

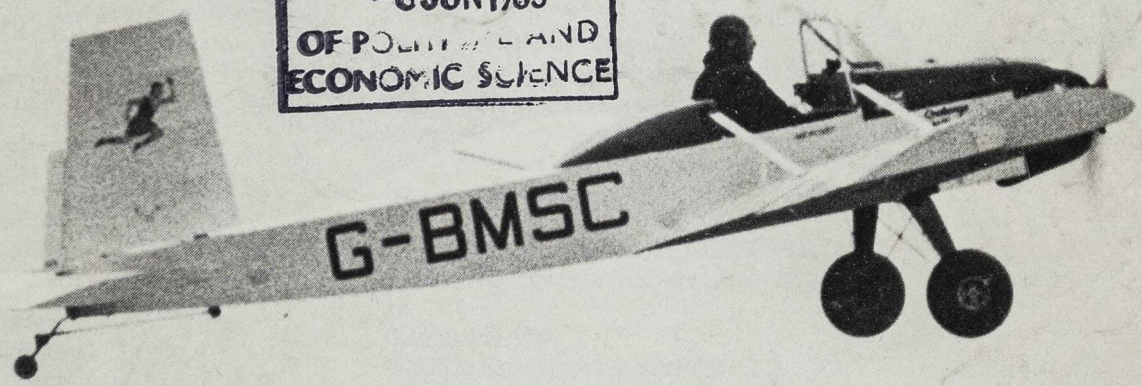
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Department of Employment

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Contents

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Cover picture

A two seater aircraft took off at Sunderland airport last month with the hopes and dreams of 12 unemployed youngsters who helped to build it on a Youth Opportunities scheme. Story page 181.

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

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

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

Employment legislation

A series of leaflets giving guidance on current employment legislation.

1 Written statement of main terms and conditions of employment	PL700
2 Procedure for handling redundancies	PL706
3 Employee's rights on insolvency of employer	PL619(rev)
4 Employment rights for the expectant mother	PL710
5 Suspension on medical grounds under health and safety regulations	PL705
6 Facing redundancy? Time off for job hunting or to arrange training	PL703
7 Union membership rights and the closed shop	PL708
8 Itemized pay statement	PL704
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10 Employment rights on the transfer of an undertaking	PL699
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Fair and unfair dismissal—a guide for employers	PL714
Individual rights of employees—a guide for employers	PL716
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Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians	OW5(1981)
Employment in the United Kingdom	
A guide for workers from non-EC countries	OW17(1980)
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Are you entitled to a minimum wage and paid holidays?	
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Statutory minimum wages and holidays with pay	
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Other wages legislation

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

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Describes the help available to employers from the Careers Service	PL690
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Summaries of case study reports produced as a result of monitoring change programmes in twelve British organisations	PL688

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

Equal pay

Equal Pay	
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Equal pay for women—what you should know about it	
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EMPLOYMENT BRIEF

Centres will meet scheme's new training needs

MSC concern over staff's role and ability

The Manpower Services Commission is setting-up 55 training centres as part of its work developing the content and standard of the new Youth Training Scheme.

The centres are integral to the development and success of the Youth Training Scheme which begins this year for school leavers.

Although YTS is partially built on the experience of MSC's Youth Opportunities Programme, many of its concepts are new, requiring methods of teaching and assessment which are also new to many of those who will be involved in the scheme.

A major MSC concern therefore is to see that sufficient attention is given to the role, competence and training of supervisors, line managers, instructors, further education staff and other education and youth service tutors, concerned with YTS.

These adult staff will total many thousands, and will come from employers, sponsors, managing agents, colleges, local authorities, voluntary organisations and others directly concerned with young people in YTS.

Trainers from all these bodies will attend the accredited training centres for courses, seminars and workshops, to reach the standard MSC require for trainers in YTS.

Some of the direct needs of trainers to be met by the accredited centres include—

learning to assess trainee needs and tailoring the content of training to the needs of the young people. Also understanding the concepts of YTS and how they apply to the different occupational training families, plus supervision and counselling skills.

In addition to those who directly train and supervise young people, the MSC is aware of the needs of sponsors and managing agents who will plan and manage YTS programmes.

Experience

These needs will also be met by the centres. They include programme design, knowledge of further education and industry training, assessment and test methods, the design of schemes and the management and integration of training and work experience.

MSC is making funds available to establish the accredited training centres and to cover the salary of a staff training co-ordinator at each. In addition funds will be available to cover the courses arranged. The initial sum will vary, and will only be made available for activities connected with YTS.

Programme is on target

There are now 1,000 projects running under the Community Programme—launched last year to help people who have been out of work for some time to get a job—with half the approved places now filled.

According to figures released by the Manpower Services Commission, there are some 80,000 places already approved under the Programme and 39,000 are filled.

In addition, there are a further 85,000 places currently "in the pipeline" giving a total of 165,000. If the trend continues, as forecasts suggest, the Programme will reach its target of 130,000 filled places by the autumn.

The thousandth project is sponsored by the Caldmore Area Housing Association in Walsall in the West Midlands and involves 35 people who have started a neighbourhood care plan to provide help for the elderly in the area.

The aim is to visit some 10,000 people to assess their needs and provide help either themselves or in conjunction with professional welfare services. For example, they may do shopping for old people and help them in their homes.

Later, it is hoped to extend the project to include a further 27,000 people in the town, complementing the service already undertaken by the social services and the area's Guild for Voluntary Service.

EC hands over cash for projects in UK

Contributions of £6.4 million from the European Regional Development Fund (ERDF) towards the cost of projects in the United Kingdom were recently announced by the European Commission.

This brings the total fund contribution to UK projects since the inception of the fund in 1975 to £1,012 million.

The £6.4 million is the first 1983 allocation from the fund; it relates to five industrial and 17 infrastructure projects located in the UK Assisted Areas.



New methods of teaching and assessment will be needed at training centres, like the one above which makes a variety of material products for sale—including cuddly toys!

Jobcentres place 1.5 million in work in 1982

New technology and a shake-out of weak management practices is producing a radical transformation of the country's employment scene, according to Mr David Young, chairman of the Manpower Services Commission. He told the Northumbria branch of the British Institute of Management recently that as a result the market in employment was very active.

"Last year the Jobcentre network placed over 1,500,000 jobs in the country as a whole," said Mr Young.

"The msc has only about a quarter of the job-placing market, which suggests that, in 1982, well over 6,000,000 jobs were filled in the UK".

While agreeing that, at the same time, jobs had been "lost", Mr Young said: "For the majority, unemployment is more a matter of days, weeks or months between jobs. When we read that unemployment figures rise, what it really means is that the time between jobs lengthens and, when it starts to fall, as I hope that it will before too long, then that time will shorten.

"I said for the majority, but there is an important minority, nearly one third, the long-term unemployed. These are people who have been unemployed for at least a year, and here the problem is more serious. We know that the longer that someone has been out of a job, the harder it is for them to get back into work, for very understandable reasons."

Target

Mr Young said the msc's Community Programme, launched last October to help the long-term unemployed, was going well and was on course.

He was confident that they would meet the national target of 130,000 filled places by the end of September.

Also meeting its numbers targets was the msc's Youth Training Scheme for school-leavers.

Over 300,000 YTS places had been identified to date, although not all had yet been buttoned up, said Mr Young. Additionally, 15,000 potential sponsors and managing agents had responded to the msc's advertising campaign.

YTS could only be part of the answer. msc's complementary scheme for technical and vocational education for 14 to 18-year-olds—TVEI—was enormously important in its implications.

"We wish to give our youngsters a good grounding in computer sciences, in business, and in the craft trades, and we want them to leave the scheme with BEC, TEC and City and Guilds qualifications, as well as some of the usual CSES and o-levels."

Tidy opening for Jobsearch '83

Jobsearch '83 exhibition, a prelude to a campaign for jobs for teenagers, got off to a graphic start in Liverpool.

Cartoonist Bill Tidy opened the exhibition in the Bluecoat Chambers in front of an audience of employers, trainers and young people. The youngsters were there to show the standards they had attained under Youth Opportunities Programme training.

One youngster received recognition for her talents. Seventeen-year-old Donna Lee is on a graphics and design scheme with Victoria Training in Everton. As part of her project, Donna designed a logo which was used on Jobsearch '83 leaflets and publicity. She met cartoonist Bill Tidy, who then created a cartoon storyline for her.

Youngsters and sponsors involved with msc youth training schemes in the Merseyside area took part in the two-day exhibition. They ranged from youngsters on horticultural schemes, who had displays on show, to those involved in engineering, construction, craft and design, office skills and catering.



Picture shows (left to right) cartoonist Bill Tidy presenting the comic strip he drew for YOP-trainee Donna Lee of Bootle, with Liverpool's principal careers officer George Hogg.

Changing scene in the engineering industry

By next September the number of apprentices receiving training within the engineering construction industry will have tripled in the space of 12 months. That is one of the tangible results of the National Apprentice Scheme for Engineering Construction (NASEC), which was launched last year and which has transformed the training scene in the industry.

Of the 200 NASEC apprentices recruited on behalf of the industry last September, 187 remained at the end of the probationary period. A further 161 apprentices are completing the second year of their off-the-job training. On site for their on-the-job training are 123 third year and 19 fourth year apprentices. The total number of these apprentices, all of whom have joined NASEC, is 490.

The search for site places for the 161 trainees in their third year has begun and 135 provisional places, for both long and short periods of training, have already been identified by the Mechanical and Electrical Engineering Construction Industry (MEECI) Sector Committee of the EITB.

Recruiting has begun for 150 school leavers for the 1983 programme, 50 less than in recent years. The reduced intake reflects the declining labour force in the industry and has been based on the projected requirements of the industry in September 1985.

Sponsored

NASEC, which was launched in September 1982, introduced major changes in the arrangements for the training of craft apprentices for the engineering construction industry. Now all craft apprentices joining the industry and destined for site work are fully sponsored throughout their training by the MEECI Sector Committee, not by individual companies. The Sector Committee is responsible for their selection and registration and for the administration, monitoring and assessment of their training.

NASEC has totally detached itself from the old "time-served" concept of apprenticeship and is one of the first schemes in which the status of craftsmen is based entirely on the attainment of the requisite skills. It is a radical development in apprentice training for the engineering construction industry, which previously, with the exception of a few companies, has not had a good training record.

Chocks away . . . aircraft built by jobless youngsters takes off



Trainees on the Youth Opportunities Programme and the plane they made at Sunderland Airport.

A two-seater aircraft built by jobless teenagers under an imaginative Youth Opportunities Programme scheme recently took off at Sunderland Airport.

The aircraft, which was registered as G-B MSC will now be demonstrated at functions throughout Britain.

Twenty unemployed "no hoppers" who left school without an o-level between them started on the project 12 months ago. Since then four had dropped out and four had found jobs.

It was the idea of Mr George Taylor, of the Sunderland Council for Voluntary Services. He was convinced that with the right supervision unskilled school leavers could build a plane that would fly.

"This scheme proves that and I'm indebted to the msc for funding it—£54,000 for labour and materials—and hope that the name Mercury will prove the right message to others like myself who want to encourage our school children," he said.

The plane is 19 feet long with a 27 feet wing span. It is powered by a 65 brake horse power car engine and can fly up to 80 mph.

Temporary work at old rail centre

A project to improve the general amenities at the Didcot Railway Centre in Oxfordshire is providing temporary work for 28 people.

The project is sponsored by the Government's new Community Programme, which aims to provide up to 130,000 places on similar schemes of benefit to the community for those who have been unemployed for some time.

The Didcot project will improve access to the Railway Centre for families with young children and for disabled and elderly visitors.

The focal point of the Didcot centre is a depot which was completed in 1932 using funds provided to relieve unemployment.

The Community Programme is already providing a wide variety of temporary job opportunities. It can support environmental improvements, energy conservation for socially disadvantaged groups and social service projects.

Its success depends on sponsors coming forward with proposals which will help the long-term unemployed and the communities in which they live.

Aid for community sports and leisure

Part of a Cheshire village playing fields scheme, planned as a memorial to the late Earl Mountbatten, is to be financed by the Manpower Services Commission.

MSC has approved a £28,000 project to landscape playing fields in Lostock Gralam, Northwich, and to make an adjoining car park and access road for a new community sports and leisure complex.

The village, with a population of 2,800, is at present without playing fields. The scheme will provide work for a year for seven long-term unemployed adults under the msc's community programme.

Architect of the Lostock Gralam project is Mr Ronald Dobson, chairman and managing director of Dobson's Road Tankers Limited. His company has given 15 acres of land, free of charge, for the playing fields, and a donation of £60,000 towards the sports and leisure complex.

Mr Dobson said: "It would not have got off the ground without this help from the Manpower Services Commission, and a grant of £20,000 from the North West Sports Council.

"The scheme is intended to be a memorial to Earl Mountbatten and those who served with him."

MSC launches new monthly newsletter

The msc has produced a new monthly 12 page newsletter which has been mailed to some 25,000 sponsors and potential sponsors. It aims to inform sponsors about projects already underway, illustrate the

development of the Programme and arouse interest among potential sponsors.

Copies are available free on application to Manpower Services Commission, Moorfoot, Sheffield S1 4PQ.

Changes in British industry are affecting health and safety standards, says official report

The recent development in the changing face of British industry are making a significant impact on health and safety standards. Jim Hammer, HM Chief Inspector of Factories, mentioned the emergence of small firms in new fields of technology and cutbacks in large companies as two examples in a report published by the Health and Safety Executive (HSE).

Speaking at the launch of the *Manufacturing and Services Industries 1981* report, Mr Hammer spoke of the process of reappraisal and rationalisation which had two consequences. The significant reduction in the number of managers with the time, experience and motivation to give attention to health and safety matters. Secondly many functions previously undertaken by major companies which were being put out to new small contractors who had no specialist safety function.

Many of the problems of small firms such as lack of cash, time, expertise and inadequate premises are endemic, but a number of new factors are emerging which could have serious long-term consequences, such as:

- small firms in the new technology fields who are working where safety standards are not yet established;
 - in the case of electrical maintenance and repair, catering, transport, machine servicing and so on, there could be a growing and permanent shift away from direct employment towards contract service;
 - large-scale production is no longer the prerogative of the developed west—this is now also big business for the third world. It could be that with new products the highly industrialised countries will increasingly always be operating at the pilot and early production stages, with the associated development work problems, rather than in large-scale production;
 - some previously vertically integrated industries have broken down into separate companies operating on contract or commission;
 - major construction companies have deliberately let substantial parts of their work to sub-contractors—often their former employees in a different guise.
- "Thus many of the new small firms are working with new technology or on new products or in new fields—or even in familiar fields but without adequate management or safety specialist back-up," said Mr Hammer.

The implications for health and safety are significant because:

- entrepreneurs often lack managerial skill, experience and knowledge; for

example the ability to look at issues, including health and safety in terms of planning, budgeting and setting priorities;

- where the enterprise supplies articles or substances, directors are very often ignorant of their duties under Section 6 of the Health and Safety at Work Act (HSW Act) to ensure the article or substance can, so far as is reasonably practicable, be used without risk to health or safety;
- the director or manager of a small company has his work cut out monitoring production and balancing books;
- plant and equipment is often second-hand and lacking the requisite protection;
- there is a temptation to employ low-paid youngsters rather than the experienced, and also to skimp on training.

Implications

But, says Mr Hammer, whether it be the small company or larger business which is shedding labour, streamlining its production or services and cutting back on safety staff, the basic responsibility to ensure health and safety remains.

"If there is to be a change in the way in which this responsibility is managed, then it must be as a result of planned transition," says Mr Hammer. "If the reduction of the central safety staff is the action of management deliberately taking a shorter-term view of its priorities, seeing effective safety management as a dispensable luxury and hoping to deal with problems reactively as they arrive, then the consequences could be serious."

Change need not adversely affect the health and safety performance of the company, however, if:

- it reflects a considered reappraisal of the relative responsibilities of skills and of its managers;
- those safety specialists who are retained are of the highest quality and qualifications; and
- line managers themselves are qualified and capable of effectively undertaking greater responsibility.

"In short, tightening up of management in the interest of efficiency can have a

Equal pay

The Government has decided on changes to the Equal Pay Act, which would give women greater rights to claim parity with male colleagues doing similar work, but they are to be shelved because of the dissolution of Parliament.

Appointments

Mr Oliver Tynan has been re-appointed Director of the Work Research Unit by the Department of Employment. Mr Tynan, who is 55, has held the post since July 1979 on secondment from BL Cars.

Two new Regional Directors of the Manpower Services Commission have been appointed. Mr George Calder takes over from Mr Colin Knight in the North and Mr Ray Phillips succeeds Mr Dewi Rees in the North West.

Mr Knight moves to the South West as Regional Director and Mr Rees moves on secondment to the Task Force in Liverpool.

beneficial effect on health and safety," says Mr Hammer.

Firms that diversify in order to survive must carefully consider the health and safety implications of any new process upon which they embark, he says. Those who follow the trend towards smaller less co-ordinated units, must also recognise the disadvantages in a more fragmented approach to health and safety and consequently the need for better advice and communication with their managers.

On development work, says Mr Hammer, those involved tend to offer the excuse—"we'll do it better (and safer) when we get the process right". Development work has to be done safely from the outset.

Finally Mr Hammer mentioned firms who set up using second-hand plant. Today purchasers of such plant are entitled to expect it to be safe so far as is reasonably practicable. Small business should insist on that, at the same time accepting that if they supply articles or substances for use at work they have reciprocal duties.

Manufacturing and Service Industries: Health and Safety 1981, HM Stationery Office, price £6.50 plus postage. ISBN 0 11 883684 6.

Selection system is applauded but top recruits to civil service 'lack originality'

There have been too few graduate recruits to the fast stream promotion ranks of the civil service in recent years who were of "marked originality or pronounced character", according to a recent report by the Management and Personnel Office.

Candidates of "forceful and thrusting personality" should be welcomed provided that they could work as a member of a team, it said.

The report, by Sir Alec Atkinson, a former permanent secretary with the Department of Health and Social Security, said that the total number of applicants was still growing but the relative attractions of the civil service to the best graduates could be declining. Despite the recession, competition for the services of graduates in the public and private sectors was keener than ever.

The report stressed that the civil service selection system for fast stream candidates continued to enjoy a high reputation and need not fear comparison with others.

The costs were higher than those incurred by most commercial organisations for their graduate recruitment and were justified because staff turnover in commercial organisations in the early years was also higher.

The basic structure of the selection arrangements remained sound. Alterations to the selection system in order to reduce costs could not be made without impairing its effectiveness.

Among Sir Alec's recommendations were—strengthening of liaison with universities and polytechnics, particularly outside Oxford and Cambridge Universities; special attempts to attract applications from graduates in their middle or late twenties; Government departments should replace the Final Selection Board in choosing in-service candidates for the Higher Executive Officer (Development) competition; a review of departmental arrangements to identify and nominate in-service candidates and the inclusion of people experienced in the private sector on the CSSB's chairmen's panel.

Government to share costs of training aids for students

Two new schemes have been introduced to provide funding for secondary schools to upgrade and purchase computer equipment and for colleges of further education to purchase advance machine tools. Half the £8 million total costs of the schemes will be provided by the Government.

More than 6,500 secondary schools which received microcomputers under another Department of Industry scheme will be eligible for pound for pound assistance for one of two packages, which will include a Microvitec colour monitor, a Walters printer and software.

The other scheme aims to equip colleges of further education with up-to-date computer numerically controlled machine tools. More than 500 colleges will be asked to specify the equipment they require for their courses.

Old school serves community again



An old school in Kells, West Cumbria, is now the site of a workshops complex providing training for 60 teenagers.

Six new workshops have been provided in the school in an attempt by sponsors Copeland Borough Council to use MSC schemes to help the local community.

The school had been empty for five years. Then last year the council used MSC programmes to begin refurbishment work. In September last year the first youth trainees started, and in the early stages of the YOP scheme, they helped with the refurbishing completion.

Now the premises have six workshops—woodwork, metal work, sewing, brickwork, catering and office skills—all with local teenagers in training.

Our picture shows youngsters in one of the workshops.

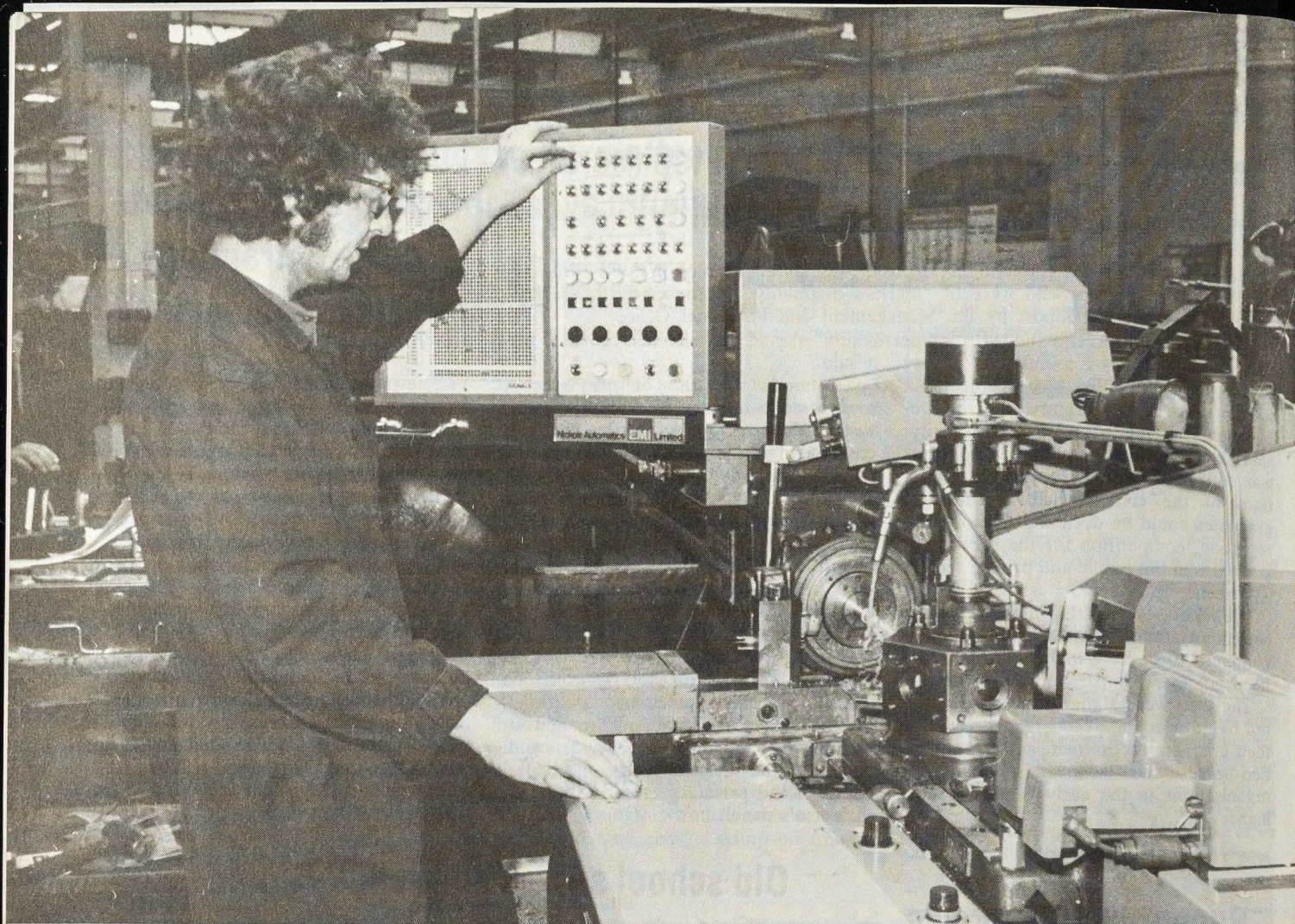
Research will show graduate shortages

Current or expected shortages of science and engineering graduate manpower are the subject of a survey now being conducted by the Department of Employment's Unit for Manpower Studies. National statistics suggest that there is at present no shortage of new graduates in any broad subject area.

The aims of this research are to see whether there are persistent shortages of graduates with more specialised skills or training and to identify future requirements for graduates, particularly in the new technologies, which are unlikely to be met by existing higher education provision.

Researchers from the Unit plan to interview a sample of up to 100 employers and interested organisations about shortages.

The Unit would be glad to hear from any organisation which is either experiencing (or foresees) shortages of graduate recruits or which has a point of view. Please write to, Mr J Tarsh, Unit for Manpower Studies, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF. (Telephone 01-213 5932).



Skill requirements for process industries

by Michael Cross
Senior Research Fellow,
The Technical Change
Centre

In order that firms are able to introduce and to utilise fully the latest technology there is a need to equip their workforce with the appropriate skills. This article is concerned with these aspects of technical change and attempts to answer the question; What engineering craft skills are needed to maintain new, process manufacturing plant?

With the advent of micro-electronics technology debate on the relationship between technical change and employment has received a new impetus. Fears have been expressed over the net result of the continued introduction of new technologies and the associated loss of jobs. This fear is countered by the need of companies to introduce new technology in order to survive and to compete internationally and hence protect jobs. It is also argued that while technology does destroy jobs it also creates them, and still further, releases many workers from dangerous and unpleasant tasks, and makes increases in leisure time possible.

The present concern with the relationship between technical change and employment goes beyond the destruction and creation of jobs, and centres around the nature of the work associated with using new technology.

On the one hand, there is the line of argument which suggests that the outcome of the long run trend of the relationship is one of further and further job impoverishment. And, allied to this trend, is the creation of distinct groups of people which are differentiated by their "skills", leading to the development of a polarised labour market. On the other hand, there is the counter argument which suggests that technical change can (and does) impoverish some jobs, but it creates by far, more fulfilling jobs not tied to specific machines.

Despite the fears over the socially disruptive effects of technical change, there is the need for firms to be able to

* The views expressed in this article are those of the author and do not necessarily reflect those of either The Technical Change Centre or the Department of Employment.

The picture above shows how Skillcentre training, such as capstan setting/operating, helps a workforce acquire engineering craft skills.

compete with their national and international rivals by using the latest (best practice) technologies. In order that firms are able to introduce and to utilise fully the latest technology there is a need to equip their workforces with the appropriate skills. It is this aspect of technical change with which this article is concerned, and it attempts to answer the question: what engineering craft skills are needed to maintain new, process manufacturing plant?

The article divides into five parts and draws upon material collected as a part of a programme of work examining the processes involved in the technical change and employment relationship¹. Each part of the article answers one of the following questions: where does the motivation come from to change engineering craft skills in the process manufacturing industries? What has the research reported here attempted to do, and what questions have been addressed? How, and with whom has the work been conducted? What are the main findings of the research? How can the skills needed be obtained?

Factors changing engineering craft skills

Throughout the continuous (and batch) process production based manufacturing industries a number of factors have created a need for changes in the skills required to undertake maintenance work. The major factors creating this need can be listed as follows:

- the processes involved have steadily become more complex and expensive
- the hardware operated to carry out the process have become increasingly multi-disciplinary creating a need for a systems approach to its maintenance and operation
- the manufacturing systems have become increasingly complex
- control engineering requirements have increased in importance
- the need for job enrichment to maintain or improve job satisfaction has become increasingly recognised
- technological developments in customers' processes leading to the requirements for tighter specification of product quality and a greater demand for quality control by the producer
- the need to maintain competitive levels of plant productivity if a company is to have any significant future

Many of these factors were experienced many years ago in oil refining and chemical production, but even in these industries there is still room for improvement. In other industries such as food processing and glass container and sheet glass production, the introduction of (microprocessor based) process control equipment on a large scale are relatively more recent events. When process control systems and other new technologies are introduced into production, unless an adequately educated and trained workforce is available, strains can develop, preventing the full benefit being obtained from the technologies.

Remit of study

For reasons given earlier, the following remit was adopted for the research:

- to establish the process industries' need for craft skills and knowledge for the 1980s onward
- to determine the most appropriate and effective scheme of training to provide the skilled manpower in craft trades which the process industries require

Key questions addressed

- what problems occur in the repair and maintenance of plant which may be due to deficiencies in the skill, knowledge, attitudes or utilisation of craftsmen?
- what changes in training content, training method, and manpower utilisation would help to overcome the problem?
- how can the decision-making process about recruitment, training and utilisation be improved to ensure a self-correcting system which continues to meet the needs of process plant?
- what trends (especially technological, organisational, attitudinal) are occurring or foreseen?
- what further change in training content, training method and manpower utilisation will be necessary to meet the needs of the future?

Methodology

Case studies have been conducted on 36 companies known to be "technical leaders" in their respective industries and who would be willing to make known their experiences. The breakdown of the case studies is presented in table 1.

In all, 114 interviews were conducted in the 36 case study firms and a further 108 have been conducted with other relevant bodies for example, unions, maintenance contractors, machine manufacturers, employers associations, research associations. The total number of sites considered directly and upon which data were collected is 75 (a further 15 were discussed in general terms, and in all cases the "main/leading" site was always considered) on which 6,837 craftsmen (mainly mechanical and electrical trades) are employed. Only those craftsmen involved in maintenance work on "the line" have been considered in this study, and only minor consideration has been made of those craftsmen employed in machine shops. On large, multi-plant and multi-work sites only specific plants or works have been considered thus excluding from direct examination many other craftsmen. In total, findings relate to 8,885 craftsmen (approx.) (exact numbers of craftsmen not being available in two significant cases as the sites are under development).

Main findings

By far the most significant features of the technology currently being introduced by the companies considered are the control mechanisms and the move to greater

Table 1 Breakdown of case studies

Industry of case study company	Number of engineering craftsmen employed	No of sites covered	Significant features of technical changes			
			Control mechanisms	Materials handling	Span of operations found in a single machine	Process
Brick	178	1	.	.	.	.
Brick	6	1	.	.	.	.
Cement	c. 150	2	.	.	.	.
Man-made fibres	248	1	.	.	.	.
Man-made fibres	138	1	.	.	.	.
Pharmaceuticals	352	1	.	.	.	.
Pharmaceuticals	132	1	.	.	.	.
Pharmaceuticals	49	1	.	.	.	.
Plastics	15	1	.	.	.	.
Plastics	9	1	.	.	.	.
Plastics	23	1	.	.	.	.
Plastics	4	1	.	.	.	.
Food	36	1	.	.	.	.
Food	105	3	.	.	.	.
Food	72	1	.	.	.	.
Food	154	1	.	.	.	.
Food	600	6	.	.	.	.
Brewing	100	1	.	.	.	.
Brewing	160	3	.	.	.	.
Oil refining	21	1	.	.	.	.
Oil refining	190	1	.	.	.	.
Petrochemicals	1,840	1	.	.	.	.
Petrochemicals	2-300	1	.	.	.	.
Chemicals	2,400	1	.	.	.	.
Glass	35	1	.	.	.	.
Glass	185	1	.	.	.	.
Glass	77	1	.	.	.	.
Asbestos	100	16	.	.	.	.
Asbestos			.	.	.	.
Asbestos	70	1	.	.	.	.
Packaging	63	1	.	.	.	.
Packaging	227	13	.	.	.	.
Packaging	150	4	.	.	.	.
Metal	52	1	.	.	.	.
Rubber	600	1	.	.	.	.
Cigarette	154	1	.	.	.	.

integration of production plant. Allied to both of these "technical changes" is the increasing use of electronics, especially micro-electronics, in the control and monitoring of production processes. Together these factors have created a requirement for new skills for the users of modern process plant. The new knowledge and skill requirements fall into two types:

- knowledge of, and skill to use and maintain a particular new technology for example micro-electronics based control systems
- knowledge of, and skill to diagnose faults that is a systems approach to problem solving

Having identified the need for the above skills (which have been known for some time in some quarters)², it is then the problems have been encountered by employers. The most significant findings which have emerged from the study to date are as follows:

- lack of appropriate specific training being offered by local technical colleges, machine manufacturers, and by companies themselves
- failure to match apprenticeship training content to needs of specific industries and employers
- inappropriate company organisational structures and personnel/employee relations policies

- inappropriate inter and intra-union structure at both local and national levels

Despite these barriers and possible obstacles to the effective matching of new technology and manpower, employers (and unions in a few cases) have found ways of overcoming these barriers. By far the most common strategies adopted by employers are the following:

- create or expand a technical grade by promoting a number of existing craftsmen (usually electrical craftsmen) who through training, experience, and natural aptitude are able to tackle both the problems thrown-up by micro-electronics and have developed a systems approach to fault diagnosis. The need to promote a few craftsmen to technician grades stems from the problems of common craft rates and it also offers a means of retaining and rewarding skilled employees.
- maintain existing craft and technician structures, and call upon project engineers to undertake work on any new equipment.
- another strategy has been to make increased use of the maintenance support services of contract maintenance firms, system builders, control manufacturers, and plant manufacturers. This strategy brings the necessary

Table 2 New and emerging engineering craft structure

Grade/level	Description
Traditional engineering craftsmen	Have undergone a recognised period of apprentice training in a single trade discipline for example fitter, welder, machinist. Usually followed a standard Industrial Training Board type programme.
General engineering craftsmen	Have undertaken a similar type and period of training as the traditional engineering craftsmen but by virtue of perhaps both experience and a period of training acquired skills in related craft trades for example an electrical fitter undertaking work in one of the following areas: hydraulics, pneumatics (usually combined as a joint skill), electronics, micro-processors instrumentation and mechanical systems. Craftsmen covered by this category can also be regarded as "relative specialists" (that is job descriptions should be such as to encourage as much flexibility and job interchange within each work group as is consistent with operational skill and safety limitations) and undertake the bulk of their work within their main trade discipline.
Dual-traded engineering craftsmen	Have undertaken a recognised period of apprentice training in common with the Traditional Engineering Craftsmen, but has also undertaken a second period of training to acquire skill to a comparable level of ability and applications as their initial trade. Will have invariably come via the cross-traded engineering craftsmen route.
Process engineering craftsmen	Have undertaken a period of training which has provided a range of skills across several technologies (and trade disciplines) and would in specific training terms lie between the cross and dual-traded engineering craftsmen. However, these craftsmen have acquired through plant specific training and experience the application of the range of skills applicable to either a single, or series of machines. Such craftsmen would be the lead-in for any breakdown work on their respective machines.
Machine specialist engineering craftsmen	Have undertaken training to the level of probably the dual-traded engineering craftsmen, but rather than specialise on one specific machine this category of craftsmen have specialised in the understanding of the process being undertaken in a particular plant. Their understanding spans a series of machines and their inter-relationship. Hence, in a food processing plant such craftsmen would be able to cover the machines involved in the "dry" end for example labelers, shrink-wrappers, palletisers and buffer support control systems. The need for craftsmen in such a position stems in part from the increased integration of individual plant items and its control via a central process controller. The failure of such central process controllers has in a number of instances caused complete system failures.
System specialist engineering craftsmen	Have undertaken training to the level of probably the dual-traded engineering craftsmen, but rather than specialise on one specific machine this category of craftsmen have specialised in the understanding of the process being undertaken in a particular plant. Their understanding spans a series of machines and their inter-relationship. Hence, in a food processing plant such craftsmen would be able to cover the machines involved in the "dry" end for example labelers, shrink-wrappers, palletisers and buffer support control systems. The need for craftsmen in such a position stems in part from the increased integration of individual plant items and its control via a central process controller. The failure of such central process controllers has in a number of instances caused complete system failures.

Source: M Cross, *Changing requirements for craft skills in the maintenance of process manufacturing plant*. Interim Report. The Technical Change Centre, London, April 1983.
J Parnaby (chairman) *Principles related to the training of engineering personnel for the iron and steel processing industry in all grades from mechanic to professional engineer*. Report of a Working Group of the Advisory Committee on Engineering Services of the Iron and Steel ITB 1978.

Table 3 Aspects of training strategies for obtaining new engineering craft skills

Aspects	Findings and comment
Aim	Five main aims were identified: (i) upgrading of craftsmen in present trade (cover trades new technology); (ii) training of craftsmen in another trade or trades, but still maintaining major involvement in present trade; (iii) training of craftsmen in another trade resulting in dual (cross) traded craftsmen; (iv) training of craftsmen in "new" technology for example micro-electronics; and (v) training of craftsmen in systems of related technologies concerned with a particular machine or collection of machines.
Target population	Training was provided for either all craftsmen (electrical/mechanical) (10 cases) or only electrical craftsmen (6 cases). In one notable case, the training has been devoted to only mechanical craftsmen to date.
Selection	Eight companies had schemes open to all craftsmen and in another ten, selection had been undertaken by management. Often, selection was achieved by recruiting craftsmen from across the site, and then training them as a select group or team. The open selection of individuals was played down by management to reduce any opposition which might result especially where payment for skills was also part of the management of change strategy. In those eight companies where training had been made available to all craftsmen a selection procedure was in fact operating. The initial period of training was conceived as a self-selection process, and so individuals would identify themselves as either being able, or not able to learn "new skills".
Recruitment	Fourteen companies recruited engineering craftsmen from their internal labour markets either from the site examined or from local sites to match the new technology with the "most able" engineering craftsmen in the company. This process reduces the potential skill gap and training need brought about by the introduction of new technology. It also hides training need as selective recruitment can often only be regarded as a short-term solution to meeting technology induced skill shortages. This method is particularly common on large sites where various generations of the same technology have been introduced.
Timing	Training was provided either before (14 cases) or during (17 cases) the installation of new plant. In the remaining four companies, three did the training during start-up and in the one other, after start-up.
Type	The training itself fell into two major types: (i) on-the-job and informal (14 cases); and (ii) on-the-job and formal classroom work (21 cases).
Trainers	Most of the training was provided by a mixture of parties for example supervisors, training department, and outside consultants. The most numerous combinations were all three of these bodies listed (12 cases), just supervisors (5 cases), and supervisors and the training department (6 cases). In another seven companies there was no designated trainer, and it was largely left to either the engineering or production manager to provide such training.
Location	Most of the training was provided on-site and was usually run by company staff except for specialist topics when local education/training facilities were used for example skill centres and technical colleges. However, these outside facilities were only used when appropriate courses were available. Rarely did technical colleges, for example, react to demand especially when it involved providing cross-discipline courses.
Length/duration	The length and duration of training courses varied amongst firms between relatively short continuous courses, lasting, say, 10-15 days to extensive ones lasting 17 weeks. Other variants include either part or full-day release courses over periods lasting ten weeks to two years.
Payment	There was a reluctance of nearly all companies to pay for the acquisition and use of "new" skills and knowledge. In four companies payment was made for the "specific skills" acquired during the current programme of training. In a further two companies gradation of pay was already related to skills and so skill acquisition could be accommodated within the existing payments structure.
Standards/assessment	In six companies assessment methods had been introduced into the training programme, and of these six, four had also paid for the acquisition and use of new skills. The rigour of applying the assessments varied as did the methods used. Trade tests were used in one case where rigid criteria were established. In the remaining five cases verbal systems were used and were operated largely at the discretion of the immediate managers concerned. In only one case has a "failure" been declared, and no formal procedure has been developed to cater for "failures". In two of these last five cases the verbal assessment was also backed-up with a formal appraisal system for craftsmen which allowed for the identification of personal training needs. It was in these companies where the knowledge and pacing of training was probably greatest, and where major technical changes had been handled the most successfully.

Source: M Cross, 1983, *op. cit.*

skills on to site with the minimum of planning and training effort. However, there are barriers to the extensive use of this strategy. There is opposition from craftsmen and technicians on-site and also a lack of a well developed contract maintenance infra-structure in the UK³.

- the above three strategies have been regarded by some employers as a short term and stop-gap solution, and they are seeking long term solutions to satisfy their skilled manpower requirements. At the moment the

following engineering craft structure is emerging across employers and in a limited number of cases within a single employer (table 2)⁴.

In recognising the need for the above engineering craft structure a number of employers have embarked upon various training programmes and modified existing conditions of employment. A number of the significant features of employers' (with the unions in a few cases) strategies in these areas are summarised in table 3.

By adopting some, and in some cases all, of the above aspects, companies have attempted to satisfy their own engineering craft skill requirements. Much still remains to be done, but the messages emerging from the work to date are encouraging and suggest that many of the solutions are at hand.

Main conclusions

One clear message emerging from the work is the common need for engineering craft skills across a range of process manufacturing industries. There is a clear need for a range of grades or levels within which existing and new engineering craft skill requirements can be accommodated. The efforts of individual employers and unions will influence the development of a suitable engineering craft structure. There is a need for a more concerted effort to link the efforts of employers, unions and others if more rapid progress is to be made. The messages emerging from other quarters are also encouraging. For example, the Engineering Industry Training Board has recently established a working party to examine the training requirements of maintenance. The Technician Education Council is now receiving funds from the Manpower Services Commission to develop suitable material for the training of "process engineering craftsmen". Some progress has been made by the merging of the Youth Training Scheme and apprentice training, progress reached between the Electrical Contractors' Association and the Electrical and Plumbing Trades Union. The "Open Tech" training scheme is another recent initiative which will aid the training and retraining of individuals to meet the skills required for today's needs.

From the information and comments contained in this article it is clear that many of the immediate engineering craft skill needs are common and are known. Initiatives are being taken by unions, employers, government and others to help meet the training needs of individuals and employers. If this effort is sufficient, moving speedily enough or is in fact the correct balance for what is needed are impossible questions to answer. What can be said with certainty is that far more effort should be devoted to training for change.

References

- (1) Further details of this programme are available from the author at The Technical Change Centre, 114 Cromwell Road, London SW7 4ES (tel. 01-370 5770).
- (2) J Parnaby (chairman), *Principles related to the training of engineering personnel for the iron and steel processing industry in all grades from mechanic to professional engineer*.

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Labour costs in 1981

This article presents some of the results of the Great Britain 1981 labour costs survey. The survey covers the same industrial sectors as in the 1978 survey and looks at the full range of labour costs, not just pay.

In recent years detailed surveys of labour costs have been carried out at three yearly intervals among the member states of the European Community. This article presents some of the results of the Great Britain survey in respect of 1981.

In addition to the detailed surveys, estimates of changes in labour costs are made each year based on various sources of information, and the latest figures for the period between 1978 and 1981 were published in *Employment Gazette* in October 1982 (p. 447). Estimates for 1982 linked to the results of the detailed survey for 1981 which are now available will be published shortly.

The detailed 1981 survey covered the full range of labour costs, not just pay. The industrial sectors covered were the same as in the 1978 survey, such as index of production industries—manufacturing, mining and quarrying, construction and gas, electricity and water—together with wholesale and retail distribution, and insurance, banking and finance.

The results of the 1981 survey broadly confirm the preliminary indications given in the article in *Employment Gazette* last October that costs other than wages and salaries continued to grow as a proportion of total labour costs between 1978 and 1981 (see table 1). For index of

production industries, costs other than wages and salaries comprised 18.4 per cent of labour costs in 1981, ten percentage points more than in 1964 and nearly 2½ percentage points more than in 1978. The proportion increases with size of firm, ranging in 1981 from 14½ per cent in manufacturing establishments with ten to 49 employees to nearly 20 per cent in those with 1,000 or more employees (see table 4).

Wages and salaries for hours worked (as distinct from pay for holidays, sickness and other absence) were only 72 per cent of labour costs in index of production industries in 1981, compared with 75 per cent in 1978 (see table 2a). In other words nearly 40 per cent must be added to pay for time worked to obtain total labour costs.

Although the pattern of labour costs shown in the detailed survey was broadly similar to earlier estimates, the level of labour costs (£ per hour) in 1981 shown in the detailed survey was somewhat higher than earlier estimates about four per cent for manufacturing industry and 4.7 per cent for all index of production industries. The latter discrepancy reflected a larger difference for the gas, water and electricity sector where corrections to the figures reported in the 1978 survey and imperfections in the updating procedure led to an understatement in the earlier estimates.

Table 1 Labour costs per hour in 1981: summary by industrial sector

Category of labour costs	Manufacturing industries**		Mining and quarrying†		Construction††		Gas, electricity and water††		All index of production industries	
	Average expenditure per employee* pence per hour (1)	As percentage of total labour costs (2)	Average expenditure per employee* pence per hour (3)	As percentage of total labour costs (4)	Average expenditure per employee* pence per hour (5)	As percentage of total labour costs (6)	Average expenditure per employee* pence per hour (7)	As percentage of total labour costs (8)	Average expenditure per employee* pence per hour (9)	As percentage of total labour costs (10)
Total wages and salaries‡	323.85	82.1	442.40	73.3	303.72	85.0	450.90	75.8	330.87	81.6
Amounts included in total wages and salaries for holidays, sickness or injury or maternity	(39.23)	(10.0)	(52.28)	(8.7)	(28.01)	(7.8)	(68.60)	(11.5)	(39.30)	(9.7)
Statutory national insurance contributions	35.36	9.0	41.99	7.0	35.31	9.9	41.70	7.0	35.88	8.9
Provision for redundancy (net)§	8.40	2.1	16.61	2.8	2.15	0.6	11.31	1.9	8.00	2.0
Employers' liability insurance	1.41	0.4	4.95	0.8	2.21	0.6	1.11	0.2	1.66	0.4
Voluntary social welfare payments	20.39	5.2	61.12	10.1	10.04	2.8	78.04	13.1	22.84	5.6
Benefits in kind	0.45	0.1	18.38	3.1	0.28	0.1	0.34	0.1	1.14	0.3
Subsidised services‡	5.06	1.3	15.78	2.6	2.84	0.8	7.48	1.3	5.25	1.3
Training‡‡ (excluding wage and salary elements)	1.23	0.3	2.38	0.4	0.98	0.3	4.31	0.7	1.37	0.3
Training‡‡ (including wage and salaries of apprentices and full-time trainees)	(6.89)	(1.8)	(3.16)	(0.5)	(13.60)	(3.8)	(11.77)	(2.0)	(7.97)	(2.0)
Government subsidies¶	-1.81	-0.5	-0.18	-0.1	-0.10	-0.09	-0.09	-0.09	-1.45	-0.4
Total labour costs	394.34	100.0	603.43	100.0	357.43	100.0	595.10	100.0	405.57	100.0

* The average relates to all employees viz. males and females, full-time and part-time workers, manual and non-manual workers. Not all employees, however, would have been affected by every type of expenditure. The variations in the composition of the labour force must be borne in mind when figures for different industries are compared.

† Including the ancillary activities of the National Coal Board. Excepting coke ovens. In the coal mining industry an estimate of actual hours worked has been based on the number of shifts worked.

‡ Wages and salaries paid to persons administering subsidised services and training and to trainers, apprentices and full-time trainees, are included under total wages and salaries and not in the separate items for "Subsidised services" and "Training (excluding wage and salary elements)".

§ Statutory contributions under the Redundancy Payments Act, plus statutory and voluntary payments made to redundant employees less rebates received under the Redundancy Payments Act.

¶ Including levies paid to, less grants received from, industrial training boards.

** Amounts received during the year under special employment measures, for example, short time working compensation scheme.

†† Data for manufacturing was collected on an establishment basis.

‡‡ Data collected on a company basis.

