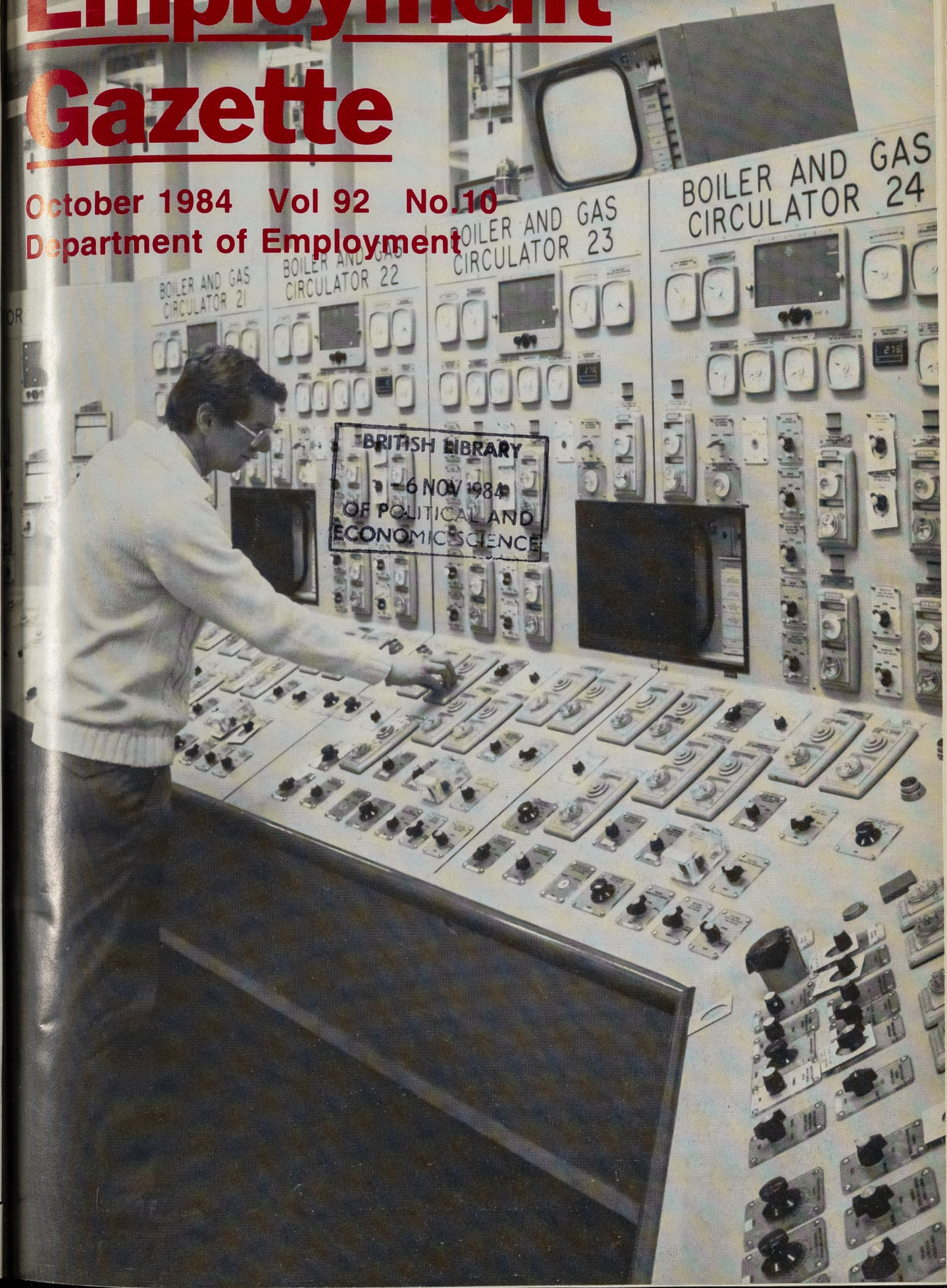


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# Employment Gazette

October 1984 Vol 92 No 10  
Department of Employment

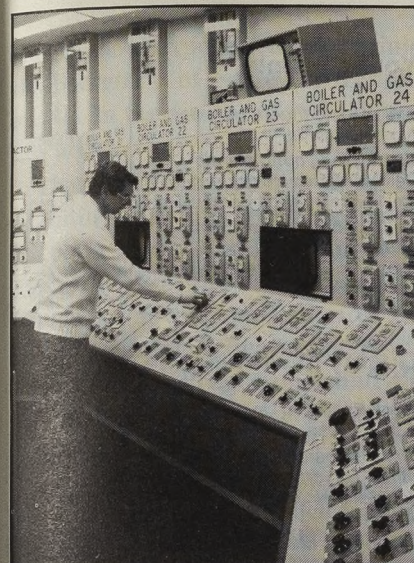




# Employment Gazette

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

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

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

## Employment legislation

A series of leaflets giving guidance on current employment legislation.

- 1 **Written statement of main terms and conditions of employment** PL700
- 2 **Procedure for handling redundancies** PL706
- 3 **Employee's rights on insolvency of employer** PL718
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## Overseas workers

- Employment of overseas workers in the UK**  
Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians OW5 1982(rev)
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A guide for workers from non-EC countries OW17(1980)
- Employment of overseas workers in the UK**  
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## Employers and employees covered by Wages Councils

- Are you entitled to a minimum wage and paid holidays?**  
A brief description of the work of wages councils which fix statutory minimum pay, holidays and holiday pay for employees in certain occupations EDL504(rev)
- 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 PL726
- The Truck Acts**  
Describes the provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with the payment of wages PL725
- Payment of Wages Act 1960**  
Guide to the legislation on methods of payment of wages for manual workers (in particular those to whom the Truck Acts apply) PL673

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## Job Splitting Scheme

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

## Quality of working life

- Work Research Unit**  
Publicity leaflet PL722
- Work Research Unit—1983 Report of the Tripartite Steering Group on Job Satisfaction**

- Meeting the challenge of change**  
Guidelines for the successful implementation of changes in organisations PL687
- Meeting the challenge of change**  
Summaries of case study reports produced as a result of monitoring change programmes in 12 British organisations PL688

## Employment agencies

- The Employment Agencies Act 1973**  
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## Equal pay

- Equal Pay**  
A guide to the Equal Pay Act 1970 PL743
- Equal pay for women—what you should know about it**  
Information for working women PL739

## Race relations

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## Miscellaneous

- The European Social Fund**  
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# EMPLOYMENT BRIEF

Two sides to the prosperity equation:

## More and more training—but labour costs are rising too

Government expenditure on training has quadrupled in the last five years, the Secretary of State for Employment, Mr Tom King, revealed this month. In the year to March 1985 some £1,200 million is due to be spent in this area.

The rate of increase in training expenditure over this five-year period has been more than four times the rate of inflation and has included the inauguration and expansion of the Youth Training Scheme, the Youth Opportunities Programme and the Technical and Vocational Education Initiative.

Next year it is intended to double the number of places provided for adult training, including a new provision within the Community Programme for training the long-term unemployed to help them get back to work.

But even with the range of special measures that have been introduced, not only for training but also to help people get jobs, set up in business or take early retirement, Mr King insisted that by far the most important influence on the number of jobs was the country's competitive performance. This competitiveness, he maintained, was being damaged by rising labour costs. In the three months to mid-September Britain's unit wage costs were 5½ per cent up on a year earlier. "They show a continuing yawning gap between us and our major competitors," he commented.

Competitiveness and training, said Mr King, were interdependent: "Training means profit, profit means training and that is the route to greater prosperity for this country."



Mr Tom King.

## Special attention demanded for women's job prospects

Improved training opportunities for women and girls have been demanded by the Women's National Commission. Equal opportunities are not good enough, it says: "The result is a training policy for men and a dead end for women."

The WNC represents 50 of the largest national women's organisations and is also an advisory committee to the Government. Its latest report condemns as inadequate the self-help approach to breaking down the barriers of male-dominated fields of employment. It is all for women being encouraged to act of their own initiative but feels that the ensuing progress will be neither great enough nor fast enough to satisfy current economic objectives.

The WNC stressed that it is not asking for special privileges for women but it does want "separate, appropriate attention focused on each of the many, distinct training problems". Part-time working particularly is a field it wants to have looked at, as the vast majority of part-timers are women.

Job-sharing too is a means of creating more and better jobs for women. This was emphasised at the Women and Work conference, held in Craigavon, Northern Ireland. Ms Evelyn Collins, senior education officer of the Equal Opportunities Commission for Northern Ireland, pointed out that "job-sharing represents not only a means of overcoming the serious unemployment problem, but also a means to safeguard and improve women's position in employment. It can facilitate the juggling of the rela-

tionship between work and domestic responsibilities which many women face, and it can open up opportunities for part-time employment in areas where there previously have been none."

## Fewer drawbacks

Job-sharing, she claimed, avoids many of the drawbacks of part-time work. "Part-time work is currently characterised by low pay, job security, poor promotion prospects and inferior fringe benefits. Job-sharing can help break down job segregation and allow women to take part-time work in jobs which reflect their skill and qualifications and it can create opportunities for people who might otherwise not be able to work at all because no part-time jobs were available.

## Milestone for Enterprise Allowance

A milestone in the operation of the Enterprise Allowance Scheme was reached earlier this month with the 50,000th new business to be given financial backing.

The EAS was introduced in five pilot areas during 1982 and went national in August 1983. Successful applicants receive £40 a week for 12 months but they have to have at least £1,000 available or in the form of an overdraft facility to invest in the business. Before applying they must have been receiving unemployment or supplementary benefit and have been out of work or under notice of redundancy for at least 13 weeks.

Many of the early applicants have now spent a year on the scheme and have gone on to run successful independent businesses, often taking on extra staff in the process.



## Green light given to computerised career guidance

The search for a computer-aided careers guidance system for graduates is on. This month the Department of Education and Science (DES) has issued an invitation to all interested organisations to submit proposals for the design, development and testing of such a system. This follows a report, submitted in February 1983, that the DES commissioned to investigate the feasibility of such a careers guidance system.

### Index

The system will be expected to provide a wide range of information, comprehensively classified and cross-indexed, through

which students can find their way at whatever stage they may be in their career development. It will help them assess their personal qualities and qualifications and will provide guidance with career decision-making as well as information on jobs and courses.

In recent years careers advisory services have had to cope with increasingly heavy demands and it is hoped that such a system will succeed in disseminating the skills and knowledge of careers guidance practitioners to a larger number of clients than would otherwise be possible.

Many students, it is felt, are unaware of how rapidly career patterns and the labour market for graduates are changing. Gradu-

ates have been tending not to stay in the same job; and the pace of change in the jobs market can mean that many face the prospect of changing career direction during their working lives.

### Long-term choice

Experience from the USA has shown that computers can help too in guiding the long-term career choice of mature people coming or returning to study after having had jobs.

Proposals for the new system, which will have to be distributed and maintained on a self-financing basis, should reach the DES by the end of November.

## Kicking off in style



Celebrating the opening of Skelmersdale Information Technology Centre, singer Frankie Vaughan links arms with the chairman of Lancashire Enterprises Ltd (which is co-sponsoring the centre) and some of the 40 trainees who will be studying computer programming, computer electronics and the electronic office.

## National on-screen job location system

A viewdata system for finding jobs is being introduced for organisations involved in helping staff/clients locate suitable vacancies. Only one organisation in any postcode district is being allowed to participate, thus providing a degree of local exclusivity.

By dialling a telephone number and then keying in the details of the type of vacancy sought, an operator will be able to see on screen details of all the relevant vacancies that have been notified over the past five days anywhere in Great Britain. The source of these vacancies, according to Anchor Vacancy Locator, which is supplying the system, will be a combination of various media.

Each vacancy listed will be accompanied by an address and telephone number so that the advertiser can be contacted direct. The

information is to be updated daily and will be available for access 24 hours a day, seven days a week.

### Charges

The whole system is due to come into operation on January 2, 1985. Subscribers will then be charged an initial flat fee with the option of renting a visual display screen and keyboard. After this the only charges will be the local telephone call cost and a computer access fee of 5p (plus VAT) a minute.

Further details are available from Anchor Vacancy Locator, 364 High Road, Woodford Green, Essex IG8 0XH.

## Just what's needed

The adult training needs of engineering and shipbuilding employers in the North East are to be met by a tailor-made response from the training providers as a result of a £50,000 Local Collaborative Project (LCP).

LCPs are jointly funded by the Manpower Services Commission and the Department of Education and Science and are designed to help industry tackle training problems, particularly those relating to the management of change in employment and technology. This particular LCP aims to help North East industrial concerns exploit to the full the introduction of advanced manufacturing technology.

"Once the research is completed," explained the MSC's regional director, Mr George Calder, "we can then set about organising the right sort of training in the right place in order for our engineering know-how and techniques to stay competitive with the world leaders."

The LCP contact has been agreed with a consortium of partners, headed by the North of England Engineering Employers' Association and including local colleges and polytechnics, trade unions, training bodies and other shipbuilding and engineering employers.

## Raising interest in engineering

This year's Young Engineer for Britain award has gone to a 13-year-old from Durham, Richard Johnston, who designed and assembled a machine for converting seawave energy into electricity to power navigation buoys.

The competition is organised by the Engineering Council and funded by the Department of Trade and Industry, with prizes sponsored by industrial and professional organisations. It aims to foster and strengthen the links between education and industry and so develop the interest of young people in engineering and in careers in manufacturing industry. There are different class awards for individual and group entries and for different age ranges.



The prototype hand-propelled go-kart for paraplegic children, designed and built by apprentices from Cleveland Potash Ltd during their time at Cleveland Technical College, which came second in the class for 17 to 19-year-olds.

### Variety

The 49 projects to reach this year's finals covered most branches of engineering, varying from a lateral stability device designed to warn vehicle drivers of an imminent dip in the terrain to a dust extractor/safety guard for woodworking lathes.

Before awarding the prizes Prince Michael of Kent told the young engineers: "You have a greater responsibility for shap-

ing the future of Britain than any other group I know." Engineering, he said, offers an exciting and rewarding career, and it is important to convince young people, parents and teachers of this. "It is certainly not a soft option," he declared.

He also stressed the need to persuade more girls to enter the profession. The wise 84 (Women Into Science and Engineering)

campaign was playing an important role and he was encouraged to see several girls among the finalists. A special prize for the best project by a girl or group of girls was won by Baljit Dhaliwal, Julie Ellis and Navjot Kalsi from Little Ilford School in London for their environmental control system for the disabled, which also won first prize in the 12 to 14-year-old section.

## Retraining prospects worry computer companies

Computer firms are anxious to recruit higher quality personnel with all-round skills but are sceptical about industry's ability to cope with this demand through retraining.

A survey of 3,000 employers and 500 course providers, conducted by the Manpower Services Commission, also revealed that almost 40 per cent of companies offer no formal training to their employees.

The lack of appropriate personal qualities was ranked as the major deficiency in recruiting. However, in spite of this emphasis, there was no evidence—apart from the general interview—of any systematic attempt to assess these qualities.

### Concern

It was clear from the survey that retraining was regarded as a vital element in meeting the challenge of developments in the computer industry but many expressed concern about existing means of meeting that demand.

Surprisingly perhaps, in view of the fact that these firms are in the computer business, the major deficiency highlighted by the MSC's report was that hardly any of them had carried out a formal evaluation of the tests they used in their selection procedures; and in line with this—perhaps as a consequence—hardly any had conducted formal job analyses.

The MSC's director, Mr Geoffrey Holland, believes that the problems associated with

retraining that this report identified have a far wider relevance than merely to the computer industry. Speaking to the New Technologies in Training conference in London this month, he warned that industry's need to retrain the workforce will not be met without rapid changes in our training and education systems: "Some estimates suggest that between half and three-quarters of the workforce, across all sectors of industry and commerce and all levels of skill, may require some form of retraining, updating or enhancement of skill over the next five years.

### Challenge

"That challenge is not going to be met unless our education and training systems can rapidly become more responsive and flexible. Nor will it be met unless the education and training systems continue to develop and use new approaches and new methods."

He particularly urged employers thinking

of introducing new technology to ensure they capitalise on their investment by using the computer's teaching potential. "The computer, the VDU, the telephone, the latest work stations are not being used to their full potential."

### Employers

It is also largely up to employers to remedy the shortfall in information technology (IT) skills, according to the Parliamentary Under Secretary of State for Industry, Mr John Butcher. It is no good them sitting back and waiting for either Government or other companies to bring about a reversal in the present IT skills shortfall, he told a Confederation of British Industry conference: "Such an attitude, in stark contrast to that prevailing among our main overseas competitors, would condemn Britain to the second division as a producer and user of information technology."

Action is in hand already to forge the partnership for change, he continued: "Academic institutions will shortly be advising on their needs for assistance in the form of equipment, accommodation and teaching help. It is vital that companies themselves respond effectively."



## Worker co-ops zoom ahead

There are now almost 1,000 industrial worker co-operatives in the country, with half of them operating in the services sector. A survey by the Co-operative Development Agency shows that the sector with the fastest rate of growth has been building and construction, where there are now 66 co-operatives.

The number of industrial worker co-operatives has trebled in the past four years and has nearly doubled since 1982. This growth is in addition to any by the agricultural, consumer and housing co-operatives, which were not included in the survey.

More than 20,000 people are members of the industrial co-ops and, though most have a membership of fewer than ten, some of the older co-ops have as many as 600 members.

Some 30 per cent of these co-ops are in the London area but the South West and East Anglia have the lowest totals. Much of the recent growth is credited to the support provided by local co-op development agencies, of which there are now more than 80 around the country.

## Past winners are still "Fit for work"

Among the 100 companies that have won this year's Manpower Services Commission's "Fit for Work" award 19 of them are receiving the award for the second time.

It is given in recognition of a company's achievement in employing disabled people, and this year the award has been given to firms from all parts of the country, ranging from the Theatre Royal in Plymouth to a double glazing manufacturer in Irvine and a jewellery box manufacturer in Caerphilly.

There were 340 entries for this, the fifth year of the award. The standard of applications was described as most encouraging.

"The employers who have won the award are not philanthropists but realists. They know that it makes sound business sense to employ disabled people," remarked the MSC's director, Mr Geoffrey Holland. And he emphasised that the MSC's Disablement Advisory Service is available throughout the country to advise and help employers on the recruitment, retention and career development of disabled workers.

## New job creation body

This month's merger of Business in the Community with the Confederation of British Industry's Special Programme Unit into a new organisation, also named Business in the Community, has created one of the private sector's largest job creation bodies.

It currently deals with 176 enterprise agencies (which it hopes to raise to around 250) and 27 community action programmes, aimed at training and placing young people in jobs.

According to BIC, its enterprise agencies are responsible for creating approximately 30,000 jobs a year, with probably more jobs resulting from the spin-off caused by this increased economic activity.

Former Cabinet minister Lord Carr,

chairman of Prudential Assurance, is the chairman of the new BIC. One of the major tasks he will be seeking to tackle is the achievement of a 30 per cent increase in the 1,000 staff presently seconded from industry and commerce to community-based projects; but he is anxious to avoid letting companies use secondment as a means of pushing less able middle managers out of the way for a year or two.

Many large companies are already involved in secondment via BIC but Lord Carr believes there is still considerable potential to be tapped among medium-sized firms. His target is to double the number of private companies supporting BIC and thus stimulate job creation in all parts of the country.

## Change in work patterns

Within individual firms the internal labour market is breaking up into increasingly flexible groups of workers clustered around a numerically stable core group of employees, claims Mr John Atkinson, a research fellow at the Institute of Manpower Studies.

This core group of workers, he told this year's Manpower Society conference, is responsible for the key, firm-specific activities. But the growing diversity in working patterns around them may either lead to liberation from what he called "the grinding conformity of the world of work" or else it could create permanent insecurity.

The onus, he said, was both on the employing organisations to develop manpower policies fit for the effective management of such a diversified workforce and on the workers themselves to find new ways of spreading the collective strengths of the firm's key workers so as to promote and protect the conditions of the rest of the workforce.

## Young forms four working groups

The Prime Minister has identified a number of areas to which, after discussion with the other ministers concerned, she has asked the Minister without Portfolio, Mr David Young, to give immediate attention in pursuing his remit to promote policies for the growth of enterprise and the creation of jobs.

These areas are policy towards small firms; measures to increase competition; the reduction of controls and regulations; and the co-ordination of policies to promote the education, training and employment of 14 to 18-year-olds.

For each of these areas he is establishing a working group under his chairmanship consisting of a junior minister and senior official nominated by the minister in charge of the Departments concerned. These working groups will report with conclusions and recommendations to the appropriate Cabinet Committee by whom decisions will be taken.

At present the junior ministers at the Department of Employment with some responsibility for these policy areas are Mr Peter Morrison (training, Manpower Services Commission, strategic employment issues, careers service), Mr Alan Clark (new firms, enterprise allowance, work permits, local and regional employment issues) and Mr Peter Bottomley (pay, wages councils, holidays, redundancy payments, em-

ployee rights and job satisfaction).

The list of Mr Young's responsibilities is not exclusive and he will be free to pursue other matters within his general remit at the request of the Prime Minister or on his own initiative. He will also participate in the work of the main economic Cabinet Committees as well as of the Cabinet itself.

As Minister without Portfolio he will work in close consultation with the Departments concerned, the No 10 Policy Unit and, in the case of the reduction of controls and regulations, with the Efficiency Unit.

Mr Young is to be supported by a small group of officials to be known as the Enterprise Unit. This unit is being located within the Cabinet Office where the Minister's own office is also located.



## New technology and flexible patterns of working time

by Auriol Blandy

Work Research Unit,  
Department of  
Employment

This article explores the ways and extent to which the arrangement of working time is being affected by the introduction of microelectronic technology. Decisions about working time are not taken in isolation and new technology is not at present the main influence upon them. The main factors that form the context of these decisions are briefly examined. The views expressed in this article are those of the author and do not reflect those of the Department of Employment.

The introduction of new technology is not only altering, sometimes fundamentally, the work that people do in their jobs. It is also making possible wide-ranging changes to various aspects of work organisation. This is nothing new: technology has always had a major influence on the ways in which work is organised—size of enterprise, plant or working group hierarchical structure, allocation of tasks, etc. The patterns which are currently familiar have evolved as a result of earlier technological developments that prompted organisational changes intended to ensure (within the constraints of legislation, social pressures and the capabilities of the workforce) the most effective use of the new equipment.

Of the present new technologies the one likely to have the most far reaching effects on work organisation is that based on the microprocessor. Although its introduction has not been as rapid as originally anticipated many different applications have been developed and are now being adopted in almost every sphere of industry, commerce and public service. Many depend on the combination of computing and telecommunications now known as "information technology" (IT) which can acquire, process, transmit

and present information in all its forms—audio, video, text and graphics. In manufacturing this has resulted in sophisticated computer controlled machine tools and robotics, while in the service industries there are applications such as Electronic Funds Transfer and automatic debiting (everyone knows of the cash dispensing facilities outside High Street bank branches) and computerised airline reservations. In offices word processors are becoming familiar, and in commerce as well as at home increasing use is being made of teletext and viewdata facilities such as British Telecom's Prestel.

One of the distinguishing features of this microelectronic technology is the range of options it opens up in the field of work organisation, largely because workers are increasingly manipulating information about operations rather than carrying out the operations manually themselves, and the information itself is more widely accessible. But although

*Note:* An earlier version of this article formed a paper given by the Director of the Work Research Unit at a conference on 'New Technology and the Social Challenge' at the European Academy of Great Britain on June 18, 1984.



the "chip" has been with us for about ten years, only now are these options, and the flexibility they can permit, beginning to be appreciated and exploited. An important aspect of this potential for flexibility is that it is becoming easier to organise work in ways which take account of the needs and preferences of individual workers without adding to costs or compromising work system efficiency. On the contrary: the evidence is that the more satisfactory work organisation is from the point of view of each employee, the better he or she will be motivated at work; such an approach to work organisation therefore encourages the individual human contributions to the business to be maximised, and leads to more effective outcomes than does concentration on the equipment's technical efficiency alone.

Work organisation has many interrelated dimensions. This article will explore the ways and extent to which just one of them, the arrangement of working time, is being affected by the introduction of microelectronic technology. But decisions about working time cannot be taken in isolation, and new technology is not the only, nor indeed the chief, influence upon them. So the main factors that form the context of those decisions, and their relationship with new technology, must first be briefly examined.

### Productivity

In any organisation the essential consideration when any change in working time is proposed is productivity. In competitive situations productivity largely determines a company's position in the market, so that survival and success depend upon it. Productivity is usually defined in terms of the output from the plant, capital and people employed. Investment in new technology is conventionally seen as upgrading the plant and making it more productive, so that the people can produce the same output in less time, or more output in the same time. This simple way of looking at the relationships encourages the notion that new technology must always lead to the possibility of some reduction in working time.

The reality is more complex. A less restricted view of productivity recognises that it depends not just upon the "production line" and associated costs, but also on the *design* of the product or service, the *way* that the resources—the people, machinery, materials and money—are brought together (which includes working time), and the *style* in which that management takes place. These characteristics of an organisation, difficult to measure, are closely interrelated. An application of new technology which directly affects and changes any one of them is likely therefore to affect the others, and perhaps require them to be changed too. These "shunt and ripple effects" will in turn modify the interrelationships; patterns of working time may be influenced in unexpected ways, possibly impinging upon managers and other so-called "indirect workers" as much as on the production people.

### External influences

Organisational decisions about patterns of working time are also subject to external trends and influences, some of which are very powerful. Legislation is an obvious example, for instance that relating to Sunday observance, or women on night shifts. Many of the outside influences are themselves directly or indirectly related to technological change and productivity.

### Reduction in working time

One of the strongest external influences is the general

trend in all advanced industrialised countries towards reduced working time. There are three main components:

- (1) **Shorter hours per week (all full-time employees)**
  - In 1900 hours worked averaged 54.
  - In 1983 hours worked averaged just over 40 (including overtime).
- (2) **Increasing holiday entitlements**
  - In 1900 holiday entitlements were rare.
  - In 1970 97 per cent of workers had between two and three weeks' holiday.
  - In 1983 93 per cent of workers had four weeks or more.
- (3) **Shorter working lives**
  - In 1908 the maximum *working* life expectancy was 58 years (12–70).
  - Since 1974 it has been 49 years (16–65).

This has all been made possible, with rising standards of living, by the increased productivity generated by the new technologies of the past; expectations of reduced working hours and longer holidays are now widespread among working people and consequently trade unions often incorporate claims in line with their members' aspirations as part of the reward bargaining process, even when there are no technological changes. In such circumstances employers naturally seek to offset the costs, generally by organisational changes such as reducing numbers employed, introducing shift working, minimising non-productive time such as tea breaks and encouraging greater mobility and flexibility between jobs.

While it is not sensible simply to extrapolate from past decreases, it is generally predicted that there will be some further reductions in working time, provided costs can be offset and levels of efficiency maintained or increased. New technology will clearly have a contribution to make.

### Unemployment

The introduction of new technology is estimated to have had very little effect on current levels of unemployment. But one of the effects of high unemployment has been to create pressures to reduce working lives still further, as some people see the reduction of working time as a way out of the problem. They argue that it would have the effect of spreading the work available at any one time more evenly among the population of working age, thereby reducing the number of those claiming unemployment benefit. A variety of suggested measures have been grouped together under the general heading of "work-sharing". Some have already been implemented to some extent, eg shortening working lives even further by on the one hand delaying young people's entry into the labour-market with full-time training schemes, and on the other encouraging early exit from it through early retirement, or the Government's Job Release Scheme. Other possibilities are for the reduction or elimination of overtime, more "job-sharing" (the Department of Employment's Job Splitting Scheme is a contribution here) and wider use of "sabbatical" periods away from work.

However, there is no simple relationship between reduced working time and the creation of new jobs. The employment effects of reduced working time can only be positive if there is no increase in employers' costs and competitiveness is not impaired; this means that shortening the working week or working day by small amounts is unlikely to have any work-sharing effect since, as has been noted above, employers will seek to compensate for any

such reduction by increases in productivity. Unless there is a big rise in demand for the product or service no new jobs will result; indeed there are many instances of reduced working time being coupled with increases in productivity which are more than compensatory, and these are likely to be more numerous as the new technologies become more widespread. So it should not be imagined that all measures to reduce working time are equally effective ways of generating more job opportunities.

A practical example of work-sharing that does generate jobs while not resulting in increased costs (depending on the way it is organised and managed) is five crew shift working for continuous processes. The introduction of the 39 hour week in many industries means that "traditional" four crew working is only possible with systematic overtime. Employing a fifth crew involves paying wages to 25 per cent more people, but systematic overtime is eliminated, and further savings have accrued from reduced sickness and absenteeism and more efficient working. Employees benefit from longer blocks of leisure time or more whole weekends off, depending on the pattern worked.

### Part-time working

Quite unconnected with the work-sharing debate has been the growth in part-time working, coinciding with the growth in women's employment over the last 20 years. One in five of all working people now works part-time, in a variety of patterns. Although part-time working is largely confined to women, its extent inevitably affects thinking about patterns of working time.

### Developments in other countries

Trends in other European countries have also been towards reductions in working time and other work-sharing measures. Some countries have taken a legislative route, perhaps hoping thereby to maximise the number of jobs that are retained or created. For example, French legislation which took effect in February 1982 reduced the basic working week from 40 to 39 hours, increased annual paid holidays from four to five weeks and made new rules about maximum permissible overtime. A feature of these rules, paralleled by Belgian legislation, is that the proportion to be paid for by "time off in lieu" is stipulated. Thus in Belgium overtime is limited to 65 hours a quarter, paid at "time-and-a-half", but only the "half" may be paid in cash. The "time" must be compensated by time off in lieu.

In the United Kingdom overtime has traditionally been seen as a matter to be negotiated between employer and employees and their representatives. The notion that employers might pay for overtime worked by their "blue collar" employees in part at least by time off in lieu hardly exists as yet, although informal arrangements are common among white collar, professional and managerial staff.

### Quality of working life

Employers' willingness to improve conditions of employment has also had some influence on patterns of working time, notably through the introduction of Flexible Working Hours, or "flexitime". This concept, developed in Germany in the late 1960s, has not spread as fast in Britain as on the Continent and is still relatively rare in manufacturing environments. Its importance has been to introduce an element of employee discretion and choice over the arrangement of working time, and this has been found to have benefits both for the employees and for their employing organisations. New technology should enable flexitime to be more easily organised and administered.

### New technology

Against this background, what have been the specific influences of new technology, and what kinds of changes to patterns of working time can be expected as its introduction becomes more widespread?

In manufacturing there are as yet few installations in the United Kingdom of the kind which can make really dramatic gains in productivity—the sort which sprout sets of initials baffling to the non-technical person: Flexible Manufacturing Systems (FMS) which combine Numerically Controlled (NC) and Computer Integrated (CNC) machine tools to work on components which are presented to and extracted from the tools by robots, which in turn pick the components from and replace them onto computer controlled conveyors or Automated Guided Vehicles (AGVs). The whole is an example of Computer Integrated Engineering (CIE), and may have been created through the medium of Computer Aided Design (CAD).

Such installations all aim to cut costs relative to output and quality—costs of materials and components, of work in progress and of labour. The *FMS Report* by Ingersoll Engineers showed that despite problems of planning and installation, Flexible Manufacturing Systems could both improve machine utilisation by 30 per cent and reduce labour time required, also by 30 per cent.

There are Japanese examples that go even further. The most publicised is the plant owned by Fujitsu Fanuc where it takes just 100 men, including the two directors, to machine, assemble, despatch and sell 100 mini CNC machines, 100 EDM wirecutting machines and 50 robots worth £3.6 million each month. This is a worker productivity ratio five times higher than in a conventional plant. It is achieved because during 16 hours out of 24 the machine shop continues to operate under the supervision of one man sitting in the computer control centre, all the pallet changers and carousel units of the machines having been loaded up during the day.

In Britain there is nothing quite so advanced yet. However the Department of Industry's Support for Innovation (SFI) programme includes special arrangements, including grants to employers, to encourage new technology, so it will come. Anderson Strathclyde, manufacturers of mining equipment, have installed a Flexible Manufacturing System which will require only two men per shift to produce output which with conventional machinery would have required 30 men. Rolls-Royce's new automated production line in Derby has both increased productivity by 200 per cent and reduced unit labour costs by 20 per cent. A three-man shift now produces what used to take 30 men.

These examples illustrate three important effects which new technology is beginning to have on patterns of working time:

- new technology is contributing to shorter working hours; this effect will be reinforced if employers seek to compensate for the higher productivity in part at least in time rather than money. But the precise form such reductions may take will depend on other factors. There is a range of options from longer annual holidays to a fixed reduction to each working day, and all kinds of variations in between, including the elimination of systematic overtime (which at the moment still averages over four hours a week in manufacturing industry for both manual and non-manual workers).
- the equipment is expensive, and an important objective for employers will be to get their money back by ensuring that it is used to the maximum degree possible within the constraints of the overall production system,



market demands and trade union bargaining positions. In other words, more people, some in different categories than hitherto, will be asked to work shifts.

- the person or people controlling the operations will be doing work of a kind which has more in common with so-called "white collar work" than with traditional factory jobs. Indeed, keyboards and Visual Display Units (VDUs), perhaps best known as integral parts of word processors and office computer terminals, are now increasingly common on the factory floor as well. Effectively, although the applications differ, the same Information Technology is being installed in both office and manufacturing environments where its integrative nature enables a number of separate functions to be performed just by keying in simple instructions. It is therefore starting to blur the distinctions and lower the barriers between office and shop-floor. This must surely reinforce the emerging trend towards "harmonisation" of working hours among those groups who have traditionally been treated differently, whether known as "manual workers and staff", "blue and white collar", or "workforce and management".

Parallel developments are becoming apparent in commercial and office areas as integrated IT applications take over much of the work previously done manually even in those systems where computers have long been used for calculation and data sorting purposes. There are plenty of examples in insurance and banking, which not only do the work but allow for the provision of management information and electronic filing as well. With almost instantaneous data transmission (whether text, graphics or numbers) it has become possible to manage a business with many widely dispersed branches as if it were one office. Managers find it useful to be able to call up information for themselves, and are becoming adept at using the technology. Add optical character recognition (OCR, where a computer or word processor can read printed or typed text) and electronic diary management, both already here, and voice recognition—coming shortly—and it becomes clear that secretarial and clerical roles must change. Already such people are just being called "support staff" in some companies, and the hierarchial divisions between them and executives are becoming less clear cut. Patterns of working time are likely to become progressively more flexible and arranged within groups for mutual convenience.

And finally, the same technology can be used to enable people to work from home, whether executive, professional or support staff, linked in to the computer systems of their employer. For these people the distinction between home and office has disappeared, and if more organisations follow the routes pioneered by F International, ICL and Rank Xerox, more people will experience what must be the ultimate in flexible working time arrangements.

### The effects in practice

Although it is possible to discern the broad effects which microelectronic technology will have on patterns of working time—reduction in hours, relatively more shiftwork and more flexible arrangements—changes to date have not been widespread, and most have been due to the more general trends described earlier. Technology-driven examples are not easy to find.

Even the much publicised 32½ hour week introduced earlier this year for some 125 technicians at Westland plc, generally ascribed to the introduction of CAD equipment,

was in reality due as much to technological developments of a different kind, in the field of international communications. Company executives explained to the Work Research Unit that their customers span the globe and are in their offices wanting to communicate with Westland at times outside normal British working hours. Telephone conversations and instant data transmission by satellite have largely replaced letters, telegrams and even telex as the normal, cost effective, mode of business communication. In Westland this meant shiftwork for these technicians (other day workers have not been affected, and continue to work a 37 hour week). Coincidentally the CAD equipment was about to be introduced, with pressure from the financial managers to have it in use for at least 16 hours a day instead of the normal eight.

The arrangements worked out illustrate two of the general trends. They provide for:

- the CAD equipment to be in use from 6 am to 11.15 pm, a total coverage of 86¼ hours per week instead of 37 with the old technology.
- a choice of three double day shift systems for most of the workers concerned, each averaging 32½ hours over a period. They are

- (A) A staggered four day week.
- (B) Four weeks on, one week off.
- (C) Four long weekends out of six.

Some people, however, are required by the nature of their work to be on either system A or system C; for example the programmers and liaison planners have agreed to work system A.

- Pay remains the same as for the 37 hour week, plus a ten per cent shift premium (an overall premium on the 32½ hours of 25 per cent), and lump sums for those who agree to work shifts for four years.

This case illustrates several points:

- increased pressures for shift work can arise not only from an employer's desire to get the best return on an investment, but also from the increasing need arising from trading patterns for people to work in "world time" instead of GMT or British Summer Time. In the City of London the Stock Exchange, Lloyds and other exchanges have been influenced in this way.
- shift working itself involves certain costs, normally in the form of shift premia. But it may be possible to negotiate payment through more time off instead of money to compensate for working "unsocial hours". The new system at Westland was less costly than shifts involving a 37 hour working week, as in order to comply with union agreements these would have carried a 30 per cent shift premium.
- there is nothing sacrosanct about the five day working week, or the eight hour working day, any more than there was about the ten hour day or six day week.

All of these able to choose their pattern have so far opted for arrangement C (long weekends) though company managers expect that many will change to option B as its advantages become more apparent.

### Shiftwork patterns

If round the clock shiftwork is required there is in theory almost no limit to the way the 24 hours can be carved up to meet the needs of the organisation and its workers, whether the work has particular peaks, as in transport systems or hospitals, or is continuous such as in chemical process production, power supply generation, or steelworks. Five crew working has been mentioned earlier. Perhaps it will become the norm. If it does, then shorter working hours are likely to lead to six—and even seven and eight—crew working. Examples of six crew continuous working in two Belgian power stations were studied by the European Foundation for Living and Working Conditions as part of its programme of research on shifts. The crews work an average of 38 hours per week on a six week rota involving eight hour shifts, some eight hour day work and one week off on "standby" in addition to rest periods.

Some employees prefer long shifts—a variant on the four day "compressed work week", popular in America but much less so here, except in the engineering industry which uses four ten hour night shifts rather than 5 × 8 hours. Twelve hour shift systems are sometimes preferred because they give longer blocks of time off. (This preference may also be affected by the rising costs of transport to and from work.)

Increasingly it should be possible to cater for these preferences. Volvo in Sweden have introduced arrangements in one of their plants whereby workers can choose from six different shift patterns, some of which comprise six hour shifts, and which involve working between 29 and 40 hours per week. (This example underlines the need to distinguish between the "working" week for employees and the "operating" week for factory or office.)

It is not possible in this article to go into all the innovative shift patterns currently being worked. The point worth stressing is that new technology is likely to allow greater flexibility in arrangements than has been possible hitherto, and this will go some way towards satisfying the social needs of employees on shiftwork without jeopardising the productive efficiency of the enterprise.

Flexibility may also take the form of what have been called rather grandly "Personal Flexibility Schemes", ie the shiftworkers' version of flexitime, which provides flexible hand-over times and, in some cases, the same kinds of accumulated debit and credit hours. Informal flexible handover times have been common in the steel and other industries for years. But when formalised, such schemes are operated under the control of the employer and may be entirely de-personalised and supervisor controlled. Such an arrangement negates some of the well documented advantages of flexitime.

### Wider flexibility

Passing control to the employees, in what have been called "Time Flexibility Schemes" can lead to the flexible working year. In Germany this idea was introduced a few years ago, based on net working hours. This allows employees to arrange their work schedules to suit the rest of their lives, for instance longer hours in winter and shorter hours in summer; working mothers can work full-time during term time and be off during the holidays. Normally each employee contracts at the beginning of each year to work a certain number of hours, and then agrees how these hours will be arranged. Such a system provides advantages both to employees and to employers who find they can make more effective use of employees' skills and deal more easily with fluctuating work loads. Labour turnover and

absenteeism have been greatly reduced. Some employers in Britain are beginning to think about this type of scheme.

Arrangements of this kind are likely to be encouraged by Information Technology, not only because, as has already been noted, the kind of work done is leading to the bleaching of the traditional "blue collar", but also because the new ways of working are eroding the familiar "foreman" role: operatives supervising sophisticated machines will not themselves require supervising in the traditional, "overseeing" way as far as the actual work is concerned, and hours of attendance can easily be monitored by computerised clocking arrangements. It is likely therefore that along with harmonisation of hours, holidays and other benefits, production workers will be given the same degree of discretion as are office staff and junior managers when it comes to the arrangement and timing of their work.

Overall, then, new technology's influence on patterns of working time seems to be one of breaking down most if not all of the currently accepted patterns—the eight hour day, the 40 (or 39) hour week, the "normal working year". But all these concepts, and those of job sharing and part-time work (which may well increase) and also overtime, depend on the notion of the "full-time worker". If unemployment rates remain high it seems likely that pressures from this source will combine with those of new technology to undermine this concept also.

Here the Rank Xerox networking arrangements are instructive. This arrangement of working time is entirely dependent on new technology, the computer terminals in the networkers' homes. But the networkers are not employees, they are limited companies that contract to do work for Rank Xerox that is estimated to take not more than 50 per cent of their "normal" working time, in return for a fee paid at consultancy rates. For the rest of the time the networkers can develop their businesses as they will, or pursue other interests if they wish. In a sense there is nothing new there since such arrangements have their roots in the paid "outwork" or "homeworking" arrangements that have been with us ever since the dawn of the industrial age. But the crucial difference is that the "piecework" is paid for not at a marginal rate per item closely tied to time, but at a comprehensive rate which takes into account the "oncosts" of being self-employed and using the home as an office, yet only related to time in the loosest possible way. This has given maximum choice and flexibility to the workers concerned. Its true benefit is that it has freed them from clocking up hours in order to earn a living. And Rank Xerox has saved money by reducing its office costs.

Of course, only certain kinds of work can be done in this way. Rank Xerox estimates that in the foreseeable future 85 per cent of its people will remain as employees working on company premises. Nevertheless it feels that it is engaged in changing 200 years of conditioning about paid work, and the stereotypes of "full-time", "part-time" or "women's work". Networking dissolves the boundaries between all of these, and between the work done in the formal economy and that done in the informal economy—what Professor Charles Handy has called "pocket money work" and "gift work" of all kinds, including housework and productive leisure. It even begins to make the distinction between "work" and "leisure" look a bit shaky.

Some people see the solution to the problem of unemployment as lying, at least in part, along this road. If this is the case, then if new technology is leading us there, so much the better. At the same time, as NEDO's recent *Crisis* report points out, if new technology's potential for generating new jobs is to be fully realised, it must be introduced at a faster rate so as to create maximum demand and support for a strong supply industry.



## Conclusions

Professor John Ashworth, chairman of NEDO's Information Technology Economic Development Committee writes in his foreword to the *Crisis* report that Information Technology is fundamentally changing—for good or ill—the whole of our society. Certainly this examination of its likely effects on patterns of working time has indicated potentially far-reaching effects on other aspects of work organisation. In this situation it seems sensible that those who are considering or negotiating new working time arrangements should be asking themselves not only "How can we reduce working time without raising unit costs?" but also "How can we develop patterns of working time which are both economically and socially beneficial?" bearing in mind the interests of their own employees and also, if there is a possibility of creating new jobs without incurring extra costs, the potential advantages to the wider community.

And if a further goal is to be the development of individuals as masters of time, not its prisoners, the answer surely lies in devising schemes which, while maintaining productivity in its fullest sense, allow employees the greatest possible choice of working time arrangements, to suit their individual needs and preferences. Involving them in devising the schemes would help to ensure the most appropriate outcomes for all concerned.

Of course there are problems and limitations, but the chief problems are also opportunities, because they are questions of choice, as are so many of the decisions which flow from the introduction of new technology, including the precise form of the technology itself. The more widely the various choices can be discussed in the organisation, the more talent and experience will be brought to bear, and the better the choices and decisions are likely to be.

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## SPECIAL FEATURE



## First employment of young people

Although many young people entered the world of work in 1983 through the Youth Training Scheme, a substantial number entered employment much as in the past and were the subject of a special survey.

This note presents the main results of a sample survey of the first jobs of 16-year-old school leavers in 1983 from maintained schools in England and Wales who were not covered by the Youth Training Scheme (YTS). As well as describing the industries and occupations which young people enter, details are given of their educational qualifications and the training they expect to receive in their first job.

The analyses presented in this note relate solely to young people who become employees outside the YTS. Since the last similar survey undertaken in 1980, the pattern of recruitment of 16-year-old school leavers into employment has been substantially affected by the introduction of the YTS. Under the rules of the Scheme, employers who take on additional young people may also include some or all of their normal intake of 16-year-old school leavers. Also, any of those taken on under the Scheme, whether additional or not, may have been classed as employees or trainees according to circumstances. As a significant number of employees would be covered by the YTS, the analyses presented in this note will not be comparable with those based on earlier surveys which covered all employees. However, they indicate the nature and scale of the labour market for school leavers outside the YTS.

### Survey method

About 769,000 young people in maintained schools in England and Wales reached school leaving age in the 1982-

83 academic year. A one in 10 sample of these young people was studied in the New Entrants to Employment Survey (NEES) for 1983. The survey was carried out by local authority Careers Offices.

Information was obtained from 84 per cent of the sample (see Technical Note). This information, summarised in table 1, indicated that about 44 per cent remained

**Table 1 First destinations\* of 16-year-olds from maintained schools in England and Wales in 1983**

	Number		Percentage of reported destinations of those not remaining in full-time education
	In sample	In population†	
Estimated number of 16-year-olds	75,850	769,000	
Estimated number not covered because of non-identification**	7,000		
Sample identified	68,868		
Destination not reported‡	5,446		
Destination reported comprising	63,422		
Remaining in full-time education	27,714	336,000	
Not remaining in full-time education	35,708		100
of which,			
Entering YTS††	17,156	208,000	48.0
Entering employment outside YTS	13,665	166,000	38.3
Not yet employed	4,887	59,000	13.7

\* As reported by the end of December 1983 for those reaching minimum school-leaving age during the academic year 1982-83.

† The grossed-up estimates for particular destinations based on the reported numbers assume that non-response affected all destinations pro rata. They are subject to a significant degree of uncertainty (see "Technical Note").

\*\* See "Technical Note" on survey response.

‡ Includes a few destinations other than those identified, e.g. long-term sickness.

†† See "Technical Note" on YTS.



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**Table 2 First job destinations of young people outside YTS: by region**

Region	Male		Female		Male and female	
	All	Apprentices <sup>†</sup>	All	Apprentices <sup>†</sup>	All	Apprentices <sup>†</sup>
	Sample number*	Per cent	Sample number*	Per cent	Sample number*	Per cent
Greater London	892	22.0	629	7.3	1,521	15.9
South East (excluding Greater London)	1,717	18.7	1,273	9.9	2,990	14.9
East Anglia	320	14.1	328	9.5	648	11.7
South West	666	17.3	496	8.3	1,162	13.4
West Midlands	776	20.0	495	8.9	1,271	15.7
East Midlands	744	22.9	611	8.2	1,355	16.2
Yorkshire and Humberside	814	25.4	665	7.5	1,479	17.4
North West	905	35.7	710	8.5	1,615	23.7
Northern Wales	409	33.5	335	9.0	744	22.5
Wales	315	25.7	238	10.9	553	19.4
<b>England and Wales</b>	<b>7,558</b>	<b>23.2</b>	<b>5,780</b>	<b>8.7</b>	<b>13,338</b>	<b>16.9</b>
Estimated grossed-up number for England and Wales (thousand) <sup>‡</sup>	94		72		166	

\* The numbers are slightly smaller than in table 1: see "Technical Note" on survey response.  
<sup>†</sup> See "Technical Note" on apprentices.  
<sup>‡</sup> See note † on table 1.

in full-time education. Of those not remaining in full-time education, 48 per cent entered the YTS, 38 per cent obtained employment outside the YTS and the remainder, just under 14 per cent, remained unemployed at the end of December 1983. As the response to the survey was incomplete, the figures in table 1 probably overstate slightly the proportion of young people entering YTS and understate the proportion which remained unemployed. Independently derived estimates of the labour market status of 16-year-olds in January 1984 were presented by the Manpower Services Commission in their *Labour Market Quarterly Report* for May 1984 (table 8). Reasons for the differences between these two sets of figures, which include differences in definition, are set out in a Technical Note at the end of this article.

The remainder of this note deals with the 38 per cent of 16-year-old school leavers who entered employment outside the YTS. These amounted to around 165,000 young people, just under 95,000 males and just over 70,000 females. Table 2 shows the distribution of these jobs by region.

### Industrial pattern

As table 3 indicates, manufacturing industry provided about one-third of the jobs for 16-year-old new entrants in 1983, with a further 15 per cent coming from other production industries, about 25 per cent from transport, communications and distribution, and 27 per cent from the services sector.

	Distribution (per cent) by industry of new entrants to employment and of all employees: England and Wales	
	First employment of 16-year-olds in 1983	All employees in employment at December 1983
Manufacturing	33.2	26.7
Other production industries	15.4	9.2
Transport and distribution	24.5	22.1
Services	26.8	42.0
<b>All industries and services</b>	<b>100</b>	<b>100</b>

There were similar proportions of jobs in manufacturing for 16-year-old males and females. Around a quarter

**Table 3 First job destinations as employees outside YTS: distribution by industry**

England and Wales	Industry	Male		Female		Per cent	
		All	Apprentices	All	Apprentices	All	Apprentices
		All	Apprentices	All	Apprentices	All	Apprentices
	I Agriculture, forestry and fishing	5.6	1.9	1.4	0.6	3.8	1.6
	II Mining and quarrying	0.9	1.1	—	—	0.5	0.9
	III- <i>Manufacturing</i>	32.5	37.1	34.0	5.2	33.2	29.9
	III Food, drink and tobacco	2.9	1.3	4.3	0.4	3.5	1.1
	IV Coal and petroleum	—	0.1	—	—	—	—
	V Chemicals and allied industries	1.4	1.8	1.7	0.4	1.5	1.5
	VI Metal manufacture	1.2	1.5	0.2	—	0.7	1.2
	VII Mechanical engineering	3.5	6.5	1.4	0.6	2.6	5.1
	VIII Instrument engineering	0.6	0.6	0.7	0.2	0.6	0.5
	IX Electrical engineering	3.0	3.8	4.0	0.6	3.4	3.1
	X Shipbuilding and marine engineering	0.6	2.1	0.1	0.2	0.4	1.6
	XI Vehicles	2.5	7.7	0.3	0.2	1.5	6.0
	XII Metal goods not elsewhere specified	4.0	4.0	2.1	0.6	3.2	3.2
	XIII Textiles	1.4	0.6	4.2	0.2	2.6	0.5
	XIV Leather, leather goods and fur	0.4	0.2	0.4	—	0.4	0.1
	XV Clothing and footwear	1.4	0.1	7.4	0.4	4.0	0.1
	XVI Bricks, pottery, glass, cement, etc	1.3	1.0	1.0	0.2	1.2	0.9
	XVII Timber, furniture, etc	4.3	3.1	1.3	0.2	3.0	2.5
	XVIII Paper, printing and publishing	2.1	1.8	2.5	0.4	2.3	1.5
	XIX Other manufacturing industries	2.1	1.0	2.4	0.6	2.2	0.9
	XX Construction	17.7	24.2	1.5	0.2	10.7	18.9
	XXI Gas, electricity and water	0.6	2.1	0.2	0.6	0.5	1.8
	XXII Transport and communication	3.5	5.1	2.2	0.6	2.9	4.1
	XXIII Distributive	18.1	4.5	26.3	3.6	21.6	4.3
	XXIV Insurance, banking, finance and business services	2.1	0.6	7.3	1.4	4.4	0.8
	XXV Professional and scientific services	1.4	1.8	6.3	3.4	3.5	2.2
	XXVI Miscellaneous services	10.7	12.7	19.3	83.7	14.4	28.6
	XXVII Public administration and defence	6.9	8.8	1.8	0.6	4.6	7.0
	<b>All industries and services</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	Estimated grossed-up number for all industries and services (thousand)	94		72		166	

of male jobs were in production industries outside manufacturing, compared with only three per cent of female jobs. In contrast, over a third of female jobs were in the services sector, compared with just over a fifth of male jobs.

### Occupational pattern

Table 4 sets out the broad occupational analysis of new entrants to employment.

For males, nearly one-third of the jobs were in the processing, making and repairing categories. For females the comparable proportion was about a sixth. Over ten per cent of male jobs were in the transport and security categories, where virtually no female jobs were found. In contrast, nearly a quarter of female jobs were in clerical and related occupations, five times the proportion for males, and a fifth were in selling, more than twice the proportion for males.

### New entrants to employment: percentage distribution by occupation

	Male	Female
Management, professional and related (i to vi)	8.5	4.1
Clerical and related (vii)	4.8	24.0
Selling (viii)	9.2	19.6
Catering, etc and other personal services (x)	5.1	18.3
Processing, making and repairing (xii to xiv)	32.4	17.3
Painting, repetitive assembling, etc (xv)	6.1	10.1
Agriculture, construction, mining and related (xi and xvi)	17.3	2.5
Transport and security (ix and xvii)	11.3	0.7
Miscellaneous (xviii)	5.4	3.4
<b>All</b>	<b>100</b>	<b>100</b>

### Qualifications of new entrants

Table 5 sets out the distribution of educational qualifications of 16-year-old new entrants to employment outside the YTS.

Forty-one per cent of the new entrants had at least one

**Table 4 First job destinations as employees outside YTS: distribution by occupation**

England and Wales	Occupation	Male		Female		Per cent	
		All	Apprentices	All	Apprentices	All	Apprentices
		All	Apprentices	All	Apprentices	All	Apprentices
	I Management (general management)	—	0.1	—	—	—	—
	II Professional and related supporting management and administration	0.8	0.6	1.4	0.6	1.0	0.6
	III Professional and related in education, welfare and health	0.2	0.2	1.2	0.4	0.6	0.2
	IV Literary, artistic and sports	0.6	1.1	0.7	0.4	0.7	0.9
	V Professional and related in science	6.0	17.9	0.5	0.8	3.6	14.1
	VI Managerial (excluding general management)	0.9	1.9	0.3	0.4	0.7	1.6
	VII Clerical and related	4.8	1.2	24.0	3.4	13.1	1.7
	VIII Selling	9.2	0.8	19.6	0.8	13.7	0.8
	IX Security and protective services	4.5	4.0	0.1	—	2.6	3.1
	X Catering, cleaning, hairdressing and other personal services	5.1	5.1	18.3	87.5	10.8	23.6
	XI Farming, fishing and related	6.2	2.3	2.4	1.2	4.6	2.1
	XII Material processing (excluding metal)	4.2	2.6	3.6	1.2	4.0	2.3
	XIII Making and repairing (excluding metal and electrical)	10.3	12.1	11.9	0.6	11.0	9.5
	XIV Processing, making, repairing and related (metal and electrical)	17.8	38.8	1.8	1.6	10.9	30.5
	XV Painting, repetitive assembling, product inspecting, packaging and related	6.1	3.0	10.1	1.0	7.8	2.6
	XVI Construction, mining and related	11.1	7.1	0.1	—	6.3	5.5
	XVII Transport operating, materials moving and storing and related	6.7	0.8	0.5	—	4.0	0.6
	XVIII Miscellaneous: General labourers*	5.3	0.3	3.3	0.2	4.4	0.3
	Other occupations not elsewhere classified	0.1	0.1	—	0.1	—	0.1
	<b>All occupations</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	Estimated grossed-up number for all occupations (thousand)	94		72		166	

\* Includes small numbers in machinery, plant and equipment operating occupations and supervisors and foremen not elsewhere classified.

**Table 5 First job destinations as employees outside YTS: distribution by educational qualifications**

England and Wales	Educational qualifications	Male		Female		Per cent	
		All	Apprentices	All	Apprentices	All	Apprentices
		All	Apprentices	All	Apprentices	All	Apprentices
	GCE O-level or equivalent* and above of which	40.3	64.2	42.6	50.4	41.3	61.1
	1 or more A-level	0.1	0.1	0.2	0.2	0.2	0.1
	7 or more O-levels	1.6	4.0	1.7	2.0	1.6	3.6
	5 or 6 O-levels	2.8	6.3	3.1	3.4	3.0	5.6
	3 or 4 O-levels	5.4	12.7	5.6	5.2	5.5	11.1
	1 or 2 O-levels	12.0	19.4	13.4	18.1	12.6	19.1
	5 or more CSE	6.7	6.8	6.1	8.5	6.4	7.2
	3 or 4 CSE	4.1	5.2	3.9	4.4	4.0	5.0
	1 or 2 CSE	7.6	9.6	8.6	8.7	8.0	9.4
	Less than GCE O-level or equivalent	59.1	35.1	57.0	49.2	58.2	38.2
	Qualifications not stated	0.6	0.7	0.4	0.4	0.5	0.7
	<b>All entrants</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	Estimated grossed-up number for all entrants (thousand)	94		72		166	

\* GCE O-level grades A, B and C, and CSE grade 1.

GCE "O" level or equivalent qualification. The corresponding figures for males and females were 40 per cent and 43 per cent respectively.

### Training

Table 6 shows the distribution of the length of training offered to new entrants. These details relate solely to the length of time for which training is offered, not to its continuity or intensity which may vary significantly from job to job.

### Distribution (per cent) of length of training offered to new entrants to employment outside YTS

	Male	Female	All
No training	40.4	44.3	42.1
Up to 6 months	26.4	40.8	32.7
Over 6 months	33.1	14.8	25.2
<b>All</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Table 6 First job destinations as employees outside YTS: distribution by length of training**

England and Wales	Length of training*	Male		Female		Per cent	
		All	Apprentices	All	Apprentices	All	Apprentices
		All	Apprentices	All	Apprentices	All	Apprentices
	No training	40.4	—	44.3	—	42.1	—
	1-2 weeks	3.5	—	6.2	—	4.7	—
	3-8 weeks	12.3	—	20.6	—	15.9	—
	9-26 weeks	10.6	—	14.0	—	12.1	—
	27-52 weeks	4.8	—	3.4	—	4.2	—
	53-104 weeks	6.1	12.6	3.4	17.3	5.0	13.7
	105 weeks or more	22.2	87.4	8.0	82.7	16.1	86.3
	<b>All entrants</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	Estimated grossed-up number for all entrants (thousand)	94		72		166	

\* See "Technical Note".

