MIDLANDS</b>														
1977	134.3	95.1	39.2	10.6	5.8	6.7	4.3	123.6		5.3			90.2	33.4
1978	130.4	90.3	40.1	10.0	5.6	6.4	4.4	120.3		5.1			85.7	34.7
1979†	128.1	87.6	40.4	8.6	5.5	6.3	4.4	119.5		5.1			83.2	35.9
1980	181.6	123.2	58.4	14.2	7.8	8.9	6.3	167.4		7.1				

# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female	
								Number	Per cent	Change since previous month	Average change over 3 months ended			
<b>YORKSHIRE AND HUMBERSIDE</b>														
1977	120.8	87.3	33.5	9.3	5.8	6.8	4.1	111.5		5.3		82.8	28.6	
1978	125.8	89.0	36.8	9.2	6.0	7.0	4.4	116.6		5.5		84.5	32.1	
1979†	121.1	83.7	37.4	8.1	5.7	6.6	4.4	113.0		5.3		79.7	32.9	
1980	163.6	112.7	51.0	13.8	7.8	8.9	6.0	149.8		7.0		104.7	43.4	
1981	254.2	183.1	71.1	19.3	12.3	14.6	8.7	234.9		11.3		171.9	61.4	
1981 Sep 10 ‡	281.0	198.8	82.3	31.8	13.6	15.9	10.0	249.2	247.6	11.9	5.1	4.8	182.8	64.8
Oct 8 ‡	277.4	197.8	79.6	25.1	13.4	15.8	9.7	252.3	250.3	12.1	2.7	4.6	184.2	66.1
Nov 12	272.0	196.1	76.0	18.8	13.1	15.6	9.3	253.2	251.2	12.1	0.9	2.9	185.2	66.0
Dec 10	271.5	197.0	74.5	16.1	13.1	15.7	9.1	255.5	253.0	12.2	1.8	1.8	186.3	66.7
1982 Jan 14	280.9	204.1	76.8	15.6	13.6	16.3	9.4	265.3	255.9	12.4	2.9	1.9	188.2	67.7
Feb 11	277.9	201.5	76.3	13.7	13.4	16.1	9.3	264.2	255.9	12.4	—	1.5	187.3	68.6
Mar 11	272.7	197.9	74.8	12.1	13.2	15.8	9.1	260.7	255.6	12.3	-0.3	0.9	186.6	69.0
April 15	274.4	198.7	75.8	14.2	13.2	15.9	9.2	260.2	257.8	12.4	2.2	0.6	188.0	69.8
May 13	271.9	197.6	74.2	13.4	13.1	15.8	9.1	258.5	260.8	12.6	3.0	1.6	190.8	70.0
June 10	281.7	202.4	79.3	24.7	13.6	16.2	9.7	257.0	263.9	12.7	3.1	2.8	193.3	70.6
July 8 §	295.8	208.9	86.9	35.1	14.3	16.7	10.6	260.7	264.7	12.8	0.8	2.3	194.1	70.6
Aug 12 §	305.2	213.9	91.3	34.0	14.7	17.1	11.2	271.2	270.7	13.1	6.0	3.3	197.3	73.4
Sep 9	309.8	217.0	92.8	32.7	15.0	17.3	11.3	277.1	275.5	13.3	4.8	3.9	200.4	75.1
<b>NORTH WEST</b>														
1977	212.0	153.5	58.5	17.7	7.4	9.0	5.0	194.2		6.8		144.1	50.1	
1978	213.5	150.5	63.1	16.8	7.5	8.9	5.4	196.7		6.9		141.6	55.1	
1979†	203.5	140.7	62.8	13.7	7.1	8.4	5.3	189.8		6.6		133.0	56.2	
1980	264.5	180.3	84.1	18.9	9.3	10.8	7.1	245.6		8.5		168.7	74.3	
1981	390.1	274.0	116.2	23.0	13.9	16.6	10.0	367.1		13.0		259.9	104.6	
1981 Sep 10 ‡	428.2	298.8	129.5	35.2	15.2	18.1	11.2	393.0	388.2	13.8	9.0	8.1	278.4	109.8
Oct 8 ‡	424.2	296.6	127.6	29.3	15.1	17.9	11.0	395.0	393.0	14.0	4.8	6.9	280.8	112.2
Nov 12	420.4	296.0	124.4	21.9	15.0	17.9	10.7	398.5	395.9	14.1	2.9	5.6	282.9	113.0
Dec 10	417.8	296.2	121.7	19.8	14.9	17.9	10.5	398.0	396.9	14.1	1.0	2.9	283.8	113.1
1982 Jan 14	433.6	307.6	126.0	19.7	15.4	18.6	10.9	413.9	401.9	14.3	5.0	3.0	288.2	113.7
Feb 11	427.6	303.3	124.3	17.6	15.2	18.3	10.7	410.0	400.0	14.2	-1.9	1.4	286.0	114.0
Mar 11	422.8	300.5	122.3	15.9	15.0	18.2	10.6	406.9	402.0	14.3	2.0	1.7	287.3	114.7
April 15	429.5	306.1	123.5	17.6	15.3	18.5	10.7	411.9	409.2	14.6	7.2	2.4	293.0	116.2
May 13	425.7	303.6	122.1	17.0	15.1	18.4	10.5	408.6	411.8	14.6	2.6	3.9	295.1	116.7
June 10	441.8	312.2	129.6	31.3	15.7	18.9	11.2	410.5	419.3	14.9	7.5	5.8	300.1	119.2
July 8 §	456.5	320.0	136.5	40.6	16.2	19.3	11.8	415.9	417.0	14.8	-2.3	2.6	299.9	117.1
Aug 12 §	468.8	327.5	141.3	39.0	16.7	19.8	12.2	429.7	425.7	15.1	8.7	4.6	305.1	120.6
Sep 9	473.7	330.5	143.3	37.4	16.9	20.0	12.4	436.3	431.7	15.4	6.0	4.1	308.5	123.2
<b>NORTH</b>														
1977	114.2	80.2	34.0	10.3	8.3	9.5	6.4	104.0		7.6		75.1	28.9	
1978	121.6	84.7	36.9	10.3	8.9	10.2	7.0	111.3		8.2		79.5	31.9	
1979†	119.0	82.1	36.9	8.7	8.7	9.9	6.8	110.3		8.0		77.3	32.7	
1980	147.5	101.5	45.9	12.0	10.9	12.4	8.6	135.5		9.9		94.7	39.9	
1981	203.4	145.2	58.2	14.5	15.3	18.0	11.1	189.0		14.1		136.8	51.1	
1981 Sep 10 ‡	219.7	154.4	65.3	22.6	16.5	19.1	12.5	197.1	197.7	14.8	3.1	3.6	144.7	53.0
Oct 8 ‡	216.2	153.3	63.0	16.6	16.2	19.0	12.0	199.6	199.3	15.0	1.6	3.1	145.3	54.0
Nov 12	215.5	153.5	61.9	13.7	16.2	19.0	11.8	201.8	200.6	15.1	1.3	2.0	146.0	54.6
Dec 10	213.9	153.7	60.2	12.3	16.1	19.0	11.5	201.6	199.9	15.0	-0.7	0.7	145.6	54.3
1982 Jan 14	222.2	160.1	62.1	12.8	16.7	19.8	11.8	209.4	201.1	15.1	-1.2	-0.6	146.7	54.4
Feb 11	217.7	157.1	60.6	11.1	16.3	19.4	11.6	206.6	199.0	14.9	-2.1	-0.6	144.7	54.3
Mar 11	212.7	153.6	59.0	9.5	16.0	19.0	11.3	203.2	198.8	14.9	-0.2	-0.4	144.3	54.5
April 15	216.7	156.7	60.1	11.6	16.3	19.4	11.5	205.2	202.6	15.2	3.8	0.5	147.2	55.4
May 13	213.1	154.3	58.8	9.8	16.0	19.1	11.2	203.3	205.1	15.4	2.5	2.0	149.0	56.1
June 10	223.0	159.9	63.2	20.2	16.7	19.8	12.1	202.8	208.4	15.6	3.3	3.2	152.1	56.3
July 8 §	233.2	165.8	67.4	25.6	17.5	20.5	12.9	207.6	211.2	15.9	2.8	2.9	155.7	55.5
Aug 12 §	238.8	169.5	69.3	25.7	17.9	21.0	13.2	213.1	215.2	16.2	4.0	3.4	158.3	56.9
Sep 9	241.4	170.8	70.6	24.1	18.1	21.1	13.5	217.3	218.0	16.4	2.8	3.2	159.8	58.2

# UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED			PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female	
								Number	Per cent	Change since previous month	Average change over 3 months ended			
<b>WALES</b>														
1977	86.3	61.1	25.2	7.0	8.0	9.2	6.1	79.3		7.4		57.6	21.8	
1978	91.5	63.1	28.4	7.3	8.3	9.3	6.6	84.2		7.6		59.6	24.7	
1979†	87.1	58.3	28.7	6.0	7.9	8.7	6.6	81.0		7.3		55.2	25.5	
1980	111.3	74.8	36.6	8.5	10.3	11.4	8.5	102.9		9.4		69.9	31.9	
1981	157.5	110.8	46.8	9.3	14.8	17.1	11.2	148.2		13.8		105.2	41.9	
1981 Sep 10 ‡	169.3	118.0	51.3	14.6	15.9	18.2	12.3	154.7	154.2	14.5	2.2	2.6	110.7	43.5
Oct 8 ‡	170.1	119.0	51.0	11.9	16.0	18.4	12.3	158.2	156.4	14.7	2.2	2.4	112.2	44.2
Nov 12	170.2	119.7	50.6	9.6	16.0	18.5	12.2	160.6	157.8	14.8	1.4	1.9	113.1	44.7
Dec 10	168.9	119.4	49.5	8.3	15.9	18.4	11.9	160.6	158.0	14.8	0.2	1.3	113.1	44.9
1982 Jan 14	176.2	124.9	51.2	8.8	16.6	19.3	12.3	167.4	161.2	15.2	3.2	1.6	115.6	45.6
Feb 11	174.9	124.4	50.5	8.0	16.4	19.2	12.1	166.8	161.6	15.2	0.4	1.3	115.6	45.6
Mar 11	170.3	120.7	49.6	7.1	16.0	18.6	11.9	163.3	160.4	15.1	-1.2	0.8	114.3	46.1
April 15	171.3	122.1	49.3	8.0	16.1	18.8	11.9	163.4	161.9	15.2	1.5	0.2	116.0	45.9
May 13	168.2	119.7	48.6	7.9	15.8	18.5	11.7	160.3	161.6	15.2	-0.3	—	115.5	46.1
June 10	166.4	118.1	48.3	8.9	15.6	18.2	11.6	157.5	162.0	15.2	0.4	0.5	115.6	46.4
July 8 §	175.3	122.7	52.6	15.0	16.5	18.9	12.6	160.3	163.7	15.4	1.7	0.6	117.6	46.1
Aug 12 §	181.1	126.0	55.1	15.8	17.0	19.4	13.2	165.3	166.8	15.7	3.1	1.7	119.0	47.8
Sep 9	185.6	128.8	56.8	15.8	17.4	19.9	13.7	169.8	169.2	15.9	2.4	2.4	120.4	48.8
<b>SCOTLAND</b>														
1977	182.8	125.7	57.1	14.5	8.1	9.5	6.1	168.3		7.5		117.7	50.6	
1978	184.7	123.7	61.0	14.1	8.2	9.3	6.6	170.7		7.6		115.8	54.9	
1979†	181.5	118.7	62.8	12.5	8.0	9.0	6.6	168.9		7.4		111.1	57.1	
1980	225.7													

# 2.4 UNEMPLOYMENT

## Area statistics

Unemployment in regions by assisted area status†, in certain employment office areas and in counties at September 9, 1982

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
<b>ASSISTED REGIONS</b>									
<b>South West</b>									
SDA	4,644	1,915	6,559	19.3	<b>East Anglia</b>				
Other DA	24,084	11,831	35,915	15.9	Cambridge	3,808	1,790	5,598	6.4
IA	10,927	4,531	15,458	13.8	Great Yarmouth	3,366	1,093	4,459	11.9
Unassisted	96,100	42,685	138,785	10.9	*Ipswich	7,536	3,043	10,579	9.7
All	135,755	60,962	196,717	11.8	Lowestoft	2,928	1,344	4,272	14.6
					*Norwich	10,404	4,093	14,497	11.3
					Peterborough	7,384	2,821	10,205	14.9
<b>East Midlands</b>									
SDA	—	—	—	—	<b>South West</b>				
Other DA	5,126	1,588	6,714	21.3	Bath	3,479	1,434	4,913	10.0
IA	2,944	1,211	4,155	14.0	*Bournemouth	12,230	4,456	16,686	11.7
Unassisted	132,882	56,323	189,205	12.3	*Bristol	27,101	10,800	37,901	11.6
All	140,952	59,122	200,074	12.4	*Cheltenham	4,429	1,844	6,273	8.6
					*Chippenham	1,600	994	2,594	9.0
					*Exeter	5,008	2,117	7,125	9.9
<b>Yorkshire and Humberside</b>									
SDA	—	—	—	—	Gloucester	5,082	2,407	7,489	11.2
Other DA	53,456	21,267	74,723	17.9	*Plymouth	13,464	7,339	20,803	16.9
IA	49,111	21,805	70,916	16.2	*Salisbury	2,283	1,463	3,746	9.3
Unassisted	114,465	49,700	164,165	13.2	Swindon	6,889	2,996	9,885	11.9
All	217,032	92,772	309,804	15.0	Taunton	2,590	1,108	3,698	8.9
					Torbay	7,448	2,660	10,108	14.6
					*Trowbridge	1,757	998	2,755	10.0
					*Yeovil	2,127	1,379	3,506	8.5
<b>North West</b>									
SDA	105,523	42,340	147,863	20.6	<b>West Midlands</b>				
Other DA	27,076	13,269	40,345	19.3	*Birmingham	93,340	33,941	127,281	18.2
IA	41,239	19,562	60,801	15.8	Burton-upon-Trent	2,860	1,334	4,194	11.1
Unassisted	156,614	68,085	224,699	14.7	*Coventry	30,278	12,668	42,946	17.7
All	330,452	143,256	473,708	16.9	*Dudley/Sandwell	36,054	14,065	50,119	16.5
					Hereford	2,745	1,541	4,286	11.4
					*Kidderminster	3,934	2,264	6,198	15.2
					Leamington	4,155	2,053	6,208	12.2
					*Oakengates	9,017	3,504	12,521	20.9
					Redditch	4,322	2,489	6,811	19.7
					Rugby	3,060	1,650	4,710	15.4
					Shrewsbury	3,471	1,871	5,342	12.9
					*Stafford	3,172	1,809	4,981	9.4
					*Stoke-on-Trent	20,093	10,451	30,544	14.8
					*Walsall	22,421	9,714	32,135	19.0
					*Wolverhampton	19,438	7,087	26,525	18.2
					*Worcester	6,455	2,727	9,182	12.8
<b>Wales</b>									
SDA	38,121	16,840	54,961	19.8	<b>East Midlands</b>				
Other DA	69,376	30,291	99,667	16.9	*Chesterfield	8,336	4,146	12,482	14.9
IA	16,251	7,243	23,494	16.0	Coalville	3,139	1,380	4,519	9.9
Unassisted	5,065	2,424	7,489	11.4	Corby	5,126	1,588	6,714	21.3
All	128,813	56,798	185,611	17.4	*Derby	11,142	4,139	15,281	10.3
					Kettering	2,994	1,207	4,201	13.9
					*Leicester	21,969	9,094	31,063	13.2
					Lincoln	6,014	2,816	8,830	13.5
					Loughborough	2,945	1,238	4,183	9.4
					Mansfield	5,964	2,278	8,242	13.4
					*Northampton	7,975	3,263	11,238	10.4
					*Nottingham	32,130	12,371	44,501	13.0
					Sutton-in-Ashfield	2,798	926	3,724	10.4
<b>Scotland</b>									
SDA	151,884	70,600	222,484	18.2	<b>Yorkshire and Humberside</b>				
Other DA	35,014	16,853	51,867	16.0	*Barnsley	8,810	4,382	13,192	16.0
IA	7,019	3,693	10,712	13.7	*Bradford	19,995	7,246	27,241	16.0
Unassisted	44,618	22,747	67,365	10.8	*Castleford	6,310	3,082	9,392	14.6
All	238,535	113,893	352,428	15.8	*Dewsbury	7,464	2,646	10,110	15.4
					*Doncaster	12,950	6,710	19,660	17.5
					Grimsby	8,251	2,681	10,932	14.3
					*Halifax	7,322	3,074	10,396	13.9
					Harrrogate	2,215	1,063	3,278	9.3
					Huddersfield	8,627	4,539	13,166	14.5
					*Hull	22,477	8,517	30,994	16.9
					Keighley	2,894	1,285	4,179	13.7
					*Leeds	31,978	13,412	45,390	13.3
					*Mexborough	4,657	2,241	6,898	23.5
					Rotherham	9,219	4,434	13,653	21.1
					*Scunthorpe	8,852	3,394	12,246	18.9
					*Sheffield	30,811	11,919	42,730	14.6
					*Wakefield	6,421	2,886	9,307	12.7
					York	4,916	2,573	7,489	8.8
<b>UNASSISTED REGIONS</b>									
South East	559,974	229,044	789,018	10.5	<b>North West</b>				
East Anglia	56,174	23,982	80,156	11.3	*Accrington	3,400	1,651	5,051	17.2
West Midlands	273,093	113,073	386,166	16.9	*Ashton-under-Lyne	10,084	4,679	14,763	15.5
					*Birkenhead	24,283	9,917	34,200	21.6
					*Blackburn	7,452	3,300	10,752	15.5
					*Blackpool	10,276	4,438	14,714	13.4
					*Bolton	13,350	6,184	19,534	17.5
					*Burnley	4,589	2,155	6,744	13.4
					*Bury	6,533	3,001	9,534	15.1
					*Chester	5,251	2,214	7,465	14.0
					*Crewe	4,723	2,751	7,474	11.4
					*Lancaster	4,481	2,108	6,589	14.0
					*Leigh	4,924	2,774	7,698	18.0
					*Liverpool	69,497	26,576	96,073	20.1
					*Manchester	75,988	29,224	105,212	14.7
					*Nelson	2,743	1,433	4,176	15.8
					*Northwich	4,126	2,197	6,323	15.6
					*Oldham	10,494	4,749	15,243	13.6
					*Preston	13,166	7,017	20,183	18.7
					*Rochdale	6,544	2,876	9,420	18.7
					Southport	4,082	1,861	5,943	17.9
					St Helens	8,874	3,900	12,774	19.4
					*Warrington	8,845	4,023	12,868	15.9
					*Widnes	8,188	3,979	12,167	21.4
					*Wigan	9,316	5,110	14,426	19.9
<b>GREAT BRITAIN</b>									
SDA	428,748	180,390	609,138	19.4	<b>Yorkshire and Humberside</b>				
Other DA	235,320	105,558	340,878	16.8	*Barnsley	8,810	4,382	13,192	16.0
IA	137,491	62,770	200,261	15.6	*Bradford	19,995	7,246	27,241	16.0
Unassisted	1,450,044	614,800	2,064,844	12.2	*Castleford	6,310	3,082	9,392	14.6
All	2,251,603	963,518	3,215,121	13.8	*Dewsbury	7,464	2,646	10,110	15.4
					*Doncaster	12,950	6,710	19,660	17.5
					Grimsby	8,251	2,681	10,932	14.3
					*Halifax	7,322	3,074	10,396	13.9
					Harrrogate	2,215	1,063	3,278	9.3
					Huddersfield	8,627	4,539	13,166	14.5
					*Hull	22,477	8,517	30,994	16.9
					Keighley	2,894	1,285	4,179	13.7
					*Leeds	31,978	13,412	45,390	13.3
					*Mexborough	4,657	2,241	6,898	23.5
					Rotherham	9,219	4,434	13,653	21.1
					*Scunthorpe	8,852	3,394	12,246	18.9
					*Sheffield	30,811	11,919	42,730	14.6
					*Wakefield	6,421	2,886	9,307	12.7
					York	4,916	2,573	7,489	8.8
<b>Northern Ireland</b>									
	87,731	40,223	127,954	22.3					
<b>Local areas (by region)</b>									
<b>South East</b>									
*Aldershot	5,237	2,717	7,954	9.4					
*Aylesbury	2,586	1,170	3,756	8.3					
*Basingstoke	2,732	1,405	4,137	8.8					
*Bedford	5,716	2,694	8,410	10.0					
*Braintree	2,600	1,394	3,994	11.6					
*Brighton	12,754	4,762	17,516	12.7					
*Canterbury	3,755	1,567	5,322	13.1					
*Chatham	13,662	5,975	19,637	16.7					
*Chelmsford	4,460	2,069	6,529	9.5					
*Chichester	3,257	1,314	4,571	9.5					
*Colchester	4,836	2,538	7,374	12.3					
*Crawley	8,592	3,880	12,472	7.6					
*Eastbourne	2,974	989	3,963	9.4					</

# 2.5 UNEMPLOYMENT Age and duration

THOUSAND

UNITED KINGDOM	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
<b>MALE AND FEMALE</b>																
1980 April	395.4	99.3	56.4	551.1	407.3	131.3	181.1	719.7	86.9	48.6	116.6	252.1	889.7	279.2	354.1	1,522.9
1980 July	721.6	100.4	62.1	884.0	427.8	140.3	185.3	753.4	94.5	48.0	116.6	259.2	1,243.8	288.7	364.1	1,896.6
1980 Oct	660.3	120.4	74.3	855.0	543.5	162.0	203.2	908.7	124.4	51.1	123.7	299.1	1,328.3	333.5	401.1	2,062.9
1981 Jan	638.5	201.4	91.1	931.0	688.0	216.1	234.1	1,138.2	155.7	64.4	130.1	350.2	1,482.2	481.8	455.4	2,419.5
1981 April	582.6	241.8	112.7	917.2	672.4	291.4	266.1	1,229.9	153.8	87.2	137.2	378.2	1,388.9	620.4	515.9	2,525.2
1981 July	789.5	245.8	155.0	1,170.2	618.6	339.8	320.6	1,279.1	149.5	102.0	151.2	402.8	1,537.6	687.6	626.9	2,852.1
1981 Oct	752.0	238.9	204.1	1,195.0	611.0	344.4	401.3	1,356.7	151.5	106.3	179.2	437.0	1,514.5	689.5	784.6	2,988.6
1982 Jan	662.0	255.8	235.8	1,153.6	655.4	333.2	478.2	1,466.8	149.7	109.4	191.1	450.2	1,467.1	698.5	905.1	3,070.6
1982 April	564.4	283.0	256.6	1,104.1	595.7	327.8	530.3	1,453.8	133.0	109.5	207.5	450.0	1,293.1	720.3	994.4	3,007.8
1982 July	760.9	257.3	278.8	1,297.0	560.7	315.8	566.7	1,443.3	122.5	102.8	225.1	450.4	1,444.1	676.0	1,070.5	3,190.6
<b>MALE</b>																
1980 April	228.5	53.3	34.5	316.4	289.4	88.6	142.2	520.2	75.8	42.8	102.8	221.5	593.7	184.8	279.6	1,058.1
1980 July	403.2	56.1	38.0	497.2	298.1	96.8	145.0	539.8	82.6	42.3	102.7	227.6	783.8	195.1	285.7	1,264.6
1980 Oct	377.4	69.4	46.2	493.1	387.8	112.0	158.5	658.2	109.3	44.8	108.9	262.9	874.5	226.1	313.6	1,414.2
1981 Jan	383.0	117.9	58.5	559.4	510.5	152.8	184.3	847.6	138.0	56.7	114.7	309.3	1,031.4	327.4	357.6	1,716.4
1981 April	342.0	148.6	74.3	564.9	495.5	213.0	211.2	919.7	136.8	77.2	121.0	335.1	974.4	438.9	406.5	1,819.8
1981 July	442.8	155.3	102.6	700.7	444.3	254.2	254.4	952.8	132.9	90.8	133.6	357.3	1,020.0	500.2	490.6	2,010.8
1981 Oct	428.7	150.1	137.5	716.4	431.4	252.4	319.1	1,002.9	133.8	94.8	158.5	387.1	993.9	497.3	615.1	2,106.4
1982 Jan	388.6	156.6	162.8	708.0	471.1	240.2	385.9	1,097.1	132.0	97.9	168.3	398.2	991.8	494.6	716.9	2,203.3
1982 April	334.5	170.3	178.9	683.7	418.7	233.4	428.5	1,080.6	117.3	97.3	183.0	397.6	870.5	501.1	790.4	2,162.0
1982 July	434.6	155.9	193.0	783.5	386.3	223.0	456.6	1,065.9	107.6	91.4	198.7	397.7	928.5	470.2	848.4	2,247.1
<b>FEMALE</b>																
1980 April	166.9	46.0	21.8	234.7	117.9	42.7	38.9	199.5	11.1	5.8	13.6	30.7	296.0	94.4	74.5	464.9
1980 July	318.4	44.3	24.1	386.8	129.7	43.5	40.4	213.6	11.9	5.8	14.0	31.6	460.0	93.6	78.4	632.0
1980 Oct	282.9	51.0	28.1	361.9	155.8	50.1	44.7	250.5	15.2	6.3	14.8	36.2	453.8	107.3	87.5	648.7
1981 Jan	255.5	83.5	32.6	371.6	177.5	63.3	49.8	290.6	17.8	7.7	15.4	40.9	450.8	154.4	97.8	703.1
1981 April	220.6	93.2	38.4	352.2	176.9	78.3	54.9	310.2	17.0	10.0	16.1	43.1	414.5	181.5	109.5	705.5
1981 July	326.6	90.5	52.4	469.5	174.4	85.7	66.2	326.2	16.7	11.3	17.6	45.6	517.6	187.4	136.2	841.3
1981 Oct	323.3	88.7	66.5	478.6	179.6	92.0	82.2	353.8	17.8	11.4	20.7	49.9	520.6	192.2	169.5	882.3
1982 Jan	273.3	99.2	73.0	445.6	184.3	93.1	92.4	369.7	17.7	11.6	22.8	52.1	475.3	203.8	188.2	867.3
1982 April	229.9	112.7	77.8	420.4	177.0	94.4	101.7	373.1	15.6	12.2	24.5	52.3	422.6	219.2	204.0	845.8
1982 July	326.3	101.4	85.7	513.5	174.4	92.8	110.1	377.4	14.9	11.5	26.3	52.7	515.7	205.7	222.1	943.6

# UNEMPLOYMENT Age 2.7

UNITED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
<b>MALE AND FEMALE</b>									
1980 April	114.1	144.1	292.9	336.9	196.1	186.7	113.5	138.6	1,522.9
1980 July	368.9	188.4	326.7	351.9	206.4	195.0	116.7	142.5	1,896.6
1980 Oct	236.0	218.1	400.9	428.2	249.7	230.8	137.2	161.9	2,062.9
1981 Jan	200.2	245.6	485.2	538.7	315.8	283.8	163.8	186.4	2,419.5
1981 April	155.9	252.8	508.5	580.1	341.7	308.0	179.6	198.6	2,525.2
1981 July	363.7	275.0	531.5	601.6	355.1	322.4	191.7	211.1	2,852.1
1981 Oct	295.9	317.6	581.5	638.7	376.9	341.1	207.9	229.1	2,988.6
1982 Jan	230.1	318.2	605.3	688.8	410.4	367.5	221.3	229.0	3,070.6
1982 April	193.4	316.0	594.8	676.8	408.9	368.1	223.8	226.2	3,007.8
1982 July	370.5	333.4	593.1	668.1	406.9	368.3	224.3	226.0	3,190.6
<b>Proportion of number unemployed</b>									
1980 April	7.5	9.5	19.2	22.1	12.9	12.3	7.5	9.1	100.0
1980 July	19.5	9.9	17.2	18.6	10.9	10.3	6.2	7.5	100.0
1980 Oct	11.4	10.6	19.4	20.8	12.1	11.2	6.7	7.8	100.0
1981 Jan	8.3	10.2	20.1	22.3	13.1	11.7	6.8	7.7	100.0
1981 April	6.2	10.0	20.1	23.0	13.5	12.2	7.1	7.9	100.0
1981 July	12.8	9.6	18.6	21.1	12.5	11.3	6.7	7.4	100.0
1981 Oct	9.9	10.6	19.5	21.4	12.6	11.4	7.0	7.7	100.0
1982 Jan	7.5	10.4	19.7	22.4	13.4	12.0	7.2	7.5	100.0
1982 April	6.4	10.5	19.8	22.5	13.6	12.2	7.4	7.5	100.0
1982 July	11.6	10.4	18.6	20.9	12.8	11.5	7.0	7.1	100.0
<b>MALE</b>									
1980 April	60.6	79.6	176.2	233.3	149.4	137.6	84.4	137.1	1,058.1
1980 July	198.4	101.9	196.9	241.9	155.2	142.7	86.8	140.8	1,264.6
1980 Oct	125.6	121.0	246.5	299.0	189.2	170.1	103.0	159.9	1,414.2
1981 Jan	109.4	140.9	309.1	389.5	244.9	213.2	124.8	184.5	1,716.4
1981 April	87.8	148.5	328.7	421.7	265.7	232.2	138.4	156.7	1,819.8
1981 July	197.6	159.7	343.4	434.6	275.4	242.8	148.4	208.9	2,010.8
1981 Oct	163.2	180.8	372.4	457.8	289.9	255.2	160.3	226.8	2,106.4
1982 Jan	128.5	186.0	393.6	501.0	319.1	277.0	171.6	226.6	2,203.3
1982 April	110.3	186.5	386.9	489.7	315.8	275.1	173.8	223.9	2,162.0
1982 July	203.9	194.9	384.7	480.5	311.6	273.8	174.2	223.5	2,247.1
<b>Proportion of number unemployed</b>									
1980 April	5.7	7.5	16.7	22.0	14.1	13.0	8.0	13.0	100.0
1980 July	15.7	8.1	15.6	19.1	12.3	11.3	6.9	11.1	100.0
1980 Oct	8.9	8.6	17.4	21.1	13.4	12.0	7.3	11.3	100.0
1981 Jan	6.4	8.2	18.0	22.7	14.3	12.4	7.3	10.7	100.0
1981 April	4.8	8.2	18.1	23.2	14.6	12.8	7.6	10.8	100.0
1981 July	9.8	7.9	17.1	21.6	13.7	12.1	7.4	10.4	100.0
1981 Oct	7.7	8.6	17.7	21.7	13.8	12.1	7.6	10.8	100.0
1982 Jan	5.8	8.4	17.9	22.7	14.5	12.6	7.8	10.3	100.0
1982 April	5.1	8.6	17.9	22.7	14.6	12.7	8.0	10.4	100.0
1982 July	9.1	8.7	17.1	21.4	13.9	12.2	7.8	9.9	100.0
<b>FEMALE</b>									
1980 April	53.6	64.5	116.7	103.7	46.7	49.1	29.1	1.6	464.9
1980 July	170.5	86.5	129.8	110.1	51.2	52.3	29.9	1.7	632.0
1980 Oct	110.5	97.0	154.4	129.2	60.5	60.8	34.3	2.0	648.7
1981 Jan	90.8	104.7	176.1	149.1	70.9	70.6	39.0	1.9	703.1
1981 April	68.1	104.4	179.7	158.4	76.0	75.7	41.2	1.9	705.5
1981 July	166.0	115.3	188.1	167.0	79.7	79.5	43.3	2.2	841.3
1981 Oct	132.7	136.8	209.1	180.9	87.0	85.9	47.6	2.4	882.3
1982 Jan	101.6	132.2	211.8	187.8	91.3	90.5	49.7	2.4	867.3
1982 April	83.0	129.4	207.9	187.2	93.1	92.9	50.0	2.3	845.8
1982 July	166.6	138.6	208.3	187.6	95.3	94.4	50.2	2.5	943.6
<b>Proportion of number unemployed</b>									
1980 April	11.5	13.9	25.1	22.3	10.0	10.6	6.3	0.3	100.0
1980 July	27.0	13.7	20.5	17.4	8.1	8.3	4.7	0.3	100.0
1980 Oct	17.0	15.0	23.8	19.9	9.3	9.4	5.3	0.3	100.0
1981 Jan	12.9	14.9	25.0	21.2	10.1	10.0	5.5	0.3	100.0
1981 April	9.7	14.8	25.5	22.5	10.8	10.7	5.8	0.3	100.0
1981 July	19.7	13.7	22.4	19.9	9.5	9.4	5.1	0.3	100.0
1981 Oct	15.0	15.5	23.7	20.5	9.9	9.7	5.4	0.3	100.0
1982 Jan	11.7	15.2	24.4	21.7	10.5	10.4	5.7	0.3	100.0
1982 April	9.8	15.3	24.6	22.1	11.0	11.0	5.9	0.3	100.0
1982 July	17.7	14.7	22.1	19.9	10.1	10.0	5.3	0.3	100.0