Production industries

For index of production industries, wages and salaries comprised 81.6 per cent of labour costs in 1981, ten percentage points less than in 1964 and nearly 2½ percentage points less than in 1978. Statutory national insurance contributions represented an increasing share of labour costs (8.9 per cent in 1981, about ½ percentage point higher than in 1978), although most of this relative increase occurred in 1979. Voluntary social welfare payments (predominantly concerned with pensions) were 5.6 per cent of labour costs in 1981, also an increase of about ½ percentage point since 1978. However, the largest relative growth in costs other than wages and salaries occurred in redundancy payments which, even allowing for rebates received under the Redundancy Payments Act, rose from ½ per cent of labour costs in 1978 to two per cent in 1981.

Distribution

Wages and salaries represent a slightly higher proportion of total labour costs in the distributive sector than in most production industries (83.8 per cent in 1981, compared with 82.1 per cent in manufacturing and 81.6 per cent in all index of production industries). However, there was a similar fall in the share of wages and salaries in labour costs between 1978 and 1981 (just under 2½ percentage points), with corresponding increases in the relative shares of statutory national insurance contributions and voluntary social welfare payments. Although redundancy payments (net) also were a higher proportion of labour costs in 1981 than in 1978, they were at a much lower level than in production industries at about ½ per cent.

Table 1 (continued)

Distributive trades ††				Insurance, banking and other financial institutions†††		Category of labour costs	
Average expenditure per employee* pence per hour (11)	As percentage of total labour costs (12)	Average expenditure per employee* pence per hour (13)	As percentage of total labour costs (14)				
260.38	83.8	408.88	70.3	Total wages and salaries‡			
..	..	..	..	Amounts included in total wages and salaries for holidays, sickness or injury or maternity			
28.60	9.2	37.83	6.5	Statutory national insurance contributions			
1.65	0.5	2.41	0.4	Provision for redundancy (net)§			
0.54	0.2	0.12	—	Employers' liability insurance			
14.74	4.7	85.28	14.7	Voluntary social welfare payments			
0.80	0.3	1.96	0.3	Benefits in kind			
3.28	1.1	41.59	7.2	Subsidised services‡			
0.73	0.2	3.51	0.6	Training‡‡ (excluding wage and salary elements)			
(3.44)	(1.1)	(3.96)	(0.7)	Training‡‡ (including wage and salaries of apprentices and full-time trainees)			
310.76	100.0	581.58	100.0	Government subsidies¶			
				Total labour costs			

†† Insurance excludes brokers and also home service agents and other employees remunerated wholly or partly by commission. Some insurance companies with staff employed both in Great Britain and Northern Ireland submitted a single return for the United Kingdom as a whole. In consequence the figures for insurance include information for some employees working in Northern Ireland. Other financial institutions, comprise — Nil or negligible.
.. Not available.

Insurance, banking and finance

The pattern of labour costs in insurance, banking and finance differs in significant respects from that in the index of production and distributive sectors, reflecting the relatively large numbers of non-manual employees and the high level of employee benefits other than cash earnings.

Wages and salaries comprised only 70 per cent of total labour costs in 1981, about two percentage points less than in 1978. Although there was a small rise in the share of statutory national insurance contributions in labour costs, the main change between 1978 and 1981 was an increase in subsidised services to employees (especially assistance with housing), which rose from 5.2 per cent of labour costs in 1978 to 7.2 per cent in 1981. In contrast, voluntary social welfare payments rose in line with wages and salaries but fell as a proportion of total labour costs.

Make-up of wages and salaries

Although there was a general reduction in the share of total wages and salaries within total labour costs between

Additional analyses

The following additional analyses are available on request from Statistics A4, Department of Employment, Orphanage Road, Watford WD1 1PJ.

- Table 5** Labour costs additional to wages and salaries for hours worked in 1981: for each sic Order within index of production industries
- Table 6** Labour costs per hour in 1981: by size of establishment for each sic Order within manufacturing industry
- Table 7** Annual labour costs per employee in 1981: by size of establishment or firm for each sic Order within manufacturing industry, for construction, for retail distribution and for wholesale distribution, and for all establishments or firms in other sectors
- Table 8(a)** Annual hours worked per employee in 1981: for each Order within index of production industries
- Table 8(b)** Annual hours worked per employee in 1981: for distribution and finance sectors
- Table 9(a)** Labour costs per hour in 1981: manual workers in index of production industries
- Table 9(b)** Labour costs per hour in 1981: non-manual workers in index of production industries
- Table 10(a)** Wages per hour in 1981: manual workers in index of production industries
- Table 10(b)** Salaries per hour in 1981: non-manual workers in index of production industries
- Table 11(a)** Labour costs additional to wages for hours worked: manual workers in index of production industries
- Table 11(b)** Labour costs additional to salaries for hours worked: non-manual workers in index of production industries
- Table 12(a)** Annual labour costs per employee in 1981: manual workers in index of production industries
- Table 12(b)** Annual labour costs per employee in 1981: non-manual workers in index of production industries
- Table 13** Labour costs per hour: manufacturing industries by standard region within Great Britain

Table 2a Labour costs per hour in 1981: index of production industries, detailed analysis and comparison with 1978 (figures in brackets)

Industry group	All labour costs		Percentage of total labour costs, wages and salaries			
	Average expenditure per employee*	All	Amount included in column (2) for:		Statutory national insurance contributions	Provision for redundancy (net)§
			Holidays, other time off with pay and sickness	All other wages and salaries		
Pence per hour (1)	Per cent (2)	Per cent (3)	Per cent (4)	Per cent (5)	Per cent (6)	
SIC 1968						
All manufacturing industries**	394.34 (244.54)	82.1 (84.3)	10.0 (9.2)	72.1 (75.1)	9.0 (8.5)	2.1 (0.5)
Food, drink and tobacco	377.42 (228.56)	81.4 (83.5)	9.8 (9.1)	71.6 (74.4)	8.7 (8.3)	1.6 (0.4)
Coal and petroleum products	593.84 (359.81)	76.5 (74.5)	9.1 (8.7)	67.4 (65.8)	7.1 (6.5)	0.9 (0.6)
Chemicals and allied industries	479.02 (297.35)	78.2 (81.2)	10.2 (9.8)	68.0 (71.4)	7.8 (7.5)	2.6 (0.5)
Metal manufacture	482.43 (279.81)	79.5 (81.8)	8.6 (8.5)	70.9 (73.2)	7.7 (7.8)	5.2 (1.6)
Mechanical engineering	395.65 (255.02)	82.5 (84.3)	10.0 (9.0)	72.5 (75.3)	9.2 (8.5)	2.0 (0.4)
Instrument engineering	402.32 (238.79)	81.4 (83.8)	10.7 (9.7)	70.7 (74.1)	8.9 (8.5)	2.4 (0.7)
Electrical engineering	391.09 (251.82)	82.5 (84.8)	10.6 (10.0)	71.9 (74.8)	9.5 (8.9)	2.2 (0.4)
Shipbuilding and marine engineering	397.67 (250.72)	84.3 (86.0)	10.1 (8.7)	74.2 (77.3)	8.7 (8.0)	0.6 (0.7)
Vehicles	450.20 (272.52)	81.0 (84.2)	11.4 (9.7)	69.6 (74.5)	8.2 (8.0)	3.7 (0.7)
Metal goods not elsewhere specified	362.24 (231.11)	83.7 (84.9)	9.9 (9.0)	73.8 (75.9)	9.7 (8.9)	1.7 (0.5)
Textiles	299.54 (200.05)	85.2 (87.0)	9.4 (9.1)	75.8 (77.9)	10.3 (9.5)	1.0 (0.6)
Leather, leather goods and fur	280.85 (182.80)	86.0 (88.8)	8.3 (8.2)	77.7 (80.6)	10.2 (9.7)	0.4 (—)
Clothing and footwear	253.09 (160.03)	86.0 (89.0)	9.2 (8.5)	76.8 (80.5)	10.7 (10.0)	1.0 (0.1)
Bricks, pottery, glass, cement, etc	381.78 (241.60)	82.5 (84.7)	9.4 (8.9)	73.1 (75.8)	9.4 (8.9)	1.9 (0.2)
Timber, furniture, etc	337.34 (211.82)	85.3 (86.4)	8.6 (8.7)	76.7 (77.7)	9.9 (9.2)	0.7 (0.2)
Paper, printing and publishing	444.50 (258.14)	83.2 (84.8)	9.6 (9.0)	73.6 (75.8)	8.8 (8.3)	1.4 (0.6)
Other manufacturing industries	347.80 (225.66)	82.7 (85.0)	9.6 (9.1)	73.1 (75.9)	9.6 (8.7)	1.5 (0.3)
Mining and quarrying†	603.43 (365.12)	73.3 (76.2)	8.7 (9.3)	64.6 (66.9)	7.0 (6.7)	2.8 (1.1)
Construction††	357.43 (222.46)	85.0 (86.8)	7.8 (8.8)	77.2 (80.0)	9.9 (9.1)	0.6 (0.2)
Gas, electricity and water††	595.10 (324.00)	75.8 (78.2)	11.5 (11.2)	64.3 (67.0)	7.0 (6.9)	1.9 (0.4)
Total index of production industries	405.57 (249.14)	81.6 (83.9)	9.7 (9.0)	71.9 (74.9)	8.9 (8.4)	2.0 (0.5)

Footnotes—see table 1.

Table 2a (continued)

Industry group	Voluntary social welfare payments	Training: ‡	Employers' liability insurance, benefits in kind and subsidised services: §	Government subsidies (negative cost)†	Composition of labour force in the sample		
					Non-manual workers as percentage of all employees	Female workers as percentage of all employees	Part-time workers as percentage of all employees
Per cent (7)	Per cent (8)	Per cent (9)	Per cent (10)	Per cent (11)	Per cent (12)	Per cent (13)	
SIC 1968							
All manufacturing industries**	5.2 (4.8)	0.3 (0.3)	1.8 (1.8)	-0.5 (-0.3)	31.0	28.8	6.5
Food, drink and tobacco	5.7 (5.3)	0.3 (0.3)	2.5 (2.5)	-0.1 (-0.2)	25.3	39.6	15.0
Coal and petroleum products	11.5 (14.0)	0.4 (0.5)	3.7 (4.0)	-0.1 (-0.1)	31.1	7.9	0.9
Chemicals and allied industries	8.6 (8.0)	0.4 (0.4)	2.5 (2.5)	-0.1 (—)	41.8	27.1	5.0
Metal manufacture	6.1 (6.4)	0.4 (0.6)	1.7 (2.0)	-0.5 (-0.2)	28.1	11.0	2.3
Mechanical engineering	4.9 (4.6)	0.4 (0.4)	1.7 (1.9)	-0.5 (-0.2)	36.0	15.3	3.5
Instrument engineering	5.6 (5.2)	0.3 (0.4)	1.5 (1.5)	-0.2 (-0.1)	42.6	32.7	7.0
Electrical engineering	4.3 (3.9)	0.4 (0.4)	1.5 (1.7)	-0.5 (-0.1)	41.1	35.2	5.6
Shipbuilding and marine engineering	4.2 (2.8)	0.4 (0.2)	1.8 (1.8)	— (-0.1)	22.7	6.7	1.5
Vehicles	5.9 (5.4)	0.3 (0.2)	1.8 (1.5)	-0.9 (-0.1)	32.5	11.9	1.2
Metal goods not elsewhere specified	4.2 (3.7)	0.2 (0.3)	1.5 (1.9)	-1.0 (-0.2)	26.0	25.5	6.0
Textiles	2.8 (3.0)	0.1 (0.1)	1.3 (1.5)	-0.7 (-1.7)	19.7	45.4	8.6
Leather, leather goods and fur	2.3 (2.4)	0.1 (0.1)	1.4 (1.5)	-0.4 (-2.5)	20.3	51.2	16.8
Clothing and footwear	1.8 (1.6)	0.1 (0.2)	1.1 (1.2)	-0.8 (-2.2)	16.2	76.0	12.5
Bricks, pottery, glass, cement, etc	4.6 (4.2)	0.2 (0.3)	1.8 (2.0)	-0.3 (-0.2)	25.1	21.5	5.0
Timber, furniture, etc	3.1 (3.1)	0.2 (0.3)	1.2 (1.4)	-0.4 (-0.7)	26.4	20.8	5.6
Paper, printing and publishing	5.1 (4.8)	0.3 (0.3)	1.2 (1.5)	-0.1 (-0.3)	36.5	31.4	8.2
Other manufacturing industries	4.7 (4.1)	0.2 (0.4)	1.7 (1.9)	-0.5 (-0.3)	26.4	35.7	8.9
Mining and quarrying†	10.1 (9.4)	0.4 (0.4)	6.5 (6.7)	— (-0.5)	15.3	5.5	1.2
Construction††	2.8 (2.3)	0.3 (0.3)	1.5 (1.6)	— (-0.2)	27.6	8.4	3.4
Gas, electricity and water††	13.1 (12.2)	0.7 (0.8)	1.5 (1.4)	— (—)	49.8	20.2	4.3
All index of production industries	5.6 (5.1)	0.3 (0.4)	2.0 (2.0)	-0.4 (-0.3)	30.6	24.5	5.7

Table 2b Labour costs per hour in 1981: distribution and finance sectors, detailed analysis and comparison with 1978 (figures in brackets)

Industry group	Total labour costs	Percentage of labour costs				Composition of labour force in the sample				
		Average expenditure per employee*	Wages and salaries	Statutory national insurance contributions	Provision for redundancy (net)§	Voluntary social welfare payments	Employers' liability insurance, benefits in kind, subsidised services and training	Government subsidies (negative cost)	Female workers as percentage of all employees	Part-time workers as percentage of all employees
Pence per hour (1)	Per cent (2)	Per cent (3)	Per cent (4)	Per cent (5)	Per cent (6)	Per cent (7)	Per cent (8)	Per cent (9)		
SIC 1968										
Wholesale distribution	390.33 (228.06)	82.1 (84.0)	9.2 (8.2)	0.6 (0.3)	6.4 (5.9)	1.8 (2.0)	— (-0.4)	33.9	10.3	
Retail distribution	272.59 (173.59)	84.8 (85.8)	9.5 (9.0)	0.5 (0.2)	3.6 (3.2)	1.7 (2.0)	— (-0.1)	65.8	38.7	
Total distributive trades	310.76 (192.32)	83.8 (85.1)	9.2 (8.6)	0.5 (0.2)	4.7 (4.3)	1.7 (2.0)	— (-0.3)	56.5	30.4	
Insurance	578.64 (343.52)	70.9 (72.7)	6.8 (6.3)	0.3 (0.1)	14.5 (14.4)	7.5 (6.4)	— (—)	49.3	7.9	
Banking	602.44 (359.75)	69.6 (71.6)	6.3 (6.1)	0.5 (—)	15.4 (16.2)	8.2 (6.1)	— (—)	55.7	6.9	
Insurance and banking	594.68 (354.47)	70.0 (71.9)	6.4 (6.2)	0.4 (0.1)	15.1 (15.6)	8.0 (6.3)	— (—)	53.6	7.2	
Other financial institutions	444.12 (260.43)	74.2 (77.4)	7.7 (7.6)	0.1 (—)	8.3 (8.0)	9.6 (7.0)	— (—)	62.8	13.3	
Total insurance, banking and other financial institutions	581.58 (345.65)	70.3 (72.3)	6.5 (6.3)	0.4 (0.1)	14.7 (15.1)	8.1 (6.3)	— (—)	54.4	7.7	

Footnotes—see table 1.

1978 and 1981, there was a rise in the relative importance of wages and salaries for hours not worked.

In index of production industries, wages and salaries for hours not worked rose from 10.8 per cent of all wages and salaries in 1978 to 11.9 per cent in 1981. Most of this increase arose from longer holidays, as wages and salaries for absences due to sickness, injury and maternity altered

little (representing 1.5 per cent of all wages and salaries in 1978 and 1.4 per cent in 1981). This pattern was found in most industries and reflects the widespread tendency to add provisions for additional entitlements to paid holiday to collective agreements which has been evident since the middle of 1979 (see *Employment Gazette*, April 1982, pp. 165 to 166).

Table 3 Wages and salaries per hour in 1981*: index of production industries

Industry group	Total wages and salaries†	Wages and salaries (included in column 1) paid for:								Wages and salaries of apprentices and full-time trainees‡			
		Holidays and other time off with pay		Absence due to sickness or injury or maternity		Periodical bonuses§		Pence per hour (11)	Per cent of column 1 (12)	Per cent of total labour costs (13)			
		Pence per hour (2)	Per cent of column 1 (3)	Pence per hour (5)	Per cent of column 1 (6)	Pence per hour (8)	Per cent of column 1 (9)				Per cent of total labour costs (10)		
Pence per hour (1)	Per cent (2)	Per cent (3)	Per cent (4)	Per cent (5)	Per cent (6)	Per cent (7)	Per cent (8)	Per cent (9)	Per cent (10)	Per cent (11)	Per cent (12)	Per cent (13)	
SIC 1968													
All manufacturing industries**	323.85	34.70	10.7	8.8	4.53	1.4	1.2	4.00	1.2	1.0	186.93	57.7	1.4
Food, drink and tobacco	307.32	31.26	10.2	8.3	5.56	1.8	1.5	4.72	1.5	1.3	182.08	59.3	0.3
Coal and petroleum products	454.41	44.30	9.8	7.5	9.82	2.2	1.7	3.47	0.8	0.6	227.18	50.0	0.7
Chemicals and allied industries	374.58	39.83	10.6	8.3	8.98	2.4	1.9	9.01	2.4	1.9	218.38	58.3	0.7
Metal manufacture	383.48	39.01	10.2	8.1	2.64	0.7	0.6	2.61	0.7	0.5	176.36	46.0	1.2
Mechanical engineering	326.21	35.63	10.9	9.0	4.08	1.3	1.0	3.21	1.0	0.8	186.48	57.2	2.3
Instrument engineering	327.43	36.54	11.2	9.1	6.46	2.0	1.6	5.25	1.6	1.3	188.19	57.5	1.9
Electrical engineering	322.82	35.67	11.1	9.1	5.58	1.7	1.4	3.59	1.1	0.9	185.81	57.6	1.6
Shipbuilding and marine engineering	335.32	34.76	10.4	8.7	5.29	1.6	1.3	5.54	1.7	1.4	195.00	58.2	3.8
Vehicles	364.77	44.35	12.2	9.9	6.96	1.9	1.6	2.35	0.6	0.5	204.47	56.1	2.0
Metal goods not elsewhere specified	303.26	33.01	10.9	9.1	2.74	0.9	0.8	3.89	1.3	1.1	186.07	61.4	1.8
Textiles	255.07	26.01	10.2	8.7	2.02	0.8	0.7	2.41	0.9	0.8	155.36	60.9	0.6
Leather, leather goods and fur	241.49	22.74	9.4	8.1	0.53	0.2	0.2	2.43	1.0	0.9	161.77	67.0	0.5
Clothing and footwear	217.66	22.61	10.4	8.9	0.76	0.4	0.3	2.44	1.1	1.0	115.88	53.2	0.9
Bricks, pottery, glass, cement, etc	315.01	32.86	10.4	8.6	2.88	0.9	0.8	4.58	1.5	1.2	192.40	61.1	0.8
Timber, furniture, etc	287.67	27.18	9.5	8.1	1.83	0.6	0.5	5.89	2.1	1.7	166.13	57.8	2.3
Paper, printing and publishing	370.01	38.30	10.4	8.6	4.42	1.2	1.0	4.35	1.2	1.0	197.02	53.3	1.4
Other manufacturing industries	287.75	30.35	10.6	8.7	2.87	1.0	0.8	2.98	1.0	0.9	182.35	63.4	0.7
Mining and quarrying†	442.40	45.23	10.2	7.5	7.05	1.6	1.2	3.49	0.8	0.6	232.27	52.5	0.1
Construction††	303.72	26.22	8.6	7.3	1.79	0.6	0.5	5.32	1.8	1.5	169.32	55.8	3.5
Gas, electricity and water††	450.90	54.69	12.1	9.2	13.91	3.1	2.3	0.27	0.1	0.1	218.36	48.4	1.3
All index of production industries	330.87	34.69	10.5	8.6	4.61	1.4	1.1	4.01	1.2	1.0	182.94	55.3	1.6

Footnotes—see table 1.

* Bonuses not paid regularly in each pay period, but at longer intervals, eg Christmas, six-monthly. Holiday bonuses are included.

† The average in pence per hour have been calculated by dividing the total earnings of apprentices and full-time trainees by their total hours worked.

Table 4 Labour costs per hour in 1981: by size of establishment in manufacturing

Category of labour cost	Great Britain											
	10-49 employees		50-99 employees		100-199 employees		200-499 employees		500-999 employees		1,000 or more employees	
	Average expenditure per employee* Pence per hour (1)	As percentage of total labour costs (2)	Average expenditure per employee* Pence per hour (3)	As percentage of total labour costs (4)	Average expenditure per employee* Pence per hour (5)	As percentage of total labour costs (6)	Average expenditure per employee* Pence per hour (7)	As percentage of total labour costs (8)	Average expenditure per employee* Pence per hour (9)	As percentage of total labour costs (10)	Average expenditure per employee* Pence per hour (11)	As percentage of total labour costs (12)
Total wages and salaries†	274.72	85.5	280.33	84.8	295.69	83.5	309.68	82.1	336.68	81.5	379.73	80

There was little change in the relative importance of periodical bonuses within annual wages and salaries of employees in index of production industries between 1978 and 1981, and in manufacturing industry such bonuses edged down slightly from 1.4 per cent of all wages and salaries in 1978 to 1.2 per cent in 1981.

One of the consequences of the rise in the proportion of wages and salaries for hours not worked because of factors like holidays, is to increase further the relative importance of labour costs additional to wages and salaries for hours worked. These additional costs represented about 39 per cent of wages and salaries for hours worked in index of production industries, compared with about 33½ per cent in 1978.

Manual and non-manual employees

Separate information on labour costs attributable to manual and non-manual employees was obtained from firms in index of production industries and the figures below indicate that most of the shifts in the relative importance of different components of labour costs affected manual and non-manual employees to a broadly similar extent. Salaries tend to represent a smaller proportion of labour costs for non-manual employees than wages represent of labour costs for manual workers because of the greater provision for pensions and other non-cash benefits for non-manual employees. However, for both categories of employees voluntary social welfare payments forms a higher proportion of total labour costs in 1981 than in 1978.

Index of production industries: components of labour costs as a percentage of total labour costs

	1964	1968	1973	1975	1978	1981
Wages and salaries						
Manual employees	92.3	92.1	90.7	88.4	84.7	82.5
Non-manual employees	89.2	88.5	86.9	85.6	82.3	79.9
All employees	91.8	90.2	89.3	87.5	83.9	81.6
Statutory national insurance						
Manual employees	3.8	4.7	5.2	6.6	8.8	9.3
Non-manual employees	2.9	3.5	4.3	5.9	7.7	8.1
All employees	3.6	4.3	4.9	6.4	8.4	8.9
Voluntary social welfare						
Manual employees	1.6	1.6	2.0	3.0	3.8	4.2
Non-manual employees	6.6	6.5	6.8	6.8	7.6	8.2
All employees	3.1	3.2	3.7	4.2	5.1	5.6
Other costs						
Manual employees	2.3	1.6	2.1	2.0	2.7	4.0
Non-manual employees	1.3	1.5	2.0	1.7	2.4	3.8
All employees	1.5	2.3	2.1	1.9	2.6	3.9
All	100	100	100	100	100	100

Technical note

Scope and coverage of the survey

The reference period used was the calendar year 1978. However, employers were permitted to use an alternative 12-month period (for example, tax year or company accounting year) which ended between April 6, 1981 and April 5, 1982. Most firms which did not report in respect of the calendar year covered later periods, mainly the year ending March 31. The reported figures will tend to be slightly higher than those corresponding strictly to the calendar year.

The survey was conducted under the Statistics of Trade Act 1947 for the discharge by the Department of a Community obligation arising from EEC Regulation 4812/81 made by the

Council of Ministers in June 1981.

As the questionnaires were lengthy and detailed, specimen copies were sent to employers at the end of 1980. The Department of Employment survey related to firms in Great Britain, and in Northern Ireland a parallel survey was conducted by the Department of Manpower Services.

All employees in the sectors covered (that is both male and female, manual and non-manual, full-time and part-time) were surveyed. However, people working at home and female cleaners working only a few hours a week, together with directors paid by fee only, were excluded. Employers were asked to state the average number of employees during the year under review.

Firms with less than ten employees were not covered in the survey. The inquiry for manufacturing industry was conducted on an establishment basis, whereas for other sectors the reporting unit was the company or organisation.

For manufacturing industry, forms were sent to all establishments with 500 or more employees. A sample of establishments employing less than 500 employees was approached, using as a sampling frame the annual Census of Employment register. It was arranged that firms with less than 500 employees which had been approached in the 1978 survey should not be reapproached in the 1981 survey. Allowing for such deletions from the original sample, the effective sampling fractions were as follows:

Number of employees	Percentage of establishments approached
10- 49	4.8
50- 99	13.3
100-199	23.8
200-499	55.6

For the construction industry, forms were sent to all enterprises with 500 or more employees. For smaller enterprises the effective sampling fractions (excluding those covered in the previous survey) were:

Number of employees	Percentage of enterprises approached
10- 49	2.4
50- 99	4.8
100-199	20.0
200-499	33.3

For mining and quarrying and for gas, electricity and water much of the information was available from central sources in the industries.

In the services sector the inquiry was conducted on a company basis. The employee coverage was the same as for production industries except that no distinction was required between manual and non-manual employees. In the insurance field, brokers and home service agents and other employees remunerated wholly or partly on commission were also excluded.

A considerable amount of information was supplied through central sources, such as the British Bankers' Association and the British Insurance Association. The sample for wholesale and retail distribution was obtained from the Business Statistics Office, Newport. All companies in wholesale distribution with 200 or more employees and in retail distribution with 500 or more employees were approached. A sample of smaller companies was approached, although as with manufacturing industry it was arranged that firms approached in the 1978 survey were

not approached in the current survey. The effective sampling fractions (%) were:

Number of employees	Wholesale distribution	Retail distribution
10- 19	2.3	3.0
20- 49	4.3	5.5
50- 99	22.1	25.4
100-199	79.2	77.8
200-499	100	78.9

Employers were asked to give details under eight broad categories of labour cost, differentiating (for index of production industries only) between the costs for manual and for non-manual employees. The categories were as follows:

Wages and salaries

The gross amount paid to employees before deduction of income tax and national insurance contributions and superannuation contributions. It included payments for overtime, shift supplements, earnings under payments-by-results schemes, bonuses and gratuities, including production, profit sharing and cost of living bonuses, payments *in lieu* of notice, commission payments and payments under a guaranteed wage agreement.

For index of production industries, wages and salaries paid under the following categories were also listed:

- bonuses not payable regularly at each pay period such as Christmas, holiday, half-yearly);
 - days of annual and public holiday (excluding holiday bonuses) and other time off with pay;
 - days of absence caused by sickness, injury or maternity;
 - wages and salaries of apprentices and full-time trainees.
- In distribution, banking, insurance and finance, only items (i) and (iv) were collected separately. Information on apprentices and full-time trainees' wages and salaries was only sought from firms employing 200 or more.

Statutory National Insurance contributions

Employers' total national insurance contributions for the year.

Provision for redundancy

Separate information was obtained about:

- redundancy payments of all kinds, statutory or voluntary, paid to redundant employees; and
- rebates received by employers from the Redundancy Fund under the Redundancy Payments Act.

Also, included under this heading in the tables is an assessment of the statutory contribution under the Redundancy Payments Act paid with the national insurance contributions, the corresponding amount being deducted from total national insurance contributions.

Employers' liability insurance

Premiums paid to insurance companies, employers' liability mutual associations, etc, in respect of the risk of incurring damages at Common Law for accidents at work and diseases caused by work.

Voluntary social welfare payments

Employers were asked to specify:

- amounts paid into superannuation and other private pen-

- amounts paid into funds to provide for sickness and industrial accidents or maternity;
- pensions, lump sums, ex-gratia payments and marriage gratuities paid directly to employees and not through funds;
- other voluntary payments (for example payments to provident schemes, allowances for the education of employees' children).

Benefit in kind

The cost of luncheon and other meal vouchers and the net cost to employers for goods provided free or below cost to employees.

Subsidised services to employees

The net cost incurred by employers in providing services for their employees. The services specified were:

- Canteens, staff restaurants, etc
- Medical and health services
- Recreational, cultural and educational services
- Transport of employees to and from work
- Provision of working clothes
- Removal of household effects and assistance with housing.

Vocational training

Expenditure on training by employers excluding all wages and salaries. The wages and salaries of those engaged in training were included under the general heading, "wages and salaries", the earnings of apprentices and full-time trainees being separately distinguished.

Amounts of levies paid to industrial training boards during the year were recorded separately, as were grants received from the

NEWS RELEASES AND PICTURES

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Employment Gazette
Department of Employment
Caxton House Tothill Street
London SW1H 9NA
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boards. Employers were asked to use the same 12-month period for review and grants where possible.

In addition to the above costs, employers were asked to report any amounts received from government in respect of their employees, such as the short-time working compensation scheme.

Information was also obtained about the number of hours worked during the year. For manual employees the number of hours worked to be entered on the returns was the aggregate hours worked including overtime (that is the total of hours worked as distinct from the number paid for). Hours lost through sickness, attendance at training classes or other causes were excluded, except that any hours during which employees were available for work and for which a guaranteed wage was paid were counted as hours actually worked. Mealtimes such as the mid-day break were excluded.

For non-manual employees in production industries and all workers in the services sector, employers were asked to calculate the total hours worked by multiplying the average number of employees by the normal weekly hours, excluding main meal breaks, and by the number of weeks worked during the year, allowing for annual and public holidays. Hours relating to other absences, for sickness and other reasons, were not to be deducted.

Costs per hour worked were obtained by dividing employers' labour costs for the year (both in respect of the total and for each item of cost) by the total hours worked in the year.

The results are analysed according to the 1968 edition of the Standard Industrial Classification. Results are also being prepared for the European Community in terms of the classification used in Community statistics (Nomenclature Generale des Activités Economiques dans les Communautés Europeenes, usually abbreviated to NACE) which is close to the 1980 edition of the United Kingdom's Standard Industrial Classification which is currently being introduced for UK statistical series. To facilitate

comparisons with future surveys, the results of the 1981 survey will be available later in summary form in terms of the 1980 SIC.

Response

In manufacturing industries, about 5,530 establishments provided returns suitable for tabulation, about 80 per cent of those approached which were within scope of the survey. The employment in reporting establishments was about 2,726,000, about 46 per cent of all employment in manufacturing and about 47½ per cent of employment in establishments with ten or more employees. The coverage of establishments of different sizes was as follows:

Number of employees	Reported employment ('000)
10- 49	23
50- 99	49
100-199	112
200-499	413
500-999	586
1,000 and over	1,543

In construction, returns were received from 616 firms, just under 80 per cent of those approached which were within scope of the survey. The employment in reporting firms was about 203,000, about 18 per cent of all employment in construction, but about 26 per cent of employment in firms with ten or more employees.

In the distributive sector, about 1,680 firms provided returns suitable for tabulation, about 80 per cent of those approached which were in scope of the survey. Reporting firms had a total employment of 1,045,000, about 38 per cent of all employment in distribution and 43 per cent of estimated employment in firms with ten or more employees.

In the other sectors covered by the survey, the coverage was virtually complete.

EMPLOYERS OF GRADUATES

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what are the skills in shortage?
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IF SO the Department of Employment's Unit for Manpower Studies would like to hear from you!

The UMS is looking into the extent of any current or future (over the next 5 years) shortages of graduates in Science and Engineering.

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

This information will be used in the planning and funding of courses at first degree and post-graduate level.

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

Over the next 6 months the Unit is planning to interview up to 100 employers of graduates to ask them about shortages. Areas of questioning will cover:

SPECIAL FEATURE

Pensioner households RPI weights' revision

Employment Gazette gives the annual revision of the weights for the two special indices of retail prices compiled for one-person and two-person pensioner households.



In its report dated May 17, 1968 the Cost of Living Advisory Committee, now renamed the Retail Prices Index Advisory Committee, recommended that two special indices of retail prices should be compiled for one-person and two-person pensioner households at present excluded from the weighting pattern of the General Index of Retail Prices. The committee recommended that the proposed indices should exclude housing costs and that they should be chain indices constructed in the same way as the General Index of Retail Prices. A description of the new indices was given in an article on

pp 542-547 of the June 1969 issue of *Employment Gazette*.

In calculating the indices for 1983 the weighting patterns to be used are based on the expenditure of pensioner households in the three years ended June 1982 repriced at January 1983 prices. These weights are given below in table 1. If comparisons are made between these weights and those for the General Index of Retail Prices which were published on page 115 of the March 1983 issue of *Employment Gazette*, it should be remembered that the weights used for the General Index of Retail Prices include a weight for housing. To make possible proper comparison of weights, the group weights for 1983 of the General Index of Retail Prices excluding housing are given in table 2.

Table 1 Weights for one-person and two-person pensioner households

	One-person pensioner households	Two-person pensioner households	One-person pensioner households	Two-person pensioner households
FOOD	376	379		
Bread	27	25		
Flour	3	3		
Other cereals	6	6		
Biscuits	10	9		
Cakes, buns, pastries, etc	14	12		
Beef	24	32		
Lamb	13	16		
Pork	9	10		
Bacon	13	15		
Ham (cooked)	6	5		
Other meat and meat products	31	33		
Fish	15	17		
Butter	12	11		
Margarine	4	5		
Lard and other cooking fats	3	3		
Cheese	10	9		
Eggs	10	9		
Milk, fresh	39	35		
Milk, canned, dried, etc	5	4		
Tea	11	10		
Coffee, cocoa, proprietary drinks	6	5		
Soft drinks	5	6		
Sugar	9	9		
Jam, marmalade and syrup	5	4		
Potatoes	11	12		
Vegetables fresh, canned and frozen	22	21		
Fruit, fresh, canned and dried	19	18		
Sweets and chocolates	7	10		
Ice cream	1	2		
Other foods	18	17		
Food for animals	8	6		
ALCOHOLIC DRINK			25	45
Beer			13	30
Spirits, wines, etc			12	15
TOBACCO			33	53
Cigarettes			30	47
Tobacco			3	6
FUEL AND LIGHT			216	161
Coal			42	38
Smokeless fuels			6	7
Gas			59	40
Electricity			92	64
Oil and other fuel and light			17	12
DURABLE HOUSEHOLD GOODS			40	40
Furniture			6	3
Radio, television, etc			2	3
Other household appliances			12	14
Floor coverings			4	6
Soft furnishings			8	5
Chinaware, glassware, etc			1	1
Hardware, ironmongery, etc			7	8
CLOTHING AND FOOTWEAR			62	62
Men's outer clothing			3	12
Men's underclothing			3	5
Women's outer clothing			16	13
Women's underclothing			9	6
Children's outer clothing			1	1
Children's underclothing			2	1

Table 1 Weights for one-person and two-person pensioner households (continued)

	One-person pensioner households	Two-person pensioner households
CLOTHING AND FOOTWEAR (continued)		
Hose	5	4
Gloves, haberdashery, hats, etc	4	5
Clothing materials	1	—
Men's footwear	4	6
Women's footwear	14	9
Children's footwear	—	—
TRANSPORT AND VEHICLES		
Motoring and cycling	26	76
Rail transport	8	59
Road transport	3	5
	15	12
MISCELLANEOUS GOODS		
Books	90	86
Newspapers and periodicals	2	1
Writing paper and other stationers' goods	33	30
	6	5
Medicine and surgical, etc goods	7	7
Toiletries	8	9
Soap and detergents	12	10
Soda and polishes	8	7
Other household goods	5	4
Travel and sports goods, leather goods, jewellery, etc	4	6
Photographic and optical goods	1	1
Toys	1	1
Plants, flowers, horticultural goods, etc	3	5
SERVICES		
Postage	112	83
Telephone and telemessages	6	5
Television licences and T.V. and video rentals	28	21
	36	25
Other entertainment	5	7
Domestic help	9	4
Hairdressing	14	13
Boot and shoe repairing	3	3
Laundering	4	2
Miscellaneous services	7	3
MEALS BOUGHT AND CONSUMED OUTSIDE THE HOME		
	20	15
All items	1,000	1,000

Table 2 General index of retail prices, excluding housing

Food	235
Alcoholic drink	90
Tobacco	45
Fuel and light	81
Durable household goods	74
Clothing and footwear	85
Transport and vehicles	184
Miscellaneous goods	88
Services	73
Meals bought and consumed outside the home	45
All items	1,000



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Summary

There continues to be an increase in economic activity, both at home and overseas (led by the United States). The cso cyclical indicators and the April cbi Quarterly Industrial Trends Survey both point to this, the latter recording increases in demand and output and higher levels of firms' optimism than in recent periods.

On the demand side, the recent higher levels of retail sales, car registrations and housing starts are being maintained. The cbi survey suggests a slower rate of destocking during 1983, consistent with improvements in output.

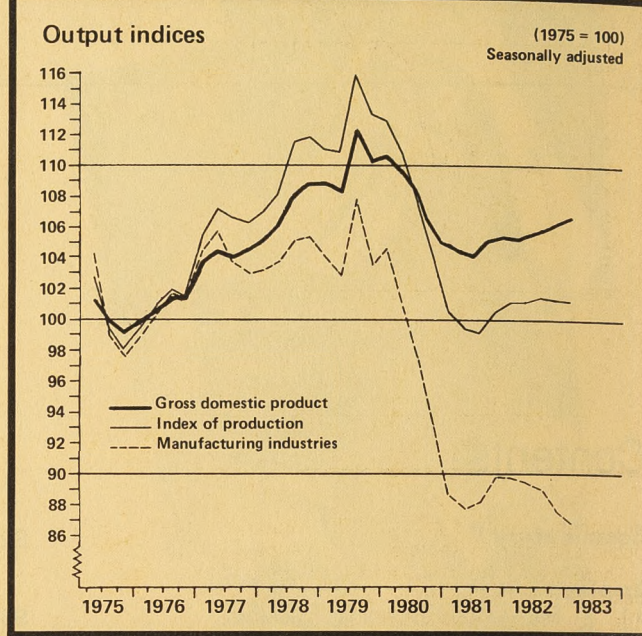
The underlying increase in unemployment was 22,000 in April, a little less than the average for recent months, after allowing for men aged 60 or over who no longer have to sign on to secure national insurance credits.

Average earnings increased at an underlying rate of about 7½ per cent in the year to March. The rate of inflation was 4.0 per cent in April, compared with 4.6 per cent in March.

Economic background

The results of the April cbi Quarterly Industrial Trends survey show a continued rise in business optimism and provide evidence of an overall increase in activity levels. Both demand and output were reported to have improved and further growth was expected over the coming four months. Firms' business confidence has been rising and there were signs that the rate of decline in manufacturing employment may be slowing.

The main factors underlying these signs of improvement were rising export demand and a slowdown in the rate of destocking. These cbi results are consistent with the Treasury Budget forecast of 2 per cent growth in 1983, and suggest that increased consumers' expenditure from mid-1982 onwards has now begun to feed through to manufacturing output, particularly in consumer and intermediate goods industries. The cso's cyclical indicators also point to a continuing rising phase in the business cycle, as do other recently published economic forecasts.



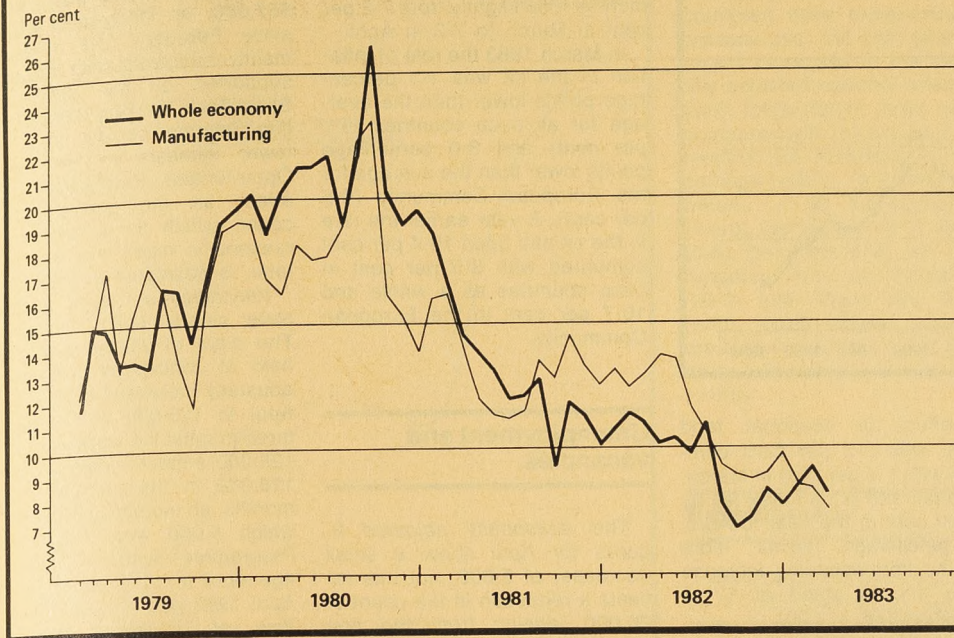
The index of industrial production was 1½ per cent higher in the three months to February than in the previous three-month period and was 2½ per cent higher than a year earlier. Manufacturing out-

put in the latest three months was 1 per cent above its level in the previous three months and was virtually unchanged from the same time a year earlier. Between the two latest three-month periods, metal manufacture output rose by 5 per cent, food, drink and tobacco production increased by 3 per cent, chemicals, coal and petroleum products rose by 2½ per cent and other manufacturing by 1 per cent; output in both engineering and allied industries and textiles, and in leather and clothing were broadly unchanged.

Consumers' expenditure, on preliminary estimates, was unchanged in the first quarter of 1983 compared with the fourth quarter of 1982. Consumers' expenditure did, however, rise by 1½ per cent in both the third and fourth quarters of last year, following three years of little change. In the first quarter the higher levels of retail sales and motor vehicle registrations reached in the previous quarter were sustained, while consumption of beer and of fuel and light fell slightly.

Housing starts rose substantially during the first quarter, to a level 37 per cent up on the previous three months and 23 per cent higher than in the first quarter of 1982. Similar rates of im-

EARNINGS: Average earnings index: increases over previous year



provement occurred in both the public and private sectors.

There was further substantial destocking in the fourth quarter. The volume of stocks held by manufacturers, retailers and wholesalers fell by £480 million, compared with destocking of £335 million in the third quarter. The April cbi survey suggested that the rate of destocking had declined in the past four months and was likely to slow further in the coming four months.

The underlying trend in capital expenditure remains flat, with a slow downward trend in manufacturing investment offsetting the rising trend in the distributive and service trends. A strengthening of investment intentions in manufacturing was reported by the cbi survey, but the volume of manufacturing investment was still expected to fall by about 2½ per cent in 1983 as a whole compared with 1982.

All three target monetary aggregates showed slightly higher increases in March than in February, and the rates of growth

again increased in April. The annual growth rates of these aggregates still remain within the 1982-83 target range of 8-12 per cent. Clearing bank base rates were cut by ½ per cent on 14 April to 10 per cent, following a similar fall in March.

Sterling's effective exchange rate reached a trough towards the end of March. During April and early May, it increased back to its level of last December, reflecting greater stability in oil prices. On May 12, the effective exchange rate stood at a level nearly 5 per cent higher than at the beginning of April, though it was still about 9 per cent lower than the peak in October last year.

The current account of the balance of payments was in surplus by £287 million in the first quarter, compared with a surplus of £1,709 million in the fourth quarter of last year. Visible trade showed a deficit of £253 million compared with a surplus of £1,262 million in the previous quarter. Export volume fell by 1

per cent in the first quarter, while the volume of imports was 6½ per cent up on the previous quarter.

World outlook

Further indications of economic recovery in leading Western nations since the beginning of the year are emerging. Demand and production have been rising, particularly in the UK, US and West Germany. The latest OECD forecast, published on May 9, is for 2 per cent growth this year and 3 per cent in 1984. Unemployment is said to be growing less quickly and inflation falling faster than expected.

The five leading economic research institutes in West Germany have recently published their Spring report and this predicts stronger growth than had been forecast last October. This report traces the recovery specifically to the more expansive US monetary policy adopted last summer, which was subsequently followed in other countries. The research institutes predict growth in 1983 of 3 per cent in Japan, much the same as in 1982; 2 per cent in the UK; 2 per cent in the US, reversing a fall of 1.7 per cent in 1982; and ½ per cent in West Germany, following a fall of 1.1 per cent in 1982. France is expected to experience zero growth in 1983, largely as a

result of the recent "austerity" measures.

Average Earnings

The underlying increase in average earnings was about 7½ per cent in the year to March compared with 7¾ per cent in the year to February. This downward movement continues to reflect the extent to which pay settlements currently being implemented are at generally lower levels than a year earlier.

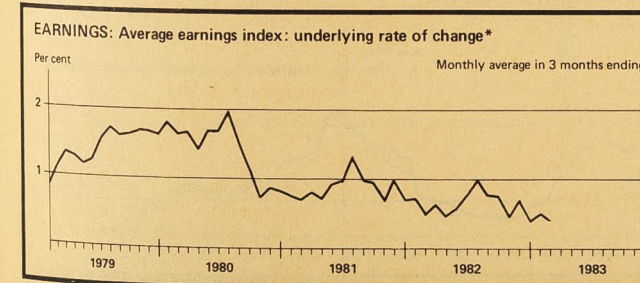
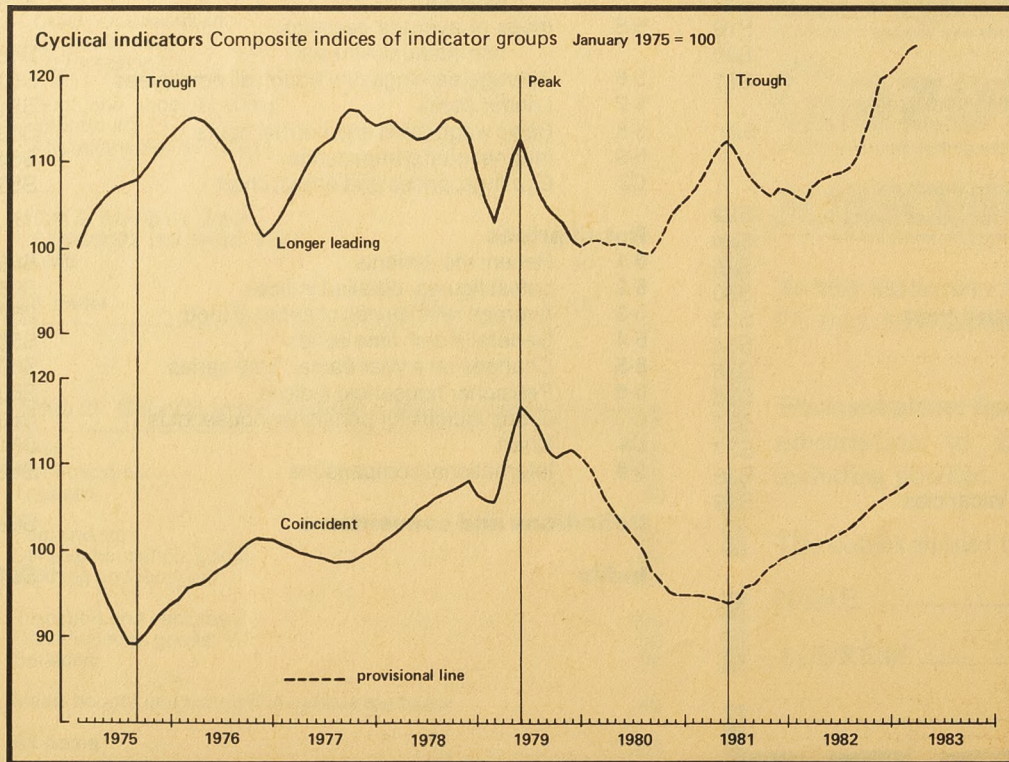
The underlying increase to March still mainly reflects settlements in the 1981-82 pay round; only about a third of employees are estimated to have had pay settlements in the 1982-83 pay round which had been reflected in earnings by the end of March.