However, the provision of further education and training for 16-year-olds needs to be seen in a wider context than that of training available to young employees outside the YTS. The proportion of 16-year-olds remaining in full-time education or receiving further training for at least six months (either in YTS or other employment) rose from less than 60 per cent in 1978 to over three-quarters in 1983. As these figures are restricted to the destinations recorded by the end of the calendar year following the close of the academic year, these proportions will tend to understate the underlying position.

### Proportion (per cent) of 16-year-olds recording destinations offering at least 6 months of further education or training

	1978	1983
Full-time education*	42	44
Youth Training Scheme	—	32
Employment	17	—
<b>All</b>	<b>59</b>	<b>76</b>

\* Including government training schemes other than YTS.

## Technical notes

### Description of the survey

The 1983 New Entrants to Employment Survey (NEES) was carried out by local authority Careers Offices. A sample of pupils reaching the minimum school-leaving age during the 1982-83 academic year was provided by maintained schools in England and Wales, based on those with birth dates on the 5th, 15th and 25th of the month.

The survey was carried out in two stages. Each person in the sample was allocated to one of five destinations, such as remaining in full-time education, entering the Youth Training Scheme (YTS) as a trainee or as an employee, entering employment other than in the YTS, and other. This allocation was carried out in terms of the first destination during the period to the end of December 1983. For example, if an individual obtained a job on leaving school but before the end of December had changed jobs or became unemployed, the initial job would be recorded. The figures do not therefore correspond precisely to an analysis of labour market status as at the end of December (see separate note below on the relationship between the NEES and other data).

For those entering employment other than in the YTS full details were obtained of the industry and occupation entered, their educational qualifications and the length of training offered by the job.

### Previous surveys

Similar surveys of new entrants to employment were carried out



annually between 1978 and 1980 and the results were presented in articles in *Employment Gazette* for December 1980 (pp 1201-1203), March 1982 (pp 117-120) and May 1984 (pp 230-234). However, the introduction of the Youth Training Scheme has affected the coverage of employment in the 1983 survey and direct comparisons cannot be made with earlier surveys.

### Survey response

Details were obtained from about 84 per cent of the planned sample for the 1983 survey. Just over nine per cent of the sample was not identified because five Careers Offices (accounting for about one per cent of the national total) did not take part and because lists of pupils (accounting for about eight per cent) were not supplied by local schools. Although the former factor was small in relation to the national total, it was more significant in the Northern region (accounting for about seven per cent of that region's sample) and in the North West region and in Greater London (accounting for about two per cent).

Of the 91 per cent of the sample identified, details could not be obtained from about eight per cent. The response to the 1983 survey was broadly similar to that in the 1980 survey. However, in 1980 a larger number of Careers Offices did not take part (18 offices accounting for between five and six per cent of the national total), but there was no significant loss from the non-provision of lists from schools which were then provided automatically for administrative purposes. Of the 94 per cent of the sample identified in 1980, details could not be obtained from about ten per cent.

The effect of non-response on some of the results of the survey is described below.

In addition to non-response, a small number of returns (327 or 2.4 per cent) relating to young people entering employment other than in YTS could not be used because of unresolved queries raised in data editing.

### Youth Training Scheme

Details were not obtained by Careers Offices in respect of young people covered in the YTS either as an employee or as a trainee. The Armed Forces Youth Training Scheme and Community Industry were similarly treated.

### Training

The information collected on the period of training offered to young entrants to employment outside YTS does not take account of individuals changing jobs before training is complete. Also, it is not recorded whether the training takes place on or off employers' premises, or whether the training takes the form of a continuous course, for example if training is given one day a week over a period of time, the total period of time is recorded. Information is not collected on the intensity of training. Introductory training given over the first few days of employment is not counted.

### Apprentices

As in previous surveys, the 1983 survey defined "apprenticeship" as covering apprenticeship or learnership covering a specified substantial period of two years or more, with or without an indenture or other form of written agreement, with training or instruction designed to lead to recognition as a skilled craftsman, tradesman or technician. Young people receiving similar training in commercial occupations (other than those studying for professional qualifications) and retail distribution, and those receiving training as a draughtsman or technician in scientific or other laboratory work were also included. Where appropriate the judgment was made after consultation with the employer.

### Industry

Returns were allocated to minimum list headings of the 1968 Standard Industrial Classification (SIC).

### Occupation

Returns were allocated to groups based on the List of Key Occupations for Statistical Purposes (KOS) derived from the

Classification of Occupations and Directory of Occupational Titles (CODOT).

### Educational qualifications

The term GCE "O" level or equivalent and above comprises GCE "A" level, GCE "O" level grades A, B and C and CSE grade 1.

### Unpublished analyses

Further analyses from the NEES for 1983, including regional analyses, are available on request. These cover only new entrants to employment outside the YTS. Details and costs can be obtained from Statistics A6, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.

### Relationship of survey results to other data

The analysis of the first destinations of 16-year-old school leavers in 1983 shown by the NEES differs somewhat from that provided by an analysis of labour market status of 16-year-olds in January 1984 based on aggregate data on the number of school leavers, those on YTS and claimant unemployed (see *Labour Market Quarterly Report*, May 1984, Table 8, Manpower Services Commission). The respective figures are summarised below:

	Per cent	
	New Entrants to Employment Survey (NEES) reported destinations of respondents	Labour Market Quarterly Report (LMQR)
In YTS	48.0	44
In employment (outside YTS)	38.3	34
Other	13.7	22
All	100	100

Differences in definition and coverage are likely to account for most of the differences between the two sets of figures. The figures from the LMQR give the best estimates of labour market status at a single point of time. The NEES figures relate to a wider period.

The main differences are:

#### (a) Definition

The NEES figures relate to first employment destinations during the period between leaving school and the end of December. Some employment destinations may be short-lived and followed by unemployment, but would be recorded as employment under NEES but unemployed in the LMQR. The NEES would therefore tend to show a lower proportion of "unemployed" than the LMQR in a period of rapid labour turnover. This might also arise where school leavers join YTS (and are so recorded in NEES) but have left by January 1984 and appear as unemployed in the LMQR. As the LMQR estimate of employment is obtained as a residual, it will include some non-claimant unemployed.

#### (b) Response

The coverage of some destinations in NEES may be more complete than others because of the records available to Careers Offices. Although information on the destinations of about eight per cent of the identified sample of 16-year-olds could not be obtained, Careers Offices are likely to have some information on most young people on YTS. Information on those obtaining employment may be less complete, while information on those remaining unemployed up to the end of December may be even less complete. This suggests that the proportion of young people shown under YTS in the NEES may overstate the underlying position, while the proportion shown as unemployed may understate the underlying position. This is consistent with the differences shown in the above table.

## SPECIAL FEATURE

# Census reveals increase in highly qualified people

A report from the 1981 Census on the highly qualified people in Great Britain was published in September by the Office of Population Censuses and Surveys.

The number of highly qualified people in Great Britain, aged between 18-64, increased by 42 per cent between 1971 and 1981, says a report from the Office of Population Censuses and Surveys, entitled *Census 1981, Qualified Manpower Tables, Great Britain\**

In 1981 there were 3½ million, representing 11 per cent of all people in the age group 18-64, compared with 2½ million (eight per cent) ten years previously. There were more highly qualified men than women but the proportional increase since 1971 was similar for both sexes (Table A), the report says.

In its 11 tables the report analyses the population aged 18 and over by the level of educational attainment and the qualified population by the subject of the main qualification, age, sex (including a category for married women) and economic activity; that is economic position, employment status, occupation and industry. All the tables give statistics for Great Britain but three tables also give statistics for the constituent countries of Great Britain, regions of England, metropolitan counties, regional remainders, Central Clydeside conurbation and the remainder of Scotland.

A higher level qualification is described as one normally obtained at age 18 or over by study at a level above that required for General Certificate of Education "Advanced" level or Scottish Certificate of Education. The qualifications are categorised into level A for higher university degrees; level B for first degrees and all other qualifications of the standard of a first degree, other than higher university degrees, and level C for qualifications that generally satisfy the three requirements that they are obtained at 18 or over, are above GCE 'A' level or SCE and are below first degree level. This level includes most teaching and nursing qualifications.

Where more than one qualification was held the highest qualification was analysed; if two or more qualifications at the same level were held the most recently obtained qualification was used.

The figures in the report are from a ten per cent sample of census returns and should be multiplied by ten to obtain an estimate of actual figures comparable with statistics based on a 100 per cent count; for example 1,754 becomes 17,540. All figures summarised in this article have been multiplied by ten to produce an estimate of the actual figures.

\* *Census 1981: Qualified manpower, Great Britain* CEN 81QM HMSO £14.40 net ISBN 0 11 690960 9.

Table A Highly qualified people 1971, 1981, Great Britain

	1971		1981		Percentage increase 1981-81
	No (000s)	Per cent	No (000s)	Per cent	
All people aged 18-64	31,543	100	31,845	100	
Highly qualified people aged 18-64	2,481	8	3,526	11	42
men	1,407	4	2,007	6	43
women	1,075	3	1,519	5	41

Table B Percentage of people aged 18-64 who are highly qualified, 1971, 1981 Great Britain

Area	Highly qualified population			
	1971		1981	
	Number (000s)	Per cent	Number (000s)	Per cent
Great Britain	2,481	7.8	3,526	11.1
1. South East	947	9.2	1,304	13.0
Outer Metropolitan Area		Not available	454	14.0
Greater London		Not available	526	12.9
Outer South East		Not available	324	12.2
2. Scotland	235	7.9	341	11.4
3. South West	177	8.2	275	11.1
4. East Anglia	71	7.4	113	10.4
5. North West	283	7.3	383	10.2
6. Wales	114	7.2	161	9.9
7. East Midlands	134	6.8	222	9.9
8. Yorkshire and Humberside	186	6.7	277	9.8
9. West Midlands	202	6.7	284	9.4
10. North	131	6.8	166	9.1

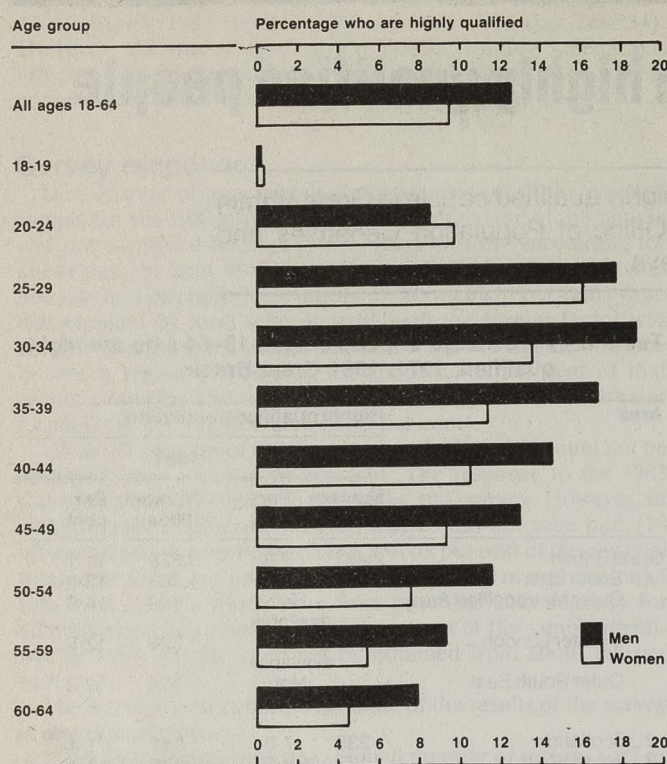
Source: Census 1971, Qualified Manpower Tables Great Britain, Table 1. *Census 1981, Qualified Manpower, Great Britain*, Table 1.

Table C Proportion in each subject group 1971, 1982 Great Britain

	1971		1981	
	Number (000s)	Per cent	Number (000s)	Per cent
<b>Men aged 18-64</b>	<b>1,415</b>	<b>100</b>	<b>2,007</b>	<b>100</b>
All subjects	135	10	191	10
Education	142	10	167	8
Health, medicine and dentistry	444	31	597	30
Technology and engineering	154	11	233	12
Science (including mathematics and applied sciences)	328	23	535	27
Social, administrative and business studies	69	5	90	4
Vocational	142	10	195	10
Other subjects				
<b>Women aged 18-64</b>	<b>1,080</b>	<b>100</b>	<b>1,519</b>	<b>100</b>
All subjects	358	33	488	33
Education	461	43	564	37
Health, medicine and dentistry	3	—	11	1
Technology and engineering	47	4	80	5
Science (including mathematics and applied sciences)	54	5	151	10
Social, administrative and business studies	27	3	41	3
Vocational	129	12	183	12
Other subjects				



Chart 1 Proportion of population highly qualified by age, 1981, Great Britain



The proportion of people highly qualified was highest for 25-29 age-group, 17 per cent, reducing for successive older age-groups to a figure of only six per cent for people aged 60-64 (chart 1). This trend reflects the increasing opportunities for people to obtain qualifications.

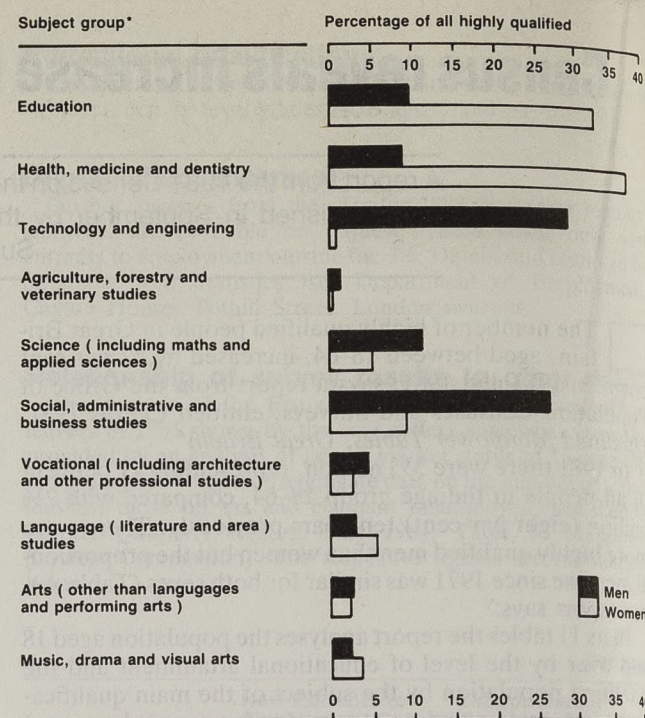
### Regional differences

The proportions of highly qualified people by constituent countries and regions of Great Britain reflect the varying demands for qualified labour. Of the population aged 18-64 the highest proportion highly qualified was in the South East region, with the outer metropolitan area the highest at 14 per cent, Greater London at 13 per cent and the outer South-East at 12 per cent. Scotland and the South West region each had 11 per cent of their population highly qualified but the other regions had figures of 9-10 per cent.

### Subject of qualification

There were substantial differences between the sexes in the subjects in which qualifications were obtained. For men the most common subject groups in 1981 were technology and engineering (30 per cent of highly qualified men) and social, administrative and business studies (27 per cent). For women the most frequent subject groups were health, medicine and dentistry (37 per cent of highly qualified

Chart 2 Proportion of qualified men and women by subject group, 1981, Great Britain



\* Where people had two or more qualifications the most recent highest level of qualification was analysed.

women) and education (33 per cent), see chart 2. These differences are also reflected in the jobs done by men and women: management and technical work for men, nursing and teaching for women.

### Subject groups 1971-81

The largest increase in the numbers of highly qualified men aged 18-64 over the period 1971-81 occurred in social, administrative and business studies subjects (an increase of 207,000) and in technology and engineering subjects (up by 153,000). The proportion of men in the social administrative and business studies group rose over the decade from 23 per cent to 27 per cent whereas the proportion in the technology and engineering group fell slightly from 31 per cent to 30 per cent (Table C).

The largest increases in the number of highly qualified women were in the education subject group—teacher training—an increase of (130,000), health, medicine and dentistry (up by 103,000) and social, administrative and business studies (up by 97,000). The proportion of women qualified in the social, administrative and business studies group rose from five per cent in 1971 to 10 per cent in 1981, whereas the health, medicine and dentistry group fell from 43 per cent in 1971 to 37 per cent in 1981 (table C).

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## SPECIAL FEATURE

# Statutory wage regulation in 1983

This annual article reviews the operation of statutory wage regulation during 1983, which is embodied in successive Wages Councils Acts. (It does not cover agriculture, which is subject to the Agricultural Wages Acts.)

Wages rates and other terms and conditions of employment in Great Britain are normally fixed by voluntary agreement between employers and workers or their respective organisations. In certain trades and industries, however, minimum pay, holidays and holiday pay are fixed by wages councils under legislation currently embodied in the Wages Councils Act 1979. In 1983, about 2¾ million workers employed in some 391,000 establishments were covered by these councils.

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

### Statutory wages orders in 1983

During 1983, 29 wages orders embodying wages council proposals were made; of these, 28 were effective during the year. Nine of the orders provided for both increases in minimum remuneration and changes in holiday entitlement; 16 provided for increases only in minimum remuneration; one related to a change in holiday entitlement; and three provided for other changes.

### Permits

Wages councils can issue permits authorising the employment of individual handicapped workers at rates below the statutory minimum. During 1983, eight new permits were issued, 25 existing permits were renewed and 17 permits were cancelled.

### Inspection and enforcement

At the end of 1983 the Wages Inspectorate employed 120 inspectors on outdoor work and 104 other staff on administrative and support work in 15 divisions.

The aim of the Inspection Programme in 1983 was to check the pay of workers in a tenth of the establishments on the Wages Inspectorate Register, including the investigation of all complaints. This was achieved. During the year, the pay of 332,853 workers at 42,558 establishments (10.9 per cent of the register) was checked and 20,832 workers (6.3 per cent) were found to be underpaid. Arrears totalling £2,416,353 were assessed as due to workers at 9,842 establishments. A more detailed analysis of the results of the Inspectorate's programme appears at tables 1 and 2.

Of the 42,558 establishments covered by checks carried out during the year, 62 per cent were visited in the course of routine and complaint inspections. It is not necessary to visit every establishment selected for a check. Satisfactory checks were carried out using one of the three methods described below.

(1) A tenth of the large companies known to have formal pay agreements were selected for checking. Where

the provisions of the agreement were at least as favourable as those in the Wages Order, all the company's branches were regarded as complying with the legislation. A check was also made that the company operated a satisfactory procedure for dealing with workers' pay grievances.

(2) A tenth of other multiple firms which keep their pay records at the head office and which have five or more branches were selected for checking. In these cases, the records at the head office were examined and a sample of the branches was visited. Where the result was satisfactory, the other branches were not visited and it was assumed that they were also complying with the regulations.

(3) In the case of smaller firms in the retail and hairdressing trades, a tenth were selected for an initial check by

### Work of the Wages Inspectorate in 1983

Table 1 Analysis of establishments inspected

Establishments on register at January 1983	391,271
Establishments inspected by visit comprising:	
routine inspections	19,274
the investigation of complaints	7,058
<b>All</b>	<b>26,332</b>
Establishments inspected other than by visit comprising:	
those having formal pay agreements which were reviewed and found satisfactory	4,500
branches of large firms not visited where, following a visit to the head office and a sample of branches, pay and conditions were regarded as satisfactory in the organisation as a whole	7,162
Establishments not visited when the reply to a postal questionnaire showed the current pay and conditions were satisfactory	4,564
<b>All</b>	<b>16,226</b>
<b>Total establishments inspected by all methods</b>	<b>42,558</b>
Establishments where arrears of wages (including holiday pay) were assessed following inspection	9,842

Table 2 Analysis of the results of the check of pay of workers

Workers employed in establishments on register (estimated)	2,734,800
Wages checked by visit	139,305
Shown on postal questionnaire giving satisfactory replies	16,529
At branches of large firms assumed to be satisfactory on the basis of a sample check	57,383
At branches of large firms where formal pay agreement was checked	119,636
Total number of workers whose pay was checked	332,853
Total number of workers for whom arrears of pay were assessed as due following inspection	20,832
Amount assessed as due	£2,416,353
Comprising	
Amount paid to workers	£1,860,110
Amount voluntarily foregone by workers	£312,736
Amount considered not practicable to pursue	£243,507

Table 3 Analysis of Complaints

Outstanding at the beginning of 1983	1,649
Received during 1983	9,528
Cleared during 1983	9,786
Outstanding at the end of 1983	1,391



postal questionnaire. Where the reply showed that workers were not being underpaid, no visit was made. However, a sample was selected for inspection visit to check the general validity of the postal enquiry method. Of those replies verified in this way, 96 per cent of employers were found to be complying. Where the reply indicated that there might be an underpayment or where no reply was received, an inspection visit was carried out.

These methods of checking enabled inspectors to devote more time to visiting establishments where underpayments appeared more likely to be found.

Staff in divisional offices also perform an important function by providing information and guidance to employers, workers and interested organisations. In 1983, staff dealt with 278,519 enquiries, mostly by telephone. For the first time, the Inspectorate began to provide its own short guidance notes summarising the main provisions of the Wages Orders of the retail, catering, clothing and hairdressing trades, which together cover 95 per cent of workers in Wages Council trades.

Civil proceedings for recovery of arrears were taken against five employers in 1983 and judgement was given in

all cases for the Inspectorate. Criminal proceedings were taken against two employers for offences under the Wages Councils Act 1979 and both were found guilty. Fines totalling £370 were imposed.

#### Compliance with Wages Orders

The indication, based on the results of the Inspectorate's Programme of Checks, is that the general level of compliance is relatively high. Of the 332,853 workers whose pay was checked in 1983, 20,832 (6.3 per cent) were found to have been underpaid. Although this figure should not be seen as necessarily reflecting the position of all workers in all Wages Council trades, it provides a useful guide on the extent to which employers, overall, comply with the regulations.

#### Truck Acts

The Inspectorate dealt with 1,023 enquiries and investigated 109 complaints in connection with the Truck Acts 1831-60. All were resolved satisfactorily and there were no prosecutions. The majority of the complaints related to alleged illegal deductions from wages.

## WORKPLACE INDUSTRIAL RELATIONS IN BRITAIN

The DE/PSI/SSRC Survey

W W Daniel and Neil Millward

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

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The DE/PSI/SSRC Survey

W.W. DANIEL  
NEIL MILLWARD

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# LABOUR MARKET DATA

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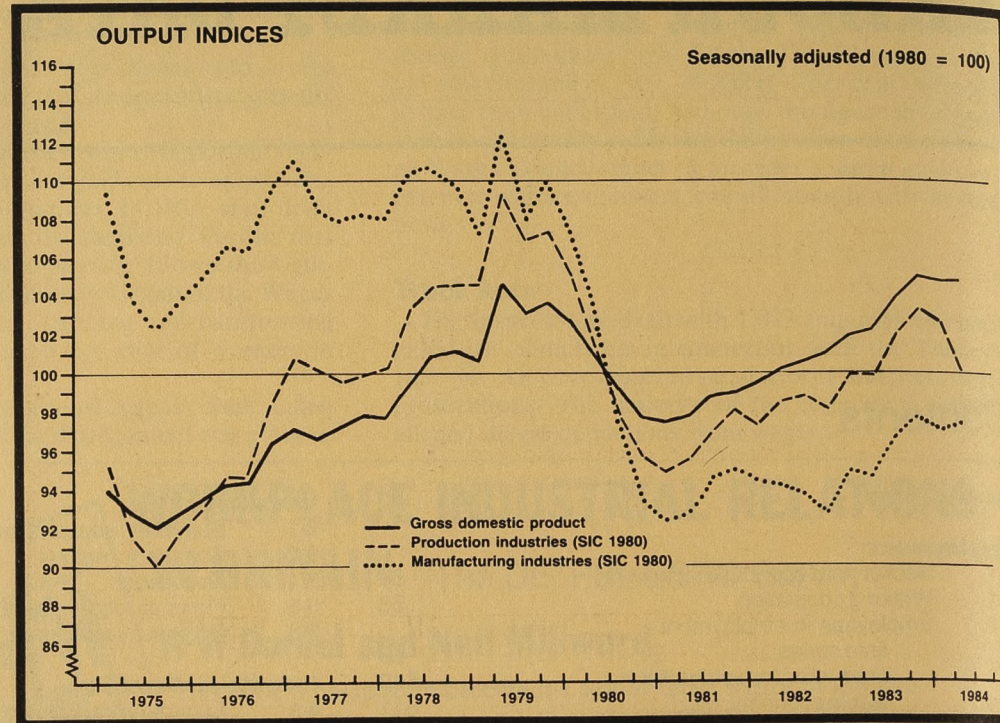
Summary

Recent movements in the *CSO's* cyclical indicators suggest the possibility of a slowing in the underlying rate of growth of GDP early next year. This year's output will be depressed because of the impact of the coalmining dispute, and taking this into account a number of outside forecasters are expecting GDP to increase a little faster in 1985 than will be achieved this year.

The average estimate of GDP is provisionally estimated to have declined slightly in the second quarter but was 2½ per cent higher than a year earlier. Allowing for the effects of the coal-miners' dispute and other uneven factors, the increase on a year earlier is estimated at around 3 per cent and is therefore similar to the underlying trend in recent quarters.

Output in the production industries was nearly 1½ per cent lower in the three months to August than in the previous three months, mainly reflecting a fall in the output of the energy and water supply industries of 5½ per cent; manufacturing output rose by ½ per cent over the same period. The coal-miners' dispute is estimated to have reduced industrial output by about 3½ per cent in the three months to August.

The volume of retail sales showed a provisional increase of 0.5 per cent in the third quarter of 1984, compared with the second quarter and was 3.7 per cent higher



than in the third quarter of last year. Retail sales account for approximately half of consumers' expenditure which after having dipped slightly in the first quarter increased by nearly 1 per cent in the second quarter.

Fixed investment in the whole economy fell by 3 per cent between the first and second quarters of 1984 but was nevertheless 9 per cent higher than a year pre-

viously; notably manufacturing investment was nearly 17 per cent above its level of a year ago. The value of stocks again fell in the second quarter of 1984 in both the manufacturing and wholesale sectors.

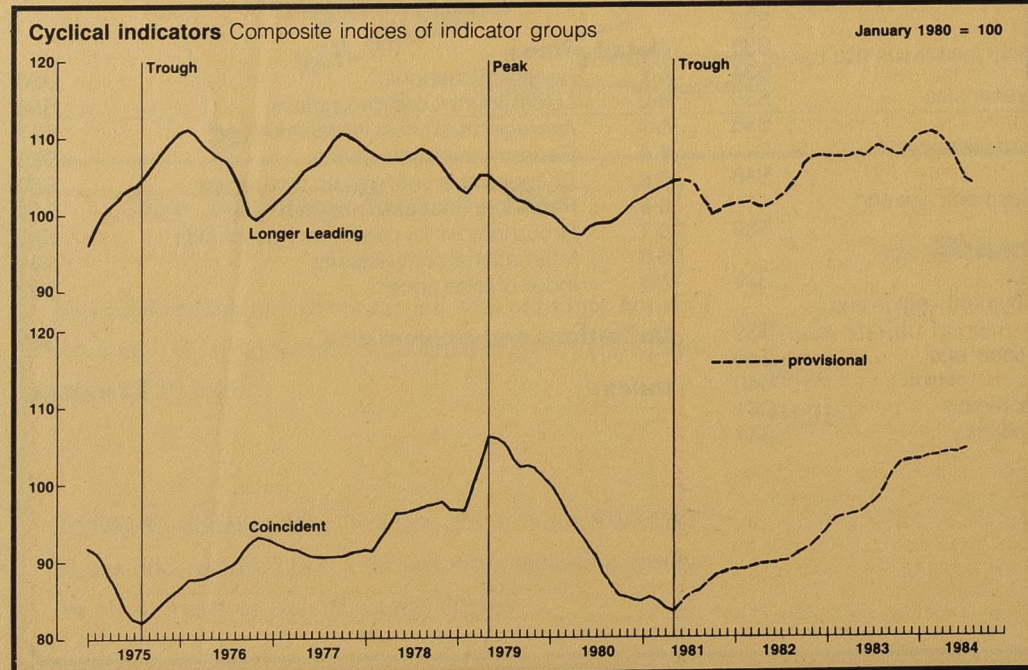
The employed labour force (seasonally adjusted) in Great Britain increased by 28,000 in the second quarter of 1984, following a rise of 41,000 in the first quarter;

the total increase in the year to June was 247,000. The number of employees in employment (seasonally adjusted) increased by 10,000 in the second quarter of 1984. There were rises of 36,000 in services industries and 3,000 in manufacturing partly offset by falls elsewhere, in particular 18,000 in construction. More recent figures show manufacturing falling at an average rate of 5,000 a month in the three months to August.

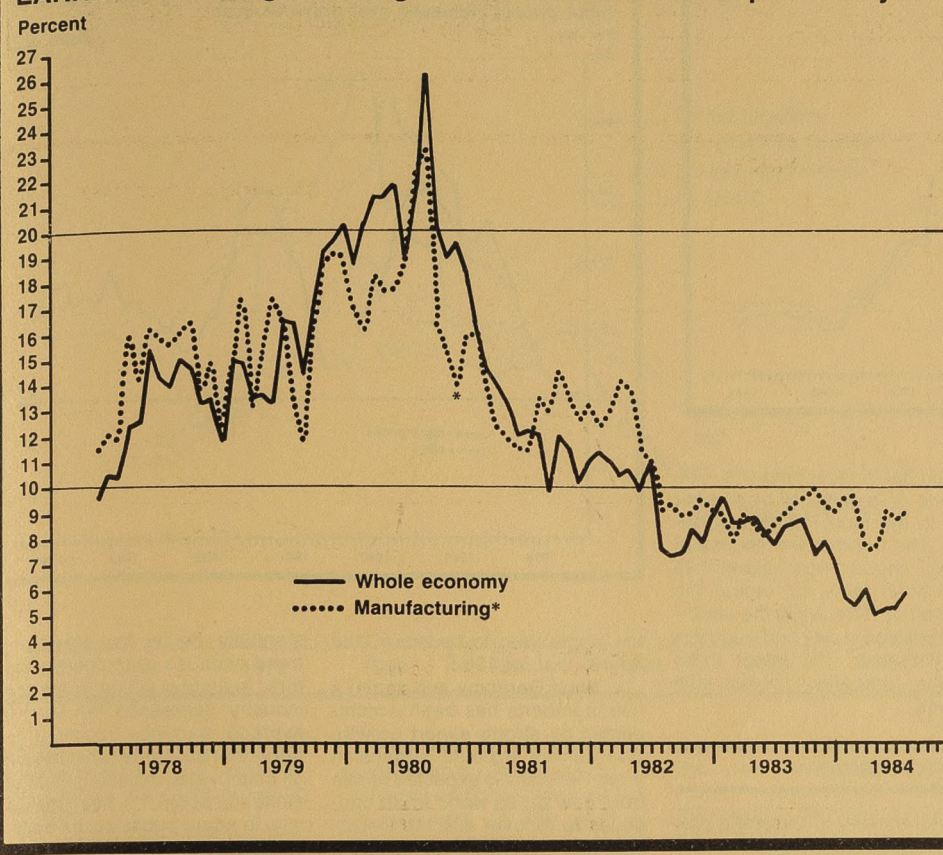
Total unemployment rose 168,000 in September to 3,284,000; within this total female unemployment rose to a level in excess of one million. Unemployment (seasonally adjusted and excluding school leavers) increased by 26,000 bringing the average increase in the third quarter to 20,000 a month compared with 9,000 a month in the second quarter. The number of unemployed school leavers in September was 33,000 lower than a year ago. The seasonally adjusted stock of unfilled vacancies increased by 8,000 in September to 170,000.

The underlying increase in weekly earnings in the year to August was about 7½ per cent but the actual increase was substantially lower because of temporary factors.

The rate of inflation as measured by the 12 month change in the retail prices index was 4.7 per cent in September compared with 5.0 per cent in August.



EARNINGS: Average earnings index: increases over previous year



\* SIC 1968 for increases up to 1980; SIC 1980 for increases since 1981.

Economic background

Recent movements in the *CSO's* cyclical indicators suggest that the economic cycle will reach a peak some time in early 1985, but this may imply a reduction in the rate of economic growth rather than a fall in the level of activity. The longer leading index fell sharply between March and August, mainly reflecting falls in share prices, increases in interest rates and a decline in the balance reporting increased optimism in the *CBI* Quarterly Survey. The shorter leading index has also fallen in recent months, but the fall has not been as pronounced as with the longer leading index and should not at this stage be interpreted as signifying a turning point in the index.

The average measure of GDP, is provisionally estimated to have declined slightly in the second quarter but over the year was estimated to have risen by around 3 per cent if allowance is made for the effects of the coal mining dispute and other uneven movements in the series. However, there are signs of some slowing in the recent rate of increase of output. Following strong growth in 1983, GDP (output), on provisional estimates, was broadly unchanged between the first and second quarters of 1984, at a level slightly below that in the fourth quarter of 1983. It is estimated that the coal mining dis-

pute reduced total output by about ½ per cent in the first quarter and 1¼ per cent in the second. Most of this reduction was the direct result of the loss in coal output. Output of the production industries fell by 2½ per cent between the first and second quarters, but construction output rose by 2 per cent and distribution output was 3 per cent higher.

Industrial production was provisionally estimated to have fallen by 1½ per cent in the three months to August compared with the previous three months and was about 1 per cent below the level in the same period a year earlier. It is estimated that the miners dispute reduced the level of industrial production by about 3½ per cent in the three months to August and by around 3 per cent in the previous three months to May. Energy and water supply was down by 5½ per cent compared with the previous three months.

Manufacturing output increased by ½ per cent in the three months to August, and was some 2 per cent higher than a year earlier. Within manufacturing, output of other mineral products, chemicals, and engineering and allied industries each increased by 1 per cent in three months to August compared with the previous three months; output of the clothing and textile industries fell by ½ per cent.

The results of the September *CBI* Monthly Trends Enquiry showed that manufacturers were

still expecting output to increase over the next four months. Expectations were, however, significantly less optimistic than earlier in the year. The survey also showed that manufacturers' order books remained at roughly the same level as in the previous seven months, a somewhat higher level than at the end of last year.

Consumers' expenditure, having fallen by ½ per cent in the first quarter, increased by nearly 1 per cent in the second, to a level 2½ per cent above that in the same period a year earlier. In the second quarter, spending on durables increased by 3½ per cent and on clothing and footwear by 5

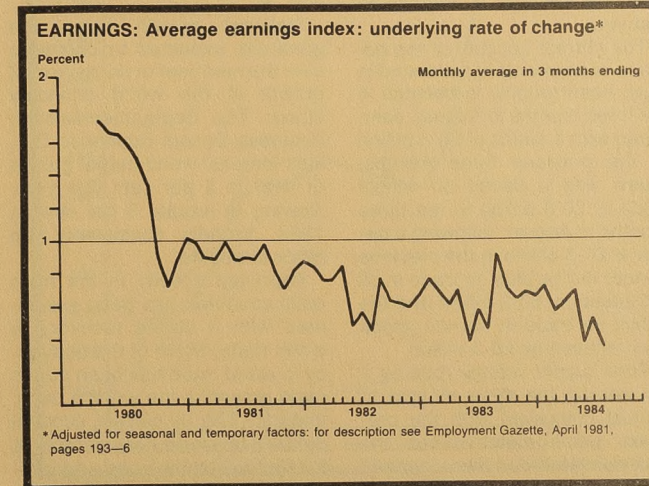
per cent, but expenditure on energy, which had been higher than usual in the first quarter, returned to more typical levels. The level of retail sales, accounting for about half of consumer spending, was little changed in the third quarter from its level in the second quarter.

Real personal disposable income was little changed in the second quarter, after rising through much of 1983 and falling back by ½ per cent in the first quarter. In the second quarter, real personal disposable income was nearly 2 per cent higher than a year earlier. The personal savings ratio fell slightly from 11 per cent in the first quarter to 10 per cent in the second, but remains close to its average level since the end of 1982.

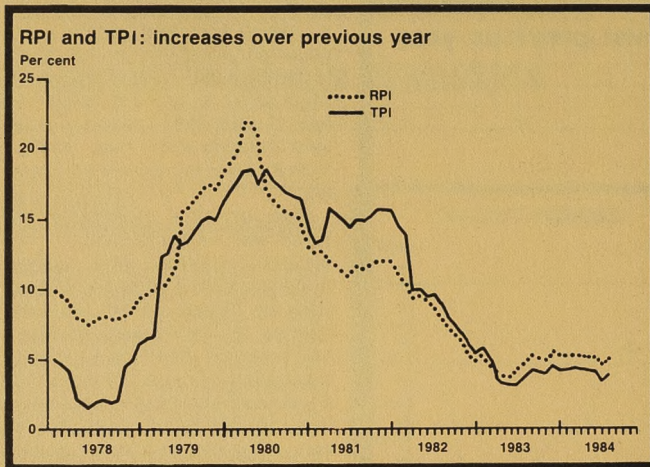
The total volume of stocks fell by £0.8 billion in the first half of 1984, following stockbuilding of £0.3 billion in the previous six months. About half of the destocking in the first half of this year consisted of a reduction in coal stocks. The volume of manufacturers' stocks fell by £0.2 billion in the first half of 1984, a similar rate of destocking to that in the second half of 1983. There was destocking by wholesalers of £0.4 billion in the first half reversing an increase in stocks of £0.1 billion in the previous six months and retail stocks showed little change compared with stockbuilding of £0.3 billion in the second half of last year.

Total fixed investment fell in the second quarter by 3 per cent but was still 9 per cent higher than a year ago. Within the total, manufacturing investment has increased strongly. In the first six months of the year manufacturing investment was 9½ per cent higher than in the preceding half year. Investment by the construction, distribution and financial industries, on the same comparison, increased by 9 per cent.

The May Investment Intentions Survey carried out by the Department of Trade and Industry and the July *CBI* Quarterly Industrial Trends Survey both suggested a







rise of 12 per cent in manufacturing investment in 1984 as a whole compared with 1983. A further rise of around 6 to 7 per cent in 1985 was also indicated.

Company profits remain buoyant, helping to boost investment levels. Although gross trading profits of industrial and commercial companies, net of stock appreciation and in current prices, in the second quarter, were below the high first quarter level, profits were still 17 per cent higher than in the same period a year earlier.

Growth in both target monetary aggregates over the first seven months to September of the 1984-85 target period was within their target ranges. Sterling M3 grew at an annual rate of 10 per cent, at the top its 6-10 per cent target range, while M0 rose at an annual rate of 5½ per cent, below the middle of its 4-8 per cent target range.

Sterling's effective exchange rate, after remaining relatively steady during August, weakened again during the first three weeks of September. The main influence was the strength of the dollar; sterling remained broadly unchanged against other continental currencies. The average effective exchange rate in September, 77.3 (1975=100), was 1½ per cent below the average in July and August and 9 per cent lower than the average in September last year.

The current account of the balance of payments is estimated to have been roughly in balance in the three months to August, compared with a deficit of £0.5 billion in the previous three months. There was a deficit on visible trade of £0.8 billion in the three months to August, following a deficit of £1.3 billion in the previous period: the surplus on trade in oil increased by £0.2 billion and the deficit on trade in non-oil goods was reduced by £0.3 billion.

Total export volume rose by 1 per cent in the three months to August compared with the previous three months, but the underlying trend in the volume of non-oil exports has continued to

remain flat in recent months. The volume of imports fell by 1½ per cent in the three months to August. The trend in the volume of non-oil imports now appears to have been fairly flat during the first half of 1984, while the underlying position in July and August is not yet clear; the latest three months comparison shows little change.

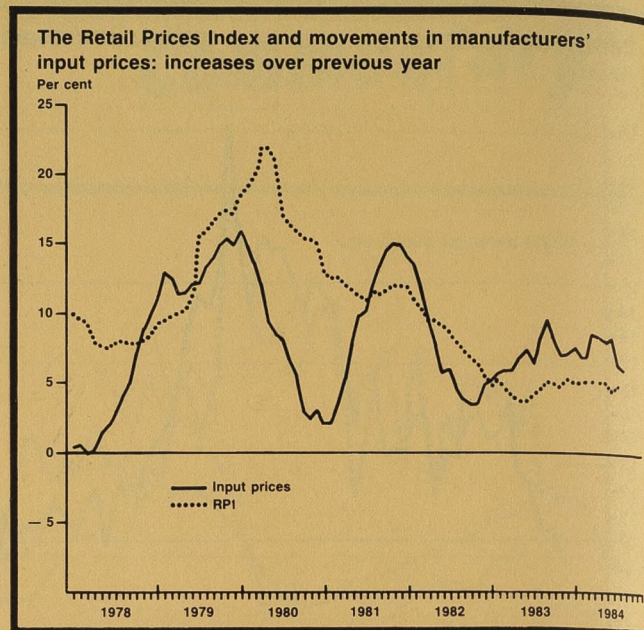
### World outlook

The recovery in the world economy continued into the first half of 1984 but the rate of growth slowed between the first and second quarters. For the main OECD countries, both exports and business investment are now contributing more to economic growth, while the contribution from the stock cycle and residential investment are declining. Consumer spending has continued to grow, as earnings have risen faster than prices.

Recent movements in the OECD's leading indicators point to a possible hesitation next year in the pace of the world recovery. The OECD leading indicators levelled off in the first half of the year, after rising throughout 1983. This largely reflected falls in the leading indicators in countries where recovery has so far been strongest, notably the US, Japan and UK.

National growth rates are generally expected to converge over the next year or so, as overall growth in the world economy slows. The September London Business School Economic Outlook forecast world output growth of near to 5 per cent this year, slowing to around 3 per cent in 1985, broadly consistent with other forecasts.

Improved activity in the main OECD countries has been associated with a strong recovery in world trade. Much of the buoyancy in world trade has been due to rapid growth in the volume of US imports. The US current account deficit has grown considerably in the first half of the year, and forecasters now expect the deficit for



the whole year to be more than double that for 1983.

In West Germany and Japan a rise in imports has been accompanied by strong export growth. The current account surplus in West Germany is expected to rise from now on as world trade continues to recover and the Deutschemark maintains its competitive level against the US dollar. The Japanese surplus has continued to grow this year after nearly tripling last year. In France, where economic recovery has been less marked, the current account position has improved and the deficit is expected to be eliminated in 1985.

### Average earnings

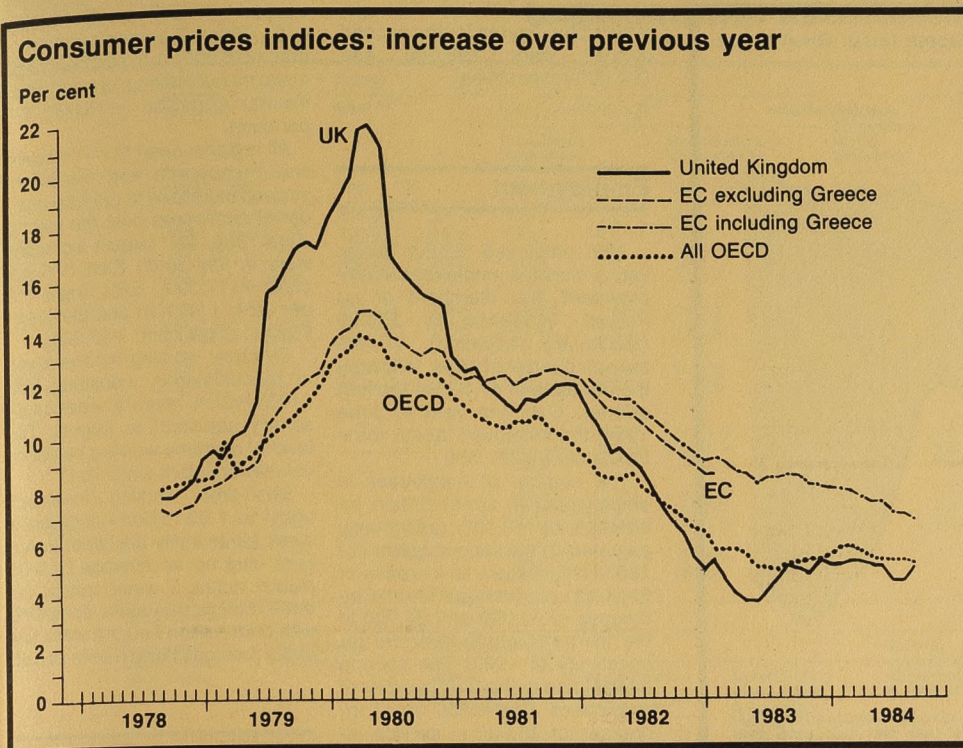
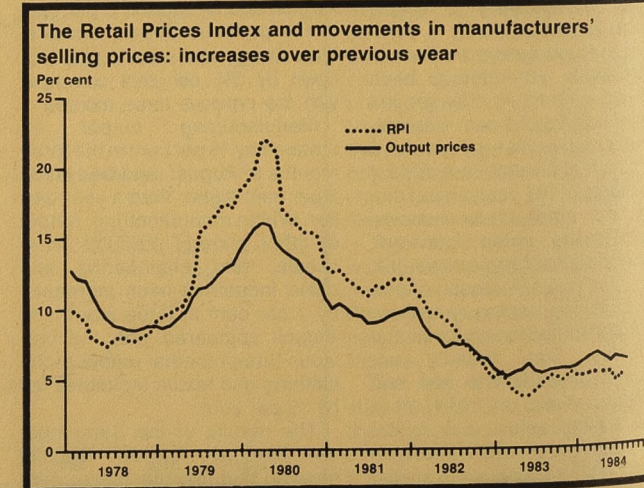
The underlying increase in average weekly earnings in the year to August was about 7½ per cent, similar to the increase in the year to July.

The actual increase in the year to August, 5.9 per cent, was sub-

stantially below the underlying trend because of temporary factors. Industrial action in the coal industry depressed the level of average earnings recorded for the whole economy (which covers all employees, including those on strike) by about 1¼ per cent. Delays in some public sector settlements this year compared with a year ago, for example, for non-industrial civil servants and teachers, reduced the actual increase by about 1 per cent. On the other hand, back-pay was higher in August 1984 than in August 1983, inflating the actual increase by about ¾ per cent.

The underlying monthly rate of increase in average earnings was between ¼ and ½ per cent in the three months ending August.

In production industries and manufacturing industries, the underlying increases in average earnings in the year to August were about 8¼ per cent and 8¾ per cent respectively, slightly lower than the corresponding increases in the year to July. The reduction reflected mainly the smaller increase in hours worked



over the period (hours were increasing sharply in the middle of last year but are fairly constant this year).

The actual increases in the year to August 1984 for production and manufacturing industries were 5.2 per cent and 9.0 per cent respectively. The increase for production industries was significantly depressed by the effect of the industrial action in the coal industry. Higher back-pay in August 1984 than in August 1983 inflated the increase for manufacturing industries.

In the three months to August, wages and salaries per unit of output in manufacturing were 5.8 per cent higher than a year earlier.

### Retail prices

The rate of inflation, as measured by the 12-month change in the retail prices index, was 4.7 per cent in September compared with 5.0 per cent in August.

The monthly increase between August and September was 0.2 per cent. This rise was attributable to the remaining effect of the recent increase in mortgage interest rates and widespread small price increases elsewhere, of which higher prices for beer and women's outerwear were particularly noticeable.

The rises were partly offset by seasonal food prices which fell by about 5 per cent on average during the month. Among fresh vegetables, tomatoes were about 12p per lb cheaper and average prices of green vegetables fell by between ½p and 2p per lb. Fresh

fruit was also cheaper with apple prices down by 6p-7p per lb.

The tax and price index rose by 3.5 per cent in the year to September, and the gap between this and the corresponding change in the retail prices index remained between 1 and 1¼ percentage points.

Although the 12-month changes in the producer prices indices continue to be higher than the change in retail prices, the rate of increase for both input and output prices moderated slightly in September. The increase in the index measuring input prices was 6.2 per cent in September compared with 6.6 per cent in August and the 12-month change in output prices fell to 6.0 per cent in September from 6.2 per cent in August.

The rate of inflation in the UK continues to compare favourably with the figure for all OECD countries which was 5.2 per cent in August and that for EC countries which was 5.9 per cent in the same month. Some of the rates recorded by individual countries in August were; USA; 4.2 per cent, Japan; 1.9 per cent, Federal Germany; 1.7 per cent, and France, 7.4 per cent.

### Unemployment and vacancies:

The seasonally-adjusted level of UK unemployment (excluding school leavers) in September was 3,099,000, an increase of 26,000 on August. In the third quarter there was an average increase of 20,000 a month, compared with 9,000 in the second quarter. Dur-

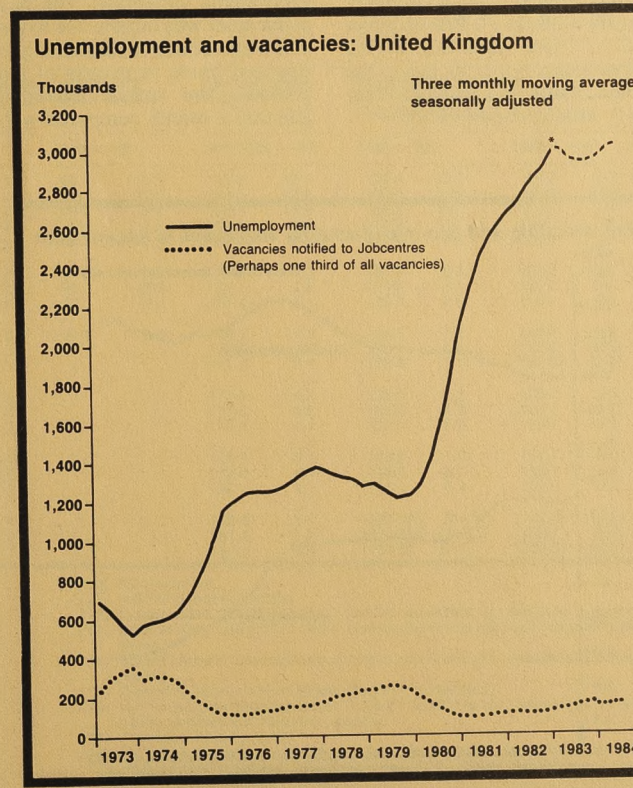
ber of school leavers. The recorded total included 1,038,000 unemployed females.

Also included in the September total were 182,000 school leavers aged under 18, 92,000 more than in August. The increase mainly reflects the numbers of this year's summer school leavers, who became eligible to claim benefit in September. In September 1983 the number of unemployed school leavers was 215,000; an increase of 103,000 on the previous month.

The number of people assisted by the special employment and training measures at the end of August was 670,000, the same as at the end of July. Increased numbers on the Youth Training Scheme and on the Community Programme were offset by fewer numbers on the Young Workers Scheme, the Temporary Short Time Working Compensation Scheme, the Enterprise Allowance Scheme and the Job Release Scheme. It is estimated that as a direct effect of the measures, about 415,000 people were in jobs, training or early retirement instead of claiming unemployment benefit. There were also an estimated 60,000 summer school leavers on training schemes who would otherwise have been unemployed, but were not entitled to claim benefit until the first week in September.

Female unemployment rose faster than male unemployment in the third quarter. The increase on the second quarter in the female seasonally adjusted percentage rate was 0.3 percentage points, compared with 0.2 for males.