## 2.8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
Thousand								
<b>MALE AND FEMALE</b>								
1980	131.0	108.7	183.5	182.0	284.4	279.2	354.1	1,522.9
April	220.3	231.4	311.3	179.5	301.3	288.7	364.1	1,896.6
July	176.4	164.7	273.4	261.1	452.7	333.5	401.1	2,062.9
1981	183.2	108.6	288.4	328.3	573.7	481.8	455.4	2,419.5
Jan	157.5	136.9	249.5	286.7	558.2	620.4	515.9	2,525.2
April	196.3	189.1	354.8	266.4	531.0	687.6	626.9	2,852.1
July	160.5	170.7	332.0	279.7	571.6	689.5	784.6	2,988.6
1982	146.6	118.1	281.7	312.8	607.8	698.5	905.1	3,070.6
Jan	130.2	137.0	242.0	260.9	522.9	607.8	994.4	3,007.8
April	201.1	188.1	324.3	241.9	488.8	676.0	1,070.5	3,190.6
July	Per cent							
<b>Proportion of number unemployed</b>								
1980	8.6	7.1	12.0	12.0	18.7	18.3	23.3	100.0
April	11.6	12.2	16.4	9.5	15.9	15.2	19.2	100.0
July	8.6	8.0	13.3	12.7	21.9	16.2	19.4	100.0
1981	7.6	4.5	11.9	13.6	23.7	19.9	18.8	100.0
Jan	6.2	5.4	9.9	11.4	22.1	24.6	20.4	100.0
April	6.9	6.6	12.4	9.3	18.6	22.0	22.0	100.0
July	5.4	5.7	11.1	9.4	19.1	23.1	26.3	100.0
1982	4.8	3.8	9.2	10.2	19.8	22.7	29.5	100.0
Jan	4.3	4.6	8.0	8.7	17.4	23.9	33.1	100.0
April	6.3	5.9	10.2	7.6	15.3	21.2	33.6	100.0
July	Thousand							
<b>MALE</b>								
1980	86.4	73.6	122.9	119.4	191.4	184.8	279.6	1,058.1
April	133.3	139.7	193.1	118.4	199.2	195.1	285.7	1,264.6
July	119.6	109.4	181.3	173.7	290.4	226.1	313.6	1,414.2
1981	120.3	75.0	205.8	231.3	398.9	327.4	357.6	1,716.4
Jan	110.5	94.0	172.6	196.0	401.3	438.9	406.5	1,819.8
April	119.9	117.7	229.0	181.9	371.5	500.2	490.6	2,010.8
July	106.3	108.1	208.0	185.6	385.8	497.3	615.1	2,106.4
1982	94.4	81.0	196.6	211.7	408.1	494.6	716.9	2,203.3
Jan	85.9	92.0	161.0	171.3	360.3	501.1	790.4	2,162.0
April	120.1	114.8	205.8	160.3	327.5	470.2	848.4	2,247.1
July	Per cent							
<b>Proportion of number unemployed</b>								
1980	8.2	7.0	11.6	11.3	18.1	17.5	26.4	100.0
April	10.5	11.0	15.3	9.4	15.8	15.4	22.6	100.0
July	8.5	7.7	12.8	12.3	20.5	16.0	22.2	100.0
1981	7.0	4.4	12.0	13.5	23.2	19.1	20.8	100.0
Jan	6.1	5.2	9.5	10.8	22.1	24.1	22.3	100.0
April	6.0	5.9	11.4	9.0	18.5	24.9	24.4	100.0
July	5.0	5.1	9.9	8.8	18.3	23.6	29.2	100.0
1982	4.3	3.7	8.9	9.6	18.5	22.4	32.5	100.0
Jan	4.0	4.3	7.4	7.9	16.7	23.2	36.6	100.0
April	5.3	5.1	9.2	7.1	14.6	20.9	37.8	100.0
July	Thousand							
<b>FEMALE</b>								
1980	44.6	35.1	60.6	62.6	93.0	94.4	74.5	464.9
April	87.0	91.8	118.2	61.0	102.1	93.6	78.4	632.0
July	56.8	55.3	92.1	87.4	162.3	107.3	87.5	648.7
1981	62.8	33.6	82.6	97.0	174.9	154.4	97.8	703.1
Jan	47.0	43.0	76.9	90.7	156.9	181.5	109.5	705.5
April	76.3	71.4	125.8	84.5	159.5	187.4	136.2	841.3
July	54.1	62.6	124.0	94.1	185.8	192.2	169.5	882.3
1982	52.2	37.1	85.2	101.0	199.8	203.8	188.2	867.3
Jan	44.3	45.0	81.0	89.6	162.6	219.2	204.0	845.8
April	80.9	73.3	118.5	81.6	161.3	205.7	222.1	943.6
July	Per cent							
<b>Proportion of number unemployed</b>								
1980	9.6	7.6	13.0	13.5	20.0	20.3	16.0	100.0
April	13.8	14.5	18.7	9.7	16.2	14.8	12.4	100.0
July	8.8	8.5	14.2	13.5	25.0	16.5	13.5	100.0
1981	8.9	4.8	11.7	13.8	24.9	22.0	13.9	100.0
Jan	6.7	6.1	10.9	12.9	22.2	25.7	15.5	100.0
April	9.1	8.5	15.0	10.0	19.0	22.3	16.2	100.0
July	6.1	7.1	14.1	10.7	21.1	21.8	19.2	100.0
1982	6.0	4.3	9.8	11.6	23.0	23.5	21.7	100.0
Jan	5.2	5.3	9.6	10.6	19.2	25.9	24.1	100.0
April	8.6	7.8	12.6	8.6	17.1	21.8	23.5	100.0
July	Per cent							

## UNEMPLOYMENT 2.11 Occupation: registrations at employment offices

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
Thousand							
<b>MALE AND FEMALE</b>							
1980	110.6	201.5	89.4	158.6	496.8	345.4	1,402.2
Mar	103.5	202.5	88.7	165.8	512.6	352.9	1,425.9
June	149.8	250.9	105.7	212.2	596.1	432.3	1,747.1
Sep	176.1	270.6	123.6	291.4	672.2	535.2	2,069.2
1981	191.2	295.8	143.2	354.3	735.3	613.9	2,333.6
Mar	201.4	298.6	145.4	368.8	754.6	629.7	2,398.3
June	257.1	341.4	160.2	389.0	805.0	680.2	2,632.9
Sep	256.9	342.0	170.3	406.6	817.5	717.3	2,710.6
1982	258.0	352.1	182.0	423.6	832.4	748.1	2,796.2
Mar	253.9	349.3	182.3	411.5	829.0	732.8	2,758.8
June	Per cent						
<b>Proportion of number unemployed</b>							
1980	7.9	14.4	6.4	11.3	35.4	24.6	100.0
Mar	7.3	14.2	6.2	11.6	35.9	24.7	100.0
June	8.6	14.4	6.1	12.1	34.1	24.7	100.0
Sep	8.5	13.1	6.0	14.1	32.5	25.9	100.0
1981	8.2	12.7	6.1	15.2	31.5	26.3	100.0
Mar	8.4	12.5	6.1	15.4	31.5	26.3	100.0
June	9.8	13.0	6.1	14.8	30.6	25.8	100.0
Sep	9.5	12.6	6.3	15.0	30.2	26.5	100.0
1982	9.2	12.6	6.5	15.1	29.8	26.8	100.0
Mar	9.2	12.7	6.6	14.9	30.0	26.6	100.0
June	Thousand						
<b>MALE</b>							
1980	73.1	75.2	28.1	145.0	412.0	252.6	986.1
Mar	69.7	75.5	28.6	150.5	422.8	258.2	1,005.3
June	98.1	90.3	35.5	192.6	490.6	317.3	1,224.5
Sep	121.7	95.7	43.8	268.0	557.8	403.6	1,490.6
1981	135.9	103.9	51.3	327.7	613.1	467.5	1,699.4
Mar	145.2	105.3	53.4	341.6	631.6	482.8	1,760.0
June	177.5	119.5	59.5	360.2	673.4	515.6	1,905.6
Sep	179.4	120.0	63.3	379.3	688.6	546.0	1,976.6
1982	181.8	123.2	67.3	395.6	702.4	568.9	2,039.2
Mar	180.2	123.1	67.7	383.8	700.9	556.4	2,012.1
June	Per cent						
<b>Proportion of number unemployed</b>							
1980	7.4	7.6	2.8	14.7	41.8	25.6	100.0
Mar	6.9	7.5	2.8	15.0	42.1	25.7	100.0
June	8.0	7.4	2.9	15.7	40.1	25.9	100.0
Sep	8.2	6.4	2.9	18.0	37.4	27.1	100.0
1981	8.0	6.1	3.0	19.3	36.1	27.5	100.0
Mar	8.3	6.0	3.0	19.4	35.9	27.4	100.0
June	9.3	6.3	3.1	18.9	35.3	27.1	100.0
Sep	9.1	6.1	3.2	19.2	34.8	27.6	100.0
1982	8.9	6.0	3.3	19.4	34.4	27.9	100.0
Mar	9.0	6.1	3.4	19.1	34.8	27.7	100.0
June	Thousand						
<b>FEMALE</b>							
1980	37.5	126.3	61.2	13.5	84.8	92.8	416.1
Mar	33.8	127.0	60.1	15.3	89.8	94.7	420.6
June	51.7	160.6	70.2	19.6	105.5	115.0	522.6
Sep	54.4	174.9	79.8	23.4	114.4	131.6	578.5
1981	55.3	191.9	91.9	26.7	122.2	146.4	634.3
Mar	56.2	193.2	91.9	27.2	123.0	146.9	638.4
June	79.7	221.9	100.7	28.9	131.6	164.6	727.3
Sep	77.4	222.0	107.0	27.3	128.9	171.4	734.0
1982	76.2	229.0	114.6	28.0	130.0	179.2	757.0
Mar	73.6	226.1	114.6	27.7	128.1	176.4	746.7
June	Per cent						
<b>Proportion of number unemployed</b>							
1980	9.0	30.4	14.7	3.2	20.4	22.3	100.0
Mar	8.0	30.2	14.3	3.6	21.4	22.5	100.0
June	9.9	30.7	13.4	3.8	20.2	22.0	100.0
Sep	9.4	30.2	13.8	4.0	19.8	22.7	100.0
1981	8.7	30.3	14.5	4.2	19.3	23.1	100.0
Mar	8.8	30.3	14.4	4.3	19.3	23.0	100.0
June	11.0	30.5	13.8	4.0	18.1	22.6	100.0
Sep	10.5	30.2	14.6	3.7	17.6	23.4	100.0
1982	10.1	30.3	15.1	3.7	17.2	23.7	100.0
Mar	9.9	30.3	15.3	3.7	17.2	23.6	100.0
June	Per cent						

## 2.13 UNEMPLOYMENT Adult students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1981 Sep 10	43,305	17,916	4,352	11,363	15,328	11,289	17,276	23,463	10,184	12,066	21,735	170,361	8,880	179,241
Oct 8	17,927	8,565	1,834	4,019	6,868	3,284	5,756	8,670	3,487	3,421	14,487	69,753	4,783	74,536
Nov 12	1,220	210	186	69	204	148	66	106	27	33	210	2,269	—	2,269
Dec 10	—	—	—	—	—	—	—	—	—	—	—	—	—	—
1982 Jan 14	4,968	2,599	495	542	591	437	511	779	562	462	1,072	10,419	—	10,419
Feb 11	103	—	14	3	72	45	31	36	—	8	242	554	—	554
Mar 11	85	17	11	9	56	45	3	—	—	—	41	250	—	250
April 15	17,327	7,310	2,012	2,195	5,431	4,083	6,687	6,285	1,817	4,584	4,598	55,019	—	55,019
May 13	811	394	34	76	681	93	47	172	—	99	646	2,659	—	2,659
June 10	894	406	117	196	356	174	256	624	201	106	3,406	6,330	2,938	9,268
July 8	30,706	10,848	2,712	7,566	10,873	7,809	12,640	17,616	7,030	7,900	18,623	123,475	7,084	130,559
Aug 12	44,427	17,927	3,437	11,235	14,523	9,671	16,128	22,497	8,893	10,542	20,860	162,213	5,698	167,911
Sep 9	47,568	19,248	3,966	12,443	15,841	11,531	18,869	24,720	10,764	12,117	23,502	181,321	9,701	191,022

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

## 2.14 Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1981 Sep 10	2,007	823	201	580	2,368	596	2,475	2,159	428	374	1,716	12,904	775	13,679
Oct 8	1,934	792	190	964	2,415	898	2,792	2,424	595	379	2,320	14,911	981	15,892
Nov 12	1,699	634	239	985	7,255	770	3,035	2,409	757	420	1,973	19,542	947	20,489
Dec 10	1,758	707	317	968	2,919	1,317	2,492	3,219	733	528	1,936	16,187	1,011	17,198
1982 Jan 14	3,211	890	544	1,257	5,175	2,356	4,037	3,249	2,079	1,508	5,979	29,395	2,314	31,709
Feb 11	2,856	935	512	1,648	5,627	1,918	4,166	3,823	1,812	1,665	3,397	27,424	1,465	28,889
Mar 11	2,543	832	363	1,546	5,851	1,549	4,176	2,610	1,180	950	4,199	24,967	1,773	26,740
April 15	2,775	930	317	962	4,138	1,307	4,559	2,165	778	663	2,400	20,064	1,751	21,815
May 13	1,882	652	250	805	3,565	1,050	2,584	2,702	614	363	1,861	15,676	1,255	16,931
June 10	1,877	748	243	566	2,033	810	2,335	1,936	461	303	1,657	12,221	1,786	14,007
July 8	1,911	719	208	460	1,906	695	2,185	1,365	588	329	2,643	12,290	1,202	13,492
Aug 12	1,449	580	275	352	2,156	1,307	1,963	1,580	434	409	2,293	12,218	1,100	13,318
Sep 9	1,609	503	174	475	3,577	815	1,894	2,021	597	398	1,898	13,458	1,438	14,896

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

## UNEMPLOYMENT Rates by age 2.15

Using the quarterly age analysis of the unemployed, estimates of unemployment rates have now been made for July 1982. These are given in the table alongside rates for earlier dates.

The rates for the youngest age group are inevitably high in July, at the end of the school year.

The derivation of these rates was described in an article in the July 1977 issue of *Employment Gazette* (pp. 718-719). Subsequently, revised estimates have been prepared using the results of the 1978 Census of Employment; the revised series of employees in employment for June 1979, June 1980 and June 1981; the results of the 1977 and 1979 EEC Labour Force Surveys; and more recent information of young people entering the labour force.

Rates for the UK from October 1979 are available on request from Miss H. McCormack, Department of Employment, Stats B1, Room 430, Caxton House, London SW1H 9NF.

	Great Britain	July 1979	Oct 1979	Jan 1980	April 1980	July 1980	Oct 1980	Jan 1981	April 1981	July 1981	Oct 1981	Jan 1982	April 1982	July 1982
<b>All</b>														
Under 18	23.4	11.3	11.0	13.1	31.5	20.0	19.2	17.4	30.8	25.0	22.6	23.2	33.4	
18-19	10.1	9.9	10.5	10.8	13.4	15.3	17.2	17.9	19.7	23.0	22.9	23.2	24.1	
20-24	7.5	8.0	8.9	9.1	10.1	12.5	15.0	15.7	16.4	18.0	18.8	18.4	18.3	
25-34	4.7	5.0	5.7	6.0	6.2	7.6	9.7	10.5	10.8	11.5	12.5	12.2	12.0	
35-44	3.2	3.3	3.8	4.0	4.2	5.1	6.6	7.1	7.4	7.9	8.6	8.5	8.5	
45-54	3.3	3.4	3.7	3.9	4.1	4.9	6.2	6.7	7.0	7.4	8.0	8.0	8.0	
55-59	4.2	4.4	4.7	4.9	5.0	5.9	7.2	7.9	8.4	9.1	9.7	9.8	9.9	
60 and over	8.1	8.3	8.7	9.0	9.2	10.5	12.2	13.0	13.8	15.0	15.0	14.9	14.8	
<b>All ages</b>	<b>5.9</b>	<b>5.5</b>	<b>6.0</b>	<b>6.2</b>	<b>7.7</b>	<b>8.4</b>	<b>10.0</b>	<b>10.4</b>	<b>11.8</b>	<b>12.3</b>	<b>12.7</b>	<b>12.4</b>	<b>13.2</b>	
<b>Male</b>														
Under 18	23.3	10.5	10.3	12.8	31.1	19.5	19.1	17.9	30.6	25.1	23.1	24.2	33.5	
18-19	9.8	9.8	10.7	11.3	13.8	16.0	18.4	19.6	21.6	25.0	25.2	25.8	26.5	
20-24	7.6	8.1	9.3	9.6	10.8	13.5	16.6	17.7	18.5	20.1	21.2	20.8	20.7	
25-34	5.2	5.4	6.4	6.6	6.9	8.5	11.2	12.1	12.5	13.2	14.5	14.1	13.8	
35-44	4.3	4.4	5.1	5.3	5.5	6.7	8.9	9.7	10.0	10.5	11.6	11.5	11.3	
45-54	4.3	4.4	4.9	5.1	5.3	6.4	8.2	8.9	9.3	9.8	10.7	10.6	10.5	
55-59	5.2	5.4	5.7	6.0	6.2	7.4	9.1	10.1	10.8	11.7	12.5	12.7	12.7	
60 and over	11.0	11.3	11.8	12.1	12.4	14.1	16.2	17.3	18.4	20.0	20.0	19.8	19.7	
<b>All ages</b>	<b>6.7</b>	<b>6.3</b>	<b>7.0</b>	<b>7.3</b>	<b>8.7</b>	<b>9.7</b>	<b>11.9</b>	<b>12.6</b>	<b>14.0</b>	<b>14.6</b>	<b>15.3</b>	<b>15.0</b>	<b>15.6</b>	
<b>Female</b>														
Under 18	23.6	12.4	11.9	13.6	32.1	20.7	19.2	16.8	31.1	24.8	22.0	21.9	33.3	
18-19	10.3	10.0	10.3	10.3	13.0	14.5	15.8	16.0	17.6	20.8	20.2	20.3	21.3	
20-24	7.3	7.9	8.4	8.4	9.3	11.2	12.8	13.1	13.7	15.3	15.4	15.1	15.1	
25-34	3.9	4.3	4.6	4.8	5.1	6.0	7.2	7.6	8.0	8.7	9.1	9.0	9.0	
35-44	1.7	1.9	2.0	2.2	2.4	2.9	3.5	3.7	3.9	4.3	4.5	4.6	4.7	
45-54	2.0	2.1	2.2	2.4	2.5	2.9	3.5	3.8	4.0	4.3	4.5	4.7	4.7	
55-59	2.7	2.9	3.1	3.1	3.2	3.7	4.3	4.6	4.8	5.3	5.5	5.5	5.5	
60 and over	0.3	0.3	0.3	0.4	0.4	0.5	0.5	0.5	0.5	0.6	0.6	0.6	0.6	
<b>All ages</b>	<b>4.7</b>	<b>4.3</b>	<b>4.5</b>	<b>4.6</b>	<b>6.2</b>	<b>6.4</b>	<b>7.1</b>	<b>7.2</b>	<b>8.6</b>	<b>9.0</b>	<b>8.8</b>	<b>8.6</b>	<b>9.6</b>	

Notes: 1. All percentage rates by age are estimated.  
2. While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree.  
3. The rates for those aged under 20 are subject to the widest errors.

## Disabled people Non-claimants 2.16

THOUSAND

GREAT BRITAIN				GREAT BRITAIN			
Disabled people				Non-claimants to benefit seeking part-time work only*			
Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions*		Male and female	Male	Female	
Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled				
1981 Aug	67.8	108.3	7.7	4.1	39.1	2.6	36.5
Sep	68.0	109.9	7.7	4.2	40.1	2.6	37.5
Oct	69.3	110.4	7.8	4.1	43.7	2.6	41.0
Nov	69.2	111.2	7.7	4.3	45.5	2.8	42.7
Dec	68.7	110.5	7.5	4.3	45.3	2.8	42.6
1982 Jan	69.2	112.4	7.7	4.3	44.4	3.0	41.4
Feb	69.2	112.6	7.5	4.3	46.2	2.8	43.4
Mar	69.1	112.6	7.6	4.4	47.7	2.9	44.9
Apr	69.3	113.9	7.6	4.6	48.5	2.9	45.6
May	68.4	113.5	7.4	4.3	49.2	2.9	46.2
June	68.1	115.3	7.4	4.3	49.6	2.8	46.7
July	68.4	116.6	7.4	4.4	50.8	3.0	47.8
Aug	68.7	119.1	7.5	4.3	50.6	3.1	47.4

\* Disabled people unlikely to obtain employment except under sheltered conditions are not included in the statistics of the unemployed.

\* Seeking employment for less than 30 hours per week. Non-claimants to benefit seeking part-time work only are not included in the statistics of the unemployed.

# UNEMPLOYMENT

## Selected countries: national definitions

2.18

THOUSAND

	United Kingdom* †		Australia ‡	Austria*	Belgium ‡	Canada ‡	Denmark §	France*	Germany (FR)*	Greece*	Irish Republic*	Italy ‖	Japan ‡	Netherlands*	Norway*	Spain*	Sweden ‡	Switzerland*	United States ‡	
	Incl. school leavers	Excl. school leavers																		
<b>NUMBERS UNEMPLOYED</b>																				
<b>Annual averages</b>																				
1977	1,484	1,378	358	51	264	850	164	1,073	1,030	28	106	1,382	1,100	204	16.1	540	75	12.0	6,856	
1978	1,475	1,376	402	59	282	911	190	1,167	993	31	99	1,529	1,240	206	20.0	817	94	10.5	6,047	
1979	1,390	1,307	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	1,795	1,668	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	2,734	2,566	390	69	392	898	241	1,773	1,296	41	128	1,979	1,259	385	28.4	1,566	108	5.9	8,080	
<b>Quarterly averages</b>																				
1981 Q3	2,930	2,653	381	43	398	839	214	1,780	1,264	23	127	1,951	1,190	405	27.1	1,555	116	4.6	7,987	
Q4	2,961	2,787	392	95	414	935	257	2,011	1,520	45	134	2,148	1,200	448	30.1	1,696	129	7.3	8,635	
1982 Q1	3,036	2,902	461	139	448	1,147	290	2,001	1,899	70	147	2,299	1,377	489	39.0	1,802	137	10.3	10,284	
Q2	3,013	2,852	445	81	449	1,259	245	1,894	1,669	40	149	2,308	1,380	497	33.5	1,793	120	10.6	10,267	
Q3	3,276	2,976			460			1,792			159								10,814	
<b>Monthly</b>																				
1982 Feb	3,045	2,911	484	146	452	1,116	289	2,004	1,935	70	146	2,304	1,350	493	38.5	1,817	135	9.7	10,378	
Mar	2,992	2,875	460	116	451	1,228	279	1,965	1,811	65	148	2,302	1,470	486	36.5	1,802	124	9.4	10,290	
Apr	3,008	2,880	436	96	447	1,233	265	1,928	1,710	52	148	2,292	1,430	483	37.8	1,801	112	9.8	9,957	
May	2,969	2,844	450	81	445	1,241	246	1,885	1,646	36	148	2,309	1,340	486	31.2	1,793	116	10.5	9,957	
June	3,061	2,834	448	66	443	1,303	224	1,867	1,650	32	151	2,324	1,370	522	31.5	1,786	131	10.6	10,886	
July	3,191	2,887	450	69	462	1,386	208	1,899	1,757	32	156	2,291 R	1,320	551	34.0		133	10.8	11,036	
Aug	3,293	2,987	459 p		457	1,388		1,944 R	1,797		161	2,345 p		564			166		10,710	
Sep	3,343	3,054			460			1,820			160								10,695	
<b>Percentage rate latest month</b>																				
	14.0		6.7 p	2.4	16.7	11.3	7.9	10.3	7.5	2.1	13.1	10.4 p	2.3	12.9	1.8	13.6	3.7	0.4	9.7	
<b>NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED</b>																				
<b>Quarterly averages</b>																				
1981 Q3		2,641		72	412	897	231	1,832	1,370 R	36	130		1,230	403	30.0	1,579 e	111		8,013	
Q4		2,752		86	400	999	253	1,891	1,520	42	135		1,250	438	29.1	1,702 e	131		9,113	
1982 Q1		2,817	430	95	434	1,021	258	1,948	1,650 R	52	143		1,267 e	466	33.9		133		9,576	
Q2		2,878	450	106	462	1,212	252	2,012	1,800 R	48	150		1,397	520	36.7		130		10,428	
Q3		2,984			474 e			1,929											10,952	
<b>Monthly</b>																				
1982 Feb		2,818	439	92	437	1,010	256	1,955	1,648 R	52	141		1,230	464	33.1		136		9,575	
Mar		2,822	442	101	449	1,069	255	1,968	1,703 R	56	146		1,300	482	33.4		130		9,854	
Apr		2,850	436	99	453	1,135	255	1,988	1,753 R	53	148		1,360	504	37.2		120		10,307	
May		2,872	454	105	460	1,206	252	2,005	1,802 R	47	150		1,370	520	35.7		133		10,549	
June		2,911	461	115	472	1,295	246 R	2,042 R	1,845 R	45	153		1,460	537	37.3		137		10,427	
July		2,926	471	116	475 R	1,413	244	2,044 R	1,868 R	44 e	158		1,370	544	39.1		134		10,790	
Aug		2,987	475 p		472 e	1,456		2,050	1,908 R		162			554			157 e		10,805	
Sep		3,037			475 e			2,010			165								11,260	
<b>Percentage rate latest month</b>																				
	12.7		6.9 p	4.1 e	17.3 e	12.2	9.3	10.9	8.2	2.8 e	13.3		2.4 e	12.7	2.1	13.6 e	3.5 e		10.1	

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 counting registrations for employment at local offices;

(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.

† Fortnightly payment of benefit. From October 1979 seasonally adjusted figures have been adjusted by deducting the estimated increase arising from the introduction of fortnightly payment; see page 1151 of the November 1979 issue of *Employment Gazette*.

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

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

\*\* Average of 11 months.

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

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

# UNEMPLOYMENT AND VACANCIES

## Flows at employment offices: seasonally adjusted \* 2.19

THOUSAND

GREAT BRITAIN Average of 3 months ended		UNEMPLOYMENT									VACANCIES		
		Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
		Male	Female	All	Male	Female	All	Male	Female	All			
1977	Aug 11	203	88	291	195	83	278	7	5	13	189	188	1
	Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
	Oct 13	203	88	291	202	84	286	1	4	5	193	192	1
	Nov 10	203	88	291	202	84	286	1	4	5	194	192	2
	Dec 8	200	88	288	204	86	291	-4	2	-3	198	192	6
1978	Jan 12	196	87	283	201	87	288	-5	0	-5	202	195	7
	Feb 9	193	86	279	200	87	288	-7	-1	-9	208	200	9
	Mar 9	193	87	279	199	88	287	-7	-1	-8	213	205	8
	April 13	194	88	282	200	89	289	-6	-1	-7	217	211	6
	May 11	193	89	282	198	89	287	-5	1	-5	217	213	4
	June 8	193	89	282	198	88	286	-5	1	-4	221	216	5
	July 6	192	89	280	198	88	286	-6	0	-6	225	219	5
	Aug 10	190	89	279	196	88	284	-6	1	-5	227	222	5
	Sep 14	187	89	276	196	90	285	-9	-1	-9	229	224	5
	Oct 12	186	90	276	196	90	286	-10	0	-10	232	225	7
	Nov 9	184	90	275	197	92	288	-12	-2	-14	234	228	6
	Dec 7	183	90	273	196	92	287	-12	-1	-14	234	230	4
1979	Jan 11	186	89	275	192	91	282	-6	-2	-7	226	227	-1
	Feb 8	189	88	277	184	89	272	5	-1	4	219	222	-3
	Mar 8	188	88	276	182	87	269	7	1	7	215	217	-3
	April 5	182	88	270	184	87	271	-2	1	-1	223	221	2
	May 10	177	88	264	190	88	278	-13	0	-13	231	225	7
	June 14	176	89	265	190	89	279	-14	0	-14	238	230	8
	July 12	176	90	266	188	89	276	-12	1	-11	238	234	4
	Aug 9	177	91	268	186	90	276	-9	1	-8	236	238	-2
	Sep 13	176	92	268	184	90	274	-8	2	-6	232	237	-4
	Oct 11 †	176	93	269	179	91	270	-3	2	-1	228	234	-6
	Nov 8 †	176	93	268	175	90	265	3	3	3	225	230	-5
	Dec 6 †	179	95	274	176	90	267	2	5	7	224	233	-9
1980	Jan 10	184	97	280	177	90	267	7	7	13	214	227	-13
	Feb 14	190	100	290	175	91	266	15	9	24	207	222	-15
	Mar 13	194	102	296	174	92	266	20	10	31	202	215	-14
	April 10	199	105	303	173	94	267	25	11	36	201	212	-11
	May 8	202	106	308	173	95	268	29	11	40	197	208	-11
	June 12	204	107	311	169	95	263	36	12	48	188	199	-11
	July 10	210	110	320	168	95	263	42	15	58	181	194	-13
	Aug 14	217	112	328	169	94	263	47	17	65	171	183	-11
	Sep 11	226	114	340	171	94	265	55	20	75	167	176	-10
	Oct 9	233	115	348	174	95	270	59	20	78	160	168	-8
	Nov 13	242	117	359	176	97	273	65	21	86	154	161	-7
	Dec 11	245	117	362	176	97	274	69	20	88	149	152	-4
1981	Jan 15	243	117	360	179	98	276	65	20	84	154	155	-1
	Feb 12	238	117	356	179	99	278	60	18	78	152	153	-1
	Mar 12	232	116	348	177	100	277	55	16	71	148	151	-3
	April 9	229	115	343	176	101	277	53	14	66	140	143	-3
	May 14	227	113	340	176	101	277	51	12	63	139	142	-3
	June 11 e	228	114	341	182	103	285	46	11	56	142	147	-5
	July 9 e †	220	110	331	175	99	274	45	12	57	143	144	-1
	Aug 13 e †	209	105	314	172	91	263	38	14	52	147	144	-3
	Sep 10 †	202	104	305	168	87	254	34	17	51	151	145	6
	Oct 8 †	204	108	312	176	90	266	28	18	46	155	151	4
	Nov 12 †	212	115	325	191	102	293	21	13	33	157	154	3
	Dec 10 †	216	118	334	203	111	314	13	7	20	158	155	4
1982	Jan 14 †	222	118	340	208	113	321	15	4	19	163	161	2
	Feb 11 †	221	118	339	208	114	322	13	5	18	166	165	1
	Mar 11	218	118	337	210	112	322	9	6	15	166	167	-1
	April 15	214	120	333	210	114	324	3	6	9	163	164	-1
	May 10	215	120	335	206	114	319	9	6	15	162	164	-2
	June 10	220	122	342	201	114	315	19	7	26	162	164	-2
	July 8	224	127	350	204	119 R	324	19	7	26	163	162	1
	Aug 12	224	127	351	209	119	327	16	8	24	165	161	3

\* The flow statistics are described in *Employment Gazette*, June 1980, pp. 627-635. While the coverage of the flow statistics differs from the published totals of unemployed excluding school leavers, and of vacancies notified to employment offices, the movements in the respective series are closely related.

Flow figures are collected for four- or five-week periods between unemployment or vacancy count dates; the figures in this table are converted to a standard 4½ week month and are seasonally adjusted. The dates shown are the unemployment count dates; the corresponding vacancy count dates are generally 6 days earlier.

† The October monthly figures for those leaving the register have been increased to allow for the effect of fortnightly payment of benefit. (See page 1151 of the November 1979 *Employment Gazette*).