The actual increase in the year to March (8.2 per cent) was inflated by temporary factors. There was more back-pay in March this year than in March last year, adding about ¼ per cent (net) to the actual increase. The largest amount of back-pay went to National Health employees but some other groups receiving back-pay were Local Authority manual employees, Water Industry manual employees and bus company employees. Other temporary factors such as the rail industrial dispute a year ago and the variation in timing of pay settlements added about ½ per cent to the actual increase.

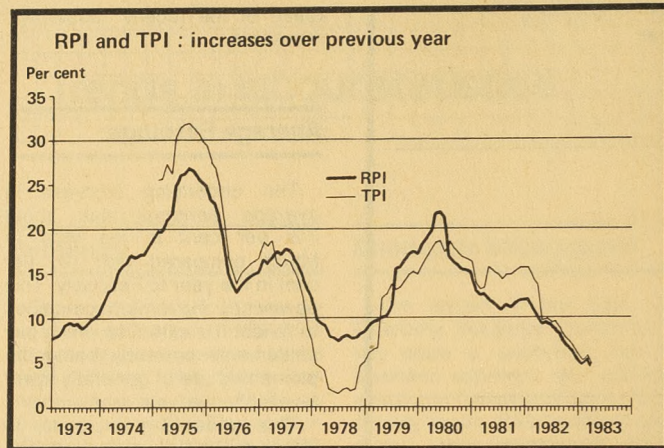
The underlying monthly increase in average earnings in the three months to March remained at about ½ per cent.

In manufacturing industries and in index of production industries the underlying increase in average earnings in the year to March were about 8 per cent and about 8¼ per cent respectively. These underlying increases were ¼ per cent lower than the equivalent underlying increases in the year to February, reflecting the tendency for pay settlements this year to be lower than the comparable settlements a year ago. The actual increases in average earnings in the year to March were 7 per cent for manufacturing industries and 7.8 per cent for index of production industries; these increases were depressed because of more backpay in March last year than this year.

In the three months to March, wages and salaries per unit of output in manufacturing, were 2.7 per cent higher than a year earlier.



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



Retail prices

The rate of inflation, as measured by the 12-monthly change in the retail prices index (RPI) was 4.0 per cent in April compared with 4.6 per cent in March. The rate is now at its lowest level since March 1968.

Between March and April 1983 the index went up by 1.4 per cent compared with an increase of 2.0 per cent during the corresponding period a year earlier. Both figures reflect rent and rates increases, Budget and other effects on the prices of beer, tobacco and petrol, and seasonal rises in the cost of some foods, but some increases were smaller this year than last.

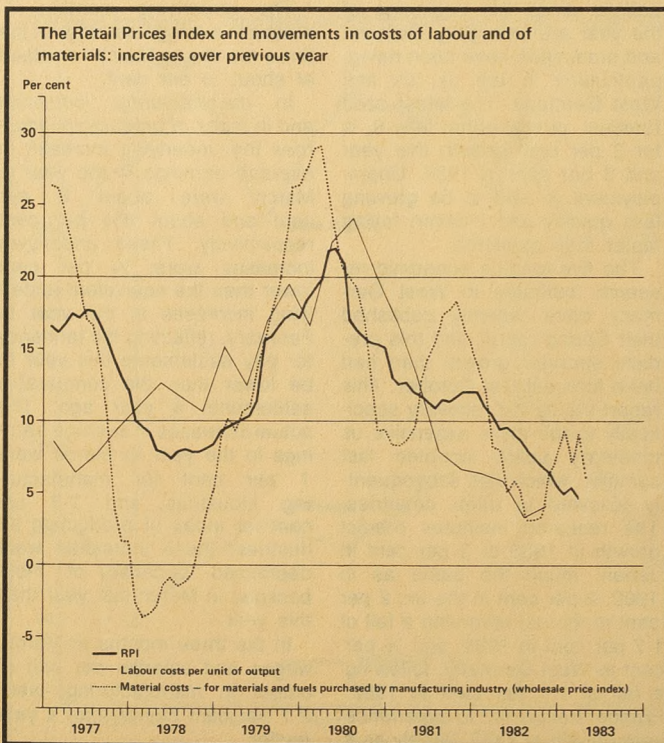
The increase in the RPI during the six months to April, excluding

the effect of seasonal food prices, was 2.2 per cent compared with 1.4 per cent in March.

The tax and price index fell by 3.5 per cent in the year to April, 0.5 percentage points more than the corresponding increase in the RPI, to stand at 171.8 (January 1978 = 100).

Input prices (that is the prices of materials and fuels purchased by manufacturing industries) fell by 1.4 per cent between March and April, mainly on account of the reduced sterling price of crude oil caused by appreciation against the dollar. The increase over 12 months was 6.2 per cent in April compared with 9.2 per cent in March.

Manufacturers' selling prices (as measured by the wholesale price index for home sales) rose by 0.8 per cent between March



and April, over a third of this increase being attributable to the Budget. The increase over 12 months rose slightly from 7.2 per cent in March to 7.3 in April.

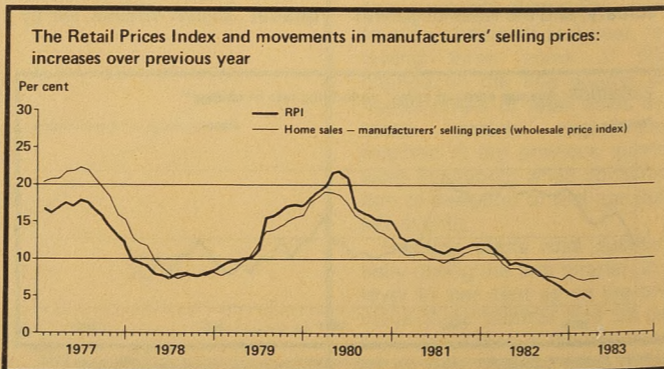
In March 1983 the rate of inflation in the UK was 1.1 percentage points lower than the average for all OECD countries (5.7 per cent) and 3.0 percentage points lower than the average for the European Community (9.6 per cent). A year earlier the rate in the UK had been 10.4 per cent compared with 8.5 per cent in OECD countries as a whole and 10.7 per cent in the European Community.

Unemployment and vacancies

The *seasonally adjusted* figures for April show a small decrease, of 5,000, but this reflects a reduction in the count of 26,000, arising from the first effects of the provision in the Budget, for men aged 60 and over, to obtain automatic national insurance credits without signing on at unemployment benefit offices. Allowing for this, there was an increase of 22,000, a little less than the average increase of 27,000 a month during the last six months.

The recorded total fell slightly, by 3,000, in April to 3,170,000 reflecting, in addition to the reduction mentioned above, a fall of 20,000 from seasonal influences, an increase of 22,000 on account of Easter school leavers and an underlying increase of 22,000.

The April total included 134,000 *school leavers*, compared with 112,000 in March and 87,000 (estimated) in April 1982; the increase of 22,000 between March and April reflected Easter school leavers and was on a similar scale to last year, when it was the May count which was affected, and increased by 18,000.

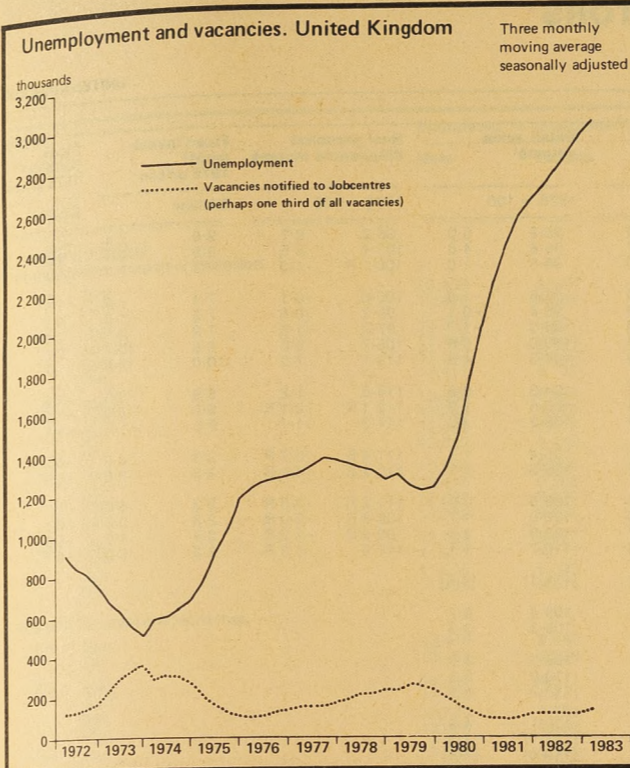


The number of people covered by *special employment measures* at the end of March was 657,000, an increase of 7,000 since February. The increase mainly reflected greater numbers supported by the Temporary Short Time Working Compensation Scheme, partially offset by fewer numbers on the Youth Opportunities Programme. The effect on the unemployment count, which for a number of reasons is much less than the total, is estimated at 365,000.

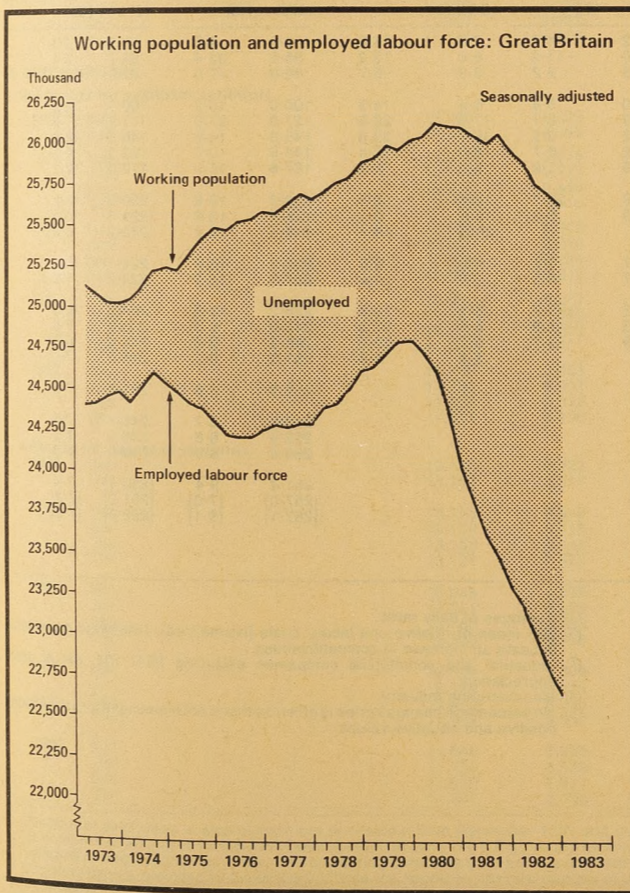
Vacancies in recent months have clearly been increasing. The *stock* of unfilled vacancies held at Jobcentres (seasonally adjusted) increased by 8,000 in April to 135,000. In the latest three months the stock averaged 128,000 a month compared with 118,000 in the previous three months, an increase of 10,000 of which 4,000 were Community Programme vacancies. The average stock in the three months to April 1982 was 111,000. The *inflow of vacancies* averaged 173,000 in the latest three months compared with 169,000 in the previous three months and 163,000 in the three months to April 1982.

Male unemployment is currently rising at the same rate as for *females*, after a period in which the male increase was more marked; this improved relative experience of men is consistent with the slower decline in manufacturing employment. In the latest three months the increase on the previous three months for males was 0.3 percentage points (allowing for the effect of the move to automatic credits), the same as for females.

The *regional pattern* in the latest three months, compared with the previous three months (after allowing for the effects of the move to automatic credits), shows an above average increase in the seasonally adjusted percentage rate for the East Midlands (+0.5 percentage points), in all other regions the increases were at or near the national average.



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



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

age (+0.3 percentage points).

International comparisons of unemployment show that most countries have experienced increases over the past year. The recent increases in the seasonally adjusted national unemployment rates (latest three months) compared with the previous three months are: Australia (+1.5 percentage points), Belgium (+1.2), Ireland (+1.0), the Netherlands (+0.8), Germany (+0.7), Norway (0.6), Denmark (0.4), the United Kingdom, Italy and Finland (all +0.3) and Japan and Austria (both +0.2). There were decreases in France (-0.1), Canada (-0.2) and the United States (-0.3).

maintained over the previous year or so. *Short-time working* fell to 1½ million hours lost a week (not seasonally adjusted) from the recent level of around 1¾ million hours.

The *labour turnover* figures in manufacturing industries for March show that the rates of engagements and discharges were slightly higher than a year ago. It has been a feature of past turning points in the economy that both discharges and engagements rise when there is an upturn.

Industrial stoppages

The number of working days lost through stoppages of work owing to industrial disputes in April is provisionally estimated as 335,000 somewhat less than the average of half a million a month during the first quarter of the year. The cumulative total of days lost in the first four months of 1983 is 1.9 million, compared with 2.2 million in the same period in 1982 and an average of 4.1 million over the last ten years.

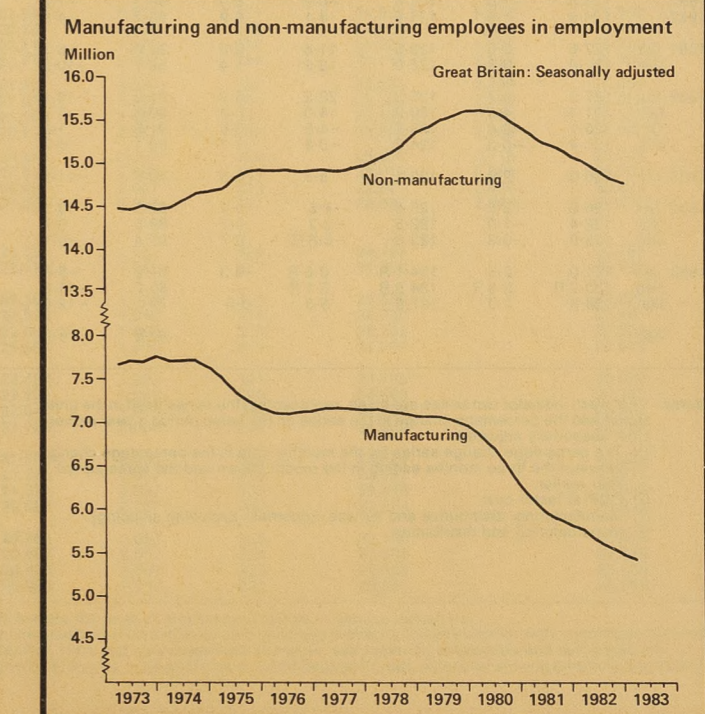
Six stoppages accounted for over 70 per cent of the days lost in April; these involved two strikes in the car industry, three in metal manufacture and engineering, and one in the docks.

The provisional number of stoppages beginning in the month remained low, at 63.

Employment

Manufacturing employment fell by 67,000 (seasonally adjusted) in the first quarter of 1983, somewhat less than the decline of 94,000 in the previous quarter. The fall of 10,000 in March followed one of 16,000 in February and suggests that the decline in manufacturing employment may be slowing down. This would be consistent with replies to the CBI survey.

Overtime working (by operatives in manufacturing industries) in March was 9½ million hours a week (seasonally adjusted) for the fifth successive month, slightly below the level of around 10 million hours which had been



0.1 BACKGROUND ECONOMIC INDICATORS*

Seasonally adjusted

UNITED KINGDOM

	Output		Demand					Visible trade		Balance of payments		Competitiveness		Profits		Prices		
	Index of production—OECD countries ¹	Whole economy ²	Index of production—manufacturing	Consumers' expenditure 1975 prices	Retail sales volume ³	Real personal disposable income	Fixed investment ⁴ 1975 prices	Stock building ⁵ 1975 prices	Export volume	Import volume	Current balance ⁶	Effective exchange rate ⁷	Relative unit labour costs ⁸	Gross trading profits of companies ⁹	Wholesale prices index ¹⁰ Materials and fuels	Home sales		
	1975 = 100	1975 = 100	1975 = 100	£ billion	1978 = 100	1975 = 100	£ billion	£ billion	1975 = 100	1975 = 100	£ billion	1975 = 100	1975 = 100	£ billion	1975 = 100	1975 = 100		
1972	98	6.5	97.9 R	-3.1	100.1	2.7	63.3	6.0	95.2	5.0	95.2	8.7	9.6	1.4	-0.1			
1973	108	10.2	103.6 R	5.8	108.4	8.3	66.3	4.7	99.6	4.6	101.4	6.5	8.9	-2.1	2.2			
1974	109	0.9	102.0 R	-1.5	106.6	-1.7	65.0	-1.8	98.5	-1.0	100.1 R	-1.3	7.3	-2.1	1.4			
1975	100	-8.3	100.0	-2.0 R	100.0	-6.2	64.7	-0.6	96.6	-1.8	100.0	-0.1	7.4	1.2	-1.5			
1976	109	9.0	101.8 R	1.8 R	101.4	1.4	64.7	0.9	96.4	-0.1	99.2	-0.8	7.3	-1.3	0.7			
1977	113	3.6	104.6	2.8 R	102.9	1.5	64.5	-0.3	98.3	-1.7	97.7	-1.5	7.9	9.1	1.1			
1978	118	4.4	108.1 R	3.3	103.9	1.0	68.2	5.8	100.0	5.6	105.7	8.2	8.8	10.7	0.5			
1979	123	4.2	110.3	2.0 R	104.3	0.4	71.6	4.9	104.3	4.6	113.1	7.0	10.0	12.8	1.1			
1980	123	0.0	107.1	-2.9	95.4	-8.5	71.6	0.0	104.3	0.6	114.5	1.2	9.9	-0.9	-1.6			
1981	124	0.8	104.5	-2.4	89.4	-6.3	71.9	-0.1	105.5	1.2	112.1 R	-2.1 R	9.2	-5.3	-1.3			
1982	119	-4.0	[105.8]	[1.0]	88.4	[-1.1]	72.7	-1.1	108.2	(3)	111.3	-1.1	9.3	-1.1	-0.8			
1981 Q3	124	3.3	104.7 R	-1.5 R	89.7	-4.1	17.9	-0.7	105.4	1.1	111.4 R	-3.7 R	2.3	-8.0	-0.2			
1981 Q4	123	0.0	104.9 R	0.0 R	89.6	-0.6	18.0	0.7	105.3	1.1	111.2 R	-4.1 R	2.3	-8.0	-0.2			
1982 Q1	121	-2.4	104.6 R	-0.2 R	89.3	0.3	17.9	0.6	106.5	0.0	111.2 R	-3.2 R	2.3	0.0	0.1			
1982 Q2	120	-3.2	104.9 R	0.3 R	88.9	-0.4	18.0	0.0	106.8	1.7	108.8 R	-3.0 R	2.3	0.0	-0.1			
1982 Q3	118	-4.8	105.3 R	0.4 R	88.3	-1.6	18.2	1.7	108.9	3.3	109.0 R	-2.2 R	2.4	4.3	-0.3			
1982 Q4	117	-4.9	[106.4]	[1.4 R]	87.3	-2.6	18.5	2.4	110.7	5.1	111.5	0.3 R	2.3	0.0	-0.5			
1983 Q1	[18.5]	[3.4]	[111.1]	[4.5]		
1982 Aug	118	-4.8	88.2	-1.7	109.4	2.7		
1982 Sep	118	-4.8	88.4	-1.6	109.3	3.3		
1982 Oct	117 R	-5.4 R	87.6	-2.2	109.3	3.3		
1982 Nov	117	-5.4	86.7	-2.9	110.0	3.3		
1982 Dec	117 e	-4.9 R	87.6	-2.6	112.2	5.1		
1983 Jan	118 e	-4.1 e	[89.7]	[-1.0]	110.1	4.8		
1983 Feb	[88.6]	[-0.3]	[111.1]	[4.9]		
1983 Mar	[119.0]	[4.5]		
1983 Apr	[112.0]	[5.0]		

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

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

EMPLOYMENT 1.1

Working population

THOUSAND

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces‡	Employed labour force†	Unemployed excluding students**	Working population†
	Male	Female	All					
A. UNITED KINGDOM								
Unadjusted for seasonal variation								
1978 Sep	13,459	9,447	22,906	1,903	320	25,129	1,418	26,547
1978 Dec	13,466	9,588	23,055	1,903	317	25,275	1,280	26,555
1979 Mar	13,373	9,501	22,873	1,903	315	25,091	1,320	26,411
1979 Jun	13,449	9,658	23,107	1,903	314	25,324	1,235	26,559
1979 Sep	13,507	9,672	23,179	1,930	319	25,428	1,292	26,720
1979 Dec	13,417	9,737	23,154	1,957	319	25,430	1,261	26,691
1980 Mar	13,260	9,588	22,848	1,984	321	25,153	1,376	26,529
1980 Jun	13,234	9,620	22,854	2,011	323	25,188	1,513	26,701
1980 Sep	13,098	9,516	22,614	2,037	332	24,983	1,891	26,874
1980 Dec	12,832	9,432	22,264	2,064	334	24,662	2,100	26,762
1981 Mar	12,560	9,236	21,797	2,091	334	24,222	2,334	26,556
1981 Jun	12,446	9,255	21,701	2,118	334	24,153	2,395	26,548
1981 Sep	12,387	9,227	21,614	2,118	335	24,067	2,749	26,816
1981 Dec	12,182	9,216	21,398	2,118	332	23,848	2,764	26,612
1982 Mar	12,024	9,077	21,101	2,118	328	23,547	2,821	26,368
1982 Jun	11,977	9,114	21,091	2,118	324	23,533	2,770	26,303
1982 Sep	11,915	9,033	20,948	2,118	323	23,389	3,066	26,455
1982 Dec	11,751	9,011	20,761	2,118	321	23,200	3,097	26,297
Adjusted for seasonal variation								
1978 Sep	13,400	9,440	22,840	1,903	320	25,063	1,418	26,417
1978 Dec	13,452	9,538	22,990	1,903	317	25,210	1,280	26,508
1979 Mar	13,442	9,571	23,013	1,903	315	25,231	1,320	26,555
1979 Jun	13,446	9,641	23,087	1,903	314	25,304	1,235	26,596
1979 Sep	13,443	9,665	23,108	1,930	319	25,357	1,261	26,585
1979 Dec	13,405	9,688	23,093	1,957	319	25,369	1,261	26,645
1980 Mar	13,330	9,660	22,990	1,984	321	25,295	1,376	26,666
1980 Jun	13,231	9,600	22,831	2,011	323	25,165	1,513	26,748
1980 Sep	13,034	9,508	22,542	2,037	332	24,911	1,891	26,732
1980 Dec	12,824	9,386	22,210	2,064	334	24,608	2,100	26,719
1981 Mar	12,629	9,308	21,937	2,091	334	24,362	2,334	26,690
1981 Jun	12,441	9,233	21,674	2,118	334	24,126	2,749	26,603
1981 Sep	12,321	9,218	21,539	2,118	335	23,992	2,764	26,671
1981 Dec	12,177	9,171	21,348	2,118	332	23,798	2,764	26,569
1982 Mar	12,091	9,149	21,240	2,118	328	23,686	2,821	26,500
1982 Jun	11,969	9,091	21,060	2,118	324	23,502	2,950	26,360
1982 Sep	11,847	9,023	20,871	2,118	323	23,312	3,066	26,306
1982 Dec	11,745	8,968	20,713	2,118	321	23,152	3,097	26,255
B. GREAT BRITAIN								
Unadjusted for seasonal variation								
1978 Sep	13,169	9,229	22,398	1,842	320	24,560	1,351	25,911
1978 Dec	13,176	9,366	22,542	1,842	317	24,701	1,222	25,923
1979 Mar	13,085	9,278	22,363	1,842	315	24,520	1,261	25,781
1979 Jun	13,160	9,433	22,593	1,842	314	24,749	1,175	25,924
1979 Sep	13,220	9,448	22,668	1,869	319	24,856	1,226	26,082
1979 Dec	13,132	9,510	22,642	1,896	319	24,857	1,201	26,058
1980 Mar	12,979	9,363	22,342	1,923	321	24,586	1,313	25,899
1980 Jun	12,955	9,396	22,351	1,950	323	24,624	1,444	26,068
1980 Sep	12,824	9,294	22,118	1,976	332	24,426	1,806	26,232
1980 Dec	12,565	9,213	21,778	2,003	334	24,115	2,011	26,126
1981 Mar	12,300	9,021	21,321	2,030	334	23,685	2,239	25,924
1981 Jun	12,191	9,040	21,232	2,057	334	23,623	2,299	25,922
1981 Sep	12,135	9,013	21,148	2,057	335	23,540	2,643	26,183
1981 Dec	11,934	9,001	20,935	2,057	332	23,324	2,663	25,987
1982 Mar	11,780	8,863	20,643	2,057	328	23,028	2,718	25,746
1982 Jun	11,736	8,903	20,638	2,057	324	23,019	2,664	25,683
1982 Sep	11,676	8,821	20,497	2,057	323	22,877	2,950	25,827
1982 Dec	11,511	8,798	20,309	2,057	321	22,687	2,985	25,672
Adjusted for seasonal variation								
1978 Sep	13,110	9,222	22,332	1,842	320	24,494	1,351	25,785
1978 Dec	13,162	9,317	22,479	1,842	317	24,638	1,222	25,876
1979 Mar	13,153	9,349	22,502	1,842	315	24,659	1,261	25,921
1979 Jun	13,158	9,416	22,574	1,842	314	24,730	1,175	25,961
1979 Sep	13,158	9,441	22,600	1,869	319	24,788	1,235	26,023
1979 Dec	13,121	9,463	22,584	1,896	319	24,799	1,261	26,013
1980 Mar	13,048	9,435	22,484	1,923	321	24,728	1,313	26,

1.2 EMPLOYMENT

Employees in employment: industry

THOUSAND

GREAT BRITAIN	Index of Production Industries II-XXI	Manufacturing Industries III-XIX	Service Industries XXII-XXVII*	I	II	III	IV	V	VI	VII	VIII	IX	X				
	All industries and services [†]	All employees	Seasonally adjusted	All employees	Seasonally adjusted	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering		
1978 June	22,273	9,023	9,038	7,117	7,135	12,878	12,849	373	351	682	40	438	458	923	149	749	173
July		9,060	9,033	7,146	7,129			349	693	40	441	457	922	149	752	173	
Aug		9,057	9,026	7,143	7,121			346	695	40	444	456	922	150	754	173	
Sep	22,398	9,059	9,025	7,144	7,118	12,950	12,935	389	345	687	39	444	457	930	150	756	173
Oct		9,057	9,023	7,138	7,113			345	687	39	443	454	927	150	759	173	
Nov		9,059	9,029	7,139	7,113			344	687	39	443	453	927	151	760	173	
Dec	22,542	9,051	9,029	7,130	7,108	13,121	13,078	371	344	684	39	443	452	928	152	758	172
1979 Jan		9,009	9,033	7,084	7,102			344	671	38	441	450	924	152	756	171	
Feb		8,990	9,022	7,047	7,091			345	666	38	441	447	923	152	756	171	
Mar	22,363	8,977	9,012	7,060	7,084	13,034	13,124	353	345	667	38	441	447	921	152	756	169
April		8,961	9,004	7,048	7,078			345	670	37	442	445	919	152	753	168	
May		8,974	9,008	7,047	7,075			345	673	37	443	444	918	152	752	168	
June	22,593	8,995	9,005	7,053	7,065	13,240	13,208	358	347	680	37	444	442	914	152	752	166
July		9,042	9,013	7,085	7,066			346	691	37	444	443	915	153	756	166	
Aug		9,033	8,999	7,079	7,055			345	696	37	448	441	914	154	756	166	
Sep	22,668	9,014	8,977	7,060	7,034	13,272	13,258	382	346	689	36	446	440	914	153	756	165
Oct		8,979	8,946	7,027	7,004			346	688	36	445	435	908	153	755	163	
Nov		8,958	8,933	7,015	6,994			347	687	36	445	434	907	153	756	163	
Dec	22,642	8,927	8,912	6,992	6,975	13,352	13,308	363	348	686	36	445	432	905	153	757	160
1980 Jan		8,846	8,873	6,921	6,941			348	676	35	442	427	897	151	753	158	
Feb		8,802	8,837	6,879	6,902			348	672	35	442	426	894	149	750	156	
Mar	22,342	8,762	8,797	6,839	6,862	13,233	13,326	348	349	668	35	441	422	891	148	746	154
April		8,703	8,746	6,787	6,816			348	664	35	439	416	888	148	741	154	
May		8,666	8,697	6,746	6,771			347	665	34	437	407	882	147	740	152	
June	22,351	8,636	8,642	6,711	6,720	13,363	13,328	351	347	669	34	436	399	877	147	739	151
July		8,593	8,562	6,667	6,647			346	675	34	435	390	871	147	737	149	
Aug		8,520	8,483	6,598	6,572			346	672	33	432	384	861	145	732	149	
Sep	22,118	8,449	8,409	6,531	6,503	13,287	13,275	381	346	663	33	430	382	855	143	726	149
Oct		8,358	8,324	6,450	6,427			345	662	33	426	366	842	142	720	149	
Nov		8,254	8,231	6,366	6,348			344	657	32	421	357	833	140	713	148	
Dec	21,778	8,179	8,168	6,310	6,297	13,242	13,199	357	343	654	32	419	358	823	140	707	148
1981 Jan		8,062	8,093	6,219	6,240			342	642	31	416	342	815	137	699	148	
Feb		7,988	8,024	6,158	6,182			341	632	31	413	343	806	137	693	148	
Mar	21,321	7,923	7,957	6,106	6,127	13,049	13,142	349	339	629	30	411	335	794	134	692	148
April		7,857	7,899	6,056	6,084			339	632	30	408	327	784	134	683	145	
May		7,815	7,845	6,020	6,043			337	630	30	406	324	778	132	677	142	
June	21,232	7,765	7,769	5,974	5,981	13,124	13,085	343	336	627	29	403	322	772	133	680	140
July		7,745	7,714	5,967	5,946			335	634	28	406	316	773	135	680	142	
Aug		7,721	7,682	5,951	5,925			334	635	28	405	314	768	132	673	143	
Sep	21,148	7,686	7,643	5,924	5,896	13,091	13,079	371	334	629	28	403	314	767	134	673	144
Oct		7,643	7,608	5,895	5,872			333	627	28	401	312	759	133	671	144	
Nov		7,585	7,564	5,860	5,845			332	625	28	398	309	753	132	664	143	
Dec	20,935	7,522	7,514	5,821	5,811	13,059	13,017	354	330	619	27	398	307	748	132	661	144
1982 Jan		7,431	7,464	5,755	5,777			329	607	27	393	304	741	131	653	144	
Feb		7,413	7,451	5,741	5,766			328	605	26	393	303	737	131	651	144	
Mar	20,643	7,396	7,430	5,728	5,749	12,907	13,000	340	328	603	26	393	302	738	131	650	143
April		7,354	7,396	5,690	5,718			327	602	26	389	299	729	130	646	142	
May		7,332	7,362	5,666	5,689			326	602	26	387	296	725	129	645	143	
June	20,638	7,322	7,324	5,655	5,660	12,971	12,930	345	325	605	26	388	295	722	129	642	141
July		7,316	7,286	5,648	5,627			324	610	25	387	291	721	130	643	139	
Aug		7,290	7,250	5,624	5,597			323	607	25	383	289	719	131	644	139	
Sep	20,497	7,265	7,221	5,601	5,573	12,861	12,848	370	323	604	25	381	287	716	131	646	138
Oct		7,229	7,193 R	5,570	5,548			322	603	25	383	286	709	132	644	136	
Nov		7,176	7,156 R	5,528	5,513			321	596	25	380	282	703	132	642	136	
Dec	20,309	7,124	7,119 R	5,487	5,479	12,824	12,783	361	321	591	24	375	276	694	129	641	135
1983 Jan R		7,043	7,077	5,416	5,438			320	579	24	370	270	685	127	636	134	
Feb R		7,023	7,061	5,397	5,422			319	575	24	369	265	679	127	634	136	
Mar		7,014	7,047	5,391	5,412			318	576	23	370	265	677	126	631	134	

Note: Estimates of employees in employment are provisional from December 1981 and may understate the level of employment mainly in service industries.

* Excludes private domestic service.
† These figures cover only a proportion of national and local government employees. They exclude those engaged in, for example, building, education and health, which are activities separately identified elsewhere in the classification. They include employees in

police forces, fire brigades and other national and local government services which are not activities identified elsewhere. Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published quarterly as table 1.7.

EMPLOYMENT 1.2

Employees in employment: industry

THOUSAND

GREAT BRITAIN XXVII

	XI	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	GREAT BRITAIN XXVII
	Vehicles	Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services	Miscellaneous services*	Public administration and defence†
1978 June	744	539	459	38	360	259	251	534	321	1,225	330	1,462	2,724	1,182	3,597	2,360	1,553
July	744	543	459	38	361	261	253	537	324	1,231	334						
Aug	743	541	456	38	359	261	251	539	324	1,233	335						
Sep	745	542	454	38	356	261	250	541	322	1,235	335	1,472	2,749	1,208	3,575	2,386	1,560
Oct	744	541	452	38	355	261	252	541	323	1,237	338						
Nov	742	542	451	38	355	261	254	542	322	1,239	337						
Dec	740	542	450	38	353	261	254	543	321	1,240	337	1,467	2,855	1,222	3,650	2,373	1,553
1979 Jan	737	538	446	37	354	259	251	542	317	1,242	339						
Feb	734	537	446	38	354	258	251	541	317	1,238	339						
Mar	733	536	445	37	352	258	251	540	317	1,234	338	1,462					

1.3 EMPLOYMENT

Employees in employment: index of production industries

THOUSAND

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[Mar 1982] R			[Jan 1983] R			[Feb 1983] R			[Mar 1983]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Index of Production Industries	II-XXI	5,570.0	1,826.1	7,396.1	5,310.1	1,732.9	7,042.9	5,293.3	1,729.6	7,022.9	5,285.0	1,728.7	7,013.7
All manufacturing industries	III-XIX	4,101.2	1,626.9	5,728.1	3,880.6	1,535.3	5,415.8	3,865.3	1,532.1	5,397.4	3,859.2	1,531.5	5,390.7
Mining and quarrying	II	309.8	17.9	327.8	302.4	17.9	320.3	301.4	17.9	319.4	300.6	17.9	318.5
Coal mining	101	252.5	10.6	263.1	243.3	10.6	253.8	242.4	10.6	252.9	241.5	10.6	252.0
Food, drink and tobacco	III	361.9	240.6	602.5	350.6	228.6	579.2	348.7	226.6	575.4	348.9	227.1	575.9
Bread and flour confectionery	212	52.1	31.5	83.6	49.6	29.1	78.7	49.3	28.9	78.2	50.1	29.2	79.3
Biscuits	213	13.6	23.4	37.0	13.9	23.2	37.1	13.8	23.0	36.8	13.8	22.7	36.4
Bacon curing, meat and fish products	214	48.5	45.3	93.9	47.2	43.1	90.3	47.3	42.6	89.9	48.3	43.9	92.2
Milk and milk products	215	33.4	13.4	46.8	32.3	12.4	44.8	32.5	12.4	44.9	32.9	12.8	45.7
Cocoa, chocolate and sugar confectionery	217	27.6	29.9	57.6	27.0	28.0	55.0	27.0	27.7	54.7	26.9	27.8	54.7
Fruit and vegetable products	218	25.3	26.3	51.6	24.5	25.3	49.7	24.4	24.9	49.4	24.1	24.9	49.0
Food industries n.e.s.	229	21.7	16.4	38.1	21.3	16.4	37.7	21.2	16.4	37.6	21.2	16.3	37.4
Brewing and malting	231	49.0	11.0	60.0	46.2	10.4	56.5	46.1	10.2	56.2	45.7	10.1	55.9
Other drinks industries	239	18.8	10.7	29.5	17.9	9.6	27.5	17.7	9.7	27.4	17.7	9.6	27.3
Coal and petroleum products	IV	23.1	3.1	26.2	20.9	2.9	23.8	20.6	2.9	23.5	20.6	2.8	23.4
Chemicals and allied industries	V	282.9	110.1	393.0	265.5	104.1	369.6	265.0	104.1	369.0	264.4	105.8	370.2
General chemicals	271	110.7	20.8	131.5	101.1	19.1	120.2	100.6	18.8	119.4	100.0	19.4	119.3
Pharmaceutical chemicals and preparations	272	42.2	30.8	73.0	41.9	29.5	71.4	41.8	29.5	71.4	41.9	29.7	71.6
Synthetic resins and plastics materials and synthetic rubber	276	40.0	9.8	49.7	35.5	9.4	44.9	35.6	9.5	45.1	35.7	9.7	45.5
Other chemical industries	279	35.2	21.9	57.1	34.4	20.9	55.3	34.4	20.8	55.2	34.5	21.1	55.6
Metal manufacture	VI	268.1	34.0	302.1	239.5	29.9	269.5	235.0	30.0	265.0	235.3	29.9	265.3
Iron and steel (general)	311	117.0	10.4	127.4	101.9	8.7	110.6	99.6	8.3	107.9	99.7	8.4	108.1
Steel tubes	312	29.5	4.4	33.9	26.2	3.8	30.1	26.0	3.8	29.8	25.2	3.9	29.1
Iron castings etc	313	45.6	5.0	50.6	39.7	4.4	44.1	38.7	4.5	43.1	39.9	4.7	44.6
Aluminium and aluminium alloys	321	32.8	6.1	39.0	31.3	5.5	36.8	31.0	5.6	36.6	31.0	5.6	36.6
Copper, brass and other copper alloys	322	24.2	4.4	28.6	22.7	4.0	26.8	22.3	4.2	26.5	22.3	3.9	26.2
Mechanical engineering	VII	622.8	114.7	737.5	580.1	104.4	684.5	575.7	103.6	679.3	574.2	103.1	677.3
Metal-working machine tools	332	42.4	7.6	50.1	38.0	6.5	44.4	37.1	6.4	43.5	37.1	6.4	43.6
Pumps, valves and compressors	333	58.3	11.3	69.7	55.7	10.6	66.2	55.4	10.5	65.9	55.1	10.5	65.5
Construction and earth-moving equipment	336	24.4	3.2	27.6	21.5	3.0	24.6	21.1	2.8	23.9	21.3	2.8	24.1
Mechanical handling equipment	337	46.8	6.9	53.6	45.1	6.5	51.6	45.0	6.4	51.4	44.7	6.3	51.1
Other machinery	339	146.4	30.2	176.6	139.1	28.4	167.5	137.6	28.0	165.5	137.1	27.8	164.9
Industrial (including process) plant and steelwork	341	106.0	13.4	119.4	96.3	11.6	107.9	95.8	11.5	107.3	95.7	11.5	107.1
Other mechanical engineering n.e.s.	349	113.5	23.2	136.8	106.9	21.1	127.9	106.2	20.9	127.2	105.8	20.9	126.7
Instrument engineering	VIII	86.7	43.8	130.5	86.2	40.9	127.1	86.4	40.9	127.4	86.5	40.7	126.3
Scientific and industrial instruments and systems	354	58.8	26.1	84.8	60.3	25.3	85.6	60.4	25.4	85.8	59.9	25.3	85.2
Electrical engineering	IX	437.8	211.9	649.7	430.7	205.3	636.0	429.6	204.2	633.8	427.9	203.5	631.4
Electrical machinery	361	86.4	23.9	110.3	84.6	23.1	107.7	84.5	23.1	107.5	83.6	23.0	106.6
Insulated wires and cables	362	26.1	8.9	35.0	25.8	8.5	34.3	25.8	8.5	34.3	25.7	8.5	34.2
Telegraph and telephone apparatus and equipment	363	37.0	21.3	58.4	36.6	20.8	57.4	37.1	21.0	58.1	36.9	20.8	57.7
Radio and electronic components	364	59.0	49.3	108.3	59.8	47.0	106.8	59.5	45.9	105.4	59.3	46.1	105.4
Broadcast receiving and sound reproducing equipment	365	12.1	11.7	23.8	11.9	10.1	22.0	12.0	10.3	22.3	11.8	10.2	22.0
Electronic computers	366	43.6	15.5	59.1	43.4	14.4	57.8	43.0	14.5	57.5	43.4	14.8	58.3
Radio, radar and electronic capital goods	367	78.5	28.5	107.1	78.3	28.6	107.0	78.2	28.4	106.6	78.0	28.6	106.6
Electric appliances primarily for domestic use	368	31.1	14.8	45.9	29.0	14.8	43.8	29.1	14.5	43.6	28.8	13.8	42.6
Other electrical goods	369	63.9	37.9	101.8	61.2	38.1	99.3	60.6	38.0	98.6	60.4	37.5	98.0
Shipbuilding and marine engineering	X	132.0	11.3	143.2	123.2	10.9	134.1	124.7	11.0	135.7	122.8	11.0	133.8
Vehicles	XI	501.4	66.0	567.4	463.6	59.2	522.8	463.1	58.9	522.0	460.8	59.0	519.8
Motor vehicle manufacturing	381	277.6	36.6	314.2	257.8	32.5	290.2	258.8	32.4	291.2	258.1	32.5	290.6
Aerospace equipment manufacturing and repairing	383	154.1	24.1	178.2	143.7	21.9	165.6	142.9	21.7	164.6	142.3	21.7	164.0
Metal goods not elsewhere specified	XII	324.2	108.6	432.8	302.0	99.6	401.6	300.1	98.9	399.1	299.7	99.4	399.0
Engineers' small tools and gauges	390	47.7	11.2	58.9	41.7	9.5	51.3	41.7	9.5	51.3	41.6	9.4	51.0
Metal industries n.e.s.	399	193.9	63.5	257.4	182.8	59.7	242.5	181.9	59.4	241.3	181.8	59.9	241.8
Textiles	XIII	163.5	140.7	304.3	155.2	134.2	289.4	155.0	135.6	290.6	154.0	134.3	288.3
Spinning and doubling on the cotton and flax systems	412	12.5	9.7	22.2	11.7	8.5	20.2	11.8	8.4	20.2	11.7	8.3	20.1
Woolen and worsted	414	29.6	20.4	50.0	27.3	18.7	46.1	27.5	18.7	46.3	27.5	18.8	46.3
Hosiery and other knitted goods	417	26.2	59.3	85.5	26.2	57.7	83.9	25.9	60.1	86.0	25.8	58.3	84.0
Textile finishing	423	22.3	9.1	31.4	21.6	8.0	29.6	21.8	7.5	29.3	21.5	8.3	29.8
Leather, leather goods and fur	XIV	16.1	12.9	29.0	15.1	11.6	26.7	15.5	12.1	27.5	15.7	12.1	27.8
Clothing and footwear	XV	62.2	196.9	259.1	60.5	191.2	251.7	60.2	191.6	251.8	59.6	191.5	251.1
Men's and boys' tailored outerwear	442	7.8	26.9	34.7	7.5	25.6	33.1	7.4	25.3	32.7	7.4	25.1	33.4
Women's and girls' tailored outerwear	443	5.8	19.0	24.8	5.6	19.9	25.5	5.5	19.7	25.2	5.4	19.5	24.9
Overalls and men's shirts, underwear, etc	444	5.7	26.0	31.7	5.6	26.1	31.8	5.7	26.3	32.0	5.5	25.8	31.3
Dresses, lingerie, infants' wear, etc	445	10.9	67.0	77.8	10.8	63.0	73.8	10.4	63.4	73.8	10.4	62.6	73.0
Footwear	450	24.4	28.9	53.3	23.4	27.7	51.1	23.2	27.6	50.8	23.4	27.8	51.1
Bricks, pottery, glass, cement, etc	XVI	159.6	44.9	204.5	152.4	41.8	194.2	152.2	41.4	193.6	153.4	40.9	194.3
Bricks, fireclay and refractory goods	461	26.4	3.3	29.7	25.5	3.0	28.5	25.5	2.9	28.5	25.5	3.0	28.4
Pottery	462	24.0	18.5	42.6	22.5	16.5	39.1	22.1	16.4	38.6	22.4	16.3	38.8
Glass	463	43.1	12.9	56.1	40.2	12.6	52.8	40.5	12.1	52.6	40.8	11.7	52.6
Abrasives and building materials, etc, n.e.s.	469	51.2	8.8	60.0	50.1	8.5	58.6	50.0	8.7	58.7	50.5	8.7	59.2
Timber, furniture, etc	XVII	163.9	41.3	205.2	161.6	40.1	201.7	161.2	40.3	201.6	163.2	40.9	204.2
Timber	471	53.7	8.9	62.7	54.2	8.6	62.8	54.2	8.1	62.4	54.6	8.4	63.0
Furniture and upholstery	472	58.2	14.9	73.1	57.0	14.7	71.7	56.6	14.8	71.3	57.9	15.1	73.1
Paper, printing and publishing	XVIII	337.0	163.0	500.0	325.7	154.2	479.9						

1.6 EMPLOYMENT

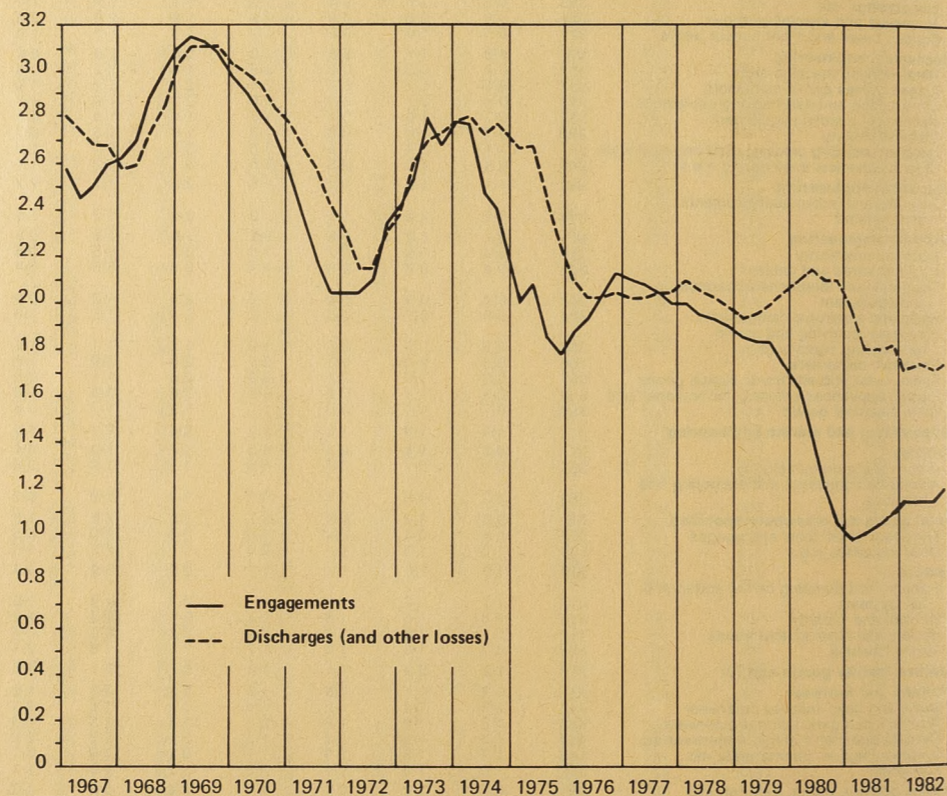
Labour turnover: manufacturing industries: September 1982 and March 1983

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

Per cent			
Year	Reference month*	Engagement rate	Leaving rate
1981	Nov	1.10	1.82
1982	Feb	1.15	1.73
	May	1.15	1.75
	Aug	1.15	1.73
	Nov	1.20	1.75

* On which the moving average is centred.