The regional pattern in the third quarter compared with the



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











# 1.3 EMPLOYMENT

## Employees in employment\*: index of production and construction industries

GREAT BRITAIN	Division class or group	THOUSAND											
		Aug 1983			June 1984			[July 1984]			[Aug 1984]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
<b>Production and construction industries</b>	<b>1-5</b>	<b>5,417.6</b>	<b>1,796.8</b>	<b>7,214.5</b>	<b>5,323.8</b>	<b>1,758.7</b>	<b>7,082.5</b>	<b>5,332.6</b>	<b>1,767.5</b>	<b>7,100.1</b>	<b>5,338.8</b>	<b>1,765.2</b>	<b>7,104.0</b>
<b>Production industries</b>	<b>1-4</b>	<b>4,534.6</b>	<b>1,679.2</b>	<b>6,213.8</b>	<b>4,467.7</b>	<b>1,640.0</b>	<b>6,107.7</b>	<b>4,476.1</b>	<b>1,649.1</b>	<b>6,125.2</b>	<b>4,481.7</b>	<b>1,646.8</b>	<b>6,128.5</b>
<b>All manufacturing industries</b>	<b>2-4</b>	<b>3,968.2</b>	<b>1,594.7</b>	<b>5,563.0</b>	<b>3,922.2</b>	<b>1,558.2</b>	<b>5,480.4</b>	<b>3,931.5</b>	<b>1,567.4</b>	<b>5,498.9</b>	<b>3,937.7</b>	<b>1,565.1</b>	<b>5,502.8</b>
<b>Energy and water supply</b>		<b>566.3</b>	<b>84.5</b>	<b>650.8</b>	<b>545.5</b>	<b>81.8</b>	<b>627.3</b>	<b>544.6</b>	<b>81.7</b>	<b>626.4</b>	<b>543.9</b>	<b>81.8</b>	<b>625.7</b>
Coal extraction and solid fuels	111	241.0	10.5	251.5	223.0	10.1	233.1	222.2	10.1	232.3	221.5	10.1	231.6
Electricity	161	128.8	29.7	158.5	126.3	29.3	155.7	126.3	29.4	155.8	126.5	29.4	155.9
Gas	162	75.1	25.1	100.2	73.3	23.7	97.0	73.2	23.7	96.9	73.2	23.7	96.9
Water supply	170	55.1	9.9	65.0	55.3	9.8	65.1	55.3	9.7	65.0	55.3	9.8	65.2
<b>Other mineral and ore extraction and processing</b>	<b>2</b>	<b>647.2</b>	<b>163.9</b>	<b>811.1</b>	<b>642.0</b>	<b>152.7</b>	<b>794.7</b>	<b>644.9</b>	<b>153.0</b>	<b>797.9</b>	<b>646.7</b>	<b>153.4</b>	<b>800.0</b>
<b>Metal manufacturing</b>	<b>22</b>	<b>195.9</b>	<b>22.0</b>	<b>217.9</b>	<b>193.2</b>	<b>18.0</b>	<b>211.2</b>	<b>193.1</b>	<b>17.9</b>	<b>210.9</b>	<b>192.7</b>	<b>17.6</b>	<b>210.0</b>
Iron and steel	221	91.8	6.1	97.9	89.5	4.9	94.4	89.3	5.1	94.4	89.5	5.1	94.6
Steel tubes, drawing, cold rolling and forming	222/223	47.2	7.1	54.3	47.4	5.9	53.4	47.4	5.7	53.1	46.8	5.5	52.3
Non-ferrous metals	224	56.9	8.8	65.8	56.3	7.2	63.5	56.4	7.0	63.4	56.5	7.1	63.5
<b>Extraction of metals, ores and minerals n.e.s.</b>	<b>21/23</b>	<b>38.5</b>	<b>3.3</b>	<b>41.7</b>	<b>39.0</b>	<b>3.0</b>	<b>42.0</b>	<b>39.0</b>	<b>2.9</b>	<b>42.0</b>	<b>39.1</b>	<b>2.9</b>	<b>42.0</b>
<b>Non-metallic mineral products</b>	<b>24</b>	<b>164.7</b>	<b>37.2</b>	<b>201.8</b>	<b>164.1</b>	<b>32.9</b>	<b>197.0</b>	<b>165.8</b>	<b>32.2</b>	<b>198.0</b>	<b>167.0</b>	<b>32.4</b>	<b>199.3</b>
Building products of concrete, cement etc	243	36.4	4.2	40.6	36.8	3.9	40.6	38.1	3.8	41.9	37.9	3.7	41.7
<b>Chemical industry</b>	<b>25</b>	<b>234.7</b>	<b>99.6</b>	<b>334.3</b>	<b>232.4</b>	<b>96.9</b>	<b>329.3</b>	<b>233.7</b>	<b>98.0</b>	<b>331.7</b>	<b>234.5</b>	<b>98.5</b>	<b>333.0</b>
Basic industrial chemicals	251	101.7	20.8	122.6	100.0	20.1	120.1	100.1	20.2	120.3	100.3	20.2	120.5
Pharmaceutical products	257	45.7	36.3	82.0	46.1	35.5	81.5	46.5	35.9	82.4	46.7	36.0	82.7
Soap and toilet preparations	258	19.8	18.3	38.2	19.3	17.3	36.6	19.5	17.4	36.9	19.8	17.9	37.8
<b>Metal goods, engineering and vehicles</b>	<b>3</b>	<b>2,079.2</b>	<b>543.8</b>	<b>2,623.1</b>	<b>2,057.0</b>	<b>538.9</b>	<b>2,595.9</b>	<b>2,058.7</b>	<b>539.7</b>	<b>2,598.4</b>	<b>2,062.1</b>	<b>539.4</b>	<b>2,601.5</b>
<b>Metal goods n.e.s.</b>	<b>31</b>	<b>291.3</b>	<b>88.3</b>	<b>379.5</b>	<b>296.8</b>	<b>86.9</b>	<b>383.7</b>	<b>301.3</b>	<b>87.2</b>	<b>388.5</b>	<b>301.6</b>	<b>86.7</b>	<b>388.3</b>
Foundries	311	62.8	9.9	72.6	62.4	8.5	70.9	62.6	8.0	70.6	62.1	8.3	70.4
Bolts, nuts, springs etc	313	34.7	12.0	46.7	34.9	11.9	46.8	36.3	12.3	48.6	35.7	11.8	47.5
Hand tools and finished metal goods	316	156.7	57.9	214.6	161.1	57.5	218.6	163.8	57.7	221.5	165.0	57.8	222.7
<b>Mechanical engineering</b>	<b>32</b>	<b>668.1</b>	<b>123.7</b>	<b>791.8</b>	<b>660.9</b>	<b>121.4</b>	<b>782.4</b>	<b>659.8</b>	<b>121.3</b>	<b>781.1</b>	<b>661.0</b>	<b>121.4</b>	<b>782.5</b>
Industrial plant and steelwork	320	66.2	8.5	74.7	69.4	8.9	78.3	69.3	9.0	78.3	68.6	9.1	77.7
Machinery for agriculture, food, chemical industries etc	321/324	70.1	11.1	81.2	69.1	10.8	80.0	68.4	10.4	78.8	68.4	9.9	78.3
Metal working machine tools etc	322	64.4	13.6	78.0	64.9	13.3	78.2	64.7	13.8	78.5	64.8	13.4	78.3
Mining machinery, construction equipment etc	325	77.5	10.7	88.2	75.2	10.2	85.4	74.7	10.2	84.8	74.4	10.1	84.6
Mechanical power transmission equipment	326	26.0	5.1	31.1	24.1	4.7	28.8	24.0	4.7	28.7	24.2	4.8	29.0
Other machinery and mechanical equipment	328	312.8	60.4	373.2	306.6	58.7	365.3	306.7	58.7	365.4	308.4	59.1	367.5
<b>Office machinery and data processing equipment</b>	<b>33</b>	<b>56.2</b>	<b>17.8</b>	<b>74.1</b>	<b>55.3</b>	<b>18.4</b>	<b>73.7</b>	<b>55.3</b>	<b>18.6</b>	<b>73.9</b>	<b>55.7</b>	<b>18.1</b>	<b>73.9</b>
<b>Electrical and electronic equipment</b>	<b>34</b>	<b>436.1</b>	<b>210.6</b>	<b>646.7</b>	<b>443.7</b>	<b>212.2</b>	<b>656.0</b>	<b>444.5</b>	<b>212.6</b>	<b>657.1</b>	<b>445.8</b>	<b>212.9</b>	<b>658.7</b>
Basic electrical equipment	342	91.2	27.2	118.5	89.1	27.4	116.5	88.6	26.8	115.4	88.8	27.0	115.7
Industrial equipment, batteries etc	343	63.6	28.7	92.3	65.1	29.4	94.5	65.8	29.1	94.8	65.4	29.8	95.2
Telecommunications equipment	344	135.5	64.4	199.9	139.2	63.5	202.7	138.8	63.3	202.1	139.5	63.9	203.5
Other electronic equipment	345	73.4	55.9	129.3	76.2	58.5	134.7	77.2	58.8	136.0	78.3	58.0	136.3
Domestic-type electric appliances	346	29.4	14.4	43.8	31.0	14.1	45.1	30.9	14.6	45.5	30.9	14.7	45.6
<b>Motor vehicles and parts</b>	<b>35</b>	<b>266.0</b>	<b>34.3</b>	<b>300.3</b>	<b>260.0</b>	<b>33.5</b>	<b>293.5</b>	<b>258.5</b>	<b>32.9</b>	<b>291.4</b>	<b>258.8</b>	<b>32.9</b>	<b>291.7</b>
Motor vehicles and engines	351	97.8	9.1	106.9	96.8	8.9	105.7	96.4	8.9	105.2	98.1	8.9	106.9
Parts	353	118.0	21.1	139.1	114.1	20.7	134.7	113.2	20.1	133.3	112.2	20.2	132.4
<b>Other transport equipment</b>	<b>36</b>	<b>287.1</b>	<b>33.7</b>	<b>320.8</b>	<b>265.2</b>	<b>31.4</b>	<b>296.6</b>	<b>263.6</b>	<b>31.6</b>	<b>295.2</b>	<b>263.2</b>	<b>31.5</b>	<b>294.8</b>
Shipbuilding and repairing	361	104.0	9.0	113.0	90.0	8.0	98.0	89.6	8.0	97.6	89.2	8.0	97.2
Railway and tramway vehicles	362	34.7	1.6	36.3	30.7	1.4	32.1	30.2	1.4	31.6	29.9	1.3	31.3
Aerospace equipment	364	141.2	20.7	161.9	137.7	19.6	157.2	136.9	19.7	156.2	137.2	19.8	157.0
<b>Instrument engineering</b>	<b>37</b>	<b>74.4</b>	<b>35.3</b>	<b>109.8</b>	<b>75.0</b>	<b>35.0</b>	<b>110.0</b>	<b>75.7</b>	<b>35.6</b>	<b>111.3</b>	<b>75.9</b>	<b>35.8</b>	<b>111.7</b>
<b>Other manufacturing industries</b>	<b>4</b>	<b>1,241.8</b>	<b>887.0</b>	<b>2,128.8</b>	<b>1,223.2</b>	<b>866.6</b>	<b>2,089.8</b>	<b>1,227.9</b>	<b>874.7</b>	<b>2,102.6</b>	<b>1,229.0</b>	<b>872.3</b>	<b>2,101.3</b>
<b>Food drink and tobacco</b>	<b>41/42</b>	<b>374.3</b>	<b>262.1</b>	<b>636.4</b>	<b>364.8</b>	<b>252.5</b>	<b>617.3</b>	<b>366.6</b>	<b>256.4</b>	<b>623.0</b>	<b>367.6</b>	<b>258.4</b>	<b>625.9</b>
Slaughtering, meat, meat products and organic oils and fats	41/412	61.8	41.6	103.4	60.8	40.7	101.5	61.0	42.1	103.2	61.2	42.4	103.6
Milk and milk products	413	32.2	11.4	43.6	32.1	11.3	43.4	32.4	11.5	43.9	32.7	11.5	44.2
Fruit and vegetable processing	414	18.4	19.5	38.0	17.1	17.0	34.1	18.1	18.6	36.7	18.3	18.8	37.2
Grain milling, starch, bread, biscuits and flour confectionery	416/418/419	79.3	70.0	149.3	77.7	68.7	146.4	77.8	69.2	147.0	78.4	69.7	148.2
Cocoa, chocolate, sugar confectionery etc	421	32.3	34.8	67.1	31.7	33.4	65.1	31.6	33.8	65.4	31.6	33.8	65.4
Animal feeding stuffs and miscellaneous foods	422/423	44.4	33.5	77.8	44.1	32.5	76.6	44.3	32.9	77.2	44.1	33.3	77.4
Spirit distilling, wines, brewing and malting	424/426/427	61.1	19.7	80.7	60.2	19.5	79.7	60.3	19.4	79.7	60.2	19.5	79.8
<b>Textiles</b>	<b>43</b>	<b>123.5</b>	<b>118.0</b>	<b>241.5</b>	<b>120.2</b>	<b>113.5</b>	<b>233.6</b>	<b>120.0</b>	<b>113.0</b>	<b>233.0</b>	<b>119.6</b>	<b>113.3</b>	<b>232.9</b>
Woolen and worsted	431	26.5	17.7	44.3	25.4	17.0	42.4	25.3	17.0	42.3	25.1	16.9	42.0
Cotton and silk	432	23.5	16.6	40.0	24.0	15.9	39.9	23.7	15.8	39.5	23.8	15.9	39.7
Hosiery and other knitted goods	436	25.5	59.7	85.2	24.6	57.6	82.3	24.7	57.3	82.0	25.0	57.7	82.7
Textile finishing etc	433/434/435/437	23.9	9.2	33.1	23.3	9.1	32.3	23.8	9.0	32.8	22.9	8.9	31.8
<b>Footwear and clothing</b>	<b>45</b>	<b>71.8</b>	<b>205.8</b>	<b>277.6</b>	<b>69.6</b>	<b>203.2</b>	<b>272.8</b>	<b>69.8</b>	<b>203.8</b>	<b>273.6</b>	<b>68.4</b>	<b>200.7</b>	<b>269.1</b>
Footwear	451	23.0	27.2	50.2	22.8	27.5	50.3	23.0	27.2	50.2	23.1	27.2	50.3
Clothing, hats and gloves and fur goods	453/456	38.9	162.2	201.1	37.5	160.5	198.0	37.6	161.2	198.8	36.4	158.0	194.4
<b>Timber and wooden furniture</b>	<b>46</b>	<b>164.1</b>	<b>40.4</b>	<b>204.5</b>	<b>164.8</b>	<b>39.9</b>	<b>204.7</b>	<b>164.8</b>	<b>39.9</b>	<b>204.6</b>	<b>164.1</b>	<b>40.2</b>	<b>204.3</b>
Wood, sawmilling, planing etc, semi-manufacture, builders carpentry and joinery	461/462/463	60.6	9.8	70.3	61.1	10.1	71.2	61.2	10.1	71.4	61.8	10.0	71.8
Wooden and upholstered furniture etc	467	83.6	21.5	105.1	83.6	21.2	104.9	83.5	20.9	104.5	82.0	21.2	103.2
<b>Paper, paper products, printing and publishing</b>	<b>47</b>	<b>327.3</b>	<b>160.9</b>	<b>488.2</b>	<b>326.0</b>	<b>161.6</b>	<b>487.7</b>	<b>327.1</b>	<b>161.9</b>	<b>488.9</b>	<b>329.1</b>	<b>162.5</b>	<b>491.6</b>
Pulp, paper and board	471	32.1	7.1	39.2	31.8	6.8	38.6	32.0	6.9	38.8	32.2	6.9	39.0
Conversion of paper and board	472	66.7	39.8	106.5	66.2	40.2	106.4	66.5	40.4	107.0	66.7	40.4	107.1
Printing and publishing	475	228.5	114.0	342.5	228.0	114.7	342.7	228.6					



# 1.4 EMPLOYMENT

## Employees in employment\*: June 1984

THOUSAND

GREAT BRITAIN	Division Class Group	June 1983			March 1984			June 1984					
		Male	Female		Male	Female		Male	Female				
			All	Part-time		All	Part-time		All	Part-time			
<b>SIC 1980</b>													
<b>Other transport equipment</b>	36	288.5	34.0	4.4	322.5	271.4	31.7	4.1	303.2	265.2	31.4	4.2	296.6
Shipbuilding and repairing	361	104.9	9.0	2.0	113.9	95.5	8.3	1.9	103.8	90.0	8.0	2.0	98.0
Railway and tramway vehicles	362	34.5	1.6	0.2	36.1	32.1	1.4	0.2	33.6	30.7	1.4	0.2	32.1
Cycles, motor cycles and other vehicles	363, 365	7.3	2.7	0.3	10.0	6.7	2.3	0.3	9.0	6.9	2.4	0.3	9.3
Aerospace equipment	364	141.8	20.7	1.9	162.5	137.2	19.7	1.7	156.9	137.7	19.6	1.7	157.2
<b>Instrument engineering</b>	37	72.9	34.6	8.9	107.5	74.7	35.7	8.8	110.3	75.0	35.0	8.7	110.0
Measuring, precision instruments etc	371	42.0	17.0	3.9	59.0	43.7	18.0	4.1	61.7	44.0	17.7	4.3	61.7
Medical and surgical equipment	372	13.0	6.9	1.8	20.0	13.5	7.2	2.2	20.7	13.3	6.8	1.9	20.1
Optical precision instruments etc	373	14.2	7.8	3.1	22.0	14.1	7.7	2.4	21.8	14.3	7.8	2.4	22.0
Clocks watches etc	374	3.6	2.9	0.2	6.5	3.4	2.7	0.2	6.1	3.4	2.7	0.2	6.1
<b>Other manufacturing industries</b>	4	1,235.8	873.6	224.1	2,109.4	1,215.9	864.6	221.0	2,080.5	1,223.2	866.6	225.3	2,089.8
<b>Food, drink and tobacco</b>	41/42	369.7	253.0	90.1	622.7	359.3	249.1	90.1	608.4	364.8	252.5	93.5	617.3
Meat and meat products, organic oils and fats	411/412	61.8	40.9	11.4	102.7	59.9	40.3	10.9	100.1	60.8	40.7	11.4	101.5
Bacon curing and meat processing	4122	34.3	26.1	8.0	60.4	33.3	26.6	8.2	59.9	34.1	26.8	8.7	60.9
Milk and milk products	413	31.7	11.1	2.8	42.7	31.7	11.0	2.9	42.7	32.1	11.3	3.2	43.4
Fruit and vegetable processing	414	16.8	17.5	5.8	34.3	16.8	17.1	5.4	34.0	17.1	17.0	5.2	34.1
Fish processing	415	5.1	8.9	4.2	13.9	4.7	8.9	4.0	13.6	4.9	10.0	4.3	14.9
Bread, biscuits and confectionery etc	419	68.6	65.4	34.9	134.0	66.5	65.4	35.3	131.9	68.7	66.8	36.2	135.5
Sugar and sugar by-products	420	6.7	2.0	0.4	8.7	6.4	1.9	0.4	8.3	6.5	1.9	0.3	8.3
Cocoa, chocolate, sugar confectionery etc	421	31.4	32.6	14.1	64.0	30.8	32.1	15.0	62.9	31.7	33.4	15.9	65.1
Animal feeding stuffs and miscellaneous food	416/418/422/423	54.3	35.4	10.6	89.8	52.4	34.4	10.4	86.8	53.1	34.4	11.0	87.4
Spirit distilling and compounding	424	13.3	8.0	0.6	21.4	13.7	8.3	0.7	22.0	13.7	8.1	0.7	21.7
Brewing and malting, cider and perry	426, 427	47.7	11.8	2.2	59.5	46.3	11.3	2.0	57.6	46.5	11.4	2.1	58.0
Soft drinks	428	17.4	7.1	1.6	24.5	16.4	6.7	1.7	23.1	17.8	7.2	1.9	25.0
Tobacco	429	14.8	12.3	1.6	27.1	13.7	11.6	1.4	25.3	12.0	10.3	1.1	22.3
<b>Textiles</b>	43	122.9	116.7	21.5	239.7	119.7	113.9	21.7	233.5	120.2	113.5	21.2	233.6
Woolen and worsted	431	26.6	17.6	3.7	44.2	25.3	16.9	3.9	42.2	25.4	17.0	4.3	42.4
Cotton and silk	432	22.5	16.1	2.8	38.6	23.8	16.2	3.0	40.1	24.0	15.9	2.9	39.9
Hosiery and other knitted goods	436	25.3	58.8	9.9	84.1	24.5	57.8	10.2	82.3	24.6	57.6	9.5	82.3
Textile finishing	437	20.7	7.5	2.1	28.1	19.3	7.3	1.7	26.6	20.0	7.5	1.7	27.4
Carpets etc	438	11.8	5.2	0.7	17.0	11.5	5.0	0.7	16.5	11.3	4.9	0.7	16.2
Other textiles	433, 434, 435, 439	16.2	11.6	2.3	27.8	15.2	10.7	2.2	25.9	14.8	10.6	2.1	25.4
<b>Leather and leather goods</b>	44	14.6	10.0	2.8	24.6	14.8	9.7	2.7	24.5	14.7	9.7	3.1	24.4
<b>Footwear and clothing</b>	45	71.3	204.2	35.4	275.5	70.7	205.4	35.0	276.2	69.6	203.2	32.3	272.8
Footwear	451	22.8	27.3	3.3	50.0	22.8	27.4	2.8	50.2	22.8	27.5	2.9	50.3
Clothing, hats, gloves and fur goods	453, 456	38.7	160.7	26.5	199.4	37.7	161.4	25.6	199.1	37.5	160.5	23.3	198.0
Mens and boys tailored outerwear	4532	8.0	25.0	3.2	33.0	7.6	25.9	3.4	33.6	7.4	26.1	3.2	33.5
Womens and girls tailored outerwear	4533	5.9	16.9	1.9	22.7	4.7	15.8	2.2	20.4	4.8	15.3	1.8	20.1
Work clothing and mens and boys jeans etc	4534	3.1	14.5	2.5	17.6	3.3	15.1	2.5	18.4	3.3	15.1	2.8	18.4
Womens and girls light outerwear, lingerie etc	4536	10.6	62.0	10.3	72.7	11.1	62.5	10.1	73.5	11.2	61.5	8.6	72.7
Household textiles etc	455	9.8	16.3	5.7	26.1	10.2	16.7	6.5	26.9	9.2	15.2	6.1	24.4
<b>Timber and wooden furniture</b>	46	162.9	40.4	12.9	203.3	162.5	40.3	12.0	202.8	164.8	39.9	11.5	204.7
Saw-milling, planing, semi-finished wood products	461, 462	26.1	3.8	1.4	29.8	26.4	3.6	1.6	30.0	26.6	3.8	1.6	30.4
Builders carpentry and joinery	463	33.5	6.1	2.5	39.6	33.3	6.2	2.3	39.5	34.5	6.3	2.3	40.8
Articles of wood, cork etc	464/465/466	20.1	8.6	2.6	28.8	20.3	8.6	2.4	28.9	20.0	8.6	2.3	28.7
Wooden and upholstered furniture	467	63.0	18.0	4.6	81.1	61.9	18.1	4.3	80.0	62.2	17.5	4.2	79.8
Shop and office fitting	4672	20.2	3.8	1.7	24.0	20.7	3.7	1.3	24.4	21.4	3.7	1.1	25.1
<b>Paper, printing and publishing</b>	47	328.8	160.2	39.9	489.0	326.2	161.0	40.0	487.2	326.0	161.6	42.1	487.7
Pulp, paper and board	471	32.2	6.9	1.5	39.1	31.5	7.2	1.5	38.6	31.8	6.8	1.6	38.6
Conversion of paper and board	472	67.1	40.2	8.7	107.3	66.0	39.9	8.3	105.9	66.2	40.2	8.5	106.4
Packaging, production of board	4725	30.0	15.8	3.9	45.8	29.4	15.3	3.6	44.7	29.5	15.3	3.7	44.9
Printing and publishing	475	229.5	113.1	29.7	342.6	228.7	114.0	30.2	342.7	228.0	114.7	32.1	342.7
Printing and publishing of newspapers	4751	73.4	25.4	7.7	98.8	73.4	25.9	8.0	99.3	73.1	26.0	8.4	99.1
Printing and publishing of books etc	4752/4753	22.5	16.1	2.7	38.6	22.4	15.9	2.6	38.3	22.2	15.9	2.6	38.1
<b>Rubber and plastics</b>	48	125.0	49.9	12.2	174.9	124.5	49.3	11.6	173.8	125.3	50.0	12.2	175.3
Rubber products, tyre repair etc	481, 482	49.9	15.3	2.6	65.1	48.7	14.8	2.7	63.5	48.6	14.8	2.6	63.4
Processing of plastics	483	75.1	34.6	9.5	109.8	75.8	34.5	8.9	110.3	76.7	35.2	9.6	111.9
<b>Other manufacturing</b>	49	40.6	39.3	9.5	79.8	38.3	35.8	8.0	74.1	37.8	36.1	9.4	74.0
Jewellery and coins	491	9.2	5.4	2.0	14.6	8.3	5.6	1.7	13.9	8.6	5.6	2.0	14.2
Photo/cinematographic processing	493	7.0	8.2	2.1	15.2	6.3	7.0	1.4	13.3	5.8	6.8	1.4	12.6
Toys and sports goods	494	11.9	15.1	3.4	27.0	11.6	13.7	3.3	25.3	11.4	14.1	4.6	25.6
Other manufacturing nes	492, 495	12.5	10.5	1.9	23.0	12.0	9.5	1.5	21.6	12.1	9.6	1.5	21.7
<b>Construction</b>	5	873.7	117.8	52.2	991.4	859.9	118.4	53.4	978.4	856.1	118.7	53.8	974.8
Construction and repair of buildings, demolition work	500/501	492.4	63.7	29.3	556.0	479.0	64.1	30.1	543.0	475.6	64.2	30.3	539.9
Civil engineering	502	157.6	21.6	6.0	179.2	154.6	21.6	6.1	176.2	154.5	21.6	6.2	176.1
Installation of fixtures and fittings	503	141.3	21.5	10.8	162.8	143.1	21.6	11.1	164.7	142.8	21.7	11.1	164.5
Building completion	504	82.4	11.0	6.0	93.4	83.3	11.1	6.2	94.4	83.2	11.2	6.2	94.4
<b>Distribution, hotels, catering, repairs</b>	6	1,904.9	2,229.5	1,307.8	4,134.4	1,923.9	2,242.7	1,353.4	4,166.6	1,965.6	2,233.1	1,410.4	4,288.7
<b>Wholesale distribution</b>	61	612.6	277.2	98.5	889.7	629.6	283.6	107.3	913.2	632.5	285.8	108.2	918.3
Agricultural and textile raw materials etc	611	22.2	8.8	3.2	31.0	21.9	8.8	3.9	30.7	21.8	8.6	4.0	30.4
Fuels, ores, metals etc	612	79.8	25.5	6.7	105.4	82.9	25.9	8.1	108.9	82.2	26.1	7.7	108.3
Timber and building materials	613	97.1	31.2	11.1	128.3	102.5	31.4	12.0	133.9	102.1	32.2	12.1	134.2
Motor vehicles and parts	6148	33.5	10.6	3.2	44.1	31.9	11.0	3.5	42.9	31.9	11.1	3.6	43.0
Machinery, industrial equipment, vehicles	6149	67.4	26.3	7.1	93.7	73.4	28.5	7.6	101.9	74.4	28.3	7.2	102.7
Household goods, hardware, ironmongery	615	34.8	19.7	6.8	54.5	36.0	19.9	7.2	55.9	36.4	20.6	7.7	57.0
Textiles, clothing, footwear etc	616	20.1	18.5	7.7	38.5	21.4	19.0	7.2	40.5	21.5	19.9	7.2	41.4
Food, drink and tobacco	617	169.5	77.9	31.9	247.4	172.3	79.4	35.0	251.6	175.3	79.4	35.7	254.7
Pharmaceutical and medical goods	618	15.7	14.7	4.1	30.4	15.7	14.6	4.7	30.3	15.7	14.9	4.8	30.7
Other wholesale distribution	619	72.6	43.9	16.7	116.5	71.7	45.1	18.1	116.7	71.2	44.6	18.1	115.8
<b>Dealing in scrap and waste materials</b>	62	15.6	3.3	1.9	19.0	17.1	3.5	2.4	20.6	17.2	3.3	2.2	20.6
<b>Commission agents</b>	63	11.2	6.9	3.1	18.1	11.3	6.9	3.0	18.2	11.4	6.9	2.4	18.3



# 1.5 EMPLOYMENT

## Employees in employment by region\*

Standard region	Male		Female		Total	Index 1980 = 100	Production and construction industries	Index 1980 = 100	Production industries	Index 1980 = 100	Manufacturing industries	Index 1980 = 100	Service industries	Index 1980 = 100
	All	Part-time	All	Part-time										
SIC 1980							1-5		1-4		2-4		6-9	
<b>South East</b>														
1983 Mar	4,011	3,086	1,301	1,785	7,098	95.2	2,027	88.0	1,711	88.4	1,593	88.1	5,003	98.5
June	4,020	3,123	1,338	1,785	7,143	95.8	2,027	88.0	1,709	88.3	1,593	88.1	5,046	99.3
Sep	4,058	3,133	1,334	1,800	7,191	96.4	2,030	88.2	1,706	88.2	1,590	87.9	5,083	100.1
Dec	4,057	3,175	1,377	1,799	7,232	97.0	2,018	87.6	1,697	87.7	1,581	87.4	5,141	101.2
1984 Mar	4,050	3,155	1,364	1,791	7,205	96.6	2,004	87.0	1,688	87.2	1,573	87.0	5,130	101.0
June	4,072	3,187	1,393	1,884	7,260	97.4	2,004	87.0	1,687	87.2	1,574	87.0	5,185	102.1
<b>Greater London</b> (included in South East)†														
1983 Mar	1,994	1,481	521	960	3,475		829		681		630		2,643	
June	1,989	1,497	539	950	3,486		824		676		626		2,659	
Sep	2,005	1,494	534	960	3,499		819		668		618		2,678	
Dec	2,003	1,508	546	952	3,511		806		656		607		2,702	
1984 Mar	1,990	1,498	539	959	3,489		798		650		602		2,688	
June	1,999	1,505	548	957	3,504		795		647		599		2,707	
<b>East Anglia</b>														
1983 Mar	396	270	126	466	666	99.5	222	87.9	187	88.6	176	88.4	406	100.1
June	398	288	133	466	686	102.5	221	87.5	186	88.1	174	87.4	429	105.8
Sep	401	290	129	461	691	103.2	224	88.7	189	89.5	177	88.9	426	105.0
Dec	392	291	135	468	683	102.1	226	89.5	191	90.5	179	89.9	421	103.8
1984 Mar	393	289	134	468	683	102.0	222	88.1	188	89.0	176	88.4	423	104.4
June	402	294	135	469	696	104.0	225	89.1	191	90.3	179	89.8	435	107.4
<b>South West</b>														
1983 Mar	843	632	318	1,475	1,475	93.4	471	86.5	395	86.4	367	86.2	958	97.1
June	860	662	342	1,522	1,522	96.4	469	86.1	392	85.8	364	85.5	1,007	102.0
Sep	868	663	343	1,531	1,531	96.9	471	86.5	393	86.0	364	85.5	1,010	102.4
Dec	860	656	343	1,516	1,516	96.0	471	86.5	393	86.0	365	85.7	997	101.0
1984 Mar	858	651	345	1,508	1,508	95.5	469	86.2	392	85.7	364	85.5	994	100.7
June	869	671	357	1,540	1,540	97.5	474	87.0	396	86.6	368	86.5	1,022	103.5
<b>West Midlands</b>														
1983 Mar	1,121	799	338	1,919	1,919	88.0	857	80.1	775	80.0	723	79.2	1,034	95.8
June	1,124	806	341	1,931	1,931	88.6	851	79.5	770	79.5	718	78.7	1,049	97.2
Sep	1,134	807	347	1,942	1,942	89.1	854	79.8	772	79.7	720	78.9	1,056	97.8
Dec	1,134	817	357	1,951	1,951	89.5	848	79.3	767	79.2	716	78.5	1,074	99.5
1984 Mar	1,127	807	354	1,933	1,933	88.7	842	78.7	762	78.7	712	78.0	1,063	98.5
June	1,130	810	351	1,940	1,940	89.0	842	78.7	763	78.8	713	78.2	1,070	99.2
<b>East Midlands</b>														
1983 Mar	804	596	262	1,399	1,399	91.4	640	86.1	579	86.0	493	85.2	729	96.9
June	808	612	279	1,420	1,420	92.8	638	85.8	577	85.7	493	85.2	750	99.7
Sep	813	619	278	1,433	1,433	93.6	643	86.5	581	86.3	498	86.1	755	100.3
Dec	807	623	286	1,430	1,430	93.4	639	85.9	578	85.8	496	85.7	758	100.7
1984 Mar	798	614	280	1,413	1,413	92.3	628	84.4	567	84.2	488	84.3	754	100.2
June	802	622	287	1,424	1,424	93.0	631	84.8	570	84.7	493	85.1	762	101.2
<b>Yorkshire and Humberside</b>														
1983 Mar	1,029	749	360	1,778	1,778	91.0	726	82.6	641	83.0	530	81.1	1,024	98.0
June	1,027	750	361	1,777	1,777	91.0	717	81.6	632	81.8	522	79.8	1,031	98.7
Sep	1,031	749	363	1,780	1,780	91.1	720	81.9	634	82.1	527	80.6	1,030	98.6
Dec	1,029	758	373	1,787	1,787	91.5	713	81.1	628	81.3	523	80.0	1,046	100.1
1984 Mar	1,020	747	368	1,767	1,767	90.5	704	80.1	620	80.3	516	79.0	1,036	99.1
June	1,018	751	373	1,770	1,770	90.6	699	79.6	616	79.8	514	78.6	1,043	99.8
<b>North West</b>														
1983 Mar	1,307	1,049	464	2,356	2,356	90.5	885	80.4	777	80.4	716	79.6	1,454	97.8
June	1,307	1,058	472	2,364	2,364	90.8	878	79.8	771	79.7	711	79.1	1,470	98.9
Sep	1,314	1,062	479	2,375	2,375	91.2	880	80.0	771	79.7	711	79.1	1,478	99.4
Dec	1,310	1,073	496	2,383	2,383	91.5	872	79.2	765	79.1	703	78.2	1,494	100.5
1984 Mar	1,298	1,062	494	2,360	2,360	90.6	861	78.2	757	78.3	695	77.3	1,482	99.7
June	1,308	1,068	499	2,376	2,376	91.2	858	78.0	754	78.0	694	77.2	1,501	101.0
<b>North</b>														
1983 Mar	603	455	205	1,058	1,058	88.3	422	79.4	366	81.0	344	80.3	621	95.3
June	598	455	206	1,053	1,053	87.9	416	78.3	361	79.9	300	79.3	612	95.6
Sep	595	458	207	1,054	1,054	88.0	413	77.7	357	79.0	297	78.5	626	96.0
Dec	589	465	217	1,055	1,055	88.1	406	76.4	351	77.7	293	77.4	635	97.4
1984 Mar	585	462	215	1,048	1,048	87.4	402	75.6	349	77.2	292	77.1	631	96.9
June	582	465	216	1,046	1,046	87.4	398	75.0	347	76.7	290	76.7	634	97.3
<b>Wales</b>														
1983 Mar	517	380	162	898	898	90.5	317	79.0	270	79.1	215	76.4	557	98.1
June	517	392	173	909	909	91.6	315	78.5	268	78.5	213	75.7	572	100.8
Sep	519	393	168	912	912	91.9	316	78.7	268	78.5	214	76.0	572	100.8
Dec	514	394	171	908	908	91.5	311	77.5	264	77.3	212	75.3	572	100.8
1984 Mar	511	390	169	900	900	90.7	308	76.8	262	76.7	211	74.8	570	100.3
June	512	399	174	912	912	91.9	309	77.1	263	77.0	212	75.3	581	102.3
<b>Scotland</b>														
1983 Mar	1,065	849	355	1,915	1,915	92.6	657	83.4	532	84.0	455	81.6	1,214	98.4
June	1,073	865	367	1,938	1,938	93.7	651	82.6	526	83.1	450	80.7	1,245	100.9
Sep	1,074	868	369	1,941	1,941	93.9	652	82.7	526	83.1	449	80.5	1,245	100.9
Dec	1,062	875	380	1,937	1,937	93.7	646	82.0	522	82.5	444	79.6	1,248	101.1
1984 Mar	1,060	870	379	1,930	1,930	93.3	639	81.1	517	81.7	440	78.9	1,248	101.2
June	1,064	889	388	1,953	1,953	94.4	641	81.3	519	82.0	442	79.3	1,270	102.9
<b>Great Britain</b>														
1983 Mar	11,697	8,865	3,890	20,562	20,562	92.4	7,223	83.9	6,232	84.1	5,571	83.2	13,000	97.8
June	11,733	9,011	4,012	20,744	20,744	93.2	7,183	83.4	6,192	83.6	5,539	82.7	13,222	99.5
Sep	11,808	9,041	4,017	20,849	20,849	93.7	7,202	83.6	6,196	83.6	5,547	82.9	13,281	99.9
Dec	11,755	9,126	4,134	20,882	20,882	93.8	7,149	83.0	6,154	83.0	5,511	82.3	13,385	100.7
1984 Mar	11,699	9,047	4,103	20,745	20,745	93.2	7,080	82.2	6,101	82.3	5,468	81.7	13,331	100.3
June	11,759	9,157	4,175	20,916	20,916	94.0	7,081	82.2	6,107	82.4	5,479	81.8	13,504	101.6

# EMPLOYMENT 1.5

## Employees in employment by region\*

Standard region	THOUSAND										
	Agriculture, forestry and fishing	Energy and water supply	Metal manufacturing and chemicals	M							



# 1.8 EMPLOYMENT Indices † of output, employment and productivity

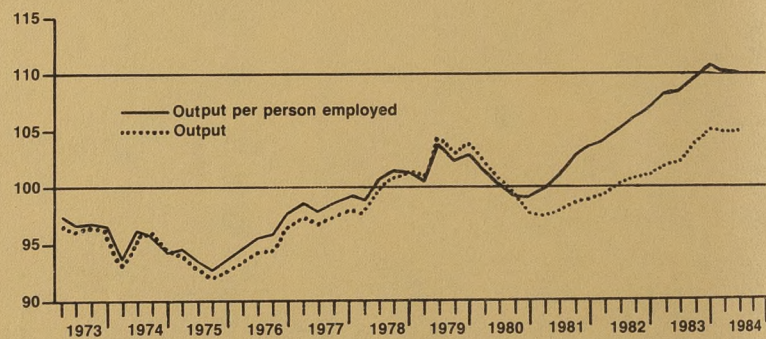
seasonally adjusted (1980 = 100)

UNITED KINGDOM	Whole economy			Production Industries Divisions 1 to 4			Manufacturing Industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1978	99.9 R	99.4	100.5 R	103.1	104.8	98.4	109.6	106.1	103.3	100.7
1979	103.0 R	100.7	102.3 R	107.0	104.2	102.7	109.3	105.3	103.9	101.3
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	98.3 R	96.6	101.8 R	96.4	91.3	105.7	93.7	91.0	103.1	104.4
1982	100.3 R	95.1	105.6 R	98.1	86.8	113.1	93.7	86.3	108.8	108.8
1983	103.2 R	94.5	109.2 R	101.2	83.2	121.8	95.9	82.7	116.1	115.3
1978 Q1	97.7 R	98.9	98.9 R	100.2	105.1	95.5	107.8	106.4	101.4	98.6
1978 Q2	99.7 R	99.2	100.6 R	103.3	104.8	98.5	110.2	106.2	103.8	101.3
1978 Q3	100.8 R	99.5	101.4 R	104.4	104.6	99.8	110.6	106.0	104.4	101.9
1978 Q4	101.1 R	100.0	101.2 R	104.4	104.6	99.8	109.7	105.9	103.6	101.0
1979 Q1	100.6 R	100.3	100.3 R	104.5	104.5	100.0	107.2	105.7	101.5	98.9
1979 Q2	104.5 R	100.6	103.9 R	109.2	104.4	104.7	112.2	105.6	106.3	103.4
1979 Q3	103.1 R	100.9	102.2 R	107.0	104.2	102.7	108.1	105.4	102.7	100.6
1979 Q4	103.7 R	101.1	102.6 R	107.2	103.7	103.5	109.8	104.7	105.0	102.3
1980 Q1	102.6	101.0	101.6	105.1	102.8	102.3	106.7	103.5	103.2	101.2
1980 Q2	100.7	100.6	101.1 R	101.3	101.4	99.9	102.3	101.6	100.7	99.9
1980 Q3	99.1 R	99.8	99.3 R	97.9	99.2	98.7	97.6	98.9	98.7	96.3
1980 Q4	97.7	98.7	99.0	95.7	96.6	99.1	93.4	95.9	97.4	96.6
1981 Q1	97.6 R	97.7	99.9 R	94.9	93.8	101.3	92.5	93.5	98.9	101.6
1981 Q2	97.7 R	96.8	101.0 R	95.6	91.6	104.3	92.8	91.5	101.4	103.1
1981 Q3	98.8 R	96.2	102.7 R	96.9	90.4	107.2	94.6	90.0	105.2	105.8
1981 Q4	99.0 R	95.8	103.4 R	98.1	89.3	109.9	94.9	88.9	106.8	107.1
1982 Q1	99.4 R	95.6	104.0 R	97.1	88.4	109.9	94.4	88.0	107.4	107.4
1982 Q2	100.2 R	95.3	105.1 R	98.4	87.4	112.6	94.2	86.9	108.5	108.6
1982 Q3	100.6 R	94.8	106.2 R	98.7	86.2	114.5	93.7	85.6	109.5	109.6
1982 Q4	101.0 R	94.5	106.9 R	98.0	85.1	115.2	92.7	84.5	109.8	109.6
1983 Q1	101.9 R	94.3	108.1 R	99.9	84.1	118.8	94.9	83.5	113.7	113.4
1983 Q2	102.1 R	94.3	108.3 R	99.9	83.3	119.8	94.6	82.9	114.2	113.9
1983 Q3	103.9 R	94.6	109.8 R	101.9	82.8	123.1	96.6	82.4	117.3	116.9
1983 Q4	105.0 R	94.9	110.7 R	103.4	82.4	125.4	97.7	82.2	119.0	117.5
1984 Q1	104.8 R	95.2	110.1 R	102.5 R	82.1	124.9 R	97.0 R	81.9	118.5 R	116.9 R
1984 Q2	104.8 R	95.3	110.0	100.1	81.9	122.4 R	97.4 R	81.8	119.0 R	117.6 R

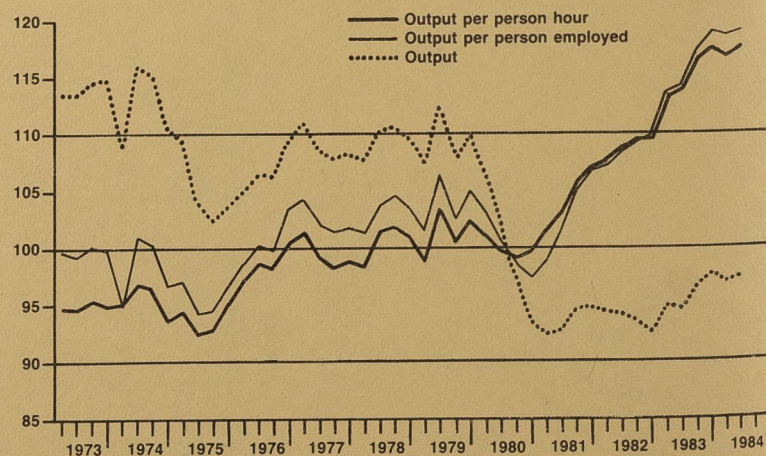
‡ Gross domestic product for whole economy.  
\* Estimates of the employed labour force include an allowance for underestimation. See footnotes on table 1.1.

## Output and productivity

Whole economy



## Manufacturing industries (SIC 1980)



Seasonally adjusted (1980 = 100)

# 1.9

## EMPLOYMENT Selected countries: national definitions

QUARTERLY FIGURES: seasonally adjusted unless stated	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)(7)	Canada (6)	Denmark (7)	France (FR)	Germany (8)	Greece (9)(9)	Irish Republic (10)	Italy (5)	Japan (6)(11)	Netherlands (5)	Norway (12)	Spain (5)	Sweden (2)(5)	Switzerland (2)(5)	United States
Civilian labour force	26,529	6,873	3,306	11,903	26,921	26,921	26,921	26,921	26,921	26,921	26,921	26,921	26,921	26,921	26,921	26,921	26,921	26,921
1982 Q1	26,507	6,881	3,282	11,942	26,921	26,921	26,921	26,921	26,921	26,921	26,921	26,921	26,921	26,921	26,921	26,921	26,921	26,921
Q2	26,505	6,889	3,317	12,016	26,909	26,909	26,909	26,909	26,909	26,909	26,909	26,909	26,909	26,909	26,909	26,909	26,909	26,909
Q3	26,532	6,936	3,309	12,033	26,925	26,925	26,925	26,925	26,925	26,925	26,925	26,925	26,925	26,925	26,925	26,925	26,925	26,925
Q4	26,555	6,965	3,296	12,048	26,965	26,965	26,965	26,965	26,965	26,965	26,965	26,965	26,965	26,965	26,965	26,965	26,965	26,965
1983 Q1	26,534	6,979	3,293	12,186	26,911	26,911	26,911	26,911	26,911	26,911	26,911	26,911	26,911	26,911	26,911	26,911	26,911	26,911
Q2	26,693	6,979	3,288	12,227	26,847	26,847	26,847	26,847	26,847	26,847	26,847	26,847	26,847	26,847	26,847	26,847	26,847	26,847
Q3	26,819	7,016	3,288	12,227	26,811	26,811	26,811	26,811	26,811	26,811	26,811	26,811	26,811	26,811	26,811	26,811	26,811	26,811
Q4	26,819	7,016	3,288	12,227	26,811	26,811	26,811	26,811	26,811	26,811	26,811	26,811	26,811	26,811	26,811	26,811	26,811	26,811
1984 Q1	26,784	7,055	3,288	12,270	26,867	26,867	26,867	26,867	26,867	26,867	26,867	26,867	26,867	26,867	26,867	26,867	26,867	26,867
Civilian employment	23,727	6,445	3,208	10,846	25,274	25,274	25,274	25,274	25,274	25,274	25,274	25,274	25,274	25,274	25,274	25,274	25,274	25,274
1982 Q1	23,635	6,428	3,179	10,696	25,167	25,167	25,167	25,167	25,167	25,167	25,167	25,167	25,167	25,167	25,167	25,167	25,167	25,167
Q2	23,505	6,398	3,195	10,555	25,048	25,048	25,048	25,048	25,048	25,048	25,048	25,048	25,048	25,048	25,048	25,048	25,048	25,048
Q3	23,443	6,342	3,177	10,499	24,889	24,889	24,889	24,889	24,889	24,889	24,889	24,889	24,889	24,889	24,889	24,889	24,889	24,889
Q4	23,404	6,377	3,146	10,546	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722
1983 Q1	23,443	6,377	3,146	10,546	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722
Q2	23,443	6,377	3,146	10,546	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722	24,722
Q3	23,506	6,360	3,162	10,824	24,811	24,811	24,811	24,811	24,811	24,811	24,811	24,811	24,811	24,811	24,811	24,811	24,811	24,811
Q4	23,619	6,359	3,153	10,864	24,811	24,811	24,811	24,811	24,811	24,811	24,811	24,811	24,811	24,811	24,811	24,811	24,811	24,811
1984 Q1	23,664	6,379	3,153	10,881	24,584	24,584	24,584	24,584	24,584	24,584	24,584	24,584	24,584	24,584	24,584	24,584	24,584	24,584
LATEST ANNUAL FIGURES: 1983 Unless stated																		
Civilian Labour Force	15,659	2,361	2,016	7,098	14,653	13,589	16,363	2,505	899	14,824	35,640	3,685	1,156	9,197	2,337	1,953	63,047	63,047
Male	10,955	1,561	1,261	5,084	10,207	9,152	10,544	1,733	369	8,011	23,240	2,902	888	4,088	2,038	1,067	48,505	48,505
Female	20,454	6,964	3,264	12,183	2,070	22,752	20,307	3,078	1,268	22,853	58,886	5,387	2,024	13,265	4,375	3,020	11,550	11,550
Civilian Employment: Male	13,714	3,935	1,943	6,240	6,240	4,995	15,090	3,529	1,131	13,823	34,680	3,885	1,122	7,606	2,258	1,937	56,787	56,787
Female	9,756	2,351	1,212	4,495	8,416	9,559	12,650	29.0	31.1	6,734	22,630	2,888	835	3,199	1,966	1,057	44,047	44,047
All	23,470	6,289	3,155	10,734	2,437	20,868	24,549	40.3	51.5	20,557	57,330	4,984	1,957	10,805	4,224	2,994	100,834	100,834
Civilian employment: proportions by sector																	Per cent	
Male: Agriculture	3.7	8.0	8.3	7.1	..	..	4.7	..	..	11.9	8.0	..	..	18.7	7.6	8.0	5.0	5.0
Industry	44.0	36.4	49.5	33.8	..	..	51.5	..	..	41.0	38.9	..	..	40.1	43.5	45.8	36.7	36.7
Services	52.2	55.7	42.2	59.1	..	..	43.9	..	..	47.1	53.1	..	..	41.3	46.2	46.2	58.3	58.3
Female: Agriculture	1.2	4.3	12.9	3.2	..	..	7.0	..	..	13.3	11.3	..	..	16.5	3.0	5.4	1.6	1.6
Industry	19.0	15.2	18.6	14.0	..	..	27.0	..	..	20.8	18.3	..	..	18.0	22.8	22.8	15.6	15.6
Services	79.8	80.4	68.5	82.7	..	..	66.0	..	..	60.8	60.3	..	..	65.5	82.8	72.0	81.6	81.6
All: Agriculture	2.7	6.6	9.8	5.5	..	..	5.6	..	..	12.4	9.3	..	..	18.0	5.4	7.1	3.5	3.5
Industry	33.6	28.5	38.9	25.5	..	..	42.											



## EMPLOYMENT

## Selected countries: national definitions

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)(7)	Canada	Denmark (6)	France (7)	Germany (FR) (8)	Greece (8)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Netherlands (6)(11)	Norway (5)	Spain (12)	Sweden (5)	Switzerland (2)(5)	United States
QUARTERLY FIGURES: seasonally adjusted unless stated																		
Thousand																		
<b>Civilian labour force</b>																		
1982 Q1	26,529	6,873	3,306	..	11,903	..	..	26,951	..	..	22,691	57,510	..	1,983	12,975	4,340	3,055	109,414
Q2	26,507	6,881	3,282	..	11,942	..	..	26,921	..	..	22,725	57,593	..	2,008	12,953	4,351	3,049	110,192
Q3	26,505	6,889	3,317	..	12,016	..	..	26,909	..	..	22,468	57,620	..	1,996	13,037	4,375	3,033	110,517
Q4	26,532	6,936	3,309	..	12,033	..	22,860	26,925	..	..	22,560	58,226	..	2,005	13,135	4,359	3,039	110,829
1983 Q1	26,555	6,965	3,296	..	12,048	..	..	26,965	..	..	22,762	58,852	..	1,997	13,102	4,367	3,029	110,700
Q2	26,534	6,979	3,293	..	12,186	..	..	26,911	..	..	22,967	58,778	..	2,032	13,106	4,378	3,015	111,277
Q3	26,603	6,977	3,297	..	12,245	..	..	26,879	..	..	22,679	58,953	..	2,035	13,210	4,386	3,012	112,057
Q4	26,613	7,016	3,288	..	12,227	..	22,596	26,847	..	..	22,983	59,000	..	2,032	13,265	4,371	3,018	112,012
1984 Q1	26,784	7,055	..	..	12,270	..	..	26,867	..	..	..	58,987	..	2,042	13,260	4,370	3,016	112,607
<b>Civilian employment</b>																		
Thousand																		
1982 Q1	23,727	6,445	3,208	..	10,846	..	..	25,274	..	..	20,577	56,235	..	1,943	10,890	4,211	3,046	99,749
Q2	23,635	6,428	3,179	..	10,696	..	..	25,167	..	..	20,668	56,252	..	1,959	10,892	4,219	3,035	99,810
Q3	23,505	6,398	3,195	..	10,555	..	..	25,048	..	..	20,461	56,275	..	1,946	10,879	4,225	3,017	99,493
Q4	23,443	6,342	3,177	..	10,499	..	20,997	24,889	..	..	20,465	56,787	..	1,937	10,876	4,225	3,017	99,054
1983 Q1	23,404	6,277	3,146	..	10,546	..	..	24,722	..	..	20,518	57,247	..	1,923	10,757	4,224	3,003	99,214
Q2	23,443	6,260	3,160	..	10,693	..	..	24,657	..	..	20,599	57,215	..	1,963	10,825	4,225	2,990	100,037
Q3	23,506	6,260	3,162	..	10,824	..	..	24,607	..	..	20,535	57,383	..	1,966	10,848	4,224	2,924	101,528
Q4	23,619	6,359	3,153	..	10,864	..	20,732	24,611	..	..	20,577	57,489	..	1,975	10,805	4,226	2,988	102,506
1984 Q1	23,664	6,379	..	..	10,881	..	..	24,584	..	..	..	57,312	..	1,979	10,592	4,234	2,982	103,741
<b>LATEST ANNUAL FIGURES: 1983 Unless stated</b>																		
Thousand																		
Civilian Labour Force: Male	15,859	4,361	2,016	2,494	7,098	1,463	13,580	16,363	2,505	899	14,824	35,640	3,685	1,156	9,197	2,337	1,953	63,047
Female	10,595	2,624	1,277	1,594	5,084	1,207	9,152	10,544	1,173	369	8,011	23,240	1,902	868	4,068	2,038	1,067	48,503
All	26,454	6,984	3,294	4,088	12,183	2,670	22,732	26,907	3,678	1,268	22,835	58,886	5,587	2,024	13,265	4,375	3,020	111,550
Civilian Employment: Male	13,714	3,935	1,943	..	6,240	..	12,752	15,090	..	..	13,823	34,690	..	1,122	7,606	2,258	1,937	56,787
Female	9,756	2,351	1,212	..	4,495	..	8,116	9,559	..	..	6,734	22,630	..	835	3,199	1,966	1,057	44,047
All	23,470	6,289	3,155	3,620	10,734	2,437	20,868	24,649	3,529	1,131	20,557	57,330	4,984	1,957	10,805	4,224	2,994	100,834
<b>Civilian employment: proportions by sector</b>																		
Per cent																		
Male: Agriculture	3.7	8.0	8.3	..	7.1	..	..	4.7	..	..	11.9	8.0	..	9.3	18.7	7.6	8.0	5.0
Industry	44.0	36.4	49.5	..	33.8	..	..	51.5	..	..	41.0	38.9	..	39.9	40.1	43.5	45.8	36.7
Services	52.2	55.7	42.2	..	59.1	..	..	43.9	..	..	47.1	53.1	..	50.7	41.3	48.9	46.2	58.3
Female: Agriculture	1.2	4.3	12.9	..	3.2	..	..	7.0	..	..	13.3	11.3	..	5.0	16.5	3.0	5.4	1.6
Industry	19.0	15.2	18.6	..	14.0	..	..	27.0	..	..	25.8	28.4	..	12.2	18.0	14.3	22.6	16.8
Services	79.8	80.4	68.5	..	82.7	..	..	66.0	..	..	60.8	60.3	..	82.5	65.5	82.8	72.0	81.6
All: Agriculture	2.7	6.6	9.8	3.0	5.5	8.5	8.1	5.6	30.7	17.3	12.4	9.3	5.0	7.5	18.0	5.4	7.1	3.5
Industry	33.6	28.5	38.9	32.3	25.5	26.3	33.9	42.0	29.0	31.1	36.0	34.8	28.8	28.1	33.5	29.9	37.6	28.0
Services	63.7	64.9	51.3	64.7	69.0	65.1	58.0	52.4	40.3	51.5	51.6	56.0	66.3	64.3	48.4	64.7	55.3	68.5

Sources and definitions: The international data are taken from publications of the Organisation for Economic Co-operation and Development ("Quarterly Labour Force Statistics") and the Statistical Office of the European Communities ("Employment and Unemployment"). They are intended to conform to the internationally agreed definitions, namely: **Civilian Labour Force:** Employees in employment; the self-employed, employers and some family workers; and the unemployed. **Civilian Employment:** Civilian Labour Force excluding the unemployed. **Agriculture, Industry and Services:** Major divisions 1, 2-5, and 6-0 respectively of the International Standard Industrial Classification. However, differences exist between countries in general concepts, classification and methods of compilation, and international comparisons must be approached with caution. Some of the differences are indicated in the footnotes below, but for details of the definitions, and of the national sources of the data, the reader is referred to the OECD and SOEC publications.

Notes: [1] For the UK, the Civilian Labour Force figures refer to working population excluding HM Forces, civilian employment to employed labour force excluding HM Forces, and industry to production and construction industries.

[2] Quarterly figures relate to March, June, September and December.

[3] Annual figures relate to June.

[4] Quarterly figures relate to February, May, August and November, and annual figures to August.

[5] Civilian labour force and employment figures include armed forces.

[6] Annual figures relate to 1982.

[7] Civilian employment figures include apprentices in professional training.

[8] Annual figures relate to 1981.

[9] Annual figures relate to April.

[10] Quarterly figures relate to January, April, July and October.

[11] Annual figures relate to January.

[12] Quarterly figures not seasonally adjusted, annual figures relate to fourth quarter.



# 1.11 EMPLOYMENT

## Overtime and short-time operatives in manufacturing industries \*

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost		
													Actual (Thou)	Seasonally adjusted	Average per operative on short-time
1979	1,744	34.2	8.7	15.07		8	320	42	460	10.6	51	1.0	781		15.0
1980	1,422	29.5	8.3	11.76		21	823	258	3,183	12.1	279	5.9	4,006		14.3
1981	1,137	26.6	8.2	9.37		16	621	320	3,720	11.4	335	7.8	4,352		12.6
1982	1,198	29.8	8.3	9.98		8	320	134	1,438	10.7	142	3.5	1,769		12.4
1983	1,209	31.5	8.5	10.30		6	244	71	741	10.2	77	2.0	985		12.9
<b>Week ended</b>															
1982 Aug 14	1,094	27.2	8.4	9.26	9.96	6	219	97	1,024	10.5	103	2.5	1,243	1,779	12.0
Sep 11	1,167	29.5	8.3	9.66	9.75	7	289	109	1,159	10.6	116	2.9	1,448	1,597	12.4
Oct 16	1,228	31.3	8.2	10.11	9.89	9	376	129	1,425	11.2	139	3.5	1,801	1,763	13.0
Nov 13	1,207	31.3	8.3	9.97	9.64	9	359	154	1,690	11.0	163	4.1	2,048	1,765	12.5
Dec 11	1,209	31.2	8.4	10.13	9.66	7	294	140	1,443	10.3	147	3.8	1,737	1,605	11.8
1983 Jan 15	1,068	28.2	7.8	8.35	9.45	6	242	139	1,488	10.8	145	3.8	1,731	1,456	11.9
Feb 12	1,147	30.2	8.2	9.49	9.51	11	434	127	1,378	10.9	138	3.7	1,812	1,436	13.2
Mar 12	1,189	31.3	8.2	9.80	9.68	6	238	119	1,260	10.6	125	3.3	1,498	1,261	12.0
April 16	1,139	30.0	8.1	9.34	9.45	9	365	96	1,048	11.0	105	2.8	1,414	1,362	13.5
May 14	1,234	32.7	8.3	10.28	9.94	6	256	77	774	10.1	83	2.2	1,030	1,158	12.3
June 11	1,168	30.9	8.4	9.85	9.60	7	297	69	714	10.4	76	2.0	1,011	1,170	13.3
July 16	1,201	31.4	8.7	10.47	10.29	7	267	44	477	10.9	51	1.3	743	1,064	15.1
Aug 13	1,122	29.0	8.8	9.88	10.51	4	142	38	368	9.8	41	1.1	510	718	12.6
Sep 10	1,238	31.9	8.9	10.98	11.03	5	199	39	372	9.6	44	1.1	571	644	13.0
Oct 15	1,326	33.7	8.9	11.74	11.45	4	152	36	325	9.0	40	0.9	477	471	12.0
Nov 12	1,345	34.5	8.7	11.68	11.38	5	180	37	341	9.2	42	1.1	521	446	12.5
Dec 10	1,327	34.5	8.9	11.78	11.36	4	161	35	341	9.9	39	1.0	502	459	13.0
1984 Jan 14	1,185	31.1	8.4	9.89	10.97	6	245	42	493	11.9	48	1.3	738	623	15.5
Feb 11	1,305	34.3	8.7	11.24	11.25	8	306	44	437	9.9	51	1.4	742	593	14.5
Mar 10	1,294	34.0	8.7	11.21	11.11	4	174	47	528	11.2	52	1.4	702	590	13.6
April 14	1,311	34.5	8.7	11.36	11.50	4	144	44	395	9.2	48	1.3	554	530	11.5
May 19	1,335	35.1	8.9	11.79	11.43	4	179	41	361	8.8	45	1.2	540	605	11.7
June 16	1,328	34.9	8.9	11.79	11.54	7	281	39	394	10.2	46	1.2	675	774	14.8
July 14	1,302	34.1	9.0	11.69	11.54	7	274	35	347	9.8	42	1.1	620	906	14.9
Aug 18	1,230	32.2	9.0	11.02	11.62	8	322	37	393	10.9	45	1.1	714	997	16.2

\* The figures are based on the definition of manufacturing industries in the 1980 Standard Industrial Classification.

# 1.12 EMPLOYMENT

## Hours of work—Operatives: manufacturing industries

Seasonally adjusted  
1980 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
SIC 1980 classes	21-49					21-49				
1979	110.4	110.2	114.0	119.7	104.5	103.4	103.3	106.6	104.2	101.4
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	89.1	89.2	86.8	89.5	93.8	98.7	98.9	98.9	101.5	99.1
1982	84.2	84.0	80.9	85.8	90.0	100.5	100.9	100.9	103.9	99.6
1983	81.8	81.9	76.5	86.5	88.0	101.5	102.0	103.1	105.5	100.2
<b>Week ended</b>										
1982 July 17	83.5					100.3				
Aug 14	83.1					100.4				
Sep 11	82.6	82.6	80.1	84.8	89.6	100.4	100.6	100.4	104.1	99.5
Oct 16	82.8					100.7				
Nov 13	82.2					100.7				
Dec 11	81.9	81.8	78.8	84.8	88.4	100.8	101.2	100.8	104.6	99.7
1983 Jan 15	81.7					100.9				
Feb 12	81.7					100.9				
Mar 12	81.6	81.6	77.7	85.3	88.9	101.2	101.4	102.3	104.9	100.0
April 16	81.2					101.0				
May 14	81.4					101.1				
June 11	80.9	80.8	75.9	85.2	87.3	100.9	101.0	101.3	105.2	99.8
July 16	81.3					101.3				
Aug 13	81.8					101.6				
Sep 10	82.1	82.3	76.8	87.5	88.3	101.8	102.0	103.8	105.8	100.6
Oct 15	82.5					102.5				
Nov 12	82.7					102.6				
Dec 15	82.2	82.9	76.1	88.2	87.4	102.6	103.5	104.9	106.2	100.5
1984 Jan 14	81.9					102.6				
Feb 11	81.8 R					102.7 R				
Mar 10	81.6	82.8	75.1	88.2	86.2	102.5	103.7	104.4	106.2	100.1
Apr 14	81.5					102.5 R				
May 19	81.3 R					102.3 R				
Jun 16	81.1 R	82.1	72.9	87.4	86.3	102.3 R	103.2	102.4	105.8	100.6
July 14	80.9					102.1 R				
Aug 18	80.6					102.1				

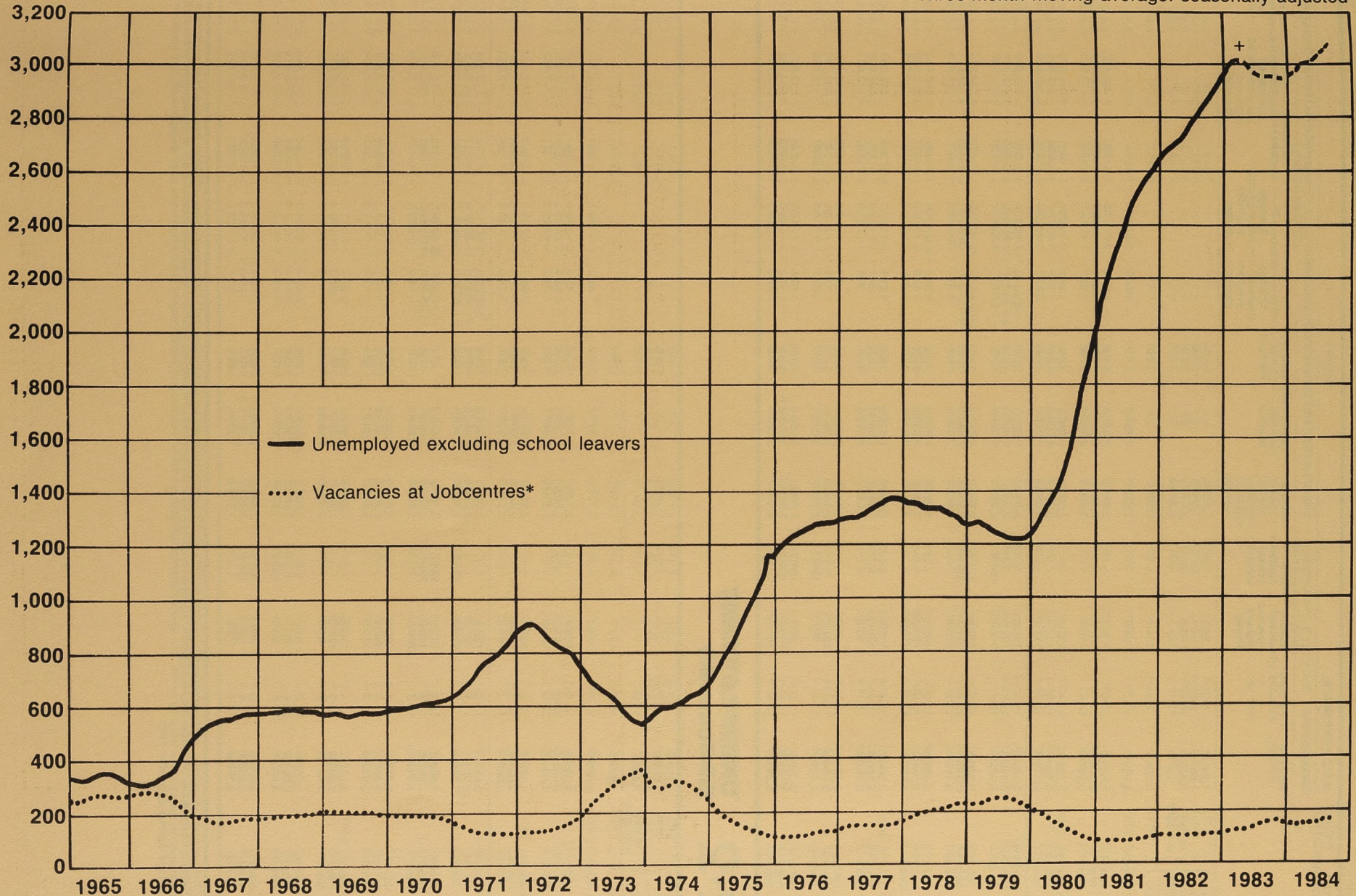
\* The figures are based on the definition of manufacturing industries in the 1980 Standard Industrial Classification.