‡ See footnote to table 2.1

# 3.1 VACANCIES

Regions: notified to employment offices: seasonally adjusted \*

THOUSAND

	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1977 Sep2	60.6	33.2	4.9	8.3	9.9	10.1	12.1	12.0	9.0	5.9	16.9	149.7	2.0	151.7
Oct7	64.7	35.1	4.6	9.0	10.4	10.5	12.6	12.8	9.2	6.4	17.7	157.6	2.1	159.7
Nov4	68.2	37.1	4.9	9.5	10.1	10.2	12.7	12.8	9.3	6.6	15.9	160.8	2.0	162.8
Dec2	70.9	38.2	5.4	10.1	10.9	10.7	12.8	13.6	9.2	7.0	17.7	168.3	2.0	170.3
1978 Jan6	74.8	40.3	5.6	11.4	12.0	11.2	13.6	14.9	9.8	7.2	18.7	179.0	2.0	181.0
Feb3	79.2	42.4	5.7	11.5	11.8	12.0	13.5	15.3	9.7	7.3	19.1	184.6	1.9	186.5
Mar3	82.1	44.6	5.9	11.0	11.9	12.2	13.6	15.4	10.0	8.6	20.2	190.7	1.9	192.6
April7	85.0	46.0	6.2	11.8	12.3	12.6	15.3	15.5	10.1	8.0	21.0	197.6	1.8	199.4
May5	88.6	47.9	6.4	12.2	12.3	12.9	14.1	15.7	10.1	7.9	21.2	201.3	1.8	203.1
June2	92.3	50.3	6.2	13.2	13.0	13.4	14.7	16.0	10.4	8.1	21.1	208.4	1.8	210.2
June30	93.6	50.5	6.2	13.6	12.9	13.5	15.1	15.5	9.9	8.4	21.4	210.3	1.7	212.0
Aug4	94.3	49.3	6.2	13.9	12.8	13.5	15.0	16.6	10.4	8.2	20.7	211.9	1.6	213.5
Sep8	100.8	55.0	6.8	13.8	13.5	14.4	15.7	17.0	10.5	8.7	20.5	222.0	1.5	223.5
Oct6	104.4	56.8	7.1	15.0	14.0	15.6	15.4	18.0	10.8	8.9	21.4	230.7	1.4	232.1
Nov3	104.8	56.1	7.2	15.5	14.3	15.9	15.8	18.4	11.0	8.8	20.6	232.7	1.4	234.1
Dec1	106.1	56.3	7.1	15.4	14.2	16.0	16.3	18.5	11.1	8.8	20.8	234.4	1.4	235.8
1979 Jan5	106.3	55.1	7.1	15.6	14.2	16.2	16.3	18.5	10.5	8.3	21.1	233.7	1.3	235.0
Feb2	106.5	56.0	6.9	15.9	13.2	14.8	15.2	17.9	10.2	8.6	20.5	228.9	1.2	230.1
Mar2	108.6	56.9	6.8	14.5	13.5	14.8	15.7	18.6	10.3	9.0	19.8	231.4	1.2	232.6
Mar30	111.1	58.2	7.9	16.2	15.3	16.3	16.3	20.1	10.6	8.9	20.4	242.6	1.4	244.0
May4	112.9	58.2	7.9	17.5	15.7	16.2	17.3	20.4	10.9	10.4	22.1	251.1	1.4	252.5
June8	115.1	58.4	8.9	18.3	15.9	16.0	17.4	21.1	11.4	10.7	22.5	257.4	1.3	258.7
July6	114.3	57.8	8.8	17.7	15.6	15.8	16.7	20.7	11.6	10.4	22.1	253.6	1.4	255.0
Aug3	109.3	54.7	8.6	17.1	15.5	15.4	16.8	20.5	10.7	10.2	22.3	247.5	1.3	248.8
Sep7	108.5	53.9	8.3	17.7	14.9	15.4	16.1	20.6	10.3	9.7	22.5	244.0	1.3	245.3
Oct5	106.5	53.0	8.3	17.5	14.0	14.7	15.7	19.5	10.0	9.8	21.9	237.8	1.3	239.1
Nov2	105.0	52.6	8.3	16.5	14.0	14.3	14.9	18.7	9.7	9.5	21.8	232.9	1.3	234.2
Nov30	99.4	50.4	7.8	15.8	13.2	12.9	13.2	17.2	9.4	9.0	21.0	218.6	1.3	219.9
1980 Jan4	92.8	47.2	7.1	14.5	12.4	12.1	12.3	16.2	8.7	8.4	19.8	203.9	1.2	205.1
Feb8	86.7	44.4	6.6	14.0	11.5	11.5	11.5	15.1	7.8	7.7	19.2	191.6	1.2	192.8
Mar7	81.1	40.8	6.2	14.3	10.8	10.6	10.5	14.2	7.4	7.3	18.5	180.4	1.3	181.7
April2	76.2	38.6	5.6	12.6	9.7	9.4	9.8	13.7	6.9	6.9	17.6	168.0	1.2	169.2
May2	71.5	35.8	5.6	12.0	9.0	8.8	8.8	13.1	6.7	6.7	17.5	159.5	1.2	160.7
June6	65.0	33.0	5.0	10.4	8.0	8.5	7.9	11.6	6.1	6.1	16.8	145.8	1.1	146.9
July4	56.4	28.6	4.3	9.5	6.9	7.1	7.2	9.8	5.4	5.5	15.7	127.9	1.0	128.9
Aug8	51.5	26.0	4.1	8.4	6.2	6.9	6.2	9.4	5.3	5.1	15.6	119.7	1.0	120.7
Sep5	48.3	24.4	3.8	7.8	5.8	5.7	5.7	8.8	5.1	5.2	15.1	111.4	0.8	112.2
Oct3	43.3	21.2	3.4	7.0	5.6	4.9	5.6	8.0	4.7	4.7	13.6	100.9	0.8	101.7
Nov6	38.9	18.7	3.2	7.1	5.2	4.9	5.6	8.1	4.6	4.6	13.7	96.0	0.7	96.7
Dec5	38.7	18.4	3.3	7.6	5.3	5.1	6.1	8.4	4.7	5.0	14.3	98.3	0.8	99.1
1981 Jan9	40.8	19.3	3.7	7.9	5.1	5.4	6.0	8.6	4.5	4.9	13.9	100.3	0.8	101.1
Feb6	37.4	17.2	3.7	7.9	5.0	5.0	5.7	8.8	4.4	5.4	13.6	97.0	0.7	97.7
March6	37.1	17.4	3.5	7.4	5.4	5.4	5.6	9.1	4.2	5.2	12.7	95.3	0.6	95.9
April3	35.5	16.5	3.5	7.6	5.7	5.5	5.1	8.9	4.3	5.1	11.9	92.7	0.7	93.4
May8	33.1	15.7	3.1	6.8	5.9	6.2	5.0	8.5	4.1	5.2	11.7	89.5	0.6	90.1
June5	31.6	14.9	2.9	5.0	5.4	5.9	4.9	8.0	3.9	4.7	11.4	84.1	0.6	84.7
July3	34.9	16.9	2.9	6.7	6.2	6.6	5.1	9.0	4.0	4.8	11.9	92.2	0.7	92.9
Aug7	38.2	18.9	3.1	7.9	6.3	6.1	5.6	8.4	4.1	5.3	11.9	97.8	0.7	98.5
Sep4	37.9	18.8	3.3	8.2	6.4	5.9	5.9	8.0	4.2	5.1	11.9	97.0	0.8	97.8
Oct2	37.5	18.2	3.6	8.3	6.6	5.6	6.4	9.0	4.7	5.1	13.0	99.8	0.8	100.6
Nov6	38.1	18.3	4.1	9.1	6.7	5.5	6.5	9.2	4.9	5.5	13.8	103.4	0.9	104.3
Dec4	39.1	18.3	4.6	9.2	6.8	6.0	6.8	9.8	4.9	5.5	13.9	106.5	1.0	107.5
1982 Jan8	41.2	19.6	4.8	9.6	6.8	6.5	7.3	10.0	4.9	5.6	14.4	110.7	0.9	111.6
Feb5	42.3	19.7	5.2	9.4	6.6	6.3	7.2	9.9	5.7	5.5	13.9	112.1	0.9	113.0
Mar5	42.3	19.9	4.4	9.5	6.3	6.8	7.5	9.7	5.5	5.7	12.5	109.8	0.8	110.6
Apr2	41.6	20.1	4.7	9.1	6.4	7.1	7.0	10.2	5.2	5.9	12.1	108.9	0.8	109.7
May7	39.1	19.2	3.5	9.4	6.7	7.3	7.1	10.1	4.9	5.5	12.3	105.8	0.8	106.6
June4	38.3	17.9	3.7	8.8	6.6	7.0	6.7	9.8	4.7	5.4	12.9	104.4	0.8	105.2
July2	42.3	20.2	3.8	9.9	7.0	6.8	6.7	10.4	4.7	5.6	13.2	110.4	1.0	111.4
Aug6	44.1	21.9	3.7	9.8	7.0	7.0	6.8	9.9	4.8	5.5	13.5	112.9	1.1	114.0
Sep3	40.0	20.0	3.6	9.8	6.7	7.3	6.8	9.2	4.7	5.4	12.6	106.2	1.1	107.3

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

# VACANCIES 3.2

Regions: notified to employment offices and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>Notified to employment offices</b>														
1980 Sep 5	51.3	25.1	4.3	8.2	6.3	5.7	6.2	9.4	5.5	5.3	16.3	118.5	0.8	119.3
Oct 3	48.4	24.4	3.6	6.6	6.0	5.4	6.1	8.5	4.9	4.4	14.0	107.9	0.8	108.7
Nov 7	38.8	19.4	3.1	5.7	5.2	5.4	5.3	7.7	4.2	3.8	13.3	92.6	0.7	93.3
Dec 5	33.4	16.2	2.8	5.5	4.6	4.6	5.0	6.8	3.8	3.9	12.6	82.9	0.6	83.5
1981 Jan 9	33.7	16.4	2.9	5.3	4.5	4.6	4.7	7.0	3.7	3.9	10.9	81.2	0.6	81.8
Feb 6	31.4	15.1	2.8	6.5	4.6	4.8	4.8	7.7	3.7	4.6	11.8	82.8	0.6	83.4
Mar 6	33.3	15.7	3.1	7.6	5.4	5.2	5.0	8.7	4.2	5.1	12.5	90.1	0.6	90.7
April 3	36.3	16.7	3.3	8.9	6.0	5.5	5.4	9.7	4.6	6.1	13.0	98.9	0.7	99.6
May 8	39.2	18.3	3.8	9.0	6.4	6.9	5.8	10.1	4.8	6.5	13.5	105.9	0.7	106.6
June 5	39.1	18.4	3.6	8.2	5.7	6.4	6.2	9.4	4.6	6.0	13.1	102.3	0.7	103.0
July 3	36.8	17.3	3.3	7.5	5.8	6.4	5.7	8.8	4.3	5.2	12.4	96.3	0.7	97.0
Aug 7	36.3	16.7	3.3	8.0	6.3	5.9	5.7	8.6	4.3	5.2	12.2	95.9	0.7	96.6
Sep 4	41.0	19.6	3.9	8.5	6.9	5.8	6.4	8.7	4.6	5.3	13.1	104.2	0.8	104.9
Oct 2	42.5	21.3	3.8	7.9	7.0	6.0	6.9	9.4	4.8	4.8	13.4	106.4	0.8	107.2
Nov 6	37.9	18.9	4.1	7.7	6.7	6.0	6.2	8.8	4.5	4.7	13.5	100.1	0.9	100.9
Dec 4	33.9	16.1	4.1	7.0	6.2	5.5	5.8	8.2	4.1	4.4	12.3	91.4	0.8	92.2
1982 Jan 8	34.2	16.7	4.0	7.0	6.2	5.7								

# 3.4 VACANCIES

## Occupation: notified to employment offices

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
1979 Dec	19.8	27.2	19.8	52.6	8.9	75.9	204.1
1980 Mar	19.6	28.0	17.3	39.2	6.8	65.6	176.6
1980 Jun	19.4	27.4	17.6	32.1	5.5	63.4	165.3
1980 Sep	16.6	18.2	15.6	21.2	3.7	44.1	119.3
1980 Dec	14.4	13.7	12.3	11.7	2.0	29.4	83.5
1981 Mar	14.5	16.2	13.8	12.0	2.4	31.8	90.7
1981 Jun	15.6	17.5	15.3	13.0	3.4	38.3	103.0
1981 Sep	14.9	17.2	16.9	15.6	3.5	36.8	104.9
1981 Dec	14.0	14.5	15.2	13.6	2.4	32.6	92.2
1982 Mar	14.9	17.5	15.9	15.4	3.6	38.3	105.6
1982 Jun	16.5	20.1	18.6	17.4	4.3	46.8	123.7
	Proportion of vacancies in all occupations						Per cent
1979 Dec	9.7	13.3	9.7	25.8	4.4	37.2	100.0
1980 Mar	11.1	15.9	9.8	22.2	3.9	37.1	100.0
1980 Jun	11.7	16.6	10.6	19.4	3.3	38.4	100.0
1980 Sep	13.9	15.3	13.1	17.8	3.1	37.0	100.0
1980 Dec	17.2	16.4	14.7	14.0	2.4	35.2	100.0
1981 Mar	16.0	17.9	15.2	13.2	2.6	35.1	100.0
1981 Jun	15.1	17.0	14.9	12.6	3.3	37.2	100.0
1981 Sep	14.2	16.4	16.1	14.9	3.3	35.1	100.0
1981 Dec	15.2	15.7	16.5	14.8	2.6	35.4	100.0
1982 Mar	14.1	16.6	15.1	14.6	3.4	36.3	100.0
1982 Jun	13.3	16.2	15.0	14.1	3.5	37.8	100.0

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

# INDUSTRIAL DISPUTES

## Stoppages of work\* 4.1

### Stoppages: September 1982

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress in month	93	1,466,300	1,217,000
of which beginning in month continuing from earlier months	69	12,200	34,000
	24	1,454,100†	1,183,000

† includes 721,600 involved for the first time in the month.

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

### Stoppages: cause

United Kingdom	Beginning in September 1982		Beginning in the first nine months of 1982	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay—wage-rates and earnings levels	21	3,800	457	1,674,700
—extra-wage and fringe benefits	2	—	32	7,800
Duration and pattern of hours worked	6	400	80	38,600
Redundancy questions	4	400	80	94,800
Trade union matters	9	1,900	60	19,400
Working conditions and supervision	9	1,900	138	31,300
Manning and work allocation	9	400	185	33,700
Dismissal and other disciplinary measures	9	2,800	109	19,900
All causes	69	11,800	1,141	1,920,200

### Stoppages: industry

United Kingdom	Jan to Sep 1982			Jan to Sep 1981		
	Stoppages beginning in period	Workers involved	Working days lost	Stoppages beginning in period	Workers involved	Working days lost
<b>SIC 1968</b>						
Agriculture, forestry, fishing	—	—	—	—	—	—
Coal mining	287	203,400	403,000	201	81,500	210,000
All other mining and quarrying	1	100	—	2	—	1,000
Food, drink and tobacco	48	26,200	152,000	38	18,200	161,000
Coal and petroleum products	2	200	—	1	500	—
Chemicals and allied industries	16	4,200	24,000	32	38,500	139,000
Metal manufacture	30	23,800	54,000	23	4,000	22,000
Engineering	161	262,300	398,000	126	43,800	331,000
Shipbuilding and marine engineering	27	35,700	93,000	21	61,200	126,000
Motor vehicles	110	136,700	477,000	99	129,400	444,000
Aerospace equipment	10	21,200	52,000	14	10,400	41,000
All other vehicles	7	18,000	56,000	1	500	—
Metal goods not elsewhere specified	33	6,700	79,000	37	6,300	44,000
Textiles	30	5,600	32,000	21	2,200	18,000
Clothing and footwear	8	1,500	6,000	10	1,200	16,000
Bricks, pottery, glass, cement, etc	20	23,400	35,000	21	5,700	70,000
Timber, furniture, etc	10	1,500	5,000	11	1,600	24,000
Paper, printing and publishing	24	24,300	63,000	32	5,200	46,000
All other manufacturing industries	23	8,300	52,000	27	8,400	42,000
Construction	41	6,500	47,000	52	11,400	80,000
Gas, electricity and water	6	12,200	19,000	9	2,600	11,000
Port and inland water transport	46	31,300	96,000	39	20,500	98,000
Other transport and communication	72	284,800	1,380,000	81	59,300	190,000
Distributive trades	24	3,600	17,000	34	5,700	59,000
Administrative, financial and professional services	91	880,400	3,407,000	58	757,200	1,077,000
Miscellaneous services	27	2,100	14,000	11	1,700	14,000
<b>All Industries</b>	<b>1,141†</b>	<b>2,024,500</b>	<b>6,962,000</b>	<b>991†</b>	<b>1,276,900</b>	<b>3,264,000</b>

† Some stoppages involved workers in more than one industry group but have each been counted as only one stoppage in the total for all industries.

### Prominent stoppages in quarter ending September 30, 1982

Industry and locality	Date when stoppage		Number of workers involved		Number of working days lost in quarter	Cause or object
	Began	Ended	Directly	Indirectly		
<b>Various industries and Services</b>						
United Kingdom	19.5.82	continued	850,000		560,500	Various short token "sympathy" stoppages in support of National Health Service workers' pay claim
<b>Mining and quarrying</b>						
Barnsley	9.7.82	16.7.82	1,840		9,000	Loss of earnings as a result of a previous dispute
<b>Food, drink and tobacco</b>						
Hartlepool/York	25.6.82	23.7.82	560		9,600	Protest against proposed redundancies (total working days lost 11,800)
<b>Electrical engineering</b>						
Preston	16.6.82	3.7.82	810		1,600	Over pay offer linked with proposed changes in working practices (total working days lost 9,700)
North London	9.6.82	16.8.82	250		8,000	Pay dispute (total working days lost 11,900)
Walsall	21.7.82	1.9.82	2,000		8,000	Series of one day stoppages in support of pay claim
Abercynon	16.8.82	3.9.82	860		12,000	Objection to conditions attached to pay offer
<b>Instrument engineering</b>						
Dundee	23.8.82	8.9.82	590		7,100	Over compulsory redundancies
<b>Aerospace</b>						
Shipley	31.8.82	continued	1,010		21,100	Rejection of pay award
<b>Bricks, pottery and glass</b>						
Gateshead	14.6.82	25.7.82	380		6,800	Rejection of pay offer (total working days lost 11,300)
<b>Paper, printing and publishing</b>						
Watford	10.6.82	2.7.82	130		300	Over payment for operating new equipment (total working days lost 5,700)
<b>Transport and communication</b>						
Various areas in GB	4.7.82	18.7.82	19,000		193,600	Over introduction of flexible rostering
Various areas in UK	1.7.82	2.8.82	2,330	130	13,700	Over proposals to end pay agreements and to cut wage rates
<b>Professional and scientific services</b>						
Various areas in Scotland and England	6.8.82	6.8.82	5,000		5,000	In protest against government newspaper advertisement regarding NHS pay claim
Various areas in UK	14.4.82	continued	600,000		1,800,000	National stoppage in support of an improved pay offer

\* See page S63 for notes on coverage. The figures from 1982 are provisional.

United Kingdom	Number of stoppages		Workers involved in stoppages (thou)		Working days lost in all stoppages in progress in period (thou)	
	Beginning in period	In progress in period	Beginning in period†	In progress in period	All industries and services	All manufacturing industries
1974‡	2,922	2,946	1,622	1,626	14,750	7,498
1975	2,282	2,332	789	809	6,012	5,002
1976	2,016	2,034	666§	668§	3,284	2,308
1977	2,703	2,737	1,155	1,166	10,142	8,057
1978	2,471	2,498	1,001	1,041	9,405	7,678
1979	2,080	2,125	4,583	4,608	29,474	22,552
1980	1,330	1,348	830§	834§	11,964	10,896
1981	1,338	1,344	1,499	1,513	4,266	2,292
1980 Jan	159	177	229	233	2,775	2,659
Feb	118	161	44	195	3,254	3,153
Mar	150	185	79	228	3,262	3,105
Apr	158	205	148	311	977	870
May	134	189	61	102	463	315
June	138	188	44	68	304	185
July	70	111	36	47	170	106
Aug	67	96	17	23	119	92
Sep	107	132	31	37	207	125
Oct	108	138	35	50	198	153
Nov	84	115	86	92	175	94
Dec	37	59	20	23	56	41
1981 Jan	127	133	69	83	249	106
Feb	114	144	83	109	473	344
Mar	156	197	472	480	646	245
Apr	129	176	387	525	565	191
May	93	136	62	89	408	262
June	109	143	48	83	358	154
July	74	111	38	66	289	107
Aug	70	96	21	28	108	68
Sep	119	142	83	86	169	121
Oct	135	173	47	94	336	257
Nov	136	164	142	153	506	422
Dec	76	110	47	82	160	89
1982 Jan	156	166	129	131	710	245
Feb	148	197	63	144	827	344
Mar	165	201	78	282	355	191
Apr	161	192	270	285	318	208
May	126	167	343	544	672	119
June	129	158	38	850	1,276	139
July	90	116	38	650	897	53
Aug	97	121	33	639	691	48
Sep	69	93	734	1,466	1,217	240

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

United Kingdom	Mining and quarrying II	Metal manufacture and metal goods nes VI, XII	Mechanical, instrument and electrical engineering VII, VIII and IX	Shipbuilding and marine engineering X	Vehicles XI	Textiles, clothing and footwear XIII, XV	All other manufacturing industries III-V, XIV, XVI-XIX	Construction XX	Transport and communication XXII	All other non-manufacturing industries and services I, XXI, XXIII-XXVII	THOUSAND
SIC 1968											
1974 †	5,628	1,106	2,005	693	2,033	255	1,406	252	705	666	
1975	56	564	1,737	509	1,121	350	720	247	422	286	
1976	78	478	543	62	895	65	266	570	132	196	
1977	97	981	1,895	183	3,095	264	1,660	297	301	1,390	
1978	201	585	1,193	160	4,047	179	1,514	416	360	750	
1979	128	1,910	13,341	303	4,836	110	2,053	834	1,419	4,541	
1980	166	8,884	586	195	490	44	698	281	253	367	
1981	237	113	433	230	956	39	522	86	359	1,293	
1980 Jan	34	2,565	39	3	15	3	34	29	36	17	
Feb	8	2,996	70	3	30	2	51	30	42	22	
Mar	27	2,858	90	51	26	6	75	32	57	42	
Apr	8	403	79	1	220	12	154	18	22	59	
May	8	24	65	7	41	7	172	31	17	92	
June	24	15	59	20	39	—	51	20	4	34	
July	8	4	15	13	31	3	42	7	6	7	
Aug	7	9	4	22	7	—	47	3	6	7	
Sep	9	3	29	45	12	1	35	52	14	7	
Oct	13	3	29	23	13	1	27	14	10	8	
Nov	16	2	86	23	32	6	7	16	16	36	
Dec	5	—	3	—	26	1	2	2	6	2	
1981 Jan	1	8	8	2	55	2	31	25	102	14	
Feb	134	10	39	—	154	4	63	15	41	14	
Mar	20	8	53	60	34	8	83	17	43	321	
Apr	25	3	46	15	29	11	86	6	31	313	
May	2	4	33	5	169	3	48	6	13	125	
June	11	13	74	—	23	1	43	5	17	172	
July	8	6	32	3	9	1	57	3	10	152	
Aug	2	3	30	—	3	1	31	3	10	25	
Sep	9	12	14	42	10	4	40	1	13	26	
Oct	10	12	42	95	32	3	13	4	27	38	
Nov	6	15	37	9	343	1	16	1	18	59	
Dec	10	21	23	—	34	—	10	2	26	34	
1982 Jan	21	11	42	22	124	4	42	3	434	7	
Feb	10	12	46	7	208	3	67	1	440	31	
Mar	21	16	42	23	61	7	42	5	73	64	
Apr	24	12	42	3	88	10	52	11	22	52	
May	20	39	22	1	13	7	37	4	13	516	
June	130	19	46	8	19	7	31	13	179	823	
July	18	4	22	1	5	—	20	3	215	608	
Aug	5	3	31	1	5	—	8	4	5	629	
Sep	152	17	103	26	61	1	32	2	96	727	

\* See page S63 for notes on coverage. The figures from 1982 are provisional.  
 † Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.  
 ‡ Figures for stoppages in coal mining, other than for the national stoppage of February 10-March 8, 1974, are not available for December 1973-March 1974.  
 § Figures exclude workers becoming involved after the end of the year in which the stoppages began.

GREAT BRITAIN	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
SIC 1968									Percent
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				
Annual Averages									
1977 July	117.0	115.7	117.5	116.5	117.3	116.6	8.5	8.8	8.9
Aug	115.7	116.1	115.8	117.6	115.6	117.5	7.3	8.2	8.1
Sep	116.6	117.0	117.8	118.9	117.3	118.9	7.7	8.9	8.8
Oct	117.9	118.5	119.9	120.6	119.6	120.7	8.7	9.6	9.4
Nov	120.1	120.0	123.4	122.7	123.8	123.0	8.5	10.8	11.2
Dec	121.7	121.4	123.9	123.5	124.3	123.7	9.4	10.9	11.1
1978 Jan	121.5	122.6	124.2	125.4	125.1	125.6	9.6	10.9	11.4
Feb	122.7	123.9	125.8	127.0	126.2	127.0	10.5	11.7	12.1
Mar	125.0	125.0	128.1	127.4	128.2	127.8	10.4	11.1	11.9
Apr	127.2	127.3	131.7	131.5	132.2	131.9	12.4	15.0	15.6
May	129.4	128.4	134.2	132.5	133.6	131.5	12.6	15.0	14.2
June	133.1	132.0	136.1	134.6	135.1	133.7	15.4	16.7	16.1
July	133.6	132.1	136.6	135.4	135.9	135.1	14.2	16.2	15.8
Aug	131.7	132.2	134.4	136.5	133.5	135.7	13.9	16.0	15.5
Sep	134.2	134.6	137.1	138.4	135.9	137.8	15.0	16.4	15.9
Oct	135.2	135.9	139.7	140.6	139.1	140.5	14.7	16.6	16.4
Nov	136.1	136.0	141.1	140.3	140.6	139.7	13.3	14.4	13.6
Dec	138.0	137.6	142.8	142.2	142.8	142.0	13.4	15.1	14.8
1979 Jan	135.7	136.9	139.8	141.2	140.3	140.9	11.7	12.6	12.2
Feb	141.1	142.5	143.7	145.1	144.6	145.6	15.0	14.3	14.6
Mar	143.7	143.7	149.9	149.1	150.2	149.8	14.9	17.0	17.2
Apr	144.3	144.4	149.5	149.2	149.7	149.3	13.4	13.4	13.2
May	146.9	145.7	153.0	151.1	154.3	151.9	13.5	14.0	15.5
June	150.9	149.6	157.9	156.1	158.6	156.8	13.3	16.0	17.3
July	155.6	153.9	158.2	156.7	158.2	157.2	16.5	15.8	16.4
Aug*	153.3	153.9	153.5	155.9	151.5	154.0	16.4	14.3	13.5
Sep*	153.6	153.9	153.7	155.1	151.9	153.9	14.3	12.1	11.7
Oct	158.1	158.8	162.6	163.6	161.8	163.5	16.8	16.4	16.4
Nov	162.1	162.0	167.2	166.3	167.1	166.0	19.1	18.5	18.8
Dec*	165.1	164.5	170.2	169.2	170.3	169.1	19.6	19.0	19.1
1980 Jan*	163.0	164.6	167.2	169.0	166.8	167.6	20.2	19.7	19.0
Feb*	167.3	169.0	170.0	171.8	168.8	170.0	18.6	18.4	16.8
Mar*	172.8	172.8	177.2	176.4	174.4	174.1	20.3	18.3	1

GREAT BRITAIN	Agri- culture*	Mining and quarry- ing	Food, drink and tobacco	Coal and petro- leum	Chemicals and allied indus- tries	Metal manu- facture	Mech- anical engin- eering	Instru- ment engin- eering	Elec- trical engin- eering	Ship- building and marine engin- eering	Vehicles	Metal goods not else- where specified	Textiles	Leather, goods and fur
SIC 1968														
JAN 1976 = 100														
1976	111.5	105.9	106.6	105.7	105.7	108.3	105.7	105.9	106.7	105.9	105.7	106.6	106.1	101.6
1977	120.7	114.5	117.5	114.8	116.2	119.2	117.6	118.0	116.4	114.6	113.9	119.1	116.9	114.4
1978	135.6	141.0	134.4	133.6	132.3	136.5	135.3	137.6	132.9	133.9	129.7	135.8	132.9	128.2
1979	153.2	165.7	157.3	155.5	156.3	155.0	160.1	152.1	147.9	148.4	156.5	151.2	147.0	147.0
1980	189.9	201.5	187.5	194.5	187.4	183.7	189.4	183.7	175.1	176.0	182.9	173.6	170.9	170.9
1981	212.6	225.7	213.8	221.5	212.7	206.3	200.6	218.8	207.4	199.1	194.6	205.0	195.2	192.5
1977 July	124.3	114.2	116.1	118.0	114.6	126.0	117.9	116.9	115.1	115.4	114.1	117.2	116.2	114.4
1977 Aug	123.9	114.1	114.2	115.9	113.5	116.9	116.4	117.3	116.0	112.9	113.5	117.2	116.2	113.6
1977 Sep	134.2	115.0	117.4	114.1	115.5	119.9	118.0	117.6	116.1	114.6	111.4	121.3	117.4	114.4
1978 Oct	126.6	116.4	120.5	114.1	118.9	121.5	120.7	121.4	117.9	112.9	114.3	123.5	119.4	119.4
1978 Nov	119.4	116.8	125.5	120.6	128.2	120.4	123.9	124.5	125.6	120.9	119.9	126.2	121.1	120.0
1978 Dec	119.6	118.8	125.5	120.6	129.2	123.6	126.1	127.8	122.5	116.2	122.7	126.8	122.7	119.6
1978 Jan	116.6	118.7	125.2	124.1	125.1	124.2	126.1	127.8	124.1	120.9	123.1	128.4	124.5	124.6
1978 Feb	125.4	129.5	125.5	125.7	124.9	126.6	127.4	128.9	124.6	118.6	124.6	128.8	125.8	122.3
1978 Mar	133.2	142.8	128.6	132.9	127.3	133.1	129.0	130.3	130.3	125.6	123.9	129.8	124.7	122.9
1978 April	134.6	140.4	131.2	135.3	126.5	141.2	132.9	136.0	130.7	141.5	128.1	134.0	128.5	124.4
1978 May	132.8	137.8	133.9	130.4	128.4	140.1	133.9	137.8	133.1	131.7	130.8	134.7	132.1	124.3
1978 June	136.5	142.0	135.1	130.6	134.7	138.7	135.1	136.6	135.3	129.2	132.2	136.1	135.3	125.9
1978 July	133.0	143.8	135.4	137.2	133.8	145.2	136.7	142.1	134.2	130.9	131.3	137.4	135.2	131.1
1978 Aug	141.4	142.3	134.4	135.3	132.7	130.1	136.5	137.8	132.4	125.8	129.0	135.0	135.1	130.7
1978 Sep	148.2	144.6	136.0	135.4	136.2	138.1	137.2	139.0	134.1	134.8	128.8	137.7	136.0	133.3
1978 Oct	151.9	148.3	137.1	135.8	135.0	139.8	139.6	141.4	138.4	169.8	132.6	140.4	137.8	133.4
1978 Nov	139.3	148.8	142.8	138.2	138.7	138.4	143.7	145.2	139.9	146.9	143.2	143.9	139.5	133.0
1978 Dec	134.8	153.4	146.5	142.5	144.5	142.0	145.7	147.7	140.1	131.2	139.1	143.1	139.8	132.5
1979 Jan	132.5	152.1	140.6	143.0	136.5	134.4	143.3	146.4	139.9	136.3	138.1	142.2	138.8	136.3
1979 Feb	139.7	153.8	145.0	150.4	139.4	143.9	145.7	152.3	142.6	137.6	145.4	146.3	140.1	141.3
1979 Mar	144.8	166.3	150.3	147.9	149.4	147.4	150.1	155.9	149.6	156.9	148.9	152.3	147.2	141.1
1979 April	148.8	166.5	148.6	149.7	146.6	154.6	151.4	155.5	147.1	144.7	144.9	152.3	144.7	147.4
1979 May	144.8	162.3	156.2	150.0	145.4	165.6	154.4	158.0	151.2	151.8	150.8	154.9	150.7	142.3
1979 June	152.2	164.0	158.4	152.9	156.3	162.4	160.0	158.9	154.5	148.6	158.0	160.7	154.2	145.9
1979 July	158.5	166.7	158.9	161.2	156.9	166.8	160.0	162.3	153.3	147.9	152.6	159.4	152.2	147.3
1979 Aug	163.9	166.2	156.7	159.0	157.9	151.1 <sup>§§</sup>	147.9 <sup>§§</sup>	157.9 <sup>§§</sup>	144.7 <sup>§§</sup>	139.9 <sup>§§</sup>	139.0 <sup>§§</sup>	150.5 <sup>§§</sup>	154.3	146.6
1979 Sep	174.0	169.5	162.3	156.4	172.9	151.3 <sup>§§</sup>	141.6 <sup>§§</sup>	156.6 <sup>§§</sup>	146.7 <sup>§§</sup>	149.9 <sup>§§</sup>	126.8 <sup>§§</sup>	148.8 <sup>§§</sup>	155.6	149.4
1979 Oct	167.8	171.0	163.1	158.7	169.3	158.3	163.4	169.0	160.1	150.0	150.5	166.1	156.2	151.9
1979 Nov	156.3	172.6	172.8	166.9	170.0	165.5	168.5	172.8	168.3	156.9	155.1	171.6	159.2	156.0
1979 Dec	155.4	177.2	174.4	169.6	174.6	165.5	173.2	175.4	167.4	154.4	170.2	173.0	159.9	158.2
1980 Jan	161.2	189.5	171.3	179.6	170.5	171.4	174.2	167.6	158.7	170.9	176.4	160.6	161.3	161.3
1980 Feb	174.7	190.0	173.5	189.2	171.9	174.6	177.9	170.1	159.6	171.1	175.0	164.4	163.9	163.9
1980 Mar	179.8	207.2	183.8	185.0	177.9	177.9	180.7	177.2	215.1	173.5	173.9	168.7	165.1	165.1
1980 April	190.2	202.2	179.2	188.9	174.5	170.4	179.7	180.4	178.8	165.1	174.3	179.9	168.9	167.6
1980 May	189.0	195.6	184.4	190.3	176.7	197.5	182.2	184.6	180.7	165.3	173.3	181.9	171.6	167.6
1980 June	191.1	201.6	189.2	199.7	194.3	189.4	186.9	187.2	185.6	169.9	179.9	185.7	176.1	172.4
1980 July	189.5	205.7	189.6	202.0	194.6	197.7	186.1	191.1	190.7	178.5	179.3	186.4	176.6	172.9
1980 Aug	200.0	201.6	189.2	201.3	191.4	184.6	186.8	189.3	187.0	176.7	174.6	184.3	173.9	171.3
1980 Sep	212.2	204.9	190.6	196.7	193.8	183.8	187.3	194.7	189.0	170.1	176.2	185.4	177.2	174.1
1980 Oct	206.2	206.6	193.7	197.3	192.3	179.8	188.3	198.5	191.8	177.1	176.2	185.5	179.1	176.6
1980 Nov	193.7	206.4	199.4	204.9	189.9	189.9	189.9	208.9	192.8	183.9	181.9	190.6	182.4	178.0
1980 Dec	191.1	206.3	205.5	206.1	205.6	193.2	192.7	205.7	192.7	181.1	180.5	190.0	183.6	180.0
1981 Jan	190.4	227.2	202.1	209.6	195.8	190.5	191.0	204.1	194.1	182.0	181.3	192.5	184.4	181.3
1981 Feb	193.5	224.2	201.4	214.8	197.9	193.3	192.8	206.5	196.0	186.4	190.3	194.7	187.5	185.1
1981 Mar	203.1	228.9	202.9	214.4	202.9	195.8	195.4	208.0	201.9	181.2	191.4	198.5	188.7	185.4
1981 April	214.5	221.9	205.3	214.4	200.2	194.7	195.1	209.4	200.7	190.3	189.1	195.8	183.4	186.9
1981 May	210.0	217.2	211.0	220.3	204.0	201.2	197.5	212.5	204.4	205.7	182.6	201.1	193.3	192.4
1981 June	212.4	222.0	217.4	217.5	211.8	200.6	200.4	218.4	207.2	197.4	195.5	205.1	197.3	191.0
1981 July	209.7	227.5	216.8	229.5	211.8	216.0	209.8	220.6	211.6	190.3	197.4	207.4	200.9	195.5
1981 Aug	231.9	224.4	217.6	226.0	227.2	209.8	201.4	220.6	211.6	190.3	196.1	211.1	199.4	197.5
1981 Sep	238.4	226.1	217.3	223.2	216.7	215.2	205.8	223.5	211.6	190.3	196.1	211.1	199.4	197.5
1981 Oct	230.7	229.5	219.0	224.9	220.1	207.7	207.7	225.6	215.2	240.1	198.6	211.7	203.2	199.1
1981 Nov	212.1	230.7	226.4	226.8	227.4	221.4	209.1	230.5	216.8	204.1	209.0	219.4	205.7	200.6
1981 Dec	204.1	229.3	228.0	237.1	231.3	217.5	211.2	242.5	218.1	200.8	204.6	215.8	200.9	201.5
1982 Jan	201.7	230.1	224.4	251.1	225.8	224.7	211.8	234.9	220.9	211.5	208.3	216.2	205.3	207.6
1982 Feb	217.1	273.1	224.6	250.3	224.4	222.2	215.1	236.2	222.1	207.3	210.7	220.3	206.2	208.1
1982 Mar	223.9	252.2	227.1	248.7	226.3	221.9	220.3	241.6	229.4	209.3	213.7	226.7	209.9	210.7
1982 April	232.5	244.5	230.5	251.4	228.4	227.3	217.7	244.6	229.8	224.7	210.8	224.2	209.9	212.5
1982 May	226.7	248.9	240.6	250.5	230.1	226.5	221.3	251.7	231.8	227.3	216.6	226.4	215.8	209.9
1982 June	232.2	244.9	238.0	255.6	238.2	224.0	226.3	244.1	234.2	237.2	218.3	229.6	216.6	217.7
1982 July	245.4	246.7	235.8	266.6	238.2	231.9	227.9	244.8	236.2	215.4	222.0	230.1	216.2	219.8
1982 [Aug]	249.2	249.2	237.3	253.7	235.8	222.8	224.3	244.4	233.2	217.6	216.8	232.0	214.4	220.7