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



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

EMPLOYMENT 1.7

Manpower in the local authorities

TABLE A England

Service	Sept 12, 1981			Dec 12, 1981			[Mar 13, 1982]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	488,114	88,410	511,197	487,935	141,635	516,873	490,081	144,861	520,075
—Others	176,224	433,441	363,670	175,475	442,246	367,135	175,441	444,790	368,273
Construction	110,681	453	110,880	109,446	441	109,639	108,647	458	108,847
Transport	19,448	360	19,605	18,393	354	18,547	18,211	344	18,362
Social Services	130,804	159,945	198,164	130,631	161,744	198,762	131,228	162,113	199,540
Public libraries and museums	23,386	15,768	31,145	23,143	15,667	30,871	22,750	15,845	30,572
Recreation, parks and baths	64,386	19,379	72,748	60,443	18,057	68,252	60,322	18,102	68,147
Environmental health	19,823	1,694	20,546	19,358	1,575	20,032	19,221	1,549	19,885
Refuse collection and disposal	45,079	316	45,215	43,798	299	43,926	43,378	287	43,500
Housing	44,445	12,718	50,043	44,209	12,641	49,777	44,341	12,655	49,914
Town and country planning	19,575	590	19,876	19,513	580	19,810	19,472	572	19,765
Fire Service—Regular	33,542	3	33,544	33,676	3	33,678	33,791	4	33,793
—Others (a)	3,997	1,933	4,825	4,029	1,939	4,860	3,996	1,933	4,825
Miscellaneous services	218,031	42,663	236,680	215,368	42,178	233,806	213,972	41,780	232,231
All above	1,397,535	777,673	1,718,138	1,385,417	839,359	1,715,968	1,384,851	845,293	1,717,729
Police service—Police (all ranks)	112,473	—	112,473	112,982	—	112,982	113,390	—	113,390
—Others (b)	38,614	6,642	41,481	38,695	6,482	41,493	38,317	6,425	41,090
Probation, magistrates' courts and agency staff	16,464	4,708	18,756	16,597	4,585	18,830	16,721	4,796	19,058
All (excluding special employment and training measures)	1,565,086	789,023	1,890,848	1,553,691	850,426	1,889,273	1,553,279	856,514	1,891,267

TABLE B Wales

Service	Sept 12, 1981			Dec 12, 1981			[Mar 13, 1982]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	32,425	2,689	33,028	32,266	4,831	33,104	32,371	4,459	33,183
—Others	10,406	26,719	21,686	10,460	27,245	21,968	10,453	27,086	21,891
Construction	9,887	14	9,893	9,816	9	9,820	9,900	8	9,903
Transport	1,889	31	1,902	1,874	31	1,887	1,847	32	1,860
Social Services	8,217	8,788	11,879	8,155	9,338	12,042	8,043	9,761	12,111
Public libraries and museums	1,128	760	1,499	1,127	741	1,489	1,113	774	1,491
Recreation, parks and baths	4,484	1,658	5,186	4,132	1,518	4,776	4,159	1,516	4,803
Environmental health	1,183	232	1,279	1,150	227	1,244	1,143	223	1,235
Refuse collection and disposal	2,094	5	2,096	2,082	5	2,084	2,061	5	2,063
Housing	1,793	520	2,029	1,778	512	2,011	1,822	525	2,061
Town and country planning	1,425	31	1,440	1,415	30	1,429	1,411	26	1,423
Fire Service—Regular	1,798	1	1,799	1,807	1	1,808	1,814	—	1,814
—Others (a)	239	128	292	240	125	292	251	128	304
Miscellaneous services	18,202	3,442	19,653	17,886	3,369	19,306	17,779	3,410	19,217
All above	95,170	45,018	113,661	94,188	47,982	113,260	94,167	47,953	113,359
Police service—Police (all ranks)	6,347	—	6,347	6,357	—	6,357	6,370	—	6,370
—Others (b)	1,713	334	1,857	1,692	335	1,837	1,668	335	1,813
Probation, magistrates' courts and agency staff	992	224	1,098	989	215	1,089	991	218	1,093
All (excluding special employment and training measures)	104,222	45,576	122,963	103,226	48,532	122,543	103,196	48,506	122,635

Notes: (a) Includes administrative, clerical and cleaning staff. (b) Includes civilian employees of police forces, traffic wardens and police cadets. (c) Based on the following factors to convert part-time employees to approximate full-time equivalent: Teachers and lecturers in further education, 0.11; Teachers in primary and secondary education and all other non-manual employees, 0.53; Manual employees, 0.41.

1.7 EMPLOYMENT Manpower in the local authorities

Service	[June 12, 1982]			[Sep 11, 1982]			[Dec 11, 1982]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	489,462	132,120	518,054	483,185	90,423	506,587	483,319	150,128	513,288
—Others	173,482	438,628	363,664	173,517	427,580	358,545	172,534	437,461	362,376
Construction	107,247	474	107,457	107,483	469	107,689	107,025	463	107,230
Transport	18,278	348	18,430	18,294	358	18,451	17,852	336	18,000
Social Services	130,292	162,587	198,801	130,712	163,477	199,570	131,034	165,486	200,756
Public libraries and museums	22,889	15,942	30,749	23,160	16,163	31,130	23,086	15,939	30,953
Recreation, parks and baths	63,945	19,653	72,444	64,116	19,859	72,701	60,510	19,121	68,787
Environmental health	19,475	1,572	20,150	19,423	1,571	20,097	19,013	1,519	19,667
Refuse collection and disposal	42,835	311	42,967	43,021	321	43,159	41,547	318	41,683
Housing	44,348	12,794	49,988	44,643	12,689	50,240	45,396	12,855	51,063
Town and country planning	19,325	569	19,616	19,404	568	19,694	19,409	572	19,702
Fire Service—Regular	33,790	3	33,792	33,764	3	33,766	33,895	4	33,897
—Others (a)	3,975	1,936	4,804	4,003	1,938	4,834	4,018	1,945	4,853
Miscellaneous services	213,939	41,794	232,231	214,794	41,848	233,123	214,651	41,651	232,887
All above	1,383,282	828,731	1,713,147	1,379,519	777,267	1,699,586	1,373,289	847,798	1,705,142
Police service—Police (all ranks)	113,931	—	113,931	114,206	—	114,206	114,324	—	114,324
—Others (b)	38,063	6,405	40,827	37,976	6,356	40,719	38,247	6,360	40,992
Probation, magistrates' courts and agency staff	16,728	4,887	19,105	16,937	4,987	19,363	17,131	4,993	19,567
All (excluding special employment and training measures)	1,552,004	840,023	1,887,010	1,548,638	788,610	1,873,874	1,542,991	859,151	1,880,025

Service	[June 12, 1982]			[Sep 11, 1982]			[Dec 11, 1982]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	32,445	4,272	33,237	32,038	2,796	32,684	31,984	5,182	32,893
—Others	10,403	26,806	21,733	10,345	26,469	21,486	10,491	27,575	22,163
Construction	9,701	10	9,705	9,651	10	9,655	9,768	9	9,772
Transport	1,860	34	1,874	1,853	33	1,867	1,808	35	1,823
Social Services	8,193	9,536	12,163	8,142	9,707	12,188	8,148	9,928	12,285
Public libraries and museums	1,118	767	1,494	1,126	782	1,509	1,129	780	1,510
Recreation, parks and baths	4,679	1,689	5,396	4,645	1,748	5,388	4,238	1,712	4,966
Environmental health	1,160	220	1,251	1,158	228	1,252	1,124	231	1,220
Refuse collection and disposal	2,067	5	2,069	2,075	6	2,077	2,002	6	2,004
Housing	1,824	520	2,060	1,837	526	2,076	1,819	536	2,063
Town and country planning	1,396	27	1,409	1,387	26	1,399	1,411	25	1,423
Fire Service—Regular	1,805	1	1,806	1,790	1	1,791	1,798	—	1,798
—Others (a)	251	126	303	244	127	297	243	130	297
Miscellaneous services	18,002	3,449	19,457	18,182	3,435	19,632	17,999	3,399	19,434
All above	94,904	47,462	113,957	94,473	45,894	113,301	93,962	49,548	113,651
Police service—Police (all ranks)	6,390	—	6,390	6,385	—	6,385	6,384	—	6,384
—Others (b)	1,677	333	1,821	1,657	333	1,801	1,708	332	1,851
Probation, magistrates' courts and agency staff	994	221	1,097	1,004	212	1,103	1,015	207	1,111
All (excluding special employment and training measures)	103,965	48,016	123,265	103,519	46,439	122,590	103,069	50,087	122,997

EMPLOYMENT 1.7 Manpower in the local authorities

Service	Sep 12, 1981			Dec 12, 1981			Mar 13, 1982		
	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	61,470	3,656	62,932	61,547	4,324	63,277	61,460	4,695	63,338
—Others (e)	24,827	36,980	41,897	24,741	36,880	41,769	24,706	36,761	41,669
Construction	20,781	118	20,831	20,751	86	20,791	20,622	89	20,658
Transport	8,672	79	8,709	8,601	77	8,638	8,479	77	8,516
Social Services	19,893	22,259	30,128	20,000	21,920	30,086	19,989	21,892	30,058
Public libraries and museums	3,145	1,440	3,897	3,029	1,402	3,762	3,046	1,431	3,797
Recreation, leisure and tourism	12,432	2,739	13,714	11,156	2,525	12,343	11,118	2,517	12,301
Environmental health	2,262	546	2,511	2,195	473	2,413	2,190	455	2,398
Cleansing	10,290	192	10,377	9,855	195	9,943	9,764	195	9,852
Housing	4,649	402	4,842	4,638	403	4,832	4,661	399	4,854
Physical planning	1,609	25	1,623	1,632	23	1,644	1,590	18	1,600
Fire Service—Regular	4,498	—	4,498	4,516	—	4,516	4,504	—	4,504
—Others (a)	523	114	576	500	112	551	499	107	548
Miscellaneous services	32,699	3,109	34,200	32,073	3,067	33,629	31,921	3,018	33,381
All above	207,750	71,659	240,735	205,234	71,487	238,194	204,549	71,654	237,474
Police service—Police (all ranks)	13,175	—	13,175	13,180	—	13,180	13,191	—	13,191
—Others (b)	3,427	2,437	4,530	3,318	2,470	4,434	3,272	2,444	4,378
Administration of District Courts	86	10	91	87	12	94	85	11	91
All (excluding special employment and training measures)	224,438	74,106	258,531	221,819	73,969	255,902	221,097	74,109	255,134

Service	June 12, 1982			Sep 11, 1982			Dec 11, 1982		
	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	60,589	4,585	62,423	60,098	3,667	61,565	60,242	4,663	62,107
—Others (e)	24,576	36,173	41,276	24,335	36,046	40,969	23,661	37,161	40,829
Construction	20,086	77	20,121	19,009	70	19,041	20,207	153	20,278
Transport	8,439	75	8,474	8,350	73	8,384	8,308	72	8,341
Social Services	20,142	21,862	30,204	20,304	21,988	30,424	20,013	22,004	30,147
Public libraries and museums	3,065	1,455	3,828	3,112	1,479	3,887	3,034	1,471	3,806
Recreation, leisure and tourism	12,455	2,780	13,763	12,449	2,690	13,710	11,178	2,409	12,309
Environmental health	2,363	479	2,581	2,205	544	2,452	2,142	427	2,337
Cleansing	9,805	197	9,894	9,975	202	10,066	9,631	194	9,719
Housing	4,703	450	4,919	4,784	416	4,984	4,778	406	4,973
Physical planning	1,589	23	1,601	1,583	21	1,594	1,554	17	1,563
Fire Service—Regular	4,512	—	4,512	4,486	—	4,486	4,479	—	4,479
—Others (a)	513	102	560	503	107	552	511	107	560
Miscellaneous services	32,091	3,014	33,544	32,695	3,018	34,151	31,381	2,901	32,782
All above	204,928	71,272	237,700	203,888	70,321	236,265	201,119	71,985	234,230
Police service—Police (all ranks)	13,206	—	13,206	13,183	—	13,183	13,185	—	13,185
—Others (b)	3,346	2,453	4,455	3,333	2,480	4,455	3,330	2,451	4,439
Administration of District Courts	92	12	99	92	12	98	93	11	99
All (excluding special employment and training measures)	221,572	73,737	255,460	220,496	72,813	254,001	217,727	74,447	251,953

Notes: (d) Includes only those part-time staff employed in vocation FE.
(e) Includes school-crossing patrols.
(f) Based on the following factors to convert part-time employees to approximate full-time equivalents; lecturers and teachers 0.40; non-manual staff (excluding Police, Teachers and Firemen 0.59); manual employees 0.45.
(g) The responsibilities of local authorities in Scotland differ somewhat from those in England and Wales; for example, they discharge responsibilities for water management which fall to Regional Water Authorities in England and Wales.

1.8 EMPLOYMENT Indices † of output, employment and productivity

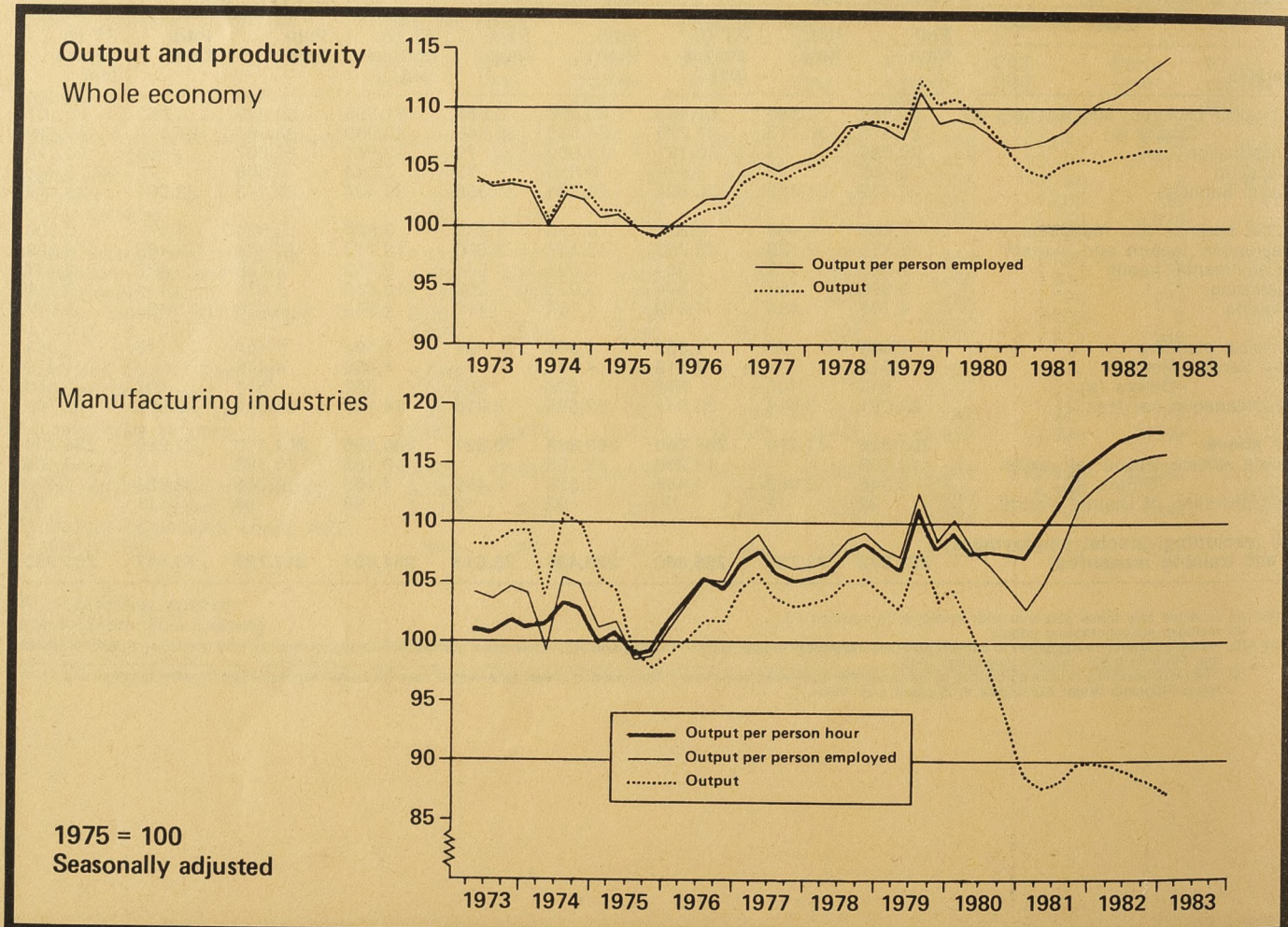
seasonally adjusted (1975 = 100)

UNITED KINGDOM	Whole economy						Index of production industries						Manufacturing industries			
	including MLH 104†			excluding MLH 104†			including MLH 104†			excluding MLH 104†						
	Output‡	Employed labour force*	Output per person employed*	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1973	103.6	100.1	103.6	103.5	100.1	103.5	109.7	104.5	104.9	109.5	104.6	104.8	108.8	104.5	104.2	101.2
1974	102.0	100.5	101.5	102.0	100.5	101.5	105.7	104.1	101.5	105.7	104.1	101.5	107.5	104.7	102.7	101.8
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	101.8	99.3	102.6	101.3	99.3	102.1	102.5	97.2	105.5	101.1	97.2	104.0	102.0	96.9	105.3	105.1
1977	104.6	99.3	105.3	102.9	99.3	103.6	106.8	96.8	110.3	102.6	96.7	106.0	103.9	97.1	107.1	106.0
1978	108.0	100.0	108.0	105.5	100.0	105.5	110.6	96.7	114.4	104.5	96.6	108.2	104.5	96.7	108.1	107.2
1979	110.4	101.1	109.2	106.8	101.1	105.7	113.2	96.4	117.6	104.4	96.2	108.5	104.6	95.5	109.5	108.7
1980	107.4	100.1	107.2	103.7	100.1	103.6	105.6	92.3	114.4	96.6	92.2	104.8	95.1	90.1	105.5	107.4
1981	104.8	96.5	108.7	100.8	96.4	104.6	100.1	84.5	118.6	90.1	84.3	106.9 R	89.0	81.4	109.4	112.7
1982	105.8	93.8	112.8	101.2	93.7	108.0	101.1	79.7	127.0 R	89.9 R	79.5	113.1 R	88.4 R	76.6	115.4 R	117.6 R
1980 Q1	109.9	101.2	108.6	106.2	101.1	105.0	110.6	94.9	116.6	101.5	94.8	107.1	100.8 R	93.5	107.8	107.5 R
Q2	108.2	100.7	107.4	104.6	100.7	103.9	107.5	93.6	114.9	98.6	93.5	105.5	97.6	91.7	106.5	107.5
Q3	106.4	99.9	106.5	102.9	99.8	103.1	103.7	91.5	113.4	95.1	91.3	104.1	93.3	89.1	104.7	107.4
Q4	105.0	98.7	106.4	101.2	98.7	102.5	100.5	89.1	112.8	91.1	89.0	102.4	88.7	86.2	102.9	107.1
1981 Q1	104.6	97.7	107.1	100.6	97.6	103.0	99.4	86.9	114.4	89.5	86.8	103.2	87.9	83.9	104.8	109.5 R
Q2	104.3	96.7	107.8	100.3	96.7	103.8	99.3	85.1	116.6	89.5	85.0	105.3	88.3 R	82.0	107.7	111.5
Q3	105.1	96.1	109.3	101.1	96.0	105.3	100.6	83.5	120.5	90.8	83.3	109.0	89.8	80.4	111.7	114.5
Q4	105.3	95.4	110.4	101.1	95.3	106.1	101.1	82.4	122.7	90.6	82.2	110.2 R	89.8	79.3	113.2	115.5
1982 Q1	105.2	94.8	111.0	101.0	94.7	106.6	100.8	81.1	124.3	90.3	80.9	111.7	89.5	78.2	114.4	116.5
Q2	105.5	94.2	112.0	101.0	94.1	107.3	101.1	80.3	125.9	89.9	80.1	112.2	89.0	77.2	115.3	117.6 R
Q3	105.9	93.4	113.4	101.3	93.3	108.6	101.5	79.1	128.3	90.1	78.9	114.2 R	88.1 R	76.0	115.9 R	118.1 R
Q4	106.4	92.7	114.8	101.5	92.6	109.6	101.1	78.2	129.3	89.1	78.0	114.2 R	86.9	74.9	116.0	118.0

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

‡ Gross domestic product for whole economy.

* Since the second half of 1981 the provisional estimates of the employed labour force may have been understating the level of employment, mainly in service industries, and accordingly output per person employed for the whole economy may have been slightly overstated.



9. EMPLOYMENT

Selected countries: national definitions

	United Kingdom (1) (2)	Australia (2) (3) (4)	Austria (2) (5)	Belgium (1)	Canada (2)	Denmark	France	Germany (FR) (2)	Irish Republic (6)	Italy (2)	Japan (2) (5)	Nether- lands (7)	Norway (2) (5)	Spain (5) (8)	Sweden (2)	Switzer- land (2)	United States (2)
Indices: 1975 = 100																	
CIVILIAN EMPLOYMENT																	
Years																	
1973	100.0	99.0	102.3	99.9	94.4	102.3	100.5	105.7	99.0	97.3	100.7	100.6	96.9	101.3	95.5	106.2	99.1
1974	100.3	100.3	102.3	101.4	98.3	101.0	101.2	103.6	99.8	99.4	100.3	100.7	97.2	101.8	97.5	105.6	101.1
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	99.1	101.0	100.2	99.2	102.1	102.6	100.7	99.0	99.1	100.8	100.9	100.0	104.8	98.8	100.6	96.7	103.4
1977	99.3	102.6	101.6	99.0	103.9	103.5	101.6	98.8	100.9	101.8	102.3	100.6	106.9	98.0	100.9	96.7	107.2
1978	99.9	102.2	102.5	99.0	107.4	106.0	101.9	99.6	103.5	102.3	103.5	101.2	108.6	95.3	101.3	97.3	111.9
1979	101.2	103.4	103.7	100.2	111.7	107.1	102.0	100.9	106.7	103.4	104.9	102.4	109.7	93.3	102.9	98.2	115.1
1980	100.7	106.4	104.3	100.1	114.8	..	102.0	101.8	108.5	104.9	106.0	102.7	112.1	89.7	104.2	100.0	115.7
1981	96.4	108.5	105.0 R	..	117.8	..	101.2 R	101.0	..	105.3	106.9	..	113.2	87.1	104.0	101.2	117.0
1982	93.9	108.7	..	..	113.9	..	..	99.1	..	104.8	107.9	..	114.0	86.6	103.9	..	115.9
Quarters																	
1980 Q3	99.5	106.9	103.1	..	114.8 R	..	..	101.8	..	105.3	106.3	..	112.1 R	90.5	104.3 R	100.2	115.2 R
Q4	98.3	107.3	104.8	..	116.2	..	101.6	101.8	..	105.6	106.3	..	113.3 R	89.7	104.0 R	99.9	115.9
1981 Q1	97.3	107.8	104.9	..	117.5	..	..	101.5	..	105.9	106.8	..	113.9 R	88.6	104.6	100.7	116.7 R
Q2	96.3	108.5	105.0	..	118.2	..	..	101.2	..	105.1	106.7	..	112.7 R	87.9	103.5	101.1	117.4
Q3	95.8	108.8	105.1	..	118.2 R	..	..	100.9	..	104.7	106.8	..	113.1	87.8	104.4 R	101.4	117.1 R
Q4	95.0	108.9	105.1	..	117.2	..	100.9 R	100.5	..	105.2	107.3	..	113.1 R	87.1	103.6 R	101.3	116.6 R
1982 Q1	94.6	109.2	109.0	..	115.9 R	..	..	99.9	..	104.9 R	107.9	..	113.6	86.8	103.6 R	101.1	116.1 R
Q2	93.8	109.0	108.0	..	114.5 R	..	..	99.5	..	105.5	107.7	..	115.0 R	86.8	103.9	101.7	116.2
Q3	93.1 R	108.6	108.3	..	113.2 R	..	..	98.9	..	104.3 R	107.5	..	114.0	86.7 R	104.0 R	100.3	116.0 R
Q4	92.4	108.0	..	..	112.2	..	..	98.4	..	104.5	108.8	..	113.5	86.6	104.0	..	115.5
CIVILIAN EMPLOYMENT																	
Thousand																	
1975	24,704	5,841	2,942	3,748	9,284	2,332	20,714	24,798	1,058	19,594	52,230	4,547	1,707	12,692	4,062	3,017	85,846
1980	24,865	6,242	3,070	3,751	10,655	..	21,127	25,745	1,148	20,551	55,360	4,669	1,914	11,254	4,232	3,016	99,303
1981	23,819	6,364	3,091 R	..	10,933	..	20,959 R	25,548	..	20,623	55,810	..	1,932	10,931	4,225	3,054	100,397
1982	23,209	6,376	..	..	10,574	..	..	25,066	..	20,542	56,380	..	1,946	10,869	4,219	..	99,526
Civilian employment: proportions by sector																	
Per cent																	
1982 Agriculture†	2.7	6.5	10.3***	3.0*	5.3	8.3**	8.6***	5.5	19.2*	12.4	9.7	6.0*	8.0	18.3	5.6	7.0***	3.6
Industry††	34.6	29.8	40.0 R***	34.8*	26.5	30.0**	35.2***	42.7	32.4*	37.0	34.9	31.9*	29.4	33.9	30.3	39.3***	28.4
Services	62.7	63.7	49.8 R***	62.3*	68.2	61.7**	56.2***	51.8	48.4*	50.6	55.4	62.1*	62.5	47.8	64.1	53.6***	68.0
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Manufacturing																	
Per cent																	
1971	34.0	26.6	29.7	32.3	21.8	..	28.0	..	20.4	..	27.0	26.0	..	..	27.3	36.4	24.7
1972	32.9	25.5	29.7	31.9	21.8	24.9	28.1	36.6	..	..	27.0	25.1	23.8	..	27.1	35.5	24.3
1973	32.3	25.6	..	31.8	22.0	24.7	28.3	36.4	20.7	..	27.4	24.7	23.5	..	27.5	35.0	24.8
1974	32.4	25.2	30.2	31.5	21.7	23.6	28.4	36.6	21.0	..	27.2	24.6	23.6	..	28.3	34.8	24.2
1975	30.9	23.4	30.1	30.1	20.2	22.7	27.9	35.8	21.2	..	25.8	23.9	24.1	..	28.0	33.7	22.7
1976	30.2	23.5	29.6	29.1	20.3	22.5	27.4	35.8	20.8	..	25.5	22.9	23.2	24.0	26.9	32.8	22.8
1977	30.3	23.1	29.8	28.1	19.6	21.6	27.1	35.7	21.2	27.5	25.1	22.8	22.4	24.1	25.9	32.7	22.7
1978	30.0	21.8	29.7	27.0	19.6	21.5	26.6	35.4	21.1	27.1	24.5	22.1	21.3	24.1	24.9	32.6	22.7
1979	29.5	22.2	29.5	25.9	20.0	21.3	26.1	35.1	21.2	26.7	24.3	21.6	20.5	23.7	24.5	32.3	22.7
1980	28.4	30.9	29.5	25.4	19.8	..	25.7	35.1	21.2	26.7	24.7	21.3	20.3	23.7	24.2	32.2	22.1

Main Source: OECD—Labour Force Statistics.

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

- [6] Annual figures relate to April.
 [7] Data in terms of man-years.
 [8] Annual data relate to the 4th quarter.
 1980
 ** 1979.
 *** 1981.

† Including hunting, forestry and fishing.
 †† 'Industry' includes manufacturing, construction, mining and quarrying, electricity, gas and water.
 — Break in series

1.11 EMPLOYMENT

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week			
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Average per operative on short-time
1977	1,801	34.6	8.7	15.58		13	495	35	362	10.2	48	0.9	857	17.4
1978	1,793	34.8	8.6	15.50		5	199	32	355	11.0	37	0.7	554	15.1
1979	1,724	34.2	8.7	14.90		8	317	42	455	10.6	50	1.0	772	15.0
1980	1,399	29.5	8.3	11.58		20	810	253	3,129	12.1	274	5.9	3,938	14.3
1981	1,122	26.7	8.2	9.26		15	599	310	3,608	11.3	325	7.7	4,206	12.5
1982	1,189	30.1	8.4	9.97		8	304	125	1,335	10.7	132	3.4	1,640	12.4
Week ended														
1980 Dec 13	1,161	26.3	7.9	9.19	8.48	32	1,287	473	6,188	13.1	506	11.4	7,475	14.8
1981 Mar 14	1,054	24.7	8.1	8.51	8.29	19	771	494	6,059	12.3	513	12.0	6,829	13.3
June 13	1,133	27.1	8.1	9.23	8.89	10	389	293	3,277	11.2	303	7.2	3,667	12.1
Sep 12	1,175	28.1	8.5	9.98	10.07	8	320	183	1,960	10.7	191	4.6	2,280	11.9
Dec 12	1,255	30.6	8.4	10.59	9.96	6	247	142	1,516	10.7	148	3.6	1,763	11.9
1982 Mar 20	1,254	31.1	8.3	10.36	10.17	11	433	145	1,545	10.6	156	3.9	1,978	12.7
Apr 24	1,192	29.7	8.2	9.71	9.65	6	239	136	1,476	10.8	142	3.7	1,716	12.1
May 22	1,233	30.8	8.6	10.58	10.31	7	280	120	1,265	10.5	127	3.2	1,545	12.2
June 19	1,241	31.1	8.5	10.54	10.14	5	201	113	1,233	10.9	118	3.0	1,434	12.2
July 17	1,193	29.9	8.6	10.23	9.98	4	171	83	853	10.2	87	2.2	1,024	11.8
Aug 14	1,095	27.6	8.6	9.44	10.24	5	209	92	981	10.6	97	2.4	1,190	12.2
Sep 11	1,170	30.1	8.4	9.79	9.88	7	277	107	1,121	10.5	114	2.9	1,399	12.3
Oct 16	1,211	31.4	8.3	10.03	10.05	8	332	121	1,305	10.8	130	3.3	1,637	12.7
Nov 13	1,189	31.1	8.3	9.90	9.58	12	464	144	1,582	11.0	156	4.1	2,045	13.2
Dec 11	1,190	31.2	8.4	10.01	9.45	7	287	137	1,403	10.3	144	3.8	1,690	11.8
1983 Jan 15 R	1,051	27.9	7.9	8.25	9.41	6	254	134	1,441	10.8	141	3.7	1,696	12.1
Feb 12 R	1,128	30.1	8.3	9.36	9.38	11	431	124	1,336	10.8	134	3.6	1,768	13.2
Mar 12	1,170	31.3	8.3	9.68	9.50	6	230	116	1,226	10.6	122	3.3	1,456	12.0
SIC 1982														
Week ended March 12 1983														
Food, drink and tobacco 147.3		33.7	9.1	1,345.6		1.3	50.4	4.9	43.0	8.7	6.2	1.4	93.4	15.1
Food industries (211-229)	121.5	34.3	9.4	1,143.7		1.2	48.5	3.3	28.8	8.9	4.5	1.3	77.4	17.3
Drink industries (231-239)	22.0	33.2	7.7	170.2		—	1.9	1.7	14.2	8.4	1.7	2.6	16.1	9.3
Tobacco (240)	3.9	21.8	8.2	31.7		—	—	—	—	—	—	—	—	—
Coal and petroleum products 3.8	24.1	10.7	40.7						0.3	8.0		0.2	0.3	8.0
Chemical and allied industries 62.5	28.1	9.0	561.6		0.1	3.2	0.9	9.2	9.9	1.0	0.5	12.4	12.2	
General chemicals (271)	19.1	26.9	8.9	169.2		—	1.0	7.0	—	—	—	—	1.0	36.3
Metal manufacture 66.8	33.8	8.6	575.5		0.3	10.0	10.8	119.4	11.0	11.1	5.6	129.4	11.7	
Iron and steel (general) (311)	20.4	26.2	7.9	161.4		—	1.3	3.9	39.8	10.3	3.9	5.0	41.1	10.6
Other iron and steel (312-313)	25.7	43.7	9.0	232.1		0.2	6.8	4.9	54.8	11.1	5.1	8.6	61.6	12.1
Non-ferrous metals (321-323)	20.8	34.0	8.8	182.0		—	2.0	2.0	24.7	12.1	2.1	3.4	26.7	12.7
Mechanical engineering 155.1	36.3	8.0	1,241.7		1.9	75.6	25.0	291.5	11.7	26.9	6.3	367.1	13.7	
Instrument engineering 21.7	28.6	7.8	168.5		0.3	11.0	1.7	14.2	8.3	2.0	2.6	25.2	12.7	
Electrical engineering 124.2	33.6	8.0	990.5		0.1	3.5	9.6	112.0	11.6	9.7	2.6	115.4	11.9	
Electrical machinery (361)	22.2	34.1	7.5	166.6		—	0.2	3.3	55.0	16.9	3.3	5.0	55.2	16.9
Shipbuilding and marine engineering 46.6	46.9	10.3	481.7		0.1	4.7	1.1	10.8	10.2	1.2	1.2	15.6	13.2	
Vehicles 101.4	28.4	7.2	725.3		0.1	3.7	11.4	103.8	9.1	11.4	3.2	107.5	9.4	
Motor vehicle manufacturing (381)	63.8	29.0	7.2	461.8		0.1	2.3	8.3	76.9	9.3	8.3	3.8	79.2	9.5
Aerospace equipment manufacturing and repairing (383)	30.3	35.6	6.8	205.8		—	0.2	0.3	4.0	14.3	0.3	0.3	4.2	14.9
Metal goods nes 97.0	33.2	7.8	755.1		0.6	22.1	14.9	167.8	11.3	15.5	5.3	189.9	12.3	
Textiles 60.2	26.3	8.2	493.6		0.7	27.2	8.4	79.3	9.4	9.1	4.0	106.5	11.7	
Production of man-made fibres (411)	3.6	30.9	11.0	39.1		—	—	—	—	—	0.2	—	0.8	40.0
Spinning and weaving of cotton, flax linen and man-made fibres (412-413)	8.1	24.2	7.3	59.3		—	0.5	1.0	8.7	8.8	1.0	3.0	9.2	9.1
Woolen and worsted (414)	14.6	38.4	10.0	146.3		0.1	2.3	1.2	13.8	11.5	1.3	3.3	16.1	12.8
Hosiery and other knitted goods (417)	8.4	12.1	5.9	49.7		0.4	17.4	4.2	38.7	9.1	4.7	6.7	56.1	12.0
Leather, leather goods and fur 5.3	23.1	8.0	42.5		—	1.6	1.0	15.6	15.9	1.0	4.4	17.3	16.9	
Clothing and footwear 21.5	10.1	5.2	111.2		0.1	2.6	11.6	104.0	9.0	11.6	5.5	106.6	9.2	
Clothing industries (441-449)	14.6	8.6	5.2	76.6		—	1.9	4.8	51.4	10.7	4.8	2.8	53.3	11.0
Footwear (450)	6.9	16.2	5.0	34.6		—	0.7	6.8	52.6	7.8	6.8	16.0	53.3	7.8
Bricks, pottery, glass, cement, etc 53.8	36.6	9.7	520.1		—	2.6	28.1	10.7	2.6	1.8	28.1	10.7		
Timber, furniture, etc 59.5	38.9	8.2	487.5		0.1	5.7	1.9	24.4	13.0	2.0	1.3	30.1	14.9	
Paper, printing and publishing 97.1	30.9	7.9	771.1		0.1	2.7	2.5	25.3	10.1	2.6	0.8	28.0	10.9	
Paper and paper manufactures (481-484)	31.2	28.4	8.6	267.8		—	1.6	2.3	22.3	9.9	2.3	2.1	23.9	10.4
Printing and publishing (485-489)	65.9	32.3	7.6	503.3		—	1.1	0.3	3.0	12.0	0.3	0.1	4.1	14.7
Other manufacturing industries 45.8	27.7	8.0	366.7		0.2	6.2	7.5	76.6	10.2	7.7	4.6	82.8	10.8	
Rubber (491)	12.3	26.5	8.0	98.3		—	—	2.4	24.0	9.9	2.4	5.2	24.0	9.8
All manufacturing industries 1,169.7	31.3	8.3	9,679.0		5.8	230.4	116.0	1,225.5	10.6	121.7	3.3	1,455.9	12.0	

Notes: Figures from October 1981 are provisional. Figures in brackets after the industrial headings show the Standard Industrial Classification minimum list numbers of the industries included.

EMPLOYMENT 1.12

Hours of work—Operatives: manufacturing industries

1962 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*						
	All manufacturing industries		Engineering, allied industries (except vehicles) Orders VII-X & XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink, tobacco Order III	All manufacturing industries		Engineering, allied industries (except vehicles) Orders VII-X & XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink, tobacco Order III
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1959	100.9		96.3		104.9		108.6		99.1		104.5	
1960	103.9		99.4		107.9		110.1		100.1		104.8	
1961	102.9		101.9		102.9		104.7		100.1		101.1	
1962	100.0		100.0		100.0		100.0		100.0		100.0	
1963	98.4		97.6		99.1		98.2		98.4		100.5	
1964	100.7		101.7		99.1		98.8		97.3		101.4	
1965	99.8		101.9		96.2		95.6		96.6		100.3	
1966	97.3		101.0		91.5		91.7		95.2		97.8	
1967	92.4		96.8		86.1		84.4		92.8		97.1	
1968	91.5		94.6		87.0		83.3		90.4		96.8	
1969	92.4		96.1		88.3		83.6		90.8		97.3	
1970	90.2		94.3		86.7		78.3		89.3		96.9	
1971	84.											

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					
1977	1,402.7	5.8	89.7	..	1,313.0	..	..	..	..	..	..
1978	1,382.9	5.7	83.9	..	1,299.1	..	..	..	..	..	..
1979	1,295.7	5.3	68.3	..	1,227.3	..	..	..	..	..	..
1980	1,664.9	6.8	104.1	..	1,560.8	..	..	..	..	..	..
1981	2,520.4	10.5	100.6	..	2,419.8	..	..	..	..	..	..
1982	2,916.9	12.2	123.5	..	2,793.4	..	..	..	..	..	..
1978	April 13	1,369.8	5.7	46.4	..	1,323.4	1,337.4	5.5	-6.4	-6.5	..	
	May 11	1,304.7	5.4	36.8	..	1,267.8	1,329.2	5.5	-8.2	-5.6	..	
	June 8	1,343.1	5.6	122.6	..	1,220.5	1,326.2	5.5	-3.0	-5.9	..	
	July 6	1,470.8	6.1	214.2	..	1,256.6	1,319.8	5.5	-6.4	-5.9	..	
	Aug 10	1,499.6	6.2	197.2	..	1,302.4	1,325.2	5.5	5.4	-1.3	..	
	Sep 14	1,418.4	5.9	120.8	..	1,297.6	1,310.8	5.4	-14.4	-5.1	..	
	Oct 12	1,335.8	5.5	69.1	..	1,266.7	1,296.9	5.4	-13.9	-7.6	..	
	Nov 9	1,303.0	5.4	47.3	..	1,255.7	1,275.2	5.3	-21.7	-16.7	..	
	Dec 7	1,280.2	5.3	34.7	..	1,245.5	1,262.0	5.2	-13.2	-16.3	..	
1979	Jan 11	1,372.8	5.6	36.9	..	1,335.9	1,271.2	5.2	9.2	-8.6	..	
	Feb 8	1,369.2	5.6	29.5	..	1,339.7	1,293.8	5.3	22.6	6.2	..	
	Mar 8	1,320.3	5.4	22.7	..	1,297.6	1,289.3	5.3	-4.5	9.1	..	
	April 5	1,260.9	5.2	18.8	..	1,242.2	1,253.4	5.1	-35.9	-5.9	..	
	May 10	1,218.9	5.0	29.3	..	1,189.6	1,253.5	5.1	0.1	-13.4	..	
	June 14	1,234.5	5.1	114.8	..	1,119.7	1,232.7	5.1	-20.8	-18.9	..	
	July 12	1,347.3	5.5	186.4	..	1,160.9	1,227.0	5.0	-5.7	-8.8	..	
	Aug 9	1,344.9	5.5	158.2	..	1,186.7	1,213.9	5.0	-13.1	-13.2	..	
	Sep 13	1,292.3	5.3	96.7	..	1,195.6	1,211.8	5.0	-2.1	-7.0	..	
	Oct 11†	1,267.5	5.2	56.5	..	1,211.0	1,222.3	5.0	10.5	-1.6	..	
	Nov 8	1,258.7	5.2	39.8	..	1,219.0	1,215.8	5.0	-6.5	0.6	..	
	Dec 6	1,260.9	5.2	30.5	..	1,230.4	1,224.2	5.0	8.4	4.1	..	
1980	Jan 10	1,373.7	5.6	34.6	..	1,339.1	1,249.4	5.1	25.2	9.0	..	
	Feb 14	1,388.6	5.7	28.2	..	1,360.3	1,289.7	5.3	40.3	24.6	..	
	Mar 13	1,375.6	5.6	22.7	..	1,353.0	1,321.2	5.4	31.5	32.3	..	
	April 10	1,418.1	5.8	39.3	..	1,378.8	1,367.5	5.6	46.3	39.4	..	
	May 8	1,404.4	5.8	36.3	..	1,368.1	1,413.5	5.8	46.0	41.3	..	
	June 12	1,513.0	6.2	142.8	..	1,370.1	1,468.8	6.0	55.3	49.2	..	
	July 10	1,736.5	7.1	251.0	..	1,485.6	1,535.2	6.3	66.4	55.9	..	
	Aug 14	1,846.1	7.6	227.4	..	1,618.8	1,631.3	6.7	96.1	72.6	..	
	Sep 11	1,890.6	7.8	176.7	..	1,714.0	1,713.1	7.0	81.8	81.4	..	
	Oct 9	1,916.4	7.9	121.9	..	1,794.5	1,806.7	7.4	93.6	90.5	..	
	Nov 13	2,016.0	8.3	91.5	..	1,924.5	1,918.9	7.9	112.2	95.9	..	
	Dec 11	2,099.9	8.6	77.1	..	2,022.8	2,014.4	8.3	95.5	100.4	..	
1981	Jan 15	2,271.1	9.4	80.5	..	2,190.6	2,094.0	8.7	79.6	95.8	..	
	Feb 12	2,312.4	9.6	68.9	..	2,243.5	2,166.0	9.0	72.0	82.4	..	
	Mar 12	2,333.5	9.7	58.1	..	2,275.4	2,238.1	9.3	72.1	74.6	..	
	April 9	2,372.7	9.8	53.3	..	2,319.4	2,301.1	9.5	63.0	69.0	..	
	May 14	2,407.4	10.0	82.7	..	2,324.7	2,368.0	9.8	66.9	67.3	..	
	June 11	2,395.2	9.9	77.5	..	2,317.7	2,417.4	10.0	49.4	59.8	..	
	July 9§	2,511.8	10.4	76.5	..	2,435.3	2,476.5	10.3	59.1	58.5	..	
	Aug 13§	2,586.3	10.7	85.5	..	2,500.8	2,514.2	10.4	37.7	48.7	..	
	Sep 10§	2,748.6	11.4	178.8	..	2,569.9	2,554.6	10.6	40.4	45.7	..	
	Oct 8§	2,771.6	11.5	179.4	..	2,592.2	2,582.8	10.7	28.2	35.4	..	
	Nov 12	2,769.5	11.5	143.8	..	2,625.8	2,615.5	10.9	32.7	33.8	..	
	Dec 10	2,764.1	11.5	122.2	..	2,642.0	2,629.0	10.9	13.5	24.8	..	
1982	Jan 14	2,896.3	12.1	127.3	..	2,769.0	2,670.5	11.2	41.5	29.2	..	
	Feb 11	2,870.2	12.0	111.3	..	2,758.9	2,679.8	11.2	9.3	21.4	..	
	Mar 11	2,820.8	11.8	94.9	..	2,725.9	2,687.9	11.3	8.1	19.6	..	
	April 15	2,818.5	11.8	86.9	..	2,731.6	2,715.1	11.4	27.2	14.9	..	
	May 13	2,800.5	11.7	104.5	..	2,695.9	2,739.8	11.5	24.7	20.0	..	
	June 10	2,769.6	11.6	99.0	120.2	2,670.6	2,772.7	11.6	32.9	28.3	..	
	July 8	2,852.5	12.0	99.4	196.9	2,753.2	2,813.8	11.8	41.1	32.9	..	
	Aug 12	2,898.8	12.1	102.5	193.7	2,796.3	2,832.4	11.9	18.6	30.9	..	
	Sep 9	3,066.2	12.9	203.8	193.7	2,862.3	2,866.4	12.0	34.0	31.2	..	
	Oct 14	3,049.0	12.8	174.2	..	2,874.6	2,885.4	12.1	19.0	23.9	361	
	Nov 11	3,063.0	12.8	147.5	..	2,915.6	2,905.5	12.2	20.1	24.4	330	
	Dec 9	3,097.0	13.0	130.6	..	2,966.4	2,948.8	12.4	43.3	27.5	298	
1983	Jan 13	3,225.2	13.5	137.8	..	3,087.4	2,982.7	12.5	33.9	32.4	310	
	Feb 10	3,199.4	13.4	123.8	..	3,075.6	3,000.6	12.6	17.9	31.7	295	
	Mar 10	3,172.4	13.3	112.2	..	3,060.2	3,025.7 R	12.7	25.1 R	25.6	272	
	April 14††	3,169.9	13.3	134.5	..	3,035.4	3,021.2	12.7	-4.5(21.9)	12.8(21.6)	321	

Note: The national and regional unemployment series are seasonally adjusted using to a large degree information on claimants included in the old series. There will be an element of uncertainty in these figures until experience of seasonal movements in the new series has been gained. As a result, the latest figures are provisional and subject to revision, mainly in the following month.