# Unemployment and vacancies: United Kingdom 1965—1984

THOUSAND

Three-month moving average: seasonally adjusted



\*Vacancies at Jobcentres are only about a third of total vacancies. <sup>+</sup> Figures affected by Budget provisions for men aged 60 and over.



# 2.1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers †	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
						Number	Per cent					
1979	1,295.7	5.3	68.3	..	1,227.3	..	5.1	..	..	..	..	
1980	1,664.9	6.8	104.1	..	1,560.8	..	6.4	..	..	..	..	
1981	2,520.4	10.4	100.6	..	2,419.8	..	9.9	..	..	..	..	
1982	2,916.2	12.1	123.5	..	2,793.4	..	11.5	..	..	..	..	
1983††	3,104.7	12.9	134.9	..	2,969.7	..	12.3	..	..	..	..	
1982 Sep 9	3,066.2	12.7	203.8	..	2,862.3	2,866.4	11.9	34.0	31.2	..	..	
Oct 14	3,049.0	12.6	174.2	..	2,874.6	2,885.4	11.9	19.0	23.9	362	2,460	
Nov 11	3,063.0	12.7	147.5	..	2,915.6	2,905.5	12.0	20.1	24.4	331	2,503	
Dec 9	3,097.0	12.8	130.6	..	2,966.4	2,948.8	12.2	43.3	27.5	299	2,563	
1983 Jan 13	3,225.2	13.4	137.8	..	3,087.4	2,982.7	12.4	33.9	32.4	311	2,675	
Feb 10	3,199.4	13.3	123.8	..	3,075.6	3,000.6	12.5	17.9	31.7	296	2,664	
Mar 10	3,172.4	13.2	112.2	..	3,060.2	3,025.7	12.6	25.1	25.6	272	2,656	
April 14††	3,169.9	13.2	134.5	..	3,035.4	3,021.1	12.6	-4.6(24.8)	12.8(22.6)	323	2,629	
May 12	3,049.4	12.7	125.6	..	2,923.7	2,969.9	12.3	-51.2(23.0)	-10.2(24.3)	275	2,626	
June 9	2,983.9	12.4	118.9	128.4	2,865.0	2,967.7	12.3	-2.2(26.7)	-19.3(24.8)	266	2,596	
July 14	3,020.6	12.6	115.5	211.1	2,905.0	2,957.3	12.3	-10.4(9.8)	-21.3(19.8)	352	2,565	
Aug 11	3,009.9	12.5	112.1	211.9	2,897.8	2,940.9	12.2	-16.4(-7.3)	-9.7(9.7)	304	2,611	
Sep 8	3,167.4	13.2	214.6	..	2,952.8	2,951.3	12.3	10.4	-5.5(4.3)	461	2,613	
Oct 13	3,094.0	12.9	168.1	..	2,925.9	2,941.0	12.2	-10.3	-5.4(-2.4)	361	2,642	
Nov 10	3,084.4	12.8	137.7	..	2,946.7	2,938.5	12.2	-2.5	-0.8	317	2,680	
Dec 8	3,079.4	12.8	118.1	..	2,961.3	2,946.1	12.2	7.6	-1.7	291	2,703	
1984 Jan 12	3,199.7	13.3	116.8	..	3,082.9	2,976.0	12.4	29.9	11.7	308	2,084	
Feb 9	3,186.4	13.2	105.5	..	3,080.9	3,005.1	12.5	29.1	22.2	295	2,809	
Mar 8	3,142.8	13.1	94.8	..	3,048.0	3,011.6	12.5	6.5	21.8	260	2,801	
April 5	3,107.7	12.9	85.3	..	3,022.4	3,010.9	12.5	-0.7	11.6	272	2,755	
May 10	3,084.5	12.8	104.2	..	2,980.3	3,027.9	12.6	17.0	7.6	277	2,730	
June 14	3,029.7	12.6	95.3	123.6	2,934.5	3,038.0	12.6	10.1	8.8	267	2,688	
July 12	3,100.5	12.9	92.4	166.7	3,008.1	3,054.6	12.7	16.6	14.6	365	2,660	
Aug 9	3,115.9	12.9	89.9	160.1	3,025.9	3,073.9 R	12.8	19.3	15.3	308	2,735	
Sep 13	3,283.6	13.6	181.9	..	3,101.7	3,099.4	12.9	25.5	20.5	478	2,731	

# 2.2 UNEMPLOYMENT GB Summary

UNITED KINGDOM	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers †	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
						Number	Per cent					
1979	1,233.9	5.2	63.6	..	1,170.3	..	5.0	..	..	..	..	
1980	1,590.5	6.7	97.8	..	1,492.7	..	6.3	..	..	..	..	
1981	2,422.4	10.2	94.0	..	2,328.4	..	9.8	..	..	..	..	
1982	2,808.5	11.9	117.3	..	2,691.3	..	11.4	..	..	..	..	
1983††	2,987.6	12.7	130.7	..	2,856.8	..	12.2	..	..	..	..	
1982 Sep 9	2,950.3	12.5	193.3	..	2,757.0	2,761.8	11.7	33.1	30.6	429	2,307	
Oct 14	2,935.3	12.4	166.5	..	2,768.7	2,779.6	11.8	17.8	22.9	354	2,358	
Nov 11	2,950.8	12.5	141.7	..	2,809.1	2,798.5	11.9	18.9	23.3	322	2,403	
Dec 9	2,984.7	12.6	125.8	..	2,858.9	2,840.7	12.0	42.2	26.3	291	2,462	
1983 Jan 13	3,109.0	13.2	133.4	..	2,975.6	2,873.4	12.2	32.7	31.0	303	2,570	
Feb 10	3,084.7	13.1	119.8	..	2,964.8	2,891.1	12.3	17.7	30.9	288	2,561	
Mar 10	3,058.7	13.0	108.8	..	2,950.0	2,915.7	12.4	24.6	25.0	264	2,553	
April 14††	3,053.3	13.0	129.8	..	2,923.7	2,909.2	12.4	-6.5(22.9)	11.9(21.7)	312	2,526	
May 12	2,934.4	12.5	121.6	..	2,812.8	2,857.3	12.2	-51.9(22.3)	-11.3(23.3)	267	2,522	
June 9	2,870.5	12.2	115.3	125.6	2,755.2	2,855.4	12.2	-1.9(25.9)	-20.1(23.7)	258	2,493	
July 14	2,903.5	12.4	112.2	206.6	2,791.3	2,843.3	12.1	-12.1(7.8)	-22.0(18.7)	343	2,458	
Aug 11	2,892.9	12.3	109.0	206.1	2,783.9	2,826.4	12.0	-16.9(-7.9)	-10.3(8.6)	295	2,504	
Sep 8	3,043.7	13.0	208.5	..	2,835.2	2,834.6	12.1	8.2	-6.9(2.7)	447	2,505	
Oct 13	2,974.2	12.7	162.8	..	2,811.4	2,826.5	12.0	-8.1	-5.6(-2.6)	351	2,534	
Nov 10	2,964.7	12.6	133.1	..	2,831.6	2,822.8	12.0	-3.7	-1.2	308	2,571	
Dec 8	2,960.9	12.6	114.3	..	2,846.7	2,830.7	12.1	7.9	-1.3	283	2,594	
1984 Jan 12	3,077.4	13.1	113.2	..	2,964.3	2,859.8	12.2	29.1	11.1	299	2,692	
Feb 9	3,063.8	13.0	102.2	..	2,961.7	2,887.1	12.3	27.3	21.4	286	2,697	
Mar 8	3,021.9	12.9	91.9	..	2,930.0	2,893.6	12.3	6.5	21.0	252	2,689	
April 5	2,987.6	12.7	82.7	..	2,904.9	2,893.0	12.3	-0.6	11.1	264	2,645	
May 10	2,963.9	12.6	100.6	..	2,863.3	2,909.4	12.4	16.4	7.4	268	2,619	
June 14	2,910.8	12.4	92.3	120.9	2,818.6	2,919.8	12.4	10.4	8.7	258	2,579	
July 12	2,978.9	12.7	89.7	163.0	2,889.2	2,936.2	12.5	16.4	14.4	355	2,550	
Aug 9	2,995.2	12.8	87.4	156.0	2,907.8	2,955.2 R	12.6	19.0	15.3	300	2,624	
Sep 13	3,156.6	13.4	176.6	..	2,979.9	2,979.8	12.7	24.6	20.0	462	2,622	

Note: The national and regional unemployment series are seasonally adjusted using to a large degree estimated data for persons before mid 1982. For a while there will be an element of uncertainty in these figures until experience of seasonal movement is gained. As a result, the latest figures for national and regional seasonally adjusted unemployment are provisional and subject to revision, mainly in the following month. The figures for Great Britain prior to May 1982 and for Northern Ireland prior to November 1982 are estimates. See article on page S20 of Employment Gazette December 1982.

# UNEMPLOYMENT 2.1 UK summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers †	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
						Number	Per cent					
1979	930.1	6.5	36.0	..	894.2	..	6.3	..	..	..	..	
1980	1,180.6	8.3	55.0	..	1,125.6	..	7.9	..	..	..	..	
1981	1,843.3	12.9	55.6	..	1,787.8	..	12.4	..	..	..	..	
1982	2,133.2	15.0	70.1	..	2,063.2	..	14.5	..	..	..	..	
1983††	2,218.6	15.9	77.2	..	2,141.4	..	15.3	..	..	..	..	
1982 Sep 9	2,208.6	15.6	114.9	..	2,093.7	2,113.2	14.9	..	..	..	..	
Oct 14	2,207.4	15.5	97.3	..	2,110.1	2,129.8	15.0	..	..	841.6	8.4	
Nov 11	2,228.4	15.7	82.8	..	2,145.6	2,146.1	15.1	..	..	834.6	8.4	
Dec 9	2,268.0	16.0	74.1	..	2,193.9	2,178.5	15.3	..	..	829.0	8.3	
1983 Jan 13	2,354.9	16.8	77.5	..	2,277.4	2,199.5	15.7	..	..	870.4	8.6	
Feb 10	2,336.6	16.7	70.1	..	2,266.6	2,208.5	15.8	..	..	862.8	8.6	
Mar 10	2,319.5	16.6	63.8	..	2,255.6	2,223.6	15.9	..	..	852.9	8.5	
April 14††	2,306.4	16.5	77.4	..	2,229.0	2,210.1	15.8	..	..	863.5	8.6	
May 12	2,199.4	15.7	72.5	..	2,126.9	2,148.6	15.4	..	..	849.9	8.4	
June 9	2,144.7	15.3	68.6	..	2,076.1	2,137.1	15.3	..	..	839.2	8.3	
July 14	2,144.0	15.3	66.9	..	2,077.1	2,117.7	15.1	..	..	876.6	8.7	
Aug 11	2,125.0	15.2	65.4	..	2,059.6	2,100.6	15.0	..	..	884.9	8.8	
Sep 8	2,204.6	15.8	121.6	..	2,083.1	2,101.1	15.0	..	..	962.8	9.6	
Oct 13	2,162.4	15.5	95.7	..	2,066.6	2,089.9	14.9	..	..	931.6	9.2	
Nov 10	2,159.0	15.4	78.9	..	2,080.1	2,081.9	14.9	..	..	925.4	9.2	
Dec 8	2,166.9	15.5	68.1	..	2,098.8	2,082.7	14.9	..	..	912.4	9.1	
1984 Jan 12	2,245.4	16.1	66.9	..	2,178.4	2,098.6	15.0	..	..	954.3	9.5	
Feb 9	2,236.9	16.0	60.6	..	2,176.3	2,117.4	15.1	..	..	949.5	9.4	
Mar 8	2,205.1	15.8	54.5	..	2,150.6	2,117.4	15.1	..	..	937.7	9.3	
April 5	2,180.1	15.6	49.2	..	2,130.9							



# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted			Male	Female
								Number	Per cent	Change since previous month	Average change over 3 months ended	Number		
<b>SOUTH EAST</b>														
1979†	257.7	192.3	65.4	7.8	3.4	4.3	2.0	249.9	3.3				191.2	63.1
1980	328.1	241.0	87.1	14.6	4.2	5.4	2.8	313.5	4.1				233.1	80.5
1981	547.6	407.5	140.1	16.5	7.0	9.0	4.3	531.0	6.8				398.1	132.9
1982	664.6	490.8	173.8	22.4	8.5	10.9	5.3	642.3	8.3				477.9	164.2
Annual averages														
1983††	721.4	514.5	206.9	24.5	9.3	11.6	6.3	696.9	9.0				500.7	196.4
1983 Sep 8	735.1	509.4	225.8	37.2	9.5	11.4	6.8	697.9	694.2	8.9	3.4	0.1(2.4)	490.9	203.3
Oct 13	726.2	503.3	223.0	32.7	9.4	11.3	6.7	693.6	693.7	8.9	-0.5	0.6(1.2)	488.9	204.8
Nov 10	725.4	502.9	222.5	26.7	9.4	11.3	6.7	698.6	697.0	9.0	3.3	2.1	489.8	207.2
Dec 8	723.5	504.1	219.3	22.8	9.3	11.3	6.6	700.6	700.7	9.0	3.7	2.2	490.6	210.1
1984 Jan 12	750.9	522.0	228.9	20.9	9.7	11.7	6.9	730.0	707.8	9.1	7.1	4.7	492.9	214.9
Feb 9	748.7	519.3	229.4	18.8	9.7	11.7	6.9	729.8	713.4	9.2	5.6	5.5	495.5	217.9
Mar 8	740.1	513.0	227.1	16.9	9.5	11.5	6.9	723.2	715.7	9.2	2.3	5.0	495.7	220.0
Apr 5	732.6	507.2	225.4	15.0	9.4	11.4	6.8	717.6	715.8	9.2	0.1	2.7	494.4	221.4
May 10	725.4	500.3	225.1	17.8	9.4	11.2	6.8	707.6	719.2	9.3	3.4	1.9	494.7	224.5
Jun 14	716.6	493.1	223.5	16.8	9.2	11.1	6.8	699.8	724.4	9.3	5.2	2.9	497.4	227.0
Jul 12	735.9	501.3	234.6	16.2	9.5	11.3	7.1	719.7	729.4	9.4	5.0	4.9	499.6	229.8
Aug 9	745.1	503.5	241.5	15.4	9.6	11.3	7.3	729.7	735.0	9.5	5.6	5.3	502.3	232.7
Sep 13	778.2	521.8	256.3	31.5	10.0	11.7	7.7	746.6	743.5	9.6	8.5	6.4	507.4	236.1
<b>GREATER LONDON (included in South East)</b>														
1979†	126.0	96.1	29.9	3.4	3.4	4.3	1.9	122.6	3.3				95.9	29.0
1980	157.5	117.1	40.4	6.0	4.2	5.4	2.6	151.5	4.1				114.0	37.6
1981	263.5	195.8	67.6	9.0	6.9	8.7	4.3	254.5	6.7				190.4	64.0
1982	323.3	238.5	84.8	10.7	8.5	10.6	5.4	312.6	8.2				232.3	80.3
Annual averages														
1983††	359.9	258.8	101.1	12.0	9.5	11.8	6.3	347.9	9.2				251.8	96.1
1983 Sep 8	370.9	261.0	109.9	16.6	9.8	11.9	6.9	354.3	349.8	9.2	1.5	0.9(1.9)	250.7	99.1
Oct 13	367.8	258.9	108.9	16.2	9.7	11.8	6.8	351.6	351.5	9.3	1.7	0.9(1.1)	251.2	100.3
Nov 10	367.3	258.6	108.7	13.7	9.7	11.8	6.8	353.5	353.7	9.3	2.2	1.8	252.0	101.7
Dec 8	366.0	258.7	107.3	11.9	9.6	11.8	6.7	354.0	356.4	9.4	2.2	2.2	253.3	103.1
1984 Jan 12	375.6	264.7	110.9	10.9	9.9	12.0	7.0	364.7	358.9	9.5	2.5	2.5	253.8	105.1
Feb 9	375.5	264.2	111.3	9.8	9.9	12.0	7.0	365.7	361.6	9.5	2.7	2.6	255.2	106.4
Mar 8	373.5	263.0	110.6	9.0	9.8	12.0	6.9	364.6	363.4	9.6	1.8	2.3	256.0	107.4
Apr 5	371.9	261.8	110.0	7.9	9.8	11.9	6.9	363.9	363.9	9.6	0.5	1.7	256.0	107.9
May 10	370.5	260.2	110.3	8.9	9.8	11.8	6.9	361.6	364.7	9.6	0.8	1.0	255.6	109.1
Jun 14	369.6	259.5	110.1	8.6	9.7	11.8	6.9	361.0	370.4	9.8	5.7	2.3	259.9	110.5
Jul 12	378.1	263.3	114.8	8.3	10.0	12.0	7.2	369.8	372.5	9.8	2.1	2.9	260.6	111.9
Aug 9	383.5	265.2	118.4	8.0	10.1	12.1	7.4	375.5	375.3	9.9	2.8	3.5	262.2	113.1
Sep 13	397.6	273.1	124.6	14.5	10.5	12.4	7.8	383.1	378.9	10.0	3.6	2.8	264.1	114.8
<b>EAST ANGLIA</b>														
1979†	30.8	22.7	8.1	1.1	4.2	5.2	2.8	32.6	4.1				22.4	7.7
1980	39.2	28.5	10.7	2.0	5.3	6.5	3.6	37.2	5.0				27.5	9.7
1981	61.4	45.9	15.5	2.0	8.3	10.3	5.2	59.4	8.0				44.9	14.5
1982	72.2	53.2	19.0	2.4	9.7	12.0	6.3	69.8	9.4				51.9	17.9
Annual averages														
1983††	77.5	54.8	22.6	2.7	10.2	12.3	7.2	74.7	9.9				53.4	21.4
1983 Sep 8	76.0	52.0	23.9	4.4	10.0	11.7	7.6	71.5	73.5	9.7	0.4	-0.3(0.1)	51.6	21.9
Oct 13	76.2	52.0	24.1	3.5	10.0	11.7	7.7	72.6	73.5	9.7	—	—(0.1)	51.4	22.1
Nov 10	75.6	51.7	23.9	2.8	10.0	11.6	7.6	72.8	73.1	9.6 R	-0.4	—	50.7	22.4
Dec 8	76.2	52.5	23.7	2.5	10.0	11.8	7.5	73.7	73.0	9.6	-0.1	-0.2	50.5	22.5
1984 Jan 12	80.0	54.9	25.0	2.3	10.5	12.3	8.0	77.7	74.0	9.7	1.0	0.2	50.9	23.1
Feb 9	80.7	55.6	25.1	2.0	10.6	12.5	8.0	78.6	74.9	9.9	0.9	0.6	51.5	23.4 R
Mar 8	79.1	54.4	24.7	1.8	10.4	12.2	7.9	77.2	74.4	9.8	-0.5	0.5	51.0	23.4
Apr 5	77.5	53.1	24.4	1.6	10.2	11.9	7.8	75.8	74.0	9.7	-0.4	—	50.6	23.4
May 10	76.1	51.7	24.4	2.1	10.0	11.6	7.8	74.0	74.5	9.8	0.5	-0.1	50.8	23.7
Jun 14	73.1	49.4	23.7	1.9	9.6	11.1	7.5	71.2	74.6	9.8	0.1	0.1	50.6	24.0
Jul 12	74.0	49.4	24.6	1.9	9.7	11.1	7.8	72.1	75.2	9.9	0.6	0.4	50.8	24.4
Aug 9	74.0	49.1	24.9	1.7	9.7	11.0	7.9	72.2	75.6	10.0	0.4	0.4	50.8	24.8
Sep 13	77.2	50.6	26.6	3.6	10.2	11.4	8.5	73.6	75.9	10.0	0.3	0.4	50.7	25.2
<b>SOUTH WEST</b>														
1979†	90.5	64.9	25.6	3.6	5.4	6.6	3.7	86.9	5.2				63.9	24.2
1980	106.9	75.3	31.6	5.5	6.4	7.7	4.5	101.5	6.0				72.4	29.1
1981	155.6	112.0	43.6	4.4	9.2	11.3	6.3	151.2	9.0				109.7	41.5
1982	179.0	128.0	51.0	5.7	10.6	13.1	7.2	173.3	10.2				124.8	48.4
Annual averages														
1983††	188.6	129.3	59.3	6.2	11.2	13.4	8.3	182.3	10.8				125.9	56.5
1983 Sep 8	186.4	124.1	62.3	10.1	11.1	12.8	8.7	176.3	180.1	10.7	2.3	-0.1(-0.7)	122.0	58.1
Oct 13	187.8	124.1	63.7	8.0	11.1	12.8	8.9	179.8	180.0	10.7	-0.1	0.3(0.5)	120.9	59.1
Nov 10	190.0	125.1	64.8	6.4	11.3	12.9	9.0	183.5	179.9	10.7	-0.7	0.7	120.3	59.6
Dec 8	191.2	126.8	64.4	5.5	11.4	13.1	9.0	185.8	180.8	10.7	0.9	0.2	120.7	60.1
1984 Jan 12	199.3	132.1	67.2	5.1	11.8	13.7	9.4	194.3	182.8	10.9	2.0	0.9	121.5	61.3
Feb 9	198.6	131.3	67.3	4.6	11.8	13.6	9.4	194.0	185.1	11.0	2.3	1.7	122.8	62.3
Mar 8	195.1	129.0	66.0	4.0	11.6	13.3	9.2	191.0	185.5	11.0	0.4	1.6	122.9	62.6
Apr 5	191.2	126.5	64.7	3.6	11.3	13.1	9.0	187.6	185.6	11.0	0.1	0.9	122.6	63.0
May 10	185.7	123.0	62.7	4.5	11.0	12.7	8.7	181.3	185.9	11.0	0.3	0.3	122.8	63.1
Jun 14	179.3	118.9	60.4	4.1	10.6	12.3	8.4	175.2	186.9	11.1	1.0	0.5	123.3	63.6
Jul 12	183.9	120.7	63.2	4.0	10.9	12.5	8.8	180.0	188.1	11.2	1.2	0.8	123.6	64.5
Aug 9	186.1	121.5	64.6	3.8	11.0	12.6	9.0	182.3	190.1	11.3	2.0	1.4	124.8	65.3
Sep 13	198.9	128.8	70.1	8.5	11.8	13.3	9.8	190.5	194.2	11.5	4.1	2.4	127.4	66.8

See footnotes to table 2-1.

# UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted			Male	Female
								Number	Per cent	Change since previous month	Average change over 3 months ended	Number		
<b>WEST MIDLANDS</b>														
1979†	12													



# 2.3 UNEMPLOYMENT Regions

	THOUSAND														
	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Male	Female	
								Number	Per cent						
<b>NORTH</b>															
1979+	113.7	81.0	32.6	7.1	8.3	9.9	6.0	106.5	7.9				77.6	29.6	
1980	140.8	99.9	40.8	9.8	10.4	12.3	7.6	130.9	9.7				94.8	36.2	
1981	192.0	141.0	50.9	8.9	14.7	17.9	9.9	183.0	14.0				136.2	46.8	
1982	214.6	158.8	55.8	10.9	16.5	20.3	10.9	203.9	15.7				152.6	51.3	
1983++	225.7	164.7	61.0	11.8	17.7	21.6	11.9	213.9	16.8				157.7	56.0	
1983 Sep 8	234.1	165.9	68.2	21.2	18.4	21.7	13.3	212.9	211.4	16.6	1.3	-1.3(-0.5)	154.5	56.9	
Oct 13	225.2	161.5	63.6	14.6	17.7	21.2	12.4	210.5	210.9	16.5	-0.5	-0.4(-0.1)	154.0	56.9	
Nov 10	224.7	161.5	63.2	11.9	17.6	21.2	12.4	212.9	212.2	16.6	1.3	0.7	154.7	57.5	
Dec 8	224.2	162.1	62.1	10.2	17.6	21.2	12.1	214.0	212.5	16.7	0.3	0.4	154.5	58.0	
1984 Jan 12	230.9	166.8	64.1	9.3	18.1	21.9	12.5	221.5	213.0	16.7	0.5	0.7	154.5	58.5	
Feb 9	228.8	165.5	63.3	8.4	17.9	21.7	12.4	220.5	215.4	16.9	2.4	1.1	156.3	59.1	
Mar 8	226.8	164.4	62.3	7.6	17.8	21.5	12.2	219.2	218.0	17.1	2.6	1.8	158.6	59.4	
Apr 5	225.6	163.9	61.7	6.9	17.7	21.5	12.1	218.7	218.6	17.1	0.6	1.9	159.1	59.5	
May 10	226.7	164.4	62.3	8.8	17.8	21.5	12.2	217.9	221.2	17.3	2.6	1.9	161.0	60.2	
Jun 14	223.9	162.3	61.6	8.1	17.6	21.3	12.0	215.8	222.6	17.5	1.4	1.5	161.9	60.7	
Jul 12	227.8	164.1	63.7	8.2	17.9	21.5	12.4	219.7	223.3	17.5	0.7	1.6	162.2	61.1	
Aug 9	227.5	163.0	64.5	8.3	17.8	21.4	12.6	219.2	223.6	17.5	0.3	0.8	161.9	61.7	
Sep 13	244.0	172.3	71.7	17.2	19.1	22.6	14.0	226.8	225.2	17.7	1.6	0.9	162.8	62.4	
<b>WALES</b>															
1979+	80.5	57.1	23.4	5.3	7.3	8.5	5.4	78.4	6.9				55.0	21.1	
1980	102.7	72.0	30.7	7.4	9.4	10.9	7.1	95.3	8.7				68.3	27.0	
1981	145.9	106.8	39.1	6.5	13.5	16.3	9.2	139.4	12.9				103.3	36.1	
1982	164.8	120.9	43.8	7.7	15.4	18.8	10.3	157.1	14.7				116.5	40.5	
1983++	170.4	122.9	47.5	8.3	15.9	19.4	10.9	162.1	15.2				118.2	43.9	
1983 Sep 8	173.8	121.8	52.1	14.7	16.3	19.2	11.9	159.1	159.0	14.9	0.3	-0.9(-0.4)	114.4	44.6	
Oct 13	169.1	119.5	49.7	10.3	15.8	18.9	11.4	158.9	159.0	14.9		-0.3(-0.2)	114.2	44.8	
Nov 10	168.5	119.4	49.0	8.2	15.8	18.9	11.2	160.2	158.3	14.8	-0.7	-0.1	113.6	44.7	
Dec 8	168.7	120.1	48.6	7.0	15.8	19.0	11.1	161.7	159.1	14.9	-0.8		114.1	45.0	
1984 Jan 12	174.7	124.5	50.2	6.5	16.3	19.7	11.5	168.2	160.8	15.0	1.7	0.6	115.3	45.5	
Feb 9	173.9	124.3	49.6	5.8	16.3	19.7	11.4	168.1	163.2	15.3	2.4	1.6	117.3	45.9	
Mar 8	171.6	122.7	48.9	5.2	16.1	19.4	11.2	166.5	163.9	15.3	0.7	1.6	117.8	46.1	
Apr 5	169.6	121.5	48.1	4.6	15.9	19.2	11.0	165.0	164.1	15.4	0.2	1.1	117.7	46.1	
May 10	168.8	121.0	47.8	6.6	15.8	19.1	10.9	162.2	165.5	15.5	1.4	0.8	119.1	46.4	
Jun 14	162.9	116.9	46.0	5.5	15.2	18.5	10.6	157.5	164.4	15.4	-1.1	0.2	118.0	46.4	
Jul 12	167.2	119.0	48.2	5.3	15.6	18.8	11.0	161.9	165.9	15.5	1.5	0.6	118.8	47.1	
Aug 9	167.4	118.7	48.7	5.1	15.7	18.8	11.2	162.3	167.1	15.6	1.2	0.5	119.5	47.6	
Sep 13	181.9	127.1	54.8	12.0	17.0	20.1	12.6	169.9	170.3	15.9	3.2	2.0	121.6	48.7	
<b>SCOTLAND</b>															
1979+	168.3	114.4	53.9	10.1	7.4	8.7	5.7	158.2	7.1				110.0	50.2	
1980	207.9	140.3	67.6	13.2	9.1	10.7	7.1	194.7	8.6				133.2	61.6	
1981	282.8	197.6	85.2	14.6	12.4	15.0	8.9	268.2	11.8				189.4	78.7	
1982	318.0	223.9	94.1	17.8	14.0	17.1	9.8	300.2	13.2				213.7	86.4	
1983++	335.6	232.1	103.4	20.6	14.9	18.0	10.7	315.0	14.0				220.3	94.7	
1983 Sep 8	339.8	230.8	109.0	28.9	15.1	17.9	11.3	310.9	313.2	13.9	0.2	-0.9(0.2)	216.9	96.3	
Oct 13	333.3	228.0	105.2	23.3	14.8	17.7	10.9	310.0	312.1	13.8	-1.1	-1.0(-0.8)	216.4	95.7	
Nov 10	333.2	228.6	104.6	19.5	14.8	17.8	10.8	313.7	312.3	13.9	0.2	-0.2	216.5	95.8	
Dec 8	332.5	230.0	102.6	17.1	14.8	17.9	10.6	315.4	312.7	13.9	0.4	-0.2	217.0	95.7	
1984 Jan 12	353.4	243.1	110.3	23.6	15.7	18.9	11.4	329.8	318.6	14.1	5.9	2.2	220.6	98.0	
Feb 9	351.1	242.3	108.8	21.1	15.6	18.8	11.3	329.9	322.3	14.3	3.7	3.3	224.0	98.3	
Mar 8	343.3	236.3	107.0	19.2	15.2	18.4	11.1	324.1	321.7	14.3	-0.6	3.0	223.5	98.2	
Apr 5	337.2	232.4	104.9	17.3	15.0	18.1	10.9	320.0	319.7	14.2	-2.0	0.4	221.8	97.9	
May 10	331.6	230.0	101.6	16.0	14.7	17.9	10.5	315.6	322.7	14.3	3.0	0.1	225.1	97.6	
Jun 14	329.1	227.7	101.4	15.1	14.6	17.7	10.5	314.0	323.3	14.3	0.6	0.5	225.3	98.0	
Jul 12	336.5	230.3	106.1	14.7	14.9	17.9	11.0	321.9	323.5	14.4	0.2	1.3	224.9	98.6	
Aug 9	336.6	230.3	106.3	14.5	14.9	17.9	11.0	322.1	324.1	14.4	0.6	0.5	224.6	99.5	
Sep 13	349.0	238.3	110.7	25.2	15.5	18.5	11.4	323.8	326.3	14.5	2.2	1.0	226.2	100.1	
<b>NORTHERN IRELAND</b>															
1979+	61.8	43.0	18.9	4.8	10.7	12.8	7.7	57.0	9.8				40.1	16.9	
1980	74.5	51.5	22.9	6.4	12.8	15.3	9.3	68.1	11.7				47.7	20.4	
1981	98.0	70.0	27.9	6.6	16.8	20.7	11.5	91.4	15.7				66.0	25.6	
1982	108.3	77.3	31.0	6.2	18.7	23.2	12.6	102.1	17.7				73.5	28.7	
1983++	117.1	85.1	32.0	4.2	20.2	25.5	13.0	112.9	19.5				82.5	30.5	
1983 Sep 8	123.7	88.3	35.4	6.1	21.4	26.5	14.4	117.6	116.7	20.2	2.2	1.5(1.6)	84.9	31.8	
Oct 13	119.8	85.5	33.4	5.4	20.7	26.0	13.6	114.5	114.5	19.8	-2.2	0.2(0.2)	83.9	30.6	
Nov 10	119.7	86.6	33.2	4.6	20.7	26.0	13.5	115.1	115.7	20.0	1.2	0.4	84.1	31.6	
Dec 8	118.4	86.2	32.2	3.8	20.5	25.9	13.1	114.6	115.4	19.9	-0.3	-0.4	84.0	31.4	
1984 Jan 12	122.5	88.8	33.5	3.6	21.1	26.7	13.6	118.7	116.2	20.1	0.8	0.6	84.6	31.6	
Feb 9	122.2	89.5	33.0	3.3	21.2	26.9	13.4	119.2	118.0	20.4	1.8	0.8	85.9	32.1	
Mar 8	120.9	88.4	32.4	2.9	20.9	26.6	13.2	118.0	118.0	20.4		0.9	86.0	32.0	
Apr 5	120.1	87.6	32.5	2.6	20.7	26.3	13.2	117.5	117.9	20.4	-0.1	0.6	85.7	32.2	
May 10	120.6	87.7	32.8	3.6	20.8	26.4	13.4	117.0	118.5	20.5	0.6	0.2	86.0	32.5	
Jun 14	118.9	86.1	32.8	3.0	20.5	25.9	13.3	115.9	118.2	20.4	-0.3	0.1	85.4	32.8	
Jul 12	121.6	87.0	34.7	2.8	21.0	26.1	14.1	118.9	118.4	20.4	0.2	0.2	85.4	33.0	
Aug 9	120.7	86.5	34.2	2.5	20.9	26.0	13.9	118.2	118.7	20.5	0.3	0.1	85.7	33.0	
Sep 13	127.1	90.0	37.1	5.3	21.9	27.0	15.1	121.8	119.6	20.7	0.9	0.5	86.3	33.3	

See footnotes to table 2.1.

# UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status and in local areas at September 13, 1984

	Male		Female		All unemployed		Rate		Male		Female		All unemployed		Rate	
	Number	Per cent	Number	Per cent	Number	Per cent	per cent	per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
<b>ASSISTED REGIONS</b>																
<b>South West</b>	4,458	18.95	6,353	18.7	10,811	19.8	18.7		3,687	2,090	5,777	11.4				
SDA	21,956	12,305	34,261	14.9				5,613	2							



# 2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status† and in local areas at September 13, 1984

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
Newton Abbot	1,860	1,021	2,881	12.7	Worthing	3,692	1,777	5,469	8.2
Northallerton	668	405	1,073	9.0	Yeovil	1,885	1,436	3,321	8.4
Northampton	6,781	3,243	10,024	12.6	York	5,586	3,431	9,017	10.1
Northwich	4,372	2,249	6,621	14.5					
Norwich	9,001	4,477	13,478	10.1					
					<b>Wales</b>				
Nottingham	30,261	13,051	43,312	13.3	Aberdare	2,899	1,231	4,130	22.3
Okehampton	355	201	556	12.9	Aberystwyth	799	472	1,271	11.1
Oldham	8,275	3,582	11,857	14.2	Bangor and				
Oswestry	1,090	613	1,703	13.9	Caernarfon	3,568	1,406	4,974	18.4
Oxford	8,397	5,177	13,574	8.0	Brecon	537	276	813	10.7
					Bridgend	6,448	2,947	9,395	17.4
Pendle	2,997	1,583	4,580	14.6	Cardiff	21,624	8,270	29,894	15.0
Penrith	723	448	1,171	9.0	Cardigan	1,025	478	1,503	25.1
Penzance and St Ives	2,228	856	3,084	19.2	Carmarthen	1,021	545	1,566	9.3
Peterborough	7,938	3,624	11,562	13.2	Conwy and Colwyn	2,701	1,361	4,062	13.5
Pickering and Helmsley	321	179	500	7.7	Denbigh	760	417	1,177	13.8
Plymouth	11,107	6,877	17,984	14.9	Dolgellau and Barmouth	371	181	552	12.6
Poole	3,752	1,833	5,585	10.1	Ebbw Vale and				
Portsmouth	12,873	5,705	18,578	11.9	Abergavenny	5,315	2,168	7,503	20.8
Preston	12,491	6,512	19,003	12.2	Fishguard	390	206	596	19.1
Reading	7,044	3,752	10,796	8.1	Flint and Rhyl	8,705	4,105	12,810	18.7
					Haverfordwest	2,488	1,159	3,647	17.3
Redruth and Camborne	2,665	1,179	3,844	19.0					
Retford	1,568	1,033	2,601	12.9	Holyhead	2,770	1,148	3,918	22.7
Richmondshire	854	752	1,606	13.6	Lampeter and Aberaeron	693	290	983	22.0
Ripon	472	310	782	7.7	Llandeilo	328	155	483	15.1
Rochdale	7,363	3,425	10,788	17.3	Llandrindod Wells	612	390	1,002	13.7
					Llanelli	3,991	1,907	5,898	17.9
Rotherham and									
Mexborough	15,523	6,736	22,259	20.9	Machynlleth	356	144	500	16.5
Rugby and Daventry	3,442	2,147	5,589	11.8	Merthyr and Rhymney	7,921	3,046	10,967	20.8
South Molton	268	191	459	11.5	Monmouth	410	246	656	13.6
South Tyneside	11,186	4,456	15,642	25.5	Neath and Port Talbot	5,878	2,707	8,585	16.7
Salisbury	2,278	1,492	3,770	9.5	Newport	9,313	3,991	13,304	16.4
Scarborough and Filey	2,473	1,120	3,593	12.1	Newtown	781	347	1,128	13.4
Scunthorpe	7,262	2,924	10,186	19.2	Pontypool and Cwmbran	4,311	1,995	6,306	16.5
Settle	256	189	445	8.5	Pontypridd and Rhondda	8,186	3,414	11,600	18.0
Shaftesbury	673	466	1,139	8.2	Portmadoc and Ffestiniog	629	316	945	15.5
Sheffield	31,603	13,364	44,967	15.5	Pwllheli	723	303	1,026	19.2
Shrewsbury	3,218	1,615	4,833	11.6	South Pembrokeshire	1,845	701	2,546	18.8
Sittingbourne and Sheerness	3,748	1,881	5,629	14.7	Swansea	13,607	5,574	19,181	17.1
Skegness	1,210	504	1,714	16.0	Welshpool	545	271	816	12.5
Skipton	546	370	916	8.6	Wrexham	5,822	2,715	8,537	18.8
Sleaford	737	520	1,257	11.9					
					<b>Scotland</b>				
Slough	7,472	4,031	11,503	6.9	Aberdeen	5,772	3,744	9,516	6.0
Southampton	12,836	5,773	18,609	10.6	Alloa	2,384	1,084	3,468	19.7
Southend	24,267	10,922	35,189	14.8	Annan	785	461	1,246	15.5
Spalding and Holbeach	1,358	826	2,184	10.1	Arbroath	982	645	1,627	17.8
St Austell	1,804	970	2,774	12.9	Ayr	4,526	2,260	6,786	14.0
Stafford	3,912	2,507	6,419	9.7	Badenoch	338	175	513	14.5
Stamford	1,243	876	2,119	13.1	Banff	469	265	734	9.3
Stockton-on-Tees	11,483	4,552	16,035	21.0	Bathgate	6,954	3,253	10,207	21.5
Stoke	16,713	8,777	25,490	13.1	Berwickshire	351	276	627	13.0
Stroud	2,486	1,450	3,936	11.3	Blairgowrie and				
					Pitlochry	838	435	1,273	13.1
Sudbury	1,013	615	1,628	11.0					
Sunderland	27,931	11,156	39,087	22.4	Brechin and Montrose	806	642	1,448	11.5
Swindon	6,141	3,533	9,674	10.9	Buckie	306	224	530	13.6
Taunton	6,441	1,494	7,935	9.9	Campbeltown	494	228	722	16.5
Telford and Bridgnorth	9,193	3,827	13,020	21.4	Crieff	239	147	386	11.3
					Cumnock and Sanquhar	2,950	1,073	4,023	23.4
Thanet	5,153	2,312	7,465	19.0					
Thetford	1,513	921	2,434	12.5	Dumbarton	3,912	2,239	6,151	21.1
Thirsk	340	230	570	13.1	Dumfries	1,634	910	2,544	10.5
Tiverton	735	380	1,115	11.9	Dundee	11,198	5,725	16,923	17.4
Torbay	4,480	2,251	6,731	15.9	Dunfermline	4,656	2,820	7,476	14.6
					Dunoon and Bute	872	438	1,310	16.9
Torrington	360	228	588	15.9	Edinburgh	23,100	11,261	34,361	11.5
Totnes	572	343	915	15.0	Elgin	918	738	1,656	10.9
Trowbridge and Frome	2,525	1,655	4,180	9.9	Falkirk	7,216	3,743	10,959	17.9
Truro	1,623	746	2,369	11.5	Forfar	574	445	1,019	9.3
Tunbridge Wells	3,683	2,009	5,692	6.8	Forres	343	231	574	20.4
Uttoxeter and Ashbourne	669	407	1,076	10.4	Fraserburgh	512	259	771	12.2
Wakefield and Dewsbury	11,553	5,173	16,726	14.5	Galashiels	659	430	1,089	7.1
Walsall	19,549	8,064	27,613	18.1	Girvan	542	260	802	21.8
Wareham and Swanage	502	351	853	9.2	Glasgow	82,077	32,728	114,805	17.6
Warminster	335	317	652	10.4	Greenock	6,537	2,602	9,139	19.1
Warrington	7,242	3,483	10,725	14.0	Haddington	630	433	1,063	9.1
Warwick	4,727	2,962	7,689	10.0	Hawick	518	281	799	9.5
Watford and Luton	19,241	9,949	29,190	9.2	Huntly	196	119	315	10.3
Wellingborough and Rushden	3,394	1,820	5,214	12.4	Invergordon and				
Wells	1,170	749	1,919	7.9	Dingwall	2,252	801	3,053	21.7
					Inverness	2,625	1,280	3,905	10.7
Weston-Super-Mare	3,076	1,914	4,990	14.0					
Whitby	920	365	1,285	20.1	Irvine	8,539	3,475	12,014	25.7
Whitchurch and					Islay/Mid Argyll	353	178	531	11.7
Market Drayton	1,230	661	1,891	14.0	Keith	358	213	571	11.0
Whitehaven	2,744	1,450	4,194	13.5	Kelso and Jedburgh	256	164	420	8.2
Widnes and Runcorn	8,616	3,394	12,010	20.0	Kilmarnock	4,170	1,834	6,004	19.5
Wigan and St Helens	24,089	11,611	35,700	19.4	Kirkcaldy	6,761	3,504	10,265	15.7
Winchester and Eastleigh	2,267	1,360	3,627	4.9	Lanarkshire	23,408	10,534	33,942	21.6
Windermere	279	145	424	7.1	Lochaber	862	400	1,262	15.9
Wirral and Chester	27,790	11,935	39,725	18.6	Lockerbie	316	181	497	12.5
Wisbech	1,856	658	2,514	15.0	Newton Stewart	403	261	664	20.3
Wolverhampton	18,988	7,626	26,614	19.2	Oban	474	272	746	10.5
Woodbridge and Leiston	891	491	1,382	7.7	Orkney Islands	500	215	715	10.7
Worcester	4,617	2,298	6,915	12.1	Peebles	338	179	517	11.1
Workington	3,335	1,701	5,036	19.4	Perth	2,036	986	3,022	9.4
Worksop	2,412	1,177	3,589	14.9	Peterhead	941	686	1,627	12.1

# UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status† and in local areas at September 13, 1984

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
Shetland Islands	387	252	639	5.4	<b>Northern Ireland</b>				
Skye and Wester Ross	616	233	849	19.2	Ballymena	2,183	1,056	3,239	14.8
St Andrews	1,024	746	1,770	10.7	Belfast	44,302	19,338	63,640	18.8
Stewart	598	358	956	12.7	Coleraine	4,978	1,769	6,747	24.9
Stirling	3,097	1,800	4,897	11.9	Cookstown	1,818	802	2,620	35.8
					Craigavon	7,731	3,787	11,518	21.3
Stranraer	876	390	1,266	14.9					
Sutherland	628	196	824	22.1	Dungannon	2,854	1,196	4,050	30.8
Thurso	432	285	717	11.4	Enniskillen	3,148	1,233	4,381	27.4
Western Isles	1,407	469	1,876	19.3	Londonderry	9,876	2,998	12,874	30.1
Wick	546	232	778	16.9	Magherafelt	1,			



# 2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status† and in local areas at September 13, 1984

Local authority districts and counties	Male	Female	All unemployed	Rate	Local authority districts and counties	Male	Female	All unemployed	Rate
<b>ENGLAND</b>									
<b>SOUTH EAST</b>									
<b>Bedfordshire</b>	<b>14,924</b>	<b>8,081</b>	<b>23,005</b>	<b>10.6</b>	<b>Surrey</b>	<b>14,607</b>	<b>8,011</b>	<b>22,618</b>	<b>**</b>
Luton	6,932	3,219	10,151		Elmbridge	1,571	878	2,449	
Mid Bedfordshire	1,651	1,161	2,812		Epsom and Ewell	943	508	1,451	
North Bedfordshire	3,822	2,175	5,997		Guildford	1,865	1,016	2,881	
South Bedfordshire	2,519	1,526	4,045		Mole Valley	1,123	573	1,696	
					Reigate and Banstead	1,738	921	2,659	
<b>Berkshire</b>	<b>15,008</b>	<b>8,282</b>	<b>23,290</b>	<b>7.5</b>	Runnymede	1,141	582	1,723	
Bracknell	1,769	983	2,752		Spelthorne	1,549	828	2,377	
Newbury	2,059	1,319	3,378		Surrey Heath	1,044	717	1,761	
Reading	4,567	2,102	6,669		Tandridge	1,092	651	1,743	
Slough	3,094	1,576	4,670		Waverley	1,317	683	2,000	
Windsor and Maidenhead	2,058	1,250	3,308		Woking	1,224	654	1,878	
Wokingham	1,461	1,052	2,513						
<b>Buckinghamshire</b>	<b>12,434</b>	<b>6,827</b>	<b>19,261</b>	<b>8.6</b>	<b>West Sussex</b>	<b>10,950</b>	<b>6,278</b>	<b>17,228</b>	<b>7.0</b>
Aylesbury Vale	2,364	1,443	3,807		Adur	1,059	531	1,590	
Chiltern	1,171	695	1,866		Arun	2,285	1,256	3,541	
Milton Keynes	5,370	2,826	8,196		Chichester	1,546	878	2,424	
South Buckinghamshire	840	427	1,267		Crawley	1,346	890	2,236	
Wycombe	2,689	1,436	4,125		Horsham	1,403	922	2,325	
					Mid-Sussex	1,481	978	2,459	
<b>East Sussex</b>	<b>18,793</b>	<b>8,841</b>	<b>27,634</b>	<b>11.4</b>	Worthing	1,830	823	2,653	
Brighton	6,615	3,032	9,648		<b>Greater London</b>	<b>272,821</b>	<b>124,431</b>	<b>397,252</b>	<b>10.3</b>
Eastbourne	1,868	815	2,683		Barking and Dagenham	6,183	2,569	8,752	
Hastings	2,834	1,124	3,958		Barnet	7,166	3,940	11,106	
Hove	3,001	1,382	4,383		Bexley	5,344	2,982	8,326	
Lewes	1,552	926	2,478		Brent	11,066	5,254	16,320	
Rother	1,389	665	2,054		Bromley	6,687	3,375	10,062	
Wealden	1,533	897	2,430						
					Camden	10,443	4,578	15,021	
<b>Essex</b>	<b>43,266</b>	<b>21,917</b>	<b>65,183</b>	<b>12.5</b>	City of London	83	36	119	
Basildon	6,470	2,895	9,365		City of Westminster	10,075	4,143	14,218	
Braintree	2,402	1,620	4,022		Croydon	8,904	4,715	13,619	
Brentwood	1,499	740	2,239		Enfield	9,299	5,251	14,550	
Castle Point	2,452	1,188	3,640		Enfield	7,221	3,269	10,490	
Chelmsford	2,524	1,660	4,184						
Colchester	3,911	2,325	6,236		Greenwich	9,778	4,475	14,253	
Epping Forest	2,501	1,368	3,869		Hackney	14,165	5,552	19,717	
Harlow	2,631	1,629	4,260		Hammersmith and Fulham	8,211	3,382	11,593	
Maldon	1,200	643	1,843		Haringey	11,356	5,379	16,735	
Rochford	1,644	830	2,474		Harrow	4,026	2,304	6,330	
Southend-on-Sea	6,097	2,496	8,593		Havering	6,259	3,182	9,441	
Tendring	3,671	1,812	5,483		Hillingdon	4,693	2,785	7,478	
Thurrock	5,353	2,328	7,681		Hounslow	5,856	3,207	9,063	
Uttlesford	911	583	1,494		Islington	11,225	4,840	16,065	
					Kensington and Chelsea	6,463	3,015	9,478	
<b>Hampshire</b>	<b>38,845</b>	<b>20,328</b>	<b>59,173</b>	<b>9.8</b>	Kingston-upon-Thames	2,730	1,303	4,033	
Basingstoke and Deane	2,649	1,718	4,367		Lambeth	17,689	7,202	24,891	
East Hampshire	1,356	835	2,191		Lewisham	12,159	5,274	17,433	
Eastleigh	1,711	1,168	2,879		Lewisham	4,239	2,129	6,368	
Fareham	1,866	1,226	3,092		Merton	12,025	4,941	16,966	
Gosport	1,945	1,536	3,481		Newham				
					Redbridge	6,041	3,243	9,284	
Hart	873	643	1,516		Richmond Upon Thames	3,288	1,915	5,203	
Havant	4,339	1,679	6,018		Southwark	14,880	5,536	20,416	
New Forest	3,219	1,584	4,803		Sutton	3,318	1,877	5,195	
Portsmouth	7,505	3,380	10,885		Tower Hamlets	12,090	3,961	16,051	
Rushmore	1,356	1,065	2,421						
					Waltham Forest	8,218	3,790	12,008	
Southampton	8,984	3,679	12,663		Wandsworth	11,641	5,027	16,668	
Test Valley	1,572	1,010	2,582						
Winchester	1,470	805	2,275		<b>EAST ANGLIA</b>				
					<b>Cambridgeshire</b>	<b>16,021</b>	<b>8,182</b>	<b>24,203</b>	<b>9.9</b>
<b>Hertfordshire</b>	<b>20,223</b>	<b>11,442</b>	<b>31,665</b>	<b>7.8</b>	Cambridge	2,718	1,302	4,020	
Broxbourne	1,668	907	2,575		East Cambridgeshire	838	512	1,350	
Dacorum	2,853	1,776	4,629		Fenland	2,465	1,069	3,534	
East Hertfordshire	1,606	1,109	2,715		Huntingdon	2,386	1,737	4,123	
Hertsmere	1,750	785	2,535		Peterborough	6,276	2,660	8,936	
North Hertfordshire	2,486	1,456	3,942		South Cambridgeshire	1,338	902	2,240	
St Albans	2,132	1,169	3,301		<b>Norfolk</b>	<b>20,895</b>	<b>10,750</b>	<b>31,645</b>	<b>11.4</b>
Stevenage	2,257	1,530	3,787		Breckland	2,542	1,579	4,121	
Three Rivers	1,395	692	2,087		Broadland	1,767	1,018	2,785	
Watford	2,011	888	2,899		Great Yarmouth	3,104	1,495	4,599	
Welwyn Hatfield	2,065	1,130	3,195		Norwich	5,771	2,549	8,320	
					North Norfolk	2,056	1,107	3,163	
<b>Isle of Wight</b>	<b>3,791</b>	<b>1,768</b>	<b>5,559</b>	<b>12.9</b>	South Norfolk	1,843	1,081	2,924	
Medina	2,160	1,063	3,223		West Norfolk	3,812	1,921	5,733	
South Wight	1,631	705	2,336						
					<b>Suffolk</b>	<b>13,935</b>	<b>7,816</b>	<b>21,751</b>	<b>9.2</b>
<b>Kent</b>	<b>44,629</b>	<b>22,714</b>	<b>67,343</b>	<b>12.4</b>	Babergh	1,491	904	2,395	
Ashford	2,412	1,265	3,677		Forest Heath	845	515	1,360	
Canterbury	3,315	1,601	4,916		Ipswich	3,928	1,725	5,653	
Dartford	1,961	1,067	3,028		Mid-Suffolk	1,191	780	1,971	
Dover	2,618	1,652	4,270		St Edmundsbury	1,690	1,130	2,820	
Gillingham	3,704	1,854	5,558		Suffolk Coastal	1,704	966	2,670	
					Waveney	3,086	1,796	4,882	
Gravesham	3,597	1,766	5,363						
Maidstone	3,119	1,656	4,775		<b>SOUTH WEST</b>				
Rochester-upon-Medway	6,490	3,252	9,742		<b>Avon</b>	<b>31,515</b>	<b>15,841</b>	<b>47,356</b>	<b>11.6</b>
Sevenoaks	1,972	1,087	3,059		Bath	2,642	1,345	3,987	
Shepway	2,902	1,374	4,276		Bristol	18,747	7,993	26,740	
					Kingswood	1,881	1,200	3,081	
Swale	3,746	1,881	5,627		Northavon	2,625	1,828	4,453	
Thanet	5,153	2,312	7,465		Wansdyke	1,589	949	2,538	
Tonbridge and Malling	1,893	1,077	2,970		Woodspring	4,031	2,526	6,557	
Tunbridge Wells	1,747	870	2,617						
					<b>Cornwall</b>	<b>15,157</b>	<b>7,601</b>	<b>22,758</b>	<b>16.4</b>
<b>Oxfordshire</b>	<b>11,241</b>	<b>7,172</b>	<b>18,413</b>	<b>8.3</b>	Caradon	1,674	1,199	2,873	
Cherwell	2,167	1,567	3,734		Carrick	2,930	1,288	4,218	
Oxford	3,543	1,793	5,336		Kerrier	3,373	1,599	4,972	
South Oxfordshire	2,241	1,412	3,653		North Cornwall	1,872	1,009	2,881	
West Oxfordshire	1,404	1,097	2,501		Penwith	2,562	1,007	3,569	
Vale of White Horse	1,886	1,303	3,189		Restormel	2,728	1,493	4,221	
					Scilly Isles	18	6	24	

# UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status† and in local areas at September 13, 1984

Local authority districts and counties	Male	Female	All unemployed	Rate	Local authority districts and counties	Male	Female	All unemployed	Rate
<b>Devon</b>	<b>29,475</b>	<b>16,258</b>	<b>45,733</b>	<b>13.1</b>	<b>Leicester</b>	<b>15,021</b>	<b>6,324</b>	<b>21,345</b>	
East Devon	2,339	1,252	3,591		Melton	1,060	718	1,778	
Exeter	3,284	1,611	4,895		North West Leicestershire	2,315	1,211	3,526	
Mid-Devon	1,261	735	1,996		Oadby and Wigston	930	592	1,522	
North Devon	2,374	1,233	3,607		Rutland	609	452	1,061	
Plymouth	9,317	5,499	14,816						
					<b>Lincolnshire</b>	<b>17,238</b>	<b>8,959</b>	<b>26,197</b>	<b>13.0</b>
South Hams	1,586	1,020	2,606		Boston	1,619	903	2,522	
Teignbridge	2,588	1,398	3,986		East Lindsey	3,301	1,671	4,972	
Torbay	4,325	2,162	6,487		Lincoln	4,142	1,519	5,661	
Torrige	1,447	785	2,232		North Kesteven	1,752	1,123	2,875	
West Devon	954	563	1,517		South Holland	1,415	857	2,272	
					South Kesteven	2,815	1,654	4,469	
<b>Dorset</b>	<b>15,514</b>	<b>7,888</b>	<b>23,402</b>	<b>10.9</b>	West Lindsey	2,194	1,232	3,426	
Bournemouth	5,799	2,558	8,357						



# 2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status<sup>†</sup> and in local areas at September 13, 1984

Local authority districts and counties	Male		Female		All unemployed	Rate	Local authority districts and counties	Male		Female		All unemployed	Rate
<b>Merseyside</b>	101,746	39,736	141,482	21.3			<b>South Glamorgan</b>	19,606	7,730	27,336	14.5		
Knowsley	15,342	5,485	20,827			Cardiff	15,006	5,510	20,516				
Liverpool	40,882	15,153	56,035			Vale of Glamorgan	4,600	2,220	6,820				
St. Helens	10,721	4,780	15,501			<b>West Glamorgan</b>	18,806	7,932	26,738	16.8			
Sefton	15,848	6,668	22,516			Afan	2,869	1,179	4,048				
Wirral	18,953	7,650	26,603			Lliw Valley	2,425	1,227	3,652				
						Neath	3,009	1,528	4,537				
						Swansea	10,503	3,998	14,501				
<b>NORTH</b>													
<b>Cleveland</b>	42,165	15,344	57,509	23.5									
Hartlepool	7,390	2,637	10,027										
Langbaurgh	10,383	3,936	14,319										
Middlesbrough	12,909	4,219	17,128										
Stockton-on-Tees	11,483	4,552	16,035										
<b>Cumbria</b>	14,412	8,533	22,945	12.1									
Allerdale	3,777	2,054	5,831										
Barrow-in-Furness	2,022	1,705	3,727										
Carlisle	3,315	1,777	5,092										
Copeland	2,877	1,491	4,368										
Eden	846	548	1,394										
South Lakeland	1,575	958	2,533										
<b>Durham</b>	30,876	13,013	43,889	19.3									
Chester-le-Street	2,373	1,075	3,448										
Darlington	4,815	2,120	6,935										
Derwentside	5,811	2,201	8,012										
Durham	3,281	1,667	4,948										
Easington	5,014	2,140	7,154										
Sedgefield	4,854	2,056	6,910										
Teessdale	934	424	1,358										
Wear Valley	3,794	1,330	5,124										
<b>Northumberland</b>	9,973	5,394	15,367	15.3									
Alnwick	851	578	1,429										
Berwick-upon-Tweed	639	420	1,059										
Blyth Valley	3,228	1,602	4,830										
Castle Morpeth	1,281	783	2,064										
Tynedale	1,327	785	2,112										
Wansbeck	2,647	1,226	3,873										
<b>Tyne and Wear</b>	74,307	29,044	103,351	20.3									
Gateshead	12,580	4,884	17,464										
Newcastle upon Tyne	18,556	7,156	25,712										
North Tyneside	10,751	4,425	15,176										
South Tyneside	11,186	4,456	15,642										
Sunderland	21,234	8,123	29,357										
<b>WALES</b>													
<b>Clwyd</b>	16,401	7,876	24,277	18.0									
Alyn and Deeside	3,131	1,573	4,704										
Colwyn	1,512	808	2,320										
Delyn	3,056	1,392	4,448										
Glyndwr	1,125	612	1,737										
Rhuddlan	2,336	1,069	3,405										
Wrexham Maelor	5,241	2,422	7,663										
<b>Dyfed</b>	12,918	6,050	18,968	16.7									
Carmarthen	1,581	786	2,367										
Ceredigion	1,932	989	2,921										
Dinewid	1,319	634	1,953										
Llanelli	3,166	1,464	4,630										
Preseli	3,075	1,476	4,551										
South Pembrokeshire	1,845	701	2,546										
<b>Gwent</b>	20,920	9,111	30,031	17.5									
Blaenau Gwent	4,456	1,738	6,194										
Islwyn	2,654	1,223	3,877										
Monmouth	2,240	1,266	3,506										
Newport	7,427	2,990	10,417										
Torfaen	4,143	1,894	6,037										
<b>Gwynedd</b>	9,869	4,172	14,041	17.6									
Aberconwy	1,587	722	2,309										
Arfon	2,852	1,092	3,944										
Dwyfor	962	413	1,375										
Meirionnydd	1,018	495	1,513										
Ynys Mon—Isle of Anglesey	3,450	1,450	4,900										
<b>Mid-Glamorgan</b>	25,809	10,412	36,221	19.2									
Cynon Valley	3,275	1,409	4,684										
Merthyr Tydfil	3,083	1,131	4,214										
Ogwr	5,801	2,436	8,237										
Rhondda	3,927	1,579	5,506										
Rhymney Valley	5,622	2,052	7,674										
Taff-Ely	4,101	1,805	5,906										
<b>Powys</b>	3,043	1,619	4,662	12.9									
Brecknock	1,046	612	1,658										
Montgomery	1,461	666	2,127										
Radnor	536	341	877										

\* Unemployment rates are only calculated for counties and for travel-to-work areas which are broadly self-contained labour markets. The boundaries of the travel-to-work areas have been redefined and the denominators used to calculate the unemployment rates up-dated using the mid-1983 estimates of employees in employment plus the unemployed—the same basis as the national and regional rates. The country figures are now aggregated by electoral wards whereas they were only available previously on the basis of the best fit of jobcentre areas. For further details see the article "Revised hard-to-work areas" in the supplement to the September issue and "Unemployment statistics for small areas" on pp 398-409 of the same issue. The ward-based figures for the new TTWAS, counties and local authority districts are provisional.