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



# 5.4 EARNINGS AND HOURS

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

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, goods and fur
October												
<b>MALE</b>												
<b>Weekly earnings</b>												
Full-time men (21 years and over)												
1975	60.29	69.74	63.10	62.50	58.86	53.35	56.79	67.53	62.52	56.12	53.65	£ 50.76
1976	66.81	76.75	71.72	73.72	66.11	61.64	63.48	72.09	72.48	64.90	61.19	55.89
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	61.91
1978	83.91	95.65	90.78	91.93	83.39	76.41	80.35	88.64	84.88	81.69	75.96	71.20
1979	99.79	116.51	107.95	103.58	96.39	90.34	92.34	95.46	98.01	93.92	87.35	80.82
Full-time males on adult rates*												
1980	115.61	136.07	123.36	118.20	109.34	101.95	107.41	109.63	109.41	103.05	97.90	92.74
1981	126.36	151.26	138.48	132.96	119.51	114.17	118.31	127.04	119.08	114.64	106.60	105.39
<b>Hours worked</b>												
Full-time men (21 years and over)												
1975	46.2	42.6	42.7	41.9	42.6	42.0	42.2	43.9	41.4	42.1	42.4	43.7
1976	45.9	42.9	44.1	44.0	42.9	42.7	42.3	43.4	42.6	43.2	43.4	43.1
1977	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9
1978	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.6	43.4
1979	46.3	44.4	44.5	43.0	42.5	42.3	42.3	43.7	41.5	42.7	43.1	43.0
Full-time males on adult rates*												
1980	45.5	44.2	42.9	41.6	41.5	41.9	41.6	41.8	40.1	41.1	42.2	42.5
1981	44.8	42.4	43.1	42.3	41.5	41.6	41.6	43.2	39.9	41.8	42.4	43.3
<b>Hourly earnings</b>												
Full-time men (21 years and over)												
1975	130.5	163.7	147.8	149.2	138.2	127.0	134.6	153.8	151.0	133.3	126.5	pence 116.2
1976	145.6	178.9	162.6	167.5	154.1	144.4	150.1	166.1	170.1	150.2	141.0	129.7
1977	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	144.3
1978	181.6	222.4	203.5	210.4	193.9	179.8	187.3	202.4	205.0	189.5	174.2	164.1
1979	215.5	262.6	242.6	240.6	226.8	213.6	218.3	218.4	236.2	220.0	202.7	188.0
Full-time males on adult rates*												
1980	254.1	307.9	287.6	284.1	263.5	243.3	258.2	262.3	272.8	250.7	232.0	218.2
1981	282.1	356.7	321.3	314.3	288.0	274.4	284.4	294.1	298.4	274.3	251.4	243.4
<b>FEMALE</b>												
<b>Weekly earnings</b>												
Full-time women (18 years and over)												
1975	37.28	42.91	37.40	35.41	38.94	35.48	36.38	39.19	42.33	34.40	31.76	£ 28.13
1976	43.69	48.46	44.11	43.58	46.77	42.32	43.54	46.08	50.43	42.21	37.93	32.61
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	36.90
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03
1979	62.86	68.37	64.44	63.27	64.02	62.12	62.55	61.00	69.52	60.12	52.44	49.62
Full-time females on adult rates*												
1980	74.60	86.29	77.68	73.64	75.29	72.41	73.98	71.57	80.71	69.61	61.06	61.02
1981	83.06	94.69	87.62	79.07	82.67	81.21	81.18	85.06	89.97	77.34	65.96	67.16
<b>Hours worked</b>												
Full-time women (18 years and over)												
1975	37.7	38.6	37.9	36.7	37.5	37.4	37.1	37.0	37.5	36.8	36.1	36.5
1976	37.9	39.5	38.4	37.7	38.0	37.6	37.4	37.4	37.8	37.5	36.7	36.4
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7
Full-time females on adult rates*												
1980	37.9	38.4	38.9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37.1	37.4
1981	38.1	39.3	39.1	37.1	38.5	38.7	38.1	38.0	37.6	37.8	37.1	37.7
<b>Hourly earnings</b>												
Full-time women (18 years and over)												
1975	98.9	111.2	98.7	96.5	103.8	94.9	98.1	105.9	112.9	93.5	88.0	pence 77.1
1976	115.3	132.8	114.9	115.6	123.1	112.6	115.8	123.2	133.4	112.6	103.4	89.6
1977	124.7	148.5	127.3	126.6	135.3	120.7	124.4	130.1	141.3	122.4	112.5	101.9
1978	142.1	153.9	143.6	143.7	149.8	135.9	142.4	149.3	161.8	139.9	125.4	114.5
1979	165.0	176.7	167.4	166.5	170.3	160.5	166.4	154.4	184.9	161.6	144.1	135.2
Full-time females on adult rates*												
1980	196.8	224.7	199.7	193.8	199.2	189.1	196.2	201.0	214.1	188.6	164.6	163.2
1981	218.0	240.9	224.1	213.1	214.7	209.8	213.1	223.8	239.3	204.6	177.8	178.1

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

# 5.5 EARNINGS

## Index of average earnings: non-manual employees

Full-time adults\*

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

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

# EARNINGS AND HOURS 5.4

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

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication †	Certain miscellaneous services **	Public administration	All industries covered
48.16	61.07	55.83	65.17	58.06	59.74	59.82	60.38	60.45	63.81	50.71	49.88	£ 59.58
53.30	68.82	61.48	73.88	66.27	67.83	66.36	65.80	68.42	71.22	57.36	53.97	66.97
61.61	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04	72.89
67.50	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15	83.50
80.37	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	83.52	76.92	96.94
90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	103.88	96.60	113.06
98.67	127.96	111.31	154.22	113.15	123.23	126.08	121.55	142.28	138.19	..†	..†	125.58†
40.5	44.5	43.1	42.4	42.5	42.7	47.2	45.2	42.3	47.3	43.2	43.2	43.6
40.9	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	43.0	42.7	44.0
41.3	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9	44.2
41.3	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2	44.2
41.0	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	43.1	43.1	44.0
40.1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1	42.1	42.7	43.0
41.1	43.6	42.2	41.9	41.8	42.0	46.0	43.8	40.1	46.9	..†	..†	43.0†
118.9	137.2	129.5	153.7	136.6	139.9	126.7	133.6	142.9	134.9	117.4	115.5	pence 136.7
130.3	151.9	143.6	169.4	153.0	155.9	143.0	148.5	159.9	149.9	133.4	126.4	152.2
149.2	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6	164.9
163.4	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	155.4	188.9
196.0	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	193.8	178.5	220.3
226.0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8	246.7	226.2	262.9
240.1	293.5	263.8	368.1	270.7	293.4	274.1	277.5	354.8	294.6	..†	..†	292.0†
28.70	35.20	36.77	38.51	32.94	34.23	—	30.45	38.76	44.07	26.59	38.64	£ 34.19
33.59	42.22	42.14	45.20	39.49	40.71	—	36.11	43.43	50.23	31.69	43.62	40.61
38.08	45.59	46.20	48.87	43.44	44.45	—	39.14	47.94	53.25	35.16	46.41	44.31
41.94	52.12	53.62	55.33	49.15	50.08	—	42.97	58.10	63.79	40.11	52.98	50.03
50.43	60.06	61.84	67.15	56.08	58.44	—	48.23	70.29	72.38	46.40	57.04	58.24
58.62	71.01	74.01	82.15	64.95	68.40	—	61.45	81.75	92.14	56.76	76.18	68.73
64.02	79.13	81.55	92.83	70.58	75.71	—	66.49	99.07	105.76	..†	..†	76.44†
35.5	35.9	37.0	37.9	37.3	36.8	—	37.5	35.4	41.5	38.3	40.3	37.0
36.0	36.7	37.3	38.4	37.3	37.2	—	38.3	36.4	41.6	37.8	39.9	37.4
36.1	36.8											

# 5.6 EARNINGS AND HOURS

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

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

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

# LABOUR COSTS 5.7

## All employees: main industrial sectors and selected industries

Labour costs (1)		Manu-	Mining and	Construction	Gas,	Index of	Whole
		facturing	quarrying		electricity and water	production industries	economy
Pence per hour							
	1968	58.25	73.80	60.72	66.55	59.58	..
	1973	106.90	143.45	107.32	129.61	109.37	..
	1975	161.68	249.36	156.95	217.22	106.76	..
	1978	244.54	365.12	222.46	324.00	249.14	..
	1979	290.05	427.21	257.66	383.44	294.17	..
	1980	349.43	522.88	316.88	483.39	356.45	..
Per cent							
Percentage shares of labour costs *	1968	91.3	82.8	87.7	87.1	90.2	..
Wages and salaries †	1973	89.9	82.5	91.1	84.7	89.3	..
	1978	84.3	76.2	86.8	78.2	83.9	..
	1980	82.0	75.9	85.6	77.3	81.9	..
of which Holiday, sickness, injury and maternity pay	1968	7.4	8.6	5.2	10.5	7.3	..
	1973	8.4	12.0	6.4	9.8	9.2	..
	1978	9.2	9.3	6.8	11.2	9.0	..
	1980	9.0	9.3	6.7	11.1	8.8	..
Statutory national insurance contributions	1968	4.4	3.8	4.2	3.8	4.3	..
	1973	4.9	4.3	4.9	4.5	4.9	..
	1978	8.5	6.7	9.1	6.9	8.4	..
	1980	9.1	7.4	9.9	7.5	9.0	..
Private social welfare payments	1968	3.2	5.7	1.4	6.3	3.2	..
	1973	3.5	5.9	1.6	8.0	3.7	..
	1978	4.8	9.4	2.3	12.2	5.1	..
	1980	5.3	9.6	2.6	12.6	5.5	..
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡	1968	1.1	7.7	6.7	2.7	2.3	..
	1973	1.6	7.3	2.4	2.9	2.2	..
	1978	2.3	7.7	1.9	2.6	2.6	..
	1980	3.5	13.0	1.9	2.6	3.6	..
Labour costs per unit of output §							
		% change over a year earlier					1975=100 % change over a year earlier
	1976	112.7	12.7	87.0	111.6	105.9	111.0
	1977	125.1	11.0	65.1	119.4	109.6	119.3
	1978	141.1	12.8	62.6	132.6	127.6	132.3
	1979	163.1	15.6	58.0	161.4	150.0	150.4
	1980	200.9	23.2	69.7	198.2	196.9	183.8
	1981	..	..	..	..	..	..
	1981 Q1	..	..	..	..	..	202.7



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

	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
<b>Annual averages</b>																		
1972	60.1	58.3	67.6	59	70	58.2	62.4	76	55	54	51.9	57.6	66	64	52.0	72.3	81.8	79
1973	67.8	65.8	76.2	69	76	69.1	71.5	84	64	65	64.5	71.1	74	71	61.8	78.4	81.8	85
1974	79.4	83.8	88.2	83	86	83.9	85.3	92	80	78	78.9	89.7	88	83	77.8	87.1	93.1	92
1975	100.0	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100
1976	116.5	114.4	109.0	111	114	112.7	114.1	107	129	117	120.9	112.3	109	117	130.3	117.9	101.6	108
1977	128.5	127.6	118.4	121	126	124.3	128.5	114	156	135	154.6	121.9	117	129	169.8	125.8	103.3	118
1978	147.1	136.6	125.1	130	135	137.1	145.2	120	193	155	179.6	129.1	123	139	214.2	136.6	106.9	128
1979	169.9	147.1	132.4	140	147	152.7	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 R	323.6	157.2 R	138	173	375.1	177.1	120.7	165
<b>Quarterly averages</b>																		
1981 Q1	216.1	174.0	146.8	161	173	178.3	201.3	138	351	238	297.4	152.4	136	166	347.4	171.8	121.0	161
Q2	220.1	178.4	151.8	167	179	183.1	206.8	140	366	251	317.0	154.8	136	169	374.4	176.8	119.7	164
Q3	232.6	181.1	150.9	167	183	186.5	215.8	144	385	257 R	334.5	158.5	141	179	..	178.5	120.5	167
Q4	238.1	186.1	156.3	178	190	193.7	224.4	145	399	263 R	345.6	160.1	142 R	178	..	181.1	121.4	170
1982 Q1	243.9	196.6 R	158.9	175	196	196.4	233.6	145	436	271	358.0	160.7	146	167	..	185.5	128.3	173
Q2	248.6	202.3	..	176	..	..	244.3	149	..	..	371.0	163.6	146	188	..	192.6	127.5	175
<b>Monthly</b>																		
1982 Feb	243.7	196.8 R	159.9	..	195	193.9	..	..	..	..	361.5	160.6	146	..	..	184.9	..	173
Mar	246.3	199.7 R	165.2	175	197	201.6	..	..	..	271	361.5	160.9	146	..	..	186.9	..	173
Apr	246.6	200.0 R	164.2	..	199	203.3	244.3	149	..	..	361.7	161.6	146	..	..	192.1	..	174
May	248.0 R	200.5 R	160.3	..	200	203.7	..	..	..	..	375.7	163.1	146	..	..	194.6	..	175
Jun	251.3	206.4	..	176	..	..	..	..	..	..	375.7	165.9	146	..	..	191.2	..	176
Jul	253.1	..	..	..	..	..	..	..	..	..	376.0	..	146	..	..	..	..	177
<b>Increases on a year earlier</b>																		
<b>Annual averages</b>																		
1972	13	10	12	13	8	13	11	10	10	15	10	16	14	8	17	15	..	7
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8	..	8
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9
1978	14	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8
1979	15	8	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9
1980	18	11	8	9	10	11	15	6	27	21	22	7	5	10	19	9	5	9
1981	13	10	6	10	12	9	15	5	27	16 R	24	6	3	10	20	11	5	9
<b>Quarterly averages</b>																		
1981 Q1	15	10	5	10	11	9	15	7	26	16	23	6	2	14	22	11	5	11
Q2	11	12	8	11	13	9	14	4	26	18	25	5	2	12	19	12	5	11
Q3	13	8	6	9	12	9	14	5	29	19	24	5	4	7	..	11	5	10
Q4	13	11	5	11	12	10	15	5	28	13	23	6	4	8	..	8	5	8
1982 Q1	13	13 R	8	9	13	10	16	5	24	14	20	5	7	1	..	8	6	7
Q2	13	9	..	5	..	..	18	6	..	..	17	6	7	11	..	9	7	7
<b>Monthly</b>																		
1982 Feb	12	13 R	8	..	13	10	..	..	..	..	21	4	7	..	..	8	..	8
Mar	13	15 R	9	9	13	11	..	..	..	..	18	5	7	..	..	9	..	7
Apr	14	15 R	9	..	12	12	18	6	..	14	18	4	7	..	..	10	..	7
May	14	11 R	6	..	12	12	..	..	..	..	17	5	7	..	..	10	..	7
Jun	12	14	..	5	..	..	..	..	..	..	16	7	7	..	..	7	..	7
Jul	11	..	..	..	..	..	..	..	..	..	15	..	4	..	..	..	..	7

Source: OECD—Main Economic Indicators.

Notes: 1 Wages and salaries on a weekly basis (all employees).  
2 Seasonally adjusted.

3 Males only.

4 Hourly wage rates.

5 Monthly earnings.

6 Including mining.

7 Including mining and transport.

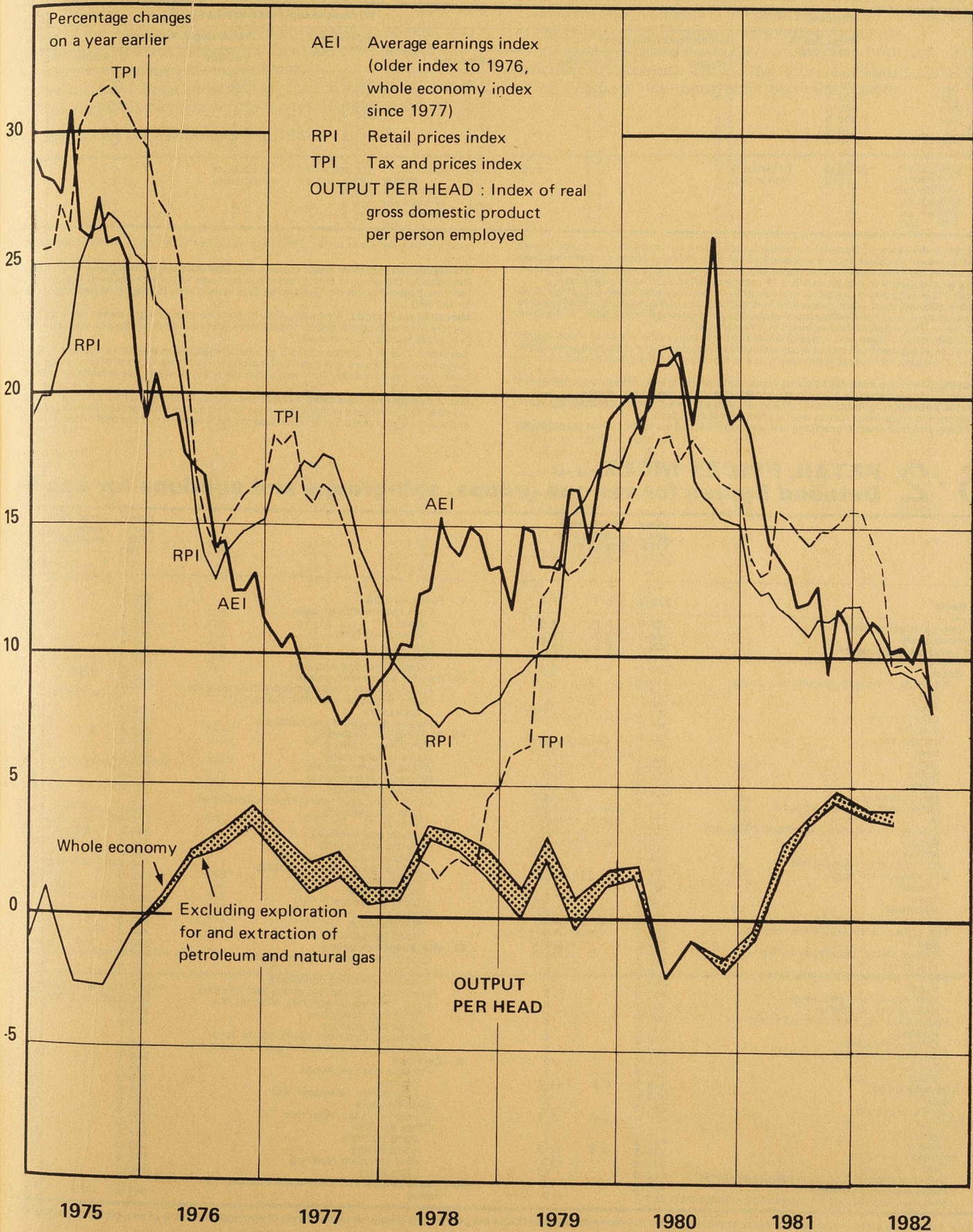
8 Hourly earnings.

9 All industries.

10 Production workers.

# EARNINGS C2

## Earnings, prices, output per head



## 6.1 RETAIL PRICES

### Recent movements in the all-items index and in the index excluding seasonal foods for Sep 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	12 months		1 month	6 months	12 months
1981 Sep	301.0	0.6	6.0	11.4	303.3	0.5	6.1	
Oct	303.7	0.9	3.9	11.7	305.7	0.8	3.9	
Nov	306.9	1.1	4.4	12.0	308.9	1.0	4.4	
Dec	308.8	0.6	4.4	12.0	310.4	0.5	4.4	
1982 Jan	310.6	0.6	4.5	12.0	311.5	0.4	4.2	
Feb	310.7	0.0	3.8	11.0	311.6	0.0	3.6	
Mar	313.4	0.9	4.1	10.4	314.1	1.9	4.7	
Apr	319.7	2.0	5.3	9.4	320.2	0.6	4.2	
May	322.0	0.7	4.9	9.5	322.0	0.4	4.2	
June	322.9	0.3	4.6	9.2	323.4	0.4	4.2	
July	323.0	0.0	4.0	8.7	324.6	0.4	4.6	
Aug	323.1	0.0	4.0	8.0	325.9	0.0	3.8	
Sep	322.9	-0.1	3.0	7.3	325.9	0.0	3.8	

The fall in the index for September resulted mainly from lower rates of mortgage interest paid by owner-occupiers and lower prices for fresh fruit. Although prices of most other items included in the index rose in price, especially draught beer and men's clothing, the movement was too slight to offset the effect of reduced mortgage interest payments.

**Food:** There was only a marginal increase in the group index between August and September although there were substantial falls in the prices of fresh fruit, especially apples. However most food items increased slightly in price and this offset the effect of the lower fruit prices. The seasonal food index fell by about two per cent.

**Alcoholic drink:** There was a rise of almost two per cent in the prices of some draught beers during the month. Prices of wines and spirits fluctuated but on the whole were slightly lower. Consequently overall there was a rise in the index for this group of about one per cent.

**Housing:** The group index fell by about 2½ per cent over the month. This was caused almost entirely by the fall in the rate of mortgage interest charged to owner-occupiers.

**Durable household goods:** Most items in this group showed small increases; the result being that the group index rose by nearly one half of one per cent.

**Clothing and footwear:** All sections in this group reflected the higher prices recorded this

month, particularly menswear. The effect was a rise in the group index of about one per cent.

**Transport and vehicles:** Prices of some motor vehicles were lower than in August causing the index for this group to fall by rather less than one half of one per cent. The most recent increase in petrol prices occurred in the days immediately following the collection of prices for the RPI.

**Miscellaneous goods:** Although prices for most items in this group rose slightly, those for photographic and optical goods and services were the most significant. The index for the group rose by about one per cent.

**Services:** Higher entrance charges to football matches in the new season, cinemas and bingo halls contributed to the rise in the group index of nearly a half of one per cent. Small price rises were recorded for many other services of which hairdressing was the most prominent.

**Meals bought and consumed outside the home:** Prices for school meals at the start of the new term combined with higher prices for restaurant and canteen meals, sandwiches and snacks to produce a rise of rather less than one per cent in the group index.

## 6.2 RETAIL PRICES INDEX

### Detailed figures for various groups, sub-groups and sections for Sep 14

	Index Jan 1974 = 100	Percentage change over (months)		Index Jan 1974 = 100	Percentage change over (months)	
		1	12		1	12
		<b>All items</b>	<b>322.9</b>		<b>-0.1</b>	<b>7.3</b>
<b>All items excluding food</b>	<b>325.9</b>	<b>0.0</b>	<b>7.5</b>			
<b>Seasonal food</b>	<b>244.3</b>	<b>-2.1</b>	<b>1.2</b>			
<b>Food excluding seasonal</b>	<b>306.1</b>	<b>0.5</b>	<b>6.7</b>			
<b>I Food</b>	<b>295.9</b>	<b>0.1</b>	<b>5.8</b>			
Bread, flour, cereals, biscuits and cakes	310.8		5			
Bread	296.3		3			
Flour	266.6		4			
Other cereals	357.4		8			
Biscuits	291.7		3			
Meat and bacon	253.6		9			
Beef	311.8		11			
Lamb	246.4		7			
Pork	222.3		5			
Bacon	233.6		11			
Ham (cooked)	224.6		10			
Other meat and meat products	231.7		7			
Fish	243.0		6			
Butter, margarine, lard and other cooking fats	319.9		5			
Butter	424.3		7			
Margarine	218.1		2			
Lard and other cooking fats	206.6		5			
Milk, cheese and eggs	302.3		7			
Cheese	357.0		6			
Eggs	153.1		-3			
Milk, fresh	360.4		8			
Milk, canned, dried etc	391.2		12			
Tea, coffee, cocoa, soft drinks etc	314.9		3			
Tea	315.1		3			
Coffee, cocoa, proprietary drinks	343.5		6			
Soft drinks	310.5		1			
Sugar, preserves and confectionery	409.0		6			
Sugar	408.8		13			
Jam, marmalade and syrup	303.8		3			
Sweets and chocolates	404.4		5			
Vegetables, fresh, canned and frozen	299.9		2			
Potatoes	340.3		-7			
Other vegetables	270.9		9			
Fruit, fresh, dried and canned	262.9		3			
Other foods	316.6		5			
Food for animals	267.9		1			
<b>II Alcoholic drink</b>	<b>348.8</b>	<b>0.9</b>	<b>11.1</b>			
Beer	399.4		13			
Spirits, wines etc	281.3		8			
<b>III Tobacco</b>	<b>420.0</b>	<b>0.0</b>	<b>9.1</b>			
Cigarettes	420.9		8			
Tobacco	410.2		9			
<b>IV Housing</b>	<b>359.0</b>	<b>-2.5</b>	<b>10.3</b>			
Rent	343.6		13			
Owner-occupiers' mortgage interest payments	312.0		5			
Rates and water charges	433.6		14			
Materials and charges for repairs and maintenance	364.7		9			
<b>V Fuel and light</b>	<b>445.5</b>	<b>0.0</b>	<b>13.3</b>			
Coal and smokeless fuels	433.3		9			
Coal	439.3		9			
Smokeless fuels	416.8		7			
Gas	343.4		24			
Electricity	492.4		9			
Oil and other fuel and light	559.2		11			
<b>VI Durable household goods</b>	<b>245.0</b>	<b>0.4</b>	<b>1.8</b>			
Furniture, floor coverings and soft furnishings	254.7		1			
Radio, television and other household appliances	208.7		0			
Pottery, glassware and hardware	328.5		7			
<b>VII Clothing and footwear</b>	<b>212.4</b>	<b>1.1</b>	<b>1.4</b>			
Men's outer clothing	233.9		0			
Men's underclothing	308.5		5			
Women's outer clothing	160.3		0			
Women's underclothing	272.9		8			
Children's clothing	230.2		4			
Other clothing, including hose, haberdashery, hats and materials	229.1		5			
Footwear	221.1		-1			
<b>VIII Transport and vehicles</b>	<b>348.2</b>	<b>-0.3</b>	<b>4.3</b>			
Motoring and cycling	334.5		3			
Purchase of motor vehicles	288.8		1			
Maintenance of motor vehicles	368.1		2			
Petrol and oil	413.9		14			
Motor licences	318.6		1			
Motor insurance	303.8		1			
Fares	454.5		17			
Rail transport	473.0		19			
Road transport	446.2		17			
<b>IX Miscellaneous goods</b>	<b>330.8</b>	<b>1.0</b>	<b>8.9</b>			
Books, newspapers and periodicals	441.8		14			
Books	401.9		12			
Newspapers and periodicals	453.7		15			
Medicines, surgical etc goods and toiletries	327.5		11			
Soap, detergents, polishes, matches, etc	349.1		9			
Soap and detergents	296.5		8			
Soda and polishes	421.2		11			
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	282.0		5			
<b>X Services</b>	<b>334.7</b>	<b>0.4</b>	<b>10.5</b>			
Postage and telephones	363.4		12			
Postage	446.8		13			
Telephones, telegrams, etc	339.6		9			
Entertainment	272.8		10			
Entertainment (other than TV)	286.3		9			
Other services	391.0		9			
Domestic help	417.8		10			
Hairdressing	400.2		11			
Boot and shoe repairing	392.8		8			
Laundry	362.4		11			
<b>XI Meals bought and consumed outside the home</b>	<b>347.0</b>	<b>0.7</b>	<b>7.6</b>			

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

## RETAIL PRICES 6.3

### Average retail prices of items of food

Average retail prices on September 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 of the February 1978 issue of *Employment Gazette*.