* New basis (claimants). The figures for Great Britain prior to May 1982 and for Northern Ireland prior to November 1982 are estimates. See article on page S20 of *Employment Gazette* December 1982.

† Fortnightly payment of benefit, prior to October 1979 seasonally adjusted figures have been adjusted by the estimated affect arising from the introduction of fortnightly payment.

‡ Not included in total. The new count of claimants excludes new school leavers not yet entitled to benefit. A special count at Careers Offices is made in June, July and August.

§ The recorded unemployment figures for July to October 1981 are overstated by about 20,000 (net) as the result of industrial action at benefit offices. The seasonally adjusted figures have been reduced to allow for this. No adjustment has been made to other unemployment figures and in particular tables 2-3 (regions) and 2-19 (unemployment flows).

†† From April 1983 men aged 60 and over no longer have to sign on at an unemployment benefit office to secure national insurance credits. Changes in brackets allow for this effect.

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					
1977	1,402.7	5.8	89.7	..	1,313.0	..	..	..	..	..	..
1978	1,382.9	5.7	83.9	..	1,299.1	..	..	..	..	..	..
1979	1,295.7	5.3	68.3	..	1,227.3	..	..	..	..	..	..
1980	1,664.9	6.8	104.1	..	1,560.8	..	..	..	..	..	..
1981	2,520.4	10.5	100.6	..	2,419.8	..	..	..	..	..	..
1982	2,916.9	12.2	123.5	..	2,793.4	..	..	..	..	..	..
1978	April 13	1,369.8	5.7	46.4	..	1,323.4	1,337.4	5.5	-6.4	-6.5	..	
	May 11	1,304.7	5.4	36.8	..	1,267.8	1,329.2	5.5	-8.2	-5.6	..	
	June 8	1,343.1	5.6	122.6	..	1,220.5	1,326.2	5.5	-3.0	-5.9	..	
	July 6	1,470.8	6.1	214.2	..	1,256.6	1,319.8	5.5	-6.4	-5.9	..	
	Aug 10	1,499.6	6.2	197.2	..	1,302.4	1,325.2	5.5	5.4	-1.3	..	
	Sep 14	1,418.4	5.9	120.8	..	1,297.6	1,310.8	5.4	-14.4	-5.1	..	
	Oct 12	1,335.8	5.5	69.1	..	1,266.7	1,296.9	5.4	-13.9	-7.6	..	
	Nov 9	1,303.0	5.4	47.3	..	1,255.7	1,275.2	5.3	-21.7	-16.7	..	
	Dec 7	1,280.2	5.3	34.7	..	1,245.5	1,262.0	5.2	-13.2	-16.3	..	
1979	Jan 11	1,372.8	5.6	36.9	..	1,335.9	1,271.2	5.2	9.2	-8.6	..	
	Feb 8	1,369.2	5.6	29.5	..	1,339.7	1,293.8	5.3	22.6	6.2	..	
	Mar 8	1,320.3	5.4	22.7	..	1,297.6	1,289.3	5.3	-4.5	9.1	..	
	April 5	1,260.9	5.2	18.8	..	1,242.2	1,253.4	5.1	-35.9	-5.9	..	
	May 10	1,218.9	5.0	29.3	..	1,189.6	1,253.5	5.1	0.1	-13.4	..	
	June 14	1,234.5	5.1	114.8	..	1,119.7	1,232.7	5.1	-20.8	-18.9	..	
	July 12	1,347.3	5.5	186.4	..	1,160.9	1,227.0	5.0	-5.7	-8.8	..	
	Aug 9	1,344.9	5.5	158.2	..							

THOUSAND

GREAT BRITAIN	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					
1977	1,344.9	5.7	84.7	..	1,260.2	5.5	..	..	..	..	..
1978	1,320.7	5.6	78.6	..	1,242.0	5.4	..	..	..	..	..
1979	1,233.9	5.2	63.6	..	1,170.3	5.0	..	..	..	..	..
1980	1,590.5	6.7	97.8	..	1,492.7	6.3	..	..	..	..	..
1981	2,422.4	10.3	94.0	..	2,328.4	9.9	..	..	..	..	..
1982	2,808.5	12.1	117.3	..	2,691.3	11.5	..	..	..	..	..
1978 April 13	1,308.5	5.6	42.6	..	1,265.9	5.4	-7.6	-7.2	..	..	..
May 11	1,245.6	5.3	33.5	..	1,212.1	5.4	-7.9	-6.1	..	..	..
June 8	1,281.8	5.4	116.9	..	1,164.9	5.4	-3.3	-6.3	..	..	..
July 6	1,401.4	6.0	203.7	..	1,197.7	5.4	-6.5	-5.9	..	..	..
Aug 10	1,429.3	6.1	186.8	..	1,242.5	5.4	5.1	-1.6	..	..	..
Sep 14	1,350.8	5.7	112.8	..	1,238.0	5.3	-14.4	-5.3	..	..	..
Oct 12	1,274.3	5.4	63.9	..	1,210.5	5.3	-12.5	-7.3	..	..	..
Nov 9	1,244.7	5.3	43.3	..	1,201.4	5.2	-20.1	-15.7	..	..	..
Dec 7	1,222.0	5.2	31.6	..	1,190.4	5.1	-13.8	-15.5	..	..	..
1979 Jan 11	1,311.6	5.5	34.1	..	1,277.5	5.1	8.5	-8.5	..	..	..
Feb 8	1,307.7	5.5	27.0	..	1,280.8	5.2	21.4	5.4	..	..	..
Mar 8	1,260.7	5.3	20.6	..	1,240.1	5.2	-4.2	8.6	..	..	..
April 5	1,202.9	5.1	17.0	..	1,185.9	5.0	-34.9	-5.9	..	..	..
May 10	1,160.8	4.9	26.4	..	1,134.4	5.0	-0.5	-13.2	..	..	..
June 14	1,174.9	4.9	108.8	..	1,066.1	5.0	-19.8	-18.4	..	..	..
July 12	1,279.0	5.4	176.1	..	1,102.9	5.4	-6.7	-9.0	..	..	..
Aug 9	1,276.9	5.4	148.7	..	1,128.2	4.9	-13.0	-13.2	..	..	..
Sep 13	1,226.3	5.2	89.1	..	1,137.2	4.9	-2.2	-7.3	..	..	..
Oct 11†	1,206.0	5.1	51.7	..	1,154.4	4.9	10.5	-1.6	..	..	..
Nov 8	1,199.1	5.0	35.9	..	1,163.1	4.9	-6.2	0.7	..	..	..
Dec 6	1,200.7	5.1	27.3	..	1,173.4	4.9	7.4	3.9	..	..	..
1980 Jan 10	1,310.8	5.5	31.6	..	1,279.2	5.0	25.0	8.7	..	..	..
Feb 14	1,325.1	5.7	25.5	..	1,299.5	5.2	38.9	23.8	..	..	..
Mar 13	1,312.9	5.5	20.4	..	1,292.5	5.3	30.7	31.5	..	..	..
April 10	1,353.4	5.7	36.0	..	1,317.4	5.5	44.8	38.1	..	..	..
May 8	1,340.3	5.6	32.9	..	1,307.3	5.7	45.0	40.2	..	..	..
June 12	1,444.3	6.1	135.8	..	1,308.5	5.9	53.8	47.9	..	..	..
July 10	1,656.9	7.0	238.9	..	1,417.9	6.2	63.5	54.1	..	..	..
Aug 14	1,763.2	7.4	215.7	..	1,547.5	6.6	92.9	70.1	..	..	..
Sep 11	1,806.4	7.6	166.7	..	1,639.8	6.9	78.9	78.4	..	..	..
Oct 9	1,831.6	7.7	114.1	..	1,717.5	7.3	89.7	87.2	..	..	..
Nov 13	1,929.4	8.1	84.8	..	1,844.7	7.7	108.7	92.4	..	..	..
Dec 11	2,011.3	8.5	70.8	..	1,940.5	8.1	93.0	97.1	..	..	..
1981 Jan 15	2,177.5	9.3	74.5	..	2,103.1	8.5	77.3	93.0	..	..	..
Feb 12	2,218.1	9.4	63.2	..	2,154.9	8.8	70.4	80.2	..	..	..
Mar 12	2,239.1	9.5	53.1	..	2,186.0	9.1	70.1	72.6	..	..	..
April 9	2,279.2	9.7	48.9	..	2,230.3	9.4	62.6	67.7	..	..	..
May 14	2,311.5	9.8	76.5	..	2,235.1	9.7	64.6	65.8	..	..	..
June 11	2,299.3	9.8	71.5	..	2,227.8	9.9	48.5	58.6	..	..	..
July 9§	2,413.9	10.3	70.8	..	2,343.1	10.1	58.6	57.2	..	..	..
Aug 13§	2,488.3	10.6	80.2	..	2,408.2	10.3	37.6	48.2	..	..	..
Sep 10§	2,643.2	11.2	167.8	..	2,475.4	10.5	39.9	45.4	..	..	..
Oct 8§	2,667.7	11.3	169.9	..	2,497.8	10.6	27.6	35.0	..	..	..
Nov 12	2,667.7	11.3	136.1	..	2,531.6	10.7	32.2	33.2	..	..	..
Dec 10	2,663.0	11.3	115.3	..	2,547.6	10.8	13.4	24.4	..	..	..
1982 Jan 14	2,790.5	12.0	120.7	..	2,669.8	11.0	39.6	28.4	..	..	..
Feb 11	2,765.5	11.9	105.2	..	2,660.3	11.1	9.2	20.7	..	..	..
Mar 11	2,717.6	11.7	89.9	..	2,627.7	11.1	7.2	18.7	..	..	..
April 15	2,714.3	11.6	81.9	..	2,632.4	11.2	25.5	14.0	..	..	..
May 13	2,695.3	11.6	98.4	..	2,596.9	11.3	23.2	18.6	291	2,201	203	
June 10	2,663.8	11.4	93.1	117.4	2,570.6	11.5	31.2	26.6	264	2,196	205	
July 8	2,744.4	11.8	93.5	192.2	2,650.8	11.6	40.8	31.7	344	2,190	210	
Aug 12	2,789.7	12.0	97.0	187.6	2,692.7	11.7	17.9	30.0	298	2,282	210	
Sep 9	2,950.3	12.7	193.3	..	2,757.0	11.9	33.1	30.6	429	2,307	214	
Oct 14	2,935.3	12.6	166.5	..	2,768.7	11.9	17.8	22.9	352	2,366	217	
Nov 11	2,950.8	12.7	141.7	..	2,809.1	12.0	18.1	23.3	321	2,411	219	
Dec 9	2,984.7	12.8	125.8	..	2,858.9	12.2	42.2	26.3	290	2,469	225	
1983 Jan 13	3,109.0	13.3	133.4	..	2,975.6	12.3	32.7	31.0	302	2,577	231	
Feb 10	3,084.7	13.2	119.8	..	2,964.8	12.4	17.7	30.9	287	2,567	230	
Mar 10	3,058.7	13.1	108.8	..	2,950.0	12.5	24.6	25.0	265	2,559	235	
April 14††	3,053.5	13.1	129.8	..	2,923.7	12.5	-6.2 (20.2)	12.0 (20.8)	311	2,530	212	

See footnotes to table 2.1.

GREAT BRITAIN	MALE										FEMALE									
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				MARRIED					
	Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Number	Per cent	Number					
					Number	Per cent					Number	Per cent								
1977	1,004.0	7.1	43.4	960.5	6.9	340.9	3.6	41.2	299.7	3.3	..	..	..	..	..
1978	965.7	6.9	40.4	925.3	6.7	354.9	3.7	38.3	316.7	3.4	..	..	..	..	..
1979	887.2	6.3	33.1	854.1	6.2	346.7	3.6	30.4	316.3	3.3	..	..	..	..	..
1980	1,129.1	8.1	51.2	1,077.9	7.7	461.3	4.7	46.6	414.8	4.2	..	..	..	..	..
1981	1,773.3	12.8	51.4	1,721.9	12.4	649.1	6.7	42.5	606.5	6.3	..	..	..	..	..
1982	2,055.9	15.0	66.2	1,989.7	14.5	752.6	7.8	51.1	701.6	7.3	..	..	..	..	..
1978 April 13	976.0	7.0	21.7	954.3	6.8	332.4	3.5	20.9	311.6	3.4	..	..	..	..	..
May 11	932.1	6.6	16.7	915.4	6.8	313.5	3.3	16.8	296.7	3.4	..	..	..	..	..
June 8	942.0	6.7	62.4	879.6	6.7	339.8	3.6	54.6	285.3	3.4	..	..	..	..	..
July 6	997.7	7.1	108.8	888.9	6.7	403.7	4.3	94.9	308.8	3.4	..	..	..	..	..
Aug 10	1,012.1	7.2	101.1	911.0	6.7	417.2	4.4	85.7	331.5	3.5	..	..	..	..	..
Sep 14	961.0	6.8	55.7	905.3	6.6	389.8	4.1	57.1	332.7	3.4	..	..	..	..	..
Oct 12	916.2	6.5	30.7	885.5	6.5	358.1	3.8	33.2	325.0	3.4	..	..	..	..	..
Nov 9	901.3	6.4	20.6	880.7	6.4	343.4	3.6	22.7	320.7	3.4	..	..	..	..	..
Dec 7	894.1	6.4	15.2	878.9	6.3	327.9	3.5	16.4	311.5	3.3	..	..	..	..	..
1979 Jan 11	963.1	6.9	16.9	946.2	6.4	348.5	3.6	17.1	331.3	3.3	..	..	..	..	..
Feb 8	967.1	6.9	13.7	953.4	6.5	340.7	3.5	13.3	327.4	3.3	..	..	..	..	..
Mar 8	934.9	6.7	10.3	924.5	6.5	325.8	3.3	10.2	315.6	3.3	..	..	..	..	..
April 5	890.9	6.4	8.6	882.4	6.3	312.0	3.2	8.4	303.6	3.2	..	..	..	..	..
May 10	853.6	6.1	13.7	839.9	6.2	307.2	3.1	12.7	294.6	3.3	..	..	..	..	..
June 14	846.7	6.0	59.3	787.5	6.1	328.2	3.4	49.6	278.6	3.3	..	..	..	..	..
July 12	890.6	6.4	95.1	795.5	6.0	388.5	4.0	81.0	307.4											

2.3 UNEMPLOYMENT* Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS								
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Change since previous month	Average change over 3 months ended	Male	Female
								Number	Per cent	Number	Per cent				
SOUTH EAST															
1978	296.0	222.3	73.7	11.0	3.9	5.0	2.4	285.0		3.8				220.7	70.3
1979†	257.7	192.3	65.4	7.8	3.4	4.3	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	7.1	9.1	4.3	531.0		6.5				398.1	132.9
1982	664.6	490.8	173.8	22.4	8.7	11.1	5.4	642.3		8.4				477.9	164.2
1982 April 15	640.1	477.7	162.4	13.7	8.4	10.8	5.1	626.4	624.8	8.2	3.8	6.4		466.0	158.8
May 13	637.7	476.5	161.2	18.5	8.4	10.8	5.0	619.2	630.3	8.3	5.5	5.4		470.1	160.2
June 10	628.6	469.7	158.9	17.3	8.2	10.6	5.0	611.3	636.3	8.3	6.0	5.1		474.6	161.7
July 8	649.2	480.4	168.8	16.9	8.5	10.9	5.3	632.2	643.2	8.4	6.9	6.1		478.6	164.6
Aug 12	664.5	487.6	176.9	16.9	8.7	11.0	5.5	647.7	649.5	8.5	6.3	6.4		482.5	167.0
Sep 9	699.6	507.6	192.0	37.7	9.2	11.5	6.0	661.9	657.8	8.6	8.3	7.2		488.0	169.8
Oct 14	701.3	509.8	191.5	35.8	9.2	11.5	6.0	665.5	664.2	8.7	6.4	7.0		491.9	172.3
Nov 11	704.1	513.9	190.3	29.9	9.2	11.6	5.9	674.2	673.0	8.8	8.8	7.8		498.4	174.6
Dec 9	711.0	522.8	188.2	26.1	9.3	11.8	5.9	684.9	684.9	9.0	11.9	9.0		507.6	177.3
1983 Jan 13	739.3	542.4	196.9	24.9	9.7	12.3	6.1	714.3	693.2	9.1	8.3	9.7		512.1	181.1
Feb 10	738.2	540.9	197.3	22.4	9.7	12.2	6.2	715.8	699.9	9.2	6.7	9.0		515.1	184.8
Mar 10	734.6	539.1	195.5	20.2	9.6	12.2	6.1	714.5	708.7	9.3	8.8	7.9		521.3 R	187.4 R
April 14††	731.3	533.6	197.6	23.2	9.6	12.1	6.2	708.0	706.5	9.3	-2.2(3.6)	4.4(6.4)		516.2	190.3
GREATER LONDON (included in South East)															
1978	142.9	109.6	33.3	4.7	3.7	4.8	2.1	138.1		3.7				109.2	32.0
1979†	126.0	96.1	29.9	3.4	3.4	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	7.0	8.8	4.4	254.5		6.7				190.4	64.0
1982	323.3	238.5	84.8	10.7	8.6	10.8	5.5	312.6		8.3				232.3	80.3
1982 April 15	309.8	230.8	79.0	6.6	8.3	10.4	5.2	303.2	303.1	8.1	3.5	4.4		225.7	77.4
May 13	313.9	233.8	80.1	8.9	8.4	10.6	5.2	304.9	308.1	8.2	5.0	4.1		229.1	79.0
June 10	311.3	231.9	79.4	8.5	8.3	10.5	5.2	302.7	312.2	8.3	4.1	4.2		232.2	80.0
July 8	320.0	236.8	83.2	8.4	8.5	10.7	5.4	311.6	316.9	8.5	4.7	4.6		235.5	81.4
Aug 12	329.4	241.6	87.8	8.3	8.8	10.9	5.7	321.1	320.1	8.5	3.2	4.0		237.4	82.7
Sep 9	341.9	248.6	93.3	16.0	9.1	11.2	6.1	325.9	321.9	8.6	1.8	3.2		238.6	83.3
Oct 14	341.5	248.5	93.1	16.8	9.1	11.2	6.1	324.7	324.7	8.7	2.8	2.6		240.4	84.3
Nov 11	341.1	249.0	92.1	14.6	9.1	11.3	6.0	326.5	326.7	8.7	2.0	2.2		241.6	85.1
Dec 9	343.8	252.5	91.4	13.0	9.2	11.4	6.0	330.8	332.4	8.9	5.7	3.5		246.1	86.3
1983 Jan 13	354.9	260.2	94.6	12.2	9.5	11.8	6.2	342.7	335.7	9.0	3.3	3.7		247.8	87.9
Feb 10	357.4	261.9	95.5	11.0	9.5	11.8	6.2	346.4	341.3	9.1	5.6	4.9		251.3	90.0
Mar 10	357.8	262.7	95.1	10.0	9.6	11.9	6.2	347.9	346.4 R	9.3 R	5.1 R	4.7 R		254.9 R	91.5 R
April 14††	359.9	263.2	96.8	10.9	9.6	11.9	6.3	349.0	349.2	9.3	2.8(5.2)	4.5(5.3)		255.7	93.5
EAST ANGLIA															
1978	34.1	25.7	8.4	1.5	4.8	5.9	3.0	32.6		4.7				25.4	7.9
1979†	30.8	22.7	8.1	1.1	4.2	5.2	2.8	29.7		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	8.4	10.4	5.3	59.4		8.1				44.9	14.5
1982	72.2	53.2	19.0	2.4	9.9	12.1	6.4	69.8		9.5				51.9	17.9
1982 April 15	70.6	52.3	18.3	1.6	9.6	12.0	6.2	69.1	67.4	9.2	0.7	0.2		50.0	17.4
May 13	69.8	51.8	18.0	2.3	9.5	11.8	6.1	67.5	67.9	9.3	0.5	0.3		50.5	17.4
June 10	67.5	50.3	17.2	2.0	9.2	11.5	5.8	65.5	68.6	9.4	0.7	0.6		51.1	17.5
July 8	68.5	50.4	18.1	1.9	9.4	11.5	6.1	66.6	69.0	9.4	0.4	0.5		51.2	17.8
Aug 12	69.4	51.1	18.3	1.8	9.5	11.7	6.2	67.6	69.6	9.5	0.6	0.6		51.8	17.8
Sep 9	73.8	53.7	20.2	4.2	10.1	12.3	6.8	69.6	71.3	9.7	1.7	0.9		53.0	18.3
Oct 14	75.6	54.8	20.8	3.8	10.3	12.5	7.1	71.9	72.7	9.9	1.4	1.2		54.0	18.7
Nov 11	77.3	56.4	20.9	3.1	10.5	12.9	7.1	74.1	74.5	10.2	1.8	1.6		55.3	19.2
Dec 9	78.7	57.9	20.8	2.7	10.7	13.2	7.0	76.0	75.6	10.3	1.1	1.4		56.1	19.5
1983 Jan 13	82.7	60.4	22.2	2.6	11.3	13.8	7.5	80.1	77.0	10.5	1.4	1.4		56.7	20.3
Feb 10	82.6	60.3	22.3	2.4	11.3	13.8	7.6	80.2	76.8	10.5	-0.2	0.8		56.2	20.6
Mar 10	81.9	60.0	21.9	2.2	11.2	13.7	7.4	79.8	77.2 R	10.5	0.4 R	0.5 R		56.5 R	20.7
April 14††	81.8	59.4	22.4	2.8	11.2	13.6	7.6	79.0	77.3	10.6	0.1(0.6)	0.1(0.3)		56.3	21.0

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		Change since previous month	Average change over 3 months ended	Male	Female	
									Number	Per cent					
SOUTH WEST															
1978	102.4	75.3	27.1	4.9	6.2	7.6	4.0	97.5		6.0				73.9	25.3
1979†	90.5	64.9	25.6	3.6	5.4	6.6	3.7	86.9		5.2				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	9.3	11.5	6.3	151.2		9.1				109.7	41.5
1982	179.0	128.0	51.0	5.7	10.8	13.2	7.3	173.3		10.4				124.8	48.4
1982 April 15	174.7	125.7	48.9	4.2	10.5	13.0	7.0	170.5	167.9	10.1	0.5	0.5		121.1	46.7
May 13	170.2	123.0	47.2	5.1	10.2	12.7	6.8	165.1	169.0	10.2	1.1	0.4		122.0	47.0
June 10	164.6	119.5	45.1	4.6	9.9	12.4	6.5	159.9	171.5	10.3	2.5	1.4		123.7	47.8
July 8	169.5	122.5	47.0	4.5	10.2	12.7	6.7	165.0	173.1	10.4	1.6	1.7		124.9	48.2
Aug 12	172.9	123.9	49.0	4.6	10.4	12.8	7.0	168.3	174.3	10.5	1.2	1.8		125.6	48.7
Sep 9	182.8	129.1	53.7	9.2	11.0	13.4	7.7	173.6	177.7	10.7	3.4	2.1		127.6	50.1
Oct 14	187.1	131.9	55.2	8.6	11.2	13.6	7.9	179.1	179.1	10.8	1.4	2.0		128.4	50.7
Nov 11	191.0	134.7	56.3	6.7	11.5	13.9	8.1	184.2	180.5	10.8	1.4	2.1		129.4	51.1
Dec 9	194.8	138.4	56.4	6.0	11.7	14.3	8.1	188.9	184.0	11.1	3.5	2.1		132.0	52.0
1983 Jan 13	203.4	144.2	59.2	6.2	12.2	14.9	8.5	197.2	187.0	11.2	3.0	2.6		134.1	52.9
Feb 10	202.1	143.0	59.1	5.7	12.1	14.8	8.5	196.4	188.1	11.3	1.1	2.5		134.3	53.8
Mar 10	199.3	141.2	58.1	5.1	12.0	14.6	8.3	194.2	189.1 R	11.4	1.0 R	1.7		134.8 R	54.3
April 14††	194.4	137.3	57.2	6.2	11.7	14.2	8.2	188.2	185.7	11.2	-3.4(-0.7)	-0.4(0.5)		131.6	54.1
WEST MIDLANDS															
1978	122.5	88													

2.3 UNEMPLOYMENT* Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female		
								Number	Per cent	Change since previous month	Average change over 3 months ended			Number	Per cent
YORKSHIRE AND HUMBERSIDE															
1978	119.2	87.6	31.6	7.3	5.7	6.9	3.8	111.8		5.4		85.2	28.4		
1979†	114.6	82.2	32.3	6.4	5.4	6.5	3.8	108.2		5.2		80.1	29.4		
1980	154.6	109.9	44.7	11.0	7.3	8.7	5.3	143.7		6.8		104.5	39.2		
1981	237.2	175.9	61.3	9.8	11.5	14.1	7.5	227.4		11.0		170.7	56.7		
1982	273.2	201.1	72.0	13.0	13.4	16.4	8.9	260.1		12.7		193.9	66.1		
1982 April 15	261.7	194.1	67.6	8.5	12.8	15.8	8.3	253.2	252.2	12.3	2.3	0.9	187.7	64.5	
May 13	262.7	194.9	67.8	10.9	12.9	15.8	8.3	251.8	255.7	12.5	3.5	1.9	190.6	65.1	
June 10	259.1	192.5	66.6	10.1	12.7	15.6	8.2	249.0	258.8	12.7	3.1	3.0	193.0	65.8	
July 8	266.3	196.2	70.1	10.2	13.0	15.9	8.6	256.1	261.4	12.8	2.6	3.1	195.0	66.4	
Aug 12	270.3	198.2	72.1	10.7	13.2	16.1	8.9	259.6	263.0	12.9	1.6	2.4	196.3	66.7	
Sep 9	288.3	208.4	79.9	22.2	14.1	16.9	9.8	266.1	265.5	13.0	2.5	2.2	197.7	67.8	
Oct 14	286.8	208.4	78.4	19.7	14.0	16.9	9.6	267.1	267.8	13.1	2.3	2.1	199.1	68.7	
Nov 11	288.9	211.6	77.3	16.6	14.1	17.2	9.5	272.3	271.5	13.3	3.7	2.8	202.4	69.1	
Dec 9	292.2	215.6	76.6	14.6	14.3	17.5	9.4	277.6	275.6	13.5	4.1	3.4	205.6	70.0	
1983 Jan 13	302.9	222.9	80.0	14.4	14.8	18.1	9.8	288.5	279.4	13.7	3.8	3.9	208.2	71.2	
Feb 10	300.2	221.1	79.1	12.8	14.7	18.0	9.7	287.4	280.4	13.7	1.0	3.0	208.3	72.1	
Mar 10	296.7	218.6	78.1	11.6	14.5	17.8	9.6	285.1	281.7 R	13.8	1.3	2.0 R	208.9 R	72.8	
April 14††	297.5	217.6	79.9	15.6	14.6	17.7	9.8	282.0	281.1	13.8	-0.6(1.9)	0.6(1.4)	207.3	73.8	
NORTH WEST															
1978	197.7	145.0	52.6	14.1	6.9	8.6	4.5	183.6		6.5		139.3	46.9		
1979†	187.0	134.9	52.1	11.2	6.5	8.1	4.4	175.8		6.2		130.2	47.6		
1980	242.1	171.5	70.6	15.4	8.5	10.3	5.9	226.7		7.9		163.3	63.5		
1981	354.9	257.9	97.0	13.9	12.6	15.7	8.3	341.0		12.1		250.2	90.8		
1982	407.8	298.6	109.2	16.6	14.7	18.4	9.4	391.2		14.1		289.2	102.0		
1982 April 15	393.8	289.8	104.0	11.5	14.2	17.9	9.0	382.3	382.2	13.8	6.2	2.4	282.3	99.9	
May 13	393.3	289.5	103.8	13.9	14.2	17.8	9.0	379.4	385.6	13.9	3.4	4.0	285.1	100.5	
June 10	391.1	288.5	102.5	13.6	14.1	17.8	8.9	377.4	390.8	14.1	5.2	4.9	288.6	102.2	
July 8	403.8	296.1	107.7	14.2	14.5	18.3	9.3	389.7	393.2	14.2	2.4	3.7	291.0	102.2	
Aug 12	409.3	299.5	109.9	14.8	14.7	18.5	9.5	394.5	395.3	14.2	2.1	3.2	292.6	102.7	
Sep 9	431.7	312.2	119.6	26.6	15.5	19.2	10.3	405.1	399.8	14.4	4.5	3.0	295.5	104.3	
Oct 14	425.6	310.0	115.6	22.6	15.3	19.1	10.0	403.0	403.5	14.5	3.7	3.4	298.9	104.6	
Nov 11	426.2	311.7	114.5	19.6	15.3	19.2	9.9	406.6	406.3	14.6	2.8	3.7	300.7	105.6	
Dec 9	430.1	316.2	113.9	17.6	15.5	19.5	9.8	412.5	412.2	14.8	5.9	4.1	305.3	106.9	
1983 Jan 13	447.0	326.9	120.1	18.0	16.1	20.2	10.4	429.4	419.1	15.1	6.9	5.2	309.9	109.2	
Feb 10	443.0	324.7	118.4	16.4	15.9	20.0	10.2	426.7	419.5	15.1	0.4	4.4	309.9	109.4	
Mar 10	440.3	323.2	117.1	14.8	15.8	19.9	10.1	425.4	424.6 R	15.3	5.1 R	4.1 R	313.6 R	111.0 R	
April 14††	443.3	324.6	118.8	18.8	16.0	20.0	10.3	424.6	424.9	15.3	0.3(3.3)	1.9(2.9)	313.2	111.7	
NORTH															
1978	116.3	83.7	32.6	8.5	8.6	10.1	6.2	107.7		8.0		79.9	28.8		
1979†	113.7	81.0	32.6	7.1	8.3	9.9	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	14.6	17.9	9.7	183.0		14.0		136.2	46.8		
1982	214.6	158.8	55.8	10.7	16.5	20.3	10.7	203.9		15.6		152.6	51.3		
1982 April 15	206.7	153.4	53.3	7.7	15.9	19.7	10.2	199.0	197.4	15.2	2.7	0.5	146.9	50.5	
May 13	205.2	152.4	52.8	8.7	15.7	19.5	10.1	196.5	199.8	15.3	2.4	1.8	148.9	50.9	
June 10	204.2	152.1	52.1	8.5	15.7	19.5	10.0	195.8	203.1	15.6	3.3	2.8	151.9	51.2	
July 8	211.0	157.0	54.1	8.6	16.2	20.0	10.3	202.5	206.6	15.9	3.5	3.1	155.4	51.2	
Aug 12	213.7	158.5	55.2	9.5	16.4	20.3	10.6	204.2	207.8	15.9	1.2	2.7	156.5	51.3	
Sep 9	229.3	167.1	62.2	19.2	17.6	21.4	11.9	210.2	210.5	16.2	2.7	2.5	158.2	52.3	
Oct 14	224.2	165.0	59.2	14.4	17.2	21.1	11.3	209.8	210.9	16.2	0.4	1.4	158.6	52.3	
Nov 11	224.5	165.8	58.7	12.4	17.2	21.2	11.2	212.1	211.7	16.2	0.8	1.3	159.0	52.7	
Dec 9	226.8	168.8	58.0	11.1	17.4	21.6	11.1	215.6	213.6	16.4	1.9	1.0	160.5	53.1	
1983 Jan 13	235.4	174.9	60.5	11.3	18.1	22.4	11.6	224.1	215.9	16.6	2.3	1.7	162.2	53.7	
Feb 10	231.1	171.8	59.3	9.9	17.7	22.0	11.4	221.1	215.0	16.5	-0.9	1.1	160.9	54.1	
Mar 10	228.2	169.7	58.5	9.0	17.5	21.7	11.2	219.1	217.1 R	16.5 R	2.1 R	1.2 R	162.4 R	54.7 R	
April 14††	229.8	170.1	59.8	11.9	17.6	21.8	11.4	218.0	216.9	16.6	-0.2(2.7)	0.3(1.3)	161.7	55.2	

* See footnotes to table 2.1.

UNEMPLOYMENT* 2.3 Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female		
								Number	Per cent	Change since previous month	Average change over 3 months ended			Number	Per cent
WALES															
1978	84.8	61.6	23.2	6.4	7.7	9.2	5.5	78.4		7.3		59.2	20.3		
1979†	80.5	57.1	23.4	5.3	7.3	8.5	5.4	75.2		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	13.6	16.4	9.2	139.4		13.0		103.3	36.1		
1982	164.8	120.9	43.8	7.7	15.6	19.0	10.5	157.1		14.9		116.5	110.5		
1982 April 15	160.3	118.6	41.8	5.4	15.2	18.6	10.0	154.9	154.2	14.6	1.0	0.6	114.6	39.6	
May 13	158.4	116.8	41.5	7.1	15.0	18.4	9.9	151.3	154.6	14.6	0.4	0.4	114.8	39.8	
June 10	155.2	115.0	40.2	6.4	14.7	18.1	9.6	148.8	155.4	14.7	0.8	0.7	115.2	40.2	
July 8	159.3	117.2	42.1	6.1	15.1	18.4	10.0	153.2	157.4	14.9	2.0	1.1	116.8	40.6	
Aug 12	160.5	117.8	42.8	6.3	15.2	18.5	10.2	154.2	157.8	15.0	0.4	1.1	117.0	40.8	
Sep 9	172.6	124.8	47.9	13.2	16.4	19.6	11.4	159.4	159.4	15.1	1.6	1.3	118.0	41.4	
Oct 14	171.2	124.7	46.5	10.2	16.2	19.6	11.1	160.9	160.6	15.2	1.2	1.1	119.1	41.5	
Nov 11	172.4	126.3	46.1	8.8	16.3	20.9	11.0	163.6	161.4	15.3	0.8	1.2	120.0	41.4	
Dec 9	174.6	128.5	46.0	7.7	16.5	20.2	11.0	166.9	164.3	15.6	2.9	1.6	122.2	42.1	
1983 Jan 13	180.7	133.1	47.6	7.9	17.1	20.9	11.4	172.7	166.3	15.8	2.0	1.9	124.0	42.3	
Feb 10	178.1	131.1	47.0	7.1	16.9	20.6	11.2	171.0	166.5	15.8	0.2	1.7	123.7	42.8	
Mar 10	175.8	129.4	46.4	6.5	16.7	20.4	11.1	169.3	167.2 R	15.8 R	0.7 R	1.0	124.1	43.1 R	
April 14††	176.2	129.0	47.2	8.9	16.7	20.3	11.3	167.3	166.7	15.8	-0.5(1.3)	0.1(0.7)	123.0	43.7	
SCOTLAND															
1978	172.0	120.1	52.0	11.6	7.7	9.1	5.7	160.4		7.3		115.3	47.8		
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	1											

2.4 UNEMPLOYMENT*

Area statistics

Unemployment in regions by assisted area status‡, in travel-to-work areas and in counties at April 14, 1983

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
ASSISTED REGIONS									
South West									
SDA	4,698	1,660	6,358	18.7	**Newport (IoW)	4,312	1,762	6,074	14.5
Other DA	23,562	11,090	34,652	15.1	**Oxford	9,446	4,353	13,799	7.7
IA	12,298	5,072	17,370	15.6	**Portsmouth	17,274	6,831	24,105	12.2
Unassisted	96,708	39,353	136,061	10.5	**Ramsgate	3,844	1,626	5,470	15.4
All	137,266	57,175	194,441	11.7	**Reading	9,311	3,389	12,700	7.4
East Midlands									
SDA	—	—	—	—	**Sheerness	1,619	593	2,212	19.9
Other DA	4,549	1,511	6,060	20.1	**Sittingbourne	2,475	870	3,345	13.3
IA	3,980	1,682	5,662	19.6	**Slough	6,425	2,579	9,004	7.4
Unassisted	134,070	49,186	183,256	11.6	**Southampton	14,991	5,203	20,194	9.0
All	142,599	52,379	194,978	12.2	**Southend-on-Sea	22,884	7,623	30,507	15.5
Yorkshire and Humberside									
SDA	—	—	—	—	**St Albans	4,524	1,622	6,146	6.9
Other DA	52,806	17,629	70,435	17.1	**Stevenage	3,038	1,389	4,427	11.6
IA	50,735	19,648	70,383	16.0	**Tunbridge Wells	4,738	1,822	6,560	7.8
Unassisted	114,075	42,655	156,730	12.5	**Watford	6,791	2,289	9,080	7.3
All	217,616	79,932	297,548	14.6	**Worthing	4,172	1,350	5,522	9.2
North West									
SDA	103,313	35,272	138,585	19.3	East Anglia				
Other DA	26,538	10,742	37,280	17.7	**Beccles	764	257	1,021	10.1
IA	42,545	17,060	59,605	15.5	**Bury St Edmunds	1,591	692	2,283	8.1
Unassisted	152,173	55,681	207,854	13.7	**Cambridge	3,846	1,538	5,384	6.0
All	324,569	118,755	443,324	16.0	**Cromer	1,123	361	1,484	18.0
North									
SDA	127,819	42,037	169,856	18.5	**Dereham	945	346	1,291	18.0
Other DA	20,680	8,630	29,310	15.1	**Diss	837	318	1,155	10.5
IA	11,129	3,814	14,943	16.0	**Downham Market	874	407	1,281	19.5
Unassisted	10,423	5,276	15,699	9.9	**Ely	767	313	1,080	10.8
All	170,051	59,757	229,808	17.6	**Fakenham	616	293	909	12.4
Wales									
SDA	37,368	14,033	51,401	18.8	**Great Yarmouth	4,584	1,679	6,263	17.0
Other DA	69,600	25,045	94,645	14.7	**Halesworth	318	108	426	10.6
IA	16,791	6,009	22,800	19.4	**Haverhill	854	359	1,213	11.3
Unassisted	5,214	2,127	7,341	10.9	**Hunstanton	840	313	1,153	30.0
All	128,973	47,214	176,187	16.7	**Huntingdon	1,678	846	2,524	11.2
Scotland									
SDA	150,253	61,247	211,500	17.4	**Ipswich	7,754	2,637	10,391	9.6
Other DA	34,263	15,647	49,910	15.8	**Kings Lynn	2,707	1,045	3,752	13.1
IA	7,673	3,720	11,393	12.9	**Leiston	521	160	681	13.7
Unassisted	43,967	20,531	64,498	10.3	**Lowestoft	3,092	1,356	4,448	15.4
All	236,156	101,145	337,301	15.1	**March	797	281	1,078	13.2
UNASSISTED REGIONS									
South East									
SDA	533,630	197,627	731,257	9.6	**Newmarket	1,015	457	1,472	8.5
Other DA	59,430	22,404	81,834	11.2	**North Walsham	753	218	971	11.5
IA	270,760	96,068	366,828	16.2	**Norwich	10,143	3,441	13,584	10.5
Unassisted	—	—	—	—	**Peterborough	7,359	2,609	9,968	15.2
All	—	—	—	—	**St Neots	659	334	993	9.2
GREAT BRITAIN									
SDA	423,451	154,249	577,700	17.8	**Sudbury	935	375	1,310	9.9
Other DA	231,998	90,294	322,292	16.3	**Thetford	2,014	904	2,918	14.6
IA	145,151	57,005	202,156	16.2	**Wisbech	2,044	757	2,801	17.8
Unassisted	1,420,450	530,908	1,951,358	11.2	South West				
All	2,221,050	832,456	3,053,506	13.1	**Axminster	437	168	605	12.0
Northern Ireland									
SDA	85,300	31,073	116,373	20.9	**Barnstaple	1,803	755	2,558	11.4
Other DA	—	—	—	—	**Bath	3,490	1,216	4,706	10.0
IA	—	—	—	—	**Bideford	1,134	524	1,658	14.3
Unassisted	—	—	—	—	**Blandford	509	265	774	10.4
All	—	—	—	—	**Bodmin	688	236	924	13.2
Local areas (by region)									
South East									
**Aldershot	4,860	2,229	7,089	8.2	**Bournemouth	12,142	4,533	16,675	11.6
**Alton	355	146	501	5.5	**Bridgwater	2,731	1,106	3,837	13.2
**Andover	989	426	1,415	7.3	**Bridport	593	233	826	12.4
**Ashford (Kent)	2,267	844	3,111	11.3	**Bristol	25,891	9,673	35,564	10.8
**Aylesbury	2,529	902	3,431	7.5	**Bude	579	244	823	16.9
**Banbury	2,470	1,060	3,530	12.5	**Camelford	232	107	339	13.8
**Basingstoke	2,698	1,199	3,897	8.1	**Chard	692	296	988	11.9
**Bedford	5,810	2,315	8,125	9.6	**Cheltenham	4,746	1,705	6,451	8.7
**Braintree	2,729	1,184	3,913	11.0	**Chippenham	1,647	941	2,588	9.0
**Brighton	12,484	4,167	16,651	12.1	**Cirencester	696	282	978	8.4
**Buckingham	4,301	1,34	5,641	8.4	**Dartmouth	282	127	409	16.6
**Canterbury	3,613	1,301	4,914	12.2	**Devizes	446	212	658	7.2
**Chatham	14,423	5,354	19,777	16.5	**Dorchester	629	250	879	5.4
**Chelmsford	3,583	1,373	4,956	7.1	**Dursley	796	360	1,156	10.3
**Chichester	3,196	1,143	4,339	9.0	**Exeter	5,040	1,935	6,975	9.6
**Clacton-on-Sea	2,778	828	3,606	19.9	**Falmouth	1,877	639	2,516	22.1
**Colchester	4,578	2,094	6,672	11.3	**Forest of Dean	2,166	1,079	3,245	15.3
**Cranbrook	521	186	707	10.7	**Frome	546	289	835	9.4
**Crawley	7,236	2,780	10,016	6.1	**Gloucester	4,950	1,791	6,741	10.0
**Dover	1,358	683	2,041	8.0	**Helston	735	412	1,147	19.3
**Eastbourne	3,324	1,044	4,368	10.2	**Honiton	702	248	950	11.6
**Folkestone	2,928	1,037	3,965	14.0	**Ilfracombe	753	350	1,103	25.4
**Guildford	4,215	1,472	5,687	6.0	**Kingsbridge	446	149	595	14.4
**Harlow	5,209	2,084	7,293	10.0	**Lauriston	417	192	609	11.6
**Harwich	653	268	921	10.2	**Liskeard	818	353	1,171	17.7
**Hastings	4,842	1,556	6,398	14.2	**Midsomer Norton	934	419	1,353	11.4
**Hertford	1,749	804	2,553	6.0	**Minehead	603	308	911	11.4
**High Wycombe	4,518	1,558	6,076	6.3	**Newquay	1,347	748	2,095	22.6
**Hitchin	3,289	1,308	4,597	8.4	**Okehampton	436	193	629	14.4
**Luton	12,237	4,477	16,714	12.2	**Penzance	1,623	589	2,212	18.3
**Lymington	1,076	303	1,379	11.0	**Plymouth	11,858	6,048	17,906	14.3
**Maidstone	4,466	1,665	6,131	7.4	**Redruth	2,821	1,021	3,842	17.0
**Margate	2,530	919	3,449	19.7	**Salisbury	2,419	1,390	3,809	9.2
**Milton Keynes	5,970	2,241	8,211	17.1	**Shaftesbury	389	128	517	9.2
**Newbury	1,686	637	2,323	8.0	**St Austell	2,012	858	2,870	13.2
					**St Ives	473	192	665	19.2
					**Stroud	1,912	761	2,673	10.7
					**Swindon	6,896	2,945	9,841	11.6
					**Taunton	2,658	1,088	3,746	9.0
					**Tiverton	1,114	451	1,565	13.2
					**Torbay	8,633	3,517	12,150	17.2
					**Trowbridge	1,805	839	2,644	9.6
					**Truro	1,588	575	2,163	12.2
					**Wadebridge	439	186	625	17.3
					**Wareham	679	327	1,006	11.5
					**Warminster	644	379	1,023	8.8
					**Wells	1,227	468	1,695	8.2
					**Weston-Super-Mare	2,668	1,200	3,868	14.9
					**Weymouth	5,970	2,241	8,211	17.1
					**Yeovil	2,253	1,132	3,385	8.2

UNEMPLOYMENT* 2.4

Area statistics

Unemployment in regions by assisted area status‡, in travel-to-work areas and in counties at April 14, 1983

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
West Midlands									
Birmingham	89,351	28,911	118,262	16.7	North West				
Burton-on-Trent	2,441	993	3,434	8.9	**Accrington	3,355	1,321	4,676	16.0
Coventry	28,604	9,938	38,542	16.2	**Ashton-under-Lyne	11,031	4,539	15,570	16.4
Dudley/Sandwell	39,042	13,420	52,462	17.3	**Barnoldswick	489	306	795	10.9
Evesham	879	335	1,214	8.6	**Birkenhead	23,432	8,376	31,808	19.8
Hereford	3,198	1,394	4,592	12.3	**Blackburn	7,070	2,518	9,588	13.3
Kidderminster	4,068	1,818	5,886	14.9	**Blackpool	11,728	4,876	16,604	14.9
Leamington	3,714	1,524	5,238	10.3	**Bolton	12,724	4,490	17,214	15.7
Leobury	258	98	356	9.4	**Burnley	4,670	1,942	6,612	14.0
Leek	954	362	1,316	9.8	**Bury	6,741	2,635	9,376	14.2
Leominster	545	195	740	13.5	**Chester	4,851	1,651	6,502	

2.4 UNEMPLOYMENT*

Area statistics

Unemployment in regions by assisted area status[‡], in travel-to-work areas and in counties at April 14, 1983