\*\* Unemployment rate is not given for Surrey since it does not meet the self-containment criteria for a local labour market as used for the definition of travel-to-work areas.

# UNEMPLOYMENT 2.5 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		Up to 26 weeks		Over 26 and up to 52 weeks		Up to 26 weeks		Over 26 and up to 52 weeks		Up to 26 weeks		Over 26 and up to 52 weeks	
	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 Jan	562.6	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
April	769.5	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
July	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
Oct																
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
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
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
Oct	758.0	233.1	312.0	1,303.1	603.9	305.5	611.0	1,520.5	130.8	94.3	246.5	471.6	1,492.7	632.9	1,169.6	3,295.1
Oct *	721.6	217.5	257.6	1,196.3	587.3	293.3	494.7	1,375.3	138.9	101.2	237.5	477.5	1,447.7	612.1 †	989.3 †	3,049.0
1983 Jan	691.6	248.8	285.5	1,226.0	643.5	293.2	557.4	1,494.1	145.5	95.8	263.9	505.2	1,480.6	637.8	1,106.8	3,225.2
April †	583.0	307.7	301.1	1,191.8	589.3	313.0	591.6	1,493.8	135.3	98.2	250.8	484.3	1,307.6	718.8	1,143.4	3,169.9
July	602.8	272.6	321.0	1,196.4	548.7	297.3	618.0	1,463.9	114.8	81.8	163.6	360.2	1,266.3	651.7	1,102.6	3,020.6
Oct																



## 2.7 UNEMPLOYMENT Age

UNITED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
Thousand									
<b>MALE AND FEMALE</b>									
1983 Jul	188.0	355.9	652.6	666.6	419.9	377.4	247.4	112.8	3,020.6
Oct	251.2	383.5	626.7	668.9	421.6	383.3	257.5	101.3	3,094.0
1984 Jan	204.3	391.1	664.4	718.3	451.0	403.8	269.9	97.0	3,199.7
Apr	160.6	368.6	651.3	711.5	445.9	403.5	276.0	90.3	3,107.7
Jul	164.1	350.9	688.3	709.6	439.8	397.0	267.3	33.5	3,100.5
Proportion of number unemployed									
1983 Jul	6.2	11.8	21.6	22.1	13.9	12.5	8.2	3.7	100.0
Oct	8.1	12.4	20.3	21.6	13.6	12.4	8.3	3.3	100.0
1984 Jan	6.4	12.2	20.8	22.4	14.1	12.6	8.4	3.0	100.0
Apr	5.2	11.9	21.0	22.9	14.3	13.0	8.9	2.9	100.0
Jul	5.3	11.3	22.2	22.9	14.2	12.8	8.6	2.7	100.0
Per cent									
Thousand									
<b>MALE</b>									
1983 Jul	108.4	210.3	421.8	483.7	331.1	284.5	192.2	112.0	2,144.0
Oct	142.7	220.0	403.0	478.4	331.2	287.0	199.5	100.6	2,162.4
1984 Jan	115.9	226.9	428.0	512.4	354.5	301.9	209.4	96.4	2,245.4
Apr	91.5	215.6	418.6	503.1	348.5	300.0	213.2	89.6	2,180.1
Jul	94.7	205.4	435.4	494.1	339.5	292.8	205.6	82.6	2,150.1
Proportion of number unemployed									
1983 Jul	5.1	9.8	19.7	22.6	15.4	13.3	9.0	5.2	100.0
Oct	6.6	10.2	18.6	22.1	15.3	13.3	9.2	4.7	100.0
1984 Jan	5.2	10.1	19.1	22.8	15.8	13.4	9.3	4.3	100.0
Apr	4.2	9.9	19.2	23.1	16.0	13.8	9.8	4.1	100.0
Jul	4.4	9.6	20.2	23.0	15.8	13.6	9.6	3.8	100.0
Per cent									
Thousand									
<b>FEMALE</b>									
1983 Jul	79.6	145.6	230.7	183.0	88.8	92.9	55.2	0.8	876.6
Oct	108.5	163.5	223.7	190.5	90.5	96.4	58.0	0.7	931.6
1984 Jan	88.4	164.2	236.4	205.9	96.5	101.9	60.4	0.7	954.3
Apr	69.1	153.0	232.7	208.4	97.4	103.5	62.7	0.7	927.6
Jul	69.4	145.5	252.9	215.5	100.2	104.2	61.7	0.9	950.4
Proportion of number unemployed									
1983 Jul	5.1	16.6	26.3	20.9	10.1	10.6	6.3	0.1	100.0
Oct	11.6	17.5	24.0	20.4	9.7	10.3	6.2	0.1	100.0
1984 Jan	9.3	17.2	24.8	21.6	10.1	10.7	6.3	0.1	100.0
Apr	7.4	16.5	25.1	22.5	10.5	11.2	6.8	0.1	100.0
Jul	7.3	15.3	26.6	22.7	10.5	11.0	6.5	0.1	100.0

From April 1983 the figures are affected by the provisions announced in the 1983 Budget (see footnotes \*\* to tables 2.1/2.2). By April 1983 the numbers affected in the 60 and over category were 27,000; the total over all groups was 29,000. A further 123,000 and 9,000 were affected between April and July and July and October respectively.

## 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>								
1983 Jul	194.5	157.7	219.3	223.7	471.1	651.7	1,102.6	3,020.6
Oct	196.8	164.4	344.2	228.9	445.3	571.4	1,142.9	3,094.0
1984 Jan	192.9	115.4	248.3	275.5	589.6	589.9	1,188.0	3,199.7
Apr	156.9	116.4	206.8	248.3	485.3	675.8	1,218.2	3,107.7
Jul	214.8	150.4	214.7	222.5	432.4	631.2	1,234.4	3,100.5
Proportion of number unemployed								
1983 Jul	6.4	5.2	7.3	7.4	15.6	21.6	36.5	100.0
Oct	6.4	5.3	11.1	7.4	14.4	18.5	36.9	100.0
1984 Jan	6.0	3.6	7.8	8.6	18.4	18.4	37.1	100.0
Apr	5.0	3.7	6.7	8.0	15.6	21.7	39.2	100.0
Jul	6.9	4.8	6.9	7.2	13.9	20.4	39.8	100.0
Per cent								
Thousand								
<b>MALE</b>								
1983 Jul	121.6	99.6	144.3	147.6	312.6	443.2	875.2	2,144.0
Oct	127.7	103.8	207.3	150.3	292.0	338.4	896.8	2,162.4
1984 Jan	118.5	75.5	168.2	183.0	378.8	392.2	929.1	2,245.4
Apr	103.0	75.8	134.8	157.9	321.0	439.1	948.5	2,180.1
Jul	132.0	94.0	138.2	142.2	279.2	409.6	955.2	2,150.1
Proportion of number unemployed								
1983 Jul	5.7	4.6	6.7	6.9	14.6	20.7	40.8	100.0
Oct	5.9	4.8	9.6	7.0	13.5	17.8	41.5	100.0
1984 Jan	5.3	3.4	7.5	8.2	16.9	17.5	41.4	100.0
Apr	4.7	3.5	6.2	7.2	14.7	20.1	43.5	100.0
Jul	6.1	4.4	6.4	6.6	13.0	19.1	44.4	100.0
Per cent								
Thousand								
<b>FEMALE</b>								
1983 Jul	72.8	58.2	75.0	76.1	158.5	208.5	227.5	876.6
Oct	69.1	60.6	136.9	78.6	153.3	187.0	246.1	931.6
1984 Jan	74.4	40.0	80.1	92.5	210.8	197.7	258.9	954.3
Apr	53.9	40.6	72.0	90.4	164.3	236.8	269.7	927.6
Jul	82.9	56.4	76.5	80.6	153.2	221.7	279.2	950.4
Proportion of number unemployed								
1983 Jul	8.3	6.6	8.6	8.7	18.1	23.8	25.9	100.0
Oct	7.4	6.5	14.7	8.4	16.5	20.1	26.4	100.0
1984 Jan	7.8	4.2	8.4	9.7	22.1	20.7	27.1	100.0
Apr	5.8	4.4	7.8	9.7	17.7	25.5	29.1	100.0
Jul	8.7	5.9	8.0	8.5	16.1	23.3	29.4	100.0

See footnotes to tables 2.1, 2.2 and 2.5.

## UNEMPLOYMENT Students: regions 2.13

	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
Thousand														
<b>MALE AND FEMALE</b>														
1983 Sep 8	58,207	24,505	5,446	14,785	20,218	13,563	20,166	29,836	11,676	13,789	26,294	213,980	9,761	223,741
Oct 13	8,512	3,920	555	1,692	2,083	1,175	1,867	2,928	926	1,228	3,509	24,475	2,168	26,643
Nov 10	1,869	1,036	87	319	255	120	181	352	70	141	312	3,706	—	3,706
Dec 8	1,398	573	457	157	176	101	157	230	259	127	201	3,263	10	3,273
1984 Jan 12	8,939	3,415	719	3,166	2,211	1,936	3,304	3,730	806	1,129	958	26,898	618	27,516
Feb 9	814	327	44	184	121	173	135	193	67	102	297	2,130	—	2,130
Mar 8	421	216	31	106	104	79	109	153	74	86	155	1,298	—	1,298
Apr 5	14,571	5,643	1,631	2,697	2,034	2,561	3,909	3,540	1,092	2,615	4,358	39,008	552	39,560
May 10	1,870	1,116	131	526	534	507	878	958	299	256	918	6,877	—	6,877
Jun 14	2,273	1,207	247	563	826	485	918	1,608	681	428	8,558	16,579	6,325	22,904
Jul 12	44,130	18,116	4,409	10,777	15,228	9,787	16,843	24,086	9,279	11,252	23,237	169,028	8,888	177,916
Aug 12	51,510	22,797	4,634	12,942	17,090	11,145	17,470	25,894	9,448	11,916	23,587	185,636	9,023	194,659
Sep 13	61,769	26,183	5,449	15,534	19,383	14,043	20,670	30,168	11,825	13,945	26,147	218,953	9,945	228,898

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

## Temporarily stopped: regions 2.14

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Thousand														
<b>MALE AND FEMALE</b>														
1983 Sep 8	821	265	160	375	1,347	820	1,072	797	409	264	1,633	7,698	820	8,518
Oct 13	748	169	167	693	1,505	1,111	1,509	878	510	358	1,739	9,218	827	10,045
Nov 10	812	161	86	478	1,035	1,047	1,023	1,963	439	355	1,324	8,562	933	9,495
Dec 8	911	119	168	245	1,137	1,324	1,221	1,161	429	408	1,437	8,441	1,018	9,459
1984 Jan 12	913	176	130	721	1,363	1,410	1,463	1,316	460	483	3,228	11,487	1,213	12,700
Feb 9	947	199	161	683	1,481	1,768	2,473	1,680	1,650	666	4,737	16,246	1,728	17,974
Mar 8	892	224	176	400	1,615	1,769	1,676	1,262	650	511	1,722	10,673	1,385	12,058
Apr 5	877	246	210	379	1,759	1,764	4,514	1,253	945	1,346	1,691	14,738	1,129	15,867
May 10	727	208	108	327	1,672	920	5,226	905	905	965	2,524	14,279	1,048	15,327
Jun 14	1,038	243	131	308	8,220	1,157	5,334	1,071	922	1,391	1,538	21,110	1,194	22,304
Jul 12	1,137	549	57	209	3,208	827	4,838	991	941	1,314	2,043	15,565	1,159	16,724
Aug 9	741	176	54	231	1,187	924	3,907	1,195	697	1,009	1,772	11,717	1,051	12,768
Sep 13	939	412	49	249	1,035	1,116	2,967	847	701	758	1,638	10,299	1,028	11,327

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



# UNEMPLOYMENT

## Selected countries: national definitions

2.18

THOUSAND

	United Kingdom†		Austra- lia xx	Austria*	Bel- gium‡	Canada xx	Den- mark§	France*	Germany (FR)*	Greece*	Irish Republic*	Italy	Japan¶	Nether- lands*	Norway*	Spain*	Sweden*	Switzer- land*	United Statesxx
	Incl. school leavers	Excl. school leavers																	
<b>NUMBERS UNEMPLOYED</b>																			
<b>Annual averages</b>																			
1979	1,296	1,227	408	57	294	838	159	1,350	876	32	90	1,653	1,170	281	24.1	1,037	88	10.3	5,963
1980	1,665	1,561	409	53	322	867	180	1,451	900	37	101	1,776	1,140	325	22.3	1,277	86**	6.2	7,449
1981	2,520	2,420	394	69	392	898	241	1,773	1,296	42	128	1,993	1,260	480	28.4	1,566	108	5.9	8,211
1982	2,917	2,793	495	105	457	1,305	258	2,008	1,855	51	157	2,379	1,360	655	41.4	1,873	137	13.2	10,678
1983	3,105	2,970	697	127	505	1,436	281	2,042	2,264	62	193	2,707	1,560	801	63.6	2,207	151	24.1	10,717
<b>Quarterly averages</b>																			
1983 Q2	3,068	2,941	708	111	496	1,505	275	1,913	2,177	53	188	2,672	1,590	768	58.3	2,147	138	25.8	11,123
Q3	3,066	2,919	698	90	511	1,344	256	1,972	2,177	40	193	2,630	1,530	822	63.6	2,188	170	23.9	10,316
Q4	3,086	2,945	656	137	509	1,280	281	2,205	2,230	70	201	2,797	1,460	839	64.9	2,302	146	28.3	9,168
1984 Q1	3,176	3,071	719	179	520	1,497	319	2,252	2,490	85	215	2,992	1,710	852	75.6	2,443	145	34.2	9,406
Q2	3,074	2,979	649	112	502	1,430	269	2,183	2,166	58	211	2,924	1,640	813	63.3	2,413	123	32.4	8,420
<b>Monthly</b>																			
1983 Nov	3,084	2,947	625	136	508	1,281	280	2,223	2,193	71	200	2,805	1,470	837	62.6	2,298	142	29.0	9,129
Dec	3,079	2,961	690	160	508	1,321	286	2,227	2,349	90	208	2,830	1,430	856	71.9	2,342	147	30.4	8,992
1984 Jan	3,200	3,083	719	191	523	1,473	329	2,252	2,539	95	216	2,960	1,650	863	79.7	2,433	162	34.5	9,755
Feb	3,186	3,081	738	189	523	1,476	320	2,258	2,537	84	216	3,003	1,710	858	76.9	2,453	139	34.6	9,407
Mar	3,143	3,048	701	158	515	1,541	309	2,247	2,393	77	214	3,012	1,780	835	70.3	2,442	134	33.5	9,057
Apr	3,108	3,022	677	133	509	1,468	288	2,235	2,253	68	214	2,960	1,680	815	69.0	2,444	137	33.5	8,525
May	3,084	2,980	637	110	503	1,460	266	2,168	2,133	54	208	2,930	1,600	807	59.2	2,404	115	32.3	8,154
Jun	3,030	2,934	634	92	494	1,362	252	2,148	2,113	52	211	2,915	1,630	816	61.6	2,391	118	31.4	8,589
Jul	3,101	3,008	596	91	519	1,326	252	2,184	2,202	49	212	2,859	1,570	818	64.9	2,391	147	30.5	8,714
Aug	3,116	3,026	605	91	524	1,347	252	2,241	2,202	50	214	2,864	1,570	818	64.9	2,391	153	30.5	8,382
Sep	3,284	3,102																	
<b>Percentage rate latest month</b>																			
	13.6		8.6	3.2	19.1	10.5	9.6	11.7	8.9	2.9 e	16.9	12.7	2.8	17.5	3.2 e	20.0	3.4	1.0	7.3
<b>NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED</b>																			
<b>Quarterly averages</b>																			
1983 Q2		2,987	718	144	507	1,497	282	2,024	2,298	61	190	2,428	1,540	796	61.6	2,158	149		11,240
Q3		2,950	724	148	517	1,421	280	2,034	2,308	56	196	2,116	1,590	818	66.1	2,237	159		10,529
Q4		2,941	680	123	508	1,348	278	2,084	2,250	67	201	2,343	1,520	828	64.1	2,280	150		9,507
1984 Q1		2,998	663	122	505	1,389	281	2,191	2,231	64	210	2,551	1,600	838	70.5	2,383	142		8,866
Q2		3,026	659	144	513	1,406	276	2,306	2,282	66	213	2,517	1,590	841	66.7	2,435	131		8,496
<b>Monthly</b>																			
1983 Nov		2,939	679	123	511	1,347	278	2,097	2,243	66	201		1,520	830	62.8	2,266	148		9,429
Dec		2,946	664	118	496	1,352	276	2,119	2,236	74	204		1,510	829	67.5	2,316	151		9,195
1984 Jan		2,976	667	111	503	1,374	277	2,136	2,215	68	208	2,551	1,610	834	72.3	2,370	154		9,026
Feb		3,005	661	119	503	1,395	282	2,193	2,224	62	211		1,610	838	71.8	2,380	136		8,801
Mar		3,012	662	135	510	1,399	284	2,244	2,253	63	211		1,580	841	67.5	2,398	137		8,772
Apr		3,011	679	137	511	1,397	277	2,296	2,272	66	213	2,517	1,540	842	68.2	2,417	151		8,843
May		3,028	635	141	514	1,442	275	2,296	2,280	67	211		1,570 e	848	63.8	2,426	127		8,514
Jun		3,038	664	155	513	1,379	277	2,325	2,294	66	214		1,660 e	834	67.5	2,463	116		8,130
Jul		3,055	629	153	521 e	1,361		2,343	2,310	64	214		1,640 e	822	69.6		146		8,543
Aug		3,074	634		532 e	1,391		2,360	2,316	67 e	216						135		8,526
Sep		3,099																	
<b>Percentage rate:</b>																			
latest month		12.9	8.9	5.3	19.3 e	11.2	10.6	12.3	9.3	4.0	17.0	11.0	2.9 e	17.6	3.4 e	20.6	3.1		7.5
latest three months																			
change on previous three months		+0.2	-0.2	+0.7	+0.4	-0.4	-0.2	+0.3	+0.2	—	+0.3	—	+0.1	-0.1	-0.1	+0.9	-0.3		-0.3

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

(i) by counts based on registration or insurance systems.  
(ii) by conducting a labour force survey from a sample number of households.  
(2) Source: SOEC Statistical telegram for Italy, OECD Main Economic Indicators for remainder, except United Kingdom, supplemented by labour attaché reports. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.  
\* Numbers registered at employment offices. Rates are calculated as percentages of total employees. Irish rate published by SOEC, calculated as a percentage of the civilian labour force.

† See footnotes to table 2.1.

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

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

\*\* Average of 11 months.

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

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

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



# UNEMPLOYMENT 2.19

Flows: standardised, not seasonally adjusted\*

THOUSAND

UNITED KINGDOM <sup>o</sup> Month ending		INFLOW												
		Male and Female				Male				Female				
		All	School leavers <sup>‡</sup>	Excluding school leavers	Change since previous year <sup>††</sup>	All	School leavers <sup>‡</sup>	Excluding school leavers	Change since previous year <sup>††</sup>	All	Married	School leavers <sup>‡</sup>	Excluding school leavers	Change since previous year <sup>††</sup>
1983	Aug 11	368.0	17.5	350.6	..	236.5	10.3	226.2	..	131.6	50.3	7.2	124.4	..
	Sep 8	521.1	121.5	399.7	..	314.8	66.6	248.2	..	206.3	50.5	54.9	151.4	..
	Oct 13	468.8	49.9	419.0	..	294.7	27.6	267.0	..	174.2	54.5	22.2	151.9	..
	Nov 10	388.4	16.2	372.2	..	250.8	9.2	241.6	..	137.6	52.6	7.1	130.5	..
	Dec 8	351.8	12.2	339.6	..	233.6	6.9	226.7	..	118.2	48.4	5.2	112.9	..
1984	Jan 12	354.3	17.4	337.0	+11.4	225.2	9.5	215.7	+2.0	129.1	49.3	7.9	121.2	+9.4
	Feb 9	362.3	14.8	347.5	+9.9	234.9	8.3	226.6	+3.4	127.4	52.2	6.4	121.0	+6.5
	Mar 8	318.5	10.6	307.9	-6.6	206.8	6.1	200.7	-10.5	111.6	48.8	4.4	107.2	+3.8
	Apr 5	328.7	9.0	319.8	+3.9	215.2	5.2	210.0	-7.5	113.5	50.3	3.7	109.8	+3.6
	May 10	336.3	31.1	305.2	+3.9	215.4	18.1	197.3	-7.5	120.8	50.9	13.0	107.9	+3.6
	June 14	316.6	13.3	303.3	-0.1	204.9	7.7	197.2	-4.9	111.7	47.2	5.7	106.1	+4.8
	July 12	419.1	14.7	404.3	+22.5	260.8	8.2	252.6	+9.4	158.3	52.1	6.6	151.7	+13.1
	Aug 9	363.8	13.8	350.0	-0.6	227.9	8.1	219.9	-6.3	135.8	53.4	5.7	130.1	+5.8
	Sep 13	511.0	100.3	410.7	+11.0	308.7	56.5	252.3	+4.1	202.3	54.5	43.9	158.4	+7.0

UNITED KINGDOM <sup>o</sup> Month ending		OUTFLOW												
		Male and Female				Male				Female				
		All	School leavers <sup>‡</sup>	Excluding school leavers	Change since previous year <sup>††</sup>	All	School leavers <sup>‡</sup>	Excluding school leavers	Change since previous year <sup>††</sup>	All	Married	School leavers <sup>‡</sup>	Excluding school leavers	Change since previous year <sup>††</sup>
1983	Aug 11 <sup>†</sup>	369.8	14.0	355.8	..	247.1	7.6	239.5	..	122.6	42.9	6.4	116.3	..
	Sep 8	350.5	15.8	334.6	..	228.6	8.9	219.7	..	121.9	46.0	7.0	114.9	..
	Oct 13	532.5	72.4	460.1	..	331.3	39.7	291.6	..	201.2	53.0	32.5	168.7	..
	Nov 10	398.8	39.6	359.2	..	254.5	21.8	232.6	..	144.3	48.8	17.7	126.6	..
	Dec 8	357.3	25.2	332.0	..	225.0	13.8	211.2	..	132.2	45.1	11.4	120.8	..
1984	Jan 12	250.1	11.9	238.2	+11.6	157.3	6.6	150.6	+5.7	92.8	36.0	5.2	87.6	+5.9
	Feb 9	376.7	19.2	357.6	-0.5	244.1	10.7	233.4	-6.0	132.6	51.1	8.4	124.2	+5.5
	Mar 8	365.7	15.0	350.7	+12.2	241.3	8.5	232.8	+5.6	124.4	47.8	6.5	117.9	+6.7
	Apr 5	366.8	12.3	354.5	+8.9	242.3	6.8	235.5	+1.7	124.5	48.6	5.5	119.0	+7.2
	May 10	356.4	10.2	346.2	+8.9	231.8	5.9	225.9	+1.7	124.6	49.3	4.3	120.3	+7.2
	June 14	364.0	14.7	349.4	+7.0	240.9	8.4	232.5	+2.6	123.2	48.2	6.3	116.9	+4.4
	July 12	342.3	12.6	329.8	-6.6	227.7	7.0	220.7	-8.1	114.6	44.7	5.5	109.1	+1.5
	Aug 9	347.1	11.0	336.2	-19.6	226.9	5.9	220.9	-18.6	120.3	44.2	5.0	115.2	-1.0
	Sep 13	365.6	21.7	343.9	+9.3	226.9	12.3	214.5	-5.2	138.8	51.3	9.4	129.4	+14.5

\* The unemployment flow statistics on the new basis (claimants) are described in *Employment Gazette*, August 1983, pp 351-358. They exclude a minority still covered by clerical counts in Unemployment Benefit Offices. A seasonally adjusted series cannot yet be estimated.

The figures on the old basis (registrations) have been discontinued. They were included for the last time in the issue for October 1983.

Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.

† Adjustments have been made in the outflows for April to August 1983 to allow for the effects of the provisions announced in the 1983 Budget for certain older men—see footnote †† to table 2.1.

‡ The change in the count of school leavers between one month and the next reflects some of them reaching the age of 18 as well as the excess of their inflow over their outflow.

o Now including Northern Ireland. This table has previously been provided showing figures for Great Britain only (cf table 2.19 in *Employment Gazette*, March 1984).

† Change since the same month in the previous year gives the best indication of the trend of the series' excluding school leavers.



# 2.20 UNEMPLOYMENT

Flows by age; standardised; not seasonally adjusted, computerised records only

Great Britain Month ending	Age group										All ages
	THOUSAND										
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59*	60 and over**	All ages	
<b>MALE</b>											
<b>1983</b>											
September	80.3	45.7	51.6	28.3	21.0	32.0	23.4	13.2	10.2	305.6	
October	43.2	37.3	57.7	32.8	23.9	36.4	26.8	15.0	11.9	285.1	
November	24.1	26.9	51.5	31.5	23.5	35.5	26.2	13.4	11.3	243.9	
December	20.2	23.9	46.9	29.7	22.8	35.2	25.3	12.8	10.4	227.2	
<b>1984</b>											
January	21.3	23.3	45.7	28.0	21.4	32.2	23.7	12.7	10.5	218.8	
February	21.6	25.3	47.8	29.9	22.7	34.3	24.3	11.8	9.5	227.2	
March	17.3	21.4	42.0	26.7	20.2	30.7	22.2	11.0	8.9	200.4	
April	16.0	21.9	44.6	27.6	21.0	31.5	23.6	12.9	10.2	209.2	
May	27.6	20.4	42.1	26.4	19.8	30.2	21.9	11.2	9.2	208.9	
June	18.4	21.9	43.9	26.0	19.2	29.1	20.8	10.6	8.5	198.4	
July	19.5	29.7	78.2	31.0	21.3	31.3	22.4	11.3	9.3	254.1	
August	19.6	25.7	55.6	28.6	20.4	30.6	21.5	10.6	8.9	221.6	
September	70.5	46.7	55.6	29.2	21.1	31.6	22.6	12.3	9.3	298.8	
<b>FEMALE</b>											
<b>1983</b>											
September	65.9	43.9	35.4	17.9	9.8	13.0	9.3	3.9	—	199.1	
October	35.6	33.7	39.4	19.9	10.7	14.0	10.0	3.9	—	167.3	
November	19.3	21.9	35.4	19.2	10.1	13.6	9.9	3.7	—	133.1	
December	15.4	18.0	30.0	17.2	9.3	12.3	8.8	3.1	—	114.1	
<b>1984</b>											
January	18.5	21.0	32.2	17.5	9.9	13.3	9.0	3.2	—	124.7	
February	16.7	19.6	32.0	18.6	10.3	13.4	9.1	3.1	—	122.9	
March	12.7	16.2	28.1	16.6	9.5	12.8	8.8	3.0	—	107.7	
April	11.4	16.1	29.0	17.3	9.8	13.3	9.0	3.2	—	109.5	
May	20.0	15.1	29.0	17.8	9.9	13.3	9.3	3.0	—	116.3	
June	13.0	15.1	29.0	16.6	9.1	12.0	8.3	2.9	—	107.1	
July	14.6	24.2	57.2	19.5	10.6	14.1	9.0	3.0	—	152.3	
August	19.8	19.8	39.9	19.4	10.8	14.8	9.5	3.2	—	131.5	
September	54.5	43.5	37.3	19.4	10.9	14.8	10.0	4.1	—	194.4	
<b>Changes on a year earlier</b>											
<b>MALE</b>											
<b>1983</b>											
October	-1.8	+3.3	+0.3	-1.5	-2.1	-1.9	-1.2	+0.2	-1.6	-6.0	
November	-3.6	+0.4	-0.2	-2.0	-2.6	-3.2	-2.4	-1.4	-2.1	-17.1	
December	-3.2	+0.9	+0.1	-1.2	-1.8	-1.9	-1.5	-0.6	-1.1	-10.4	
<b>1984</b>											
January	-6.6	+1.3	+2.5	+0.4	-0.3	-0.6	-0.1	-0.1	-1.4	-5.4	
February	-4.4	+1.7	+3.4	+0.7	-0.3	-0.4	-1.0	-0.6	-1.9	-2.8	
March	-4.9	+0.1	+0.3	-0.9	-1.3	-2.6	-1.3	-2.4	-2.8	-15.4	
April*	-7.3	-0.1	+1.5	0.0	-0.9	-1.3	-1.5	-1.2	-2.7	-13.7	
May*	-7.3	-0.1	+1.5	0.0	-0.9	-1.3	-1.5	-1.2	-2.7	-13.7	
June	-1.7	+0.2	+3.1	-0.2	-1.1	-1.4	-1.6	-2.2	-2.1	-7.7	
July	-1.8	+2.0	+8.3	+1.4	-0.2	-0.1	-0.4	-1.2	-1.3	+6.8	
August	-2.4	+0.3	+3.6	+0.1	-0.1	-0.5	-0.9	-2.1	-1.5	-7.3	
September	-9.8	+1.0	+4.0	+0.9	+0.1	-0.4	-0.8	-0.9	-0.9	-6.8	
<b>FEMALE</b>											
<b>1983</b>											
October	-2.2	+2.6	+3.0	+2.6	+1.3	+1.5	+0.5	+0.1	—	+9.4	
November	-3.1	+0.3	+2.0	+2.1	+0.7	+0.3	+0.3	+0.1	—	+3.0	
December	-2.8	+0.1	+2.1	+1.9	+0.9	+1.5	+0.5	0.0	—	+4.2	
<b>1984</b>											
January	-6.8	+1.4	+3.1	+2.0	+1.1	+1.5	+0.5	-0.1	—	+2.7	
February	-5.1	-0.1	+1.8	+2.2	+1.3	+1.2	+0.2	-0.3	—	+1.5	
March	-4.5	-0.6	+1.3	+1.5	+0.9	+1.3	0.0	-0.2	—	-0.3	
April*	-6.0	-1.1	+1.4	+1.7	+1.0	+1.3	+0.5	-0.2	—	-1.5	
May*	-6.0	-1.1	+1.4	+1.7	+1.0	+1.3	+0.5	-0.2	—	-1.5	
June	-1.9	-0.6	+2.3	+1.8	+0.8	+0.7	+0.1	0.0	—	+3.2	
July	-1.6	+0.5	+6.5	+2.1	+0.6	+0.8	-0.1	-0.1	—	+10.7	
August	-1.9	-1.0	+3.6	+1.7	+0.8	+1.5	+0.4	+0.1	—	+5.3	
September	-11.4	-0.4	+1.9	+1.5	+1.1	+1.8	+0.7	+0.2	—	-4.7	

# UNEMPLOYMENT

Flows by age; standardised; not seasonally adjusted, computerised records only

Great Britain Month ending	Age group										All ages
	THOUSAND										
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54§	55-59*§	60 and over**	All ages	
<b>OUTFLOW</b>											
<b>MALE</b>											
<b>1983</b>											
September	16.4	24.5	55.2	28.9	21.4	31.9	21.5	9.0	11.0	220.0	
October	51.0	44.7	66.1	32.9	23.5	33.8	22.4	9.4	11.4	295.2	
November	32.7	28.0	49.6	27.8	20.8	31.1	21.4	9.0	12.2	232.6	
December	23.6	24.5	45.0	25.6	18.8	28.2	19.5	8.2	11.8	205.2	
<b>1984</b>											
January	12.3	15.5	30.6	18.1	13.5	20.5	14.3	6.3	8.8	139.8	
February	20.6	23.8	46.3	29.1	21.8	32.4	21.5	8.7	12.2	216.4	
March	18.1	25.2	48.9	29.6	22.3	33.7	21.7	8.6	10.9	219.0	
April	15.7	26.2	48.9	30.0	22.6	34.5	22.5	8.9	10.8	220.8	
May	12.7	24.3	46.3	27.5	20.5	31.6	20.9	8.7	10.3	202.8	
June	15.3	26.4	50.2	30.0	22.4	34.0	22.3	8.9	10.9	220.3	
July	13.9	25.7	50.3	28.8	20.8	31.9	20.8	8.2	10.1	210.4	
August	12.2	24.4	53.1	27.6	20.1	29.6	19.8	7.5	9.2	203.6	
September	20.0	25.4	55.9	27.8	19.5	29.1	18.8	7.5	8.8	213.0	
<b>FEMALE</b>											
<b>1983</b>											
August	11.5	19.9	35.3	15.6	8.3	10.6	7.0	2.4	0.1	110.9	
September	12.9	20.2	38.8	16.6	9.5	12.7	7.6	2.5	0.1	121.1	
October	41.8	38.3	44.5	18.9	10.9	13.8	8.6	2.8	0.1	179.7	
November	26.7	25.1	34.5	17.0	9.4	12.2	7.7	2.6	0.1	135.2	
December	19.8	22.4	32.8	16.5	8.9	11.3	7.0	2.5	0.1	121.4	
<b>1984</b>											
January	10.0	14.9	23.3	12.5	7.2	9.1	5.8	2.0	0.1	84.8	
February	16.3	20.6	32.5	18.0	10.0	12.6	7.9	2.5	0.1	120.6	
March	13.8	20.2	31.1	17.0	9.5	12.1	7.7	2.4	0.1	114.0	
April	12.4	20.4	31.8	17.3	9.6	12.3	7.9	2.4	0.1	114.1	
May	10.1	20.3	32.3	17.4	9.9	12.7	8.1	2.6	0.1	113.4	
June	11.7	20.5	32.3	17.7	9.5	12.2	7.8	2.4	0.1	114.3	
July	10.5	19.5	32.2	16.9	8.9	11.2	7.2	2.2	0.1	108.6	
August	9.7	19.4	36.1	16.8	8.6	10.6	6.7	2.1	0.1	110.1	
September	15.3	21.6	42.5	18.5	10.7	14.2	8.1	2.3	0.1	133.3	
<b>Changes on a year earlier</b>											
<b>MALE</b>											
<b>1983</b>											
October	+6.0	+9.5	+6.3	+1.6	+0.3	+0.9	+0.1	+0.2	+2.8	+27.7	
November	-0.6	+5.0	+4.2	+0.2	-0.1	+0.4	+0.5	+0.2	+3.7	+13.5	
December	-1.3	+4.9	+5.7	+1.9	+0.5	+1.6	+0.8	+0.4	+4.1	+18.5	
<b>1984</b>											
January	-3.6	+1.1	+0.7	0.0	0.0	+0.4	-0.1	+0.1	+2.4	+1.0	
February	-7.0	+1.5	-0.5	-0.7	-0.8	-1.4	-1.6	-0.3	+3.6	-7.1	
March	-4.5	+2.9	+2.3	+0.1	+0.3	+0.2	-1.4	-0.4	+2.7	+1.5	
April*	-2.3	+2.7	+1.4	-0.1	-0.4	-0.3	-1.0	-0.8	-0.5	-3.3	
May*	-2.3	+2.7	+1.4	-0.1	-0.4	-0.3	-1.0	-0.8	-0.5	-3.3	
June	-0.6	+3.4	+2.3	+0.3	+0.1	+0.2	-0.9	-1.2	-13.3	-9.8	
July	-0.4	+1.4	+0.1	-0.8	-1.5	-2.1	-2.0	-1.2	-2.7	-12.0	
August	-1.9	-0.6	-3.5	-2.6	-1.8	-3.8	-2.8	-1.9	-3.6	-22.4	
September	+3.6	+0.9	+0.7	-1.1	-1.9	-2.8	-2.7	-1.5	-2.2	-7.0	
<b>FEMALE</b>											
<b>1983</b>											
October	+5.2	+6.0	+3.7	+1.7	+1.1	+1.7	+0.7	0.0	0.0	+20.4	
November	-0.8	+2.4	+2.5	+1.2	+0.7	+1.4	+0.3	0.0	0.0	+7.7	
December	-2.0	+3.0	+3.8	+1.7	+0.9	+1.7	+0.7	0.0	0.0	+9.9	
<b>1984</b>											
January	-3.7	+0.7	+1.3	+0.9	+0.6	+1.2	+0.5	0.0	0.0	+1.3	
February	-8.1	+0.7	+2.2	+2.0	+1.0	+1.5	+0.6	-0.1	0.0	-0.1	
March	-5.5	+1.0	+2.0	+1.3	+1.0	+1.3	+0.4	-0.1	0.0	+1.4	
April*	-4.1	+1.3	+1.8	+1.4	+1.1	+1.4	+0.6	-0.2	0.0	+3.3	
May*	-4.1	+1.3	+1.8	+1.4	+1.1	+1.4	+0.6	-0.2	0.0	+3.3	
June	-1.2	+0.9	+1.3	+1.1	+0.8	+1.0	0.0	-0.4	0.0	+4.4	
July	-1.3	+0.3	+1.7	+1.6	+0.4	+0.5	-0.1	-0.3	0.0	+2.6	
August	-1.8	-0.5	+0.8	+1.2	+0.3	0.0	-0.3	-0.3	0.0	-0.8	
September	+2.4	+1.4	+3.7	+1.9	+1.2	+1.5	+0.5	-0.2	0.0	+12.2	

\* Changes on a year earlier in the flows figures for April and May have been averaged to take account of the different timing of Easter.  
 \*\* Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.  
 † From April to August 1983 the figures for men aged 59 and over reflect the effects of the provisions in the 1983 Budget, because some of them no longer have to sign at an unemployment benefit office, estimates of this effect on computerised records are not available. This has a greater effect on the outflow than the inflow.  
 § Figures for older age groups are further affected by an increase in the numbers of people who



## 2.21 UNEMPLOYMENT

Likelihood\* of becoming unemployed and ceasing to be unemployed by age and sex

Great Britain	Age group									
	Under** 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
<b>MALE</b>										
<b>Unemployment rates§ (per cent)</b>										
July 1983	23.4	28.2	22.5	15.7	12.3	11.8	11.2	15.0	11.0	15.1
July 1984	21.0	27.7	23.2	16.1	12.4	12.1	11.5	16.0	8.1	15.1
<b>Likelihood of becoming unemployed†</b>										
Apr-July 1983	14.3	10.0	8.7	5.1	3.8	3.5	2.8	3.0	3.3	4.9
Apr-July 1984	16.4	10.7	9.6	5.5	3.9	3.6	2.9	2.8	2.9	5.2
Change	+2.1	+0.7	+0.9	+0.4	+0.1	+0.1	+0.1	-0.2	-0.4	+0.3
<b>Likelihood of ceasing to be unemployed‡</b>										
Apr-July 1983	47.2	35.8	37.5	36.2	34.6	33.6	27.3	18.6	33.9	34.1
Apr-July 1984	51.2	41.3	39.1	36.9	34.3	33.3	26.6	20.9	56.2	35.3
Change	+4.0	+5.5	+1.6	+0.7	-0.3	-0.3	+0.7	+2.3	+22.3	+1.2
<b>FEMALE</b>										
<b>Unemployment rates§ (per cent)</b>										
July 1983	19.3	21.4	15.8	11.5	6.0	4.2	4.5	4.1		8.6
July 1984	17.3	21.4	17.3	13.7	6.9	4.7	5.1	4.6		9.3
<b>Likelihood of becoming unemployed†</b>										
Apr-July 1983	11.9	8.8	7.7	4.9	2.6	1.7	1.3	0.7		3.7
Apr-July 1984	13.2	8.8	8.5	5.8	3.1	2.1	1.4	0.7		4.1
Change	+1.3	0.0	+0.8	+0.9	+0.5	+0.4	+0.1	0.0		+0.4
<b>Likelihood of ceasing to be unemployed‡</b>										
Apr-July 1983	50.9	42.6	44.6	44.1	45.3	42.1	28.3	25.4		41.6
Apr-July 1984	52.6	45.8	45.0	43.3	44.7	42.8	27.3	22.6		41.7
Change	+1.7	+3.2	+0.4	-0.8	-0.6	+0.7	-1.0	-2.8		+0.1
<b>MALE AND FEMALE</b>										
<b>Unemployment rates§ (per cent)</b>										
July 1983	21.5	25.0	19.5	14.1	9.9	8.5	8.2	9.8		12.4
July 1984	19.2	24.7	20.6	15.2	10.3	8.9	8.6	9.6		12.7
<b>Likelihood of becoming unemployed†</b>										
Apr-July 1983	13.4	9.5	8.3	5.0	3.3	2.7	2.1	2.2		4.4
Apr-July 1984	14.8	9.9	9.1	5.6	3.6	2.9	2.2	2.1		4.7
Change	+1.4	+0.4	+0.8	+0.6	+0.3	+0.2	+0.1	-0.1		+0.3
<b>Likelihood of ceasing to be unemployed‡</b>										
Apr-July 1983	48.8	38.6	40.0	38.6	37.0	35.4	27.5	28.8		35.6
Apr-July 1984	51.8	43.2	41.2	39.1	36.9	35.4	26.8	29.7		37.3
Change	+3.0	+4.6	+1.2	+0.5	-0.1	0.0	-0.7	+0.9		+1.7

\* These likelihoods provide a relative guide to the prospects of an individual becoming or ceasing to be unemployed. They cannot be taken as actual probabilities for these events.  
 † The likelihood of becoming unemployed is the inflow expressed as a percentage of the average number of employees in employment plus the unemployed.  
 ‡ The likelihood of ceasing to be unemployed is the outflow expressed as a percentage of the average number unemployed over the quarters. The likelihood of ceasing to be unemployed has been calculated using outflow data adjusted for the effects of the 1983 Budget provisions in the numerator but the denominator has not been adjusted.  
 § While the figures for unemployment rates are presented to one decimal place, they should not be regarded as implying precision to that degree. The rates for those under 20 are subject to the widest error.  
 \*\* The comparison between April 1983 and April 1984, is affected by the different timing of Easter, this particularly affects the under 18 year old age group.

## 2.22 UNEMPLOYMENT

Median\* duration of unemployment by age and sex (weeks)

Great Britain	Age group									
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
<b>MALE</b>										
<b>Completed spells (computerised records only)</b>										
Apr-July 1983	6.8	19.8	18.4	17.5	16.9	16.2	16.1	19.2	37.2	17.5
Apr-July 1984	7.6	21.1	18.0	17.1	16.8	16.0	15.5	17.6	28.7	16.9
Change	+0.8	+1.3	-0.4	-0.4	-0.1	-0.2	-0.6	-1.6	-8.5	-0.6
<b>Uncompleted spells (All records)</b>										
July 1983	16.5	31.2	34.4	41.6	44.7	47.3	52.8	54.4	33.7§	39.2
July 1984	12.8	33.3	34.4	44.7	50.8	56.1	65.7	69.2	30.4§	43.4
Change	-3.7	-2.1	0.0	+3.1	+6.1	+8.8	+12.9	+14.8	-3.4§	+4.2
<b>FEMALE</b>										
<b>Completed spells (computerised records only)</b>										
Apr-July 1983	7.2	17.1	17.6	19.2	16.6	13.4	15.6	20.3	(44.8)†	15.1
Apr-July 1984	8.3	19.6	18.3	21.0	17.4	12.8	14.5	18.5	(45.5)†	16.8
Change	+1.1	+2.5	+0.7	+1.8	+0.8	-0.6	-1.1	-1.8	(+0.7)†	+1.7
<b>Uncompleted spells (All records)</b>										
July 1983	16.9	27.5	22.4	23.8	24.4	26.8	41.8	59.6	(123.8)†	25.8
July 1984	13.1	31.8	24.1	25.2	25.6	28.9	48.4	75.4	(133.5)†	28.9
Change	-3.8	+4.3	+1.7	+1.4	+1.2	+2.1	+6.6	+15.8	(+9.7)†	+3.1
<b>MALE AND FEMALE</b>										
<b>Completed spells (Computerised records only)</b>										
Apr-July 1983	7.0	18.5	18.1	18.1	16.8	15.5	16.0	19.4	37.3	16.7
Apr-July 1984	7.8	20.4	18.1	18.5	17.0	15.2	15.3	17.8	29.0	16.9
Change	+0.8	+1.9	0.0	+0.4	+0.2	-0.3	-0.7	-1.6	-8.3	+0.2
<b>Uncompleted spells (all records)</b>										
July 1983	16.6	29.6	29.3	34.2	37.9	41.5	49.6	55.6	33.9§	34.9
July 1984	12.9	32.7	29.9	35.5	41.1	47.0	60.0	70.7	30.7§	38.1
Change	-3.7	+3.1	+0.6	+1.3	+3.2	+5.5	+10.4	+15.1	-3.2§	+3.2

\* The median duration is the length of time spent unemployed, which has been exceeded by 50 per cent of the unemployed.  
 † These medians are affected by the small number of observations in these cells.  
 § The 1983 Budget measures will have affected the median length of uncompleted spells between April 1983 and April 1984.

## UNEMPLOYMENT 2.23

Likelihood\* of becoming unemployed and ceasing to be unemployed by region and sex

Great Britain	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain
	<b>MALE</b>											
<b>Unemployment rates (per cent)</b>												
July 1983	11.2	11.6	11.5	12.4	18.5	13.9	16.3	19.4	20.8	18.5	17.5	12.6
July 1984	11.3	12.0	11.1	12.5	17.6	14.1	16.5	19.2	21.5	18.8	17.9	12.9
<b>Likelihood of becoming unemployed†</b>												
Apr-July 1983	4.3	4.2	4.3	4.9	4.6	4.7	5.0	5.6	6.2	5.5	5.9	4.9
Apr-July 1984	4.4	4.2	4.5	5.2	4.7	4.9	5.4	5.6	7.0	6.0	6.4	5.2
Change	+0.1	0.0	+0.2	+0.3	+0.1	+0.2	+0.4	0.0	+0.8	+0.5	+0.5	+0.3
<b>Likelihood of ceasing to be unemployed‡</b>												
Apr-July 1983	38.6	33.7	41.9	41.3	25.5	34.3	31.8	28.5	30.1	32.5	33.7	33.3
Apr-July 1984	40.0	34.3	46.3	45.7	27.4	36.0	33.7	30.3	32.3	33.7	36.3	35.3
Change	+1.4	+0.6	+4.4	+4.4	+1.9	+1.7	+1.9	+1.8	+2.2	+1.4	+2.6	+2.0
<b>FEMALE</b>												
<b>Unemployment rates (per cent)</b>												
July 1983	6.2	6.3	7.0	7.8	10.7	8.0	9.7	10.3	11.7	10.5	10.8	8.6
July 1984	7.1	7.2	7.8	8.8	11.2	8.9	10.4	10.9	12.4	11.0	11.0	9.3
<b>Likelihood of becoming unemployed†</b>												
Apr-July 1983	3.1	3.0	3.3	3.7	3.7	3.5	3.8	4.2	4.4	4.3	4.7	3.7
Apr-July 1984	3.4	3.3	3.9	4.1	4.0	3.9	4.4	4.4	5.1	4.8	4.8	4.1
Change	+0.3	+0.3	+0.6	+0.4	+0.3	+0.4	+0.6	+0.2	+0.7	+0.5	+0.1	+0.4
<b>Likelihood of ceasing to be unemployed‡</b>												
Apr-July 1983	46.6	44.2	49.3	48.1	34.0	42.1	38.5	39.2	37.5	43.1	40.5	41.6
Apr-July 1984	41.8	44.9	48.8	48.6	33.7	41.0	39.3	39.2	38.1	43.3	43.2	41.7
Change	-4.8	+0.7	-0.5	+0.5	-0.3	-0.1	+0.8	0.0	+0.6	+0.2	+2.7	+0.1
<b>MALE AND FEMALE</b>												
<b>Unemployment rates (per cent)</b>												
July 1983	9.1	9.4	9.6	10.4	15.3	11.4	13.6	15.5	17.1	15.2	14.7	12.4
July 1984	9.5	10.0	9.7	10.9	15.0	11.9	14.0	15.7	17.9	15.6	14.9	12.7
<b>Likelihood of becoming unemployed†</b>												
Apr-July 1983	3.8	3.7	4.0	4.4	4.3	4.1	4.5	4.9	5.4	5.1	5.4	4.4
Apr-July 1984	4.0	3.8	4.2	4.8	4.4	4.6	5.0	5.1	6.2	5.5	5.7	4.7
Change	+0.2	+0.1	+0.2	+0.4	+0.1	+0.5	+0.5	+0.2	+0.8	+0.4	+0.3	+0.3
<b>Likelihood of ceasing to be unemployed‡</b>												
Apr-July 1983	40.8	36.8	44.0	43.4	27.7	36.5	33.7	31.4	32.0	35.4	35.8	35.6
Apr-July 1984	41.5	36.6	47.1	46.7	29.2	37.5	35.4	32.9	33.9	36.4	38.5	37.3
Change	+0.7	-0.2	+3.1	+3.3	+1.5	+1.0	+1.7	+1.5	+1.9	+1.0	+2.7	+1.7

\* See footnotes to table 2.21.  
 † See footnotes to table 2.21.  
 ‡ See footnotes to table 2.21.  
 \*\* Included in the South East

## UNEMPLOYMENT 2.24

Median\* duration of unemployment by region and sex

Great Britain	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain
	<b>MALE</b>											
<b>Completed spells (Computerised records only)</b>												
Apr-July 1983	15.2	15.9	17.9	16.9	21.6	17.3	17.4	19.5	17.5	19.8	17.2	17.5
Apr-July 1984	14.6	16.0	15.9	15.9	20.3	17.1	17.1	19.8	16.6	19.9	16.6	16.9
Change	-0.6	+0.1	-2.0	-1.0	-1.3	-0.2	-0.3	+0.3	-0.9	+0.1	-0.6	-0.6
<b>Uncompleted spells (all records)</b>												
July 1983	32.2	33.9	34.6	33.0	48.4	37.2	40.2	44.6	44.4	43.2	40.6	39.2
July 1984	35.8	38.2	37.4	34.9	55.0	40.9	44.0	50.7	48.2	46.2	43.6	43.4
Change	+3.6	+4.3	+2.8	+1.9	+6.6	+3.7	+3.8	+6.1	+3.8	+3.0	+3.0	+4.2
<b>FEMALE</b>												
<b>Completed spells (Computerised records only)</b>												
Apr-July 1983	12.0	12.2	13.8	15.4	18.9	14.1	16.4	16.7	17.8	16.4	16.8	15.1
Apr-July 1984	13.2	13.5	15.7	17.6	20.5	16.2	17.7	18.6	19.2	18.1	18.1	16.8
Change	+1.2	+1.3	+1.9	+2.2	+1.6	+2.1	+1.3	+1.9	+1.4	+1.7	+1.3	+1.7
<b>Uncompleted spells (all records)</b>												
July 1983	22.6	23.4	24.4	24.3	31.5	24.7	26.9	27.8	29.9	28.1	25.5	25.8
July 1984	24.9	25.8	25.9	26.4	35.8	27.4	29.6	32.0	33.0	30.4	28.8	28.9
Change	+2.3	+2.4	+1.5	+2.1	+4.3	+2.7	+2.7	+4.2	+3.1	+2.3	+3.3	+3.1
<b>MALE AND FEMALE</b>												
<b>Completed spells (Computerised records only)</b>												
Apr-July 1983	14.0	14.5	16.6	16.4	20.7	16.3	17.1	18.5	17.6	18.7	17.0	16.7
Apr-July 1984	14.1	15.1	15.8	16.								