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

### Average prices on September 14, 1982

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
<b>Beef: home-killed</b>				<b>Bread</b>			
Chuck (braising steak)	665	160.3	140-180	White, per 800g wrapped and sliced loaf	614	37.1	30-42
Sirloin (without bone)	617	272.2	210-350	White, per 800g unwrapped loaf	375	42.5	39-47
Silverside (without bone) †	665	206.1	189-230	White, per 400g loaf, unsliced	436	27.2	24-30
Best beef mince	640	115.6	96-156	Brown, per 400g loaf, unsliced	522	28.5	27-30
Fore ribs (with bone)	513	142.0	116-180	<b>Flour</b>			
Brisket (without bone)	643	139.6	114-171	Self-raising, per 1½ kg	607	43.4	35-49
Rump steak †	668	276.9	242-320	<b>Butter</b>			
Stewing steak	637	143.0	126-171	Home-produced, per 500g	551	101.9	90-112
<b>Lamb: home-killed</b>				New Zealand, per 500g	506	98.7	92-116
Loin (with bone)	597	131.1	130-192	Danish, per 500g	561	105.4	96-114
Breast †	556	415.4	30-78	<b>Margarine</b>			
Best end of neck	498	107.3	60-159	Standard quality, per 250g	119	16.5	13-22
Shoulder (with bone)	592	95.2	74-130	Lower priced, per 250g	109	15.8	13-17
Leg (with bone)	600	147.4	126-177	<b>Lard, per 500g</b>	659	30.4	25-38
<b>Lamb: imported</b>				<b>Cheese</b>			
Loin (with bone)	317	136.1	118-162	Cheddar type	656	114.9	94-130
Breast †	316	37.5	27-50	<b>Eggs</b>			
Best end of neck	291	101.5	60-136	Size 2 (65-70g), per dozen	411	78.1	72-88
Shoulder (with bone)	342	84.3	74-94	Size 4 (55-60g), per dozen	444	66.7	58-78
Leg (with bone)	354	136.6	124-146	Size 6 (45-50g), per dozen	105	58.4	48-72
<b>Pork: home-killed</b>				<b>Milk</b>			
Leg (foot off)	580	102.3	80-138	Ordinary, per pint	—	20.0	—
Belly †	640	75.3	64-88	<b>Tea</b>			
Loin (with bone)	662	122.2	106-150	Higher priced, per 125g	229	31.5	29-35
Fillet (without bone)	442	154.8	114-226	Medium priced, per 125g	1,172	29.5	27-33
<b>Bacon</b>				Lower priced, per 125g	686	25.2	24-32
Collar †	338	100.5	80-124	<b>Coffee</b>			
Gammon †	407	153.6	124-189	Pure, instant, per 100g	643	100.0	92-116
Middle cut †, smoked	370	123.0	104-140	<b>Sugar</b>			
Back, smoked	309	146.8	128-171	Granulated, per kg	695	45.2	42-47
Back, unsmoked	379	142.9	124-165	<b>Fresh vegetables</b>			
Streaky, smoked	251	98.9	88-120	Potatoes, old loose			
<b>Ham (not shoulder)</b>	556	190.4	148-230	White	392	7.0	5-10
<b>Sausages</b>							

# 6.4 RETAIL PRICES

## General index of retail prices

UNITED KINGDOM	ALL ITEMS	FOOD*						All items except food	All items except items of food the prices of which show significant seasonal variations			
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations		Items mainly manufactured in the United Kingdom						
				Primarily from home-produced raw materials	Primarily from imported raw materials	All						
Weights 1971	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3	
1972	1,000	251	39.6-41.1	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4	
1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.9	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7	
1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5	
1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3	
1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8	
1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8	
1978	1,000	233	30.4-33.5	199.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	767	966.5-969.6	
1979	1,000	232	33.4-36.0	196.0-198.6	37.7-38.9	60.9-61.5	98.6-100.4	52.5	44.7-46.2	768	964.0-966.6	
1980	1,000	214	30.4-33.2	180.9-183.6	34.5-35.9	59.1-59.7	93.6-95.6	4.8.0	38.8-40.6	786	966.8-969.6	
1981	1,000	207	28.1-30.8	176.2-178.9	34.3-35.3	56.8-57.2	91.1-92.5	4.8.4	36.2-38.2	793	969.2-971.9	
1982	1,000	206	[33.3]	[172.7]	[34.5]	[53.0]	[87.5]	[47.7]	[37.5]	794	[966.7]	
Jan 16, 1962 = 100												
1969	Annual averages	131.8	131.0	136.2	130.1	126.0	133.0	130.5	136.8	123.8	131.7	131.7
1970		140.2	140.1	142.5	139.9	136.2	143.0	140.8	145.6	133.3	140.3	140.2
1971		153.4	155.6	155.4	156.0	150.7	156.2	154.3	167.3	149.8	152.8	153.5
1972		164.3	169.4	171.0	169.5	163.9	165.6	165.2	181.5	167.2	162.7	164.1
1973		179.4	194.9	224.1	189.7	178.0	171.1	174.2	213.6	198.0	174.5	177.7
1974	208.2	230.0	262.0	224.2	220.0	221.2	221.1	212.5	238.4	201.2	206.1	
1969 Jan 14		129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3
1970 Jan 20		135.5	134.7	136.8	134.5	130.6	137.6	135.1	140.6	128.2	135.8	135.5
1971 Jan 19		147.0	147.0	145.2	147.8	146.2	151.6	149.7	153.4	139.3	147.0	147.1
1972 Jan 18		159.0	163.9	158.5	165.4	158.8	163.2	161.8	176.1	163.1	157.4	159.1
1973 Jan 16		171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8
1974 Jan 15		191.8	216.7	254.4	209.8	196.9	191.9	193.7	224.5	227.0	184.0	189.4
Jan 15, 1974 = 100												
1974	Annual averages	108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8
1975		134.8	133.3	129.8	134.3	140.7	156.8	150.2	118.9	120.9	135.2	135.1
1976		157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5
1977		182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6	179.7	181.5
1978		197.1	203.8	190.1	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8
1979	223.5	228.3	211.1	231.7	232.9	255.9	246.7	224.6	205.7	222.2	224.1	
1980	263.7	255.9	224.5	262.0	271.0	293.6	284.5	249.8	226.3	265.9	265.3	
1981	295.0	277.5	244.7	283.9	296.7	317.1	306.9	274.8	241.3	299.8	296.9	
1975 Jan 14		119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
1976 Jan 13		147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6
1977 Jan 18		172.4	183.2	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9
1978 Jan 17		189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2
1979 Jan 16		207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3
1980 Jan 15		245.3	244.8	223.6	248.9	256.4	277.7	269.1	236.5	218.3	245.5	246.2
Sep 16		270.2	259.0	214.9	267.7	277.2	301.6	291.8	254.2	230.4	273.3	272.3
Oct 14		271.9	259.3	215.2	267.9	280.2	301.2	292.7	253.5	230.2	275.4	274.1
Nov 18		274.1	260.0	216.8	268.3	282.3	301.8	293.9	252.9	230.4	278.0	276.3
Dec 16		275.6	262.7	223.6	270.2	284.5	303.9	296.0	255.5	230.9	279.2	277.6
1981 Jan 13		277.3	266.7	225.8	274.7	286.7	308.2	299.6	264.2	232.0	280.3	279.3
Feb 17		279.8	268.9	227.7	276.9	291.2	310.7	302.8	265.6	233.2	282.8	281.8
Mar 17		284.0	270.6	233.0	278.0						287.7	285.9
April 14		292.2	274.2	245.2	279.8	293.9	312.4	304.9	271.9	233.7	297.2	294.1
May 19		294.1	276.7	248.2	282.0	295.4	314.2	306.6	274.1	237.0	298.9	295.8
June 16		295.8	280.0	257.2	284.2	296.3	317.1	308.7	275.6	239.8	300.2	297.3
July 14		297.1	279.6	250.3	285.1	297.5	318.6	310.1	276.0	240.6	302.0	298.9
Aug 18		299.3	277.3	233.2	285.9	298.6	320.0	311.4	275.4	241.8	305.3	301.8
Sep 15		301.0	279.6	241.3	287.0	298.9	320.9	312.1	276.0	244.3	306.9	303.3
Oct 13		303.7	282.7	250.3	289.0	300.9	321.5	313.2	277.8	248.1	309.5	305.7
Nov 17		306.9	285.5	256.8	291.1	301.6	322.1	313.8	281.1	251.6	312.9	308.9
Dec 15		308.8	288.5	266.8	292.8	303.1	322.0	314.3	285.6	252.4	314.4	310.4
1982 Jan 12		310.6	296.1	287.6	297.5	306.2	323.4	316.4	296.1	255.4	314.6	311.5
Feb 16		310.7	297.2	285.7	299.2	309.0	324.9	318.5	297.6	256.6	314.4	311.6
Mar 16		313.4	299.8	296.5	300.1	311.6	325.8	320.0	298.1	256.8	317.2	314.1
Apr 20		319.7	302.6	308.9	301.1	313.0	327.5	321.6	298.5	257.1	324.5	320.2
May 18		322.0	305.6	322.8	301.9	314.2	329.5	323.3	299.0	256.6	326.6	322.0
June 15		322.9	304.1	311.5	302.3	314.8	330.6	324.2	298.7	256.8	328.2	323.4
July 13		323.0	299.5	281.0	303.0	315.2	331.9	325.1	298.6	258.0	329.4	324.6
Aug 17		323.1	295.5	249.5	304.7	316.7	335.5	327.9	298.9	259.2	330.7	325.9
Sep 14		322.9	295.9	244.3	306.1	318.9	337.6	330.0	299.1	260.7	330.3	325.9

Note: The General Index covers almost all goods and services purchased by most households, excluding only those for which the income of the head of household is in the top 3.4 per cent and those one and two-person pensioner households of limited means covered by separate indices. For those pensioners, national retirement and similar pensions account for at least three-quarters of income.

\* The items included in the various sub-divisions are given on page 191 of the March 1975 issue of *Employment Gazette*.

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

# RETAIL PRICES 6.4

## General index of retail prices

UNITED KINGDOM	Goods and services mainly produced by national-led industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	UNITED KINGDOM	
													Weights 1971
1971	91	65	59	119	60	61	87	136	65	54	44	1971	
1972	92	66	53	121	60	58	89	139	65	52	46	1972	
1973	89	73	49	126	58	58	89	135	65	53	46	1973	
1974	80	70	43	124	52	64	91	135	63	54	51	1974	
1975	77	82	46	108	53	70	89	149	71	52	48	1975	
1976	90	81	46	112	56	75	84	140	74	57	47	1976	
1977	91	83	46	112	58	63	82	139	71	54	45	1977	
1978	96	85	48	113	60	64	80	140	70	56	51	1978	
1979	93	77	44	120	59	64	82	143	69	59	51	1979	
1980	104	82	40	124	59	69	84	151	74	62	41	1980	
1981	93	79	36	135	62	65	81	152	75	66	42	1981	
1982	99	77	41	144	62	64	77	154	72	65	38	1982	
Jan 16, 1962 = 100													
1969	Annual averages	140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.2	142.5	135.0	1969
1970		149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5	1970
1971		172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0	1971
1972		185.2	159.0	139.5	190.7	173.4	140.5	141.8	155.9	168.0	180.5	180.3	1972
1973		191.9	164.2										

## 6.5 RETAIL PRICES

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

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	16	11
1979 Jan 16	9	11	5	4	16	6	7	8	10	9	8	10	7
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
1981 Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	27
Sep 15	11	8	15	29	16	19	5	0	14	7	14	8	18
Oct 13	12	9	16	31	18	17	4	1	12	6	14	8	15
Nov 17	12	10	16	31	21	14	4	1	13	7	13	7	13
Dec 15	12	10	16	31	22	13	3	1	11	6	15	8	11
1982 Jan 12	12	11	16	32	23	13	4	0	7	13	13	7	11
Feb 16	11	11	15	28	22	14	3	1	7	6	12	7	11
Mar 16	10	11	11	27	21	15	3	1	4	7	12	7	12
April 20	9	10	11	12	15	15	3	1	7	8	12	8	15
May 18	9	10	12	15	14	14	3	1	7	8	11	7	14
June 15	9	9	11	16	14	13	3	1	7	10	11	7	14
July 13	9	7	11	16	14	13	2	1	7	9	11	7	14
Aug 17	8	7	11	12	14	13	2	1	4	9	11	8	14
Sep 14	7	6	11	9	10	13	2	1	4	9	11	8	14

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

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

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

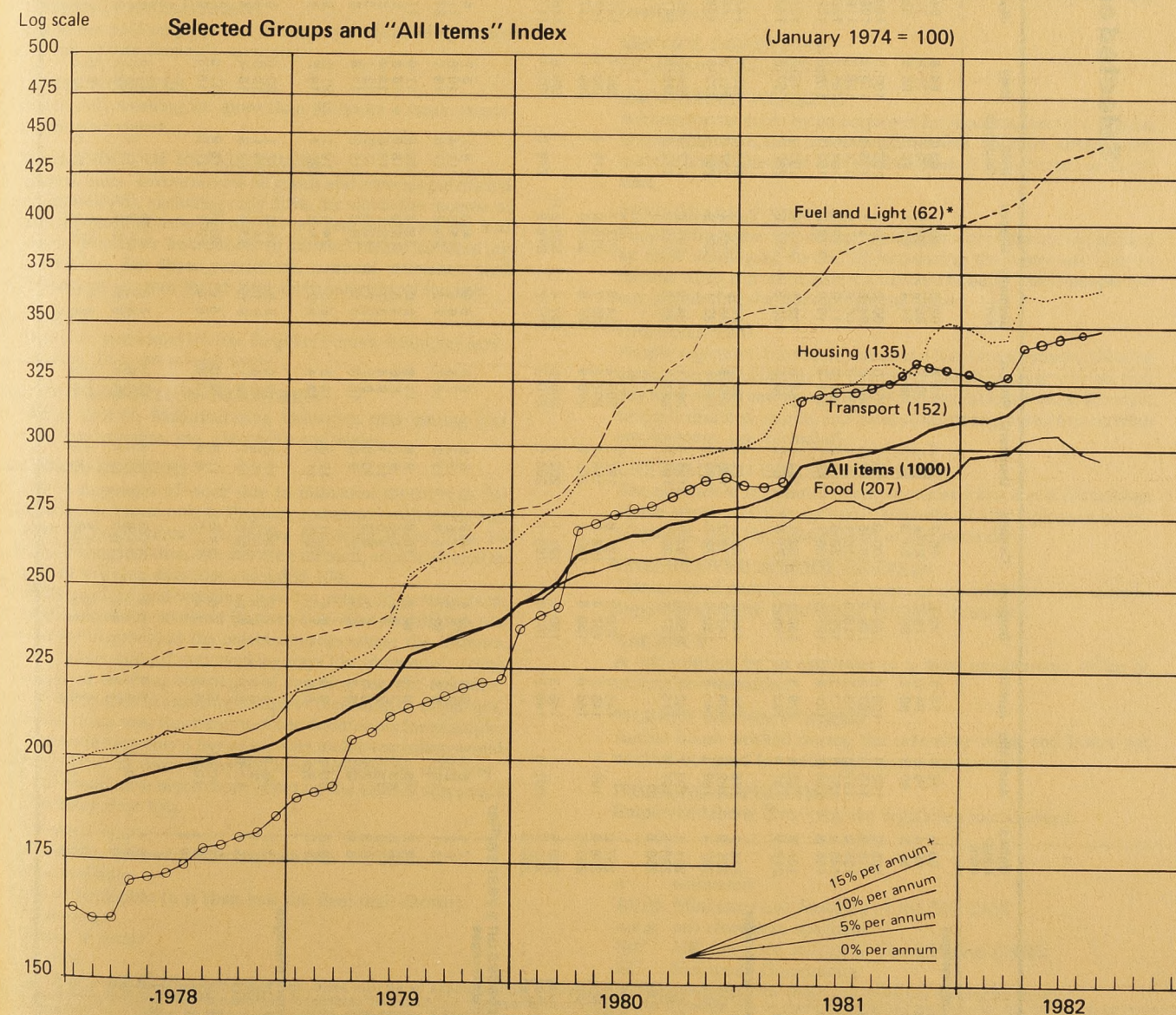
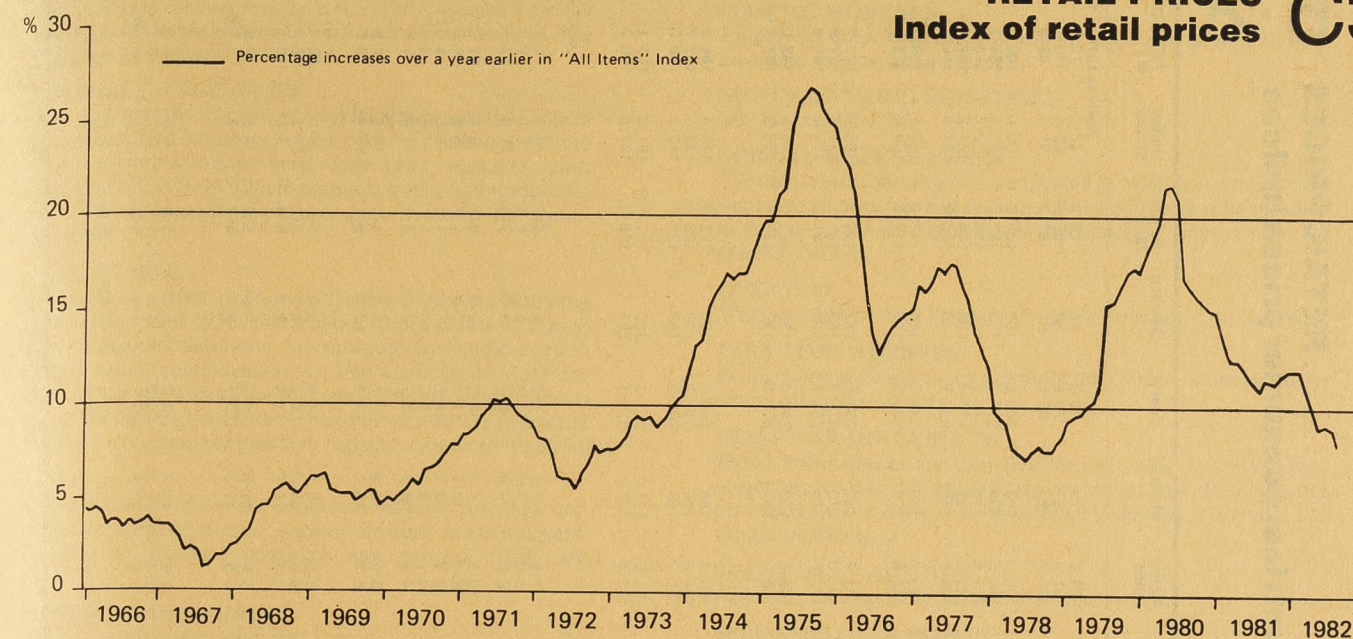
## 6.7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
<b>INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS</b>											
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
<b>INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS</b>											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
1978	201.6	196.9	199.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8
1979	225.6	220.0	221.5	247.8	252.8	206.3	191.7	246.0	246.1	210.3	243.9
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3
1981	292.3	265.5	314.5	358.1	383.4	242.3	216.8	343.9	327.3	284.1	313.6
<b>GENERAL INDEX OF RETAIL PRICES</b>											
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	207.8
1978	200.4	203.8	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	239.9
1979	225.5	228.3	217.1	247.6	250.5	201.9	187.2	243.1	236.4	213.9	290.0
1980	262.5	255.9	261.8	290.1	313.2	226.3	205.4	288.7	276.9	262.7	290.0
1981	291.2	277.5	306.1	358.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0

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

## RETAIL PRICES

### Index of retail prices C3

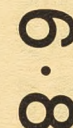


\* Figures in brackets are the 1981 group weights + Annual growth rate



# RETAIL PRICES

## Selected countries: consumer prices indices



	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)		
<b>Annual averages</b>																				Indices 1975 = 100	
1972	63.6	68.9	78.3	73.6	75.7	72.4	73.3	82.5	60.1	63.5	64.8	64.3	76.6	76	66.3	78	78.5	77.7	73.5		
1973	69.4	75.5	84.2	78.7	81.4	79.2	78.7	88.2	69.5	70.7	71.8	71.9	82.7	81	73.9	83	85.4	82.5	79.2		
1974	80.5	86.9	92.2	88.7	90.3	91.3	89.5	94.4	88.2	82.7	85.5	89.4	90.7	90	85.5	91	93.7	91.6	89.8		
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0		
1976	116.5	113.5	107.3	109.2	107.5	109.0	109.6	104.5	113.3	118.0	116.8	109.3	108.8	109	117.7	110	101.7	105.8	108.7		
1977	135.0	127.5	113.2	116.9	116.1	121.1	119.9	108.4	127.1	134.1	138.3	118.1	115.8	119	146.5	123	103.0	112.6	118.3		
1978	146.2	137.6	117.3	122.1	126.5	133.2	130.8	111.3	143.0	144.3	155.1	122.6	120.5	129	175.4	135	104.1	121.2	127.7		
1979	165.8	150.1	121.6	127.6	138.1	146.1	144.8	115.9	170.2	163.5	178.0	127.0	125.6	135	203.0	145	107.9	134.9	140.2		
1980	195.6	165.4	129.3	136.1	152.1	164.1	164.5	122.3	212.5	193.2	215.7	137.2	133.8	150	234.5	165	112.2	153.1	158.2		
1981	218.9	181.4	138.1	146.5	171.0	183.3	186.5	129.5	264.6	232.7	257.8	143.9	142.8	170	268.8	185	119.5	169.0	175.0		
<b>Quarterly averages</b>																					
1981 Q2	218.1	178.5	137.3	144.1	168.7	181.9	182.3	128.9	260.4	225.0	253.7	144.0	141.7	168	264.0	183	118.3	166.9	173.1		
Q3	221.9	182.3	139.3	147.9	173.7	186.4	189.5	130.5	265.4	237.6	261.3	144.3	144.0	173	272.8	187	121.1	171.7	177.2		
Q4	227.4	189.9	140.6	150.9	178.0	190.5	195.6	132.1	285.3	251.5	273.3	146.0	146.6	175	281.4	189	121.9	174.1	180.8		
1982 Q1	231.1	193.1	143.4	153.8	182.5	194.6	201.1	134.0	297.4	257.3	284.3	145.9	148.6	183	293.0	195	122.9	175.5	183.8		
Q2	238.5	197.8	145.4	157.4	188.1	199.2	207.4	135.8	318.2	272.2	292.9	147.4	150.9	187	303.8	199	125.3	178.3	187.7 R		
Q3	239.6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
<b>Monthly</b>																					
1982 Apr	237.2	..	145.0	156.0	185.8	197.3	205.8	134.8	312.7	..	289.7	147.1	150.6	186	299.9	198	123.9	176.4	186.2		
May	238.9	197.7	145.2	157.4	188.3	199.4	207.5	135.7	316.8	272.2	293.0	147.6	151.0	186	304.2	199	125.4	178.1	187.7		
Jun	239.5	..	146.0	158.8	190.2	201.0	208.9	137.0	325.0	..	296.1	147.6	151.2	188	307.2	199	126.6	180.3	189.3		
July	239.6	..	146.3	160.0	191.1	202.7	209.5	137.4	323.2 R	..	299.8	146.5	151.9	191	311.1	201	127.1 R	181.3	190.1		
Aug	239.7	201.8	146.5	161.0	192.1	204.0	210.2	137.2	318.9	278.0	305.1	147.6	152.1	191	313.1	201	128.0	181.6	190.7		
Sep	239.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
<b>Increases on a year earlier</b>																				Percent	
<b>Annual averages</b>																					
1972	7.1	5.8	6.3	5.4	4.8	6.6	6.2	5.5	4.3	8.7	5.7	4.5	7.8	7.2	8.3	6.0	6.7	3.3	4.7		
1973	9.2	9.5	7.6	7.0	7.6	9.3	7.3	6.9	15.5	11.4	10.8	11.7	8.0	7.5	11.4	6.7	8.7	6.2	7.8		
1974	16.1	15.1	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.1	24.5	9.6	9.4	15.7	9.9	9.8	11.0	13.5		
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3		
1976	16.5	13.5	7.3	9.2	7.5	9.0	9.6	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.7	5.8	8.7		
1977	15.8	12.3	5.5	7.1	8.0	11.1	9.4	3.7	12.1	13.6	18.4	8.1	6.4	9.1	24.5	11.4	1.3	6.5	8.9		
1978	8.3	7.9	3.6	4.5	9.0	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0		
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8		
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9		
1981	11.9	9.7	6.8	7.6	12.5	11.7	13.4	5.9	24.5	20.4	19.5	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.6		
<b>Quarterly averages</b>																					
1981 Q2	11.7	8.8	6.8	7.2	12.5	12.2	12.8	5.6	24.0	17.1	20.6	5.0	6.5	15.1	14.9	13.0	5.9	9.8	10.4		
Q3	11.3	9.1	6.6	8.1	12.7	11.8	13.6	6.1	24.2	20.1	19.2	4.0	6.6	13.8	14.5	12.7	7.2	10.8	10.7		
Q4	11.9	11.3	6.8	7.9	12.3	12.1	14.1	6.5	23.9	23.3	18.4	4.0	7.2	12.2	14.4	9.2	6.9	9.6	10.1		
1982 Q1	11.1	10.5	6.0	7.6	11.5	11.6	14.0	5.8	20.4	18.9	17.0	3.0	6.9	11.8	14.2	9.0	5.3	7.6	9.0		
Q2	9.4	10.8	5.9	9.2	11.5	9.5	13.8	5.4	22.2	21.0	15.5	2.4	6.5	11.3	15.1	8.7	5.9	6.8	8.4 R		
Q3	8.6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
<b>Monthly</b>																					
1982 Apr	9.4	..	5.8	8.4	11.3	10.0	13.9	5.0	21.8	..	15.8	2.8	6.6	11.4	14.0	8.7	5.5	6.6	8.4		
May	9.5	10.8	6.0	9.5	11.8	9.4	13.8	5.3	21.9	21.0	15.3	2.3	6.4	11.1	15.0	8.5	5.9	6.7	8.4		
Jun	9.2	..	5.9	9.9	11.2	9.2	13.5	5.8	22.9	..	15.3	2.2	6.5	10.8	16.1	8.5	6.2	7.1	8.5 R		
July	8.7	..	5.5	8.9	10.8	9.4	11.9	5.6	22.9	..	16.0	1.7	6.1	11.0	15.3	8.3 R	6.0	6.5	8.1		
Aug	8.0	10.7	5.1	9.0	10.6	9.6	10.9	5.1	22.2	17.0	17.0	3.1	5.9	11.0	14.6	7.7	5.2	5.9	7.8		
Sep	7.3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		

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

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

## DEFINITIONS

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

### BASIC WEEKLY WAGE RATES

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

### DISABLED PEOPLE

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

### EARNINGS

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

### EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

### EMPLOYEES IN EMPLOYMENT

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

### FULL-TIME WORKERS

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

### GENERAL INDEX OF RETAIL PRICES

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

### HM FORCES

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

### INDEX OF PRODUCTION INDUSTRIES

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

### INDUSTRIAL DISPUTES

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

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

Conventions The following standard symbols are used:

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

### MANUAL WORKERS

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

### MANUFACTURING INDUSTRIES

SIC Orders III-XIX.

### NORMAL WEEKLY HOURS

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

### OVERTIME

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

### PART-TIME WORKERS

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

### PENSIONER HOUSEHOLDS

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

### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

### SELF-EMPLOYED PEOPLE

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

### SERVICE INDUSTRIES

SIC Orders XXII-XXVII.

### SHORT-TIME WORKING

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

### TEMPORARILY STOPPED

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

### UNEMPLOYED

People registered for employment at a local employment office or careers service office on the day of the monthly count who on that day have no job and are capable of and available for work. (Certain severely disabled people, and adult students registered for vacation employment, are excluded).

### UNEMPLOYED PERCENTAGE RATE

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

### UNEMPLOYED SCHOOL LEAVERS

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

### VACANCY

A job notified by an employer to a local employment office or careers service office.

### WEEKLY HOURS WORKED

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

### WORKING POPULATION

Employed labour force plus the registered unemployed.

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

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

# Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours	Frequency	Latest issue	Table number or page
Working population: GB and UK Quarterly series	M	Oct 82:	1-1	Average earnings Whole economy (new series) index Main industrial sectors Industry	M	Oct 82: Oct 82:	5-1 5-3
Employees in employment Industry: GB	Q	Oct 82:	1-4	New Earnings Survey (April estimates) Latest key results Time series	A M	Oct 81: Oct 82:	443 5-6
All industries: by MLH : time series, by order group numbers and indices	M	Oct 82:	1-2	Average weekly and hourly earnings and hours worked (manual workers) Manufacturing and certain other industries (Oct)	M	Oct 82:	5-4
Manufacturing: by MLH	M	Oct 82:	1-3	Summary Detailed results	A	Mar 82:	121
Occupation				Manufacturing Indices of hours International comparisons of wages per head	M	Oct 82:	5-6
Administrative, technical and clerical in manufacturing	A	Dec 81:	1-10	Aerospace	A	Aug 81:	354
Local authorities manpower	Q	Oct 82:	1-7	Agriculture	A	Mar 82:	136
Occupations in engineering	Q	Jun 80:	636	Coal mining	A	Mar 82:	136
Region: GB				Basic wage rates, normal hours of work and holiday entitlements (manual workers) Changes in rates of wages and hours (indices)	M	Oct 82:	5-8
Sector: numbers and indices, quarterly	Q	Oct 82:	1-5	Normal weekly hours Holiday entitlements	A	Apr 82:	165
Census of Employment Key results, June 1978		Feb 81:	61	Overtime and short-time: operatives in manufacturing	M	Oct 82:	1-11
GB regions by industry MLH, June 1978		Mar 81:	141	Latest figures Time series	M	Oct 82:	1-11
UK by industry MLH		Mar 81:	141	Region: summary	Q	Sep 82:	1-13
International comparisons		Oct 82:	1-9	Labour costs			
Apprentices and trainees by industry: Manufacturing industries	A	June 82:	1-14	Survey results	Triennial	Sep 80:	956
Apprentices and trainees by region: Manufacturing industries	A	Oct 81:	1-15	Updated results	A	July 81:	319
Disabled in the public sector	A	Jan 82:	29	Per unit of output (indices . . .)	M	Oct 82:	5-7
Exemption orders from restrictions to hours worked: women and young persons	Q	Sep 82:	219	Prices and expenditure			
Labour turnover in manufacturing	Q	Aug 82:	1-6	Retail prices			
Trade union membership	A	Feb 82:	54	General index (RPI)	M	Oct 82:	6-2
Work permits issued	A	Mar 82:	108	Latest figures: detailed indices percentage changes	M	Oct 82:	6-2
Output per head				Recent movements and the index excluding seasonal foods	M	Oct 82:	6-1
Output per head: quarterly and annual indices	M	Oct 82:	1-8	Main components: time series and weights	M	Oct 82:	6-4
Wages and salaries per unit of output Manufacturing index, time series Quarterly and annual indices	M	Oct 82:	5-7	Changes on a year earlier: time series	M	Oct 82:	6-5
Unemployment and vacancies				Annual summary	A	Mar 82:	95
Unemployment				Revision of weights	A	Mar 82:	104
Summary: UK, GB	M	Oct 82:	2-1	Pensioner household indices All items excluding housing; quarterly	M	Oct 82:	6-6
Age and duration: UK	M	Oct 82:	2-2	Group indices: annual averages Revision of weights	M	Oct 82:	6-7
Broad category: GB, UK	M	Oct 82:	2-1	Food prices	A	May 82:	163
Detailed category: GB, UK	Q	Aug 82:	2-2	London weighting: cost indices	M	Oct 82:	6-3
Region: summary	Q	Aug 82:	2-6	International comparisons	A	June 82:	267
Age time series quarterly UK (six-monthly prior to July 1978)	M	Oct 82:	2-7	Family Expenditure Survey Quarterly summary	M	Oct 82:	6-8
: estimated rates	Q	Oct 82:	2-15	Annual: preliminary figures	Q	Oct 82:	161
Duration: time series, quarterly UK	M	Oct 82:	2-8	: final detailed figures	A	Nov 81:	467
Region and area				FES and RPI weights	A	Feb 82:	50
Time series summary: by region : assisted areas, counties, local areas	M	Oct 82:	2-3	Industrial disputes			
Occupation	Q	Aug 82:	2-12	Stoppages of work			
Age and duration: summary	Q	Aug 82:	2-6	Summary: latest figures	M	Oct 82:	4-1
Industry				: time series	Q	Oct 82:	4-2
Latest figures: GB, UK		Sep 81:	2-10	: latest year and annual series	A	July 82:	288
Number unemployed and percentage rates: GB		Jul 82:	2-9	Industry			
Occupation:				Monthly			
Broad category: time series, quarterly	M	Oct 82:	2-11	Broad sector: time series	M	Oct 82:	4-1
Flows GB, time series	M	Oct 82:	2-19	Annual			
Adult students: by region	M	Oct 82:	2-13	Detailed	A	July 82:	288
Minority group workers: by region	Q	Sep 82:	2-17	Prominent stoppages	A	July 82:	291
Disabled workers: GB	M	Oct 82:	2-16	Main causes of stoppage			
Non-claimants: GB	M	Oct 82:	2-16	Cumulative	M	Oct 82:	4-1
International comparisons	M	Oct 82:	2-18	Latest year for main industries	A	July 81:	290
Temporarily stopped: UK				Size of stoppages			
Latest figures: by region	M	Oct 82:	2-14	Stoppages beginning in latest year	A	July 82:	294
Vacancies (remaining unfilled)				Aggregate days lost	A	July 82:	294
Region				Number of workers involved	A	July 82:	295
Time series: seasonally adjusted	M	Oct 82:	3-1	Days lost per 1,000 employees in recent years by industry	A	July 82:	295
: unadjusted	M	Oct 82:	3-2	International comparisons	A	Feb 82:	69
Industry: UK	Q	Sep 82:	3-3				
Occupation: by broad sector and unit groups: UK	M	Oct 82:	3-4				
Region summary	Q	Aug 82:	2-12				
Flows: GB, time series	M	Oct 82:	2-19				
Unemployment and vacancy flows: GB	M	Oct 82:	2-19				
Skill shortage indicators	Six-monthly	Jan 82:	34				

## SPECIAL FEATURE

# Employment contracts: a choice of relationships

by Patricia Leighton

Department of Law  
Polytechnic of North London

Why do employers decide to use directly employed or self-employed labour? It is often thought that small employers prefer not to take on their own employees if they can use self-employed contractors. A small study carried out in North London suggests that this is not invariably true. Nor, it seems, do some large employers always choose to employ directly.

In a number of industries—such as insurance, the clothing trade, market research, driving schools, and the sales and servicing operations of manufacturing companies—firms traditionally recruit a large part of their workforce under contracts of self-employment. This form of labour hiring may be increasing also in other industries, due to the opportunities offered by the new micro-electronic technology. The status of the contract matters more now, given that employment protection legislation only covers workers hired under contracts of employment—so that those hired under contracts of self-employment are not protected from unfair dismissal for example, nor covered by redundancy provisions.

Yet very little is known about how employers decide on the choice of employment status. One widely held view is that employers will always prefer to use self-employed (rather than directly-employed) labour, where this is feasible. The results of a small study among firms in London suggest however that employers see significant advantages in using labour recruited under a contract of employment.

### Study focus

The study focused on industries where work was carried out off the employer's premises much (or all) of the time, and contracted-out labour was common, so that the employer had scope for choice in the contractual arrangements. The aim was to explore all the factors that entered into the employer's choice of employment relationships, including business factors as well as legislation.

In the autumn of 1981 a study was undertaken consisting of 25 case-studies within six industries: employment agencies, computing, insurance, mini-cabbing, the direct selling of goods, and the repair of domestic appliances. Interviews were held with employers or management representatives within each of the 25 firms, who also supplied documentary evidence in the form of contracts and "rule-books" issued to people working for them—whether on a self-employed or employee basis. The study did not include interviews with workers in the firms, and there was no attempt to observe the day-to-day reality of employment relationships, a method which might have yielded greater insights into the factors which led employers to opt for one type of employment relationship or another.

Although the six industries in the survey were drawn from service industries in the private sector they initially appeared self contained, which suggested that their employment policies might be similarly varied.

### Consumer needs

Some industries, especially direct selling and insurance, have long traditions and have developed in response to basic consumer needs. Others, especially computing and employment agencies, have recent origins occasioned by technological advances and changes in business practices. Some industries are very attractive to women, especially employment agencies but by contrast it is still rare to find a female mini-cab or licensed taxi driver. Several, especially computing and insurance are heavily infiltrated by multi-national organisations which may cause very different policy factors to operate. Some of the industries, especially computing, are dominated by highly skilled workers. In others the level of skill is generally lower sometimes attracting a high proportion of part-time or short-term workers. Mini-cabbing and "temping" are the obvious examples, but it is likely that short-term workers sometimes slip into insurance, selling and even computing too.

There were contrasts in the images of the industries. Insurance appears stable and reputable, with longstanding educational and professional traditions although the survey (which only focused on the "life" market) indicated that over recent years there had been considerable changes largely brought about by the intensity of competition. At the other end of the scale mini and "black" cabbing have an unhappy public image, though the "black" cab industry strives valiantly to distance itself from the former. Some industries, especially computing, exude much vitality and ambition, though it appears that the boom of the past few years is receding slightly, and computing give an excellent cross section of specialist job functions and size of organisation. Other industries, especially the repair of domestic appliances, many direct selling firms and employment agencies, seem less dynamic and are frequently feeling the adverse effects of the recent economic climate.

### Working practices

Despite the contrasts, all the firms used out-workers or personnel working away from the main workplace on a whole time or part-time basis. Sometimes they worked at home, sometimes on the premises of a client of their employer and sometimes they travelled around, presenting particular problems for employment policies and practices in almost all the firms in the survey. This variety in the working practices was mirrored in the range of job titles for the workers—"casual", "agent", "consultant", "freelance", "associate" and "fleet operative" being examples.