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
Scotland									
Aberdeen	6,318	3,055	9,373	7.1	East Sussex	20,220	6,665	26,885	12.2
Anstruther	248	132	380	21.3	Essex	44,808	16,110	60,918	12.6
Arbroath	1,369	834	2,203	21.4	Greater London (GLC area)	263,158	96,787	359,945	9.6
**Ayr	5,390	2,153	7,543	16.1	Hampshire	40,719	15,624	56,343	9.8
Banff	527	219	746	9.9	Hertfordshire	23,427	8,890	32,317	7.7
**Bathgate	7,336	3,244	10,580	20.5	Isle of Wight	4,312	1,762	6,074	14.5
Blairgowrie	524	245	769	15.8	Kent	47,527	17,845	65,372	12.2
Buckie	309	183	492	15.3	Oxfordshire	11,916	5,413	17,329	8.3
Campbeltown	626	280	906	18.4	Surrey	15,918	5,757	21,675	6.7
Castle Douglas	620	314	934	13.4	West Sussex	13,326	4,708	18,034	7.3
Cumnock	1,958	742	2,700	18.3	East Anglia				
Cupar	498	317	815	9.6	Cambridgeshire	17,150	6,678	23,828	10.7
**Dingwall	1,876	749	2,625	19.7	Norfolk	25,086	9,194	34,280	13.0
**Dumbarton	3,985	2,008	5,993	19.4	Suffolk	17,194	6,532	23,726	10.4
**Dumfries	2,828	1,405	4,233	12.2	South West				
Dundee	10,766	5,339	16,105	16.4	Avon	32,983	12,508	45,491	11.0
**Dunfermline	4,312	2,368	6,680	12.7	Cornwall	16,212	6,657	22,869	16.4
Donoon	388	201	589	13.0	Devon	32,075	14,160	46,235	13.7
**Edinburgh	22,209	9,514	31,723	11.0	Dorset	16,521	6,223	23,144	11.2
Elgin	1,519	902	2,421	13.2	Gloucestershire	15,266	5,978	21,244	10.1
Eyemouth	220	118	338	9.9	Somerset	10,352	4,543	14,895	9.8
**Falkirk	7,633	3525	11,158	17.4	Wiltshire	13,857	6,706	20,563	10.2
Forfar	721	461	1,182	11.9	West Midlands				
Forres	342	325	667	20.2	West Midlands Metropolitan	179,029	58,054	237,083	17.0
Fort William	913	580	1,493	19.2	Hereford and Worcester	23,379	9,598	32,977	14.0
Fraserburgh	878	404	1,282	16.1	Shropshire	15,668	5,904	21,572	15.8
Galashiels	849	417	1,266	8.8	Staffordshire	37,834	16,383	54,217	13.9
Girvan	598	235	833	18.5	†Warwickshire	14,850	6,129	20,979	..
*Glasgow	70,783	25,623	96,406	16.5	East Midlands				
*Greenock	5,738	2,496	8,234	17.0	Derbyshire	34,966	12,819	47,785	11.7
Haddington	400	228	628	8.3	Leicestershire	29,307	10,810	40,117	10.9
Hawick	780	346	1,126	9.9	Lincolnshire	19,687	7,857	27,544	13.7
Huntly	195	109	304	11.0	Northamptonshire	19,024	6,956	25,980	12.1
Inverness	2,595	1,213	3,808	10.8	Nottinghamshire	39,615	13,937	53,552	12.3
*Irvine	7,394	2,797	10,191	24.1	Yorkshire and Humberside				
Kelso	435	210	645	11.8	West Yorkshire Metropolitan	90,536	32,680	123,216	13.4
Kilmarnock	4,214	1,669	5,883	17.0	South Yorkshire Metropolitan	69,306	26,365	95,671	16.2
*Kirkcaldy	6,324	3,099	9,423	14.1	Humberside	42,898	13,782	56,680	16.0
Kirkwall	618	177	795	12.5	North Yorkshire	14,876	7,105	21,981	9.2
*Lanark	1,589	932	2,521	18.4	North West				
Lerwick	565	292	857	7.3	Merseyside Metropolitan	102,167	35,116	137,283	19.0
Lochgilphhead	205	116	321	10.5	Greater Manchester				
Montrose	946	572	1,518	11.8	Metropolitan	130,682	46,622	177,304	14.6
Nairn	268	135	403	14.2	Cheshire	36,776	14,393	51,169	13.6
Newton Stewart	424	191	615	16.4	Lancashire	54,944	22,624	77,568	14.0
*North Lanarkshire	21,267	9,549	30,816	19.8	North				
Oban	488	258	746	10.4	Cleveland	41,902	13,164	55,066	20.5
*Paisley	10,935	4,446	15,381	16.5	Cumbria	15,621	7,525	23,146	12.0
Peebles	360	170	530	11.8	Durham	31,135	10,678	41,813	17.5
Perth	2,634	1,189	3,823	9.8	Northumberland	9,222	4,219	13,441	13.5
Peterhead	965	491	1,456	12.7	Tyne and Wear Metropolitan	72,171	24,171	96,342	17.1
Portree	340	152	492	17.8	Wales				
Rothsay	394	175	569	24.1	Clwyd	17,548	6,752	24,300	18.3
Sanquhar	232	126	358	18.1	Dyfed	13,532	5,163	18,695	16.4
St Andrews	376	221	597	9.4	Gwent	22,394	8,262	30,656	16.8
*Stirling	5,012	2,345	7,357	13.3	Gwynedd	9,549	3,304	12,853	16.4
Stornoway	1,505	434	1,939	22.5	Mid-Glamorgan	24,274	9,562	33,836	16.8
Stranraer	996	398	1,394	17.8	Powys	2,746	1,039	3,785	12.4
Thurso	543	329	872	13.9	South Glamorgan	18,858	5,877	24,735	14.1
Wick	876	388	1,264	14.6	West Glamorgan	20,072	7,255	27,327	15.8
Northern Ireland									
Armagh	2,004	750	2,754	21.6	Scotland				
**Ballymena	7,580	2,840	10,420	22.1	Borders	2,644	1,261	3,905	10.0
**Belfast	36,851	14,439	51,290	16.7	Central	12,645	5,870	18,515	15.5
**Coleraine	4,603	1,436	6,039	23.4	Dumfries and Galloway	5,100	2,434	7,534	13.7
Cookstown	1,563	518	2,081	34.2	Fife	11,758	6,137	17,895	13.2
**Craigavon	5,427	2,341	7,768	18.5	Grampian	11,053	5,688	16,741	9.0
**Downpatrick	2,710	1,159	3,869	21.8	Highlands	7,411	3,546	10,957	14.2
Dungannon	2,723	896	3,619	33.3	Lothians	29,945	12,986	42,931	12.4
Enniskillen	3,127	1,115	4,242	26.1	Orkneys	618	177	795	12.5
**Londonderry	9,109	2,623	11,732	28.0	Shetlands	565	292	857	7.3
Newry	4,631	1,403	6,034	32.3	Strathclyde	135,952	53,680	189,632	17.4
Omagh	2,102	828	2,930	22.8	Tayside	16,960	8,640	25,600	14.6
Strabane	2,870	725	3,595	38.9	Western Isles	1,505	434	1,939	22.5
Counties (by region)									
South East									
Bedfordshire	17,559	6,626	24,185	11.2					
Berkshire	17,422	6,605	24,027	7.5					
Buckinghamshire	13,318	4,835	18,153	9.3					

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

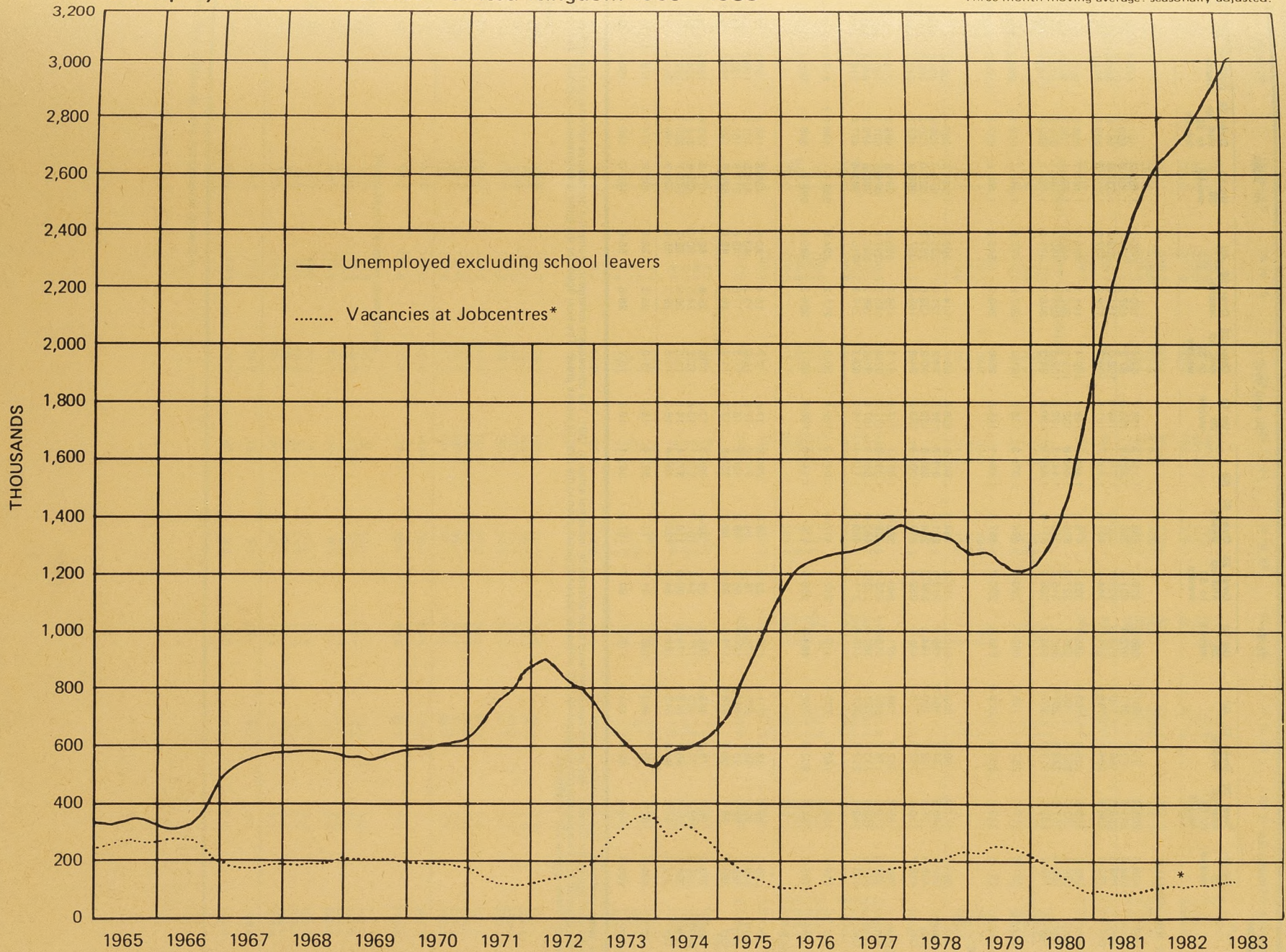
* New basis (claimants). See also footnotes to table 2.1.

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

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

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

Three-month moving average: seasonally adjusted.



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

[†] New basis (claimants).

2.5 UNEMPLOYMENT Age and duration

THOUSAND

UNITED KINGDOM	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE AND FEMALE																
1981 Jan	638.5	201.4	91.1	931.0	688.0	216.1	234.1	1,138.2	155.7	64.4	130.1	350.2	1,482.2	481.8	455.4	2,419.5
1981 April	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
1981 July	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
1981 Oct	752.0	238.9	204.1	1,195.0	611.0	344.4	401.3	1,356.7	151.5	106.3	179.2	437.0	1,514.5	689.5	784.6	2,988.6
1982 Jan	662.0	255.8	235.8	1,153.6	655.4	333.2	478.2	1,466.8	149.7	109.4	191.1	450.2	1,467.1	698.5	905.1	3,070.6
1982 April	564.4	283.0	256.6	1,104.1	595.7	327.8	530.3	1,453.8	133.0	109.5	207.5	450.0	1,293.1	720.3	994.4	3,007.8
1982 July	760.9	257.3	278.8	1,297.0	560.7	315.8	566.7	1,443.3	122.5	102.8	225.1	450.4	1,444.1	676.0	1,070.5	3,190.6
1982 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
MALE																
1981 Jan	383.0	117.9	58.5	559.4	510.5	152.8	184.3	847.6	138.0	56.7	114.7	309.3	1,031.4	327.4	357.6	1,716.4
1981 April	342.0	148.6	74.3	564.9	495.5	213.0	211.2	919.7	136.8	77.2	121.0	335.1	974.4	438.9	406.5	1,819.8
1981 July	442.8	155.3	102.6	700.7	444.3	254.2	254.4	952.8	132.9	90.8	133.6	357.3	1,020.0	500.2	490.6	2,010.8
1981 Oct	428.7	150.1	137.5	716.4	431.4	252.4	319.1	1,002.9	133.8	94.8	158.5	387.1	993.9	497.3	615.1	2,106.4
1982 Jan	388.6	156.6	162.8	708.0	471.1	240.2	385.9	1,097.1	132.0	97.9	168.3	398.2	991.8	494.6	716.9	2,203.3
1982 April	334.5	170.3	178.9	683.7	418.7	233.4	428.5	1,080.6	117.3	97.3	183.0	397.6	870.5	501.1	790.4	2,162.0
1982 July	434.6	155.9	193.0	783.5	386.3	223.0	456.6	1,065.9	107.6	91.4	198.7	397.7	928.5	470.2	848.4	2,247.1
1982 Oct	433.2	142.1	212.5	787.8	415.5	211.2	488.3	1,115.1	114.6	83.7	217.5	415.7	963.4	437.0	918.3	2,318.7
Oct * †	418.1	135.5	182.5	735.8	419.1	212.2	417.0	1,047.9	122.6	90.3	211.2	424.0	959.4	438.0 †	810.2 †	2,207.4
1983 Jan	405.3	154.4	202.9	762.6	464.3	208.5	470.1	1,143.0	128.8	85.1	235.3	449.2	998.4	448.1	908.4	2,354.9
FEMALE																
1981 Jan	255.5	83.5	32.6	371.6	177.5	63.3	49.8	290.6	17.8	7.7	15.4	40.9	450.8	154.4	97.8	703.1
1981 April	220.6	93.2	38.4	352.2	176.9	78.3	54.9	310.2	17.0	10.0	16.1	43.1	414.5	181.5	109.5	705.5
1981 July	326.6	90.5	52.4	469.5	174.4	85.7	66.2	326.2	16.7	11.3	17.6	45.6	517.6	187.4	136.2	841.3
1981 Oct	323.3	88.7	66.5	478.6	179.6	92.0	82.2	353.8	17.8	11.4	20.7	49.9	520.6	192.2	169.5	882.3
1982 Jan	273.3	99.2	73.0	445.6	184.3	93.1	92.4	369.7	17.7	11.6	22.8	52.1	475.3	203.8	188.2	867.3
1982 April	229.9	112.7	77.8	420.4	177.0	94.4	101.7	373.1	15.6	12.2	24.5	52.3	422.6	219.2	204.0	845.8
1982 July	326.3	101.4	85.7	513.5	174.4	92.8	110.1	377.4	14.9	11.5	26.3	52.7	515.7	205.7	222.1	943.6
1982 Oct	324.8	91.0	99.5	515.3	188.4	94.3	122.7	405.4	16.2	10.6	29.1	55.9	529.3	195.9	251.2	976.5
Oct * †	303.5	82.1	75.1	460.5	168.5	81.2	77.7	327.4	16.3	11.0	26.3	53.5	488.3	174.1 †	179.1 †	841.6
1983 Jan	286.4	94.4	82.5	463.3	179.1	84.7	87.3	351.1	16.7	10.7	28.6	55.9	482.2	189.7	198.4	870.4

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

† The duration figures for October 1982 on the new basis have been affected by industrial action in 1981. The consequent emergency computer procedures have caused an increase in the numbers in the 26 to 52 weeks category by about 40,000, with a corresponding reduction in the over 52 weeks group. The total figure for the latter is estimated at 1,029,000. January 1983 figures for those groups are unaffected.

UNEMPLOYMENT 2.7 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
MALE AND FEMALE									
1981 Jan	200.2	245.6	485.2	538.7	315.8	283.8	163.8	186.4	2,419.5
1981 April	155.9	252.8	508.5	580.1	341.7	308.0	179.6	198.6	2,525.2
1981 July	363.7	275.0	531.5	601.6	355.1	322.4	191.7	211.1	2,852.1
1981 Oct	295.9	317.6	581.5	638.7	376.9	341.1	207.9	229.1	2,988.6
1982 Jan	230.1	318.2	605.3	688.8	410.4	367.5	221.3	229.0	3,070.6
1982 April	193.4	316.0	594.8	676.8	408.9	368.1	223.8	226.2	3,007.8
1982 July	370.5	333.4	593.1	668.1	406.9	368.3	224.3	226.0	3,190.6
1982 Oct	274.0	381.3	647.8	703.5	428.9	388.0	236.4	235.2	3,295.1
Oct *	252.9	350.7	592.7	629.2	391.9	354.2	238.3	239.2	3,049.0
1983 Jan	221.7	369.8	634.4	682.9	429.1	382.1	254.0	251.1	3,225.2
Proportion of number unemployed									
1981 Jan	8.3	10.2	20.1	22.3	13.1	11.7	6.8	7.7	100.0
1981 April	6.2	10.0	20.1	23.0	13.5	12.2	7.1	7.9	100.0
1981 July	12.8	9.6	18.6	21.1	12.5	11.3	6.7	7.4	100.0
1981 Oct	9.9	10.6	19.5	21.4	12.6	11.4	7.0	7.7	100.0
1982 Jan	7.5	10.4	19.7	22.4	13.4	12.0	7.2	7.5	100.0
1982 April	6.4	10.5	19.8	22.5	13.6	12.2	7.4	7.5	100.0
1982 July	11.6	10.4	18.6	20.9	12.8	11.5	7.0	7.1	100.0
1982 Oct	8.3	11.6	19.7	21.3	13.0	11.8	7.2	7.1	100.0
Oct *	8.3	11.5	19.4	20.6	12.9	11.6	7.8	7.8	100.0
1983 Jan	6.9	11.5	19.7	21.2	13.3	11.8	7.9	7.8	100.0
MALE									
1981 Jan	109.4	140.9	309.1	389.5	244.9	213.2	124.8	184.5	1,716.4
1981 April	87.8	148.5	328.7	421.7	265.7	232.2	138.4	196.7	1,819.8
1981 July	197.6	159.7	343.4	434.6	275.4	242.8	148.4	208.9	2,010.8
1981 Oct	163.2	180.8	372.4	457.8	289.9	255.2	160.3	226.8	2,106.4
1982 Jan	128.5	186.0	393.6	501.0	319.1	277.0	171.6	226.6	2,203.3
1982 April	110.3	186.5	386.9	489.7	315.8	275.1	173.8	223.9	2,162.0
1982 July	203.9	194.9	384.7	480.5	311.6	273.8	174.2	223.5	2,247.1
1982 Oct	152.3	218.9	416.7	502.2	326.2	286.8	183.2	232.5	2,318.7
Oct *	141.9	203.5	390.4	464.3	313.3	270.3	185.9	238.1	2,207.4
1983 Jan	123.8	217.9	420.9	506.5	344.1	292.5	199.0	250.2	2,354.9
Proportion of number unemployed									
1981 Jan	6.4	8.2	18.0	22.7	14.3	12.4	7.3	10.7	100.0
1981 April	4.8	8.2	18.1	23.2	14.6	12.8	7.6	10.8	100.0
1981 July	9.8	7.9	17.1	21.6	13.7	12.1	7.4	10.4	100.0
1981 Oct	7.7	8.6	17.7	21.7	13.8	12.1	7.6	10.8	100.0
1982 Jan	5.8	8.4	17.9	22.7	14.5	12.6	7.8	10.3	100.0
1982 April	5.1	8.6	17.9	22.7	14.6	12.7	8.0	10.4	100.0
1982 July	9.1	8.7	17.1	21.4	13.9	12.2	7.8	9.9	100.0
1982 Oct	6.6	9.4	18.0	21.7	14.1	12.4	7.9	10.0	100.0
Oct *	6.4	9.2	17.7	21.0	14.2	12.2	8.4	10.8	100.0
1983 Jan	5.3	9.3	17.9	21.5	14.6	12.4	8.5	10.6	100.0
FEMALE									
1981 Jan	90.8	104.7	176.1	149.1	70.9	70.6	39.0	1.9	703.1
1981 April	68.1	104.4	179.7	158.4	76.0	75.7	41.2	1.9	705.5
1981 July	166.0	115.3	188.1	167.0	79.7	79.5	43.3	2.2	841.3
1981 Oct	132.7	136.8	209.1	180.9	87.0	85.9	47.6	2.4	882.3
1982 Jan	101.6	132.2	211.8	187.8	91.3	90.5	49.7	2.4	867.3
1982 April	83.0	129.4	207.9	187.2	93.1	92.9	50.0	2.3	845.8
1982 July	166.6	138.6	208.3	187.6	95.3	94.4	50.2	2.5	943.6
1982 Oct	121.7	162.4	231.1	201.4	102.7	101.2	53.2	2.7	976.5
Oct *	111.0	147.2	202.3	164.9	78.6	83.9	52.4	1.1	841.6
1983 Jan	98.0	151.9							

2.8 UNEMPLOYMENT Duration

UNITED KINGDOM		Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
Thousand									
MALE AND FEMALE									
1981	Jan	183.2	108.6	288.4	328.3	573.7	481.8	455.4	2,419.5
	Apr	157.5	136.9	249.5	286.7	558.2	620.4	515.9	2,525.2
	July	196.3	189.1	354.8	266.4	531.0	687.6	626.9	2,852.1
	Oct	160.5	170.7	332.0	279.7	571.6	689.5	784.6	2,988.6
1982	Jan	146.6	118.1	281.7	312.8	607.8	698.5	905.1	3,070.6
	Apr	130.2	137.0	242.0	260.9	522.9	720.3	994.4	3,007.8
	July	201.1	188.1	324.3	241.9	488.8	676.0	1,070.5	3,190.6
	Oct	157.0	163.7	363.6	271.5	537.0	632.9	1,169.6	3,295.1
	Oct **	196.0	166.3	350.2	242.4	492.5	612.1†	989.2†	3,049.0
1983	Jan	195.7	115.3	259.7	297.2	612.7	637.8	1,106.8	3,225.2
Per cent									
Proportion of number unemployed									
1981	Jan	7.6	4.5	11.9	13.6	23.7	19.9	18.8	100.0
	Apr	6.2	5.4	9.9	11.4	22.1	24.6	20.4	100.0
	July	6.9	6.6	12.4	9.3	18.6	24.1	22.0	100.0
	Oct	5.4	5.7	11.1	9.4	19.1	23.1	26.3	100.0
1982	Jan	4.8	3.8	9.2	10.2	19.8	22.7	29.5	100.0
	Apr	4.3	4.6	8.0	8.7	17.4	23.9	33.1	100.0
	July	6.3	5.9	10.2	7.6	15.3	21.2	33.6	100.0
	Oct	4.8	5.0	11.0	8.2	16.3	19.2	35.5	100.0
	Oct *	6.4	5.5	11.5	8.0	16.2	20.1†	32.4†	100.0
1983	Jan	6.1	3.6	8.1	9.2	19.0	19.8	34.3	100.0
Thousand									
MALE									
1981	Jan	120.3	75.0	205.8	231.3	398.9	327.4	357.6	1,716.4
	Apr	110.5	94.0	172.6	196.0	401.3	438.9	406.5	1,819.8
	July	119.9	117.7	229.0	181.9	371.5	500.2	490.6	2,010.8
	Oct	106.3	108.1	208.0	185.6	385.8	497.3	615.1	2,106.4
1982	Jan	94.4	81.0	196.6	211.7	408.1	494.6	716.9	2,203.3
	Apr	85.9	92.0	161.0	171.3	360.3	501.1	790.4	2,162.0
	July	120.1	114.8	205.8	160.3	327.5	470.2	848.4	2,247.1
	Oct	103.6	105.5	224.5	179.5	350.4	437.0	918.3	2,318.7
	Oct **	131.1	108.9	217.6	165.9	336.0	438.0†	810.2†	2,207.4
1983	Jan	122.2	77.1	180.5	205.4	413.1	448.1	908.4	2,354.9
Per cent									
Proportion of number unemployed									
1981	Jan	7.0	4.4	12.0	13.5	23.2	19.1	20.8	100.0
	Apr	6.1	5.2	9.5	10.8	22.1	24.1	22.3	100.0
	July	6.0	5.9	11.4	9.0	18.5	24.4	24.4	100.0
	Oct	5.0	5.1	9.9	8.8	18.3	23.6	29.2	100.0
1982	Jan	4.3	3.7	8.9	9.6	18.5	22.4	32.5	100.0
	Apr	4.0	4.3	7.4	7.9	16.7	23.2	36.6	100.0
	July	5.3	5.1	9.2	7.1	14.6	20.9	37.8	100.0
	Oct	4.5	4.5	9.7	7.7	15.1	18.8	39.6	100.0
	Oct *	5.9	4.9	9.9	7.5	15.2	19.8†	36.7†	100.0
1983	Jan	5.2	3.3	7.7	8.7	17.5	19.0	38.6	100.0
Thousand									
FEMALE									
1981	Jan	62.8	33.6	82.6	97.0	174.9	154.4	97.8	703.1
	Apr	47.0	43.0	76.9	90.7	156.9	181.5	109.5	705.5
	July	76.3	71.4	125.8	84.5	159.5	187.4	136.2	841.3
	Oct	54.1	62.6	124.0	94.1	185.8	192.2	169.5	882.3
1982	Jan	52.2	37.1	85.2	101.0	199.8	203.8	188.2	867.3
	Apr	44.3	45.0	81.0	89.6	162.6	219.2	204.0	845.8
	July	80.9	73.3	118.5	81.6	161.3	205.7	222.1	943.6
	Oct	53.4	58.2	139.1	92.0	186.6	195.9	251.2	976.5
	Oct **	65.0	57.5	132.7	76.6	156.5	174.1†	179.1†	841.6
1983	Jan	73.5	38.2	79.2	91.7	199.6	189.7	198.4	870.4
Per cent									
Proportion of number unemployed									
1981	Jan	8.9	4.8	11.7	13.8	24.9	22.0	13.9	100.0
	Apr	6.7	6.1	10.9	12.9	22.2	25.7	15.5	100.0
	July	9.1	8.5	15.0	10.0	19.0	22.3	16.2	100.0
	Oct	6.1	7.1	14.1	10.7	21.1	21.8	19.2	100.0
1982	Jan	6.0	4.3	9.8	11.6	23.0	23.5	21.7	100.0
	Apr	5.2	5.3	9.6	10.6	19.2	25.9	24.1	100.0
	July	8.6	7.8	12.6	8.6	17.1	21.8	23.5	100.0
	Oct	5.5	6.0	14.2	9.4	19.1	20.1	25.7	100.0
	Oct *	7.7	6.8	15.8	9.1	18.6	20.7†	21.3†	100.0
1983	Jan	8.4	4.4	9.1	10.5	22.9	21.8	22.8	100.0

* New basis (claimants). See footnote to table 2-1.
† See footnote to table 2-5.

UNEMPLOYMENT* 2.13 Students: regions

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Thousand														
MALE AND FEMALE														
1982	May 13	1,955	1,387	115	557	612	242	480	376	176	300	975	5,788	...
	June 10	1,678	969	124	389	600	288	595	777	316	294	4,611	5,672	...
	July 8	34,291	13,429	3,588	8,467	12,994	8,645	13,055	18,661	7,934	8,838	19,525	135,998	...
	Aug 12	45,326	19,727	4,011	10,988	15,464	10,273	16,890	23,164	9,017	10,685	21,507	167,325	...
	Sep 9	51,299	21,437	4,960	13,312	18,781	12,585	19,270	27,759	11,628	13,170	25,155	197,919	...
	Oct 14	8,819	4,698	520	1,509	2,091	1,301	2,249	3,064	1,269	1,195	4,019	26,036	3,072
	Nov 11	3,651	1,948	233	740	1,343	729	1,072	1,630	704	691	2,062	12,855	391
	Dec 9	2,456	1,094	277	749	390	488	591	465	298	401	6,577	—	6,577
1983	Jan 13	7,363	3,387	751	2,976	2,206	1,393	1,982	1,739	536	1,052	1,163	21,161	696
	Feb 10	1,690	1,093	90	431	296	302	278	349	141	117	352	4,046	—
	Mar 10	658	343	41	144	182	104	159	220	77	79	198	1,862	—
	April 14	22,786	11,303	1,635	6,050	7,051	5,940	7,662	7,980	2,390	6,018	6,746	74,258	900

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

Temporarily stopped: regions 2.14

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Thousand														
MALE AND FEMALE														
1982	April 15	2,775	930	317	962	4,138	1,307	4,559	2,165	778	663	2,400	20,064	1,751
	May 13	1,882	652	250	805	3,565	1,050	2,584	2,702	614	363	1,861	15,676	1,255
	June 10	1,877	748	243	566	2,033	810	2,335	1,936	461	303	1,657	12,221	1,786
	July 8	1,911	719	208	460	1,906	695	2,185	1,365	588	329	2,643	12,290	1,202
	Aug 12	1,449	580	275	352	2,156	1,307	1,963	1,580	434	409	2,293	12,218	1,100
	Sep 9	1,609	503	174	475	3,577	815	†,894	2,021	597	398	1,898	13,458	1,438
	Oct 14	1,292	388	247	574	2,779	908	2,406	1,530	1,184	451	2,494	13,865	1,379
	Oct 14†	1,264	318	259	434	3,282	1,802	2,289	1,841	780	470	2,564	14,985	1,379
	Nov 11	1,462	389	194	1,082	2,306	1,509	1,819	1,639	676	401	2,731	13,819	1,369
	Dec 9	1,706	433	393	1,037	2,759	1,572	2,057	2,461	871	601	2,687	16,144	1,266
1983	Jan 13	2,009	487	333	887	2,313	2,052	2,335	2,023	1,732	701	3,380	17,765	1,800
	Feb 10	1,724	538	283	1,307	5,089	2,298	4,685	1,870	977	748	3,182	22,163	2,155
	Mar 10	1,752	601	416	1,072	3,738	1,946	2,777	1,551	854	1,033	2,466	17,605	1,620
	April 14	1,265	469	187	1,425	4,818	1,637	1,942	1,385	730	689	1,965	16,043	1,281

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

UNEMPLOYMENT 2.18

Selected countries: national definitions

THOUSANDP

	United Kingdom†		Australia xx	Austria*	Belgium‡	Canada xx	Denmark§	France*	Germany (FR)*	Greece*	Irish Republic*	Italy||	Japan†	Netherlands*3	Norway*	Spain*	Sweden*	Switzerland*	United Statesxx	
	Incl. school leavers	Excl. school leavers																		
NUMBERS UNEMPLOYED																				
Annual averages																				
1978	1,383	1,299	402	59	282	911	190	1,167	993	31	99	1,529	1,240	206	20.0	817	94	10.5	6,047	
1979	1,296	1,227	405 **	57	294	838	159	1,350	876	32	90	1,653	1,170	210	24.1	1,037	88	10.3	5,963	
1980	1,665	1,561	406	53	322	867	180	1,451	900	37	101	1,778	1,140	248	22.3	1,277	86**	6.2	7,449	
1981	2,520	2,420	390	69	392	898	241	1,773	1,296	41	128	1,979	1,259	385	28.4	1,566	108	5.9	8,211	
1982	2,917	2,793	491	105	457	1,305	258	2,008	1,855	51 R	157	2,375	1,360		41.4	1,873	137	13.2	10,678	
Quarterly averages																				
1982 Q1	2,862	2,751	461	139	448	1,147	290	2,001	1,899	69 R	147	2,299	1,380 R		39.0	1,802	137	10.3	10,284	
Q2	2,796	2,699	445	81	445	1,259	245	1,894	1,669	41	149	2,308	1,380		33.5	1,793	120	10.3	10,267	
Q3	2,939	2,804	472	72	460	1,372	230	1,981	1,792	33	159	2,340	1,320		40.3	1,834 R	158	12.2	10,814	
Q4	3,070	2,919	588 R	130	474	1,440 R	266	2,156	2,061	61 R	172	2,543 R	1,360	735	52.8	2,061	134	20.0	11,349	
1983 Q1	3,199	3,074		172	504	1,614		2,076	2,470	84	188	2,729		774			150		12,259	
Monthly																				
1982 Aug	2,899	2,796	459	69	457	1,388	236	1,944	1,797	32	161	2,303	1,300		45.1	1,827	166	12.3	10,710	
Sep	3,066	2,862	506	79	460	1,343	247	2,099	1,820	33	160	2,427	1,340	697	41.8	1,870	176	13.6	10,695	
Oct	3,049	2,875	537	104	466	1,388	255	2,177 R	1,920	39 R	165	2,492	1,390	710	45.2	1,967	127	16.2	10,942	
Nov	3,063	2,916	552	128	474	1,438	265	2,161	2,038	62 R	170	2,551	1,340	730	50.2	2,065	134	20.3	11,476	
Dec	3,097	2,966	674	156	484	1,494	277	2,131	2,223	83	180	2,585	1,350	765	62.9	2,151	140	23.6	11,628	
1983 Jan	3,225	3,087	692	182	497	1,598	319	2,130	2,487	90	187	2,690	1,620	776	67.3 R	2,196	147	27.9	12,517	
Feb	3,199	3,076		181	509	1,585		2,080	2,536	86	188	2,746	1,650	779	67.5	2,208	155	27.8	12,382	
Mar	3,172	3,060		152	506	1,658		2,017	2,387	75	189	2,752 p		768			149		11,879	
Apr	3,170	3,035							2,254	75	189									
Percentage rate latest month																				
	13.3		10.1	5.3	18.4	13.9	12.2	10.5	9.2	4.6	15.2	12.2 p	2.9	16.4	3.4	17.0 e	3.4	0.9	10.8	
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																				
Quarterly averages																				
1982 Q1		2,679	430	93	437	1,051 R	258	1,945	1,669 R	48 R	143	2,117	1,290 R		33.9				9,632	
Q2		2,743	450	107	459	1,244 R	251	2,003	1,785 R	49	150	2,097	1,370 R		36.8				10,369	
Q3		2,838	490 R	122	471	1,452 R	250	2,043	1,919 R	48	162	1,986	1,370		42.9				11,025	
Q4		2,913	603 R	113	462	1,520 R	261	2,038	2,065 R	58 R	172	2,083	1,420	722	52.0				11,839	
1983 Q1		3,003		116	492	1,498		2,018	2,200	63	184			757				145	11,439	
Monthly																				
1982 Aug		2,832	481 R	123	469	1,456	250	2,046	1,904 R	48	162		1,310		44.8				10,931	
Sep		2,866	515 R	126	476	1,470 R	257	2,045	1,998	48	165		1,430	696	45.0				11,315	
Oct		2,885	570 R	115	465	1,513 R	258	2,046	2,035 R	51	168	2,083	1,450	708	47.0				11,576	
Nov		2,906	601 R	112	457	1,515 R	262	2,039	2,072 R	57	171		1,380	722	50.5				11,906	
Dec		2,949	638 R	113	460	1,533	263	2,028	2,087 R	67	176		1,420	736	58.5				12,036	
1983 Jan		2,983	640	104	477	1,481	269	2,019	2,127	64	181		1,590 R	745	59.9 R				11,446	
Feb		3,001		112 R	496	1,497		2,020	2,215	64	184		1,550	756	62.3				11,490	
Mar		3,026		131	504	1,515		2,014	2,259 R	60 e	187			769					11,381	
Apr		3,021							2,294											
Percentage rate:																				
latest month		12.7	9.2	4.6	18.3	12.6	10.3	10.5	9.4	3.7 e	15.0	9.1	2.7	16.5	3.2			3.5	10.3	
latest three months																				
change on previous three months		+0.3	+1.5	+0.1	+1.2	-0.2	+0.4	-0.1	+0.7	+0.2	+1.0	+0.3	+0.2	+0.8	+0.6			+0.2	-0.3	

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

(i) by counts based on registration or insurance systems.
 (ii) by conducting a labour force survey from a sample number of households.
 (2) Source: SOEC Statistical telegram for Italy, OECD Main Economic Indicators for remainder, except United Kingdom, supplemented by labour attaché reports. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.

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

† New basis (claimants) - see footnotes to table 2-1.

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

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

** Average of 11 months.

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

Seasonally adjusted figures are available only for the first month of each quarter and taken from OECD sources.
 § Numbers registered at employment offices. From 1977 includes unemployed insured for loss of part-time work. From January 1979 includes an allowance for persons partially unemployed during the reference period. Rates are calculated as percentages of the total labour force.

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

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

UNEMPLOYMENT AND VACANCIES 2.19

THOUSAND

GREAT BRITAIN	UNEMPLOYMENT									VACANCIES			
	Inflow			Outflow			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow	
	Male	Female	All	Male	Female	All	Male	Female	All				
Seasonally adjusted[‡]; average of 3 months ended.													
1978	April 13	194	88	282	200	89	289	-6	-1	-7	217	211	6
	May 11	193	89	282	198	89	287	-5	1	-5	217	213	4
	June 8	193	89	282	198	88	286	-5	1	-4	221	216	5
	July 6	192	89	280	198	88	286	-6	0	-6	225	219	5
	Aug 10	190	89	279	196	88	284	-6	1	-5	227	222	5
	Sep 14	187	89	276	196	90	285	-9	-1	-9	229	224	5
	Oct 12	186	90	276	196	90	286	-10	0	-10	232	225	7
	Nov 9	184	90	275	197	92	288	-12	-2	-14	234	228	6
	Dec 7	183	90	273	196	92	287	-12	-1	-14	234	230	4
1979	Jan 11	186	89	275	192	91	282	-6	-2	-7	226	227	-1
	Feb 8	189	88	277	184	89	272	5	-1	4	219	222	-3
	Mar 8	188	88	276	182	87	269	7	1	7	215	217	-3
	April 5	182	88	270	184	87	271	-2	1	-1	223	221	2
	May 10	177	88	264	190	88	278	-13	0	-13	231	225	7
	June 14	176	89	265	190	89	279	-14	0	-14	238	230	8
	July 12	176	90	266	188	89	276	-12	1	-11	238	234	4
	Aug 9	177	91	268	186	90	276	-9	1	-8	236	238	-2
	Sep 13	176	92	268	184	90	274	-8	2	-6	232	237	-4
	Oct 11 †	176	93	269	179	91	270	-3	2	-1	228	234	-6
	Nov 8 †	176	93	268	175	90	265	3	3	3	225	230	-5
	Dec 6 †	179	95	274	176	90	267	2	5	7	224	233	-9
1980	Jan 10	184	97	280	177	90	267	7	7	13	214	227	-13
	Feb 14	190	100	290	175	91	266	15	9	24	207	222	-15
	Mar 13	194	102	296	174	92	266	20	10	31	202	215	-14
	April 10	199	105	303	173	94	267	25	11	36	201	212	-11
	May 8	202	106	308	173	95	268	29	11	40	197	208	-11
	June 12	204	107	311	169	95	263	36	12	48	188	199	-11
	July 10	210	110	320	168	95	263	42	15	58	181	194	-13
	Aug 14	217	112	328	169	94	263	47	17	65	171	183	-11
	Sep 11	226	114	340	171	94	265	55	20	75	167	176	-10
	Oct 9	233	115	348	174	95	270	59	20	78	160	168	-8
	Nov 13	242	117	359	176	97	273	65	21	86	154	161	-7
	Dec 11	245	117	362	176	97	274	69	20	88	149	152	-4
1981	Jan 15	243	117	360	179	98	276	65	20	84	154	155	-1
	Feb 12	238	117	356	179	99	278	60	18	78	152	153	-1
	Mar 12	232	116	348	177	100	277	55	16	71	148	151	-3
	April 9	229	115	343	176	101	277	53	14	66	140	143	-3
	May 14	227	113	340	176	101	277	51	12	63	139	142	-3
	June 11 e	228	114	341	182	103	285	46	11	56	142	147	-5
	July 9 e §	220	110	331	175	99	274	45	12	57	143	144	-1
	Aug 13 e §	209	105	314	172	91	263	38	14	52	147	144	3
	Sep 10 §	202	104	305	168	87	254	34	17	51	151	145	6
	Oct 8 §	204	108	312	176	90	266	28	18	46	155	151	4
	Nov 12 §	212	115	325	191	102	293	21	13	33	157	154	3
	Dec 10 §	216	118	334	203	111	314	13	7	20	158	155	4
1982	Jan 14 §	222	118	340	208	113	321	15	4	19	163	161	2
	Feb 11 §	221	118	339	208	114	322	13	5	18	166	165	1
	Mar 11	218	118	337	210	112	322	9	6	15	166	167	-1
	April 15	214	120	333	210	114	324	3	6	9	163	164	-1
	May 10	215	120	335	206	114	319	9	6	15	162	164	-2
	June 10	220	122	342	201	114	315	19	7	26	162	164	-2
	July 8	224	127	350	204	119	324	19	7	26	163	162	1
	Aug 12	224	127	351	208	118	327	16	8	25	165	161	3
	Sep 9	227	130	357	209	118	327	18	12	31	163	162	1
	Oct 14	227	127	354	210	113	323	18	13	31	161	160	2
Unadjusted*													
	Oct 14	262	134	395	257	144	401	5	-10	-6	161	160	2
	Nov 11	248	120	368	217	117	334	31	3	34	161	160	1
	Dec 9	227	102	329	180	102	282	47	0	47	165	161	4
1983	Jan 13	208	108	316	142	79	221	66	29	95	169	168	1
	Feb 10	217	110	327	232	113	345	-15	-3	-19	173	171	2
	Mar 10	205	100	305	221	107	328	-16	-7	-23	172	171	1
	April 14 ††	209	102	311	235	103	338	-27	-1	-28	173	170	3

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

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

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

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

§ See footnote to table 2.1.

†† See footnote to table 2.1.

3.4 VACANCIES Occupation: notified to Jobcentres

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
							Thousand
1980 Mar	19.6	28.0	17.3	39.2	6.8	65.6	176.6
June	19.4	27.4	17.6	32.1	5.5	63.4	165.3
Sep	16.6	18.2	15.6	21.2	3.7	44.1	119.3
Dec	14.4	13.7	12.3	11.7	2.0	29.4	83.5
1981 Mar	14.5	16.2	13.8	12.0	2.4	31.8	90.7
June	15.6	17.5	15.3	13.0	3.4	38.3	103.0
Sep	14.9	17.2	16.9	15.6	3.5	36.8	104.9
Dec	14.0	14.5	15.2	13.6	2.4	32.6	92.2
1982 Mar	14.9	17.5	15.9	15.4	3.6	38.3	105.6
June	16.5	20.1	18.6	17.4	4.3	46.8	123.7
Sep	15.7	18.2	18.4	18.1	3.4	40.8	114.6
Dec	14.6	17.2	16.4	15.4	2.8	36.1	102.5
1983 Mar	16.4	22.0	16.7	18.4	4.5	43.1	121.1
	Proportion of vacancies in all occupations						Per cent
1980 Mar	11.1	15.9	9.8	22.2	3.9	37.1	100.0
June	11.7	16.6	10.6	19.4	3.3	38.4	100.0
Sep	13.9	15.3	13.1	17.8	3.1	37.0	100.0
Dec	17.2	16.4	14.7	14.0	2.4	35.2	100.0
1981 Mar	16.0	17.9	15.2	13.2	2.6	35.1	100.0
June	15.1	17.0	14.9	12.6	3.3	37.2	100.0
Sep	14.2	16.4	16.1	14.9	3.3	35.1	100.0
Dec	15.2	15.7	16.5	14.8	2.6	35.4	100.0
1982 Mar	14.1	16.6	15.1	14.6	3.4	36.3	100.0
June	13.3	16.2	15.0	14.1	3.5	37.8	100.0
Sep	13.7	15.9	16.1	15.8	3.0	35.6	100.0
Dec	14.2	16.8	16.0	15.0	2.7	35.2	100.0
1983 Mar	13.5	18.2	13.8	15.2	3.7	35.6	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.

VACANCIES 3.6 Regions: occupations Notified to Jobcentres: March 1983

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Table 1 Summary														
Managerial and professional	5,718	2,822	578	1,563	1,447	954	854	1,707	841	888	1,717	16,267	175	16,442
Clerical and related	8,395	4,395	806	1,869	1,662	1,237	1,413	2,269	905	999	2,226	21,781	172	21,953
Other non-manual occupations	6,606	3,094	631	1,348	1,111	1,044	1,013	1,810	645	773	1,528	16,509	167	16,676
Craft and similar occupations, including foremen, in processing, production, repairing, etc	5,281	2,219	651	1,466	1,326	1,436	1,326	1,767	971	874	3,042	18,140	218	18,358
General labourers	738	215	99	252	217	345	540	497	226	414	1,116	4,444	87	4,531
Other manual occupations	14,452	5,745	1,663	4,662	2,693	2,993	3,007	4,554	1,964	2,023	4,739	42,750	341	43,091
All occupations	41,190	18,490	4,428	11,160	8,456	8,009	8,153	12,604	5,552	5,971	14,368	119,891	1,160	121,051
Table 2 Occupational groups														
I Managerial (General management)	43	26	1	—	17	16	3	36	4	4	4	128	2	130
II Professional and related supporting management and administration	992	660	108	117	129	158	88	153	69	86	130	2,030	58	2,088
III Professional and related in education, welfare and health	1,661	599	150	823	508	223	405	786	425	393	763	6,137	60	6,197
IV Literary, artistic and sports	277	128	42	107	96	64	35	131	56	71	71	950	9	959
V Professional and related in science, engineering technology and similar fields	1,241	648	91	191	308	176	76	149	130	159	421	2,942	20	2,962
VI Managerial (excluding general management)	1,504	761	186	325	389	317	247	452	157	175	328	4,080	26	4,106
VII Clerical and related	8,663	4,572	825	1,905	1,713	1,261	1,429	2,345	911	1,022	2,269	22,343	180	22,523
VIII Selling	6,176	2,811	620	1,273	1,110	1,008	980	1,678	605	747	1,404	15,601	149	15,750
IX Security and protective services	760	408	44	186	75	99	102	231	90	79	199	1,865	24	1,889
X Catering, cleaning, hairdressing and other personal service	9,479	3,673	1,062	3,158	1,521	1,883	2,017	3,019	1,426	1,323	3,158	28,046	193	28,239
XI Farming, fishing and related	446	86	106	309	104	141	93	135	49	87	155	1,625	13	1,638
XII Materials processing (excluding metal), (Hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	354	134	36	129	101	132	99	153	50	61	265	1,380	12	1,392
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	2,221	1,140	220	563	519	805	504	930	390	333	1,049	7,534	93	7,627
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metal, engineering (including installation and maintenance), vehicles and shipbuilding)	2,863	1,053	321	779	701	499	532	653	405	365	1,411	8,529	73	8,602
XV Painting, repetitive assembling, product inspecting, packaging and related	1,002	357	185	275	268	238	157	473	90	135	308	3,131	33	3,164
XVI Construction, mining and related not identified elsewhere	975	382	161	367	369	283	494	355	280	262	675	4,221	72	4,293
XVII Transport operating, materials moving and storing and related	1,684	796	160	360	251	303	291	376	140	202	508	4,275	41	4,316
XVIII Miscellaneous	849	256	110	293	277	403	601	549	275	467	1,250	5,074	102	5,176
All occupations	41,190	18,490	4,428	11,160	8,456	8,009	8,153	12,604	5,552	5,971	14,368	119,891	1,160	121,051

* Included in South East.