# 2.25 UNEMPLOYMENT

Flows and completed durations by age\*: April 6, 1984 to July 12, 1984

Great Britain Duration of completed spells Unemployment in weeks	Age groups													60 and over	All		
	Under 17	17	18	19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59					
<b>MALE</b>																	
Inflow	31.5	39.5	36.2	40.1	171.5	89.1	64.7	54.7	42.6	36.4	33.6	35.6	29.1	704.5			
Outflow																	
one or less	1.7	2.2	2.0	2.0	8.7	5.2	4.0	3.6	2.7	2.3	1.8	1.4	1.4	39.1			
over 1 and up to 2	2.4	2.3	2.0	2.1	8.9	5.3	4.2	3.6	2.8	2.3	1.8	1.5	1.7	40.8			
over 2 and up to 4	2.8	3.4	3.1	3.3	14.3	8.8	6.4	5.6	4.3	3.6	3.0	2.5	2.8	63.9			
over 4 and up to 6	2.2	2.5	2.4	2.7	10.8	6.7	4.8	4.3	3.6	2.8	2.4	2.0	2.2	49.4			
over 6 and up to 8	1.7	1.9	2.0	2.0	8.7	5.2	3.9	3.4	2.7	2.3	1.9	1.5	1.6	38.7			
over 8 and up to 13	2.0	3.6	4.0	4.0	16.4	9.9	7.3	6.5	5.0	4.2	3.5	3.1	2.4	71.9			
over 13 and up to 26	1.7	5.8	7.6	7.6	29.2	17.0	12.7	10.7	8.4	7.3	6.1	5.5	4.1	123.9			
over 26 and up to 39	1.1	4.0	6.7	6.6	20.6	11.8	8.1	7.3	5.6	4.9	4.2	4.5	3.8	89.1			
over 39 and up to 52	0.2	1.9	4.1	4.0	12.0	5.7	4.2	3.4	2.6	2.4	2.2	2.4	2.8	47.8			
over 52 and up to 65	—	0.9	2.3	2.1	6.2	3.8	2.8	2.4	1.9	1.8	1.5	2.3	9.4	37.5			
over 65 and up to 78	—	0.4	1.4	1.6	4.2	2.6	2.1	1.6	1.3	1.1	0.4	0.5	1.1	18.3			
over 78 and up to 104	—	0.4	1.7	2.5	7.0	4.0	2.9	2.4	1.7	1.5	0.4	0.3	0.3	25.1			
over 104 and up to 156	—	—	0.6	1.6	7.0	4.0	3.0	2.5	1.9	1.6	0.4	0.2	0.2	22.8			
over 156	—	—	—	0.2	4.0	2.9	2.2	1.8	1.5	1.3	0.2	0.1	0.1	14.2			
Duration not available	0.5	0.5	0.4	0.5	1.5	4.9	3.5	2.6	1.4	1.0	5.9	15.0	13.8	51.3			
<b>All</b>	<b>16.3</b>	<b>29.7</b>	<b>40.2</b>	<b>42.9</b>	<b>159.2</b>	<b>98.0</b>	<b>72.2</b>	<b>61.7</b>	<b>47.4</b>	<b>40.2</b>	<b>35.6</b>	<b>42.8</b>	<b>47.5</b>	<b>733.8</b>			

Great Britain Duration of completed spells Unemployment in weeks	Age groups													60 and over	All	
	Under 17	17	18	19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	over				
<b>FEMALE</b>																
Inflow	22.9	28.6	27.9	30.3	119.0	57.8	31.7	24.5	17.7	15.5	12.8	9.5	398.3			
Outflow																
one or less	1.2	1.6	1.7	1.7	5.5	2.6	1.7	1.5	1.1	0.9	0.7	0.4	20.8			
over 1 and up to 2	1.6	1.8	1.9	1.8	6.3	3.0	2.0	1.7	1.2	1.0	0.8	0.5	23.5			
over 2 and up to 4	2.0	2.6	2.8	2.8	9.9	5.0	3.1	2.8	1.8	1.6	1.2	0.8	36.4			
over 4 and up to 6	1.7	1.9	2.0	2.2	7.3	3.7	2.2	1.8	1.3	1.1	0.8	0.5	26.5			
over 6 and up to 8	1.2	1.5	1.5	1.7	5.2	2.8	1.6	1.3	1.0	0.8	0.6	0.4	19.5			
over 8 and up to 13	1.5	2.7	3.0	3.1	10.1	5.2	3.0	2.4	1.8	1.4	1.1	0.7	36.2			
over 13 and up to 26	1.5	4.8	6.3	6.3	18.7	9.4	5.0	3.8	2.8	2.4	1.8	1.4	64.2			
over 26 and up to 39	0.9	3.3	5.3	5.5	13.6	6.9	3.5	2.4	1.8	1.8	1.4	1.2	47.6			
over 39 and up to 52	0.2	1.5	2.9	3.1	9.0	5.2	2.5	1.5	1.0	1.0	0.7	0.8	29.2			
over 52 and up to 65	—	0.7	1.5	1.6	7.9	7.7	3.6	1.8	1.2	1.1	0.6	0.9	28.7			
over 65 and up to 78	—	0.3	1.0	1.1	2.5	1.6	0.9	0.6	0.5	0.5	0.2	0.2	9.2			
over 78 and up to 104	—	0.3	1.2	1.8	3.5	1.4	0.8	0.5	0.5	0.5	0.1	0.2	10.7			
over 104 and up to 156	—	—	0.4	1.0	3.1	1.0	0.6	0.4	0.4	0.4	0.1	0.1	7.5			
over 156	—	—	—	0.1	1.5	0.5	0.2	0.2	0.2	0.2	0.1	0.1	3.0			
Duration not available	0.3	0.3	0.3	0.4	1.0	1.7	0.9	1.0	0.5	0.2	2.3	5.7	14.7			
<b>All</b>	<b>12.1</b>	<b>23.4</b>	<b>31.8</b>	<b>34.0</b>	<b>105.1</b>	<b>57.7</b>	<b>31.6</b>	<b>23.7</b>	<b>17.0</b>	<b>14.9</b>	<b>12.6</b>	<b>13.9</b>	<b>377.8</b>			

\* Ages of claimants relate to their ages either at the time of becoming unemployed or when they cease to be unemployed as appropriate.

# 2.26 UNEMPLOYMENT

Flows and completed durations by region: April 6, 1984 to July 12, 1984

Duration of completed spells Unemployment in weeks	Region													Great Britain		
	South East	Greater London	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland					
<b>MALE</b>																
Inflow	195.5	91.6	20.1	50.6	64.0	45.2	66.4	89.7	53.2	38.0	81.9	704.5				
Outflow																
one or less	12.1	5.1	1.3	3.4	2.7	2.1	3.3	4.8	3.0	1.8	4.6	39.1				
over 1 and up to 2	11.4	4.8	1.4	2.8	3.4	3.0	4.1	4.5	2.9	2.1	5.2	40.8				
over 2 and up to 4	19.2	8.2	2.3	5.0	4.9	4.1	5.8	7.2	4.7	3.1	7.6	63.9				
over 4 and up to 6	14.9	6.4	1.7	3.9	3.8	3.1	4.4	5.6	3.7	2.6	5.6	49.4				
over 6 and up to 8	11.7	5.1	1.3	3.0	3.2	2.5	3.4	4.6	2.9	2.0	4.3	38.7				
over 8 and up to 13	21.7	9.7	2.4	5.7	6.0	4.5	6.4	8.6	5.1	3.6	7.8	71.9				
over 13 and up to 26	35.5	15.6	4.5	10.4	10.7	8.4	11.0	15.4	7.7	7.0	13.5	123.9				
over 26 and up to 39	23.0	10.1	3.4	7.9	7.3	5.8	8.1	11.7	6.2	5.8	9.9	89.1				
over 39 and up to 52	12.5	6.1	1.4	3.4	4.5	3.0	4.3	6.8	3.5	3.0	5.4	47.8				
over 52 and up to 65	9.8	4.8	1.0	2.4	3.9	2.7	3.5	5.2	2.9	2.0	4.1	37.5				
over 65 and up to 78	4.9	2.5	0.5	1.1	1.9	1.2	1.7	2.6	1.4	1.0	2.1	18.3				
over 78 and up to 104	6.2	3.2	0.7	1.5	2.7	1.5	2.3	3.7	1.9	1.6	2.9	25.1				
over 104 and up to 156	5.4	2.9	0.5	1.3	3.0	1.3	2.1	3.5	1.7	1.4	2.7	22.8				
over 156	2.6	1.4	0.3	0.7	2.0	0.8	1.3	2.5	1.2	0.9	1.9	14.2				
Duration not available	10.6	4.3	1.2	4.0	5.8	3.7	5.9	6.9	4.2	2.7	6.3	51.3				
<b>All</b>	<b>201.4</b>	<b>90.1</b>	<b>23.7</b>	<b>56.4</b>	<b>65.8</b>	<b>47.7</b>	<b>67.9</b>	<b>93.5</b>	<b>52.9</b>	<b>40.5</b>	<b>83.9</b>	<b>733.8</b>				
<b>FEMALE</b>																
Inflow	112.6	51.8	12.1	29.6	36.4	26.0	36.3	51.5	25.9	20.9	46.9	398.3				
Outflow																
one or less	6.3	2.5	0.6	1.8	1.4	1.2	1.7	2.7	1.6	1.1	2.4	20.8				
over 1 and up to 2	6.6	3.0	0.8	1.6	2.0	1.7	2.3	2.8	1.5	1.2	3.0	23.5				
over 2 and up to 4	11.5	5.2	1.2	2.9	2.8	2.4	3.1	4.4	2.0	1.8	4.2	36.4				
over 4 and up to 6	8.3	3.8	0.9	2.2	2.1	1.8	2.2	3.3	1.5	1.4	2.9	26.5				
over 6 and up to 8	6.1	2.8	0.7	1.5	1.6	1.2	1.7	2.4	1.1	1.0	2.1	19.5				
over 8 and up to 13	11.2	5.3	1.2	3.0	3.0	2.2	3.1	4.6	2.0	2.0	4.0	36.2				
over 13 and up to 26	18.1	8.5	2.2	5.6	5.5	4.2	5.5	8.3	3.4	3.6	7.8	64.2				
over 26 and up to 39	12.1	5.3	1.8	5.0	4.0	2.9	4.1	6.3	2.9	3.1	5.5	47.6				
over 39 and up to 52	7.1	3.3	0.8	2.2	2.9	1.9	2.7	4.1	2.0	1.6	3.8	29.2				
over 52 and up to 65	6.8	3.0	0.7	2.1	3.1	2.0	2.8	3.9	2.2	1.4	3.8	28.7				
over 65 and up to 78	2.1	1.0	0.3	0.7	1.0	0.6	0.8	1.4	0.7	0.5	1.1	9.2				
over 78 and up to 104	2.3	1.1	0.3	0.8	1.3	0.6	1.0	1.6	0.9	0.6	1.3	10.7				
over 104 and up to 156	1.6	0.8	0.2	0.5	1.0	0.3	0.7	1.2	0.6	0.5	1.0	7.5				
over 156	0.5	0.3	0.1	0.2	0.4	0.2	0.3	0.5	0.3	0.2	0.4	3.0				
Duration not available	2.8	0.9	0.4	1.2	1.5	0.8	1.6	2.2	1.2	0.8	2.2	14.7				
<b>All</b>	<b>47.0</b>	<b>103.4</b>	<b>11.9</b>	<b>31.1</b>	<b>33.8</b>	<b>24.0</b>	<b>33.5</b>	<b>49.7</b>	<b>23.9</b>	<b>20.9</b>	<b>45.6</b>	<b>377.8</b>				

\* Included in the South East

# CONFIRMED REDUNDANCIES\* 2.30

Region

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1977	24,510	7,602	2,866	12,651	6,135	5,658	13,258	31,736	18,840	115,654	11,931	30,775	158,360
1978	25,741	9,183	4,405	11,968	10,006	6,346	15,150	37,517	18,648	129,981	18,914	23,768	172,563
1979	26,798	15,179	2,981	11,031	19,320	8,449	17,838	40,705	14,210	142,107	11,665	33,014	186,784
1980	70,015	33,951	7,554	26,598	69,436	40,957	50,879	92,596	33,276	391,311	45,215	57,240	493,766
1981	105,878	54,998	11,463	30,998	59,556	33,720	63,102	91,739	40,103	436,559	36,432	59,039	532,030
1982	80,300	49,396	6,471	24,898	40,229	29,429	45,957	67,117	32,424	326,825	24,647	48,944	400,416
1983	58,345	34,078	4,165	23,777	40,413	23,259	36,807	51,019	30,274	268,059	16,041	41,538	325,638
1983 Q3	14,175	7,512	732	4,940	10,322	5,191	7,624	11,700	7,824	62,508	3,271	11,975	77,754
Q4	15,325	8,596	933	7,167	7,604	6,014	9,578	11,994	7,411	66,026	4,499	8,448	78,973
1984 Q1	8,458	4,106	814	3,286	3,915	4,244	7,830	10,138	5,721	44,406	3,031	6,707	54,144
Q2	11,619	5,057	282	3,904									



### 3.1 VACANCIES Regions: notified to Jobcentres: seasonally adjusted\*

THOUSAND

	South East	Greater London†	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1983 Sep 2	56.5	24.2	5.3	14.5	14.1	9.4	12.3	18.2	9.1	8.9	17.3	165.7	1.3	167.0
Oct 7	57.6	24.9	5.7	14.3	13.5	9.5	12.8	18.3	9.5	8.4	17.5	166.9	1.2	168.1
Nov 4	57.3	25.4	5.4	14.0	13.3	9.2	12.1	17.2	8.9	7.8	16.8	162.1	1.1	163.2
Dec 2	55.5	24.4	5.1	13.1	12.4	8.9	10.5	15.5	8.0	7.4	15.6	152.1	1.2	153.3
1984 Jan 6	55.2	24.3	4.9	12.7	11.6	8.2	10.0	14.6	7.2	7.1	15.1	146.4	1.2	147.6
Feb 3	54.7	24.4	5.1	12.7	10.8	8.0	9.6	14.7	6.9	7.0	14.6	144.2	1.2	145.4
Mar 2	54.8	24.5	5.4	12.9	10.3	8.3	9.8	15.3	7.5	7.1	15.0	146.0	1.3	147.3
Mar 30	54.7	25.3	5.3	12.7	10.7	8.6	9.3	14.8	7.6	6.9	15.8	146.6	1.3	147.9
May 4	57.8	25.7	5.7	14.5	11.0	8.0	9.8	16.1	8.0	7.6	15.7	154.2	1.5	155.7
Jun 8	60.3	27.1	5.6	13.4	12.1	7.9	10.0	16.8	8.5	7.9	15.1	157.0	1.7	158.7
Jul 6	62.8	27.9	5.4	14.9	12.5	8.5	10.2	16.3	8.8	7.8	15.2	162.5	1.7	164.2
Aug 3	61.1	27.7	5.2	13.9	12.3	8.4	10.3	16.1	8.3	8.1	16.1	159.9	1.7	161.6
Sep 7	62.8	28.7	5.7	15.3	12.8	9.9	10.7	17.4	8.9	8.1	16.3	168.0	1.6	169.6

### 3.2 VACANCIES Regions: notified to Jobcentres and careers offices

THOUSAND

	South East	Greater London†	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>Notified to Jobcentres</b>														
1979	108.6	55.4	8.0	16.6	14.6	15.2	16.0	19.5	10.5	9.5	21.5	240.0	1.3	241.3
1980	62.5	31.4	4.9	10.4	8.0	8.0	8.1	11.4	6.1	6.1	16.5	142.0	1.0	143.0
1981	36.8	17.5	3.5	7.7	6.0	5.8	5.7	8.8	4.3	5.2	12.6	96.3	0.7	97.0
1982	41.3	19.9	4.1	9.9	6.9	7.0	7.0	10.2	5.1	5.7	13.2	110.3	1.0	111.3
1983	50.5	22.4	4.8	12.6	11.3	8.4	10.1	15.2	7.4	7.2	16.4	143.9	1.2	145.1
1983 Sep 2	59.1	25.2	5.5	14.7	14.5	9.4	12.6	17.9	9.2	8.7	18.0	169.6	1.3	170.9
Oct 7	61.9	28.2	5.7	13.9	14.0	9.6	13.2	18.4	9.6	8.2	17.7	172.2	1.2	173.4
Nov 4	56.3	25.8	5.3	13.0	13.5	9.2	11.9	16.6	8.8	7.3	16.7	158.5	1.1	159.5
Dec 2	50.0	21.8	4.7	11.3	11.9	8.3	9.7	14.3	7.4	6.5	14.5	138.7	1.1	139.8
1984 Jan 6	49.7	21.9	4.6	10.6	10.9	7.5	9.3	13.3	6.5	6.1	13.1	131.7	1.1	132.8
Feb 3	49.9	22.5	4.8	11.5	10.3	7.5	9.1	13.8	6.5	6.4	13.3	133.2	1.2	134.4
Mar 2	52.1	23.0	5.3	12.6	10.2	8.3	9.6	15.2	7.5	7.0	14.4	142.4	1.3	143.7
Mar 30	56.3	25.5	5.5	13.9	10.9	8.8	9.5	16.1	8.2	8.1	16.3	153.8	1.3	155.1
May 4	62.2	27.4	6.1	16.4	11.5	9.0	10.5	17.7	8.4	8.9	17.0	167.8	1.5	169.4
Jun 8	65.4	29.3	6.0	15.7	12.3	8.6	10.7	18.0	9.0	8.8	16.7	171.0	1.8	172.8
Jul 6	64.5	28.4	5.6	15.3	12.4	8.3	10.5	16.6	8.9	8.0	15.7	165.8	1.8	167.6
Aug 3	61.1	26.9	5.2	13.9	12.3	8.4	10.1	15.9	8.4	8.0	16.4	159.6	1.7	161.3
Sep 7	65.4	29.7	5.9	15.6	13.2	9.9	10.9	17.1	9.0	7.9	16.9	171.7	1.6	173.4
<b>Notified to careers offices</b>														
1979	16.2	9.0	1.2	1.6	2.9	1.9	2.1	1.8	0.6	0.6	1.1	29.9	0.3	30.1
1980	8.4	5.2	0.5	0.7	1.2	0.8	0.9	0.7	0.3	0.3	0.6	14.2	0.1	14.4
1981	2.4	1.4	0.2	0.2	0.6	0.3	0.3	0.2	0.2	0.1	0.2	4.7	0.1	4.8
1982	2.9	1.6	0.2	0.4	0.6	0.4	0.4	0.3	0.3	0.2	0.3	5.9	0.2	6.1
1983	3.6	1.9	0.2	0.5	0.7	0.5	0.5	0.5	0.3	0.2	0.3	7.2	0.3	7.4
1983 Sep 2	3.9	1.9	0.3	0.5	0.8	0.5	0.5	0.5	0.4	0.2	0.3	8.0	0.3	8.3
Oct 7	3.7	1.7	0.3	0.6	0.9	0.6	0.6	0.4	0.4	0.2	0.2	7.9	0.4	8.2
Nov 4	3.6	1.8	0.3	0.5	1.1	0.5	0.5	0.4	0.3	0.2	0.2	7.4	0.4	7.8
Dec 2	3.1	1.5	0.2	0.4	0.8	0.4	0.4	0.4	0.2	0.1	0.2	6.2	0.3	6.6
1984 Jan 6	3.1	1.4	0.2	0.4	0.6	0.4	0.4	0.3	0.2	0.1	0.2	5.9	0.3	6.3
Feb 3	3.5	1.8	0.2	0.5	0.7	0.4	0.5	0.4	0.2	0.2	0.2	6.7	0.3	7.1
Mar 2	3.7	1.8	0.3	0.4	0.7	0.5	0.4	0.4	0.2	0.2	0.2	7.0	0.4	7.4
Mar 30	3.8	1.8	0.3	0.6	0.9	0.5	0.6	0.5	0.2	0.3	0.3	8.1	0.4	8.5
May 4	5.2	2.6	0.3	0.7	1.0	0.6	0.6	0.6	0.3	0.2	0.4	10.0	0.5	10.5
Jun 8	5.7	2.9	0.4	1.1	1.2	0.6	0.7	0.7	0.4	0.3	0.4	11.6	0.6	12.2
Jul 6	4.9	2.5	0.4	0.8	1.0	0.5	0.6	0.6	0.3	0.3	0.3	9.7	0.5	10.2
Aug 3	4.3	2.1	0.4	0.6	1.0	0.5	0.6	0.6	0.3	0.2	0.3	8.8	0.6	9.4
Sep 7	4.6	2.3	0.4	0.7	0.9	0.5	0.8	0.6	0.4	0.2	0.3	9.4	0.6	10.0

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

† Included in South East.

### VACANCIES 3.4 Occupation: notified to Jobcentres

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
							Thousand
1980 Sep	16.6	18.2	15.6	21.2	3.7	44.1	119.3
Dec	14.4	13.7	12.3	11.7	2.0	29.4	83.5
1981 Mar	14.5	16.2	13.8	12.0	2.4	31.8	90.7
June	15.6	17.5	15.3	13.0	3.4	38.3	103.0
Sep	14.9	17.2	16.9	15.6	3.5	36.8	104.9
Dec	14.0	14.5	15.2	13.6	2.4	32.6	92.2
1982 Mar	14.9	17.5	15.9	15.4	3.6	38.3	105.6
June	16.5	20.1	18.6	17.4	4.3	46.8	123.7
Sep	15.7	18.2	18.4	18.1	3.4	40.8	114.6
Dec	14.6	17.2	16.4	15.4	2.8	36.1	102.5
1983 Mar	16.4	22.0	16.7	18.4	4.5	43.1	121.1
June	10.4	26.0	19.4	21.0	4.4	55.6	136.8
Sep	11.0	23.7	21.2	24.9	4.5	56.6	141.8
Dec	9.0	20.4	18.9	21.2	3.3	47.4	120.1
1984 Mar	9.9	23.6	18.3	21.8	3.9	49.2	126.7
June*	13.3	27.8	22.0	23.9	4.9	62.2	154.1
<b>Proportion of vacancies in all occupations</b>							
1980 Sep	13.9	15.3	13.1	17.8	3.1	37.0	100.0
Dec	17.2	16.4	14.7	14.0	2.4	35.2	100.0
1981 Mar	16.0	17.9	15.2	13.2	2.6	35.1	100.0
June	15.1	17.0	14.9	12.6	3.3	37.2	100.0
Sep	14.2	16.4	16.1	14.9	3.3	35.1	100.0
Dec	15.2	15.7	16.5	14.8	2.6	35.4	100.0
1982 Mar	14.1	16.6	15.1	14.6	3.4	36.3	100.0
June	13.3	16.2	15.0	14.1	3.5	37.8	100.0
Sep	13.7	15.9	16.1	15.8	3.0	35.6	100.0
Dec	14.2	16.8	16.0	15.0	2.7	35.2	100.0
1983 Mar	13.5	18.2	13.8	15.2	3.7	35.6	100.0
June	7.6	19.0	14.2	15.4	3.2	40.6	100.0
Sep	7.7	16.7	14.9	17.6	3.1	39.9	100.0
Dec	7.5	17.0	15.7	17.6	2.8	39.5	100.0
1984 Mar	7.8	18.6	14.4	17.2	3.1	38.8	100.0
June*	8.6	18.1	14.3	15.5	3.2	40.4	100.0

Note: About one-third of all vacancies are notified to jobcentres. The figures represent only the number of vacancies notified to jobcentres and remaining unfilled on the day of the count. \* Figures do not include Community Programme vacancies; in June 1984 these totalled 18,684.

### VACANCIES 3.5 Flows at Jobcentres: seasonally adjusted\*

THOUSAND

GREAT BRITAIN	Average of 3 months ended											
	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
<b>Inflow</b>												
1978	202	208	213	217	217	221	225	227	229	232	234	234
1979	226	219	215	223	231	238	238	236	232	228	225	224
1980	214	207	202	201	197	188	181	171	167	160	154	149
1981	152	150	147	142	142	144	144	147	151	155	157	157
1982	160	162	164	164	165	164	164	164	163	162	162	164
1983	166	170	171	172	172	178	185	201	201	203	200	200
1984	193	188	184	190	195	198	201	205				



# 3.6 VACANCIES

## Regions: occupations

Notified to Jobcentres: June 8, 1984†

	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>Table 1 Summary</b>														
Managerial and professional	4,736	1,821	463	1,409	867	657	777	1,444	686	868	1,186	13,093	196	13,289
Clerical and related	12,398	6,350	933	2,382	1,833	1,264	1,491	2,722	1,113	1,306	2,141	27,583	247	27,830
Other non-manual occupations	9,293	4,452	815	1,851	1,554	991	1,215	2,229	947	1,073	1,828	21,796	202	21,998
Craft and similar occupations, including foremen, in processing, production, repairing, etc	8,438	3,565	835	1,849	2,052	1,666	1,479	2,357	1,014	946	3,040	23,676	231	23,907
General labourers	1,462	445	258	370	205	301	214	448	190	289	874	4,611	264	4,875
Other manual occupations	25,158	10,764	2,318	6,566	3,725	3,000	3,093	6,148	2,649	3,188	5,746	61,591	592	62,183
<b>All occupations</b>	<b>61,485</b>	<b>27,397</b>	<b>5,622</b>	<b>14,427</b>	<b>10,236</b>	<b>7,879</b>	<b>8,269</b>	<b>15,348</b>	<b>6,599</b>	<b>7,670</b>	<b>14,815</b>	<b>152,350</b>	<b>1,732</b>	<b>154,082</b>

**Table 2 Occupational groups**

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
I Managerial (General management)	50	42	2	—	3	2	5	14	2	—	5	83	—	83
II Professional and related supporting management and administration	483	215	60	134	93	71	75	154	67	124	76	1,337	32	1,369
III Professional and related in education, welfare and health	1,647	527	143	616	247	214	264	562	256	351	491	4,791	85	4,876
IV Literary, artistic and sports	382	160	41	68	70	59	63	94	47	41	102	967	25	992
V Professional and related in science, engineering technology and similar fields	888	268	103	267	202	135	135	265	125	160	243	2,511	30	2,541
VI Managerial (excluding general management)	1,286	609	114	324	252	176	237	365	189	192	269	3,404	24	3,428
VII Clerical and related	12,781	6,621	45	2,427	1,882	1,291	89	2,803	1,126	1,321	95	28,282	255	28,537
VIII Selling	8,669	3,983	791	1,791	1,531	970	1,176	2,116	908	1,058	1,654	20,664	159	20,823
IX Security and protective services	1,134	663	77	183	111	92	114	215	100	77	254	2,357	68	2,425
X Catering, cleaning, hairdressing and other personal service	16,539	7,036	1,626	4,783	2,334	1,911	2,218	4,350	2,038	2,466	4,079	42,344	288	42,632
XI Farming, fishing and related	611	122	105	284	103	105	58	90	43	66	167	1,632	37	1,669
XII Materials processing (excluding metal), (Hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	605	268	62	169	121	141	168	240	82	137	253	1,978	23	2,001
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	3,452	1,855	305	665	755	954	625	1,214	416	367	1,126	9,879	117	9,996
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metal, engineering (including installation and maintenance), vehicles and shipbuilding)	4,877	1,711	455	1,060	1,324	654	594	957	397	453	1,437	12,208	68	12,276
XV Painting, repetitive assembling, product inspecting, packaging and related	1,883	751	155	423	365	231	196	508	188	147	367	4,463	32	4,495
XVI Construction, mining and related not identified elsewhere	1,244	486	163	339	179	149	259	310	195	154	642	3,634	113	3,747
XVII Transport operating, materials moving and storing and related	3,405	1,603	199	505	438	389	330	624	204	226	544	6,864	73	6,937
XVIII Miscellaneous	1,549	477	273	389	226	335	233	477	216	330	924	4,952	303	5,255
<b>All occupations</b>	<b>61,485</b>	<b>27,397</b>	<b>5,622</b>	<b>14,427</b>	<b>10,236</b>	<b>7,879</b>	<b>8,269</b>	<b>15,348</b>	<b>6,599</b>	<b>7,670</b>	<b>14,815</b>	<b>152,350</b>	<b>1,732</b>	<b>154,082</b>

\* Included in South East.

† The above figures do not include Community Programme vacancies, these totalled 18,684.

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

Figures for careers offices are not included in this table. Latest information is not available due to processing difficulties.

## Stoppages—industry

United Kingdom	Jan to Sep 1984			Jan to Sep 1983		
	Stop-pages beginning in period	Workers involved	Working days lost	Stop-pages beginning in period	Workers involved	Working days lost
<b>SIC 1980</b>						
Agriculture, forestry and fishing	1	300	1,000	2	100	1,000
Coal extraction	72	267,500	12,855,000	287	79,200	378,000
Coke, mineral oil and natural gas	2	500	1,000	3	400	2,000
Electricity, gas, other energy and water	14	5,700	34,000	11	37,400	779,000
Metal processing and manufacture	16	3,300	19,000	26	14,400	139,000
Mineral processing and manufacture	23	4,000	22,000	17	2,900	21,000
Chemicals and man-made fibres	23	12,400	51,000	17	5,400	18,000
Metal goods not elsewhere specified	34	5,000	41,000	24	5,400	28,000
Engineering	113	65,800	335,000	139	55,800	424,000
Motor vehicles	105	100,100	308,000	71	96,400	439,000
Other transport equipment	39	58,500	445,000	37	20,800	134,000
Food, drink and tobacco	53	19,900	163,000	37	10,100	50,000
Textiles	16	3,900	15,000	10	1,300	13,000
Footwear and clothing	12	5,900	45,000	12	2,900	10,000
Timber and wooden furniture	10	1,700	23,000	6	600	3,000
Paper, printing and publishing	37	11,000	108,000	47	5,700	60,000
Other manufacturing industries	21	4,900	42,000	23	10,900	93,000
Construction	17	9,900	44,000	32	6,200	61,000
Distribution, hotels and catering, repairs and communication	24	1,600	11,000	24	3,300	16,000
Transport services and communication	105	121,300	246,000	67	21,700	51,000
Supporting and miscellaneous transport services	29	51,200	372,000	33	8,000	103,000
Banking, finance, insurance, business services and leasing	5	11,100	18,000	7	300	3,000
Public administration, education and health services	98	400,900	533,000	90	29,600	86,000
Other services	21	5,000	99,000	13	4,500	21,000
<b>All industries and services</b>	<b>888§</b>	<b>1,171,600</b>	<b>15,831,000</b>	<b>1,033§</b>	<b>423,100</b>	<b>2,933,000</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, 1984

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>Coal extraction</b> Various areas in Great Britain	12.3.84	Cont.	130,000	—	5,000,000	Protest at pit closures
<b>Metal goods n.e.s.</b> Bilston	30.8.84	28.9.84	700	—	15,400	For improved pay offer
<b>Engineering</b> Coventry	1.8.84	Cont.	550	—	21,600	For improved pay offer.
Merthyr Tydfil	5.7.84	8.8.84	600	—	9,000	Method of selection for redundancy
Lurgan Co Armagh	20.6.84	13.8.84	460	—	10,500	For improved pay offer
Cheiltenham	12.9.84	25.9.84	1,200	—	9,400	Dispute over supervision
<b>Vehicles and other transport equipment</b> Scarborough	20.8.84	Cont.	900	—	26,000	For improved pay offer
Luton/Dunstable	12.8.84	31.8.84	3,150	—	7,500	Over reduced bonus earnings
Birkenhead	28.6.84	Cont.	1,600	—	79,100	In protest against redundancies.
Preston	25.6.84	13.7.84	2,300	—	23,000	Dispute over payment for operating new technology (Total working days lost 33,300).
Bristol	25.7.84	27.9.84	650	1,700	49,000	Dispute over entitlement to productivity payments.
Bristol	30.7.84	Cont.	2,000	5,500	148,000	For pay parity with other plants in the company.
Devonport	21.8.84	31.8.84	11,060	—	8,000	Over proposed redundancies and privatisation
<b>Transport and communications</b> Manchester/Stoke/Sheffield	1.8.84	5.8.84	9,000	—	22,300	Protest over suspension of union representative for refusing to adopt new work methods.
United Kingdom	9.7.84	22.7.84	25,000	—	200,000	Over the use of non-registered labour.
United Kingdom	24.8.84	18.9.84	10,000	—	150,000	Over the use of non-registered labour.
<b>Public administration and other services</b> Newcastle on Tyne	14.5.84	Cont.	430	—	27,300	Over new working arrangements and shift patterns.
Sheffield	6.9.84	Cont.	650	—	7,500	Over the introduction of new technology.

\* See page of "Definitions and conventions" for notes on coverage. Figures for 1984 are provisional.

# INDUSTRIAL DISPUTES 4.1

## Stoppages of work\*

### Stoppages: September 1984

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages: in progress in month of which:	69	170,200	2,344,000
Beginning in month continuing from earlier months	46	22,000†	87,000
	23	148,200‡	2,257,000

† Includes 19,900 directly involved

‡ Includes 300 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 Sep 1984		Beginning in the first nine months of 1984	
	Stop-pages	Workers directly involved	Stop-pages	Workers directly involved
Pay-wage-rates and earnings levels	27	13,800	386	374,000
—extra-wage and fringe benefits	—	—	29	6,000
Duration and pattern of hours worked	2	100	35	12,000
Redundancy questions	4	800	105	266,000
Trade union matters	2	1,700	53	251,000
Working conditions and supervision	4	1,300	58	21,000
Manning and work allocation	3	1,300	117	60,000
Dismissal and other disciplinary measures	4	900	105	33,000
<b>All causes</b>	<b>46</b>	<b>19,900</b>	<b>888</b>	<b>1,021,000</b>



## 4.2 INDUSTRIAL DISPUTES\* Stoppages of work: summary

United Kingdom	Number of stoppages		Workers involved in stoppages (thou)		Working days lost in all stoppages in progress in period (thou)	
	Beginning in period	In progress in period	Beginning in period†	In progress in period	All industries and services	All manufacturing industries
1974‡	2,922	2,946	1,622	1,626	14,750	7,498
1975	2,282	2,332	789	809	6,012	5,002
1976	2,016	2,034	666§	668§	3,284	2,306
1977	2,703	2,737	1,155	1,166	10,142	8,057
1978	2,471	2,498	1,001	1,041	9,405	7,678
1979	2,080	1,125	4,583	4,608	29,474	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
1982	1,528	1,538	2,101§	2,103§	5,313	1,919
1983	1,352	1,364	573§	574§	3,754	1,776
1982 July	93	123	74	150	444	59
Aug	102	127	122	122	219	53
Sep	111	136	856	856	753	261
Oct	116	141	283	322	428	107
Nov	133	163	45	69	239	153
Dec	73	93	52	55	111	43
1983 Jan	97	109	69	70	327	98
Feb	99	129	56	96	746	108
Mar	150	182	76	97	527	314
Apr	119	154	41	65	386	298
May	118	153	36	44	139	70
June	119	137	30	30	118	84
July	108	146	34	48	186	136
Aug	109	139	41	47	206	158
Sep	114	159	41	59	298	166
Oct	118	153	47	70	303	166
Nov	147	195	71	89	366	147
Dec	54	86	32	68	153	31
1984 Jan	144	159	127	156	298	122
Feb	137	183	292	359	509	180
Mar	126	171	246	264	1,950	180
Apr	101	135	121	257	2,242	232
May	96	130	172	385	2,353	136
June	101	140	49	222	2,417	232
July	75	114	58	199	1,909	148
Aug	62	91	53	201	1,809	227
Sep	46	69	22	170	2,344	204

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

United Kingdom	THOUSAND									
	Mining and quarrying	Metal manufacture and metal goods nes	Mechanical, instrument and electrical engineering	Shipbuilding and marine engineering	Vehicles	Textiles, clothing and footwear	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries
	II	VI-XII	VII, VII and IX X	XI	XII-XV	III-V, XVI-XIX	XX	XXII	I, XXI, XXIII-XXVII	
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	163	3,095	264	1,660	297	301	1,390
1978	201	585	1,193	160	4,047	179	1,514	416	360	750
1979	128	1,910	13,341	303	4,836	110	2,053	834	1,419	4,541
1980	166	8,884	586	195	490	44	698	281	253	367
1981	237	113	433	230	956	39	522	86	359	1,293
1982	374	199	486	116	656	66	395	44	1,675	1,301
1982 July	18	4	25	1	6	2	20	4	213	150
Aug	2	31	31	2	6	—	9	4	4	156
Sep	118	114	114	38	56	1	37	3	100	271
Oct	11	55	12	8	9	12	12	—	141	168
Nov	11	14	58	—	61	6	15	—	13	62
Dec	10	1	4	4	6	4	24	—	3	55
1982 Jan	18	4	25	1	6	2	20	4	213	150
Feb	2	31	31	2	6	—	9	4	4	156
Mar	118	114	114	38	56	1	37	3	100	271
Apr	11	55	12	8	9	12	12	—	141	168
May	11	14	58	—	61	6	15	—	13	62
June	10	1	4	4	6	4	24	—	3	55
1984 Jan	96	3	41	12	11	3	53	5	12	63
Feb	148	3	31	29	7	32	78	3	21	158
Mar	1,606	6	62	33	47	9	75	14	53	45
Apr	2,002	11	64	17	8	2	33	7	24	74
May	2,002	1	30	11	4	3	37	2	53	161
June	2,002	—	29	97	11	4	60	7	60	116
July	1,500	—	18	9	83	4	35	6	218	37
Aug	1,500	5	24	21	158	1	18	1	64	17
Sep	2,000	30	37	38	81	2	16	—	113	27

\* See page 000 from notes on coverage. The figures for 1984 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.

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

GREAT BRITAIN	Whole economy (Divisions 0-9)			Manufacturing industries (Revised definition) (Divisions 2-4)			Production industries (Revised definition) (Divisions 1-4)		
	Actual	Seasonally adjusted	% change over previous 12 months	Actual	Seasonally adjusted	% change over previous 12 months	Actual	Seasonally adjusted	% change over previous 12 months
SIC 1980									
1980	111.4			109.1			109.4		JAN 1980 = 100
1981	125.8			123.6			124.1		
1982	137.6			137.4			138.2		
1983	149.2			149.7			150.0		
1980 Jan*	100.0	101.1		100.0	100.5		100.0	100.6	
Feb*	102.6	103.7		101.2	101.9		101.1	101.8	
Mar*	105.9	105.9		104.4	104.3		105.5	105.1	
April	107.1	107.7		105.7	106.1		106.1	106.3	
May	109.2	109.2		108.3	107.3		108.6	107.5	
June	112.5	111.4		111.6	110.0		111.7	110.2	
July	113.3	112.2		112.5	111.5		112.7	111.6	
Aug	114.0	114.1		110.8	111.9		111.1	112.1	
Sep	117.9	118.0		111.7	112.8		111.9	113.1	
Oct	116.0	116.2		112.2	113.0		112.5	113.4	
Nov	117.8	117.3		115.2	114.5		115.2	114.5	
Dec	120.8	119.6		116.1	115.5		115.9	115.5	
1981 Jan	118.2	119.7	18.4	115.7	116.5	15.9	116.4	117.3	16.6
Feb	119.3	120.7	16.4	117.3	118.2	16.0	117.8	118.7	16.6
Mar	121.2	121.3	14.5	118.9	118.9	14.0	119.9	119.4	13.6
April	121.9	122.6	13.8	118.4	119.2	12.3	119.1	119.7	12.6
May	123.5	123.6	13.2	121.0	120.0	11.8	121.5	120.5	12.1
June	126.0	124.8	12.0	124.5	122.6	11.5	125.2	123.5	12.1
July	126.9	125.8	12.1	125.4	124.2	11.4	126.2	124.8	11.8
Aug	129.0	128.9	13.0	126.0	126.9	13.4	126.3	127.3	13.6
Sep	129.4	129.5	9.7	126.2	127.4	12.9	126.6	127.9	13.1
Oct	130.0	130.2	12.0	126.6	129.4	14.5	128.9	129.9	14.6
Nov	131.4	130.8	11.5	130.8	129.9	13.4	130.9	130.0	13.5
Dec	133.1	131.7	10.1	130.8	130.2	12.7	130.9	130.5	13.0
1982 Jan	131.2	132.8	10.9	131.1	132.0	13.3	131.6	132.6	13.0
Feb	132.8	134.3	11.3	131.8	132.8	12.4	133.7	134.7	13.5
Mar	134.6	134.7	11.0	134.4	134.4	13.0	135.2	134.6	12.7
April	134.5	135.4	10.4	134.8	136.0	14.1	135.2	136.1	13.7
May	136.5	136.7	10.6	137.5	136.5	13.8	137.8	136.9	13.6
June	138.3	137.0	9.8	138.8	136.7	11.5	139.6	137.6	11.4
July	140.7	139.5	10.9	139.2	137.8	11.0	140.1	138.5	11.0
Aug	138.8	138.6	7.5	137.6	138.4	9.1	138.4	139.3	9.4
Sep	138.7	138.9	7.3	137.9	139.3	9.3	138.7	140.2	9.6
Oct	139.6	139.8	7.4	140.0	140.9	8.9	139.9	141.1	8.6
Nov	142.4	141.7	8.3	142.5	141.6	9.0	143.7	142.8	9.8
Dec	143.6	142.0	7.8	143.2	142.7	9.6	144.0	143.8	10.2
1983 Jan	142.6	144.5	8.8	142.9	144.0	9.1	143.5	144.6	9.0
Feb	145.4	147.2	9.6	143.7	144.8	9.0	144.1	145.2	7.8
Mar	146.1	146.3	8.6	145.1	145.0	7.9	145.9	145.3	7.9
April	146.0	147.0	8.6	146.7	148.1	8.9	147.4	148.5	9.1
May	148.3	148.6	8.7	149.2	148.2	8.6	149.3	148.4	8.4
June	149.7	148.2	8.2	150.2	147.8	8.1	150.4	148.2	7.7
July	151.7	150.3	7.7	151.2	149.7	8.6	151.8	150.0	8.3
Aug	150.4	150.2	8.4	149.9	150.8	9.0	150.4	151.3	8.6
Sep	150.5	150.7	8.5	150.9	152.4	9.4	151.4	153.0	9.1
Oct	151.7	152.0	8.7	153.3	154.4	9.6	154.1	155.4	10.1
Nov	152.8	152.1	7.3	156.5	155.6	9.9	155.7	154.7	8.3
Dec	155.1	153.4	8.0	157.0	156.6	9.7	155.9	155.8	8.3
1984 Jan	152.7	154.7	7.1	155.9	157.0	9.0	154.9	156.0	7.9
Feb	153.8	155.6	5.7	157.5	158.7	9.6	156.5	157.8	8.7
Mar	154.2	154.4	5.5	159.3	159.2	9.8	154.3	153.7	5.8
April	154.7	155.8	6.0	158.0	159.5	7.7	153.4	154.5	4.0
May	155.7	156.0	5.0	160.6	159.5	7.6	155.7	154.7	4.2
June	157.5	156.0	5.3	163.8	161.1	9.0	158.4	156.1	5.3
July	159.6	158.2	5.3	164.6	162.9	8.8	159.5	157.6	5.1
[Aug]	159.3	159.1	5.9	163.3	164.3	9.0	158.1	159.1	5.2

Note: The seasonal adjustment factors currently used for the SIC 1980 series are based on data up to December 1982 with data prior to January 1980 from the corresponding SIC 1968 series.  
 \* The figures reflect abnormally low earnings owing to the effects of national disputes.  
 † For the derivation of the underlying change, see *Employment Gazette*, May 1984, p243.



# 5.3 EARNINGS

## Average earnings index: all employees: by industry

GREAT BRITAIN	Agriculture and forestry	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical and electronic engineering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco	Textiles
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)	(43)
JAN 1980 = 100														
1980	117.7	106.1	104.4	116.2	**	109.2	109.8	106.9	109.0	100.5	111.4	103.7	109.0	107.3
1981	131.8	118.6	119.8	133.5	124.9	121.6	124.8	117.3	123.4	111.4	124.0	116.8	123.8	120.2
1982	144.2	131.1	135.8	147.8	137.3	136.8	138.9	130.6	139.2	125.3	137.3	129.3	136.7	131.7
1983	157.5	134.7	147.8	159.2	150.7	148.5	152.0	142.3	152.9	138.6	143.2	140.3	149.6	143.5
1980 Jan	100.0	100.0	100.0	100.0	**	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1980 Feb	108.3	100.1	106.4	100.2	**	101.6	100.6	101.9	101.2	99.2	103.2	99.4	101.1	102.7
1980 Mar	111.4	109.5	100.8	120.7	**	102.0	104.5	104.0	105.2	99.9	121.5	99.2	107.0	104.2
1980 April	117.9	106.9	100.5	112.1	100.0	106.0	102.5	104.9	105.8	98.7	108.8	101.3	104.2	105.0
1980 May	117.2	103.0	99.8	117.8	117.1	108.9	103.3	106.1	107.4	99.5	106.8	103.0	106.7	105.9
1980 June	118.5	106.0	105.0	119.4	112.5	114.3	114.5	107.8	109.8	103.6	111.5	104.3	109.9	109.2
1980 July	117.5	107.9	105.6	121.6	117.9	111.8	113.7	108.5	112.6	102.6	113.5	105.3	109.6	109.0
1980 Aug	124.0	106.1	105.9	119.6	109.4	110.3	111.9	108.3	110.9	98.3	113.0	103.7	110.2	107.2
1980 Sep	131.6	107.6	104.8	119.7	109.5	111.8	113.4	108.9	111.6	99.3	111.5	104.8	110.7	109.3
1980 Oct	127.9	108.8	106.2	121.8	107.2	111.7	111.9	109.5	113.3	98.9	114.5	105.5	112.9	111.0
1980 Nov	120.1	108.8	108.9	121.6	114.1	114.0	119.2	110.5	114.8	103.0	117.2	108.9	116.3	113.2
1980 Dec	118.5	108.5	110.4	119.5	115.0	116.7	121.9	112.3	115.5	102.4	115.2	108.8	119.4	111.0
1981 Jan	118.1	120.5	114.0	120.4	110.1	113.3	114.8	111.3	115.8	102.8	116.3	109.7	117.4	114.4
1981 Feb	119.9	118.5	116.7	121.9	116.6	113.4	115.8	112.3	116.6	109.5	118.9	110.8	116.8	116.8
1981 Mar	125.9	120.7	116.4	130.5	118.4	116.0	119.2	114.0	119.6	109.7	118.4	113.3	117.3	117.1
1981 April	132.9	117.0	116.9	128.9	118.3	116.0	117.4	113.7	118.9	108.2	119.5	111.1	118.7	112.8
1981 May	130.2	113.7	120.2	132.4	121.6	119.7	120.9	115.7	121.7	101.9	124.0	114.4	121.7	118.0
1981 June	131.7	116.3	117.9	140.7	123.0	125.3	124.3	117.0	123.9	112.1	123.8	116.3	126.0	122.6
1981 July	130.0	118.8	123.3	140.6	131.8	123.7	123.7	117.0	126.5	114.6	126.7	116.7	125.2	122.4
1981 Aug	143.8	117.5	121.0	135.5	128.4	124.1	134.4	117.7	124.5	112.3	129.2	117.7	125.9	122.7
1981 Sep	147.7	118.4	121.1	136.7	131.3	123.9	126.9	119.9	125.3	112.2	123.5	119.7	126.1	122.5
1981 Oct	143.0	120.3	121.1	138.1	133.8	125.0	131.0	122.0	127.8	113.7	133.9	121.1	126.9	124.8
1981 Nov	131.4	121.0	123.0	138.5	133.9	127.2	133.2	122.9	129.3	121.4	127.7	126.4	131.6	126.1
1981 Dec	126.5	120.2	126.2	138.3	132.2	131.9	135.6	123.8	131.3	117.8	126.1	124.8	132.6	122.6
1982 Jan	125.1	120.6	133.8	141.7	136.4	126.7	132.5	123.9	131.8	120.4	130.2	123.2	129.9	127.2
1982 Feb	134.6	146.6	131.7	142.0	134.3	130.4	131.1	125.7	132.5	121.4	131.0	125.2	129.9	127.5
1982 Mar	138.9	132.7	132.7	140.7	134.6	134.6	133.0	128.0	136.7	123.7	133.4	128.6	131.5	130.0
1982 April	144.2	128.8	132.0	139.3	137.4	134.8	134.4	127.7	136.9	119.7	137.4	127.3	133.6	130.0
1982 May	140.6	130.7	132.8	141.3	136.9	137.6	135.0	130.1	137.6	124.9	137.8	131.0	139.3	133.2
1982 June	144.0	128.0	135.6	153.2	135.7	141.6	140.8	131.6	140.5	125.7	141.4	129.5	137.9	134.1
1982 July	152.2	129.1	142.4	154.5	145.9	138.9	140.9	132.9	140.7	128.3	137.4	129.8	136.5	133.2
1982 Aug	154.0	130.2	135.3	150.0	136.3	137.2	139.0	130.8	139.6	124.8	136.3	128.7	137.8	131.6
1982 Sep	160.8	128.6	137.4	151.5	135.0	138.5	139.0	131.1	140.2	121.7	138.9	130.0	139.4	131.3
1982 Oct	152.8	117.6	137.0	151.8	140.8	139.2	140.8	133.2	143.2	125.7	141.2	131.0	139.1	133.1
1982 Nov	143.4	139.6	138.2	157.2	136.1	140.5	149.5	135.5	144.1	129.5	142.3	133.9	142.7	135.5
1982 Dec	139.5	140.5	140.7	150.4	138.1	142.0	150.9	136.5	146.3	137.8	140.0	132.9	143.0	134.7
1983 Jan	138.0	141.3	146.3	146.2	140.9	141.2	143.7	135.1	147.0	133.9	138.5	133.5	142.2	137.9
1983 Feb	145.2	139.5	146.1	145.9	140.4	141.9	145.0	136.0	147.1	134.6	139.5	134.1	142.6	139.0
1983 Mar	145.1	139.0	146.1	156.0	141.8	142.7	143.3	138.1	150.1	134.7	143.7	137.3	144.1	140.6
1983 April	155.1	136.5	147.3	158.9	146.2	144.9	146.2	138.8	150.6	133.7	142.7	136.4	146.6	141.7
1983 May	151.0	131.2	146.3	158.2	147.4	146.5	149.4	141.7	152.2	139.0	144.0	141.0	149.4	144.0
1983 June	156.7	133.7	148.6	160.1	147.6	152.3	150.3	143.2	154.0	139.0	144.5	139.2	150.9	144.6
1983 July	167.2	135.4	156.7	164.9	166.3	147.7	151.9	143.4	160.1	141.5	140.3	151.1	145.1	145.1
1983 Aug	162.7	135.5	149.0	161.8	151.7	149.7	157.1	141.8	152.8	137.1	137.9	140.7	149.7	143.7
1983 Sep	178.0	137.0	150.9	162.6	152.1	151.3	152.9	143.2	153.3	137.8	142.4	142.1	150.8	145.5
1983 Oct	173.6	140.1	143.9	169.7	163.8	150.2	153.1	145.3	157.5	139.8	146.1	144.1	152.0	146.6
1983 Nov	160.4	123.9	140.9	165.1	154.3	156.8	164.7	148.6	156.8	146.0	150.6	147.9	155.5	147.2
1983 Dec	156.7	123.6	151.9	161.5	155.8	156.6	166.1	152.8	158.7	147.2	147.4	146.6	159.7	146.1
1984 Jan	155.3	121.5	158.1	162.7	167.3	151.4	155.8	148.8	158.3	145.7	148.4	145.2	153.9	149.8
1984 Feb	158.6	125.2	159.9	163.0	159.3	153.8	158.1	151.3	160.0	147.4	154.5	145.0	155.5	151.6
1984 Mar	156.6	54.4	161.6	164.9	162.6	155.5	158.2	153.7	163.4	147.0	154.2	151.2	155.5	153.4
1984 April	165.2	55.7	164.0	167.0	171.2	154.1	157.6	150.5	166.9	148.0	151.9	147.9	155.7	145.2
1984 May	163.1	51.0	158.4	171.1	161.4	158.5	159.9	153.6	165.1	149.6	152.3	151.4	158.2	155.7
1984 June	171.2	51.6	162.0	170.1	162.6	162.3	164.8	157.0	167.5	147.7	163.4	151.7	162.1	156.1
1984 July	177.4	51.3	167.2	175.8	181.6	160.0	164.2	158.8	169.6	152.2	153.7	153.0	162.4	157.0
1984 Aug	...	50.5	163.0	172.2	164.6	159.4	172.1	155.7	166.4	148.4	152.4	151.2	159.2	153.0

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

# EARNINGS 5.3

## Average earnings index: all employees: by industry

(not seasonally adjusted)

Leather, footwear and clothing	Timber and wooden furniture	Paper products printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication†	Banking, finance and insurance	Public administration	Education and health services	Other services ‡	Whole economy	GREAT BRITAIN
(44-45)	(46)	(47)	(48-49)	(50)	(61-65, 67)	(66)	(71-72, 75-77,79)	(81-82, 83pt.-84pt.)	(91-92pt.)	(93,95)	(97pt.-98pt.)	(99pt.)	SIC 1980 CLASS
JAN 1980 = 100													
1980	107.6	105.9	110.4	107.6	111.5	107.2	108.4	112.7	114.2	123.8	113.4	111.4	110.0
1981	121.4	115.2	128.3	121.1	125.8	120.3	120.4	128.9	129.6	140.8	128.0	125.8	128.0
1982	134.1	126.9	142.8	134.0	137.6	132.6	132.2	144.6	140.0	147.9	143.8	137.6	137.6
1983	145.2	139.9	156.6	144.0	148.0	143.6	144.3	157.5	149.5	163.6	156.0	149.2	149.2
1980 Jan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1980 Feb	102.1	105.5	109.9	103.0	104.1	102.0	99.7	101.7	104.9	109.0	103.9	102.6	102.6
1980 Mar	104.2	101.0	103.8	104.6	106.8	103.3	101.2	112.1					



# 5.4 EARNINGS AND HOURS

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

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, leather goods and fur	SIC 1968
October													
<b>MALE</b>													
<b>Weekly earnings</b>													
Full-time men (21 years and over)													
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	61.91	£
1978	83.91	95.65	90.78	91.93	83.39	76.41	80.35	88.64	84.88	81.69	75.96	71.20	£
1979	99.79	116.51	107.95	103.58	96.39	90.34	92.34	95.46	98.01	93.92	87.35	80.82	£
Full-time males on adult rates*													
1980	115.61	136.07	123.36	118.20	109.34	101.95	107.41	109.63	109.41	103.05	97.90	92.74	£
1981	126.36	151.26	138.48	132.96	119.51	114.17	118.31	127.04	119.08	114.64	106.60	105.39	£
1982	138.28	175.01	148.46	143.01	130.01	121.30	128.47	141.81	132.73	123.74	113.78	107.12	£
1983	148.55	196.68	163.53	154.23	140.70	133.83	138.54	148.55	146.81	136.90	126.47	115.09	£
<b>Hours worked</b>													
Full-time men (21 years and over)													
1977	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9	£
1978	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.6	43.4	£
1979	46.3	44.4	44.5	43.0	42.5	42.3	42.3	43.7	41.5	42.7	43.1	43.0	£
Full-time males on adult rates*													
1980	45.5	44.2	42.9	41.6	41.5	41.9	41.6	41.8	40.1	41.1	42.2	42.5	£
1981	44.8	42.4	43.1	42.3	41.5	41.6	41.6	43.2	39.9	41.8	42.4	43.3	£
1982	44.9	43.2	43.1	41.4	41.4	41.4	41.8	43.7	39.7	41.3	42.5	42.3	£
1983	45.3	45.3	43.0	42.2	41.9	41.4	41.9	42.8	40.7	42.1	43.8	43.1	£
<b>Hourly earnings</b>													
Full-time men (21 years and over)													
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	pence
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	pence
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	pence
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	pence
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	pence
1982	308.0	405.1	344.5	335.8	314.0	293.0	307.3	324.5	334.3	299.6	267.7	253.2	pence
1983	327.9	434.2	380.3	365.5	335.8	323.3	330.6	347.1	360.7	325.2	288.7	267.0	pence
<b>FEMALE</b>													
<b>Weekly earnings</b>													
Full-time women (18 years and over)													
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	36.90	£
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03	£
1979	62.86	68.37	64.44	63.27	64.02	62.12	62.55	61.00	69.52	60.12	52.44	49.62	£
Full-time females on adult rates*													
1980	74.60	86.29	77.68	73.64	75.29	72.41	73.98	71.57	80.71	69.61	61.06	61.02	£
1981	83.06	94.69	87.62	79.07	82.67	81.21	81.18	85.06	89.97	77.34	65.96	67.16	£
1982	90.76	120.04	94.36	88.12	90.39	87.73	89.32	94.02	97.67	84.27	71.35	71.39	£
1983	99.56	108.61	101.13	96.16	99.14	97.63	97.77	100.20	108.62	91.40	77.75	74.41	£
<b>Hours worked</b>													
Full-time women (18 years and over)													
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2	£
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7	£
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7	£
Full-time females on adult rates*													
1980	37.9	38.4	38.9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37.1	37.4	£
1981	38.1	39.3	39.1	37.1	38.5	38.7	38.1	38.0	37.6	37.8	37.1	37.7	£
1982	38.4	41.3	39.0	37.8	38.4	38.4	37.6	38.2	37.6	37.4	37.6	37.6	£
1983	39.0	39.4	38.4	38.3	39.0	39.3	38.0	37.4	38.3	37.9	38.1	37.6	£
<b>Hourly earnings</b>													
Full-time women (18 years and over)													
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	pence
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	pence
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	pence
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	pence
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	pence
1982	236.4	290.7	241.9	233.1	235.4	228.5	237.6	246.1	259.8	225.3	189.8	189.9	pence
1983	255.3	275.7	263.4	251.1	254.2	248.4	257.3	267.9	283.6	241.2	204.1	197.9	pence

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

# EARNINGS AND HOURS 5.4

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

SIC 1968	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication †	All industries covered	
Clothing and footwear	61.61	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	72.89
	67.50	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	83.50
	80.37	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	96.94
	90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	113.06
	98.67	127.96	111.31	154.22	113.15	123.23	126.08	121.55	142.28	138.19	125.58
	106.59	141.91	124.38	162.63	124.08	134.26	138.54	131.53	157.69	150.67	137.06
	113.70	154.28	135.47	183.28	138.06	147.23	150.14	140.40	169.12	162.46	149.13
	41.3	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	44.2
	41.3	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	44.2
	41.0	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	44.0
	40.1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1	43.0
	41.1	43.6	42.2	41.9	41.8	42.0	46.0	43.8	40.1	46.9	43.0
	41.4	44.2	43.0	41.2	41.8	42.0	47.9	43.8	40.0	46.7	42.9
	41.5	44.5	43.5	42.1	43.0	42.6	47.4	43.6	40.8	46.7	43.3
	149.2	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	164.9
	163.4	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	188.9
	196.0	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	220.3
	226.0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8	262.9
	240.1	293.5	263.8	368.1	270.7	293.4	274.1	277.5	354.8	294.6	292.0
	257.5	321.1	289.3	394.7	296.8	319.7	289.2	300.3	394.2	322.6	319.5
	274.0	346.7	311.4	435.3	321.1	345.6	316.8	322.0	414.5	347.9	344.4
	38.08	45.59	46.20	48.87	43.44	44.45	—	39.14	47.94	53.25	44.31
	41.94	52.12	53.62	55.33	49.15	50.08	—	42.97	58.10	63.79	50.03
	50.43	60.06	61.84	67.15	56.08	58.44	—	48.23	70.29	72.38	58.24
	58.62	71.01	74.01	82.15	64.95	68.40	—	61.45	81.75	92.14	68.73
	64.02	79.13	81.55	92.83	70.58	75.71	—	66.49	99.07	105.76	78.44
	69.58	85.78	90.75	102.44	78.51	83.17	—	69.33	103.22	114.12	83.96
	73.22	92.51	99.65	111.70	86.80	90.29	—	78.57	111.72	123.32	91.18
	36.1	36.8	37.2	38.5	37.5	37.2	—	37.9	36.0	41.3	37.4
	36.1	36.7	37.5	38.1	37.0	37.2	—	38.5	36.8	43.5	37.4
	36.0	36.8	36.7	38.3	37.4	37.2	—	37.2	37.6	43.3	37.4
	36.4	37.3	36.8	38.2	37.3	37.3	—	38.5	37.0	42.3	37.5
	36.5	37.5	37.6	37.4	37.5	37.5	—	39.1	36.3	42.8	37.7
	37.5	38.3	38.2	37.7	38.1	37.8	—	37.9	35.1	42.6	38.0
	37.0	38.4	38.2	38.4	38.6	38.1	—	39.2	35.8	41.7	38.2
	105.5	123.9	124.2	126.9	115.8	119.5	—	103.3	133.2	128.9	118.5
	116.2	142.0	143.0	145.2	132.8	134.6	—	111.6	157.9	146.6	133.8
	140.1	163.2	168.5	1							







# EARNINGS 5.9

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

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1)(2)	(2)(5)(6)	(7)(8)	(8)	(6)(8)	(4)	(8)	(8)	(8)	(4)	(2)(5)	(4)	(3)(8)	(2)(8)(9)	(6)(8)	(5)	(8)(10)
Indices 1980 = 100																	
<b>Annual averages</b>																	
1974	39.5	61.8	54	53	49.4	45.2	68	27	36	30.1	60.3	66	53	..	54.4	81.1	61
1975	49.9	70.0	65	62	58.9	53.0	74	34	46	38.2	67.2	78	64	..	62.4	87.1	66
1976	58.2	76.3	73	70	66.4	60.4	79	44	54	46.2	75.5	81	75	..	73.6	88.5	72
1977	64.2	82.9	79	78	73.2	68.1	84	53	62	59.1	81.9	87	82	..	78.5	90.0	78
1978	73.4	87.6	85	83	80.7	76.9	89	65	71	68.6	86.8	92	89	..	85.3	93.1	85
1979	84.9	92.1	92	91	89.9	86.9	94	79	83	81.9	93.0	96	91	..	91.9	95.1	92
1980	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
1981	113.3	106.2	110	112	109.5	114.5	105	127	116	123.7	105.6	103	110	119.9	110.5	105.1	110
1982	126.0	112.7	117	125	120.4	131.9	110	170	133	144.9	110.7	110	121	138.1	119.2	111.6	117
1983	137.4	117.8	122	130	128.3	146.7	114	201	149	166.7 R	115.0	113	132	160.5	128.6	119.2	121
<b>Quarterly averages</b>																	
1983 Q1	132.6	115.5	118	131 R	125.4	139.1	112	182	142	158.5 R	113.5	113	127	159.7	127.0	119.7	120
Q2	135.7	118.6	120	128	128.7	143.4	114	197	145	162.7 R	114.4	113	131	163.0	129.0	118.5	121
Q3	138.5	118.4	122	129	129.5	147.1	115	206	150	169.2 R	114.7	113	133	155.6	128.5	119.5	122
Q4	142.6	118.4	126	132	130.5	150.1	115	219	157	173.5 R	116.8	113	136	157.4 R	129.9	119.1	123
1984 Q1	145.2	122.3	125	135	130.5	153.0	115	235	160	180.0 R	119.4	114	136	182.6 R	130.9	..	125
Q2	146.8	..	127	136	..	155.3	116	..	..	..	..	..	..	..	..	..	125
<b>Monthly</b>																	
1984 Feb	145.5	124.9	..	134	129.7	..	..	..	..	180.6 R	119.4	114	..	..	130.6	..	125
Mar	146.0	121.6	125	135	132.3	..	..	..	160	180.9 R	120.9	114	..	..	131.3	..	125
Apr	146.3	123.3	..	136	135.6	155.3	116	..	..	..	120.4	114	..	..	134.2	..	125
May	146.3	128.2	..	136	..	..	..	..	..	..	117.7	114	..	..	137.4	..	125
Jun	147.7	..	127	136	..	..	..	..	..	..	..	..	..	..	..	..	126
Jul	149.4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	126
<b>Increases on a year earlier</b>																	
<b>Annual averages</b>																	
1974	17	16	20	13	21	19	10	26	20	22	26	19	18	..	11	14	8
1975	26	13	20	16	19	17	9	25	28	27	11	14	20	..	15	7	9
1976	17	9	11	14	13	14	7	29	17	21	12	9	17	..	18	2	8
1977	10	9	9	11	10	13	7	21	15	28	9	7	10	..	7	2	9
1978	14	6	7	7	10	13	5	24	15	16	6	5	8	..	9	3	8
1979	16	6	8	9	11	13	6	20	15	19	7	4	3	..	8	2	9
1980	18	8	9	10	11	15	6	27	21	22	7	5	10	..	9	5	9
1981	13	6	10	12	9	15	5	27	16	24	6	3	10	20	11	5	9
1982	11	6	11	12	10	15	5	33	15	17	5	7	10	15	8	6	7
1983	9	5	4	4	7	11	3	18	12	15	4	3	9	16	8	7	4
<b>Quarterly averages</b>																	
1983 Q1	9	4	3	8 R	9	12	4	24	14	16	5	4	12	12	5	7	5
Q2	9	5	3	3	8	11	3	16	10	15	4	4	9	13	5	7	4
Q3	9	5	5	2	7	10	3	16	11	15	2	1	6	18	7	7	3
Q4	10	4	4	2	4	12	3	19	12	13 R	4	1	7	17	8	6	4
1984 Q1	10	6	6	4	4	10	3	29	13	13 R	4	1	7	14	3	..	4
Q2	8	..	6	6	..	8	2	..	..	..	..	..	..	..	..	..	4
<b>Monthly</b>																	
1984 Feb	10	8	..	2	4	..	..	..	..	13	5	1	..	..	3	..	4
Mar	10	3	6	5	4	..	..	..	13	13	6	1	..	..	4	..	4
Apr	8	6	..	6	6	8	1	..	..	..	5	1	..	..	4	..	4
May	8	8	..	6	..	..	..	..	..	..	..	..	..	..	6	..	4
Jun	9	..	6	6	..	..	..	..	..	..	..	..	..	..	..	..	4
Jul	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4

Source: OECD—Main Economic Indicators.