## Employment relationships

None had effective industry union organisation (though several firms had union members on their payroll), a matter which had an obvious impact on the employment relationships. Another frequent link between the industries was that of similar job functions. Selling as a job function was the clearest example and formed a major element in at least three industries in the study, quite apart from direct selling itself. Insurance, computing (through the sale and installation of hardware in particular) and to a lesser extent the repair of domestic appliances could be itemised. Two industries made use of building skills, and these similarities in job function made possible comparisons between the employment policies of various firms.

### Adverse publicity

Another factor which linked the industries (with the exception of computing and to a lesser extent insurance) was a more negative one. Most have suffered from some degree of adverse publicity over recent years<sup>2</sup>. For example the activities of some direct selling organisations have led to legislation aimed to curb the techniques of the "hard sell" and abuses of credit sales.<sup>3</sup> Concern over the reliability and integrity of mini-cab firms had led to some legislation, though it does not operate in London (Local Government (Miscellaneous Provisions) Act 1976).

Employment agencies are in any case subject to regulation (The Employment Agencies Act 1973 and subsequent legislation), but despite this scandals continue involving such issues as tax fraud and dubious arrangements for those working abroad.<sup>4</sup> Concern, insofar as it exists regarding insurance, has tended to focus on over enthusiastic or even misleading sales techniques and dubious policies. Even the repair of domestic appliances, we were told, has attracted adverse publicity through the use of poorly trained staff and the selling of bogus spare parts. Most employers in our case studies were very conscious of the need to accommodate the public image of their firm within their employment policies.

### Contractual arrangements

It was clear that virtually all the employers in the study gave very serious consideration to contractual arrangements particularly the number and quality of the contractual documents. The careful documentation of employment relationships is particularly striking since evidence suggests<sup>5</sup> that small businesses (of which there were many in the study) tend to be less thorough on this matter. The statute law requires fairly limited written material to be provided for directly employed staff (Section 1 Employment Protection (Consolidation) Act 1978) and lays down no requirements at all regarding the self-employed. The former have to be provided with basic information on matters such as wages, hours of work, holidays and disciplinary rules which can either be provided in the form of a legally binding written contract or in a non-contractual "statement of particulars of employment"<sup>6</sup>.

Virtually all the employers in the survey had gone to considerable lengths to produce extensive employment documents (regardless of whether they were for directly employed or for self-employed staff), generally going well

beyond the statutory minimum. As with previous surveys,<sup>7</sup> there was little incidence of "standard form" contracts, as most of the employers tailored the style and contents of the documents to the nature, needs, and even the "ethos" of their individual organisation. Frequently, elaborate and expensively produced documents would interpose information about the assets of a company, the fringe benefits it offered with matters of pay, hours of work and then exhortations about the claimed joys of working for the organisation.

Their style of language varied considerably. Some were authoritative and used the language of "shall", "must", and "are required". Others were more informal. If an employer wishes to create an impression of a highly structured, controlled relationship consistent with it being a contract of employment, the style of contractual document will be adapted accordingly. Alternatively, if an employer wishes to distance himself from the workforce so as to create an impression of self-employment, or free-lance relationship, differences of language and emphasis will occur. "Wages" will become "fees", "commission" or "profit", the hours of work will be expressed flexibly, and job titles such as "agent", "consultant", "associate" and "casual" will creep in<sup>8</sup>. Almost all the employers required that their employment documents be signed, so as to reinforce the seriousness and intent of the documents.

### Link

Quite clearly employers saw an obvious and vital link between the style and content of the document and the type of employment relationship they were aiming to create. As well as having an instrumental role, in that they communicated the detailed terms and conditions of employment, they performed a more symbolic role, creating or reinforcing impressions through their style and language. This impression (especially where it is one of self-employment) would not be decisive should the "real" legal basis come to be adjudicated by a court or tribunal. However it could be decisive in discouraging the worker from making an application to a tribunal on the grounds that he or she did not have the necessary contract of employment. The style and content of the document could also be decisive in discouraging a third party (such as the DHSS or Inland Revenue) from challenging the apparent employment status.

### Factors influencing choice

In industries where work is spasmodic, part-time, flexible or "off premises" many traditions or myths exist which might be thought to inevitably lead to one form of employment relationship, or the other. For example, it is often thought that self-employment contracts allow the employer to build in financial incentives such as commission and bonuses. Another belief is that short-term or part-time work, especially when carried out at home, must also lead to only self-employed status being used.

Although much appeared during the interviews to explain the choice of employment relationships (and to set against the myths) the information was not easy to pigeon hole. In addition, though most policies were thought through and clearly articulated some were vague, muddled

or unquestioned. Sometimes the same factor produced contradictory policies even within the same industry. It appeared, therefore, that simply identifying the factors did not necessarily produce predictable policies.

The influences on employers in their choice are grouped under a number of headings: the stated business or economic factors which were usually related to the individual firm; those which were not strictly economic which also related to individual businesses; various general or extraneous factors such as the recession, taxation and legislation; and then factors which it was thought initially would have impact but were found to have little or none.

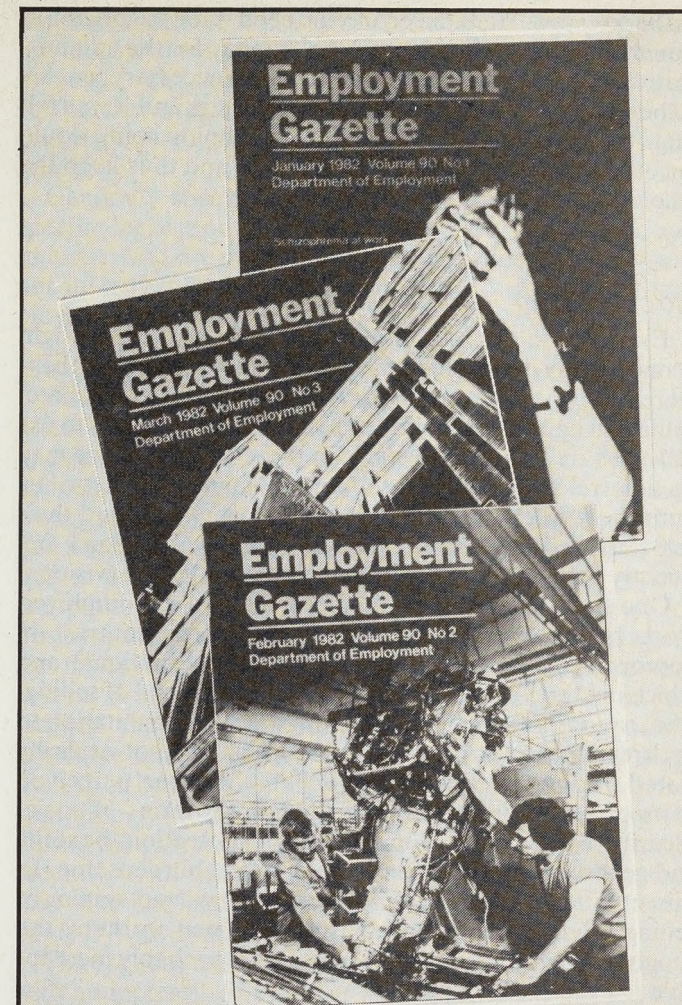
### Economic and business factors

Given that selling as a job function formed a central part of the business activities of four of the industries in the study, the need to have impressive sales figures was generally seen as vital not only in crude cash terms but also in many cases to support the infrastructure of the organisation. In all three case studies in direct selling the organisation also manufactured the product. The sale and installation of computing equipment would often, hopefully, lead to contracts to produce software or provide an advisory service. The selling of domestic appliances could lead to service contracts, and insurance policies often need further extension and modification. Selling was, therefore, rarely seen as an end in itself and the wider activities of the organisation needed to be supported by efficient selling of products or services. In many instances this need was seen as best served by using self-employed staff, who, given the alleged tax and other advantages of self-employment would be thus encouraged to achieve high earnings. One employer who manufactures and sells a product in the home improvement market explained that this policy merely reflected the co-existing desire of the work-force to be self-reliant, ambitious and well rewarded for effort.

### Incentives

This might be considered the orthodox view of how employers respond to the need to generate business through selling. But several other employers in the survey (in selling, computing and insurance) did not take the same view. One in particular, in computing, saw that it was perfectly feasible to provide attractive cash incentives and bonuses for directly-employed staff, and explained that given the choice he found that a flexibly drafted and implemented contract of employment could achieve his desired objectives of generating business as well as keeping the workforce well controlled and stable. Two large and multinational life insurance companies mirrored this diversity. One felt strongly that it was clearly in the mutual business interests of both employer and "agent" to use self-employed contracts whereas the other, which is in direct competition and uses almost identical business practices, employed staff directly. Unfortunately, the employment policies of the latter were not clearly expressed. It was apparent that there was no inescapable link between the need to sell insurance effectively and the use of self-employed staff.

Mini-cabbing, where it appears the drivers are almost invariably described as self-employed, supports the



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orthodox view. Here the economic need is for the organisation to generate sufficient cash flow to pay for the administrative and advertising services. It is thus necessary for cars to be out on the road picking up passengers and it was felt that the alleged incentives of self-employment would encourage hard work and high earnings and thus keep the whole business viable.

### No correlation

Even in those organisations where it was thought economically desirable to use self-employed workers these were rarely part-time workers or "moonlighters". In direct selling, insurance and mini-cabbing the objective was to use full-time and committed staff. So there does not appear to be a correlation between self-employment and part-time, temporary or casual work. Most employers expected their self-employed workers to be full-time, involved, and frequently subject to a considerable degree of supervision.

One employer who very deliberately used self-employed workers for direct selling provided a neat contrast in approach. This organisation, which is multinational and which operates at the "sharp" or "doorstep" end of selling, went to considerable lengths through the documentation to declare self-employed status. Although it was not explicitly stated during the interview it is likely that the perceived costs of using directly-employed staff (in terms of social security contributions, employment protection benefits and general administration) would be too burdensome. In this situation of a highly complex and devolved system of selling relying on part-time, usually women workers, the economic logic of self-employed status is probably inescapable.

This balancing process was evident in most other firms and one factor which was often weighed carefully was that of quality control of both product and personnel. Many of the employers, especially those in computing and direct selling where sophisticated and up-market products were involved, felt the need to safeguard against costly errors, poor workmanship and badly organised work which would rebound and cause immediate or future losses to the organisation. For them the most effective way to react to this issue was by using directly-employed staff, for they saw the contract of employment as offering greater control, discipline and stability. One firm which operates in the top end of the leisure equipment market took the matter so seriously that it included in its publicity material the fact that it only used directly-employed labour in its installation work.

Employment businesses tended to share the view that an effective way of establishing their reputation for reliability and standards was to provide the temps with normal contracts of employment. The inference that this use of direct labour was only for consumer relations reasons was reinforced by the fact that these short-term contracts of employment rarely offered the security and protection commonly offered with contracts of employment, such as sick pay, paid holidays and continuity.

This element was reinforced by one employer in direct selling and another in computing. Both stated that they saw direct labour as being better and more efficiently controlled. In the case of the former employer it appeared that a fairly careful evaluation had been made between the higher

overheads which directly-employed labour caused and the extra managerial problems and delays caused by self-employed "demarcation conscious" workers who acted according to their own traditions and preferences. This view was a neat contrast with another employer concerned with the manufacture, sale and installation of home improvement products who considered that self-employed pairs or groups of workers with established norms and standards were a better choice. He was prepared to delegate to them considerable responsibility and had as his sole concern the checking of the standard of the work when completed. So similar concerns can still lead to quite different, even contrasting, arrangements.

### Non-economic factors

Although the distinction between economic and non-economic factors is somewhat arbitrary some points did emerge during the interviews which could be seen as separate from purely business orientated and economic issues. It will be recalled that many employers in the sample, especially those in insurance and computing were part of a multi-national organisation. All the insurance companies spoke of employment policies laid down outside the UK, which usually left little scope for discretion or variation here. It is probable, therefore, that the exigencies of foreign law did not require either the hard choices or subtleties that are apparently in demand in order to cope with English law. This point should not be overstated as the points put forward during interviews with multi-nationals were very similar to those advanced by home-based organisations.

There was some strong evidence from other occupations of deeply seated traditions influencing the choice of employment relationships. Perhaps mini-cabbing and taxi driving was the clearest example, where all our contacts referred to the noticeable and growing norm of self-employment. This was coupled with the fiercely promoted philosophy of self-employment within the occupation (mainly taxi cabbing) where independence, self-reliance, and choice were highly valued, often supported by social and family bonds.

One industry where the established orthodoxy (if tradition is too strong a word), appears to have been under challenge is that of the repair of domestic appliances. The increase in price competition since the 1960s has apparently led to the large manufacturers being more reluctant to employ their own repair staff directly. We were told that now the frequent practice is for manufacturers to appoint "authorised agents" for repairing equipment and these "agents" would either employ staff directly, or more usually be self-employed.

### Policies

It was not possible to discern any tradition in other industries influencing employment policies to any marked extent. In computing for instance we found relatively little evidence to support the speculation that the occupation is moving towards a reborn "cottage industry" with armies of self-employed workers, working on home terminals. Indeed, insofar as there were trends in employment policies in computing they seemed to be towards direct employment contracts often strongly adapted to other

needs of the industry.

One factor which appeared to influence some firms, especially in insurance and selling and to a lesser extent computing and employment agencies was pressure from the workforce for a particular type of relationship. One multi-national insurance company openly admitted that two years ago the high fliers in their sales force had been able to pressurise the management into giving them self-employed status.

It was thought that the pressure arose out of the perceived advantage of self-employment for tax and similar purposes. The bulk of this employer's workforce worked according to normal contracts of employment, a matter which this employer saw as linked to the need to reassure clients of the reliability and reputation of the organisation. Granting self-employed status was reluctantly viewed as an economically expedient concession.

Employers in employment agencies and in computing firms sometimes referred to pressures from workers moving towards direct employment status which it was hoped would provide greater security. This was brought about either by the general economic climate, decline in the specific industry or other changes. It is likely that this pressure reflects the wide perception of the "advantages" of contracts of employment, regardless of the fact that in reality they often provide little security or extra non-cash benefits. The ability and willingness of the employer to resist these pressures seemed to depend largely on their strength (some construction workers appear to have the economic muscle to demand employment on their terms) and to what extent they coincided with the employers' own priorities and attitudes.

### Philosophy

Occasionally an employer would subscribe strongly to what might be called the "philosophy of self-employment".<sup>9</sup> If so, workers' pressure would be easily acceded to, and we had evidence of this in selling, the repair of domestic appliances and occasionally in computing but particularly in mini and taxi cabbing.

Although this philosophy was absent in many organisations, especially in the larger ones, where it does exist, its impact and the commitment to it ought not to be under-emphasised.<sup>10</sup> Occasionally it appeared to override all other factors.

The final point under this heading was the influence of legislation. The industry affected by specific legislation is employment agencies where the 1973 Employment Agencies Act lays down strict controls and seems to have an effective enforcement mechanism. The one relevant requirement is that workers for agencies told precisely what their employment status is. There was widespread awareness of the legislation and a misconception among some employers that it required them to give the workers contracts of employment. Perhaps legislation which is perceived as "tightening up" connotes a requirement to give direct employment status.

Legislation has had some impact on direct selling, especially where credit sales are involved, and where there have been worries about some high-pressure sales techniques. This would suggest that employers would need to have a well regulated sales force, and the one employer in the study who touched on this aspect felt that directly-

employed staff would be better controlled. However, as he operated in a very up-market area it is likely that the need to have a well regulated sales force had always been central to the character and reputation of the firm and was the prime motivator rather than the demands of specific legislation.

Generally speaking we found little direct reference to specific legislation (apart from members of the black cab industry who are subject to police supervision) and could not infer that it was an influential factor in forming employment policies.

### Impact of recession

Amongst the other factors influencing employers was the effect of expansion or (mainly) recession in their industry and occasionally reference was made to the state of the UK economy more generally. None of the industries studied were in the manufacturing sector, so that dramatic decline had not been experienced. Even so almost all the firms had had to cope with less demand for their services, greater competitive pressures for sales, and a growing need for business efficiency. Mini cabbing and employment agencies made frequent mention of this and although there were several firms in our survey which had a specialist or "up market" niche and felt better able to withstand economic pressures almost all had had to make a conscious reappraisal of business policies over the last few years. Even computing, which has experienced phenomenal growth during the past two decades, has suffered a relative decline recently, with one contact somewhat ruefully explaining that they had had a less successful year in 1980-81 with "only 17 per cent growth".

The economic situation has also clearly affected workers, with an increasing desire for job security and has led to a higher proportion of workers who, having been made redundant in other careers, view themselves as being "between jobs". The latter group often appear to drift into mini-cabbing, "temping", selling and repairing domestic appliances and from the interviews we understood that there were higher numbers than previously trying to enter computing and insurance.

Most firms were striving to maintain their share of the market in the light of increasing costs of overheads including wages and related costs. In selling, insurance, and Mini-cabbing in particular the majority reaction to this problem was to reinforce or change to self-employed status. Many felt that the sharp edge of competition could be best retained through independent workers who had the potential of high, or in some cases, very high earnings. If this was coupled with perceived tax and other benefits to the workers it was thought that the best turnover could be achieved.

Taking the industries and firms overall the picture which emerged was one of active response to the recession or increased competition, though usually the employment policy decision was related to other factors such as the traditions of the occupation (mini-cabbing) pressure from the workforce (some insurance companies and one computing firm) and was thus rarely the single or even most influential factor.

By contrast several companies in computing and one employment agency had responded to decline or relative decline by extending their use of direct employment contracts. It was suggested that the relative decline in comput-

ing had led to some organisations shaking out many of their casual or regular free-lance personnel and establishing a more stable, directly-employed workforce. Given that we found several examples of employers in computing having flexible and often incentive-based contracts of employment it is likely that many organisations in computing see themselves well able to combine stability and control with initiative and drive through the use of directly-employed labour. There is, therefore, no inevitable correlation between the need to preserve a market position and the use of self-employed labour.

In recession it appears that the views of the workforce become more vociferous though not necessarily directed one-way. We were told of the need for security which contracts of employment might bring, but other workers (often transient people) who wanted to achieve high earnings rather than job security pushed for self-employed status. The reaction of employers to these pressures would depend on their strength and the ability and/or willingness of employers to resist them. It was apparent to us that some highly efficient craft workers responsible for the products of one direct selling organisation had the "clout" to ensure that they were only ever given self-employed status. The high fliers of one insurance company have been previously referred to. The bargaining power of "temps" during recession must be more limited and it is highly unlikely that it was pressure from them which was solely responsible for the increasing use of direct labour in this occupation.

### Legislation

A factor which was highly influential was the impact of tax, social security and insurance legislation. Employers in mimi-cabbing, some in insurance and most engaged in the repair of domestic appliances generally accepted the so-called advantages of self-employed status. Sometimes it was euphemistically referred to as "having freedom to regulate your income more effectively" or, more usually, "having the opportunity to fiddle". It was in the less structured occupations that this view was most prevalent. From the employer's viewpoint there are many administrative and financial savings to be derived from the use of self-employed staff. These are not limited to social security but involve liability insurance and employment benefits such as sick pay and paid holidays. It should be said that the law does not require many such benefits to be provided even for direct employees and several employers in the survey (in employment agencies and domestic appliances) did not do so for their direct labour. There is, though, a frequent misconception that using direct labour increases these costs and responsibilities *per se*, and so the use of self-employed staff has much to commend it. If this attitude is coupled with enthusiasm for the "philosophy" of self-employment more generally it will make the choice of employment relationship almost inevitable.

One interesting facet of the tax/social security question was the role played by officials in relevant Government departments, especially those in the DHSS and to a lesser extent the Inland Revenue. Several employers (usually those with new or small businesses) had sought advice from the appropriate local office as to the correct employment status of their workforce. They had appeared to want guidance on the pressing practical problems regarding the appropriate deductions and contributions which ought to be

made. They had not sought guidance from the Department of Employment. (Which would have advised them that for employment legislation purposes the issue was more complex.) Generally they had received advice following a somewhat cursory examination of the circumstances of their firm but had felt relieved if the local officer had "sanctioned" their employment relationship policies. One particularly thorough employer in mini-cabbing, who, although he admitted that he had doubts as to whether the status he had given his workforce was legally correct, felt that DHSS "approval" had settled the issue. The indications were that few small employers sought professional legal advice on employment contract matters.

### Job location

Job location was not a key factor in determining employment status, and it did not prove true that those who spent virtually all their time away from the business headquarters were invariably self-employed. It was true that some of these were self-employed but this was always due to other policy factors. Conversely, several firms where the staff spent long periods in the office or headquarters used self-employed status. When the question was further explored, especially by examining the contractual documents and rules of discipline it appeared that the fact that workers largely operated off premises frequently caused the employer to supervise them more closely, an objective which many felt could be achieved within either type of employment relationship. Indeed, some of the most assertive rules of discipline (over appearance, manner, handling of cash etc) appeared in the contractual documents of the self-employed. It is clearly not only directly-employed staff who are considered capable of tight control.

### Hours of work

It was also apparent that the number of hours worked and/or their regularity was not a key factor. Many of the employers in the study made use of irregular or non-full-time workers but there did not appear to be a significantly higher incidence of employers employing them on a self-employed basis because of this. The decision to view the employment of "intermittent", "casual" or similar staff as self-employed was often brought about by a combination of factors, and hours worked could not be said to be crucial, for some employers in computing and domestic appliances gave such staff "short" contracts of employment. The picture was mixed but it could not be said that there was any correlation between employing part-time staff and staff on a self-employed basis.

### Employment protection legislation

One of the most persistent and widely held views in this area is that the increasing protection provided by legislation against dismissal, redundancy, financial losses for reasons like pregnancy, lay-offs, has deterred many employers from using directly-employed staff. In our study this factor was noticeable by its absence, with only one small employer making mention of "not wanting any bother with employees". Although several employers acknowledged the extra administrative and statutorily imposed costs of direct labour the fact that there was only one even vague reference to protective legislation does suggest that this particular myth can be questioned.

### Emerging impressions

Given the small size and exploratory nature of this study, conclusions are somewhat tentative. The employers in the study may not be representative of their particular industries, let alone of industry more widely. However, some clear impressions did emerge. The decisions to employ staff directly or to use self-employed personnel appeared to be made carefully by the overwhelming majority of employers, who had usually balanced several factors before coming down on one side or the other. Frequently the same factor led to the creation of different employment relationships. There was an overall picture of enormous variety, with the nature of the individual firm, rather than the industry, dictating what choice would be made.

### Considerable variety

The impact of recession and long term trends produced considerable variety, with some firms reacting by relying increasingly on self-employed workers whom it was felt were advantageous in conditions of economic pressures, but others preferring to use directly-employed staff and a slimmed down but more stable and committed workforce.

What also emerged was an increasing difficulty in appreciating the apparently clear differences between self-employed and direct employment contracts. From the perspective of the purely legal "tests" the distinguishing features of, say, control, security and dependence which are said to characterise the contract of employment and the independence, freedom and vulnerability of self-employment become blurred. Some employers in the study saw little difficulty in providing incentives and discretion for their directly-employed staff, and others felt well able to strictly regulate their self-employed staff. The neat and somewhat inflexible legal "tests" for the categorisation of workers was not always appreciated by the employers, many of whom clearly saw employment relationships as a more complex and subtle matter. Legal niceties did not seem to dominate beyond the need to comply with tax or similar legislation. ■

### Notes

- 1 This article reports on one aspect of the study results. The full report will be published as a DE Research Paper. The study was commissioned by the DE as part of the research programme on homework and outwork. The work was under the supervision of the author who was assisted by Farida Beverly and Andrea Haddad.
- 2 Quite apart from specific complaints there is a popular perception of the link between trades dominated by self-employment and the so-called black economy. See for example Stuart Henry, *The Hidden Economy - the context and control of borderline crime*, 1978.
- 3 For example, *Unfair Contract Terms Act 1977*, *Consumer Credit Act 1973*.
- 4 See accounts of the workings for the Employment Agencies Act in the *Employment Gazette*, for example, in 1979 pp 427 and 862. It should be noted that the popular term "employment agency" or "temp agency" are used in this article to refer to employment business as defined in the legislation, and all case studies discussed here were employment business.

- 5 See P. Leighton and S. Dumville, "From Statement to Contract" *Industrial Law Journal*, Vol. 6, no. 3, 1977, pp. 133-48. This study was based on the findings of a postal/interview survey of employers in the Lea Valley area of North East London. See also the recent findings of a survey and case studies covering over 220,000 employees in P. Leighton and B. J. Doyle, *Making and Varying Contracts of Employment*, Department of Law Research Paper, Polytechnic of North London, 1982.
- 6 Recent case law suggests that a clearer distinction is now being drawn between the nature and status of the two forms of contractual documentation. See *Systems Floors Ltd v Daniel* (1981) *IRLR* 473; *Jones v Associated Tunnelling Co Ltd* (1981) *IRLR* 475.
- 7 See note 5 above.
- 8 It may be possible to mount similar arguments as those advanced by Basil Bernstein to support his contention that there is a "hidden curriculum" in education. Employment contract documents could be subject to further analysis on this point. Basil Bernstein *Class, Codes and Control* Vols 1-3, Routledge and Kegan Paul, 1971, 1973, and 1975, in particular Vol 3 *Towards a Theory of Educational Transmission*, Chapter 6 "Class and pedagogies—visible and invisible".
- 9 For an interesting analysis of the impact of this philosophy on pressure groups representing the small entrepreneur see Roger King and Neill Nugent (eds) *Respectable Rebels—Middle Class Campaigns in Britain in the 1970s*, Hodder and Stoughton, 1979, especially Chapter 3 by John McHugh.
- 10 See P. Davies and M. Freedland, *Labour Law*, 1979, Chapter 6; the earliest "modern" decision on employment status: *Ready Mixed Concrete v Min of Pensions and National Insurance* (1968) 2 *QB* 497; and C. Drake, "Wage slave or entrepreneur?", *Modern Law Review*, Vol. 31, 1968, p. 417.

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## Taking the opportunity

by Trevor Bedeman  
Special Programmes  
Division, MSC  
and Gill Courtenay  
Social and Community  
Planning Research

The results from a series of interviews on school leavers, who entered the major Youth Opportunity Programme schemes between June 1980 and July 1981, are discussed. The survey conducted by Social and Community Planning Research took place in April 1982.

In 1980-81 one in three school leavers entered the Youth Opportunities Programme. Nearly 3,000 young people who joined between June 1980 and July 1981 were interviewed in April 1982 by SCPR on behalf of Special Programmes Division, MSC. This survey is the second of its kind. The first\* covered 1978-9 entrants, a period when a much lower proportion of school leavers joined YOP, around one in eight. The present survey again covers the major YOP scheme types, Work Experience on Employer's Premises (WEEP), Project Based Work Experience (PBWE), Training Workshops (TW), and Short Training Courses (STC). PBWE and CS have since been amalgamated as Community Projects. During the period of the survey around seven out of ten went on WEEP. By the time they were interviewed nearly everyone had left their original schemes, most for at least six months. The response rate of the survey was 81 per cent.

### Who joined

Roughly a third each had either no qualifications; CSEs; or O-levels and equivalent. Overall just over half had no qualification in mathematics, and just under half none in English. While WEEP and STC tended to take the better qualified, each scheme had at least a quarter with O-level or the equivalent. On average the females were better qualified than the males. Just over four out of ten of the females has at least one O-level, compared to at least a fifth of the males. Overall 15 per cent of all entrants said they had truanted frequently at school. They generally had no qualifications. One in 20 on YOP were assessed by interviews as belonging to ethnic minorities. Over two-thirds of these were of West Indian origin and the remainder were of Asian origin. (These estimates of ethnic minorities by interview survey are particularly subject to error.)†

In the London area over one half on YOP were from ethnic minorities, generally of West Indian origin. Just under one in ten of all entrants reported health problems which affected the work they could do, which included one per cent of all entrants who were registered as disabled. The interview asked about criminal sentences, but the answers given showed that the males did not have a higher incidence of convictions than this age-group generally have. Very few of the females had any criminal record. Nearly three-quarters of all entrants had had no job between leaving school and YOP, but a relatively small proportion, 12 per cent, had been previously unemployed over six months before joining.

Table 1 Characteristics by scheme type

Qualifications	All entrants	Per cent				
		WEEP	PBWE	TW	CS	STC
None	34	31	48	52	44	32
CSE	31	31	26	26	29	39
1-4 O-levels	29	32	20	20	20	26
5+ O-levels and above	5	6	4	1	6	1
<b>Sex</b>						
Male	53	50	82	74	44	54
Female	47	50	18	26	56	46
<b>Ethnic group</b>						
White	95	96	95	90	95	88
Ethnic minority (Asian, West Indian)	5	4	5	10	5	12
<b>Health</b>						
No health problem	91	92	90	90	86	91
Health problem (not registered)	8	8	9	8	11	8
Registered as disabled	1	1	1	2	3	1
<b>All entrants</b>	<b>100</b>	<b>71</b>	<b>6</b>	<b>3</b>	<b>9</b>	<b>11</b>

Table 2 Activities on scheme

	All	Per cent				
		WEEP	PBWE	TW	CS	STC
Typing and office machine operating	15	15	8	5	11	28
Telephone reception	12	14	4	3	9	6
Clerical	30	35	13	9	16	27
Selling	23	30	3	3	4	8
Catering	17	19	7	10	24	11
Cleaning	28	33	17	17	22	9
Personal services	7	4	4	0	4	3
Farming, gardening	9	7	29	6	18	4
Processing and repairing (excluding metal and electrical)	12	8	20	56	11	16
Processing and repairing (metal and electrical)	14	12	9	33	4	34
Assembly, packaging	6	7	1	3	1	2
Construction and painting	19	14	54	29	34	18
Transport and materials handling	22	27	10	6	8	8
Craft and related	4	4	5	3	7	5
Miscellaneous	16	13	15	14	14	37

Each respondent could do a number of different activities and thus percentages can total over 100.

### On the schemes

The activities which were undertaken on the schemes are listed in table 2. WEEP and STC schemes cover the widest range. Large proportions on WEEP schemes did clerical and

A report based on the results of this survey is due to be published by the Manpower Services Commission in the Research and Development series.

\*"Young people on YOP". Trevor Bedeman and Juliet Harvey, *Employment Gazette*, August 1981 pp 362-364.

†"What happens after YOP"—a longer-term view. L Dawes, T Bedeman and J Harvey, *Employment Gazette*, January 1982 pp 12-14.

‡"A national interview survey of entrants to the Youth Opportunities Programme". Trevor Bedeman and Juliet Harvey. MSC Special Programmes Division Research and Development Series No 3. December 1981. Reprinted July 1982.

§Estimating problems for this group are discussed in SPD Research and Development Series No 3, op cit, pages 9 and 51.

secretarial tasks of various kinds and also selling, which includes shop assistants. PBWE and TW schemes are more limited to predominantly manual tasks—the more skilled making and repairing involving metal and electrical work on TW and less skilled construction and farming or gardening on PBWE. As with the survey of 1978-9 entrants, there remains a very marked division by sex within the listed activities. Males were likely to do manual construction, making and repairing, gardening and materials handling and females most likely to do non-manual clerical and secretarial work, selling and personal tasks as well as catering. There was generally little overlap save for a necessary part of many activities, cleaning. The average number of differently coded activities undertaken per person was just under four. These averages were little different between each scheme type, STC had the highest and TW the lowest average.

### Personal problems

When asked about the guidance and support available from staff between 60 and 70 per cent of those on schemes other than WEEP said there was someone they felt they could talk to about both looking for work and about further training. For WEEP the proportion was a little under 40 per cent in each case. The proportion who reported having someone who was felt to be approachable on personal problems varied from between three out of ten on WEEP to nearly six out of ten on CS. Almost everyone said they had been specifically told that they could leave the scheme if they found a job. Two-thirds on WEEP and around three-quarters on the other schemes said they had looked for work during their time on YOP.

Many of the remainder on WEEP said either that they knew they would get a job with their scheme employer after the scheme finished or that they hoped to do so. Those who did look for work generally used a wide variety of the methods available, including personal contacts, official agencies and direct approaches to employers. Of those who did look for work nearly all said they had used press advertisements. In each case 60 per cent had talked to the Careers Service and had gone to Jobcentres. Six per cent overall said they had been to a private agency. Looking for a job held no guarantee of success: West Indians were much less likely to find employment although similar proportions reported looking for work and by a similar variety of methods.

### Training and learning

The survey covers some of the range of formal training which may take place on a YOP scheme. However, much actual learning may take place in addition either "by doing" the everyday activities undertaken for example on project work or community service, or "by observation" say of the world of employment when someone is placed with a regular employer on a WEEP scheme. Thus questions were also asked on whether the young people felt that the whole experience of the YOP placement, training included, had improved their abilities in various ways. On formal training, over a fifth said they had been to training courses away from the site of their placement, generally in further education colleges. Over a third said they had received some specific training periods on-site but separate from normal working.

When asked about training received in various subject areas either on or away from their placement, over half in each case said they were taught how to use materials and tools, and how to use machines. Over half also felt that they had been taught how to do a particular job. Around three-quarters said in each case that this training was helpful in their job seeking afterwards. Roughly a quarter in each case reported that they were taught how to look for a job, how to write letters of application and practiced job interviews. The proportions ranged from one in six on WEEP to nearly half of those on STC and TW. Of those who were taught, high proportions felt this helpful during their subsequent job seeking. Around one in seven overall reported teaching in maths and in English. Again the proportions were lowest on WEEP, around one in ten, and highest on STC with a little under half reporting being taught maths and English.

On what had been learned, those interviewed were asked whether the whole experience of being on the scheme had in their own opinion improved their knowledge or abilities in various ways. Nearly three-fifths in each case said that being on the scheme had helped them learn how to get on with employers or supervisors, customers, and workmates. Over seven out of ten felt they had learned how work is organised and what it was like to be an employee with a regular job. (A similar proportion had not had a job between leaving school and joining YOP). Around half overall felt they had improved their ability to use machines (51 per cent) and also their ability in the use of materials and tools (47 per cent). Three out of ten said they had improved their abilities in measurement and a quarter in arithmetic. Around eight out of ten felt they had learnt better how to follow instructions and take messages. Nearly half felt they gained an improved idea of how to look for employment (47 per cent).