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.

EARNINGS

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

5.9

	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
Annual averages																		
1973	67.8	65.8	76.2	69	76	69.1	71.5	84	64	65	64.5	71.1	74	71	61.8	78.4	81.8	85
1974	79.4	83.8	88.2	83	86	83.9	85.3	92	80	78	78.9	89.7	88	83	77.8	87.1	93.1	92
1975	100.0	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100
1976	116.5	114.4	109.0	111	114	112.7	114.1	107	129	117	120.9	112.3	109	117	130.3	117.9	101.6	108
1977	128.5	127.6	118.4	121	126	124.3	128.5	114	156	135	154.6	121.9	117	129	169.8	125.8	103.3	118
1978	147.1	136.6	125.1	130	135	137.1	145.2	120	193	155	179.6	129.1	123	139	214.2	136.6	106.9	128
1979	169.9	147.1	132.4	140	147	152.6	164.1	127	232	179	213.7	138.5	128	143	264.8	147.2	109.2	139
1980	200.3	163.2	142.8	153	162	169.8	188.8	135	295	217	261.7	148.8	134	157	313.8	160.2	114.8	151
1981	226.7	179.8	151.7	168	181	185.4	216.2	142	376	252	323.6	157.2	138	173	375.1	177.0 R	120.6 R	165
1982	251.9	209.6	161.0	179	202	204.7	..	149	..	..	379.1	164.8	..	..	430.8	191.0 R	128.2	176
Quarterly averages																		
1981 Q3	232.6	181.1	152.0	167	183	186.5	215.8	144	385	257	334.5	158.5	141	179	..	178.5	120.5	167
Q4	238.1	186.1	155.5	178	190	193.7	224.4	145	399	263	345.6	160.1	142	178	..	181.1	121.4	170
1982 Q1	243.9	197.0	159.3	175	196	196.4	233.6	145	436	271	358.0	160.7	146	178	..	185.5	128.3	173
Q2	248.6	203.7	161.6	177	200	203.4	244.3	149	501	286	371.0	163.6	146	188	..	192.7	127.5	175
Q3	255.1	217.7	160.5	178	205	205.8	252.0	150	523	..	386.1	166.6	148	198	..	192.3	127.9	177
Q4	260.0	219.8	162.4	185	208	213.0	252.3	150	..	..	401.3	167.0	..	..	..	193.3	128.9	178
Monthly																		
1982 Sep	255.6	218.6	162.3	178	205	208.5	..	..	..	..	391.1	165.6	148	..	..	191.7	..	178
Oct	256.6	219.1	163.0	..	207 R	211.1	252.3	150	..	..	391.1	166.1	148	..	..	192.7	..	177
Nov	259.5	219.5	162.2	..	208	211.3	..	..	..	..	406.4	166.4	148	..	..	192.4	..	178
Dec	260.0	220.8	161.9	185	209	216.5	..	..	..	..	406.4	168.6	..	..	..	194.8	..	180
1983 Jan	262.4	..	..	..	..	..	..	..	..	..	406.8	167.7	..	..	..	..	..	180
Feb	264.2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	181
Increases on a year earlier																		
Annual averages																		
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8	..	Per cent
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9
1978	14	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8
1979	15	8	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9
1980	18	11	8	9	10	11	15	6	27	21	22	7	5	10	19	9	5	9
1981	13	10	6	10	12	9	15	5	27	16	24	6	3	10	20	11	5	9
1982	11	17	6	11	12	10	..	5	..	..	17	5	..	..	15	8	6	7
Quarterly averages																		
1981 Q3	13	8	7	9	12	9	14	5	29	19	24	5	4	7	..	11	5	10
Q4	13	11	5	11	12	10	15	5	28	13	23	6	4	8	..	8	5	8
1982 Q1	13	13	8	9	13	10	16	5	24	14	20	5	7	7	..	8	6	7
Q2	13	14	7	5	12	11	18	6	37	14	17	6	7	11	..	9	7	7
Q3	10	20	6	7	12	10	17	4	36	..	15	5	5	11	..	8	6	6
Q4	9	18	4	4	9	10	12	4	..	..	16	4	..	..	..	7	6	5
Monthly																		
1982 Sep	9	20	5	7	10	10	..	..	..	..	16	5	4	..	..	7	..	5
Oct	8	20	4	..	10	10	12	4	..	..	16	5	4	..	..	7	..	5
Nov	9	19	6	..	10	10	..	..	..	..	16	4	4	..	..	6	..	5
Dec	10	15	3	4	9	9	..	..	..	..	16	5	..	..	..	7	..	5
1983 Jan	9	..	..	..	..	..	..	..	..	..	16	4	..	..	..	..	..	5
Feb	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5

Source: OECD—Main Economic Indicators.

3 Males only.

7 Including mining and transport.

4 Hourly wage rates.

8 Hourly earnings.

5 Monthly earnings.

9 All industries.

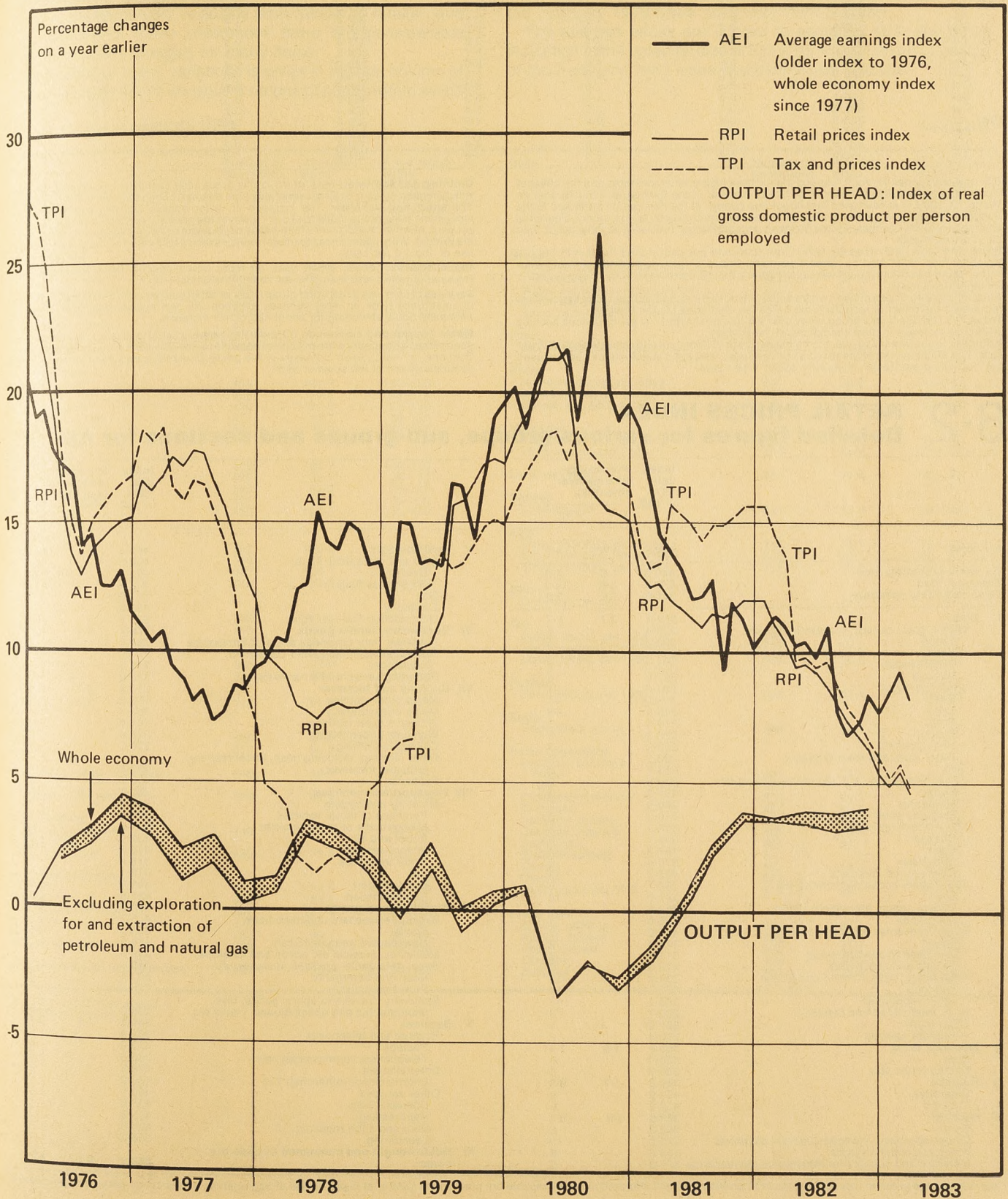
6 Including mining.

10 Production workers.

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

EARNINGS C2

Earnings, prices, output per head



6.5 RETAIL PRICES

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

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

* 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
												218.1
												JAN 15, 1974 = 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				327.5				323.2			

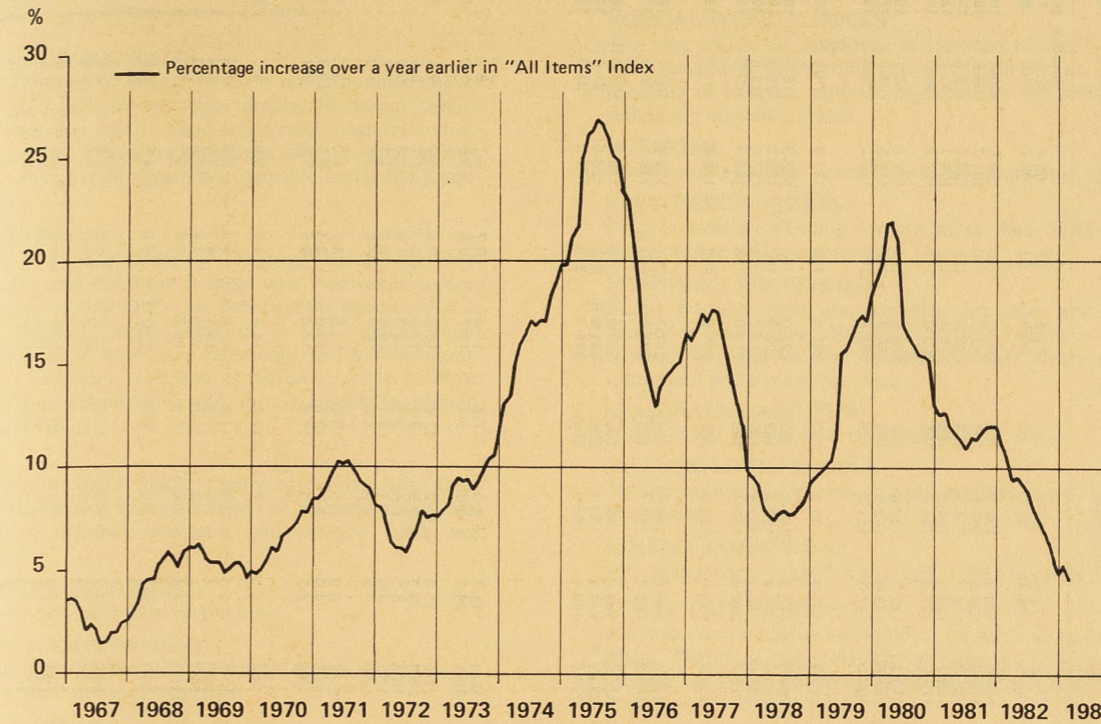
6.7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
											JAN 15, 1974 = 100
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6
1978	203.1	199.6	197.9	226.3	224.8	184.8	168.3	228.0	221.3	185.3	209.8
1979	226.8	222.4	219.0	247.8	251.2	205.0	186.6	262.0	250.6	206.0	243.9
1980	264.2	248.1	263.8	290.5	316.9	230.6	206.1	322.5	298.4	248.8	288.3
1981	294.3	269.2	307.5	358.9	381.6	241.4	208.0	363.3	333.6	276.6	313.6
1982	321.7	291.5	341.6	414.1	430.6	248.2	211.6	398.8	370.8	305.5	336.3
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
1978	201.6	196.9	199.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8
1979	225.6	220.0	221.5	247.8	252.8	206.3	191.7	246.0	246.1	210.3	243.9
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3
1981	292.3	265.5	314.5	358.1	383.4	242.3	216.8	343.9	327.3	284.1	313.6
1982	318.8	287.8	350.7	413.1	430.5	249.4	219.9	369.6	362.3	314.1	336.3
GENERAL INDEX OF RETAIL PRICES											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	185.7
1978	200.4	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	239.8
1980	262.5	255.9	261.8	290.1	313.2	226.3	205.4	288.7	276.9	262.7	290.0
1981	291.2	277.5	306.1	358.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0
1982	314.3	299.3	341.4	413.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7

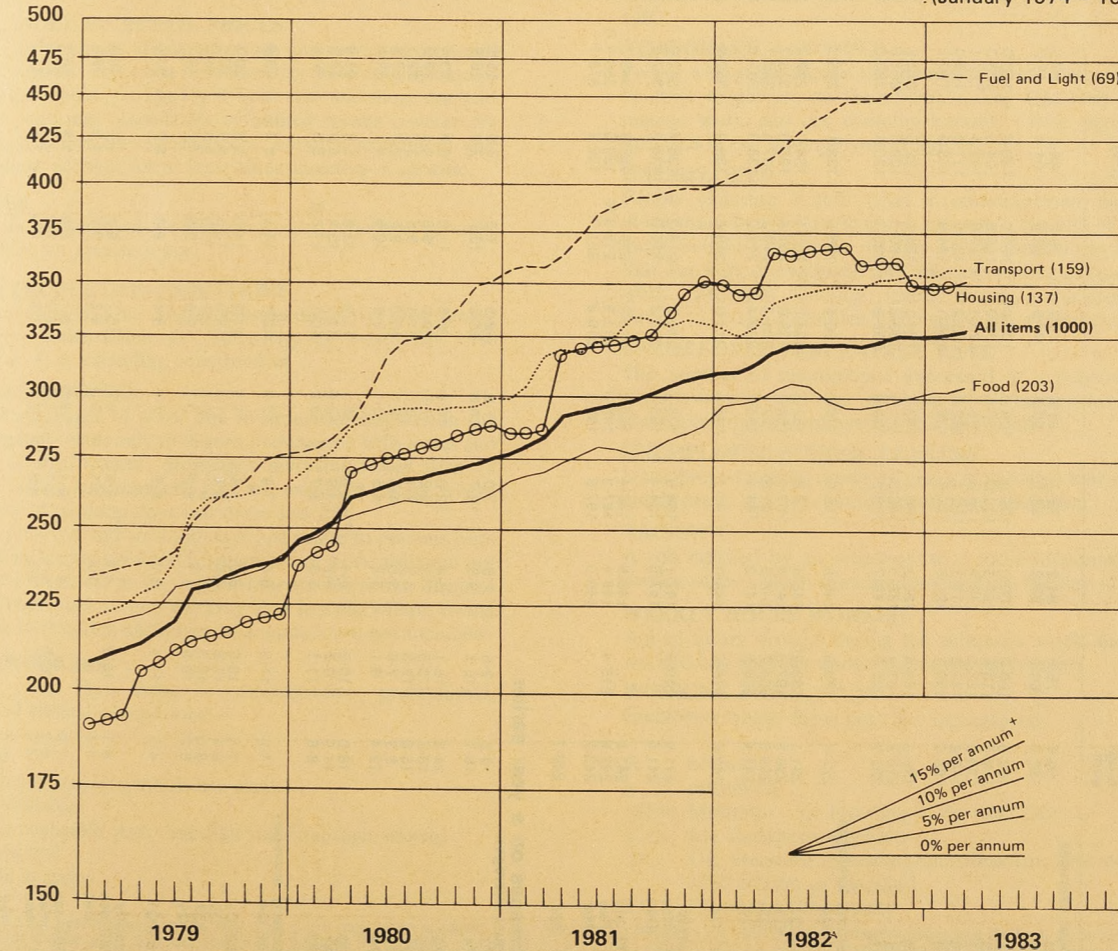
Note: The General Index covers almost all goods and services purchased by most households, excluding only those for which the income of the head of household is in the top 3-4 per cent and those one-and-two person pensioner households of limited means covered by separate indices. For these pensioners,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

RETAIL PRICES C3

Index of retail prices



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



*Figures in brackets are the 1983 group weights

+ Annual growth rate

DEFINITIONS

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

BASIC WEEKLY WAGE RATES

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

DISABLED PEOPLE

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

EARNINGS

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

EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

INDEX OF PRODUCTION INDUSTRIES

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

INDUSTRIAL DISPUTES

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

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

MANUAL WORKERS

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

Conventions

The following standard symbols are used:

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

MANUFACTURING INDUSTRIES

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

NORMAL WEEKLY HOURS

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

OVERTIME

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

PART-TIME WORKERS

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

PENSIONER HOUSEHOLDS

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

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

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

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED PERCENTAGE RATE

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKING POPULATION

Employed labour force plus the unemployed.

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

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

A Annual. Q Quarterly. M Monthly. D Discontinued

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours	Frequency	Latest issue	Table number or page
Working population: GB and UK				Average earnings			
Quarterly series	M	May 83:	1-1	Whole economy (new series) index			
Labour force estimates, 1981		Feb 83:	49	Main industrial sectors	M	May 83:	5-1
Employees in employment				Industry	M	May 83:	5-3
Industry: GB				Underlying trend		Nov 82:	491
All industries: by MLH	Q	Apr 83:	1-4	New Earnings Survey (April estimates)			
Time series, by order group	M	May 83:	1-2	Latest key results	A	Oct 82:	444
Manufacturing: by MLH		May 83:	1-3	Time series	M	May 83:	5-6
Self employed, 1981		Feb 83:	55	Average weekly and hourly earnings and hours worked (manual workers)			
Occupation				Manufacturing and certain other industries			
Administrative, technical and clerical in manufacturing	A	Nov 82:	1-10	Summary (Oct)	M	May 83:	5-4
Local authorities manpower	Q	May 83:	1-7	Detailed results	A	Feb 83:	66
Occupations in engineering		Oct 82:	421	Manufacturing			
Region: GB				Indices of hours	M	May 83:	5-6
Sector: numbers and indices, quarterly	Q	May 83:	1-5	International comparisons of wages per head	M	May 83:	5-9
Census of Employment				Aerospace	A	Aug 82:	354
Key results, Sep 1981 on SIC 1968		Dec 82:	504	Agriculture	A	Feb 83:	78
GB regions by industry MLH, Sep 1981 on SIC 1968		Feb 83:	61	Coal mining	A	Feb 83:	78
UK by industry MLH		Mar 81:	141	Average earnings: non-manual employees	M	May 83:	5-5
Census supplement				Basic wage rates, normal hours of work and holiday entitlements (manual workers)			
GB and regions by industry Sep 1981 on SIC 1980		May 83:	Supp. 1-20	Changes in rates of wages and hours (indices)	M	May 83:	5-8
International comparisons	M	May 83:	1-9	Normal weekly hours	A	April 83:	147
Apprentices and trainees by industry: Manufacturing industries	A	June 82:	1-14	Holiday entitlements	A	April 83:	147
Apprentices and trainees by region: Manufacturing industries	A	Jul 82:	1-15	Overtime and short-time: manufacturing			
Registered disabled in the public sector		Apr 83:	149	Latest figures: industry	Q	May 83:	1-11
Exemption orders from restrictions to hours worked: women and young persons		Oct 82:	450	Region: summary	M	May 83:	1-13
Labour turnover in manufacturing		May 83:	1-6	Hours of work: manufacturing	M	May 83:	1-12
Trade union membership	A	Jan 83:	26	Output per head			
Work permits issued		Mar 82:	108	Output per head: quarterly and annual indices	M	May 83:	1-8
Unemployment and vacancies				Wages and salaries per unit of output	M	May 83:	5-7
Unemployment				Manufacturing index, time series	M	May 83:	5-7
Summary: UK	M	May 83:	2-1	Quarterly and annual indices	M	May 83:	5-7
GB	M	May 83:	2-2	Labour costs			
Age and duration: UK	M	May 83:	2-5	Survey results, 1978	Triennial	Sep 80:	956
Broad category: UK	M	May 83:	2-1	Key results 1981	M	May 83:	188
Broad category: GB	M	May 83:	2-2	Per unit of output	M	May 83:	5-7
Detailed category: GB, UK	Q	Apr 83:	2-6	Prices and expenditure			
Region: summary	Q	Apr 83:	2-6	Retail prices			
Age time series quarterly UK (six-monthly prior to July 1978)	M	May 83:	2-7	General index (RPI)			
Estimated rates	Q	Apr 83:	2-15	Latest figures: detailed indices	M	May 83:	6-2
Duration: time series, quarterly UK	M	May 83:	2-8	percentage changes	M	May 83:	6-2
Region and area				Recent movements and the index excluding seasonal foods	M	May 83:	6-1
Time series summary: by region	M	May 83:	2-3	Main components: time series and weights	M	May 83:	6-4
assisted areas, counties, local areas	M	May 83:	2-4	Changes on a year earlier: time series	M	May 83:	6-5
Occupation		Nov 82:	2-12 D	Annual summary	A	Mar 83:	107
Age and duration: summary	Q	Apr 83:	2-6	Revision of weights	A	Mar 83:	115
Industry				Pensioner household indices			
Latest figures: GB, UK		Jul 82:	2-10 D	All items excluding housing; quarterly	M	May 83:	6-6
Number unemployed and percentage rates: GB		Jul 82:	2-9 D	Group indices: annual averages	M	May 83:	6-7
Occupation:				Revision of weights	A	Mar 83:	115
Broad category: time series quarterly		Nov 82:	2-11 D	Food prices	M	May 83:	6-3
Flows GB, time series	M	May 83:	2-19	London weighting: cost indices	A	June 82:	267
Adult students: by region	M	May 83:	2-13	International comparisons	M	May 83:	6-8
Minority group workers: by region		Sep 82:	2-17 D	Family Expenditure Survey			
Disabled workers: GB		Nov 82:	2-16 D	Half-yearly summary		Mar 83:	121
Non-claimants: GB		Nov 82:	2-16 D	Annual: preliminary figures	A	Dec 82:	521
International comparisons	M	May 83:	2-18	detailed figures	A	Jan 83:	50
Temporarily stopped: UK				FES and RPI weights	A	Mar 83:	115
Latest figures: by region		May 83:	2-14	Industrial disputes: stoppages of work			
Vacancies (remaining unfilled)				Summary: latest figures	M	May 83:	4-1
Region				time series	Q	May 83:	4-2
Time series: seasonally adjusted	M	May 83:	3-1	Latest year and annual series	A	July 82:	289
unadjusted	M	May 83:	3-2	Industry			
Industry: UK	Q	Mar 83:	3-3	Monthly			
Occupation: by broad sector and unit groups: UK	M	May 83:	3-4	Broad sector: time series	M	May 83:	4-1
Region summary	Q	May 83:	3-6	Annual			
Flows: GB, time series	M	May 83:	2-19	Detailed	A	July 82:	289
Skill shortage indicators		Jan 81:	34	Prominent stoppages	A	July 82:	291
Redundancies				Main causes of stoppage			
Due to occur: latest month	M	May 83:	210	Cumulative	M	May 83:	4-1
Advance notifications	Q	Apr 83:	174	Latest year for main industries	A	July 82:	290
Payments	Q	Apr 83:	174	Size of stoppages			
				Stoppages beginning in latest year	A	July 82:	294
				Aggregate days lost	A	July 82:	294
				Number of workers involved	A	July 82:	295
				Days lost per 1,000 employees in recent years by industry	A	July 82:	295
				International comparisons	A	Mar 83:	105

SPECIAL FEATURE

Employment and self-employment

Some problems of law and practice

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An article in the October *Employment Gazette* looked at employers' reasons and preferences for using directly-employed labour versus self-employed labour. This second article from the study considers the extent to which the "labels" chosen by employers accorded with the legal reality of employment relationships with off-premises workers.

Every now and again a court or tribunal decision on employment status hits the headlines. Sometimes this is because a group of workers in the public eye, say writers or musicians, have challenged their given status, or perhaps because once again there has been an assault on the "lump" in the building trade. It has also become clear that an apparently clear agreement by the parties involved that a worker be self-employed—a situation accepted as valid for tax and related purposes—can be overturned by the courts. Frequently, the repercussions of such an overturning are very painful, ranging from claims for unpaid tax by the Inland Revenue to a criminal prosecution.

Decisions regarding the label and nature of an employment relationship have become increasingly important in recent years, not simply because of the need to avoid these possible consequences of "mislabelling", but also because the "floor of rights" established in employment legislation over the past 20 years almost invariably excludes the self-employed. Safety legislation, too, provides greater protection for the directly employed; the possibility of an employer having to compensate those injured through work is negated if damage is caused by a self-employed worker; and many welfare state benefits are only available to the employee. Contractual status also raises emotive issues for the self-employed who, though neglected by legislation, are both generally admired and encouraged for their independence and initiative but also viewed with growing suspicion that they are associated with the "black economy" (Henry, 1978; Clark, 1982). Although decisions on employment status are often made routinely by those involved, in many cases they are not straightforward. For while the law makes the selection of the correct label critical it has failed singularly to provide clear guidance as to how this should be done.

Statutory definition

The statutory definition of "employee" and "contract of employment" given in the Employment Protection (Consolidation) Act 1978 is, for the purposes of employment law, the definition that courts and tribunals must apply to individual cases where workers claim their

employment rights and employment status is questioned. This Act defines an employee as someone working under a contract of employment, and then defines a contract of employment as a contract of service¹. Since the contract of service is defined in common law (which has changed and developed over hundreds of years) rather than in statute law, it falls to courts and tribunals to provide operational definitions of a contract of service which somehow take account of any developments in employment arrangements (such as the introduction of new technology). Furthermore, the Inland Revenue and the DHSS have their own, somewhat different, operational definitions of employment status which provide "rules of thumb" on whether a worker can be treated as an employee or self-employed for the purpose of collecting income tax and national insurance contributions. The Inland Revenue and DHSS rules of thumb are not concerned with identifying whether or not a contract of service exists in common law, and their decisions on employment status for tax and national insurance purposes are not binding when employment rights are at issue in a court or tribunal case².

This article explores these issues by considering further the results of a study of employment contract arrangements in six industries in London. A previous article in the October *Employment Gazette* (Leighton, 1982) reported reasons employers gave for utilising one form of employment relationship rather than another; this article considers the extent to which the "labels" given by the parties accorded with legal reality.

The companies

The 25 firms covered by the study were all in the service and private sector of industry in London. Some were large, many small, a few were multinational, in some women predominated in the workforce, and only a few had effective trade union organisation. Some, especially in computing, contained a wide range of skills in their workforce; others, for example in mini-cabbing, had a narrow and generally low level of skills. Overall the cases provided range and variety in which to attempt an evaluation of the legal accuracy of the "labels" given by the parties to their employment relationships.

Problems of law and definition

It must be said immediately that an exercise of this kind is fraught with intrinsic problems. Establishing a model against which to evaluate employment "labels" and arrangements is not easy. Indeed all the leading writers in this field have emphasised the complexity of such a task. Some even claim that the law here has "collapsed in a maze of casuistry" (Kahn-Freund, 1951, p. 507; see also Davies and Freedland, 1979, pp. 456-66). Additionally, as one writer has observed, the matter has been further clouded by the tendency of courts to come up with a definition, apparently analytical but in reality "largely based on common sense" (Rideout, 1979, p. 5). Reliance on "common sense" clearly has merit but when the principles which underpin a decision are obscurely or inadequately expressed, application of that case law to subsequent factual situations becomes increasingly unsure.

Development of the law

If the contemporary situation regarding the legal approach to differentiating between the directly-employed and the self-employed has become complicated, this does not appear always to have been the case. According to *Yewens v Noakes* (1880) 6 QBD 530 the distinction was originally simply based on the concept of "control" which could be aptly expressed in the phrase that the employer of direct labour was one who could "not only tell you what to do but how to do it". This "control test" covered not only matters of job procedures but training, hours of work, discipline, authority and supervision. The accepted view (which nonetheless some questioned) was that, when applied to craftsmen, semi- and unskilled workers and perhaps white collar staff, this test had validity. However, with the advent of new skills, new service industries, evolving technology, increasingly complex and remote business structures, the growth in public sector employment and more especially of professional occupations, it appeared that something more sophisticated was called for (Davies and Freedland, 1979, p. 457). More specifically it called for an approach which could express the essential quality of employer/employee relations other than in crude terms of dominance and subservience which imply that the former has the ability, and the opportunity to issue and enforce orders.

Current law dates from 1968 with the decision in *Ready Mixed Concrete v Ministry of Pensions and National Insurance* (1968) 2 QB 497. The importance of this decision lies in its basic approach to the problem of differentiating between the directly-employed and self-employed, rather than its particular decision on the facts. Here the judges adopted a "multiple test" approach, whereby the issue of "control" was considered, but only as one factor among others. Matters of pay, hours of work, employment benefits and the extent of financial investment and other aspects should also be considered. The case then required a "balance sheet" to be drawn up with two columns of information, one containing information suggesting self-employment (such as very flexible and/or part-time hours and payments based solely on commission or fees) and the other direct employment (for

example, payment of a fixed weekly sum, the provision of sick pay and rigorously enforced disciplinary rules). A conclusion was to be reached on the basis of the nature and content of the two columns. The case also reinforced the view that a court can and (sometimes) must disregard the "label" given to the agreement by the parties, and that tax and National Insurance arrangements agreed between the parties and the revenue and other authorities should not be conclusive or even heavily influential in the decision. The difficulty with applying the test of *Ready Mixed Concrete* is that its apparently logical and thorough approach concealed the fact that it merely identified and totted up the outward manifestations of what are popularly considered the characteristics of the self-employed. It did not attempt to define the essential characteristics of self-employment and direct employment.

However, in 1969 the High Court decided *Market Investigations v Ministry of Pensions and National Insurance* (1962) 2 WLR 1 upon which heavy reliance has been placed in this study. This case (which concerned the correct employment status of part-time interviewers "labelled" as self-employed by the parties) posed the key question of whether the interviewer was "in business on her own account". The judge found that the earlier formulations were not sufficient to provide an answer. Instead he proposed that the question be answered with reference to such matters as whether the worker "provides his own equipment, whether he hires his own helpers, what degree of financial risk he takes, what degree of responsibility for investment and management he has and whether and how far he has the opportunity of profiting from sound management in the performance of his task" (p. 9 see also Rideout, 1979, p. 9). The interviewer did not in any way fit this description of self-employment, and was held to have been incorrectly "labelled". This so-called "entrepreneurial" test is clearly appropriate to many employment situations. But it is not so easy to apply it to others, such as highly skilled or professional workers such as musicians, medical staff, designers, consultants, researchers and teachers.

Despite reservations and difficulties which have often been openly considered by the judges, the *Market Investigations* approach has been broadly followed since 1969 and remains in widespread use. Since that date the courts have also exhibited a more assertive attitude towards the issue of employment status, disregarding "labels", documentary evidence and statements of witnesses more often than in the past in order to make a declaration of the correct status themselves (even if this necessarily involves overriding one of the "sacred cows" of English contract law—that of allowing the intention of the parties to prevail).

Problems of the case law

One of the problems of case law in this area is that decisions by the courts are supposed to be reached—in theory at least—without reference to connected issues, such as the purpose for which the employment status is being tested. The purpose may range from determining the correct class for social security contributions to establishing whether a claim might be made for a redundancy payment. However it is arguable that the

courts do in fact take into account the purpose of the adjudication. Severe personal injuries on a building site which would remain uncompensated if the injured worker was found to be self-employed may influence the court towards the contrary view. Alternatively, a worker who had benefited from the alleged tax and other advantages of self-employment may not be viewed so sympathetically when she asserts a claim, for example, for a guaranteed payment or maternity pay which is only available to the directly-employed. (See the comments of Lawton LJ in *Ferguson v John Dawson and Partners Ltd* (1976) 3 All ER 817). At least one writer urges a more open acknowledgement of this approach which would accept as relevant the purpose of the adjudication (Rideout, 1979, p. 9).

Tedious recitals

A second problem is that there has been much debate concerning varied and even inconsistent applications of the deceptively simple legal tests. As has been noted, a judge is required to take into account *all* the relevant facts of the employment relationship. In the event some, perhaps wishing to avoid the criticism that they had ignored a vital factor, have produced long, even tedious recitals of the facts. As well as covering the obvious issues of pay, hours, discipline and benefits, aspects such as names on doors and "a mug provided for tea" have been weighed (*WHPT Housing Association v Secretary of State for Social Services* (1981) 1 CR 737). But is it acceptable, as has been done in some, though not all, cases³ to consider the "traditions of an occupation" where terms such as "free-lance", "consultant" and even the "lump" have, often for historical reasons, led to a widespread perception that a high proportion of those in the occupation are self-employed? In fact, if such traditions are ignored and the employment relationships subjected to the usual legal tests, self-employment may often prove the incorrect label. Should the courts consider the basis upon which tax and social security contributions have been made, when the decisions regarding such payment may have been made erroneously or on the basis of inaccurate advice? It could be argued that in adopting this wide-ranging approach the courts have made the law in this area more complicated and confusing. It has become apparent that allocating items to columns and building in a weighting system proves no simple task. And indeed attempts by commentators to provide an overview of the issues, or to reduce them to reasonably clear guidelines, have ended in despair (Upex, 1981).

The analysis and the "check list"

The general approach adopted in the present study followed the usual strategy of legal analysis. First, directly appropriate case law was located, that is, cases which dealt with the specific trades. Generally, this was not very productive. Though there have been decisions on insurance (*Massey*)⁴ direct selling (*Hamerton*)⁵ and driving (*BSM and Dick Evans "U" Drive*)⁶, inspection revealed that they often turned on an unusual or narrow legal point. Secondly other relevant cases were considered

including those on people working at home (*Cope*)⁷, those who spent little time at their headquarters (*the Market Investigations* case discussed above), and those who exercised considerable professional judgment and independence (*Wallis, Addison, Midland Sinfonia*)⁸. Again these revealed little that could be applied to the specific circumstances of the 25 firms under study. Nonetheless with this material in hand together with earlier broader case law a "check list" was drawn up in the hope of reckoning the "balance" of the various items. Occasionally, as we shall see, virtually all the items pointed in one direction and so the conclusion was straightforward. In most situations, however it became necessary to pose a broader question. With the possible exception of workers in employment businesses all the selected industries had the characteristic of allowing the "entrepreneurial spirit" to thrive. It was felt that the 'business on your own account' test of *Market Investigations* was generally appropriate. At the same time it was thought that the elusively broad, but relevant concept of "control" must be given considerable weight. The factors included in the check list are set below.

The "check list"

- (1) The "label" given by the parties—this was for information only and could be disregarded for current purposes.
- (2) Pay—how described (for example "fee" or "wage"); how computed (basic salary or commission or percentage); and whether PAYE deducted.
- (3) Hours of work—whether full-time, regular, flexible.
- (4) Other employment benefits such as sick pay, pensions and fringe benefits.
- (5) Supervision and discipline—presence of a rule book, sanctions, code of discipline.
- (6) The dominance of the employment relationship—is there more than one employer being worked for?
- (7) The provision of capital, tools, transport and equipment.

It should be noted that each item had its own complexities and problems. For example, working part-time or short-time does not necessarily increase the likelihood of self-employed status (*Market Investigations, Cope*), but if coupled with other factors such as flexibility of working procedures or the payment of remuneration on a fee or lump sum basis, self-employment may well be the correct legal status (*WHPT Housing Association and Midland Sinfonia*). Similarly, it appears that the provision of employment benefits increases the likelihood of direct employment, but its absence does not necessarily lead to a conclusion of self-employment (*Market Investigations*).

Job location was considered a neutral factor which had to be set alongside other factors, for case law suggests that working off the business premises does not necessarily increase the tendency to self-employment (*Hamerton*). Working off-premises frequently heightens the need for

adequate supervision and discipline, which would therefore tend to suggest direct employment.

Before considering the application of this approach to the case studies a cautionary note ought to be sounded. Any application of the tests of employment status necessarily involves not only consideration of what might be termed the static aspects of the relationship—employment benefits, hours, basis of calculation of pay, for example—but also a monitoring of the day to day execution of the contract. Only then can the vital issues of supervision, flexibility, dependence, and the like be properly examined. This monitoring was not possible in the case studies, and its absence may have distorted the conclusions.

Application to the case studies

It would be impossible to present in the space of a short article conclusions regarding all 25 case studies. Instead, specific aspects of the "check list" will be highlighted, noting their interplay and the workings of the balancing process⁹.

As have been previously seen the two basic factors which were thought to underpin the "check list" were supervision and discipline (control) and the "entrepreneurial spirit". Although the investment and risk which characterises the "entrepreneurial spirit" took varying forms in the case studies, in some the factor was so dominant that the conclusion regarding employment status was reasonably straightforward. Part-time consultants in a small computer firm, for example, who had bought shares in it and who clearly stood to win or lose by their investment were almost certainly self-employed. In one multinational selling organisation an elaborate sales structure had been created whereby the staff bought goods from the organisation, could themselves set the retail price, stood to gain bonuses for high sales figures and had general responsibility for the sales methods. This organisation had carefully reinforced the "business on your own account" aspect by disclaiming that staff in any way represented the organisation and by imposing few overt managerial and disciplinary procedures. There were no strong contradictory factors suggesting direct employment in either case. In both the work was usually part-time, there were no employment benefits and many staff also worked for other employers.

Conversely, there were several other firms in the study where the complete absence of financial investment by workers strongly indicated direct employment status. Examples were secretarial and medical temporary staff, computer staff, and those engaged in the repair of domestic appliances in workshops at their employers premises.

The cab trade

The mini-cab and black cab trade provided an interesting area in which to consider the relevance of the "entrepreneurial spirit" to identifying correct employment status. It appeared that many drivers had been correctly "labelled" as self-employed. Although the application of the "check list" regarding such matters as flexible hours of work, cash in hand, lack of employment

benefits, and freedom from supervision clearly pointed towards self-employment, the provision of the cab or car by the driver and the hiring of the radio link with the firm appeared to leave few doubts. At the same time it does not necessarily follow that *all* the drivers covered by the study were correctly "labelled" as self-employed. The entrepreneurial element was clearly very influential, but was not always overwhelming, and where there were other factors (especially those of discipline and supervision) which suggested direct employment, it may not have dominated. Perhaps this point is best illustrated by reference to two case studies, one drawn from the mini-cab trade, the other, by way of contrast, from computing.

The mini-cab firm, which was large and long established labelled all its drivers as self-employed. Its employment documentation was detailed and precise and had been drafted on the basis of legal advice, and advice from officials from a local DHSS office. Drivers were also given a hand-book which provided instructions ranging from the maintenance of the vehicle, requirements regarding insurance, to the use of the radio and the setting of fares.

Account drivers

But as well as employing mini-cab drivers in the usual self-employed way the company also had "account drivers" allocated to various clients, especially those who arranged short visits of people to this country. Additionally, despatch riders and chauffeurs were employed, all similarly subjected to disciplinary and other rules. One could see that these rules, though relevant, could not colour the whole nature of the employment relationship of the ordinary cab drivers, for in this case all the other factors pointed to self-employment. But it might be argued that with regard to the chauffeurs these rules became crucial, and led to a contrary view of the nature of the employment relationship. The balance was tipped because the firm provided both cars and uniforms so that there was little personal investment and risk by the chauffeurs. The balance was much finer with regard to the account drivers. Several factors here pointed to self-employment—including the provision of the driver's own car, and the apparent tax and social security arrangements. However, on inspection the dominance of the entrepreneurial element was deceptive, for the risks were relatively slight (barring massive repairs to a vehicle or accidents), account drivers were regularly employed, received a basic payment, and were also subject to the supervision of the client and the rules of the firm.

A computer organisation

Another firm where it was possible to observe the interweaving of the entrepreneurial spirit with supervision and discipline was a medium-sized, relatively long-established computer organisation. This offered all workers what it called contracts of employment, including the managers whose earnings were determined entirely by turnover. All staff worked regular hours and received employment benefits, but an interesting feature was the way that earnings were calculated for all non-managerial staff. Punch card operators, clerical workers, credit

controllers and drivers were all paid a basic wage, which was subject to considerable opportunities to earn high bonuses, but at the same time could be severely reduced by errors or incompetence. These errors were described as breaches of contract. This aspect could theoretically be viewed as a good example of opportunities and risk which characterise the entrepreneurial spirit, pointing to self-employment status. Alternatively, the rigorous control of the workforce—through the pocket, as it were—could indicate a very high degree of supervision and discipline which would reinforce the claim of direct employment status. Here it was right to follow the second analysis, which better reflects general perceptions of being "in business on one's own account". To view these computer workers as self-employed because of the risks they carried would be surprising. The tendency is to see a distinction between the risk of severely reduced earnings (through failure to meet targets or committing errors) as being in principle a different risk from that of losing a job through bankruptcy or suffering periods of reduced work or unemployment as, say, a musician or researcher. The risk of suffering severely reduced earnings through failing to meet targets or through errors would not, one suspects, challenge the underlying sense of security provided by full-time work, pensions, holiday and sick pay. The contract of employment would survive in most of its essential qualities. However, where fluctuating or suddenly reduced earnings become a *dominant* characteristic of the working life of, say, a researcher, consultant or musician, this would colour the whole relationship. The balance between these differing kinds of financial risk will in many circumstances be fine but nonetheless may be crucial.

Ambiguities

There were similar ambiguities in the position of the computing bureau managers. The fact that earnings were based exclusively on commission has sometimes been seen in case law as crucial and can lead to self-employed status (*BSM, Massey*). It may well be that in the bureau managers' case, the label of direct employment was incorrect—but much depended on factors such as employment benefits and hours of work, and in particular whether the "business on their own account" aspect was counter-balanced by effective supervision and discipline. If there was a well defined framework within which they operated, and a significant level of security, it would be argued that the risks to earnings would be lessened, so that bureau managers were in fact employees.

This case study illustrates the interweaving of the two dominant factors of risk and control. A clear finding regarding the bureau managers was difficult on the information available, but it seemed best to conclude that in reality they were self-employed, especially as they were given considerable discretion regarding the policies and administration of their bureaux.

Larger firms: insurance companies

The interweaving of the two dominant factors took on a different perspective when analysing employment status in several larger firms, which had strong administrative

infrastructures and which employed white-collar or professional staff. By way of illustration the practices of three not dissimilar insurance companies can be analysed. All three were based abroad and offered comparable services, performed in similar ways. One of them labelled the bulk of its staff self-employed (using carefully constructed employment documents), the second saw its workers as directly-employed and the third employed its staff on a mixture of direct-employment and self-employment contracts.

In applying the check list here the use of the "business on your own account" test proved less decisive than before. Although the firm which used self-employment provided a cash loan to launch careers, the investment here (in practice often written-off) was that of the firm, and the actual level of earnings and degree of security of the workers was roughly similar in all firms. In all three companies earnings were closely related to the number of policies sold, though the extent of administrative support usually ensured a basic level of earnings. The "business on your own account" test seemed difficult to apply and in the event proved unhelpful in differentiating between the actual, as opposed to theoretical, practices of the three firms.

Broad approach

Having examined the various items on the "check list" it seemed that a broad approach to the issue of supervision and discipline might provide a better insight provided it encompassed matters of training, administrative back-up, requirements as to attendance at the premises, working procedures, the monitoring of performance (other than in cash terms) as well as the rules of discipline. On this basis it appeared likely that the workers in all three firms ought properly to be labelled as directly-employed. All three made attendance at apparently rigorous company-run training courses compulsory, requirements regarding the marketing of insurance policies were strongly enforced and there were demanding disciplinary codes in all three cases. Additionally, it was noted that all three required their workers to refrain from any other employment and to attend the firm's premises for at least two days a week. While the traditional emphasis on self-employment status in insurance (something which one firm strenuously sought to reinforce in the language of its employment and other documents, using terms such as "fees", "consultants" and "franchise") might prove crucial in a finely balanced situation, it seemed likely that in all three cases here it was outweighed by other factors.

Other cases

In the case of the employment businesses (popularly referred to as employment agencies), the test of supervision and discipline was not helpful because in practice it was delegated to the client. Given the nature of the contracts offered to the temps (usually short-term and renewable weekly), and the absence of any employment benefits (such as sick pay or holiday pay), it seems questionable whether the temps were "truly" employees (as stated in their contracts) or not.

In line with existing case law¹⁰, job location and the extent to which work was done away from the firm's

premises was not observed to be a key factor, especially as control could be (and commonly was) exercised through a variety of procedures and rule-books.

Overall, I concluded that among the 25 firms covered by the case-studies, probably six had mis-labelled at least some of their workforce. In all but one of these six cases, the correct "label" should have been direct employment rather than self-employment. Apparently erroneous "labels" of self-employment were thus far more common than apparently erroneous "labels" of employee status among firms relying to a large extent on off-premises workers.

Some reflections

It was appreciated from the outset that the attempt to identify the legal reality of employment relationships purely on the basis of interviews with management, and the relevant documentation, would be a difficult one—due to the complexities of case law on employment contracts rather than any difficulties in discussing the matter with employers. However the study did have the significant advantage of providing an overview of contractual arrangements within each of the six industries and of allowing for comparisons between firms—a broader perspective that is not available to a court or tribunal.

Standing back from the individual case studies, the exercise confirmed anxieties regarding the strict legal necessity to have such a rigid categorisation of employment relationships. As has been noted, an examination of case law shows that the dividing line between the two categories is frequently very finely drawn, yet the practical implication of just where it is drawn are considerable. This fine dividing line must make the decisions of individual employers regarding employment status extremely difficult, especially when they must accord with an *ex post facto* legal analysis by a court, should the situation arise.

More generally the exercise highlighted a common dilemma of law—to what extent the courts should consider broader issues and factors and in their analysis go beyond the immediate factors of a case. Over recent years there has often been tension and debate when courts have been overtly or even indirectly influenced by extraneous factors, which has often led to what are termed "policy decisions" (Murphy and Rawlings, 1981; Stevens, 1979). The picture is a mixed one with policy decisions in some areas attracting relatively little hostility (*Burmah Oil* 1979, *Herrington* 1972)¹¹ others being severely attacked (*C A in McLoughlin* 1981)¹² and yet other courts refusing to get involved in policy making (*Pirelli General Cable Works Ltd v Oscar Faber and Partners* (1982) 2 All ER 65). In this last case the reluctance to embark on policy making was so strongly felt that it overruled even the "unreasonableness" of the decision in the case and the fact that it was "contrary to principle" (*Pirelli*, 1982, at p. 72).