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

3 Males only.

4 Hourly wage rates.

5 Monthly earnings.

6 Including mining.

7 Including mining and transport.

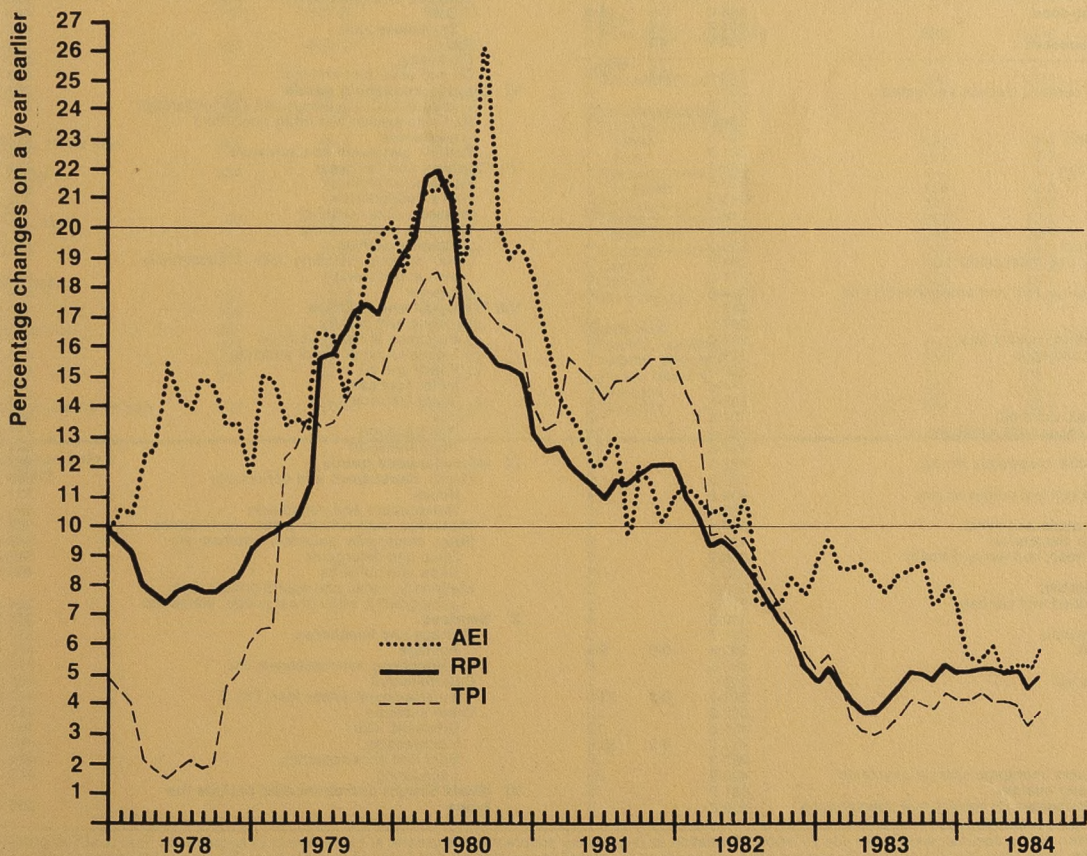
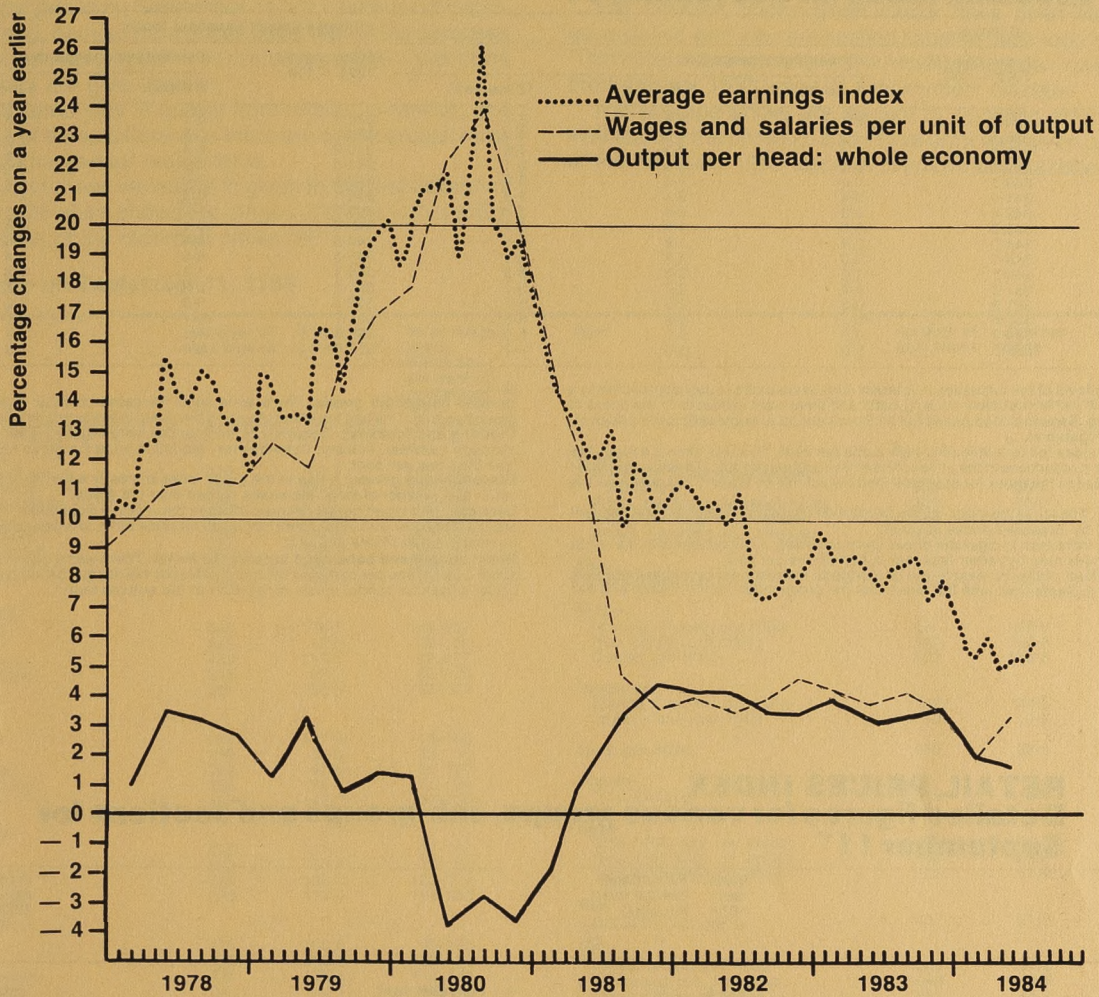
8 Hourly earnings.

9 All industries.

10 Production workers.



# EARNINGS: earnings, prices, output per head: whole economy C2





# 6.1 RETAIL PRICES

## Recent movements in the all-items index and in the index excluding seasonal foods for September 11

	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
1983 June	334.7	0.2	2.8	3.7	336.7	0.1	2.5	
July	336.5	0.5	3.3	4.2	338.7	0.6	3.1	
Aug	338.0	0.4	3.3	4.6	340.2	0.4	3.2	
Sep	339.5	0.4	3.5	5.1	341.0	0.2	3.2	
Oct	340.7	0.4	2.5	5.0	342.1	0.3	2.2	
Nov	341.9	0.4	2.4	4.8	343.1	0.3	2.1	
Dec	342.8	0.3	2.4	5.3	343.7	0.2	2.1	
1984 Jan	342.6	-0.1	1.8	5.1	343.5	-0.1	1.4	
Feb	344.0	0.4	1.8	5.1	344.8	0.4	1.4	
Mar	345.1	0.3	1.6	5.2	345.8	0.3	1.4	
Apr	349.7	1.3	2.8	5.2	350.1	1.2	2.3	
May	351.0	0.4	2.7	5.1	351.3	0.3	2.4	
June	351.9	0.3	2.7	5.1	352.5	0.3	2.6	
July	351.5	-0.1	2.6	4.5	352.7	0.1	2.7	
Aug	354.8	0.9	3.1	5.0	356.5	1.1	3.4	
Sep	355.5	0.2	3.0	4.7	357.9	0.4	3.5	

The remaining effects of the increases in interest rates announced in July contributed to a further increase in owner-occupiers housing costs and there were increases in the prices of beer and clothing. Seasonal food prices fell by 5 per cent on average with lower prices for fresh fruit and vegetables.

**Food:** The food index fell by a little over half of one per cent. This was almost entirely the result of significant reductions in the prices of fresh fruit and vegetables. These lower prices were also reflected in the index for seasonal foods which fell by about 5 per cent over the month.

**Alcoholic drink:** The fall in the index for this group over the month was about one per cent and was caused by increased prices for beer.

**Tobacco:** Small increases in cigarette prices were recorded in September with the result that the group index rose by rather less than a half of one per cent.

**Housing:** The effect of the increased rate of mortgage interest paid by owner-occupiers was still evident in September with the result that the group index rose by about one per cent.

**Durable household goods:** There were small increases on most items covered by this group heading. This had the effect of raising the group index by nearly a half of one per cent.

**Clothing and footwear:** Generally clothing prices were slightly higher in September and although footwear, hosiery, haberdashery etc fell in price the group index rose by rather less than one per cent.

**Miscellaneous goods:** A rise in the group index of nearly a half of one per cent was the result of a number of small increases spread over the group.

**Services:** Increased postal charges affected the index in September. The effect of these charges together with other small increases on some other services raised the group index by nearly a half of one per cent.

**Meals bought and consumed outside the home:** There was a rise in the group index of about a half of one per cent over the month. Most of this rise can be attributed to the effect of higher prices for school meals at the start of the autumn term.

# 6.2 RETAIL PRICES INDEX

## Detailed figures for various groups, sub-groups and sections for September 11\*

	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>355.5</b>	<b>0.2</b>	<b>4.7</b>			
<b>All items excluding food</b>	<b>364.0</b>	<b>0.4</b>	<b>4.9</b>			
<b>Seasonal food</b>	<b>295.8</b>	<b>-5.0</b>	<b>-0.8</b>			
<b>Food excluding seasonal</b>	<b>330.9</b>	<b>0.2</b>	<b>4.8</b>			
<b>I Food</b>	<b>324.9</b>	<b>-0.6</b>	<b>3.8</b>			
Bread, flour, cereals, biscuits and cakes	335.9	4	4			
Bread	315.3	4	4			
Flour	264.0	1	1			
Other cereals	407.5	7	7			
Biscuits	321.5	4	4			
Meat and bacon	266.2	4	4			
Beef	320.8	1	1			
Lamb	248.9	6	6			
Pork	245.7	10	10			
Bacon	246.0	7	7			
Ham (cooked)	239.9	4	4			
Other meat and meat products	244.6	3	3			
Fish	271.2	5	5			
Butter, margarine, lard and other cooking fats	354.8	10	10			
Butter	437.1	5	5			
Margarine	267.8	17	17			
Lard and other cooking fats	244.0	14	14			
Milk, cheese and eggs	329.4	4	4			
Cheese	362.4	12	12			
Eggs	184.5	5	5			
Milk, fresh	395.6	5	5			
Milk, canned, dried etc	401.8	-2	-2			
Tea, coffee, cocoa, soft drinks etc	392.4	12	12			
Tea	497.8	33	33			
Coffee, cocoa, proprietary drinks	428.3	13	13			
Soft drinks	329.8	0	0			
Sugar, preserves and confectionery	439.6	4	4			
Sugar	428.4	0	0			
Jam, marmalade and syrup	327.1	4	4			
Sweets and chocolates	437.2	5	5			
Vegetables, fresh, canned and frozen	358.2	-5	-5			
Potatoes	422.7	-14	-14			
Other vegetables	316.2	3	3			
Fruit, fresh, dried and canned	310.3	5	5			
Other food	338.0	4	4			
Food for animals	281.6	3	3			
<b>II Alcoholic drink</b>	<b>392.4</b>	<b>0.9</b>	<b>5.5</b>			
Beer	463.5	8	8			
Spirits, wines etc	300.7	1	1			
<b>III Tobacco</b>	<b>501.1</b>	<b>0.3</b>	<b>13.0</b>			
Cigarettes	502.8	13	13			
Tobacco	481.5	10	10			
<b>IV Housing</b>	<b>417.8</b>	<b>0.9</b>	<b>10.9</b>			
Rent	382.8	6	6			
Owner-occupiers' mortgage interest payments	400.9	25	25			
Rates and water charges	491.2	6	6			
Materials and charges for repairs and maintenance	400.2	5	5			
<b>V Fuel and light</b>	<b>480.6</b>	<b>0.1</b>	<b>3.1</b>			
Coal and smokeless fuels	483.6	6	6			
Smokeless fuels	489.7	6	6			
Gas	469.4	6	6			
Electricity	390.1	4	4			
Oil and other fuel and light	502.5	2	2			
<b>VI Durable household goods</b>	<b>258.8</b>	<b>0.4</b>	<b>2.9</b>			
Furniture, floor coverings and soft furnishings	628.8	0	0			
Radio, television and other household appliances	277.7	6	6			
Pottery, glassware and hardware	207.6	-1	-1			
<b>VII Clothing and footwear</b>	<b>216.7</b>	<b>0.7</b>	<b>0.4</b>			
Men's outer clothing	372.0	6	6			
Men's underclothing	227.8	-4	-4			
Women's outer clothing	303.1	0	0			
Women's underclothing	159.1	-2	-2			
Children's clothing	287.3	8	8			
Other clothing, including hose, haberdashery, hats and materials	261.9	0	0			
Footwear	239.0	1	1			
<b>VIII Transport and vehicles</b>	<b>375.6</b>	<b>-0.2</b>	<b>0.7</b>			
Motoring and cycling	362.9	0	0			
Purchase of motor vehicles	311.0	-3	-3			
Maintenance of motor vehicles	414.9	5	5			
Petrol and oil	445.1	1	1			
Motor licences	358.4	6	6			
Motor insurance	334.9	4	4			
Fares	468.3	4	4			
Rail transport	479.6	4	4			
Road transport	464.9	4	4			
<b>IX Miscellaneous goods</b>	<b>367.1</b>	<b>0.4</b>	<b>5.3</b>			
Books, newspapers and periodicals	509.7	6	6			
Books	551.7	12	12			
Newspapers and periodicals	496.3	5	5			
Medicines, surgical etc goods and toiletries	366.7	6	6			
Soap, detergents, polishes, matches, etc	389.6	7	7			
Soap and detergents	342.2	8	8			
Soda and polishes	460.6	4	4			
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	304.8	4	4			
<b>X Services</b>	<b>359.3</b>	<b>0.4</b>	<b>4.2</b>			
Postage and telephones	372.8	5	5			
Postage	478.4	3	3			
Telephones, telemessages, etc	346.4	3	3			
Entertainment	288.0	3	3			
Entertainment (other than TV)	442.6	7	7			
Other services	443.6	6	6			
Domestic help	467.1	5	5			
Hairdressing	452.3	6	6			
Boot and shoe repairing	426.1	4	4			
Laundry	413.0	7	7			
<b>XI Meals bought and consumed outside the home</b>	<b>395.7</b>	<b>0.5</b>	<b>7.3</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. A time series of this table from January 1974 to December 1983 can be found in 'Retail Prices Indices, 1914-83' obtainable from Government Bookshops, price £4.50.

# 6.3 RETAIL PRICES

## Average retail prices of items of food

Average retail prices on September 11, 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.

Average prices on September 11, 1984

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)	579	166.9	148-186	White, per 800g wrapped and sliced loaf	530	38.4	31-45
Sirloin (without bone)	544	297.9	226-360	White, per 800g unwrapped loaf	307	46.0	42-49
Silverside (without bone) †	584	211.5	192-238	White, per 400g loaf, unsliced	362	29.9	27-32
Best beef mince	572	120.8	96-159	Brown, per 400g loaf, unsliced	416	31.4	30-33
Fore ribs (with bone)	446	148.2	120-190	<b>Flour</b>			
Brisket (without bone)	546	148.1	120-177	Self-raising, per 1½ kg	545	42.5	34-54
Rump steak †	587	292.1	248-325	<b>Butter</b>			
Stewing steak	582	146.6	128-171	Home-produced, per 500g	487	102.9	96-114
<b>Lamb: home-killed</b>				New Zealand, per 500g	440	100.2	96-106
Loin (with bone)	547	176.1	148-207	Danish, per 500g	487	112.8	106-120
Breast †	485	47.0	32-70	<b>Margarine</b>			
Best end of neck	433	115.2	62-177	Standard quality, per 250g	102	20.8	19-24
Shoulder (with bone)	503	97.2	80-130	Lower priced, per 250g	80	19.3	18-20
Leg (with bone)	527	156.9	138-183	<b>Lard, per 500g</b>	556	33.8	28-39
<b>Lamb: imported</b>				<b>Cheese</b>			
Loin (with bone)	293	137.2	116-150	Cheddar type	569	116.2	100-134
Breast †	256	36.3	26-48	<b>Eggs</b>			
Best end of neck	239	97.6	58-132	Size 2 (65-70g), per dozen	394	94.5	86-102
Shoulder (with bone)	290	84.1	76-94	Size 4 (55-60g), per dozen	368	79.5	70-88
Leg (with bone)	300	142.7	130-156	Size 6 (45-50g), per dozen	92	67.9	52-84
<b>Pork: home-killed</b>				<b>Milk</b>			
Leg (foot off)	505	111.4	92-144	per pint	487	21.8	—
Belly †	562	80.4	70-94	<b>Tea</b>			
Loin (with bone)	590	136.4	122-162	Higher priced, per 125g	226	51.4	48-54
Fillet (without bone)	399	175.0	128-255	Medium priced, per 125g	1,049	48.9	46-52
<b>Bacon</b>				Lower priced, per 125g	537	44.2	43-49
Collar †	273	109.6	88-132	<b>Coffee</b>			
Gammon†	335	166.0	138-198	Pure, instant, per 100g	555	127.9	122-138
Middle cut †, smoked	297	130.6	112-146	<b>Sugar</b>			
Back, smoked	277	156.1	138-177	Granulated, per kg	604	47.4	45-49
Back, unsmoked	364	152.9	130-174	<b>Fresh vegetables</b>			
Streaky, smoked	216	102.8	88-120	Potatoes, old loose			
<b>Ham (not shoulder)</b>	446	209.2	159-255	White	322	8.9	7-11
<b>Sausages</b>							







# 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	Per cent	
													Goods and services mainly produced by nationalised industries <sup>a</sup>	
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	12	13	13	17	15	27	
1982 Jan 12	12	11	16	32	23	13	4	0	10	7	13	7	11	
1983 Jan 11	5	2	10	9	-1	16	3	2	7	8	4	7	15	
Aug 16	5	5	7	6	2	4	3	3	6	6	3	6	3	
Sep 13	5	6	7	6	5	5	3	2	7	5	3	6	3	
Oct 11	5	6	6	4	5	4	3	2	6	5	3	6	2	
Nov 15	5	6	6	6	5	2	2	2	6	5	4	6	2	
Dec 13	5	6	7	6	9	1	2	2	5	5	4	7	1	
1984 Jan 10	5	6	6	6	10	1	3	-0	5	5	4	7	1	
Feb 14	5	6	6	6	10	2	3	-0	4	6	4	7	2	
Mar 13	5	7	6	6	10	2	3	-0	3	6	4	7	2	
Apr 10	5	8	6	11	8	2	2	-0	2	6	4	7	2	
May 15	5	8	6	12	7	3	2	0	2	5	4	8	3	
June 12	5	7	5	13	7	4	2	-0	3	5	4	8	4	
July 17	4	6	5	13	5	4	2	0	1	5	4	8	4	
Aug 14	5	6	5	13	10	3	3	-0	1	5	4	8	4	
Sep 11	5	4	6	13	11	3	3	0	1	5	4	7	4	

<sup>a</sup>These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.

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

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
												JAN 16, 1962 = 100
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	233.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4
1984	346.7	353.6			343.8	351.4			337.5	344.3		

# 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>											
											JAN 15, 1974 = 100
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	335.6	276.6	313.6
1982	321.7	291.5	341.6	414.1	430.6	248.2	211.6	398.8	370.8	305.5	336.3
1983	336.2	300.7	336.7	441.6	462.3	255.3	215.3	422.3	393.9	311.5	358.2
<b>INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS</b>											
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
1978	201.6	196.9	199.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8
1979	225.6	220.0	221.5	247.8	252.8	206.3	191.7	246.0	246.1	210.3	243.9
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3
1981	292.3	265.5	314.5	358.1	383.4	242.3	216.8	343.9	327.3	284.1	313.6
1982	318.8	287.8	350.7	413.1	430.5	249.4	219.9	369.6	362.3	314.1	336.3
1983	333.3	296.7	377.3	440.6	461.2	257.4	223.8	393.1	383.9	320.6	358.2
<b>GENERAL INDEX OF RETAIL PRICES</b>											
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	185.7
1978	200.4	203.8	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	207.8
1979	225.5	228.3	217.1	247.6	250.5	201.9	187.2	243.1	236.4	213.9	239.9
1980	262.5	255.9	261.8	290.1	313.2	226.3	205.4	288.7	276.9	262.7	290.0
1981	291.2	277.5	306.1	358.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0
1982	314.3	299.3	341.0	413.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7
1983	329.8	308.8	366.5	440.9	465.4	250.4	214.8	366.3	345.6	342.9	364.0

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

## Selected countries: consumer prices indices

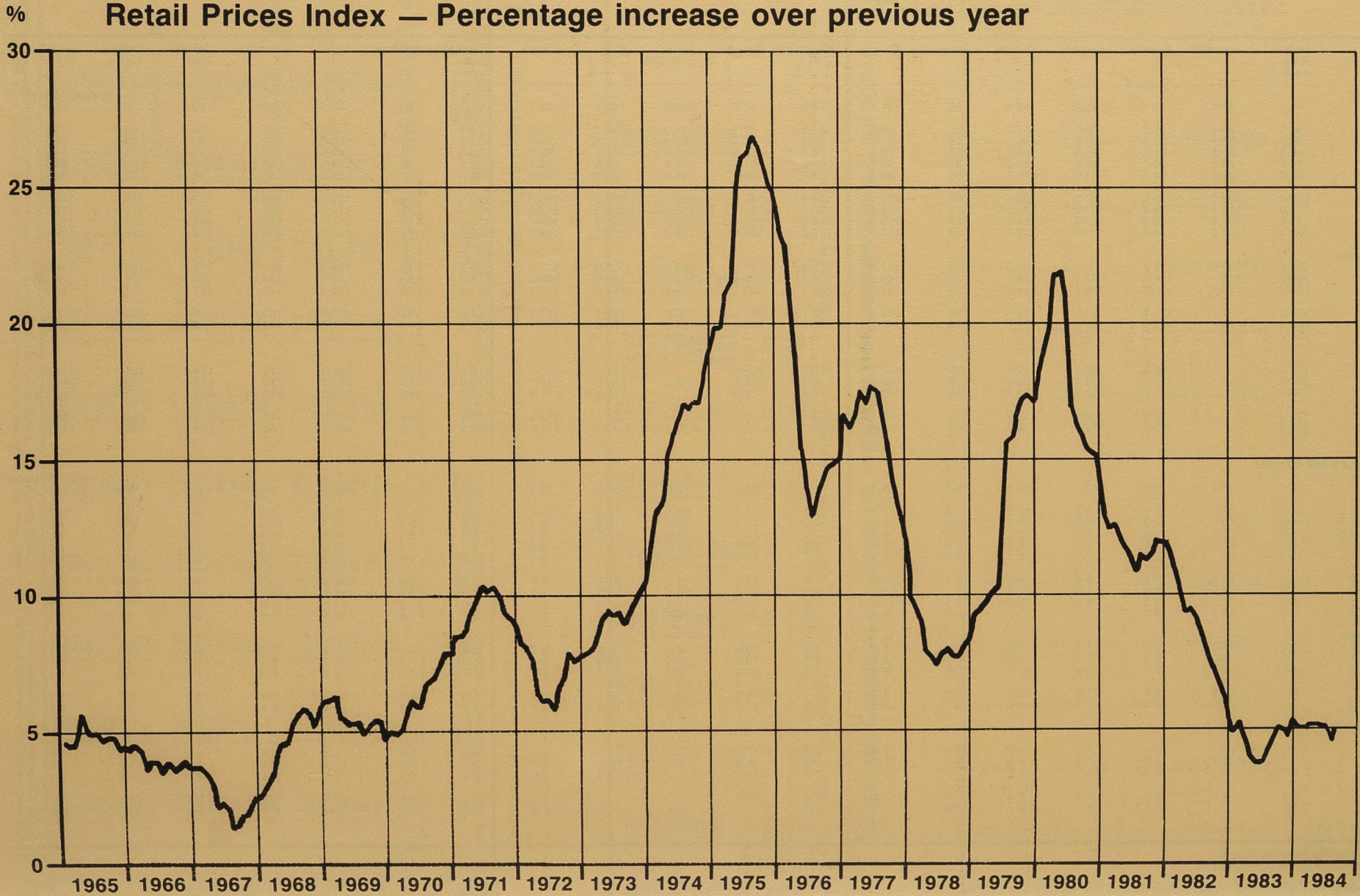
	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)
	Indices 1980 = 100																		
<b>Annual averages</b>	56.8																		
1974	41.1	52.6	71.3	65.2	59.4	56	54.4	77.2	41.5	42.8	40.1	65.2	67.8	60	36.5	55	83.5	59.9	63.2
1975	51.1	60.5	77.3	73.5	65.8	61	60.8	81.8	47.1	51.8	46.9	72.9	74.7	67	42.6	61	89.1	65.3	63.2
1976	59.6	68.7	83.0	80.2	70.7	66	66.7	85.5	53.3	61.1	54.8	79.7	81.3	73	50.2	67	90.7	69.1	68.7
1977	69.0	77.1	87.6	85.9	76.4	74	72.9	88.6	59.8	69.4	64.1	86.1	86.6	80	62.5	75	91.8	73.5	74.8
1978	74.7	83.2	90.7	89.8	83.2	81	79.5	91.0	67.3	74.7	71.9	89.4	90.1	86	74.5	82	92.8	79.2	80.7
1979	84.8	90.8	94.0	93.8	90.8	89	88.1	94.8	80.1	84.6	82.5	92.6	93.9	90	86.6	88	96.1	88.1	88.6
1980	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0
1981	111.9	109.6 R	106.8	107.6	112.5	112	113.4	106.3	124.5	120.4	117.8	104.9	106.7	114	114.6	112	106.5	110.4	110.5
1982	121.5	121.8	112.6	117.0	124.6	123	126.8	111.9	150.6	141.1	137.3	107.7	113.1	127	131.1	122	112.5	117.1	119.1
1983	127.1	134.2	116.3	126.0	131.9	132	139.0	115.6	181.5	155.8	157.3	109.7	116.2	137	147.0	133	115.9	120.9	125.4
<b>Quarterly averages</b>	126.6																		
1983 Q2	126.6	133.0	115.4	124.5	131.0	131	137.4	115.0	181.0	153.9	155.3	109.8	115.5	136	145.0	131	115.6	120.3	124.6
Q3	128.2	135.1	116.8	127.5	133.1	132	140.3	116.2	182.4	158.3	158.8	109.5	116.6	138	148.0	134	116.0	121.7	126.2 R
Q4	129.7	138.3	118.0	129.1	134.2	135	143.0	116.7	193.1	161.2	164.3	110.7	117.8	140	153.4	137	117.0	122.8	127.9
1984 Q1	130.4	137.8	121.8	131.5	135.8	137	145.4	117.7 R	201.0	165.0	169.1	111.2	118.8	143	158.3 R	140	118.2	124.1	129.6
Q2	133.0	138.1	122.4	133.4	137.0	139	148.1	118.3	212.9	168.8	173.0 R	112.1	119.8	145	161.5	142	119.0	125.5	131.4
Q3	134.2	..	..	..	..	..	..	..	..	170.8	..	..	..	..	..	..	..	..	..
<b>Monthly</b>	132.6																		
1984 Apr	132.6	..	122.2	133.1	136.7	138	147.3	118.1	209.4	..	171.9	111.9	119.8	145	160.5	142	119.1	125.1	131.0
May	133.1	138.1	121.9	133.4	136.9	139	148.1	118.2	212.5	168.8	173.0	112.7	119.8	145	161.4	143	118.8	125.5	131.5
Jun	133.4	..	123.0	133.7	137.4	140	148.8	118.6	217.0	..	174.0 R	111.8	119.8	146	162.5	142	119.2	125.9	131.9 R
Jul	133.3	..	122.7 R	134.4	138.2	140	149.8 R	118.4 R	215.1	..	..	112.0	119.8	146	165.0	143	119.0 R	126.3	132.3
Aug	134.5	..	123.9	134.9	138.2	140	150.6	118.2	..	170.8	..	111.0	119.9	146	166.1	144	119.5	126.8	132.6
Sep	134.8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
<b>Increases on a year earlier</b>	16.1																		
<b>Annual averages</b>	13.5																		
1974	16.1	15.4	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.0	24.5	9.6	9.4	15.7	9.9	9.8	11.1	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	13.6	7.3	9.2	7.4	9.0	9.7	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.8	5.8	8.7
1977	15.8	12.3	5.5	7.1	8.1	11.1	9.4	3.7	13.6	17.0	8.1	6.5	9.1	24.5	11.4	1.3	6.5	8.9	8.9
1978	8.3	7.9	3.6	4.5	8.9	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	19.8	10.0	1.1	7.7	8.0	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	9.6 R	6.8	7.6	12.5	11.7	13.4	6.3	24.5	20.4	17.8	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.5
1982	8.6	11.1 R	5.5	8.7	10.8	10.1	11.8	5.3	20.9	17.1	16.6	2.7	6.0	11.2	14.4	8.6	5.6	6.1	7.8
1983	4.6	10.2	3.3	7.7	5.9	6.9	9.6	3.3	20.5	10.5	14.6	1.9	2.7	8.6	12.1	8.9	3.0	3.2	5.3
<b>Quarterly averages</b>	3.8																		
1983 Q2	3.8	11.2	2.7	7.6	5.9	7.5	9.0	2.9	20.9	9.3	16.0	2.2	2.4	9.0	11.9	8.7	3.5	3.3	5.2
Q3	4.6	9.3	3.1	7.6	5.4	5.6	9.8	2.8	20.0	10.0	13.9	1.4	2.4	7.8	11.0	9.3	1.8	2.6	4.7
Q4	5.0	8.7	3.7	6.9	4.5	5.6	9.8	2.6	20.2	10.3	11.0	1.7	2.8	7.2	12.5	8.9	1.7	3.3	5.1
1984 Q1	5.2	5.9	5.6	7.0	5.2	6.3	8.8	3.1	18.7	10.1	12.1	2.4	3.6	6.5	11.9 R	8.2	3.0	4.5	5.7
Q2	5.1	3.9	6.1	7.1	4.6	6.7	7.8	2.9	17.6	9.7	11.4 R	2.1	3.7	6.6	8.4	2.9	2.1	4.3	5.5
Q3	4.7	..	..	..	..	..	..	..	..	7.9	..	..	..	..	..	..	..	..	..
<b>Monthly</b>	5.2																		
1984 Apr	5.2	..	5.9	7.5	4.9	6.6	7.9	3.2	17.1	..	11.6	2.4	3.9	6.6	11.2	8.8	3.2	4.5	5.6
May	5.1	3.9	5.9	7.2	4.8	6.5	7.8	2.8	16.8	9.7	11.3	2.0	3.7	6.6	11.3	8.9	2.9	4.2	5.4
Jun	5.1	..	6.3	6.8	4.1	6.9	7.7	2.8	19.2	..	11.3	1.9	3.6	6.4	11.5	8.1	2.8	4.2	5.3
Jul	4.5	..	5.6	6.3	4.2	6.5	7.5	2.2	19.2	..	..	2.6	3.1	6.1	12.8	7.5	2.8	4.1	5.3
Aug	5.0	..	6.0	5.7	3.7	6.5	7.4	1.7	..	..	..	1.9	2.8	6.2	12.0	7.7	2.9	4.2	5.2
Sep	4.7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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.



### Retail Prices Index — Percentage increase over previous year





## DEFINITIONS

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

### 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.

### 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

Employees in employment plus HM forces and self-employed.

### 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.

### HOUSEHOLD SPENDING

Expenditure on housing (in the Family Expenditure Survey) includes, for owner-occupied and rent-free households, a notional (imputed) amount based on rateable values as an estimate of the rent which would have been payable if the dwelling had been rented: mortgage payments are therefore excluded.

### INDEX OF PRODUCTION INDUSTRIES (SIC 1968)

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 affect the total number of stoppages much more than the number of working days lost.

### MANUAL WORKERS (OPERATIVES)

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

### MANUFACTURING INDUSTRIES

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

### Conventions

The following standard symbols are used:

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

### 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.

### PRODUCTION INDUSTRIES (SIC 1980)

Divisions 1 to 4 inclusive, i.e. excluding construction.

### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

### SELF-EMPLOYED PEOPLE

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

### SERVICE INDUSTRIES

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

### SHORT-TIME WORKING

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

### STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

### TAX AND PRICE INDEX.

Measures the increase in gross taxable income needed to compensate taxpayers for any increase in retail prices, taking account of changes to direct taxes (including employees' National Insurance contributions). Annual and quarterly figures are averages of monthly indices.

### TEMPORARILY STOPPED

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

### UNEMPLOYED

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

### UNEMPLOYED PERCENTAGE RATE

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

### UNEMPLOYED SCHOOL LEAVERS

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

### VACANCY

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

### WEEKLY HOURS WORKED

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

### WORKING POPULATION

Employed labour force plus the unemployed.

R	revised
e	estimated
MLH	Minimum List Heading of the SIC 1968
n.e.s.	not elsewhere specified
SIC	UK Standard Industrial Classification, 1968 or 1980 edition
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	Redundancies (cont.) population	Frequency	Latest issue	Table number or page
Working population: GB and UK				<i>Detailed analysis</i>	A	May 84:	216
Quarterly series	M (Q)	Oct 84:	1-1	<i>Advance notifications</i>	Q (M)	July 84:	320
Labour force estimates, and projection		July 84:	322	<i>Payments:</i>			
Employees in employment				GB latest quarter	Q	July 84:	330
Industry: GB				Industry	A	May 84:	216
All industries: by Division class or group	Q	Oct 84:	1-4	<b>Earnings and hours</b>			
Time series, by order group	M	Oct 84:	1-2	Average earnings			
Manufacturing: by Division class or group	M	Oct 84:	1-3	<i>Whole economy (new series) index</i>			
<b>Occupation</b>				Main industrial sectors	M	Oct 84:	51
Administrative, technical and clerical in manufacturing	A	Nov 83:	1-10	Industry	M	Oct 84:	51
Local authorities manpower	Q	Sep 84:	1-7	Underlying trend		Feb 84:	52
Occupations in engineering	D	Oct 82:	421	New Earnings Survey (April estimates)			
<b>Region: GB</b>				Latest key results	A	Oct 84:	46
Sector: numbers and indices, Self employed, 1981: by region	Q	Oct 84:	1-5	Time series	M	Oct 84:	54
: by industry		July 84:	321	Average weekly and hourly earnings and hours worked (manual workers)			
Census of Employment: Sep 1981		June 83:	257	Manufacturing and certain other industries			
GB and regions by industry on SIC 1980 (provisional)				Summary (Oct)	M (A)	Oct 84:	54
GB and regions by industry on SIC 1980 (final)		Feb 83:	61	Detailed results	A	Feb 84:	54
UK by industry on SIC 1980 (final)		Dec 83:	Supp 2	Manufacturing			
<i>International comparisons</i>	M	Oct 84:	1-9	Indices of hours	D	Apr 84:	54
<i>Apprentices and trainees by industry:</i>				International comparisons of wages per head	M	Oct 84:	54
Manufacturing industries	A	July 84:	1-14	Aerospace	A	Aug 84:	36
<i>Apprentices and trainees by region:</i>				Agriculture	A	June 84:	26
Manufacturing industries	A	June 84:	1-15	Coal mining	A	Feb 84:	54
Registered disabled in the public sector	A	Feb 84:	72	Average earnings: non-manual employees	M (A)	Oct 84:	54
Exemption orders from restrictions to hours worked: women and young persons		July 83:	315	Basic wage rates, (manual workers)			
Labour turnover in manufacturing	Q	Aug 84:	1-6	wage rates and hours (index)	D	Apr 84:	54
Trade union membership	A	Jan 84:	18	Normal weekly hours	A	Apr 84:	17
<b>Unemployment and vacancies</b>				Holiday entitlements	A	Apr 84:	17
Unemployment				Overtime and short-time: manufacturing			
Summary: UK	M	Oct 84:	2-1	Latest figures: industry	M	Oct 84:	14
GB	M	Oct 84:	2-2	Region: summary	Q	Aug 84:	14
Age and duration: UK	M (Q)	Oct 84:	2-5	Hours of work: manufacturing	M	Oct 84:	14
Broad category: UK	M	Oct 84:	2-1	<b>Output per head</b>			
Broad category: GB	M	Oct 84:	2-2	Output per head: quarterly and annual indices	M (Q)	Oct 84:	14
Detailed category: GB, UK	Q	Sep 84:	2-6	Wages and salaries per unit of output			
Region: summary	Q	Sep 84:	2-6	Manufacturing index, time series	M	Oct 84:	57
Age time series UK	M (Q)	Oct 84:	2-7	Quarterly and annual indices	M	Oct 84:	57
: estimated rates	Q	Sep 84:	2-15	<b>Labour costs</b>			
Duration: time series UK	M (Q)	Oct 84:	2-8	Survey results 1981	Triennial	May 83:	18
<b>Region and area</b>				Per unit of output	M	Oct 84:	57
Time series summary: by region	M	Oct 84:	2-3	<b>Retail prices</b>			
: assisted areas, counties, local areas	M	Oct 84:	2-4	<i>General index (RPI)</i>			
Occupation	D	Nov 82:	2-12	Latest figures: detailed indices	M	Oct 84:	62
Age and duration: summary	Q	Sep 84:	2-6	percentage changes	M	Oct 84:	62
<b>Industry</b>				Recent movements and the index excluding seasonal foods	M	Oct 84:	64
Latest figures: GB, UK	D	Jul 82:	2-10	Main components: time series and weights	M	Oct 84:	64
Number unemployed and percentage rates: GB	D	Jul 82:	2-9	Changes on a year earlier: time series			
<b>Occupation:</b>				Annual summary	M	Oct 84:	65
Broad category: time series	D (Q)	Nov 82:	2-11	Revision of weights	A	Mar 84:	10
<b>Flows:</b>				<i>Pensioner household indices</i>	A	Mar 84:	10
GB, time series	D	Mar 84:	2-19	All items excluding housing	M (Q)	Oct 84:	64
UK, time series	M	Oct 84:	2-19	Group indices: annual averages	M (A)	Oct 84:	64
GB, Age time series	M	Oct 84:	2-20	Revision of weights	A	May 84:	23
GB Regions	Q	Oct 84:	2-23/2-24/2-26	<i>Food prices</i>	M	Oct 84:	64
GB Age	Q	Oct 84:	2-21/2-22/2-25	London weighting: cost indices	D	June 82:	26
<b>Students: by region</b>				<i>International comparisons</i>	M	Oct 84:	64
Minority group workers: by region	M	Oct 84:	2-13	<b>Household spending</b>			
Disabled jobseekers: GB	D	Sep 82:	2-17	All expenditure: per household	Q	Sep 84:	71
<i>International comparisons</i>	M	Oct 84:	466	: per person	Q	Sep 84:	71
<i>Ethnic origin</i>	M	Oct 84:	2-18	Composition of expenditure			
Temporarily stopped: UK				: quarterly summary	Q	Sep 84:	72
Latest figures: by region	M	Oct 84:	2-14	: in detail	Q (A)	Sep 84:	73
<b>Vacancies (remaining unfilled)</b>				Household characteristics	Q (A)	Sep 84:	73
<b>Region</b>				<b>Industrial disputes: stoppages of work</b>			
Time series: seasonally adjusted	M	Oct 84:	3-1	Summary: latest figures	M	Oct 84:	41
: unadjusted	M	Oct 84:	3-2	: time series	M	Oct 84:	41
<b>Industry: UK</b>				Latest year and annual series	A	Jul 84:	31
Occupation: by broad sector and unit groups: UK	Q	Sep 84:	3-3	<b>Industry</b>			
Region summary	M (Q)	Oct 84:	3-4	Monthly			
Flows: GB, time series	Q	Oct 84:	3-5	Broad sector: time series	M	Oct 84:	41
<b>Redundancies</b>				Annual			
Confirmed:				Detailed	A	July 84:	31
GB latest month	M	Oct 84:	2-30	Prominent stoppages	A	July 84:	31
Regions	M	Oct 84:	2-30	Main causes of stoppage			
Industries	M	Oct 84:	2-31	Cumulative	M	Oct 84:	41
				Latest year for main industries	A	July 84:	31
				Size of stoppages	A	July 84:	31
				Days lost per 1,000 employees in recent years by industry	A	July 84:	31
				<i>International comparisons</i>	A	Mar 84:	11

Notes: \* Frequency of publication, frequency of compilation shown in brackets (if different).

A Annual. Q Quarterly. M Monthly. D Discontinued.

## SPECIAL FEATURE

# Regional labour force estimates for 1983

This article presents regional estimates of the size of the civilian labour force, consistent with the national estimates published in August 1984<sup>1</sup>, and reviews trends over the period 1971 to 1983. The national labour force grew by five per cent over this period, but there was considerable variation between regions. Growth in East Anglia, the South West and the East Midlands was particularly strong, while there was a marginal decrease in the North West.

Estimates of the civilian labour force in Great Britain in mid-1983 were published in the August issue of *Employment Gazette*<sup>1</sup>. After a decade of continuous growth, these showed a drop in the size of the labour force between 1981 and 1983, due to a hastening of the rate of reduction of male activity rates, particularly in the older age groups. This more than offset the effects of rises in female activity rates, and continued population growth.

### Regional trends

Trends in the size of the labour force vary markedly from one region to another. While the Great Britain labour force rose by five per cent over the period 1971-83, regional changes varied from a drop of one per cent in the North West to an increase of nearly 24 per cent in East Anglia. For men, amongst whom the overall number in the Great Britain labour force remained roughly stable, the labour

Table 1 Estimates of the regional civilian labour force\*

Region	1971	1975	1977	1979	1981	1983	Per cent change		
							1971-81	1981-83	1971-83
							THOUSAND		
<b>Male</b>									
North	895	901	909	895	894	864	0	-3	-3
Yorkshire and Humberside	1,402	1,392	1,400	1,401	1,396	1,373	0	-2	-2
East Midlands	1,070	1,088	1,098	1,119	1,125	1,111	5	-1	4
East Anglia	479	500	514	525	536	536	12	0	12
South East	4,983	4,882	4,909	4,902	4,966	4,938	0	-1	-1
South West	1,118	1,158	1,148	1,168	1,196	1,193	7	0	7
West Midlands	1,546	1,544	1,534	1,529	1,517	1,494	-2	-1	-3
North West	1,882	1,849	1,845	1,817	1,830	1,780	-3	-3	-5
Wales	766	784	775	779	769	734	0	-5	-4
Scotland	1,426	1,420	1,446	1,450	1,441	1,433	1	-1	0
<b>Great Britain</b>	<b>15,664</b>	<b>15,517</b>	<b>15,578</b>	<b>15,584</b>	<b>15,669</b>	<b>15,454</b>	<b>0</b>	<b>-1</b>	<b>-1</b>
<b>Female</b>									
North	500	537	576	572	583	577	17	-1	16
Yorkshire and Humberside	813	878	931	916	944	954	16	1	17
East Midlands	615	663	666	708	740	757	20	2	23
East Anglia	258	311	324	332	351	375	36	7	45
South East	3,156	3,218	3,307	3,316	3,401	3,470	8	2	10
South West	634	695	753	782	799	841	26	5	33
West Midlands	906	940	1,009	996	1,004	987	11	-2	9
North West	1,176	1,241	1,275	1,266	1,278	1,252	9	-2	6
Wales	396	440	477	472	482	482	22	0	22
Scotland	877	933	999	1,028	991	1,009	13	2	15
<b>Great Britain</b>	<b>9,331</b>	<b>9,854</b>	<b>10,316</b>	<b>10,390</b>	<b>10,572</b>	<b>10,702</b>	<b>13</b>	<b>1</b>	<b>15</b>
<b>Male and female</b>									
North	1,394	1,437	1,485	1,466	1,477	1,442	6	-2	3
Yorkshire and Humberside	2,214	2,269	2,330	2,316	2,340	2,327	6	-1	5
East Midlands	1,685	1,751	1,764	1,827	1,865	1,868	11	0	11
East Anglia	737	810	838	857	888	911	20	3	24
South East	8,138	8,099	8,216	8,218	8,367	8,408	3	0	3
South West	1,752	1,854	1,901	1,950	1,995	2,034	14	2	16
West Midlands	2,452	2,485	2,542	2,525	2,520	2,481	3	-2	1
North West	3,058	3,090	3,120	3,083	3,108	3,032	2	-2	-1
Wales	1,162	1,224	1,252	1,251	1,251	1,216	8	-3	5
Scotland	2,303	2,353	2,446	2,479	2,432	2,442	6	0	6
<b>Great Britain</b>	<b>24,995</b>	<b>25,371</b>	<b>25,894</b>	<b>25,974</b>	<b>26,241</b>	<b>26,156</b>	<b>5</b>	<b>0</b>	<b>5</b>

\* The civilian labour force aged 16 and over at June of each year.



**Table 2 Components of change in regional civilian labour force\*\* expressed as percentage of regional civilian labour force**

Region	1971-81 (as percentage of 1971 labour force)			1981-83 (as percentage of 1981 labour force)			1971-83 (as percentage of 1971 labour force)		
	Population effect*	Activity rate effect†	Total change	Population effect*	Activity rate effect†	Total change	Population effect*	Activity rate effect†	Total change
<b>Male</b>									
North	3.7	-3.8	-0.1	0.7	-4.0	-3.3	4.4	-7.8	-3.4
Yorkshire and Humberside	3.4	-3.8	-0.4	1.5	-3.2	-1.6	5.1	-7.1	-2.0
East Midlands	8.4	-3.2	5.2	1.6	-2.9	-1.3	10.2	-6.4	3.8
East Anglia	12.9	-0.9	12.0	2.4	-2.5	-0.1	15.7	-3.8	11.9
South East	2.3	-2.6	(-0.3)	1.3	-1.8	-0.6	3.6	-4.5	-0.9
South West	9.0	-2.0	7.0	2.1	-2.3	-0.3	11.3	-4.6	6.7
West Midlands	3.3	-5.2	-1.9	1.4	-2.8	-1.5	4.8	-8.1	-3.3
North West	1.7	-4.4	-2.7	0.9	-3.7	-2.7	2.6	-8.1	-5.4
Wales	5.8	-5.4	0.4	0.5	-5.1	-4.5	6.4	-10.6	-4.2
Scotland	4.5	-3.5	1.1	2.0	-2.6	-0.6	6.6	-6.1	0.5
<b>Great Britain</b>	<b>4.1</b>	<b>-3.4</b>	<b>0.7</b>	<b>1.4</b>	<b>-2.8</b>	<b>-1.4</b>	<b>5.6</b>	<b>-6.2</b>	<b>-0.7</b>
<b>Female</b>									
North	1.8	14.9	16.7	0.8	-1.8	-1.0	2.7	12.8	15.5
Yorkshire and Humberside	2.4	13.7	16.2	1.4	-0.3	1.1	3.9	13.5	17.4
East Midlands	8.4	11.8	20.3	2.0	0.3	2.3	10.8	12.3	23.1
East Anglia	14.7	21.5	36.2	3.6	3.1	6.7	19.0	26.4	45.3
South East	0.9	6.9	7.8	1.2	0.8	2.0	2.2	7.8	10.0
South West	8.8	17.2	26.1	2.6	2.6	5.2	11.7	20.9	32.7
West Midlands	3.2	7.6	10.8	1.1	-2.8	-1.7	4.4	4.5	8.9
North West	-0.7	9.3	8.6	0.5	-2.5	-2.0	(-0.1)	6.5	6.4
Wales	4.5	17.1	21.6	1.3	(-1.2)	0.2	6.0	15.8	21.8
Scotland	2.2	10.7	12.9	1.3	0.5	1.8	3.6	11.4	15.0
<b>Great Britain</b>	<b>2.8</b>	<b>10.5</b>	<b>13.3</b>	<b>1.4</b>	<b>-0.1</b>	<b>1.2</b>	<b>4.3</b>	<b>10.5</b>	<b>14.7</b>
<b>Male and female</b>									
North	3.0	2.9	5.9	0.7	-3.1	-2.4	3.8	-0.4	3.4
Yorkshire and Humberside	3.1	2.6	5.7	1.5	-2.0	-0.5	4.7	0.4	5.1
East Midlands	8.4	2.3	10.7	1.8	-1.6	0.1	10.4	0.4	10.8
East Anglia	13.6	6.9	20.5	2.9	-0.3	2.6	16.8	6.8	23.6
South East	1.7	1.1	2.8	1.2	-0.8	0.5	3.1	0.3	3.3
South West	9.0	4.9	13.9	2.3	-0.3	1.9	11.5	4.6	16.1
West Midlands	3.3	-0.5	2.8	1.2	-2.8	-1.6	4.6	-3.4	1.2
North West	0.8	0.9	1.6	0.8	-3.2	-2.4	1.6	-2.5	-0.9
Wales	5.3	2.3	7.6	0.8	-3.6	-2.7	6.3	-1.6	4.7
Scotland	3.6	1.9	5.6	1.7	-1.3	0.4	5.5	0.5	6.0
<b>Great Britain</b>	<b>3.6</b>	<b>1.8</b>	<b>5.4</b>	<b>1.4</b>	<b>-1.7</b>	<b>-0.3</b>	<b>5.1</b>	<b>0.0</b>	<b>5.0</b>

\*\* See footnote to table 1.

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

† The residual change—total change less the population effect.

force decreased in six regions—the largest drop being five per cent in the North West—while increasing in the other four; notably by 12 per cent in East Anglia. The female labour force increased in all regions, but the size of the increase varied widely; from six per cent in the North West to 45 per cent in East Anglia. Fuller details are shown in table 1.

Between 1981 and 1983, the size of the Great Britain labour force fell slightly, the increase in the female labour force not quite offsetting the decrease in the male labour force. Regionally, the change varied from a rise of three per cent in East Anglia to a fall of three per cent in Wales. The male labour force decreased in all regions; marginally in East Anglia and the South West, and by as much as five per cent in Wales. Movements in the female labour force were more varied; growth occurred in six regions, notably in East Anglia where the increase was 7 per cent, while there were small decreases in three regions.

Movements in the size of the labour force can be roughly apportioned between the effect of population changes and of changes in activity rates (the proportion of the population in any age/sex group who are in the labour force). Both have an important effect on overall movements, as can be seen from table 2. This shows, for example, that 4 of the 15 per cent rise in the Great Britain female labour force

between 1971 and 1983 can be attributed to the effects of population changes, and the remainder to activity rate effects.