### Attitudes to YOP

Views on the overall experience of the schemes have remained favourable. Three-quarters of all entrants said that they had found their work interesting. Three-quarters also said they had learned better how to get on with other people. Nearly two-thirds said they had done work on YOP that they would like to do as a regular job. Sixty-eight per cent said they liked being on their scheme, and 65 per cent felt that it had increased their self-confidence. With the deepening of the recession, the proportion going into work from YOP has declined. Despite their poorer prospects compared with earlier years, nearly two-thirds (63 per cent) felt that going on the scheme had in retrospect helped their chances of getting regular employment.

Those interviewed were also asked if they had anything they liked or disliked about their scheme. Four-fifths gave one or more things they liked. Around half mentioned the type of work they did, and nearly four in ten their work mates and the general atmosphere on the scheme. Well over a tenth in each case mentioned their training, their employers, supervisors or teachers and their working conditions. Others said that it was better than being unemployed. Two-thirds had one or more things they disliked. A quarter complained that the money they received was too low. A little under a fifth said that they thought they were sometimes used for work that should have been done by regular paid employees. Around one in ten complained of

**Table 3 Employment status**

	Per cent		
	On leaving	Six months after leaving	At survey, April 1982
In employment	31	40	45
Registered unemployed	56	34	39
On another YP	10	20	12
In full-time education	1	2	2
Not seeking work/other	2	3	3
Weighted base	2,874	2,499	2,874

**Table 4 Proportion in employment by scheme**

	Per cent		
	On leaving	Six months after leaving	At survey, April 1982
WEEP	36	45	49
PBWE	18	25	27
TW	24	28	31
CS	26	35	32
STC	10	25	37
All	31	40	45

**Table 5 Employment status at Survey April 1982 by characteristics**

	Per cent				
	Employed	Registered un-employed	On another YOP	In full-time education	Other/not seeking work
Over 26 weeks unemployment before YOP 24	58	14	0	4	4
Less than 26 weeks unemployment	45	39	12	2	3
Health problems (incl. registered disabled)	25	52	12	2	7
No health problems	46	38	12	2	2
West Indian origin	28	53	10	4	4
Asian origin	47	36	14	2	1
White	45	39	12	2	3
No qualifications	29	52	15	0	4
CSE	47	37	12	1	2
O-level or equivalent and above	55	30	8	4	2
Male	41	42	15	1	1
Female	48	36	9	2	4
All	45	39	12	2	3

**Table 6 Occupations at survey**

	Per cent	
	Male	Female
Clerical, typing and related	6	43
Selling	11	19
Other non-manual	1	—
<b>All non-manual</b>	<b>18</b>	<b>62</b>
Catering, cleaning etc	5	13
Processing, making and repairing (excluding metal and electrical)	15	8
Processing, making and repairing (metal and electrical)	19	1
Assembly and packaging	6	6
Construction and related	10	—
Transport, materials handling	17	1
Agriculture	4	1
Other (manual)	5	6
<b>All manual</b>	<b>81</b>	<b>36</b>

working conditions, a lack of variety in work, and of particular employers, supervisors or teachers.

**After leaving**

Table 3 shows that immediately on leaving their schemes, 31 per cent said they were in employment, which rose to 40 per cent six months afterwards. At six months

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after leaving, 62 per cent were either in work, full-time education or on another yop scheme and 34 per cent were registered as unemployed. The proportion in work was 45 per cent at the time of the survey in April 1982. Table 4 shows the difference in progress between those from WEEP schemes, where nearly half were employed by the time of the survey, compared to around a third from the other scheme types. There were major differences in the proportions in employment by characteristics, which are given in table 5. Those with health problems, a previous history of relatively long unemployment, no qualifications and those of West Indian origin all had a very much lower proportion in work than their counterparts—the healthy, those not unemployed for so long, whites (and Asians) and those with qualifications.

These differences have widened relatively since the survey of 1978-9 entrants. At that time these groups had around 70 to 80 per cent of the proportion in employment of their counterparts. For this survey the proportions are now lower at around 50 to 60 per cent. Females overall had a higher proportion in work than males, with seven per cent more in employment at this time. The employment status of the registered disabled was very similar to that of those who said they had health problems but were not registered.

**Occupations at work**

Table 6 shows the occupations of those who were in employment at the time of the survey. Males were predominantly in manual work and females non-manual. Before they went on yop only 27 per cent overall had had any employment.

The occupational distribution of their last job for females in work before yop was quite different to that for all females in work after yop. Before going on the programme 18 per cent of females in work were in clerical, typing and related occupations and 27 per cent were in catering and cleaning. At survey after yop for those females who had work 43 per cent were in clerical and related occupations and only 13 per cent in catering, cleaning etc. Changes in the overall occupational balance were not as marked as for males, although the proportion in catering and cleaning also fell by

**Table 7 Trends in characteristics of YOP entrants**

	Per cent	
	Interview survey of 1978-9 entrants	Interview survey of 1980-81 entrants
O-level or equivalent and above	29	34
No educational qualifications	42	34
Previous history of school truancy	22	15
Previous unemployment over six months	19	12
Ethnic minority	8	5

around half after yop. Clerical, typing and related work is likely to be better paid and to offer more secure employment than catering and cleaning.

**YOP's changing entry**

In the two years between the first yop interview survey of 1978-9 entrants and the second of 1980-81 entrants the total number of yop more than doubled from 162,000 to 360,000 and the proportion of all school leavers on the programme went from one in eight to one in three. This growth is associated with change in the balance of characteristics, towards the average for all school leavers. Table 7 shows that the proportion of the better qualified has increased and those with no qualifications, ex-truants, ethnic minorities and those previously unemployed over six months have all decreased relative to total entry. The greatest change has been in the qualification balance. However the decreases are in relative proportions only. In terms of estimated numbers of people all have increased with one possible exception, that of Asians, where numbers appear to have stayed roughly the same. As reported for the 1978-9 survey, the figures given of the proportion of ethnic minorities should be treated with caution, as estimates are subject to wide errors. Further work is in progress to establish the size of this population with more accuracy. The balance overall between males and females has remained roughly the same during the two surveys. ■

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## Patterns of pay: early results of the NES

The first results of the 1982 New Earnings Survey, the Department's latest annual survey of the structure of earnings each April, were published by HMSO earlier this month. Some of the features of the 1982 survey are commented on in this article.

The New Earnings Survey (NES) is the only regular comprehensive source of information on the structure of earnings in Great Britain\*. The survey has been in existence in broadly its present form since 1970. Information is obtained from employers on a one per cent sample of individual employees, including hours of work, the composition of earnings and general characteristics of the employee such as age, occupation, industry, place of work and collective bargaining arrangements. Although information is collected in respect of individuals, the returns are anonymous and treated as strictly confidential.

### Survey information

The survey information normally relates to earnings for a pay period in April each year: in 1982 it was the pay period which included April 28, 1982. Earnings data relate to gross pay, before tax and national insurance contributions have been deducted. Payments in kind are generally excluded. Where employees receive periodical payments covering more than one pay period (for example, quarterly or half-yearly bonuses), the corresponding amount for one pay period is included in total earnings reported for the survey. For some groups of employees increases in pay operative in or before the survey period were not paid until later because the pay agreement was delayed. In these cases the reported figures will relate to earnings actually received at the time of the survey and exclude back payments made later, because earnings payable for the survey period including the effect of delayed settlements are not generally available in time to be used in the survey. In 1982 among the groups for which settlements due before April

28 are known not to be covered are National Health Service workers, teachers, non-industrial civil servants and some London Transport and British Road Services employees. Changes in average earnings between successive surveys for particular groups of employees may reflect changes in the timing of pay settlements, and in some cases the change from one year to the next will reflect more than one settlement, or no settlement. These factors should be taken into account when different years' earnings are compared.

The data from the survey are used to prepare a wide range of analyses on the distribution and composition of earnings. Detailed results are being published separately in a series of six booklets, as in previous years, although some changes have been made to the coverage of the first two booklets to ensure that the analyses of widest interest appear as early as possible.

Part A of the report, which has already been published, now contains all the streamlined analyses (that is the key results analysed by collective agreement, industry, occupation, age and region), together with the principal analyses by collective agreement. This part brings together analyses previously published within the first two parts of the report.

Part B will contain further summary analyses, particularly on the distribution of earnings and hours, together with the remaining analyses by collective agreement. Part B will also contain a detailed description of the survey method, classifications, terminology, and so on. Further parts will be published at approximately monthly intervals (see box below).

\* A similar survey for Northern Ireland is conducted by the Department of Manpower Services in Belfast, but the results in this article all relate to Great Britain.

### Survey report

Results of the survey in much greater detail are available in the report *New Earnings Survey 1982*, which is published in six parts. The parts are available at intervals of a few weeks from October 1982 from Her Majesty's Stationery Office, price £7.00 each net. Subscription for the whole set of six, including postage: £44.64. An order form is on page 445. A list of HMSO bookshops can be found on the contents page of this issue.

The contents of the six parts are:

- Part A (available October 1982): streamline analyses and key analyses by agreement.
- Part B (available mid-November 1982): report, summary analyses and other analyses by agreement.
- Part C (available mid-December 1982): earnings and hours for particular industries.
- Part D (available January 1983): earnings and hours for particular occupations.
- Part E (available mid-February 1983): earnings and hours in regions, counties and age-groups.
- Part F (available mid-March 1983): hours; earnings and hours of part-time women workers.

Table 1 Distribution of gross weekly earnings

	FULL-TIME employees whose pay was not affected by absence APRIL 1982					
	Men aged 21 and over			Women aged 18 and over		
	Manual	Non-manual	All	Manual	Non-manual	All
10 per cent earned less than	£ 85.5	£ 98.9	£ 89.7	£ 53.0	£ 63.4	£ 60.2
25 per cent earned less than	102.4	125.4	109.9	62.8	75.9	71.7
50 per cent earned less than	125.2	162.5	139.1	76.7	95.6	90.0
25 per cent earned more than	154.6	210.5	180.5	92.4	124.7	116.5
10 per cent earned more than	191.0	275.2	233.8	110.5	158.8	152.0

Table 2 Levels of pay and hours

	FULL-TIME employees whose pay was not affected by absence APRIL 1982					
	Men aged 21 and over			Women aged 18 and over		
	Manual	Non-manual	All	Manual	Non-manual	All
Average gross weekly earnings (£)	133.8	178.9	154.5	80.1	104.9	99.0
Of which:						
Overtime payments	17.3	5.3	11.8	2.9	1.3	1.7
Incentive payments	10.2	4.0	7.4	5.5	1.0	2.1
Shift, etc. premium payments	4.4	1.2	2.9	1.9	1.2	1.4
Average gross hourly earnings (p) including overtime pay and overtime hours	302.0	462.5	365.6	205.0	283.0	263.1
excluding overtime pay and overtime hours	294.7	462.3	364.6	202.7	282.2	262.1
Average total weekly hours of which overtime hours	44.3	38.2	41.7	39.3	36.5	37.1
	4.9	1.2	3.3	1.0	0.4	0.5

### The structure of earnings

Most of the analyses prepared from the survey returns refer to full-time men aged 21 and over, and full-time women aged 18 and over, whose pay was not affected by absence in the survey period. They indicate, therefore, what adults working a full week were paid, but do not reflect the earnings of those not working a full week (because of sickness, short-time working, voluntary absenteeism, and so on) or of young people and part-time workers.

### Summaries

Table 1 presents a summary distribution of the gross weekly earnings of full-time adult employees in April 1982. For men in manual occupations about a quarter earned less than £100 per week and about ten per cent less than £85 per week. In contrast, about ten per cent earned over £190 per week. The dispersion of weekly earnings was rather wider for non-manual men than for manual men, and somewhat less for full-time women than for full-time men. The dispersion of earnings for each of these groups relative to the average differs little from year to year.

Table 2 presents a summary of the average levels of pay and hours, distinguishing the principal components of pay (overtime, etc). The average levels of pay in table 2 are higher than the median levels of pay (that is, the level that half of employees earn less than) in table 1 because a relatively small number of highly paid employees have a larger effect on the former than on the latter. The level of average weekly earnings will reflect the incidence of overtime working. For manual men average overtime payments comprised about 13 per cent of average weekly earnings. Incentive payments (including payments-by-results

Table 3 Overtime hours and the make-up of pay in percentage terms 1977-82

	FULL-TIME MANUAL MEN aged 21 and over whose pay was not affected by absence April of each year			
	Overtime hours	As percentage of total gross weekly earnings		
		Overtime payments	Incentive payments	Shift, etc. premium payments
1977	5.8	13.7	8.0	2.9
1978	6.1	14.3	8.9	3.0
1979	6.3	15.0	9.4	3.2
1980	5.7	14.1	8.7	3.3
1981	4.5	12.1	7.9	3.2
1982	4.9	12.9	7.6	3.3

Table 4 Percentage increases in earnings, 1981 to 1982

	FULL-TIME employees whose pay was not affected by absence. Complete samples					
	Men aged 21 and over			Women aged 18 and over		
	Manual	Non-manual	All	Manual	Non-manual	All
Gross weekly earnings	% 10.0	% 9.4	% 9.8	% 7.6	% 8.4	% 8.3
Gross hourly earnings: including overtime pay and overtime hours	9.9	10.0	10.1	8.1	8.9	8.7
excluding overtime pay and overtime hours	9.8	9.8	10.1	7.8	8.8	8.6

Table 5 Women's earnings relative to men's

Average gross hourly earnings excluding overtime of full-time employees aged 18 and over whose pay was not affected by absence: women's as a percentage of men's

1970	63.1	1977	75.5	1980	73.5
1975	72.1	1978	73.9	1981	74.8
1976	75.1	1979	73.0	1982	73.9*

\* See reference in text to effect of timing of teachers' pay settlement.

schemes, bonuses, etc) and shift premiums also accounted for a substantial proportion of manual men's weekly earnings and emphasise the importance of not identifying average weekly earnings with minimum basic pay rates.

Although overtime payments represented a substantial part of average weekly earnings in April 1982 their relative importance has tended to fall since April 1979, even though there was some recovery between April 1981 and April 1982. Table 3 shows how overtime hours and overtime pay as a proportion of weekly earnings of manual men have changed over the past five years. There was a small increase in average overtime hours between the 1981 and 1982 surveys, although the 1982 figure remained below that in 1977. The relative importance of both overtime payments and incentive payments has since declined since 1979.

### The growth of earnings

Between the 1981 and 1982 surveys average gross weekly earnings of adult men in full-time employment increased by 9.8 per cent (see table 4). The corresponding earnings of women increased by 8.3 per cent. Again average figures do not show the range of actual increases; there is considerable variation both between and within groups of workers.

The increase in earnings shown between successive surveys cannot be directly linked with the outcome of successive pay rounds conventionally measured from August. Also, although April is roughly three-quarters of the way through the conventional "pay round", it cannot be assumed that the change in earnings between the 1981 and

1982 surveys reflects the corresponding proportions of the 1980-81 and 1981-82 pay round settlements because of the lag between when settlements become operative and when they are paid. In April 1982 there were slightly more pay settlements outstanding than in April 1981, and if a broad allowance is made for settlements subsequently made in respect of April or earlier months it is estimated that the percentage increase for adult men would be 10.0 and that for adult women would be 8.7.

It also needs to be noted that changes in average earnings will reflect several factors other than the direct effect of new pay settlements. As well as changes arising from overtime working, bonus arrangements, etc, changes in average earnings will reflect changes in the composition of the workforce. A more up-to-date picture of the growth of average earnings during the 1981-82 pay round as a whole is given by the monthly average earnings index (figures from which up to August 1982 appear in *Labour Market Data*, pp S46-7). For the economy as a whole it is estimated that the increase in average earnings during the 1981-82 pay round was about nine per cent. This is lower than the annual change to April 1982 reflected in the New Earnings Survey, as pay settlements since April have been generally lower than the corresponding settlements a year earlier.

### Men's and women's earnings

Table 5 shows that, while the average earnings of women relative to those of men rose appreciably in the early 1970s at the time when the effects of the Equal Pay Act were seen, since 1975 it has been relatively stable. Comparisons of men's and women's average earnings reflect the different employment patterns and other labour force characteristics, such as levels of skill and experience. Differences in average earnings do not therefore correspond to differences in rates of pay for comparable jobs. However, the detailed survey results enable the effects on earnings of the main differences in the structure of men's and women's employment to be assessed. The trend of gross hourly earnings excluding overtime, which removes the effect of different hours but not that of different employment patterns, gives a broad idea of any developments.

The overall trend is more significant than figures for a single year, because each year's results reflect delays in settlements which generally affect the average earnings of one sex more than the other. A substantial part of the fall in the percentage between 1981 and 1982 reflects changes in the timing of settlements; in particular no annual settlement for teachers was paid between the 1981 and 1982 surveys.

## SPECIAL FEATURE

# Recent trends in labour costs

Estimates of labour costs up to 1981 based on partial information are given in this article. These estimates are provisional and will be superseded by the results from the 1981 labour costs survey to be published next year.

This article brings up to date the estimates for 1979 and 1980 given in an article in *Employment Gazette* for July 1981 (page 319) which in turn were based on the detailed and comprehensive survey of labour costs in 1978 carried out by member states of the European Community. A labour costs survey for 1981 is currently being processed and the results will be published early next year. The estimates given here are therefore provisional and will be superseded by the survey results.

Table A presents estimates of labour costs per hour for the major groups of index of production industries between 1964 and 1981. Earlier trends, in which total labour costs have risen at a faster rate than wages and salaries, con-

**Table A Index of Production Industries: components of labour costs as percentages of total labour costs**

	Wages and salaries	Statutory National Insurance	Voluntary social welfare	Other costs	All
1964	95.8	3.6	3.1	1.5	100
1968	90.2	4.3	3.2	2.3	100
1973	89.3	4.9	3.7	2.1	100
1975	87.5	6.4	4.2	1.9	100
1978	83.9	8.4	5.1	2.6	100
1979	82.8	9.0	5.3	2.9	100
1980	81.9	9.0	5.5	3.6	100
1981	81.7	9.0	5.8	3.5	100

**Table 1 Labour costs per hour: summary by industrial sector—manual and non-manual combined**

Category of labour cost	Year	Manufacturing industries		Mining and quarrying		Construction		Gas, electricity and water		All index of production industries	
		Average expenditure per employee (pence per hour)	As a percentage of total labour costs	Average expenditure per employee (pence per hour)	As a percentage of total labour costs	Average expenditure per employee (pence per hour)	As a percentage of total labour costs	Average expenditure per employee (pence per hour)	As a percentage of total labour costs	Average expenditure per employee (pence per hour)	As a percentage of total labour costs
All wages and salaries	1978	206.22	84.3	278.35	76.2	193.20	86.8	253.47	78.2	209.01	83.9
	1979	241.1	83.1	326.0	76.3	221.5	86.0	297.0	77.5	243.6	82.8
	1980	286.7	82.0	397.1	75.9	271.4	85.6	373.4	77.3	292.0	81.9
	1981	311.3	82.1	432.4	73.4	287.5	85.3	401.7	76.6	315.9	81.7
Amounts included in total wages and salaries for holidays, sickness or injury or maternity	1978	(22.50)	(9.2)	(34.02)	(9.3)	(15.13)	(6.8)	(36.26)	(11.2)	(22.45)	(9.0)
	1979	(26.4)	(9.1)	(39.8)	(9.3)	(17.4)	(6.7)	(42.6)	(11.1)	(26.3)	(8.9)
	1980	(31.4)	(9.0)	(48.6)	(9.3)	(21.2)	(6.7)	(53.6)	(11.1)	(31.5)	(8.8)
	1981	(34.8)	(9.2)	(52.7)	(8.9)	(22.5)	(6.7)	(58.8)	(11.2)	(34.7)	(9.0)
Statutory National Insurance contributions	1978	20.77	8.5	24.48	6.7	20.33	9.1	22.25	6.9	20.90	8.4
	1979	26.3	9.1	31.4	7.4	25.3	9.8	28.5	7.4	26.5	9.0
	1980	31.7	9.1	38.8	7.4	31.4	9.9	36.3	7.5	32.1	9.0
	1981	34.5	9.1	42.1	7.1	33.5	9.9	38.7	7.4	34.8	9.0
Provision for redundancy (net)	1978	1.31	0.5	3.87	1.1	0.37	0.2	1.41	0.4	1.31	0.5
	1979	2.5	0.9	0.7	0.2	0.4	0.2	1.7	0.4	2.1	0.7
	1980	6.1	1.7	0.5	0.1	0.8	0.3	2.1	0.4	5.0	1.4
	1981	7.6	2.0	18.7	3.2	1.1	0.3	6.3	1.2	7.0	1.8
Employers' liability insurance*	1978	0.97	0.4	2.54	0.7	1.71	0.8	0.47	0.1	1.12	0.4
	1979	1.1	0.4	3.0	0.7	2.0	0.8	0.5	0.1	1.3	0.4
	1980	1.4	0.4	3.6	0.7	2.4	0.8	0.7	0.1	1.6	0.4
	1981	1.4	0.4	3.9	0.7	2.6	0.8	0.7	0.1	1.7	0.4
Voluntary social welfare payments*	1978	11.72	4.8	34.27	9.4	5.01	2.3	39.67	12.2	12.70	5.1
	1979	14.6	5.0	40.8	9.6	6.2	2.4	47.8	12.5	15.7	5.3
	1980	18.4	5.3	50.3	9.6	8.1	2.6	61.0	12.6	19.8	5.5
	1981	21.1	5.6	56.1	9.5	9.2	2.7	66.3	12.7	22.5	5.8
Benefits in kind*	1978	0.29	0.1	11.29	3.1	0.10	—	0.05	—	0.65	0.3
	1979	0.4	0.1	13.2	3.1	0.1	—	0.1	—	0.8	0.3
	1980	0.4	0.1	16.1	3.1	0.1	—	0.1	—	1.0	0.3
	1981	0.4	0.1	17.4	3.0	0.1	—	0.1	—	1.0	0.3
Subsidised services*	1978	3.28	1.3	10.70	2.9	1.68	0.8	4.12	1.3	3.36	1.3
	1979	3.9	1.3	12.6	2.9	1.9	0.7	4.8	1.3	3.9	1.3
	1980	4.6	1.3	15.3	2.9	2.4	0.7	6.1	1.3	4.7	1.3
	1981	4.9	1.3	16.7	2.8	2.5	0.7	6.5	1.2	5.1	1.3
Training (excluding wage and salary elements)*	1978	0.83	0.3	1.53	0.4	0.56	0.3	2.62	0.8	0.89	0.4
	1979	1.0	0.3	1.8	0.4	0.7	0.3	3.1	0.8	1.0	0.4
	1980	1.2	0.3	2.2	0.4	0.8	0.2	3.9	0.8	1.3	0.4
	1981	1.2	0.3	2.4	0.4	0.8	0.2	4.1	0.8	1.3	0.3
Government subsidies	1978	-0.84	-0.3	-1.92	-0.5	-0.49	-0.2	-0.07	—	-0.80	-0.3
	1979	-0.7	-0.3	-2.3	-0.5	-0.4	-0.2	-0.1	—	-0.7	-0.2
	1980	-0.1	-0.3	-1.0	-0.2	-0.5	-0.2	-0.1	—	-0.8	-0.2
	1981	-3.2	-0.8	-0.2	—	-0.2	-0.1	-0.1	—	-2.5	-0.6
All labour costs	1978	244.54	100.0	365.12	100.0	222.46	100.0	324.00	100.0	249.14	100.0
	1979	290.1	100.0	427.2	100.0	257.7	100.0	383.3	100.0	294.2	100.0
	1980	349.4	100.0	522.9	100.0	316.9	100.0	483.4	100.0	356.5	100.0
	1981	379.4	100.0	589.5	100.0	337.2	100.0	524.4	100.0	386.8	100.0

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**Table 2 Labour costs per hour: summary by industrial sector—manual workers**

Category of labour cost	Year	Manufacturing industries		Mining and quarrying		Construction		Gas, electricity and water		All index of production industries	
		Average expenditure per employee (pence per hour)	As a percentage of total labour costs	Average expenditure per employee (pence per hour)	As a percentage of total labour costs	Average expenditure per employee (pence per hour)	As a percentage of total labour costs	Average expenditure per employee (pence per hour)	As a percentage of total labour costs	Average expenditure per employee (pence per hour)	As a percentage of total labour costs
All wages and salaries	1978	187.76	85.1	272.11	76.6	178.85	87.9	226.92	80.4	191.29	84.7
	1981	278.1	82.7	416.6	73.4	268.5	86.4	363.3	78.8	285.0	82.4
Amounts included in total wages and salaries for holidays, sickness or injury or maternity	1978	(19.53)	(8.9)	(34.43)	(9.7)	(12.91)	(6.3)	(32.14)	(11.4)	(19.54)	(8.6)
	1981	(29.8)	(8.9)	(52.7)	(9.3)	(19.4)	(6.2)	(52.7)	(11.4)	(29.8)	(8.6)
Statutory National Insurance contributions	1978	19.58	8.9	24.15	6.8	19.48	9.6	20.96	7.4	19.81	8.8
	1981	31.9	9.5	40.9	7.2	32.3	10.4	36.6	7.9	32.5	9.4
Provision for redundancy (net)	1978	1.11	0.5	4.46	1.3	0.33	0.2	0.95	0.3	1.18	0.5
	1981	6.5	1.9	21.6	3.8	1.0	0.3	4.3	0.9	6.2	1.8
Employers' liability insurance*	1978	1.10	0.5	2.79	0.8	1.88	0.9	0.34	0.1	1.28	0.6
	1981	1.6	0.5	4.3	0.8	2.8	0.9	0.5	0.1	1.9	0.5
Voluntary social welfare payments*	1978	8.16	3.7	30.41	8.6	1.43	0.7	26.78	9.5	8.63	3.8
	1981	15.5	4.6	48.7	8.6	3.3	1.1	46.2	10.0	15.9	4.6
Benefits in kind*	1978	0.21	0.1	12.28	3.5	0.03	—	0.03	—	0.70	0.3
	1981	0.3	0.1	18.8	3.3	—	—	—	—	1.1	0.3
Subsidised services*	1978	3.06	1.4	9.88	2.8	1.58	0.8	3.93	1.4	3.15	1.4
	1981	4.5	1.3	15.1	2.7	2.4	0.8	6.3	1.4	4.7	1.4
Training (excluding wage and salary elements)*	1978	0.68	0.3	0.91	0.3	0.46	0.2	2.52	0.9	0.71	0.3
	1981	1.0	0.3	1.4	0.2	0.7	0.2	4.0	0.9	1.0	0.3
Government subsidies	1978	-1.02	-0.5	-1.51	-0.4	-0.49	-0.2	-0.05	—	-0.93	-0.4
	1981	-3.1	-0.9	-0.1	—	-0.2	-0.1	-0.1	—	-2.4	-0.7
All labour costs	1978	220.64	100.0	355.47	100.0	203.54	100.0	282.39	100.0	225.81	100.0
	1981	336.3	100.0	567.2	100.0	310.7	100.0	461.2	100.0	345.9	100.0

tinued between 1978 and 1980, though there was little change between 1980 and 1981. By 1981 wages and salaries constituted just under 82 per cent of total labour costs in index of production industries compared with about 92 per cent in 1964.

Table 1 shows the composition of labour costs in more detail and gives separate figures for the four broad sectors within index of production industries. Separate estimates

for manual and non-manual workers are provided in tables 2 and 3.

There is a larger element of uncertainty surrounding the estimates for 1979, 1980 and 1981 than those obtained in the detailed survey for 1978. There is reasonably precise annual information on wages and salaries, National Insurance contributions, provisions for redundancy and government subsidies. However, other aspects of labour

**Table 3 Labour costs per hour: summary by industrial sector—non-manual workers**

Category of labour cost	Year	Manufacturing industries		Mining and quarrying		Construction		Gas, electricity and water		All index of production industries	
		Average expenditure per employee (pence per hour)	As a percentage of total labour costs	Average expenditure per employee (pence per hour)	As a percentage of total labour costs	Average expenditure per employee (pence per hour)	As a percentage of total labour costs	Average expenditure per employee (pence per hour)	As a percentage of total labour costs	Average expenditure per employee (pence per hour)	As a percentage of total labour costs
All wages and salaries	1978	253.57	82.9	316.23	74.6	246.56	84.2	282.17	76.5	256.04	82.3
	1981	396.4	80.9	529.0	72.9	358.3	82.3	443.1	74.8	398.0	80.3
Amounts included in total wages and salaries for holidays, sickness or injury or maternity	1978	(30.10)	(9.9)	(31.54)	(7.4)	(23.40)	(8.0)	(40.70)	(11.1)	(30.15)	(9.7)
	1981	(47.8)	(9.8)	(52.8)	(7.3)	(34.0)	(7.8)	(65.4)	(11.0)	(47.6)	(9.6)
Statutory National Insurance contributions	1978	23.82	7.8	26.50	6.3	23.49	8.0	23.64	6.4	23.82	7.7
	1981	41.2	8.4	49.4	6.8	38.0	8.7	40.9	6.9	41.0	8.3
Provision for redundancy (net)	1978	1.82	0.6	0.29	0.1	0.51	0.2	1.91	0.5	1.66	0.5
	1981	10.5	2.1	1.4	0.2	1.5	0.3	8.5	1.4	9.2	1.9
Employers' liability insurance*	1978	0.63	0.2	1.06	0.2	1.09	0.4	0.61	0.2	0.70	0.2
	1981	1.0	0.2	1.8	0.2	1.6	0.4	0.9	0.2	1.1	0.2
Voluntary social welfare payments*	1978	20.83	6.8	57.75	13.6	18.31	6.3	53.62	14.5	23.51	7.6
	1981	35.4	7.2	100.9	13.9	31.4	7.2	88.1	14.9	39.9	8.0
Benefits in kind*	1978	0.50	0.2	5.29	1.3	0.36	0.1	0.08	—	0.54	0.2
	1981	0.8	0.2	8.9	1.2	0.5	0.1	0.1	—	0.8	0.2
Subsidised services*	1978	3.84	1.3	15.64	3.7	2.05	0.7	4.32	1.2	3.90	1.3
	1981	6.0	1.2	26.1	3.6	3.0	0.7	6.8	1.1	6.1	1.2
Training (excluding wage and salary elements)*	1978	1.21	0.4	5.30	1.3	0.94	0.3	2.73	0.7	1.37	0.4
	1981	1.9	0.4	8.9	1.2	1.4	0.3	4.3	0.7	2.1	0.4
Government subsidies	1978	-0.37	-0.1	-4.40	-1.0	-0.51	-0.2	-0.08	—	-0.45	-0.1
	1981	-3.3	-0.7	-0.5	-0.1	-0.2	—	—	—	-2.7	-0.6
All labour costs	1978	305.84	100.0	423.66	100.0	292.80	100.0	368.99	100.0	311.09	100.0
	1981	489.8	100.0	725.8	100.0	435.5	100.0	592.6	100.0	495.4	100.0

\* Estimates of these items for years since 1978 are based on the continuation of trends shown by earlier full surveys, and will be revised in the light of direct evidence of changes between 1978 and 1981 when the results of the detailed 1981 survey are available.

costs can only be measured precisely in the full surveys, though estimates have been made based on the continuation of recent trends.

**Estimation of labour costs between full surveys**

The estimates of the component items of labour costs have been derived as follows:

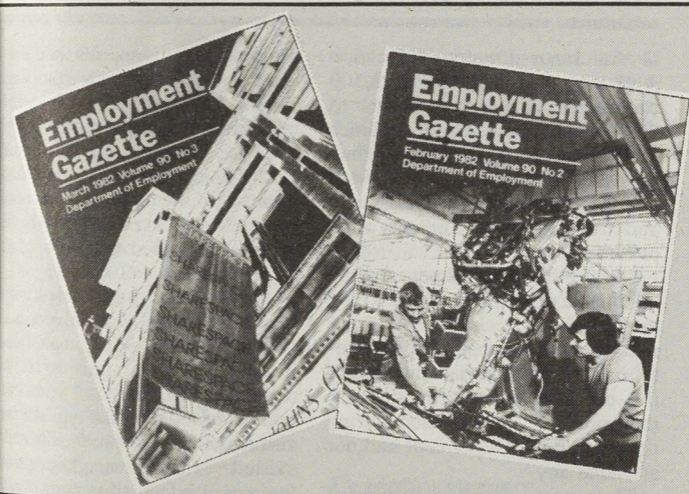
**Wages and salaries** The Department carries out regular inquiries into the average earnings of manual workers each October. Estimates of earnings for calendar years have been obtained by relating the precise figures for October to the less detailed figures from the monthly sample survey on which the average earnings index is based. For non-manual workers estimates for the calendar year 1981 have been obtained using non-manual earnings figures for April 1981 from the New Earnings Survey and adjusting these using the monthly inquiry.

**National Insurance** The changes in earnings limits in April

1981 have been related to changes in earnings to derive estimates of changes in National Insurance contributions. **Provision for redundancy** Details of payments from the Redundancy Fund are recorded each year. It has been assumed that total (net) redundancy provision moves in line with payments from the Fund.

**Voluntary social welfare payments** Earlier labour costs surveys have shown that these payments have risen at a faster rate than wages and salaries as more, or more favourable, pension schemes have been established and other benefits to employees expanded. It has been assumed that the relative movement shown between 1964 and 1978 continued up to 1981.

**Government subsidies** The 1981 estimates are based on actual payments of temporary short-time working subsidy. **Employers' liability insurance, benefits in kind, subsidised services and training** Earlier labour costs surveys have shown that these items have tended to move in line with total labour costs. It has been assumed that each of them constituted the same proportion of the total in 1981 as in 1978.