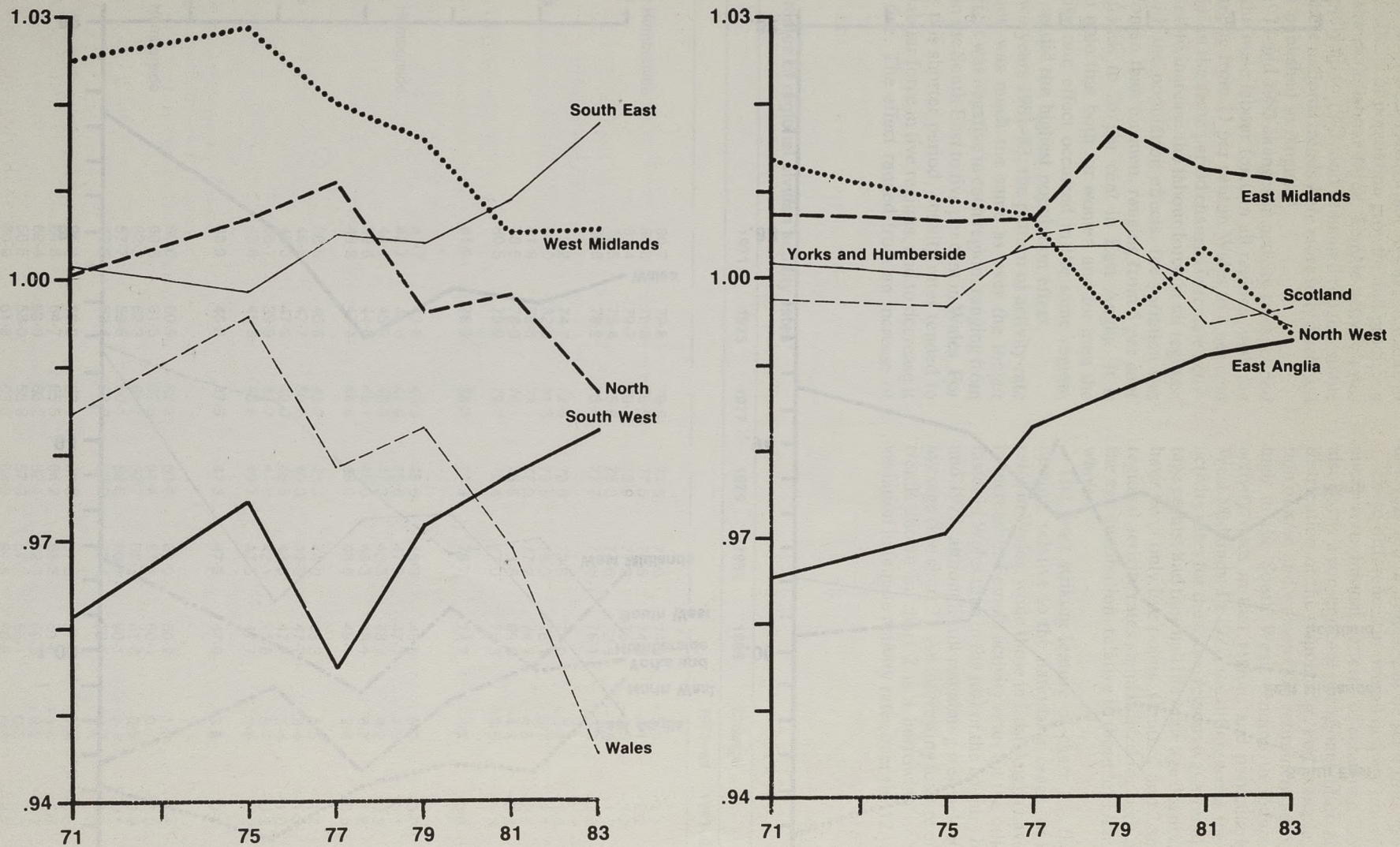
### Population effects

In virtually all regions, increasing population between 1971 and 1983 tended to increase both the male and female labour force, as is shown by table 2, but the size of the effect varied greatly from region to region. For both men and women this population effect was least in the North West and greatest in East Anglia; the range of variation however was greater for women—from 0 to 19 per cent—than for men, for whom the effect varied from 3 to 16 per cent.

The pattern of population effects is much the same when viewed over the two year period 1981 to 1983, with a few minor differences. Over this period, population changes tended to increase the labour force, both male and female, in all regions. The largest effect for both sexes was again in East Anglia, and the smallest effect for women in the North West; but for men the population effect was slightly lower in both Wales and the North than in the North West. The range of variation was again greater for women than for men.



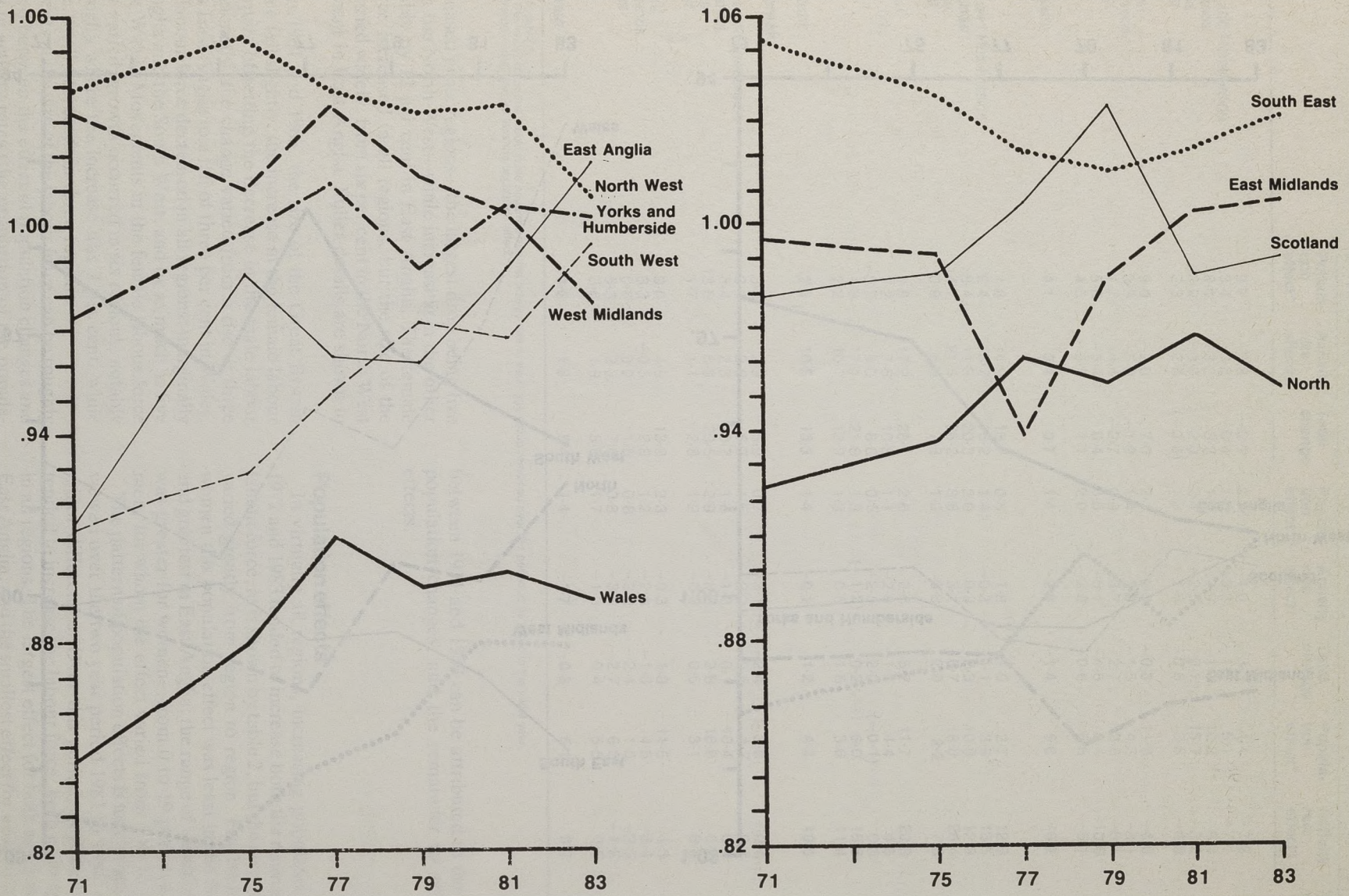
Chart 1 Male 16 + activity rates relative to Great Britain\*



\*Standardised for differences in the age distribution of the population



Chart 2 Female 16 + activity rates relative to Great Britain\*



\*Standardised for differences in the age distribution of the population



## Activity rate effects

Over the period 1971 to 1983, male activity rates in Great Britain declined; the rate of reduction was particularly steep between 1981 and 1983, when it was sufficient to outweigh the effects of population growth, and produce a net drop in the male labour force. Female activity rates increased rapidly up to 1977, and remained roughly stable thereafter. These national trends were more fully discussed in the article published in August.<sup>1</sup>

Between 1971 and 1983 changes in activity rates tended to decrease the male labour force in all regions, with the decreases ranging from 11 per cent in Wales to 4 per cent in East Anglia. In the same period changes in female activity rates tended to increase the labour force in all regions, though, as with the population effects, the variation was greater for women than for men, ranging from 5 per cent in West Midlands to 26 per cent in East Anglia. It is interesting to note that both for women and for men the highest activity rate effect occurred in the same region, East Anglia, as did the highest population effect.

Over the two years 1981-83, the pattern of activity rate effects for men was much the same as over the longer period: the effect was negative in each region, ranging from two per cent in the South East to five per cent in Wales. For women, over this shorter period, activity rates tended to increase the labour force in five regions, and to decrease it in the other five. The effect ranged from an increase of

three per cent in East Anglia to a decrease of three per cent in the West Midlands; again, a greater range than for men.

The substantial regional variation in activity rates, both in levels and in trends, can be seen from table 3.

These differences in overall activity rates reflect differences in traditional patterns of economic activity, but are also partly a consequence of regional differences in the age distribution of the population. For example, the proportion of men and women over retirement age is particularly high in the South West, tending to reduce the overall activity rates in that region, and particularly low in the West Midlands. In 1971, the difference in the overall male activity rates for these two regions was around nine percentage points; had they had the same age distribution it would have been only five points. Charts 1 and 2 show trends in regional activity rates standardised for such differences in the age distribution, relative to those for Great Britain as a whole.

The most striking feature of chart 1 is the very steep decline, relative to the national average, of male activity rates in Wales, while those in East Anglia have substantially increased. Female activity rates on the other hand rose faster in Wales than in the rest of the country between 1971 and 1977, although still remaining well below the national average (see chart 2). An interesting feature of the regional trends shown in chart 2 is a narrowing of the range of variation in female activity rates over the 12 years to 1983.

Table 3 Estimates of regional civilian activity rates\*

Region	1971	1975	1977	1979	1981	1983	Change		
							1971-81	1981-83	1971-83
<b>Male</b>									
North	80.7	79.8	79.5	77.5	77.0	74.0	-3.6	-3.1	-6.7
Yorkshire and Humberside	80.6	78.8	78.5	77.5	76.5	74.3	-4.1	-2.2	-6.3
East Midlands	81.4	79.7	79.1	78.9	77.9	75.7	-3.5	-2.2	-5.6
East Anglia	76.5	75.4	75.8	75.0	74.6	72.9	-1.9	-1.7	-3.6
South East	80.8	78.9	78.8	77.7	77.5	76.1	-3.3	-1.3	-4.6
South West	75.2	74.7	72.5	72.6	72.6	71.0	-2.7	-1.6	-4.3
West Midlands	84.0	82.6	81.3	79.8	78.3	76.1	-5.7	-2.1	-7.8
North West	81.8	79.8	79.1	77.2	77.2	74.7	-4.5	-2.6	-7.1
Wales	78.5	78.0	76.1	75.5	73.6	69.8	-4.8	-3.8	-8.7
Scotland	80.5	78.9	79.2	78.4	77.0	75.3	-3.5	-1.8	-5.2
<b>Great Britain</b>	<b>81.0</b>	<b>78.9</b>	<b>78.3</b>	<b>77.3</b>	<b>76.7</b>	<b>74.7</b>	<b>-4.3</b>	<b>-2.0</b>	<b>-6.3</b>
<b>Female</b>									
North	41.1	43.6	46.3	45.6	46.3	45.6	5.2	-0.7	4.5
Yorkshire and Humberside	42.7	45.6	47.9	46.6	47.6	47.7	4.9	0.1	5.0
East Midlands	44.1	45.9	45.3	47.3	48.3	48.7	4.2	0.3	4.6
East Anglia	39.6	44.6	45.1	45.0	46.3	48.1	6.7	1.8	8.4
South East	46.2	47.4	48.4	48.0	48.6	49.1	2.4	0.5	2.9
South West	38.5	40.6	43.2	43.9	44.0	45.3	5.5	1.4	6.8
West Midlands	46.6	47.7	50.6	49.3	49.0	47.7	2.4	-1.3	1.1
North West	45.3	47.9	49.0	48.5	48.8	47.7	3.4	-1.0	2.4
Wales	36.7	39.9	42.7	41.8	42.1	41.8	5.4	-0.3	5.1
Scotland	43.6	45.8	48.6	49.7	47.5	47.7	3.9	0.2	4.1
<b>Great Britain</b>	<b>43.9</b>	<b>45.8</b>	<b>47.5</b>	<b>47.3</b>	<b>47.5</b>	<b>47.6</b>	<b>3.6</b>	<b>0.1</b>	<b>3.7</b>
<b>Male and female</b>									
North	60.0	60.9	62.2	60.9	61.0	59.2	1.0	-1.8	-0.8
Yorkshire and Humberside	60.8	61.5	62.6	61.4	61.4	60.4	0.7	-1.0	-0.3
East Midlands	62.2	62.3	61.7	62.7	62.7	61.8	0.5	-0.9	-0.4
East Anglia	57.7	59.6	60.1	59.6	60.1	60.1	2.4	0.1	2.4
South East	62.6	62.4	62.9	62.2	62.4	62.1	-0.2	-0.3	-0.5
South West	55.9	56.8	57.1	57.5	57.6	57.5	1.6	-0.1	1.6
West Midlands	64.8	64.7	65.5	64.2	63.2	61.5	-1.6	-1.7	-3.3
North West	62.4	63.0	63.2	62.1	62.3	60.5	-0.2	-1.7	-1.9
Wales	56.5	58.0	58.6	57.9	57.1	55.1	0.6	-2.0	-1.4
Scotland	60.9	61.3	63.0	63.3	61.5	60.8	0.6	-0.7	-0.1
<b>Great Britain</b>	<b>61.6</b>	<b>61.6</b>	<b>62.2</b>	<b>61.7</b>	<b>61.5</b>	<b>60.6</b>	<b>-0.1</b>	<b>-0.9</b>	<b>-1.0</b>

\* The proportion of the home population aged 16 and over who are in the civilian labour force at June of each year.



The range of male activity rates, standardised for age distribution, was much the same in 1983 as in 1971.

These are many factors underlying such regional variation. An important influence (particularly so during the last few years) may be the regional economic climate. For example, in all five of the regions (West Midlands, Yorks and Humberside, North West, North, Wales) which experienced an above average increase in male claimant unemployment over this period, male activity rates declined faster than in Great Britain as a whole.

Cultural differences between the regions may also affect, for example, the likelihood of a woman being economically active. It may be that the reduction in the variation in female activity rates reflects, in part, a narrowing of such cultural differences.

### Comparison with 1981-based projections

Projections of the regional labour force for the years to 1991, based on the 1981 Labour Force Survey, were published in the April issue of *Employment Gazette*<sup>2</sup>. These combined mid-1981 based population projections and projections of regional activity rates. These latter were in turn a combination; of 1981-based national activity rate projections<sup>3</sup> and projections of trends in regional activity

Table 4 Comparison of estimates with 1981-based projections

Region	Mid-1983 estimate of civilian labour force	1981-based projection	Difference (as percentage of 1981-based projection)
THOUSAND			
<b>Male</b>			
North	864	889	-2.8
Yorkshire and Humberside	1,373	1,400	-1.9
East Midlands	1,111	1,131	-1.8
East Anglia	536	545	-1.7
South East	4,938	4,978	-0.8
South West	1,193	1,207	-1.2
West Midlands	1,494	1,518	-1.6
North West	1,780	1,811	-1.7
Wales	734	767	-4.4
Scotland	1,433	1,456	-1.6
<b>Great Britain</b>	<b>15,454</b>	<b>15,701</b>	<b>-1.6</b>
<b>Female</b>			
North	577	580	-0.4
Yorkshire and Humberside	954	942	1.3
East Midlands	757	738	2.6
East Anglia	375	359	4.5
South East	3,470	3,391	2.3
South West	841	814	3.3
West Midlands	987	1,002	-1.5
North West	1,252	1,268	-1.3
Wales	482	483	-0.1
Scotland	1,009	1,006	0.2
<b>Great Britain</b>	<b>10,702</b>	<b>10,582</b>	<b>1.1</b>
<b>Male and female</b>			
North	1,442	1,469	-1.9
Yorkshire and Humberside	2,327	2,342	-0.6
East Midlands	1,868	1,869	-0.1
East Anglia	911	904	0.7
South East	8,408	8,369	0.5
South West	2,034	2,021	0.6
West Midlands	2,481	2,520	-1.5
North West	3,032	3,079	-1.5
Wales	1,216	1,250	-2.7
Scotland	2,442	2,462	-0.8
<b>Great Britain</b>	<b>26,156</b>	<b>26,283</b>	<b>-0.5</b>

rate *relativities* (the ratios of regional activity rates for each age/sex group to the corresponding national rates).

A comparison of the 1981 based projections for 1983 and the latest estimates is given in table 4. For men, the 1983-based estimates are lower than the projections in every region. The difference ranges from just under 1 per cent for the South East to nearly 4½ per cent for Wales. For women, the estimates are higher than the projections on average, but lower in four regions. The difference ranges from 1½ per cent below the projections (in the West Midlands) to 4½ per cent above (in East Anglia).

There are three factors contributing to these differences. Firstly, the national mid-1983 labour force was around ½ per cent lower than the 1981-based projection: this was the net effect of the male labour force being some 1½ per cent lower than projected, and the female labour force some 1 per cent higher. As a result, the regional estimates of the labour force will show similar differences, on average, from the projections.

There were also differences between the regional activity rate relativities and those projected. In the main, these occurred where actual changes were in the projected direction, but were much greater than expected. For example, it was projected that the overall male activity rate for Wales would fall by 0.2 percentage points more than the national rate between 1981 and 1983: the Labour Force Survey shows a fall of 1.8 points.

Finally, there were minor differences between the mid-1983 population estimates and the 1981-based projections used to calculate the labour force projections published in April. The effects of these differences are negligible.

Revised (1983-based) regional labour force projections will be published in 1985, following the publication of 1983-based national projections.

## Appendix 1 regional labour force—Definitions and measurement

### Definitions

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

In estimates of the labour force published before 1984 all students in full-time education were excluded even though some had part-time or temporary jobs or were looking for such jobs. The definition has now been changed to include those students who have or are looking for, jobs. (Students looking for a job for when their course is finished, and not available to start work, are however excluded.)

The term "activity rate" is used to describe the proportion of the population who are in the labour force.

### Measurement

Labour force estimates are derived principally from household survey and census data which allows a full breakdown of numbers by age and sex. Estimates for 1971 are based mainly on data from the Census of Population. Estimates for 1975, 1977, 1979, 1981 and 1983 incorporate survey estimates from the biennial Labour

Force Survey (a survey of private households) supplemented by data from the Census of Population on the economic activity of those not in private households. The Labour Force Survey is a reasonably large sample survey but for some age groups, particularly in the smaller regions, estimates of age specific activity rates are subject to a large degree of sampling error. For this reason, and for reasons of space, estimates of the regional civilian labour force and activity rates presented in tables 1 and 3 relate only to males and females aged 16 and over. Estimates by more detailed age groups can be obtained on request\*.

The regional labour force estimates for the years 1971 to 1981 presented here are slightly different from those published in the April 1984 article<sup>2</sup> for two reasons. Firstly, they have been made consistent with the revised regional population estimates<sup>4</sup>, which are now fully consistent with the national population estimates. Also, they are consistent with the slightly revised national figures published in August, which incorporated improved information on the economic activity of full-time students.

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\* From Statistics cs, Department of Employment, Room 345, Caxton House, Tothill Street, London SW1H 9NF.



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## SPECIAL FEATURE

### Patterns of pay: early results of the 1984 NES

The first results of the 1984 New Earnings Survey, the Department's latest annual survey of the structure of earnings each April, were published by HMSO in *New Earnings Survey 1984 Part A*, 'Streamlined analyses and key analyses by agreement', on October 11. Some of the features of the 1984 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, and covers 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. Information is obtained from employers on a one per cent sample of individual employees, although 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 1984 it was the pay period which included April 11, 1984. 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.

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 structure of earnings

Most of the analyses of the 1984 survey relate to full-time male and female employees on adult rates. They are thus on a slightly different basis from previous analyses which related to full-time men aged 21 and over and women aged 18 and over. The extent of this change on global averages can be assessed by comparing the figures for 1983 on both bases which are published in *Labour Market Data* table 5-6 (page S52). Overall average earnings levels for full-time males on adult rates are generally between one and two per cent lower than the corresponding figures for men aged 21 and over, whereas results for full-time females on adult rates are up to one per cent higher than for full-time women aged 18 and over.

This change facilitates the production of combined results relating to adult employees of both sexes on a consistent basis compatible with the separate figures for men and women. Such figures appear in this article and more

\* A similar survey for Northern Ireland is conducted by the Department for Economic Development 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 1984*, which is published in six parts. The parts are available at intervals of a few weeks from October 11, 1984 from Her Majesty's Stationery Office, price £8.10 each net. Subscription for the whole set of six, including postage £48. An order form is on page 445. A list of HMSO bookshops can be found on the contents page of this issue.

**Part A** (available mid-October 1984): streamlined analyses and key analyses by agreement.

**Part B** (available early November 1984): report, summary analyses and other analyses by agreement.

**Part C** (available late November 1984): earnings and hours for particular industries.

**Part D** (available mid-December 1984): earnings and hours for particular occupations.

**Part E** (available mid-January 1985): earnings and hours in regions, counties and age-groups.

**Part F** (available late January 1985): hours: earnings and hours of part-time women workers, and earnings of trainees.



**Table 1 Distribution of gross weekly earnings**  
Full-time employees on adult rates, whose pay was not affected by absence

April 1984

	Male			Female			Male and female		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
	£	£	£	£	£	£	£	£	£
10 per cent earned less than	94.1	109.4	99.0	62.0	74.5	70.7	81.4	83.9	82.8
25 per cent earned less than	115.2	143.3	124.0	72.7	89.4	84.6	103.5	108.5	106.2
50 per cent earned less than	143.3	188.8	160.6	88.6	113.5	106.8	134.3	152.6	142.3
25 per cent earned more than	178.8	247.4	209.6	108.1	149.6	139.1	170.7	207.7	190.3
10 per cent earned more than	220.7	325.2	275.4	131.0	185.2	177.7	213.0	279.5	251.7

**Table 2 Levels of pay and hours**

Full-time employees on adult rates, whose pay was not affected by absence

April 1984

	Male			Female			Male and female		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-	All
Average gross weekly earnings (£)	152.7	209.0	178.8	93.5	124.3	117.2	143.0	172.2	159.3
of which:									
overtime payments	20.9	7.4	14.7	4.1	1.8	2.3	18.2	4.9	10.8
incentive payments	12.8	7.1	10.1	9.1	1.6	3.3	12.1	4.7	8.0
shift etc premium payments	5.0	1.5	3.4	2.2	1.6	1.7	4.5	1.6	2.9
Average gross hourly earnings (p) including overtime pay and overtime hours	345.0	537.4	423.0	238.0	334.3	310.3	329.1	448.9	389.9
excluding overtime pay and overtime hours	336.1	536.4	421.4	235.1	333.1	309.1	319.9	446.5	386.7
Average total weekly hours of which overtime hours	44.3 5.1	38.5 1.4	41.7 3.5	39.4 1.3	36.5 0.4	37.2 0.6	43.5 4.5	37.6 1.0	40.3 2.6

**Table 3 Percentage increases in earnings, April 1983 to April 1984**

Full-time employees on adult rates, whose pay was not affected by absence

Complete samples

	Male			Female			Male and female		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Gross weekly earnings	7.9	8.9	8.5	6.1	7.1	7.0	7.8	8.2	8.1
Gross hourly earnings including overtime pay and overtime hours	6.9	8.4	7.7	5.9	6.7	6.7	6.9	7.8	7.4
excluding overtime pay and overtime hours	6.6	8.3	7.7	5.7	6.7	6.7	6.5	7.7	7.4

detailed results on this basis are published in Part B of the survey report.

Most analyses exclude those whose pay was 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. But the published report also contains some results relating to young people, part-time employees and full-time employees, including those whose pay was affected by absence. For example, some results relating to young people are given in the analysis of earnings by age in tables 10 and 11 of Part A. In addition information on earnings of apprentices and other trainees will be the subject of a future article in *Employment Gazette*.

Table 1 presents a summary distribution of the gross weekly earnings of full-time adult employees in April 1984.

About a quarter of all full-time adults earned less than £106 per week and about ten per cent less than £83 per week. In contrast, about ten per cent earned over £250 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 changes little from year to year, but has widened slightly since 1981.

Table 2 presents a summary of the average levels of pay and hours, distinguishing the principal components of pay (such as overtime). 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 14 per cent of average weekly earnings, slightly more than in April 1983. Incentive payments (including payments-by-results 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.

### The growth of earnings

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 1983 and 1984 surveys reflects the corresponding proportions of the 1982-83 and 1983-84 pay round settlements because of the lag between when settlements become operative and when they are paid.

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, and so on, 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 is given by the monthly average earnings index (figures from which up to August 1984 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 1983-84 pay round was about 7½ per cent, similar to that for the 1982-83 pay round. This is slightly lower than the annual change to April 1984 reflected in the New Earnings Survey, mainly because the growth in hours worked was higher in the year to April than in the year to July.

**Table 4 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	1978	73.9	1982	73.9
1975	72.1	1979	73.0	1983	74.2
1976	75.1	1980	73.5	1984	73.5
1977	75.5	1981	74.8		

### Men's and women's earnings

Table 4 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 fluctuated about a relatively stable position. 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. Part of the change in the percentage between 1983 and 1984 reflects changes in the timing of settlements; in particular there was no pay settlement for most National Health Service employees between the 1983 and 1984 surveys.

## New Earnings Survey, 1984

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## SPECIAL FEATURE



### Attitudes to new office technology

The introduction of new technology often raises questions of job security, training and career structure. It can also have an adverse effect on the employer-employee relationship and may not always achieve the improvements in efficiency that were originally expected. The results of an investigation into the employment effects of the introduction of new technology in one particular sphere—the office—are reported here; but its findings may well prove to be relevant to other spheres where new technology is being, or is about to be, introduced.

by  
**David Mattes**

Managers also need training in the use of new office equipment says Manpower Limited. Managers responsible for organising workloads and implementing systems often do not understand the capabilities of machines. The Xerox 620, pictured, above, includes a display that shows material being typed. It can include communications for office network operations.

In order to investigate current attitudes to emerging information technology among those office workers who will be most involved in using it, Manpower Ltd conducted a survey of the 3,000 British members of the Institute of Qualified Private Secretaries. It was interested not only in gauging the secretaries' own attitudes but also their perception of their employers' attitudes to technological innovation in the office.

Just under 500 replies were received to the questionnaire. Of these, only six per cent considered the implementation of new technology to be threatening as far as their own jobs were concerned; and more than three-quarters of the replies supported the view that new office technology would relieve the secretary from the more routine and repetitive elements of her\* job, allowing greater attention to be given to the more interesting and discretionary tasks.

However, more than four out of five said that secretaries would have to be better educated to cope with the constant changes in new technology. Whether this attitude was shared by their employers is doubtful, as 86.6 per cent of the secretaries thought that employers do not generally give sufficient attention to analysing secretarial jobs and

their specific requirements for secretarial assistance before recruitment.

The findings also indicated that managers tend to adopt an "ostrich" approach to new technology, assuming that their own jobs as managers would be less affected by it—and thus "safer"—than those of others, such as secretaries. On this aspect younger managers appeared to understand the implications of information technology on their own jobs and job security rather better than older, more traditional managers; as a consequence, these younger managers seemed readier to adapt and become more flexible.

Only 36.3 per cent of the secretaries were confident that their managers had the abilities to use new office technology to their company's and staff's best advantages; yet 90 per cent felt that generally most secretarial skills (including interpersonal and administrative skills) were under-utilised by their employers.

#### Insufficient forethought

Where new technology had been introduced, it often appeared to have been done without sufficient forethought, especially as regards its implications for industrial relations—three-quarters of the respondents to Manpower's questionnaire were of the opinion that generally employers do not apply sufficient care and regard for people when introducing new technology to the office, and more than half of them did not consider that information technology had improved and upgraded the secretarial role.

On the other hand, just over half the respondents did consider that information technology would improve secretaries' promotion prospects and about the same number felt that it would generally enable secretaries to become more involved with most or nearly all aspects of the manager's work. An even higher percentage envisaged that the secretary of the future would be working as a highly integrated member of a management team, familiar with new technology and communications equipment.

The gap between that vision and the position today would appear to be considerable, for 39.5 per cent of the secretaries work in an office in which they do not or cannot operate a word processor/microcomputer in the course of their work.

Manufacturers and employers, they feel, pay far too little attention to training people on new equipment. Manufacturers are said to be interested only in a quick sale, and employers—mainly through lack of knowledge—are accused of giving little thought to who will be using the equipment or for what exact purpose it will be needed.

#### Managers need training

Secretaries, as significant users, firmly believe they should be involved in the selection of equipment and also that time and adequate professional training ought to be given to everyone using it. Frequently, they say, one staff member is given short inadequate instruction on a new piece of equipment and is then relied upon to train other staff.

It was widely felt that people would be far readier to accept new technology, and adapt to it more quickly, if greater attention were given to training. This training should not be confined merely to the people operating the equipment but should also involve their managers. Often, it seems, managers who are responsible for organising the



Younger managers seem readier to adapt and become more flexible where new office technology is concerned, says the survey.

workload and implementing systems do not understand and cannot operate the new equipment. Such a situation can cause tension and problems with the staff operating the equipment as well as under-utilisation of the full capabilities of the new machine.

The divide between secretaries and managers, says Manpower, will be just as great if managers believe new technology means that the secretary can produce even greater amounts of the same repetitive work. Considerable potential and skills will be wasted, and promotion to management will be as difficult as ever to achieve.

● Copies of the survey report are available from Manpower Ltd, Manpower House, 270-272 High Street, Slough, Berkshire SL1 1LJ.

\* The word "her" (rather than "his or her") is used here because that was the form used in Manpower's questionnaire.



## Youth Training Scheme

□ This item reports on progress towards planned entrants to YTS in 1984/85. It also shows the number of young people in training at the end of August 1984, most of whom entered training in 1983/84.

YTS planned entrants were based on assumptions about:

- the number of 16 and 17-year-olds likely to enter the labour market in 1984;
- the proportion likely to find employment and the proportion who would be without work;
- the number of young people in employers' normal intake of school leavers who would be brought within YTS.

It has also been necessary to

make assumptions about the number of young people who would leave further education or employment part way through their first year and thus require the balance of a year's training on YTS.

Between the beginning of April and the end of August there were 159,714 entrants to YTS of whom 112,606 had entered Mode A schemes.

The Mode A entrants figure represents 70 per cent of the total number of entrants to training.

There were 292,048 young people in training at the end of August, an increase of 8,897 since the end of July. Of those in training, 214,003 (73 per cent) were on Mode A schemes.

Region	Planned entrants April 1984-March 1985	Entrants to training April 1984-August 1984	In training at Aug 31, 1984
Scotland	42,440	13,063	31,944
Northern North West	27,133	12,560	20,639
	59,208	27,784	45,752
Yorks & Humberside	40,268	17,457	29,864
Midlands	82,774	37,347	63,078
Wales	23,453	7,760	16,478
South West	31,192	12,217	22,111
South East	68,700	23,827	44,546
London	29,392	7,699	17,636
<b>Great Britain</b>	<b>404,560</b>	<b>159,714</b>	<b>292,048</b>

## Special exemption orders

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

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

During the quarter ended September 30, 1984 the Health and Safety Executive has granted or renewed special exemption orders relating to the employment of 41,842 women and 3,638 young persons. At the end of the period 163,958 women and 16,312 young persons were covered by 3,762 orders.

## Redundancies: advance notifications

□ The number 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 some 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 "Confirmed redundancies"—table 2.20

Labour Market Data.)

1984	
Apr	32,527
May	33,452
Jun	32,150
Jul	37,214
Aug	28,575
Sep	28,629

Notes: Section 100 of the Employment Protection Act 1975 requires employees to notify the Secretary of State of impending redundancies involving ten or more employees within certain time limits. A more detailed description of statutory notification figures is given in an article on page 245 in the June 1983 issue of *Employment Gazette*.

## Disabled jobseekers

□ Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. Those eligible to register are 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.

The tables below relate to both registered disabled people and to those people who, although eligible, choose not to register. At April 16, 1984, the latest date for which figures are available, the number of people registered under the Acts was 420,475.

On October 18, 1982, the compulsory requirement to register for employment as a condition for the receipt of unemployment benefit was removed for people aged 18 years and over. The figures below relate to those disabled people who have chosen to register for employment at MSC Jobcentres including those seeking a change of job.

Every quarter (May, August, November and February) *Employment Gazette* will provide updated information about disabled registrants at both MSC Jobcentres and local authority careers offices, and more detailed information about their placings into employment.

### Returns of disabled jobseekers—Jobcentres (September 1984)\*

Registered for employment at September 7, 1984	85,914
Employment registrations taken from August 3, 1984 to September 7, 1984	7,559
Placed into employment by Jobcentre advisory service August 3, 1984 to September 7, 1984	3,639

\* These numbers do not include placings through displayed vacancies or onto Community Programme.

### Disabled jobseekers and unemployed disabled people—Jobcentres and local authority careers offices (quarterly)

Great Britain	Disabled people			
	Suitable for ordinary employment	Unlikely to obtain employment except under sheltered conditions	Thousand	
	Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled
1983 June	71.1	116.7	7.9	4.9
of whom unemployed	62.6	100.5	7.0	4.1
Sep	64.6	105.7	7.5	4.7
of whom unemployed	56.7	91.0	6.6	3.9
Dec	56.8	90.7	6.7	3.8
of whom unemployed	49.7	76.5	5.9	3.2
1984 Mar	42.4	67.2	5.7	3.0
of whom unemployed	37.4	55.8	5.1	2.5
June	38.0	61.3	5.4	3.3
of whom unemployed	33.5	51.2	4.9	2.8

## Redundancy fund

□ During the period April 1 to June 30 (inclusive) 103,409 employees (including Government Staff) received Statutory redundancy payments amounting to £156.4 million. Of this amount £83.6 million (nett of rebate) was paid by employers and the balance of £72.8 million was paid from the Redundancy Fund. The Fund is financed

by contributions from employers and employees. Analysis of the figures for all payments made during the quarter shows that industries in which the highest redundancies were recorded (figures to the nearest 100) are Mechanical Engineering (9,100), Construction (10,400) and Distributive Trades (11,400).

## Revised travel-to-work areas

□ The Supplement to the September issue of *Employment Gazette* (Occasional Supplement No 3) included definitions of revised travel-to-work areas (Appendix 4). Among these there were a few errors, affecting five travel-to-work areas; these are printed correctly below:

Canterbury District	Canterbury
Carlisle District Part district	Carlisle. Allerdale: Wards—Boltons, Marsh, Silloth, Wampool, Warnell, Waver, Wigton.
Leek Part district	Staffordshire Moorland: Wards—Cheddleton, Horton, Leeksmith, Leek North East, Leek North West, Leek South East, Leek South West, Warslow
Swansea District Part districts	Swansea. Dinefwr: Ward nos 7, 22, 23, 24. Brecknock: Ward nos 29, 30, 31, 32, 33. Lliw Valley: Ward nos 1, 2, 3, 4, 5, 6, 7, 8.
Neath and Port Talbot Districts	Afan Neath

## Career guides

□ The series of *Working in . . .* booklets published by the Careers and Occupational Information Centre (part of the Manpower Services Commission) has recently been expanded to include four new titles. These cover journalism, engineering crafts, hospitals and community care. They bring the number of titles in the series to 44. Each of these illustrated 16-page booklets is available for 99p plus 25p postage from the MSC, c/o Papworth Industries, Papworth Everard, Cambridge CB3 5SRG. Orders for more than £10 are

obtainable by invoice from COIC, MSC, Moorfoot, Sheffield S1 4PQ.

## Data protection

□ An explanation of the Data Protection Act 1984 and its implications for employers has been published by Incomes Data Services Ltd in the form of a 30-page booklet in its series of employment law supplements. The emphasis throughout is on the practical problems that may arise in applying what can be a highly technical legislative measure. It

includes sections on rights of access to data, remedies for data subjects, exemptions and an operating timetable for the various provisions of the Act. It is obtainable from IDS subscriptions department, 140 Great Portland Street, London W1N 5TA.

## Benefit claims

□ Mr Alan Clark, Parliamentary Under Secretary of State for Employment, has decided to change the procedures in Unemployment Benefit Offices so as to prevent the continued abuse of the system by students from EC countries who come here on holiday and are not genuinely looking for work.

The proposed procedures will mean that where a claimant is suspected of falling into this category he or she will be interviewed by a senior member of the staff with the aim of ensuring both that the claimant is genuinely available for work, rather than just on holiday, and that real attempts have been made to find it. Such claimants will also be warned about the possible consequences of persisting with their claims.

Under an EC Council Declaration (No 1451) made in 1968 EC nationals may be asked to leave the country if they become a charge on public funds. Mr Clark proposes that the content of this Declaration should be brought to their attention and action taken in those cases that warrant it.

## Headache tablets

□ Following the article on headache tablet dispensing on p340 of the August issue of *Employment Gazette*, a spokesman for the Health and Safety Executive has pointed out that the situation whereby it is stated that no-one other than a qualified occupational nurse or doctor is authorised to issue analgesic tablets should have been qualified to include the issue of such tablets by a first aider working under the supervision and carrying out orders laid down by the nurse or doctor responsible (who must be working for that organisation's occupational health department).

## Employer's concern

The supply of medicines to employees where there is no access to medical or nursing advice is the concern of the employer, who may make arrangements that comply with the Medicines Act 1968 and its subsequent Orders. It is not part of a first aider's duties to dispense medicines unless he or she has received the special training described above.

Any employer or employee who wishes to have further advice on first aid organisation or the Health and Safety (First Aid) Regulations 1981, should contact their local Employment Nursing Adviser, whose telephone number is in every telephone book under Health and Safety Executive.

## The Family Expenditure Survey 1982

*The Family Expenditure Survey* provides a wealth of information about private households and how they spend their money. The survey, which is based on a representative sample of private households in the United Kingdom, has been in continuous operation since 1957, and represents a unique and reliable source of household data, providing a perspective of the changes and developments in household circumstances and characteristics over the past two and a half decades. The survey provides an invaluable supply of economic and social data of interest not only to central government but to local authorities, employers, trade unions and research workers in universities and independent research workers.

ISBN 0 11 361242 7 £14.00

## ORDER FORM for *The Family Expenditure Survey 1982*

To HM Stationery Office:

PO Box 276,  
London SW8 5DT  
13a Castle Street,  
Edinburgh EH2 3AR  
Southey House, Wine Street,  
Bristol BS1 2BQ

39 Brazennose Street,  
Manchester M60 8AS  
80 Chichester Street,  
Belfast BT1 4JY  
258 Broad Street,  
Birmingham B1 2HE

Enclosed please find £\_\_\_\_\_ for \_\_\_\_\_ copies of *The Family Expenditure Survey 1982* at £14.00 each (includes postage and packing).

The copies should be sent to:

Name \_\_\_\_\_

Address \_\_\_\_\_

Copies are also available to callers and from booksellers





## Labour relations

□ During the year to March 31, 1984, the Labour Relations Agency's conciliation service dealt with 154 disputes, 17 fewer than the previous year. In 109 instances the approach was by a trade union, in 14 by an employer and in ten the involvement was the result of an initiative by the agency itself; the remaining 21 cases followed a joint approach by trade unions and employers. In 109 of these cases (71 per cent) industrial action was avoided.

The Agency also had 1,213 individual applications to an industrial tribunal referred to it—a statutory requirement under the Industrial Relations (Northern Ireland) Order 1976. These references represented a seven per cent decrease over the previous year. Seventy-nine per cent of the cases it dealt with were settled or withdrawn and the remaining 31 per cent were passed to a tribunal for hearing.

During the year the Agency made the necessary arrangements to submit 11 references to arbitration and one reference to mediation. This compares with 16 references to arbitration and none to mediation during the previous 12-month period. The subjects of the disputes during 1983-4 that required resolution by arbitration or mediation included grading, pay, discipline and dismissal and interpretation of agreements.

## Engineering investment aid

□ The Small Engineering Firms Investment Scheme (SEFIS 1), designed to stimulate investment by small engineering firms in certain types of advanced capital equipment, has clearly met this objective, according to a report published last month.

Prepared for the Department of Trade and Industry by Research Associates in consortium with Imbucon Management Consultants, the report examines in detail how the scheme was used, the type of machinery purchased and its effects in financial and production terms.

Based on a programme of extended personal interviews with firms with SEFIS 1 grants the report found that 1,279 new jobs will have been created and 1,520 saved among SEFIS 1 users, and that their annual output will have risen by £77 million, their exports by £1.4 million and their profits by £5 million (or £4,600 per user). Also £75 million will have been invested in high

technology equipment by SEFIS 1 users.

However, in considering the net impact on the economy as a whole, the report points out that much of the investment and associated activity would have taken place anyway, and would have been gained at the expense of UK competitors. But, among the other factors which will have a positive effect over a long-term perspective, it identifies the "knock-on" effect among engineering firms without grants needing to invest in advanced capital equipment in order to remain competitive. The report also points out that the improved efficiency of SEFIS 1 users will result in more competitive prices which will be passed on to UK customers.

The report, price £15, is available from Research Associates, the Radfords, Stone, Staffordshire ST15 8DJ.

## Closed shop ballots

□ To coincide with the introduction of the provisions for closed shop ballots under the Trade Union Act 1984, the Institute of Personnel Management has produced a guide to this complex and often controversial sector of industrial relations. Intended as a practical handbook, it strives to avoid the political arguments for and against the closed shop and concentrates instead on matters such as whether an organisation should hold a ballot, the consequences of not balloting and the possible problems which may arise during and after any ballot.

There is also a short section dealing with some of the initiatives in this area taken by some employers up to mid-July 1984.

The dilemmas facing both employers and trade unions as well as the preparatory arrangements each may consider taking. Finally the booklet contains examples of union membership agreements from different industrial sectors and a model company policy statement on union membership agreements from November 1984.

*Practical guide on closed shop ballots*, price £3.60 (IPM members), £4.50 (non-members) plus 35p postage in each case, is available from the IPM, IPM House, Wimbledon, London SW19 4UW. ISBN 0 85292 3449.

## Safety first

□ A booklet from the Health and Safety Executive aimed at young people starting work for the first time aims to bring home to them the

need to think about occupational health and safety from the moment they walk onto the shopfloor, into the office or any other new work environment.

"The first few months of a new job are a vulnerable time for accidents," claims Mr John Rimington, HSE director-general.

## Illustrations

The booklet does not replace safety rules and safety training or deal with legal requirements but it covers subjects from simple good housekeeping tidiness and hygiene to the hazards arising from the misuse of toxic chemicals or electricity. It also discusses, with the aid of cartoon-style illustrations, some of the more common causes of accidents and how they can be prevented.

It is available free from all HSE area offices and the Manpower Services Commission will be arranging for it to be given by scheme providers to trainees entering the Youth Training Scheme.

Copies of the booklet *Mind how you go* can also be obtained from the Health and Safety Executive, Room 414, St Hugh's House, Stanley Precinct, Bootle, Merseyside, L20 3QY; or from the HSE Library and Information Service at Red Hill, Sheffield, S3 7HQ or at Baynards House, 1 Chepstow Place, Westbourne Grove, London W2 4TF.

## Redundant managers

□ A publication aimed at removing the sting from redundancy has been produced by the British Institute of Management.

Entitled *Guidelines for the redundant manager*, it gives the manager facing redundancy a step-by-step guide to his or her rights and how to start looking for another position.

Areas covered in detail include the legal position, redundancy payments, state benefits and professional help and training in starting afresh.

*Guidelines for the redundant manager*, price £4.95 (BIM members) and £6.25 (non-members) post paid, and is available from Professional Publishing Ltd, Alhambra House, 27/31 Charing Cross Road, London WC2H 0AU.

## Tourism survey

□ A questionnaire is being sent out by the Northumbria Tourist Board, backed by the Manpower Services Commission, to more than 1,000 owners of small hotels and guest houses throughout the region. It is

aimed at identifying training needs in the hotel and catering industry which could boost tourism and increase profits.

The survey is being paid for by the MSC and the Department of Education and Science under the auspices of a Local Collaborative Project. It forms part of the Government's strategy for improving adult training arrangements.

From its results the tourist board will be able to look at the problems affecting coastal resorts as opposed to hotels and guest houses inland, how they go about marketing, catering, book-keeping and a whole host of issues all of which could contribute to the success of a business.

## NHS recruitment

□ Plans have been announced to halve the cost of recruiting staff to the health service: £4 million a year will be saved and will become available for direct patient care. The savings will be achieved by cutting out waste through using smaller advertisements, at specially negotiated rates.

According to a NHS Rayner Scrutiny, published earlier this year, health authorities have been wasting money by taking out large, costly advertisements in national journals just to recruit each other's staff.

The report put forward a range of options and concluded that the biggest savings could be made by setting up a jobs register for the health service but this approach, it was felt, would have damaged a number of professional journals which have an important part to play in keeping doctors, nurses and other professional groups well informed.

## Discussions

Following discussions held with all concerned, the Secretary of State for Social Services, Mr Norman Fowler, decided that it ought to be possible to save up to half the money now spent without following this course.

Instead, agreement in principle has been reached with the publishers that they will accept NHS advertisements at specially negotiated rates. At the same time, authorities will be required to cut out waste by reducing the size of advertisements, and by reducing the use of agencies and making better use of Jobcentres.

The new arrangements are expected to be introduced before the end of the year, following further detailed negotiations with publishers and the issue of guidance to health authorities.

## Dangerous jobs

□ Many workers—police, coastguards, prison officers, rescue teams and firemen among them—are employed to take risks in order to protect themselves or to rescue others.

In a special study, just published, the Health and Safety Executive has looked at the relationship between the requirements of the Health and Safety at Work Act and training for hazardous occupations such as these.

"Experience suggests," says the document, "that those who undertake these tasks on society's behalf accept that they may be exposed to risk to their personal safety while they are performing them and that at an incident they will accept these risks to themselves for the benefit of the victims of the incident or the public at large." It points, out, however, that in training activities the risks and benefits are less easy to balance.

## Example

Using the fire service as an example, it explains that "in order to improve the safety of the fireman in the hazardous surroundings of the fireground, it is necessary deliberately to expose him to risk on the training ground where, if one wished, something approaching absolute safety could be achieved."

The report stresses that, provided training is given under the proper supervision and that trainees are made aware of the risks to which they might be exposed on the training ground then, given that such training makes the eventual operation of the actual hazardous task more safe, the Health and Safety at Work Act is not breached.

"The 1974 (HSW) Act", it continues, "imposes a heavy training duty on those who employ workers to deal with emergencies but at the same time this very duty should be an incentive for those concerned to provide the necessary funds and time for training and to devote to it the analysis necessary to ensure that the problems are resolved."

"It cannot be emphasised too strongly," concludes the Executive, "that what is proposed in this paper is not the removal of safeguards provided by the 1974 Act from firemen or any other workers but the recognition that differing safeguards may be appropriate for them. If these safeguards continue to be applied, then the safety of employees undertaking training will be maintained."

*Training for hazardous occupations*, price £1.80 is available from HM Stationery Office or book-sellers. ISBN 0 11 883770 2.

## Technological change

□ In January 1984 *Employment Gazette* published an article by Sheila Rothwell of Henley Management College entitled "Supervisors and new technology". The full report on which that article was based has now been published by the Manpower Services Commission as *Technological change, company personnel policies and skill deployment* by Sheila Rothwell and David Davidson. It is available free from Room E821, Distribution Unit, MSC, Moorfoot, Sheffield.

## Training exhibition

□ The annual training exhibition of the British Association for Commercial and Industrial Education is to be held at the London West Hotel, Lillie Road, London SW6 on November 14-15.

Last year's event attracted some 1,200 trainers, managers and educationalists over the two days.

Comprising a wide range of training services and products, including training programmes, consultancy services, games, packages and course facilities, there will also be a continuous programme of new training films and a special book-stand displaying titles from leading publishers in the training field.

Anyone interested in obtaining a complimentary visitor's pass should contact BACIE, 16 Park Crescent, London W1N 4AP; telephone 01-636 5351.

## Employing redundant apprentices

□ Grants of up to £2,250 are being made available to employers who take on redundant apprentices for the remainder of their apprenticeships/training periods.

The Construction Industry Training Board has signed a contract with the Manpower Services Commission to pay the following grants on behalf of the MSC.

- (1) On a two-year apprenticeship, £750 will be paid if the apprentice is made redundant in the first or second year of apprenticeship.
- (2) On a three-year apprenticeship, £1,500 will be paid if the apprentice is made redundant in the first or second year of apprenticeship, and £750 if in the third year of apprenticeship.

- (3) On a four-year apprenticeship, £2,250 will be paid if the apprentice is made redundant in the first or second year of apprenticeship, £1,500 in the third year of apprenticeship and £750 in the fourth year of apprenticeship.

To qualify for grants, certain conditions have to be satisfied:

- Apprentices must have already completed more than nine months of a recognised apprenticeship.
- They must be adopted within six months of having been made redundant.
- They must have more than six months of the apprenticeship still to serve.

Grants will be available to employers whether or not in scope to the CITB (but not local authorities or the other public sector employers) who adopt a redundant apprentice before March 31, 1985. Full details of conditions should be obtained from local CITB offices.

## Agreements

□ Recognition of trade unions, sickness procedure and agreement on the use of technology are among the model procedural agreements contained in a booklet published by The Industrial Society in an attempt to draw together some of the best types of company practice. The information it contains has been gleaned from the society's 15,000 member companies and trade unions, and the booklet has been written by the IS's associate director of industrial relations, Mr Ray Edwards, formerly assistant general secretary of APEX.

It covers delicate areas such as legal enforceability and union representatives' credentials as well as more routine industrial topics such as job evaluation and appeals procedures.

*Model procedural agreements*, price £3.50, is available from the publications department of The Industrial Society, 3 Carlton House Terrace, London SW1Y 5DG.

## Women managers

□ Following the success this year of a special management development course for women, Aston Management Centre intends to run a

similar course during January-March 1985. The course is designed to give participants the key skills and knowledge needed for running a small business or working as a manager in a larger organisation. Aston Management Centre also hopes to introduce short courses for women in employment on topics such as decision-making, planning, team-building and negotiating skills.

Last year's course was attended by 19 women. After the 12-week main section there was a six-month bridging period during which students could contact any of the four tutors and use their time for up to half a day per week; about half the students made use of this facility.

## Open learning video

□ A new video that promotes the use of open learning has been made by the Manpower Services Commission for free loan to interested organisations.

The 15-minute film tackles the subject by showing how the MSC's Open Tech programme is helping people in occupations as different as offshore oil and catering to update their skills without disrupting their work.

It shows the delivery systems and support services available to teams developing training materials and uses case studies and interviews to show that open learning is a cost effective and flexible solution to many training problems.

It also points to the need for a collaborative approach between industry and education to help to widen the use of open learning materials.

The new film *Open learning—a way forward* is the second video from the MSC's Open Tech Unit, following *Open for training*, which was seen by an estimated 12,000 people.

To borrow a copy of the new film, telephone Open Tech on Sheffield (0742) 703930.

## Equal pay

□ A guide for union negotiators covering the latest legislation on pay equality for work of equal value has been produced by the Trades Union Congress. It contains sample comparisons of people of different sexes performing different jobs which may be considered to be of equal value; and it urges female employees to challenge pay structures that appear to be unfair.

*Equal pay for work of equal value; a TUC guide for union negotiators*, price 15p, is available from the TUC, Congress House, Great Russell Street, London WC1B 3LS.



# CASE STUDY

## Involvement helps Hampshire company beat-the-clock

*Mike Peters visits a small company that has found employee participation is hard work. But, with a tight schedule to keep in a highly seasonal market, involving the workforce as a whole, brought success to Vessa Limited.*

Given just 12 months to launch two new battery powered "pavement vehicles" to meet the growing demand for personal mobility from those with walking problems the small Hampshire company of Vessa Limited has beaten the time barrier using employee involvement techniques for the first time.

The 500 strong workforce of the Alton based firm, established in the 1940s, and with a reputation for quality in the production of artificial limbs, manual and powered wheelchairs, has been constantly involved from early design, through production and testing to the release of a microcar and scooter onto a highly seasonal market.

### Workforce involved

Said Mr Dennis Pritchard, the managing director: "Our workforce relationships have been good and we normally pass information through meetings of the works committee. But with the element of speed involved in the programme we had to involve the workforce throughout the year."

It was early in 1983, said marketing director, Mr David Boxen when the board made the strategic decision to enter the powered mobility market. Vessa as a leading company in the indoor/outdoor sector of the wheelchair market had assessed the increasing demand for personal mobility from those with walking problems and had to break into and lead the market.

"Vessa's business has always been about providing solutions to mobility problems and until then we had concentrated on assisting the more seriously handicapped. The introduction of the two new products was simply utilising our skills to extend the concepts of personal mobility to a potentially much wider audience."

The competition was examined and a brief put to the marketing and

research teams at Alton. In depth interviews with the owners of cars and scooters, and profiles of the main user types and their likes and dislikes were quickly brought together. They were not statistically valid, said Mr Boxen but they revealed the issues at stake. With this Vessa could come up with a tight marketing specification for the technical departments to produce models including all the critical points and as many of those described as essential as possible.

"Views were sought from the social services, nursing professions and many prospective users on the whole area of personal mobility and Vessa subsequently concluded that people were not entirely satisfied with the

(continued) ▶



## → CASE STUDY

solutions then available," he added.

Vessa's plans for two new vehicles had to avoid visual clumsiness, their research emphasised. Many people interviewed warned on the avoidance of the "noddy car" impression. So modern styling was essential and in many respects as important as ease of operation and performance. Battery powered products marketed in Europe and the USA provided plenty of answers but they also indicated some important social trends. These included the fact that many people with varying levels of walking difficulty were no longer prepared to accept increasing confinement in the home. They retained a powerful drive to get out and about and participate fully in the life of the community. However, as the problems of these people were often not serious enough for them to regard themselves as disabled they wanted

forms of transport which played down any suggestion of impairment and disability.

### Close liaison

At this stage Mr Doug Temple, Vessa's technical director, liaised closely with industrial designers and began the process of consultation and involvement of the Alton workforce. Employees are often cynical about outside consultants, he said. There was a need to establish with them the requirement for experts to be involved in the project and this was put to the workforce along with the suggestion that they too would be participating at all stages. There was a need to confirm to the workforce that Vessa were not going outside their traditional business to any detrimental effect.

Such new ideas could have led to expressions of concern from the shopfloor but they were given details of what was wanted, the marketing requirement and an

emphasis placed on the urgency to match the very seasonal nature of the business. The methods to be employed were meetings of staff throughout the project. Advertising, marketing, design and production were all to be put under the scrutiny of small groups, cross-sectioned from throughout the factory. With these meetings management was also recording and minuting in detail what had to be done to remain on schedule.

"It was not a question of deciding what any individual had to do but of what jobs had to be done and by what time. Deadlines were important because it was necessary at sometime to take the decision to

(continued) ▶





## → CASE STUDY

freeze the designs of the products, said Mr Boxen.

There were two distinct phases in motivating the workforce," said Mr Temple. "The tool room had to be involved right at the start. There was a great deal of work needed on top of the factory's existing programme. Several hundred new tools and jigs were wanted and Vessa did not want to sub contract. It was not that sub-contractors could not do it but they did not know or understand how Vessa worked and time was too short.

### Tremendous support

The support from the tool room was tremendous, said Mr Temple. The response was excellent for they too realised that sub-contractors could not fully understand the Vessa processes or the production quirks at Alton. Tool room people worked a lot of overtime and long hours were put in to clear any backlogs and keep production going. This was understood by all and the problems of overtime recognised. Such working places demands on families and can lead to tiredness which is not desirable, he said.

Stage two of the involvement exercise brought groups of about 14 people together representing the whole workforce. The groups were drawn from shop floor, union, offices, sales, development and marketing and the products were presented "warts and all". First of all the three wheeled scooter was put forward and then the micro-car. There were eight presentations in all and these produced 90 different comments from the groups. Many were duplicated but the overall result was the acceptance of about 40 per cent of suggestions from the workforce. These included the rounding of bolts and sharp corners through to structural difficulties that could be faced on the production lines. The quality of feed back was very good, said Mr Temple.

It was noticeable that the second round of meetings was more voluble, said Mr Temple. "As the workforce realised what we were doing

and aiming at—and that their criticisms of colleagues' work was seen to be constructive, more became involved and the debates expanded."

"We gained a lot from these meetings. But as time went on and deadlines became sharper they had to stop. This did not stop suggestions continuing from around the factory. As management walked the factory it was not unusual to be stopped and an idea put forward verbally from people who often would not want to express their thoughts in writing," said Mr Temple.

Vessa gained a lot from this involvement, said Mr Temple. "We would have liked to have gone back for more de-briefings but it was not always possible. But most of all we gained employee commitment to the new products as people saw that the company was changing to a new market. Reservations were expressed about investment away from the company's traditional markets but these fears were allayed through the discussion groups.

"Comments from such groups can be very revealing and particularly difficult for design staff. A suggestion that a small change in the angle of lights on the front of the micro car was put forward and the re-model done in clay. The group was right and the change incorporated into the production model," said Mr Temple.

### Rapport

The directors of Vessa are almost all men who have been through the shop floor and they have a rapport with their work force, said Mr Temple. This and the good will of the unions who co-operated throughout also earned the success of the new products. Because of the tight schedules it was necessary for the unions to agree to some work being sub-contracted which could have been done at Alton. It was explained in detail that the work could come back to the factory. It has, and the rapport between management and unions has been maintained. "I believe that people should be treated responsibly and they will show responsibility," said Mr Temple. "This exercise in co-operation could not be described as a bed of roses. It was hard work but most of all it has been a success."

Vessa has a 40 year history of serving this market place says Mr Dennis Pritchard. Both products are in tune with the 80s and the company is optimistic about sales of micro cars and scooters in the next few years. Total UK sales during 1984 of all powered mobility aids will exceed £7 million for the first time. Vessa intends to obtain a substantial share of this expanding market, he says.

Vessa, says Mr Pritchard, sees itself as about people and not merely machines. While its products in the 1980s will help more adults and children break out of the immobility trap the company has opened its own future with a hard earned, but totally successful, enterprise in allowing the workforce to make a contribution. ■



# DE Research papers

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

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

## New titles

July - December 1984

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

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

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

### **Worker directors in private industry in Britain**

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

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

### **Young women in atypical jobs**

Dr G Breakwell, Nuffield College, Oxford

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

### **Part-time employment and sex discrimination legislation in Great Britain**

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

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

Discrimination Acts have brought to part-time employment.

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

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

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

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

Dr S Dex, University of Keele

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

### **Unemployed women : A study of attitudes and experiences**

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

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

### **Women and payment structures**

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

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

### **Research 1983-84**

Department of Employment annual report of research.