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# Employment topics

## Instructional technology

□ A series of courses in the design, development and use of learning resources and action training methods for teachers and trainers for whom traditional techniques are unsuitable, is being offered by Sheffield City Polytechnic's Instructional Technology Unit.

The Unit, which promotes and encourages the use of structured learning resources and action techniques, has designed materials and trained instructors in business, industry, the public services and education for the past 12 years.

By "instructional technology" the ITU means the design process leading to learning of new knowledge and competence. The methods of transmitting a learning system to a student may vary greatly. In one case a computer-based self-instructional programme may be appropriate; in another, a simple job aid may suffice.

The ITU's approach is to provide workshop courses in which participants learn to produce resources or design activities by do-it-yourself means with the support and guidance of qualified tutors. Each student receives the tutors' close personal attention.

Its courses are designed for trainers for whom the traditional

lecture-based approach is unsuitable. This may be because trainees are dispersed throughout several locations or because trained instructors are not available or the subject to be taught is a one-off topic like induction training.

Course members have opportunities to relate course work to their subsequent practical experience through special follow-up courses in which the accent is on individualised instruction and coaching.

The courses on offer are: Development of Self-Instructional Programmes, Advanced Techniques in Self-Instruction and An Overview of Self-Instructional Methods. There are also two courses for those who want to get the best value out of their existing or projected closed circuit television installation.

The courses of three to five days duration are held in the centre of Sheffield. Hotel accommodation can be arranged.

Further information from Course Administration, Instructional Technology Unit, Department of Education Services, Sheffield City Polytechnic, 36 Collegiate Crescent, Sheffield S10 2BP (telephone 0742 665274 exts 261/360).

## Early retirement

□ Early retirement, when properly planned, can be the start of a satisfying new way of life according to a new book, *Early retirement on medical grounds\**, the first to be published giving advice specifically to people whose health forces them to give up work before normal retirement age.

The book, by Peter Jewell, Barbara Spiers and Peter Spiers—all of whom have wide experience in the fields of pre-retirement and disability—is a source of practical help to people who have opted for early retirement and those considering doing so. It should also be useful to personnel officers, retirement councillors, social workers and others working with people contemplating early retirement.

Money can be a major worry for retired people. A large part of *Early retirement on medical grounds* looks at financial matters. There is a guide to the different state benefits which are available, including pensions,

and advice on personal finances and budgeting.

Other aspects of life after retirement which are covered include: finding a job—paid or unpaid; developing new interests; housing and transport.

The book pays particular attention to the needs of disabled and elderly people. It also contains information on organisations which can help retired people, and a list of useful publications.

The publication of *Early retirement on medical grounds* was made possible through the generosity of Noble Lowndes & Partners Limited, a member of the Hill Samuel Group.

\* *Early retirement on medical grounds* by Peter Jewell, Barbara Spiers and Peter Spiers is published by the Greater London Association for Pre-Retirement by Bedford Square Press of National Council for Voluntary Organisations, price £1.95. Available from bookshops or by post, £2.20 from the distributors, Macdonald and Evans Distribution Services Ltd, Estover Road, Plymouth PL6 7PZ.

## Non-manual average earnings

□ These series, based on the New Earnings Survey, were until September 1980 published in *Employment Gazette* as table 124, and subsequently have been made available on request.

In view of the interest in the indices they will now be published each month as table 5.5 on page S48. They show how average

earnings of the main groups of adult non-manual employees change from year to year. Indices for men and women combined are calculated using fixed weights which reflect the proportions of men and women in the 1970 survey, but in other respects reflect the current composition of the labour market in each year.

## Special exemption orders, July 1–Sep 30

□ 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 September 30, 1982, the Health and Safety Executive has granted or renewed special exemption orders relating to the employment of 38,184 women and 4,813 young persons. At the end of the period 165,986 women and 15,994 young persons were covered by 3,634 orders.

## Pre-school facilities

□ An Inner London Education Authority (ILEA) survey of 3,500 children in its reception classes to find out what pre-school facilities had been used the year before they entered primary school, showed that more than 60 per cent of them had attended an ILEA nursery class or nursery school.

Of the remainder, 22 per cent had attended a playgroup while the proportions going to childminders, day nurseries and other provisions totalled only 13 per cent. Ten per cent of the children had attended more than one type of provision during the year and 12.8 per cent had not attended any.

The report on the survey, carried out in 1980 but only recently published, concludes that the present ILEA target of nursery places for 80 per cent of four-year-olds would seem to be both appropriate and realistic.

No social or ethnic differences were found in the extent of use of ILEA nursery provision. However, playgroups were used proportionally more by children of middle class indigenous back-

ground. Day nurseries had been used more by children from single parent families and those whose mothers were employed full time. Childminders were also used mainly by working mothers although more than 70 per cent of the children taken care of in this way also attended some other form of provision.

A follow-up study carried out in Lewisham investigated the reasons for the choice of facility in a series of interviews with parents. This revealed that parents often had poor knowledge of the types of provision available or the facilities that existed in their neighbourhood. Sources of information were mainly informal—friends and neighbours. Official agents were rarely mentioned.

Copies of the reports, RS 816/82 *Pre-school provision in an area of Lewisham* and RS 817/82 *The ILEA pre-school survey*, are available from the Information Officer, ILEA Research and Statistics Branch, County Hall, London SE1 7PB, price £1.00 each including postage; cheques or PO with request.

## Redundancies: reported as due to occur

□ The numbers of redundancies, in groups of ten or more workers, which had been reported to the Manpower Services Commission at September 1, 1982, as expected to occur up to June 1982, are given in the table below. The provisional numbers so far reported for July and August 1982 are 31,800 and

21,900 respectively. After allowing for further reports and revisions the final totals are likely to be below 35,000 for July, and around 30,000 for August. Redundancies continue at a lower level than last year; the final totals for July and August 1981 stood at 43,800 and 35,200 respectively.

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

	All	Jan to June		1981†	1982†
1977	158,400	78,300	Jan	44,500	26,800
1978	172,600	91,100	Feb	46,700	30,000
1979	186,800	81,200	Mar	55,000	38,600
1980	493,800	191,900	Apr	53,100	37,200
1981	532,000	296,100	May	56,900	30,300
1982	—	192,200	Jun	39,800	29,300
			Jul	43,800	
			Aug	35,200	
			Sep	34,900	
			Oct	44,900	
			Nov	33,000	
			Dec	44,200	

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

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

## Handling hazardous substances

□ The new regulations on handling hazardous substances (see page 116) implement one of the recommendations of the HSC's Advisory Committee on Major Hazards (ACMH) set up in the wake of the Flixborough disaster in June 1974 when 28 people were killed following an explosion.

The committee published two reports identifying certain types of installations which by virtue of their size, layout, siting and the nature and large quantities of hazardous substances handled, could have the potential to present a risk to the safety of employees or the public, arising from explosion, sudden release of a toxic substance or catastrophic fire.

Although a considerable number of so-called "major hazard" installations are well-known to HSE, and are already subject to health and safety controls, the committee advocated a statutory scheme for bringing all such installations formally to the Executive's attention for the purpose of some degree of special control.

The ACMH's reports also con-

sidered how planning controls on or around installations handling hazardous substances could and should be improved. Since 1972, there have been guidelines issued by the Department of the Environment (DOE) and Welsh Office which recommend that planning authorities should seek the advice of the HSE about the health and safety implications of such installations and developments in their vicinity. In Scotland more formal consultation arrangements already exist.

### Essential element

The HSC accepted the committee's view that improved planning controls were an essential element in any strategy for additional safeguards at or near notifiable sites. The HSC suggested that specific permission would be needed in planning arrangements for a proposed notifiable installation, whether new or a change at an existing site. They also suggested that HSE should become statutory

consultees to the planning authorities for such installations and for developments in their vicinity that were likely to affect or be affected by the notifiable installations.

### Changes in procedure

The DOE is currently consulting planning authorities and other interested parties on its proposals in response to these suggestions. When the regulations are in force, and pending the outcome of these consultations, local planning authorities will be advised when to make any changes in their procedures.

The third aspect of control considered by the Advisory Committee concerned installations handling very substantial quantities of specified substances. The committee suggested that the occupiers of these sites, in addition to notification, should be required to arrange a detailed hazard survey of their plant, making the findings available for inspection and scrutiny by HSE.

The Health and Safety Commission had intended to introduce regulations to implement this recommendation, but these were held in abeyance following the introduc-

tion of an EC Directive. This Directive, on the "Major Accident Hazards of Certain Industrial Activities" was in part based on the British proposals for hazard surveys and was drawn up following the 1976 accident at the ICMESA plant at Seveso near Milan, Italy. In this accident, an explosion released highly toxic chemicals. Britain is required to implement the Directive and the Commission will publish a consultative document early next year outlining draft regulations.

### Authority

The Health and Safety Executive will be the enforcing authority for health and safety requirements at all notified sites under the Notification of Installations Handling Hazardous Substances Regulations. This will mean that a few sites, which are at present inspected by the local authority, will become the responsibility of the HSE. It will also mean that, from 1985, the HSE will administer the Petroleum (Consolidation) Act 1928 at notifiable sites, including the issue of licences where these are required.

The HSE intends to issue detailed guidance on the regulations before the end of the year.

## Disabled people

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

eligible, choose not to register.

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

### Returns of unemployed disabled people at August 12, 1982

	Male	Female	All
<b>Section 1</b>			
Registered	58,759	9,943	68,702
Unregistered	93,431	25,673	119,104
<b>Section 2</b>			
Registered	5,863	1,589	7,452
Unregistered	3,127	1,190	4,317

### Placings of disabled people in employment from July 3, 1982 to August 6, 1982

		Male	Female	All
Registered disabled people	Open	1,323	340	1,663
Unregistered disabled people	Sheltered	94	38	132
<b>All placings</b>	Open	1,123	469	1,592
		2,540	847	3,387

## Alternatives to employment

□ Expansion of job creation schemes and the introduction of an incremental employment subsidy are two of the suggestions made by David Metcalf, Professor of Economics at Kent University, in a report, *Alternatives to unemployment\**, published by the Policy Studies Institute.

### Scratches the surface

The report points out that more than one million people have now been out of work for over a year. Professor Metcalf argues that even the new Community Programme job creation scheme, with 130,000 places by the end of the year, hardly scratches the surface of long term unemployment. He suggests that:

● expansion of the job creation schemes would make good economic sense. The net costs are modest as each unemployed person costs the Exchequer £5,000 a year when out of work;

● the Government should introduce an incremental employment subsidy paying firms £70 a week per person for all increases in employment above a previously defined benchmark employment level. This would generate many more jobs than using any available funds to cut the National Insurance surcharge.

### Subsidy

An expanded job creation scheme coupled with an incremental employment subsidy could boost employment by around 500,000 for net spending of £1 billion a year—good value at £2,000 per job.

The report says that 1.7 million jobs must be created if unemployment is to be cut to two million by 1985. Three-quarters of a million jobs will be required simply to absorb the growth of the labour

force before any impact is made upon the 3.25 million unemployed. This is an enormous task, bearing in mind that the fastest previous post war growth of employment was 600 jobs a day between 1960 and 1965.

Traditional reflation is unlikely to generate jobs on the scale required, and is in any case ruled out by the present government.

In analysing the effectiveness of special employment measures implemented since 1975, the author forecasts that the main emphasis is likely to continue to be on piecemeal intervention.

### Training

Professor Metcalf expresses some doubts about the Youth Training Scheme, which will replace YOP during 1982-83, to provide 12 months' training for 16 year-old school leavers.

He suggests that this from school-to-work bridge should be provided as the last year of compulsory education, otherwise there is a real danger that YTS will become simply a means of distracting attention from unemployed 16 year-olds.

There is difficulty, he says, in translating the aims of the scheme into practice, and he emphasises the importance of major companies with well-established training schemes, such as ICI, Ford, GEC and Marks and Spencer, taking on YTS trainees. He also raises the question whether YTS will, in effect, kill off the regular youth labour market for 16 and 17 year-olds.

Professor Metcalf recommends that if the labour supply must be cut, the best way of doing it is by selective early retirement such as the Job Release Scheme, and, perhaps, moving at the age of 60 from full to part time work.

\* *Alternatives to unemployment*, published by the Policy Studies Institute, 1-2 Castle Lane, London SW1E 6DR, £3.50.

## Redundancy fund

□ During the period April 1 to June 30, 1982 (inclusive) 155,893 employees (including Government Staff) received Statutory redundancy payments amounting to £197,311,000. Of this amount £104,491,000 (nett of rebate) was paid by employers and the balance of £92,820,000 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 mechanical engineering (15,800), distributive trades (14,000), construction (12,800), vehicles (10,700), transport and communication (9,900), electrical engineering (9,900).

## Labour and income

□ The Open University's Course on Statistical Sources is intended to provide an introduction to quantitative social science via the use of official statistics. But the OU textbooks have proven popular with other lecturers and users of official statistics for the clear and concise reviews they offer. A new textbook on labour and income statistics has now been published which outlines the major changes that have occurred in official sources of data on the labour force over the past decade.

The text considers the varying uses of labour statistics – by politicians, administrators, economists and sociologists – and identifies the types of data which are found most "useful" by each group of users. The main sources of labour statistics are described, along with the labour force concepts that are common to all sources and all users. The uses,

and limitations, of official statistics are illustrated with reference to unemployment; pay and earnings; and labour market stratification. Of particular interest is the way the textbook presents, throughout, the different but complementary perspective of economics and sociology on labour market issues.

The text also reviews trends in the distribution of income and wealth; the incidence of poverty (on various definitions); and the redistribution of income.

Throughout the text there are references to further sources of information – both official and non-official.

*Labour and Income* by C Hakim, W R Hawes and S Clark, Course D291 on *Statistical Sources*, published by the Open University Press, June 1982.

## Redundancies: advance notifications

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

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

### 1982

Apr	57,144
May	58,087
Jun	64,741
Jul	59,263
Aug	57,262
Sep	68,940

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

## Research publications

Articles in the *Employment Gazette* are one of the main means of publicising the results of research carried out by or for the Department of Employment. This is acknowledged in the Department's annual report on research 1981-82\* which has just been published.

Another major source of the Department's research is through its own research publications, the *Research Paper* series and the *Manpower Paper* series. *Research Papers* are available on demand from the Department, free of charge, and a six-monthly list of forthcoming publications is available. *Manpower Papers*, usually longer publications expected to have a wide demand, are on on-sale publications

obtainable through HMSO.

Research 1981-82 covers the cost and organisation of programmes, the contribution they make to policy making. It discusses the manpower, industrial relations and pay and incomes research programmes and details individual projects completed during the year.

The report takes a close look at the contributions made by two professional groups within the Department, the economists and the social scientists.

\* Research 1981-82 is prepared by the Department of Employment and published by HMSO. It is available free of charge from the Department of Employment, Research Administration, Steel House, Tothill Street, London SW1H 9NF.

# CASE STUDY

## Balancing the books

by Ruth Michaels, *The Hatfield Polytechnic*

□ Following a visit to the EC in Brussels early in 1980 Ruth Michaels, senior tutor for continuing education, came back to her Polytechnic with some very helpful information about the Social Fund and the way in which it could be approached to sponsor training courses for women.

A considerable sum of money is allocated by the EC to support vocational training which is specifically designed to train women for occupations where they are under-represented. The main conditions that they impose are that the women

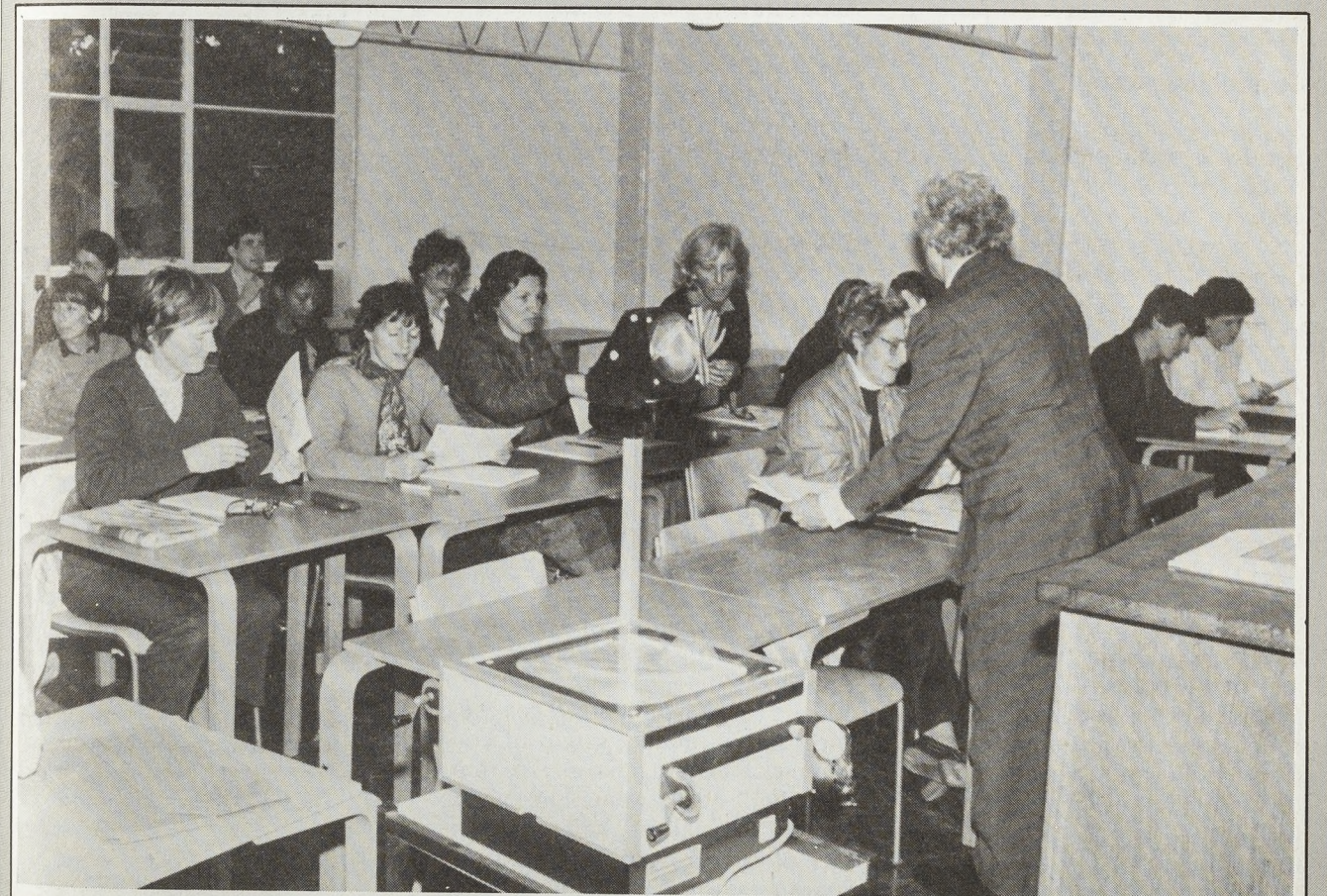
should be over 25 years of age and unemployed at the time of taking the course and that the proposal should also have the financial backing of a public authority.

### Women returners

Having had experience of teaching women returners for more than a decade it was obvious that we should be taking advantage of such a scheme and we therefore put a proposal to the EC via the Department of Employment to train 50 women in the area of accountancy. The

Polytechnic was already running an Accountancy Foundation course approved by the professional bodies and we agreed within the working party that this could be a very appropriate one-year training for women returners. Our proposal was that we should not demand particular entry qualifications beyond a working knowledge of mathematics. We suggested that the programme

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## → CASE STUDY

should include a preliminary component of 40 hours attendance on the "New Opportunities for Women" short course which we were already running. This was to provide the vocational guidance element that the EC sought to have included in such training courses. Our application was successful and was given first priority of the two levels that the EC use to differentiate applications, with help and guidance from the officials at the Department of Employment in London by May we were officially informed that we could go ahead and recruit students. The EC award was originally for £77,000 to cover tuition costs for 50 trainees and to provide them with a small grant towards their travelling and other costs. Initially the grant was £500 but last year it was increased to £750.

### Brief description

The course was advertised in local Hertfordshire papers under the title "Accountancy Plus for Women". It gave a brief description of the course, making it clear that it was being offered to women who were considering a return to work, and that it was supported by an award from the EC which would pay fees and provide a small grant. It also made clear that all their studies would be timetabled between the hours of 10 am and 3 pm. Our experience had taught us that it is the shortened-day timetable that offers the best opportunity for women students who are likely to have children at school. Within a few days 60 women had made enquiries and this encouraging response was repeated when we advertised the course again twelve months later.

All applicants are invited to come to a preliminary interview and are not asked to complete an application form until the end of this interview. We have found that it is typical for

women returners to undersell themselves and it is often the case that their experience of working, whether paid or voluntary, and the responsibility they have undertaken in these roles, is denigrated by them and sometimes not even mentioned until well into the interview. Having come to a mutual decision that the course is one that they really want to take and one for which they appear to have both motivation and aptitude we then ask them to complete a short application form and make an appointment for them to see the admissions tutor for the scheme. This might appear to be costly in staff time but it is in fact cost-effective. We have found that careful selection including an interview is a far better indicator of survival than A-levels or written applications alone. It also enables us to offer some advice and suggestions to applicants who may seem to be better suited to train for other areas or who may need some preparatory course of study. Many of the Accountancy Plus students take a short preparatory course in mathematics and this semester we have added the opportunity for them to take a preparatory course in economics. The Polytechnic regularly offers both general and specific preparatory courses for mature students who are coming onto degree programmes after a break from studying. Some may need only a brief updating, others a more intensive semester of preparation.

### Four courses

We have now recruited to four courses, having decided to take 20 students a year with two intakes; one in September and one in February. Of the 39 students who have enrolled the majority are in their 30s, five students are under 30, six are in their 40s and three in their 50s. They are a fairly representative group of continuing education recruits. A third left school at the minimum leaving age and the majority had no experience of further or higher education. Five of the entrants had no paper

qualifications, not even O-levels, and of those few who had continued their education beyond school, four had taken a teacher training course. The work experience of the women was largely restricted to traditional white-collar women's jobs. When asked about their earlier work experience nearly half said that it had included some figurework. Many of them had made an attempt to return to the labour market in recent years but all were unemployed at the time they applied and for nearly all of them this training represented their first major commitment outside the home.

### Course review

The first two intakes have now graduated and we can review their experience on the course and their subsequent success in finding work in accountancy. Of the twenty entrants, 16 completed the course. Three of the four who, for one reason or another, did not complete have found jobs despite leaving early. The fourth had to withdraw as the result of a bad accident but hopes to return when she recovers. Two of those who completed decided not to take the end-of-course examinations, one because she was pregnant, the other because although she enjoyed studying felt unable to cope with the extra strain of examinations. Of the fourteen who sat the exams, six gained an upper second class honours grading, two a lower second and two a third. One failed in only one subject and the other three in more than one. Two of the four expect to resit and have a fair chance of passing.

We wrote to all the graduates and asked them for their comments on the course and whether they were working as a result of taking it. All agreed it had been a hard slog and felt they had had to spend more time studying than they had expected, most of them would not have missed

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## → CASE STUDY

it for anything and even the few who left early felt they had gained from taking it.

"I have never worked so hard in my life and never enjoyed myself as much. I particularly enjoyed the accounts and maths and statistics . . . I would probably like to end up as a chartered or cost accountant. . . My husband found out about the course from the local newspaper—which he reads from cover to cover! It came just at the right time."

"I still have the advertisement which I cut out of my local paper some twenty months ago. I had no idea what I was letting myself in for! Difficult it proved to be. Impossible no, and having completed the course I can honestly say it has been a most rewarding and invigorating experience."

### Professional careers

Five have entered the second year of the BA (Hons) in business studies, four choosing the Accountancy option on that degree and one the personnel. They are obviously preparing themselves for professional careers and their personal tutors have no doubt they will make it—a future they had not contemplated before taking Accountancy Plus, indeed two of the five had no paper qualifications previously and had not studied since school; in one case for 15 years and in the other for 20 years. ". . . apart from the fact that I was returning to study after a twenty year gap, some, if not all, of the subjects were new to me. What this meant was extra work and though sometimes I wondered if I had taken on too much I never once, from that first day, ever contemplated not finishing the course." Four of the degree entrants had found temporary jobs in accounting whilst waiting for the start of the next academic session. They will all work in their industrial year's placement and hopefully return to them or similar firms on completion.

We have no information on the employment situation of three students but the rest have written to tell us of their experience in seeking work. Four were still not working when they wrote, including one who gained a 2.1 on Accountancy Plus. A great deal rests upon the age, aspiration and motivation of the individual. One is working full time despite being unable to take the exams because she was pregnant but has had the resolve to make arrangements for two young children and the new baby and wrote to say:

"Undoubtedly the reason I was offered it was because I had done the Accountancy Plus and the partner who interviewed me did not seem bothered that I had not taken the exams . . . he was surprised to find that someone of my age had done the course. . . This was in strict contrast to some of the young girl interviewers in the job agencies who hadn't a clue what the course entailed and were probably trying to fit me into the wrong job anyway . . . it is obviously rather hectic working full-time with a five month old baby and two other children. . . However it can be done and I find that with careful organisation I can cope."

### Accountancy skills

With one exception all are employed in jobs using their accountancy skills and even then the holder of the exceptional post, which is in the Citizens Advice Bureau, says:

"I have already found that all the knowledge gained on the course is useful in this sphere. I am also chairman of a working party which is developing a constitution and preparing for the inauguration of an international association. My training on the course has helped with budgeting for this."

She is in her early 50s. Occasionally age and aspirations are in conflict. Our oldest entrant, a retired teacher, was not able to take up her choice of degree despite a 2.1 because it was considered unlikely

### Accountancy Plus students at entry, course achievement and follow-up activities

<b>Entry</b> N = 39	
<b>Age</b>	
20-29	5
30-39	25
40-49	6
50-59	3
<b>Age left school</b>	
15	4
16	10
17	11
18+	14
<b>Period since last education</b>	
Less than 5 years	14
6-15 years	6
More than 15 years	19
<b>Vocational training</b>	
Book-keeping	5
Secretarial/clerical	6
Others . . . varied "female" occupational training	10
Teacher training	4
None	14
<b>Examination results</b> N = 14	
Passed all examinations	10
II.I	6
II.II	2
III	2
Failed	4
Failed one subject	1
Failed more than one	3
<b>Follow-up activities—after Accountancy Plus training</b> N = 20	
<b>Working</b>	
Permanent full-time in accounting (one with training)	4
Permanent part-time in accounting	1
Temporary appointment in accounting (awaiting start of study)	4
Permanent trainee in CAB	1
Seeking work now or in near future	4
<b>Further study or training</b>	
To second year BA (Hons) Business Studies	5
Accountancy Option	4
Personnel Option	1
Advanced Book-keeping local colleges	2
<b>No information since leaving Polytechnic</b>	3

(continued) ▶

## ➔ CASE STUDY

that she would get an industrial placement at the age of 60. She will no doubt find a job as age does not seem to be an insuperable problem, although it may make the finding slower and restrict the options. Two of the four who said they were still looking were older than the others, on the other hand they were similar to the others who were still unemployed in wanting local, congenial, part-time work and all four seemed to be less active and resourceful in their job search than the rest of their cohort. Nor is early leaving or failure to pass the exams an indication as to success in finding work. Of those in work, two had left early, one had chosen not to take the exams and one had failed, a failure largely due to heavy personal commitments as a single parent. The need to earn money as quickly as possible and the determination to go on looking or to take the less than ideal first job are probably a better guide to success. Some students said part-time work was so highly sought after they could

be one of hundreds applying for a job. Others said there were plenty of part-time jobs to be had. Most found that local employment agencies were unlikely to know much, if anything, about accounting or what level they had reached.

### Summarised data

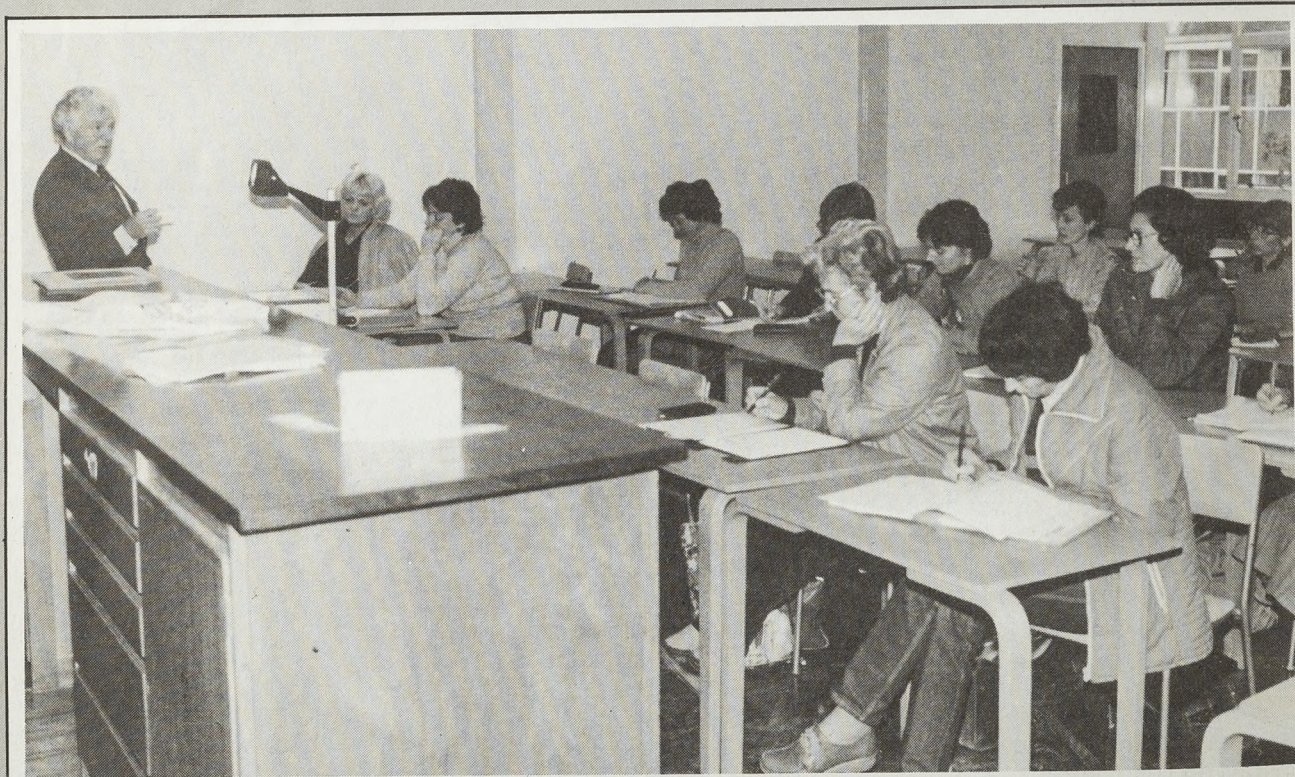
The following table summarises the entry data of all 39 students and the achievements and follow-up on the 20 students on the first two intakes.

What can we learn from this review? It reinforces the knowledge that older students can take on very intensive study and achieve the highest academic results (the marks of the Accountancy Plus students often surpassing the normal qualified 18 or 19 year old on the Foundation course), provided one is selective over entry and promotes group cohesiveness. Although they had their lectures in common with the younger entrants they had tutorials and seminars as a separate group. A few of the students formed their own mutual support group, "pooling

their resources".

It highlights the potential of returners, given one year of study a proportion of them will strive for further study or training. Like any input of continuing education it increases their confidence and potential to "have a go" and on the whole the course has achieved its more restricted aim of moving most of them into a particular occupation where women are thin on the ground. Though some high-flyers will look beyond this level (25 per cent in this case) others will settle for what it offers them. As significant as anything else it proves that the purposive use of resources by a body like the EC Social Fund can change the work patterns and future careers of many of those who are selected to participate.

For those of us concerned with the curriculum and design of the course we now know that we need to increase the amount of vocational guidance during the course and to make the students aware of the specialist agencies that deal with accountancy and those seeking part-time careers. ■



# DE Research papers

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

Copies of research 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).

## Forthcoming titles

### Research 1981-82

The annual report on Department of Employment research in the period 1 April 1981 to 31 March 1982 lists the research projects in progress during the year and reviews the main areas of research activity in the Department.

*September 1982*

### Research Paper No 29. The worker director and participative machinery

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

Studies of private sector schemes in which worker representatives have acted as 'directors' of their organisations.

*February 1983*

### Research Paper No 30. Structure and employment prospects of the service industries

JAS Robertson, Department of Employment.

An examination of the economic structure of the service industries, their inter-relationship with the rest of the economy, the relationship between employment and output and projections of future employment based on these relationships.

*September 1982*

### Research Paper No 33. Black and white school leavers: the first five years of work

Dr S Dex, Political and Economic Studies Group, University of Aston.

Using a secondary analysis of the data from the 'Young peoples employment study' a number of employment 'paths' or 'profiles' have been constructed for West Indian and white school leavers, male and female, covering their first five years in the labour market.

*September 1982*

### Homeworking in Wages Council trades: a study based on Wages Inspectorate records of pay and earnings

Dr C Hakim and R Dennis, Department of Employment.

The study compares and contrasts the characteristics of homeworkers and inworkers and sets this group of Wages Council workers in a national context by comparisons with the New Earnings Survey results.

*September 1982*

### Contractual arrangements in selected trades

P Leighton, Department of Law, Polytechnic of North London.

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

*October 1982*

### Changing attitudes to work?

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

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

*December 1982*

### Screening in the labour market for young workers

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

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

*January 1983*

### Analysis of self financing productivity deals.

*October 1982*

### Effects of reductions in working time through national agreements

Policy Studies Institute

An examination of the ways in which reductions in the working week resulting from nationally negotiated industry agreements have been implemented.

*September 1982*