Practical consequences

Employment law has enjoyed (or suffered) considerable incursion from policy decisions and from decisions overtly taking account of the likely practical consequences of a ruling—not only in the realm of collective employment law (the *ACAS* cases)¹³ but also smaller scale issues

(for example *Mears* 1981)¹⁴. More pertinently, the case law on defining employment relationships has mirrored these issues, for it is arguable that the "control" test took a narrow view of the relationship and the "multiple" and "business tests" explore wider issues. However, it may be postulated that the narrow view of the "control" test always was more mythical than real and has always covertly considered a range of factors. Currently, the case law has the appearance of a mass of unsifted facts, with little guidance on the weight to be attached to each item, and with a varying (and not always well articulated) response to extraneous factors such as the "traditions of an occupation", the structure and practices of an industry, or the fact that the work in question was done for pin money.

Perhaps the biggest deficiency, and the one which made the study difficult, was the failure of the law to analyse the essential characteristics of self-employment and direct employment. The task of providing durable definitions is done daily in other areas of law. Although it might be argued that J Cooke came close to it in the *Market Investigations* case, the general impression is of judgments concerned with peripheral, not central, aspects of employment relationships.

For practical purposes much clearer guidance should be provided by statute or common law, or the exercise abandoned altogether and replaced by a radical and/or more flexible approach in the context of today's labour market¹⁵. At present the decisions regarding which category a worker falls into are made by a range of bodies, such as the Inland Revenue and the DHSS, all using different criteria but whose decisions can be later overturned by a court or tribunal. Such a situation cannot aid those trying to establish employment relationships, nor the reputation of the law itself.

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Notes

- (1) The precise wording of the definitions offered in the Employment Protection (Consolidation) Act 1978, Section 153(1), page 123, is as follows: an "employee" means an individual who has entered into or works under (or, where the employment has ceased, worked under) a contract of employment, and a "contract of employment" means a contract of service or apprenticeship, whether express or implied, and (if it is express) whether it is oral or in writing.
(2) One result of this separation of functions and lack of a common definition is that the Inland Revenue can "discover" that many people whom they had agreed to be working on a self-employed basis for tax purposes have contracts for services which are not materially different from contracts of service. This argument supported a campaign in 1980 to reclassify many self-employed as employees in order to collect an extra £14 million of tax in 1979 and £20.5 million in 1980. The types of occupations affected included journalists, musicians, oil workers, casual workers in the hotel and catering industry, taxi drivers, driving instructors, and agency workers (Low, 1982).
(3) *Construction Industry Training Board v Labour Force Ltd* (1970) 3 All ER 220. A "lump" building case where, partly due to the "traditions" of the building trade, the workers were held to be self-employed. *Addison and others v London Philharmonic Orchestra* (1981) ICR 281; *Midland Sinfonia Concert Society Ltd v Secretary of State for Social Services* (1981) ICR 454, see page 467 for the relevant discussion. Both of these cases concerned free-lance musicians who worked on a session basis or spasmodically, and all were held to be self-employed.
(4) *Massey v Crown Life Insurance Ltd* (1978) ICR 590. An insurance agent was held to be correctly labelled as self-employed.
(5) *Tyne and Clyde Warehouses Ltd v Hamerton* (1978) ICR 166. A salesman working off premises was held to be an employee, largely because of effective control via staff sales manual.

- (6) *BSM Ltd v Secretary of State for Social Services* (1978) ICR 894. A driving instructor, whose earnings were based solely on commission and who had considerable discretion as to working practices, was held to be self-employed. See also *Tomlinson v Dick Evans "U" Drive Ltd*. (1978) ICR 639. A mini-cab driver's claim for unfair dismissal was defeated as the label of self-employment was adjudged to have been used purely to defraud the Inland Revenue.
(7) *Cope v Airfix Footwear Ltd* (1978) ICR 1210. A homeworker employed on a regular basis was held to be an employee. This has recently been confirmed in *Nethermere v Gardiner and Taverner* EAT 32/82, where a part-time homeworker was held to be an employee.
(8) *Thames Television Ltd v Wallis* (1979) IRLR 136. A television researcher was incorrectly labelled self-employed as she was closely supervised, salaried, and an integral part of the organisation. See also comments on the musician cases in note 3 above.
(9) The full report of the study is given in Department of Employment Research Paper No 39 (Leighton, 1983) which is available on request from Research Administration, Department of Employment, Steel House, Tothill Street, London SW1.
(10) The *Hamerton* case and the *Market Investigations* case respectively determined that a salesman and a market research interviewer working off the employer's premises were employees, while in some cases (*WHPT Housing Association*) people working on the employer's premises have been held to be self-employed.
(11) *Burmah Oil Ltd v Governor and Company of the Bank of England* (1979) 3 WLR 722; *Herrington v British Railways Board* (1972) AC 877. The latter offered a clear policy judgment extending the liability of occupiers of land for injuries to child trespassers.
(12) *McLoughlin v O'Brian* (1981) 1 All ER 819. Compare this heavily criticised Court of Appeal decision, which rejected a claim for nervous shock, with the subsequent House of Lords decision which overturned it (1982) 2 All ER 298.
(13) For example, *UKAPE v Advisory, Conciliation and Arbitration Service* (1980) 2 WLR 254.
(14) *Mears v Safecar Securities Ltd* (1982) IRLR 183 CA. A case concerning practical and policy issues on sick pay. For comment see Leighton and Doyle (1982).
(15) Of interest may be recent EC changes which aim to bring the self-employed within social security benefits. See Lasok (1982). ■

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Agricultural workers in Great Britain

Earnings and hours in 1982

The following article gives details of the earnings and hours in 1982 of whole-time workers employed on a regular basis in agriculture in Great Britain. It is based upon the results of continuous surveys carried out by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland.

Average gross weekly earnings of regular adult male workers (aged 20 and above) employed full-time in agriculture in Great Britain are estimated to have been £105.87 in 1982. Within this total, cash earnings are reckoned to have amounted to £102.96 while the weekly value of payments in kind are estimated at £2.90. Around this overall figure, average weekly earnings by occupation ranged from £96.47 for horticultural workers to £127.38 for dairy cowmen.

Youths and female regular full-time workers are estimated to have earned on average £69.40 and £80.35 respectively during 1982. Full details of the composition of weekly earnings by occupation in 1982 are given in table 1. The percentage distribution of regular full-time adult male workers by earnings band is shown in table 2 and in less detail in Chart 1. Just over 50 per cent of these workers are estimated to have earned £100 or more and some seven per cent £150 or more per week in 1982.

Details of earnings by quarter are given in table 3. There is a pronounced seasonal movement in earnings with the peak being reached for most occupations in the third quarter. This is particularly noticeable for those occupations associated with the cultivation of crops, and reflects significant fluctuations in hours worked per week as a result of the variations in agricultural activity through the year. Table 4 shows average weekly hours worked by quarter according to occupation. In Great Britain as a whole regular full-time men completed an average 46.7 hours per week, with dairy cowmen working the longest hours—an average of 52.0 per week. The shortest hours worked by regular full-time men were those of horticultural workers: on average these were employed for 43.8

hours per week. Taking all men together, basic hours were 40.4 and overtime hours 6.4 per week on average during 1982. Youths are estimated to have worked a weekly average of 45.0 hours in 1982, including 5.1 hours of overtime, and for females average weekly hours are reckoned to have been 42.9, of which 3.3 hours were overtime.

Information on workers receiving payments-in-kind is given in table 5. In England and Wales the proportion of

Chart 1 Percentage distribution of all hired men by average weekly earnings year ending Dec 31 1982

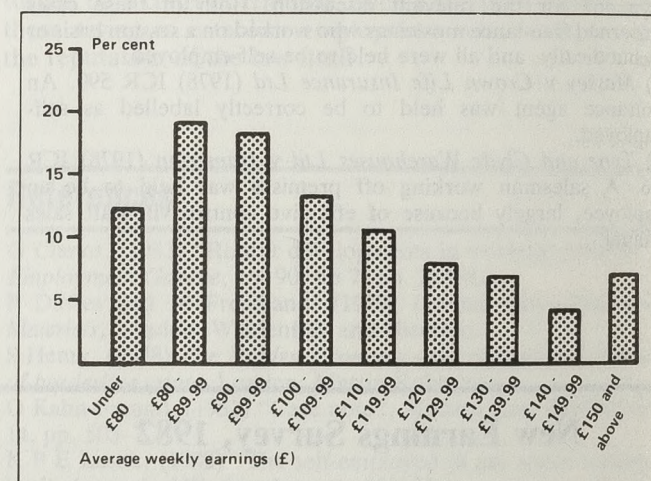


Table 1 Composition of average weekly earnings of hired regular whole time agricultural workers in Great Britain

	Men							Youths	Women and girls
	General farm workers	Foremen and grieves	Dairy cowmen	All other stockmen	Tractor drivers	Horticultural workers	Other farm workers		
Year ended December 31, 1982									
Total cash earnings	94.51	123.37	123.64	103.11	104.44	95.93	114.09	102.96	64.53
Payments in kind	3.31	2.24	3.73	3.14	2.69	0.54	1.92	2.90	4.87
Total earnings	97.83	125.61	127.38	106.25	107.12	96.47	116.01	105.87	69.40
of which:									
Prescribed wage	87.42	106.61	109.23	94.65	97.09	84.75	96.11	93.89	65.77
Premium	10.41	19.00	18.15	11.59	10.03	11.72	19.90	11.98	3.61

Table 2 Distribution of weekly earnings of hired regular whole time men in agriculture in Great Britain

Year ended December 31, 1982								Per cent
	General farm workers	Foremen and grieves	Dairy cowmen	All other stockmen	Tractor drivers	Horticultural workers	Other farm workers	All men
£								
Under 64	0.9	0.4	0.2	0.3	0.5	1.1	6.0	0.7
64 and under 65	0.3	—	—	0.2	0.1	0.6	—	0.2
65 and under 66	—	—	—	—	0.1	0.2	—	—
66 and under 67	0.1	—	—	0.2	0.1	0.1	—	—
67 and under 68	0.8	—	0.2	—	—	—	—	0.3
68 and under 69	0.1	—	—	0.1	—	—	—	—
69 and under 70	0.2	—	—	0.1	0.1	0.3	—	0.1
70 and under 71	6.5	—	0.9	1.3	0.4	9.5	7.7	3.6
71 and under 72	1.8	0.1	—	0.2	—	1.6	—	0.9
72 and under 73	1.0	—	—	—	0.2	0.8	0.5	0.5
73 and under 74	1.2	—	0.4	0.4	0.2	1.6	—	0.7
74 and under 75	1.0	0.1	0.1	0.3	0.3	0.7	—	0.6
75 and under 76	1.6	—	0.4	0.6	0.4	4.1	1.0	1.1
76 and under 77	1.0	—	0.2	0.4	0.2	1.2	0.2	0.6
77 and under 78	1.5	0.2	—	0.5	0.5	2.6	0.7	0.9
78 and under 79	1.5	0.2	0.3	0.9	0.8	2.6	—	1.1
79 and under 80	1.6	0.1	—	0.5	0.8	0.5	1.5	1.0
80 and under 85	15.2	1.0	1.1	5.4	11.0	14.0	3.9	10.4
85 and under 90	10.2	3.4	1.8	8.3	11.5	7.7	3.5	8.8
90 and under 95	9.7	3.8	3.0	12.5	11.5	11.1	4.9	9.5
95 and under 100	8.2	7.7	3.3	13.6	9.5	7.7	6.9	8.8
100 and under 110	10.6	17.0	9.8	19.6	14.9	10.8	14.3	13.4
110 and under 120	8.0	15.0	16.6	11.5	11.7	5.2	17.2	10.6
120 and under 130	5.3	11.6	16.9	9.3	7.8	5.7	8.7	7.9
130 and under 140	4.9	11.9	15.6	6.4	6.5	3.9	10.2	6.9
140 and under 150	2.5	9.2	11.5	2.9	4.0	2.2	6.4	4.2
150 and over	4.1	18.3	17.5	4.5	6.9	4.3	6.5	7.1
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 3 Average weekly earnings (£)—by type of hired regular whole time worker in Great Britain by quarters

Type of worker	Jan-March	April-June	July-Sept	Oct-Dec	Jan-Dec
Year ended December 31, 1982					
Men					
General farm workers	88.58	96.75	106.81	97.27	97.83
Foremen and grieves	116.77	124.77	133.97	127.07	125.61
Dairy cowmen	123.59	126.73	128.35	129.46	127.38
All other stockmen	99.22	106.78	110.80	106.63	106.25
Tractor drivers	94.84	106.18	118.84	106.85	107.12
Horticultural workers	92.26	104.39	96.62	93.24	96.47
Other farm workers	107.08	113.61	116.22	122.54	116.01
All hired men	96.92	106.19	113.37	105.70	105.87
Youths	65.66	69.40	72.12	69.50	69.40
Women and girls	75.84	80.76	87.33	79.56	80.35

Further information

Readers seeking more detailed information for England and Wales should refer to the booklet "Earnings and hours and numbers of agricultural workers, 1982—including the report of the Wages and Employment Enquiry" to be published shortly by the Ministry of Agriculture, Fisheries and Food, price £3 plus 50 pence postage and packing.

Copies can be obtained from: MAFF Publications, Lion House, Willowburn Estate, Alnwick, Northumberland NE66 2PF.

Separate information for Scotland can be found in "Economic Report On Scottish Agriculture".

Table 4 Average weekly hours of hired regular whole time agricultural workers in Great Britain by quarters year ended December 31, 1982

	Jan-Mar 1982			Apr-June 1982			July-Sep 1982			Oct-Dec 1982			Jan-Dec 1982		
	Basic hours	o/t hours	All weekly hours	Basic hours	o/t hours	All weekly hours	Basic hours	o/t hours	All weekly hours	Basic hours	o/t hours	All weekly hours	Basic hours	o/t hours	All weekly hours
Men															
General farm workers	39.8	3.1	42.9	40.0	5.0	44.9	40.1	8.2	48.4	39.7	5.3	45.0	39.9	5.5	45.5
Foremen and grieves	39.8	5.3	45.0	40.7	6.0	46.7	41.2	8.4	49.6	40.1	6.0	46.1	40.5	6.4	46.9
Dairy cowmen	41.0	11.0	52.0	40.4	11.3	51.8	40.6	11.9	52.5	41.1	11.1	52.2	40.8	11.2	52.0
All other stockmen	41.1	4.6	45.7	41.6	6.6	48.2	41.4	6.9	48.3	40.9	5.5	46.4	41.2	5.9	47.1
Tractor drivers	39.9	3.5	43.5	39.9	6.7	47.5	41.3	10.7	52.1	39.9	6.6	46.5	40.5	7.1	47.5
Horticultural workers	39.8	2.9	42.7	39.7	6.8	46.6	39.7	4.5	44.2	39.7	2.5	42.2	39.7	4.1	43.8
Other farm workers	41.5	7.3	48.7	41.0	4.8	45.8	40.7	6.3	47.0	39.6	6.0	45.6	40.6	6.5	47.2
All hired men	40.1	4.2	44.4	40.5	6.4	46.9	40.7	8.6	49.3	40.0	6.0	46.0	40.4	6.4	46.7
Youths	39.5	4.2	43.7	40.1	4.8	44.9	40.1	6.5	46.6	39.8	4.9	44.8	39.9	5.1	45.0
Women and girls	39.5	2.5	42.0	39.7	3.6	43.3	39.7	4.5	44.2	39.7	2.6	42.3	39.6	3.3	42.9

Table 5 Analysis of payments-in-kind received by hired regular whole time men in agriculture in Great Britain

Type of payment-in-kind	Percentage of workers receiving	Average weekly value (£)	
		Per worker receiving	All workers
Year ended Dec 31, 1982			
England and Wales			
Board and/or lodging	7.7	19.67	1.51
House	47.2	1.51	0.71
Milk and/or potatoes	21.1	0.52	0.11
Scotland			
Board and/or lodging	5.3	17.93	1.11
House	67.2	1.00	0.67
Milk and/or potatoes	42.7	2.59	1.17

The payments in kind detailed above are valued at rates specified by the appropriate Agricultural Wages Board. In 1982 these rates were as follows:

	England and Wales	Scotland
Board	£22 (maximum)	£20.50 (maximum)
Lodging	£4.40 (maximum)	£3 (maximum)
House	£1.50	£1 (maximum)
Milk	3p per pint	£0.99 per gallon
Potatoes	Locally prevailing wholesale price	£2.32 per dressed cwt

men receiving part payment of their wages in-kind by provision of board and/or lodging in 1982 is estimated to have been 7.7 per cent. The proportion of men benefiting from the provision of a house or cottage in part payment of wages is similarly estimated at 47.2 per cent whilst 21.1 per cent are reckoned to have received milk and/or potatoes as payment in kind. In Scotland 5.3 per cent of men are estimated to have received board and/or lodging, 67.2 per cent a house and 42.7 per cent milk and/or potatoes.

Agricultural Wages Board

Under the Agricultural Wages Act minimum wages are determined by the Agricultural Wages Board. These Boards prescribe the weekly minimum wage and the standard number of hours to which it relates; they also define the hours of work which qualify for overtime payment, fix an hourly overtime rate for them and prescribe the holidays with pay to which workers are entitled. They also specify and evaluate payments-in-kind which may be reckoned as part-payment of wages.

In England and Wales the statutory minimum weekly wage for men and women (ordinary rate) was raised from £64 to £70.40 on January 21, 1982 for a standard 40 hour week. There were comparable increases from this date in the pay rates of craftsmen, graded workers and youths and girls. In Scotland the statutory minimum weekly wage for adult workers was raised from £65.20 to £70.50 on February 8, 1982.

Enforcement

To ensure that Wages Board Orders are observed, officers of the Agriculture Departments are authorised to enter farms and obtain information from employers and workers on wages paid, hours worked and conditions of employment. In addition to the investigation of specific complaints of underpayment, the inspectors make test inspections on a number of farms with hired labour

Definitions of terms

Hours Basic hours are the hours which are agreed between the employer and worker shall be worked for the minimum wage. These hours cannot be more than the standard number prescribed in the Agricultural Wages Board order but a smaller number can be agreed. Any hours worked in excess of basic hours count as overtime and are liable for payment at not less than the prescribed overtime rate.

Total earnings are the sum of cash earnings and the value of benefits received as payment in kind. Where these latter comprise board and/or lodging, a house, or cottage, milk or potatoes they are termed "allowable benefits" and are valued at rates specified by the appropriate Agricultural Wages Board.

The prescribed wage is the minimum wage payable under Agricultural Wages Boards' Orders for total hours and the **premium** is the excess of total earnings over the prescribed wage.

selected as a random sample. The size of the sample is currently about 4,000 farms per year in Great Britain and the data contained in tables 1 to 5 are based on information collected by wages inspectors on those visits. It should be noted that in these tables analysis by occupation is based on the classification of individual workers according to the work on which they are primarily engaged. Since most farm workers carry out a variety of duties this classification is somewhat arbitrary and not all of those assigned to a single group will be doing exactly the same work.

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GAZETTE REPORTS



Tony Sadler... "a voluntary approach to industrial relations"... and the Institute's president, Bob Ramsey.

Interest in the practical aspects of employee participation stems not only from the new requirements of the Employment Act 1982 and the prospect of two EC Directives. More significant is the growing recognition that it could provide one of the answers to Britain's industrial recovery. A recent conference organised by the Institute of Personnel Management looked at the practicalities for employee participation in Britain.

by
Michael Webb

ip The strengths of the voluntary approach to employee involvement should be built on rather than seeking to impose a statutory framework as proposed in draft European legislation.

This was the stated view of the Institute of Personnel Management at its recent conference in London. Mr Bob Ramsey, the Institute's president, said that in the field of employee involvement communication was extremely important but by itself it was not enough to get the willing co-operation of the workforce.

Management needed to achieve total credibility with its workforce, and the employees required a management which deserved their respect.

In the statement he said that the Institute supported the suggestion that their efforts on employee involvement should be underpinned by a Code of Practice.

The Code should have three aims:

- To encourage employers, unions and employees to develop employee involvement along the lines most suited to each particular organisation
 - To provide a generally accepted standard against which progress may be judged.
 - To provide definitions of terms such as communication, consultation and negotiation, which are currently used with a variety of meanings by the different parties to the debate.
- The IPM suggests that a positive approach within any particular organisation within any particular organisation from top management which would provide opportunities for each individual to become involved and regular communication on objectives, achievements, and problems.

There should also be a consultative system giving all employees opportunities to influence management decisions, and direct involvement of employees in areas, such as quality, health and safety, and

methods of work, where their knowledge and expertise would be useful.

Equitable and non-divisive employment policies aiming to integrate employees at all levels, and the opportunity for employees to invest in their own organisation through profit sharing are also suggested.



Bob Ramsey

Code of practice for employee involvement

“ The UK will have to find its own unique path to the vital objectives of involving workers at all levels in the management process. ”

ip The European Community should not attempt to include the harmonisation of industrial relations in its worthwhile role in the social field, Tony Sadler, personnel director with a firm of insurance brokers said in his speech on EC Directives and the UK law.

“The UK will have to find its own unique path to the vital objectives of involving workers at all levels in the management process,” he said.

He believed that the UK was at a watershed in the development of industrial relations with the European Commission about to produce its final draft of the controversial Fifth and the so called “Vredeling” Directives. He questioned whether the voluntary approach to industrial relations in the UK would survive or indeed deserved to survive.

The employee participation movement was not just a European theme. There was a significant movement in the United States for a more participative style of management and many of our competi-



tors were moving in the direction of more employee involvement.

The difference between the European legalistic approach and the British voluntary approach would create difficulties, he said.

Another spur to the Commission—and an important one from the UK point of view—was the desire to deliver some results to the Trade Union movement in general and the European Trade Union Federation in particular.

It was something of an irony for our own TUC to be a major force behind the European Trade Union Federation (ETUC), he said.

Mr Sadler quoted Commissioner Ivor Richard in a speech to the Socialist groups in the European Parliament last February in describing the draft Fifth Directive as a major breakthrough for workers' representatives in many member states.

"The Commissioner added: 'Indeed it seems to me that is a good example of how the community can help to improve standards and practices of industrial relations. To be able to take the basic practices of countries like Germany and Holland and embody them in a directive to become operative on a community-wide basis is to perform a service to the workers of these countries which are more backward in these matters, like my own,'" Mr Sadler reported.

Referring to multi-national firms, he said that a committee of the EC had declared in 1974 that the problems they created in the social field should be resolved. Workers should be involved in the activities of their firms by a system of representation which would allow them to express their view and take a stand on matters of most concern to them.

Since 1978, the Commission had been increasingly pre-occupied with work sharing or the reorganisation of working time.

The Vredeling Directive for the provision of information and consultation with employees in companies with complex structures had got off to a bad start, he said. It was originated in effect by the ETUC, with the aim of tackling the multi-nationals, and put together in haste without the usual consultation with employers. It had been in trouble

“A consultative council would seem to suit our purposes in the UK as a sort of glorified works council.”

ever since, he said.

"Reacting to complaints that it was wrong to discriminate against multi-national enterprises, the Commission broadened the scope to include all companies with two or more establishments within the EC employing at least 100 workers each. This broadening made it much more of a general measure—a harmonisation of industrial relations within the EEC."

Parliament accepted the principle of the need for such a directive in October 1982 but proposed radical alterations which would make it much more acceptable to employers.

We were now awaiting the Commission's final draft which would be put before the Council of Ministers.

Despite the changes already achieved, there were still problems about confidentiality and the election of employee representatives.

The European Parliament's proposals in May 1982 featured a range of options rather than the rigid imposition of the two-tier system.

These options were:

- A supervisory board system with employee representatives on the German or Dutch model
- A unitary board with a minimum of one third or a maximum of one half non-executive directors elected by employees.

- A consultative committee representing employees with clearly established rights to information and consultation.
- Joint arrangements for participation by collective bargaining.

"The option for a consultative council would seem to suit our purposes in the UK as a sort of glorified works council. But I believe employer opinion has hardened against this," Mr Sadler said.

The Commission now appeared to have serious doubts about its ability to push through the Vredeling Directive. There was a strong possibility that it would be put on the shelf.

The position with the Fifth Directive was more optimistic but it also had problems. Opposition was emerging not only from the UK but from the Dutch and Germans.



Tony Sadler

“People will only do what we can persuade them to do. I do not think we can separate the problems of industrial relations from those of society as a whole.”

individual countries and that if they are going to hold the community together and keep the national governments with them, they will have to introduce measures appropriate to individual needs."

If management had put more effort into implementing employee involvement instead of criticising the unions as they had over the past 20 years, we would probably be a lot nearer to solving our economic problems. This was the opinion of Paul Roots, Vice-president of the Institute and Industrial Relations director of Ford Motors.

When employee involvement was practised it demonstrated a willingness on the part of a management to change their style.

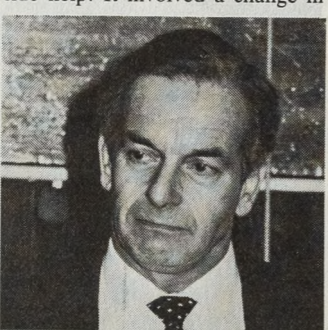
It was, he said, debatable whether employee involvement could be introduced without outside help. It involved a change in

be headed off by showing employees a balance sheet.

Communications to give employees a better understanding of the business was important but it was not in itself employee involvement.

When employee involvement was practised it demonstrated a willingness on the part of a management to change their style.

It was, he said, debatable whether employee involvement could be introduced without outside help. It involved a change in



Paul Roots

He suggested that employee involvement would not be achieved unless firms first had the co-operation of trade unions. A change in management attitudes, he added, would be more difficult.

One of the fundamentals was to get rid of emotive terms such as strong management and weak management.

It would be a mistake to think that the Vredeling Directive could



There were deep rooted organisational objections to any form of legislation on employee participation in management of British companies, Graeme Buckingham, Personnel director of Allied Breweries, told the IPM conference. But, he added, there was a basis for securing this progress.

He stressed that the focus of successful employee participation was related to the organisation and it therefore required some discipline on the part of British companies."



Graeme Buckingham

“British companies are reticent, pragmatic and continually changing their structures. So employees' points of reference are continually changing.”

British companies are reticent, pragmatic and continually changing their structures. So employees' points of reference are continually altering," he said.

The more disparaging the organisation, the greater the risks of employee alienation and the more difficult to achieve real employee commitment.

So one of the fundamental requirements for an organisation was to think through their organisational purposes much more clearly.

The strategy which he suggested was clarification of the organisation and what it was trying to achieve; the importance of laying a foundation for good communications and the building of representative arrangements from top management to the shop floor.

Job sharing has been widely canvassed and considered throughout every sector of industry and commerce. Its supporters claim many benefits: increased productivity; holiday and absence cover; the retention of skilled staff; reduced turnover and greater flexibility in covering peak loads. The Government has introduced a major subsidy scheme to encourage employers to offer shared positions to people claiming unemployment or supplementary benefit and to existing employees under notice of redundancy. Speakers at the IPM conference reappraised the current position.

Three-quarters of the increasing number of people in job-sharing were women, according to Louise Jacobs, a co-ordinator with New Ways to Work.

She told delegates that people went into job-sharing for a variety of reasons—because they wanted more time for study, to look after children or for leisure, to broaden work experience or become more involved in community work. It was also ideal for some handicapped people and as a way of easing into retirement.

A typical management reaction to job-sharing was that it was not possible to split the work of someone in a senior position as with someone in a lower status job.

However there was an increasing number of professional jobs being split, including teachers, architects, radio producers, and office and local government workers.

The largest take-up had been among the white collar and professional workers, mostly in the public and voluntary sectors, she said.

Main advantages for employers were the wider range of skills and

experience which two people could bring to a job and the increased energy which they would put into working only half a week.

She said it was important that normal employee rights should be protected under the scheme.

She suggested that job sharers should work at least 16 hours a week so that they would come under the employment protection act.

Trade unions were concerned that the scheme should not be just a method of cutting back the number of jobs available. It should be flexible and the unions should be consulted.

Ms Jacobs added that her own small organisation had two full-time posts shared by four people.

Due to lack of space we were unable to include reports of speeches on job-sharing by John Atkinson of the Institute of Manpower Studies, Rhiannon Chapman of the Stock Exchange and Erich Suter, labour law consultant. The conference session was chaired by Michael Syrett, specialist writer on employment for The Times.

Changing craft skills in process (continued from p. 187)

Report of a Working Group of the Advisory Committee on Engineering Services of the Iron and Steel ITB 1978.

Industrial Training Services, *Changing maintenance requirements in the iron and steel industry*. Report prepared from the Iron and Steel ITB 1979.

Iron and Steel ITB, *The diagnosis of the plant faults. A guide for engineers and trainers*. 1979.

Man-Made Fibres Producing ITB, *Engineering training recommendations. Craft and Technician Training*. 1982.

G V Hargreaves (chairman), *Schemes for those using engineering craft skills*. Report of the Policy Steering Sub-Committee of the Joint Advisory Committee of the City and Guilds of London Institute and the Regional Bodies for Further Education in England and Wales for Engineering Subjects. 1982.

- (3) A Fagg, "Maintenance strategy—today and tomorrow." Paper presented to the UK Maintenance Congress, 1982.
- (4) NEDO, *Toolmaking. A comparison of UK and West German companies*. Report of the Gauge and Tool Sector Working Party. 1981.

Acknowledgements

I would like to record my thanks to my colleagues at The Technical Change Centre and to the managers, engineering craftsmen and technicians, union officials, government departmental officers and many others for their assistance in the work upon which this article is based.

Employment topics

Redundancies: reported as due to occur

□ The number of redundancies, in groups of ten or more workers, which had been confirmed by the Manpower Services Commission at May 1, 1983 as due to occur up to February 1983, are given in the table below. The provisional numbers reported so far for March and April 1983 are 28,000 and 21,900 respectively. After allowing for further reports and revisions, the final totals are likely to be around 30,000 for both months. This compares with average monthly figures of 33,000 in 1982 and 44,000 in 1981.

Redundancies reported as due to occur*: Great Britain

	All	Jan to Feb		1982	1983
1977	158,400	24,500	Jan	26,800	30,000
1978	172,600	24,300	Feb	30,000	27,400
1979	186,800	21,400	Mar	38,600	
1980	493,800	56,100	Apr	37,200	
1981	532,000	91,200	May	30,300	
1982	398,000	56,900	Jun	29,300	
1983	—	57,400	Jul	35,400	
			Aug	29,800	
			Sep	29,000	
			Oct	36,400	
			Nov	32,600	
			Dec	42,400	

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

Agrochemicals

□ Twenty-five per cent of all chemical accidents investigated by HM Agricultural Inspectorate last year were caused by splashes due to careless handling of agrochemicals. Injuries included severe burns to the hands and face; eyes are particularly vulnerable.

Agricultural workers handle a bewildering range of chemicals; from pesticides and silage additives to disinfectants and veterinary products. All should be treated with respect.

The Health and Safety (Agriculture) (Poisonous Substances) regulations 1975 require operators to take precautions and wear protective clothing with the more dangerous chemicals. However, accidents statistics show that whatever the chemical, it should be carefully and cleanly handled.

In most cases simple rules would prevent injury. Always:

- choose the safest chemical consistent with the work in hand

- keep chemicals in a secure place and dispose of unwanted chemicals and used containers safely

- read the container label and follow the instructions for safe use

- wear correct well maintained protective clothing when handling the chemical or when examining or adjusting contaminated machinery

- provide a readily available supply of clean water for washing down in an emergency

- clean machines and protective equipment after use.

People requiring guidance should contact the HM Agricultural Inspectorate at local offices of the Health and Safety Executive.

Changes in average earnings

□ The following table shows recent changes in the underlying index of average earnings. This index incorporates adjustments for certain temporary influences, like arrears of pay, variations in the timing of settlements, industrial disputes, the incidence of public holidays in relation to the survey period, and regular seasonal factors.

The underlying index was described in an article in the April 1981 issue of *Employment Gazette* (page 193). The time series included in that article was updated to September 1981 by a note in the November issue (page 491), to March 1982 in the May issue (page 220) and to September 1982 in the November issue (page 491). The present table gives the figures for a further six months.

The underlying monthly increase, averaged over the latest three months, is referred to each month in the regular commentary on trends in labour statistics (page S2 *et seq* of *Employment Gazette*) and plotted in an accompanying chart.

Recent temporary factors

The delays in reaching pay settlements for the National Health Service (NHS) and local authority non-manual staff, mentioned in the previous note as affecting average earnings in September, continued during the

autumn. Average earnings in September and October were also depressed by industrial action in the NHS. However in November the local authority non-manual staff were being paid on the basis of their 1982 settlement, together with arrears. Also in November the coal miners settlement was agreed and paid, three months earlier than the corresponding payment a year ago. Payment arising from the 1982 settlements for the NHS began to be made in January, and the large arrears inflated average earnings between January and March. By February, British Railway staff were the only major group of employees for whom more than twelve months had elapsed since the payment of the last annual pay settlement.

Effects

Allowing for these temporary effects the monthly rate of increase of the underlying index was about 3/4 per cent at the beginning of the period, falling to about 1/2 per cent in recent months.

The average is broadly consistent with evidence on the level of pay settlements during the period. It is less than the rate of change during the corresponding period a year earlier as pay settlements in the 1982-83 round have been generally lower than in 1981-82.

Whole economy average earnings index: "underlying" series

	Seasonally adjusted index	Further adjustments (index points)		Underlying index	Underlying % increase	
		Arrears	Timing*		Average in latest 3 months	Over latest 12 months
1982 Jan	216.4	-0.4	+0.1	216.1	3/4	11
Feb	219.4	-1.4	—	218.0	3/4	10 3/4
Mar	219.7	-0.8	+0.4	219.3	1/2	10 1/2
Apr	219.8	-0.3	+0.6	220.1	1/2-3/4	10 1/4
May	220.8	-1.3	+1.6	221.1	1/2	10
Jun	224.0	-1.3	+0.3	223.0	3/4	9 1/2
Jul	227.8	-2.6	—	225.2	3/4	9 1/4
Aug	228.0	-0.9	+0.7	227.8	1	9
Sep	226.7	-1.0	+2.6	228.3	3/4	8 3/4
Oct	229.0	-0.5	+1.9	230.4	3/4	8 3/4
Nov	232.3	-1.7	+0.7	231.3	1/2	8 1/2
Dec	233.1	-0.9	+1.2	233.4	3/4	8
1983 Jan	234.9	-2.5	+0.6	233.0	1/2	7 3/4
Feb	239.7	-4.8	—	234.9	1/2	7 3/4
(Mar)	237.8	-1.5	-0.5	235.8	1/2	7 1/2

() Provisional.
* Includes the effect of industrial action.
Note: The adjustments are expressed here to the nearest tenth of an index point in order to avoid the abrupt changes in level which would be introduced by further rounding, but they are not necessarily accurate to this degree of precision.

Robots

□ A table published in the *Japan Labour Bulletin* (March 1983) shows Japan leads with the numbers of robots installed in major countries. There are now 14,000 robots working in Japanese factories. The largest employers of robots are Sanyo Electric, 1,063 units, Sharp Electric, 897, Toyota, 780, and Nissan, 730 units, as of September 1982.

In the automobile industry, about 0.7 workers are replaced by one robot. This is equal to 1.4 workers per two shift working day. Multiplying 1.4 by the 14,000 robots means that 19,600 workers have been replaced.

Labour shortages

This does not necessarily mean that employment has been reduced by 19,600 for several reasons. These companies employed robots mostly to meet labour shortages, particularly for dirty, dangerous, heavy and/or highly repetitive work such as painting and welding. These robots have gradually been used over the past ten years (about half since 1981), to cope with expanding production and no worker has really been displaced due to robotisation.

Some employment has been created by robot production. The total value of robots produced in 1981 was ¥120 billion (\$480 million). Thus, robots accounted for a little less than one per cent of the ¥13 trillion in total machinery produced by 178 major companies (excluding ship-building). It is fairly safe to estimate that about 10,000 (out of the one million workers employed) in the Japanese machinery industry have been added due to the production of robots.

The introduction of robots has increased productivity, reduced prices of products and in turn contributes to enlarged markets for products of these industries. The improved quality of products due to robots may also induce greater demand. Thus, employment may

have been increased by the growth of markets for products produced with the aid of robots.

Finally, robots have widespread indirect effects on employment. For example, the mass communication industry spends a great amount of money, collecting data on robots and reporting this to the public, thereby increasing its sales of information. Of course, at the same time, other obsolete news might be replaced by this information. It is very difficult to evaluate the total effect of this type of resource reallocation due to the introduction of robots.

Part-time workers

□ Part-timers formed the major growth in employment over the past decade, and by the end of this century an estimated quarter of the working population will be employed on a part-time basis. So employers should be thinking now about the practical implications of taking on part-time staff.

This is the main message of *Employing job sharers, part-time and temporary staff*, published this month by the Institute of Personnel Management (IPM).

This guide shows how various employers have made effective and imaginative use of job sharers and part-timers, and provides an introduction to the practical considerations facing any employer wishing to introduce or develop the role of job sharers, part-time and temporary staff inside their establishment.

The detailed information includes sections on the recruitment, selection and induction of these staff as well as their rights under the current employment protection legislation, the Sex Discrimination Act and the Equal Pay Act. The book also examines the clauses and implications of the draft EC Directive on Part-Time Workers' Rights and contains a breakdown of DE's Job Splitting Scheme introduced earlier this year.

Case studies of employers using part-timers or job sharers include those of Readers Digest, Claude Gill Books, Barclays Bank, GEC Telecommunications, the Stock Exchange, Fox's Biscuits, Sheffield City Council and the Greater Manchester Council.

The author, Michel Syrett, is employment columnist and consultant at *The Times*. An acknowledged authority on job sharing and part-time work, he has contributed to many publications, periodicals and conferences on the subject.

Employing job sharers, part-time and temporary staff, Michel Syrett, 128 pages, ISBN 0 85292 316 3. Price £7.95 + 62p p&p. IPM members: £6.36 + p&p.

Career help

□ Six new booklets giving careers help have just been released. The 16-page guides are part of the successful "Working in..." series, aimed at job seekers and anyone involved in careers advice.

Each booklet covers a range of occupations within a particular field by taking the reader INSIDE the jobs, letting actual employees describe the joys—and horrors—of the work.

The new titles, produced by the Careers and Occupational Information Centre (COIC) of the Manpower Services Commission, are called "Working in..."—Care of Animals; Electrical and Electronic Engineering; Marketing; Advertising and Public Relations; Retail Management; The Media and Entertainment.

"These booklets give all the necessary facts about qualifications, what the job entails, what basic attributes are needed and what the prospects are," says COIC.

"They show the day-to-day routines, the drawbacks and sometimes unexpected and unpleasant aspects of each job—which nevertheless are an integral part of it."

Copies of "Working in..." booklets are available by post, price 95p plus 25p postage per single copy. If only one copy is required send a cheque or postal order, payable to Manpower Services Commission, to COIC, Sales Dept CW, Papworth Industries, Papworth Everard, Cambridge CB3 8RG.

Orders for more than one copy will be invoiced to include carriage. Such orders, and inquiries about other COIC materials, should be sent to COIC Sales Dept, Room W1101, Moorfoot, Sheffield S1 4PQ.

Farm safety

□ Proper planning could reduce the number of casualties on the farm. A few minutes spent thinking about safety before starting a task could save lives Mr Jim Whitaker, HSE's Chief Agricultural Inspector, said at the launch of a new farm safety campaign, *Safe Moves*.

Speaking at the National Agricultural Centre Mr Whitaker said *Safe Moves* was chosen as the theme for the campaign because of the deaths and injuries associated with moving materials around the farm. With over 50 million tonnes of produce and the same amount of fertilisers and waste products handled each year, farmers

and workers spend a great deal of time moving materials from fields to storage and then through to processing. As a result, every year there is an average of 1,000 injuries and in 1981 there were 23 fatalities arising from the mechanical or manual handling of materials.

Whilst every death and injury represented a personal tragedy it was nevertheless a sad fact that virtually every incident investigated by agricultural inspectors had happened many times before. A common thread that linked them: nobody stopped to think about the job and plan it out safely.

The message to the industry was clear; make sure everyone had a clear understanding of their responsibility both for themselves and their workmates. Lack of planning, inadequate training, insufficient supervision and failure to appreciate the risks were key factors in every accident and it is up to each individual working on the farm to put this right.

The *Safe Moves* campaign includes films and an exhibition. It is receiving widespread support from the media, trades unions, training boards, education authorities, manufacturing firms and suppliers, all of whom have a part to play in promoting an awareness of safety on farms.

Disputes statistics

□ Provisional figures for stoppages of work through industrial disputes during 1982 included estimates for the National Health Service dispute. These were based on information obtained month by month from a variety of sources, because NHS managements were unable at the time to provide statistics. Subsequent collation of individual health authority records shows that the initial estimates were too high, and the statistics are being revised accordingly, as shown below.

1982 UK industrial disputes statistics (previous estimates in brackets)

	Thousand	
	Days lost	Workers involved
NHS dispute	781 (3,440)	180 (600)
All industries and services	5,256 (7,916)	1,961 (2,381)

Revised figures are included in table 4.2 of *Labour Market Data*. The overall 1982 figures remain provisional until publication of the full, annual article "Stoppages caused by industrial disputes in 1982" (expected in the July issue of *Employment Gazette*).

Vinyl chloride

□ The Industrial Injuries Advisory Council is looking at the links between exposure to vinyl chloride monomer (VCM) and certain medical conditions. VCM is the basic raw material for the manufacture of the commonly used plastic, polyvinyl chloride (PVC). The Council is reviewing the terms under which diseases resulting from such exposure are prescribed as industrial diseases.

The Council has had evidence that exposure to VCM can cause an unusual finger condition (acro-osteolysis), a rare form of cancer of the liver (angiosarcoma) and a non-malignant disease of the liver called non-cirrhotic portal fibrosis. The first two of these conditions are already prescribed as industrial diseases and the third will be prescribed later this year.

The Council is now looking at any other condition that appears to be linked with VCM. In particular it will be looking at possible effects on the functions of the lungs. In its usual form, VCM is found as a gas. It has been in use in this country for almost forty years.

The Committee appointed by the Council to conduct this inquiry would like to receive evidence from interested individuals or organisations about any conditions that may result from exposure to VCM but are not already prescribed. A short explanatory note on the inquiry can be obtained from the Secretary, Industrial Injuries Advisory Council, Friars House, 157-168 Blackfriars Road, London SE1 8EU. Evidence should be sent to the same address not later than December 31, 1983.

Youth training

□ Britain has one of the least trained workforces in the western world, and the most neglected group are minimum age school-leavers. The Youth Training Scheme (YTS) offers the opportunity to rectify this, but only if well planned, managed and monitored by those responsible for implementing the programmes.

Much has been said and written about the philosophy behind the YTS: from September, however, employers will need to turn words into deeds. *Setting up and running Youth Training Programmes* by Edwin J Singer and Dr Ron Johnson, a new publication from the Institute of Personnel Management (IPM) and the Centre for Learning

Development (CLD), provides practical guidance to ensure that these deeds are credible and effective.

The basis of the book is the knowledge and experience gained by the authors in compiling the earlier study of current training schemes, *Helping young people to learn*, (reviewed in *Employment Gazette*, April 1983) which was commissioned by the MSC. Through encountering the day to day problems of running these programmes, Dr Johnson and Edwin Singer are fully apprised of the likely pitfalls and queries, and also the ingredients for success.

Questions

What to do, how to do it and why, are questions answered by seven clear, informed and intensely practical chapters. They cover the aspects of immediate concern to the prospective sponsor once he has decided to offer a high quality programme. These include: the need for a sound organisational base; the role and job of the organiser; the content of the programme; selecting and developing tutors; recruiting and selecting trainees; and assessing performance. Each chapter closes with a helpful check list of major points.

Since the YTS cannot be viewed in isolation from the country's social and economic framework, the concluding chapter examines wider employment issues. The appendices provide examples of objectives and list MSC area offices.

Setting up and running Youth Training Programmes makes a realistic and practical contribution to achieving the vital goal of a successful transition from school life to adult working life.

Setting up and running Youth Training Programmes. Published by the Centre for Learning Development in association with the Institute of Personnel Management. Price: £6.00 + 35p p&p.

Health and safety at work

□ The Health and Safety at Work Act has now been in operation for over eight years. It was passed as a result of a report by Lord Robens with the aim of removing health and safety from direct political control. The Act brought within the control of an Inspectorate areas of employment not covered by existing legislation, gave protection to persons not at work from the consequences of work activity, and gave the Secretary of State power to replace old legislation with up-to-date provisions. The Chains,

Anchors, Cart and Gears Particular Order 1902, for example, is still valid.

Considerable effects

The effects of the Act have been considerable. Safety representatives, brought into being by Regulations under the Act, are having an ever-increasing effect on safety awareness in industry; and there is a marked movement away from relying solely on such preventative devices as guards, and towards making the working environment generally safer. Accident statistics are notoriously difficult to interpret—before 1974, in certain areas of employment, non-reporting of accidents has been estimated as being as high as 50 per cent; but from 1974 to 1981 fatal accidents which are always reported, show a drop in 40 per cent; and even taking the recession into account this is a remarkable achievement.

A new book, *Law of Health & Safety at Work: the new approach* provides a useful aid to understanding health and safety; but the authors do not seem to know who they are writing it for. If it is for the general reader or the safety representative on the factory floor, it seems strange that the book should be interspersed with Latin tags: it becomes downright bizarre when *scriptis literis* is not translated and *res ipsa loquitur* is. Similarly, the number of safety representatives interested in the fact that John Austin's philosophical thinking continues the positivist line set out by Thomas Hobbes is limited.

Academic study

On the other hand, it is difficult to see how an academic study of the subject will be helped by a table of Regulations relating to particular mines; the number of sets of Regulations made may be relevant but a citation of the Blackdene Mine (Storage Battery Locomotives) (Amendment) Regulations 1976 is not. Moreover, it is to be hoped that the book is not directed at practitioners; it does not give a date on which the law was correct, but the date of the preface is April 1982, and the reference to S.32 of the Administration of Justice Act was overtaken in January 1982 by the Supreme Court Act 1981.

The standard work is still Redgrave; and this book does nothing to displace it. Those who require a practical commentary on the Act itself may well find that the Guide to the Act published by the HSE, with all its drawbacks, has at least the virtues of brevity and clarity; and a comprehensive academic textbook on health and safety law is still awaited.

Fire precautions

□ Guidance on fire precautions in pressurised atmospheres during construction work has been published by the Health and Safety Executive (HSE).

It is based on a report of a working party of CBI, TUC, Home Office and HSE representatives set up to study the problems of fire fighting and rescue in tunnels where a pressurised atmosphere is necessary.

The principal problems in such circumstances are that:

- flammable materials ignite more easily and burn more fiercely;
- rapid evacuation in case of fire is hindered by the necessity for air locks and the need to decompress people as they leave the workings;
- the working duration of breathing apparatus is reduced directly in proportion to the pressure within the workings;
- smoke can be a particular problem in view of the confined nature of the workings.

These difficulties will be intensified by the lack of conventional fire and rescue services as all personnel entering pressurised workings must undergo a special medical examination and be certified as fit for such entry to comply with the Work in Compressed Air Special Regulations 1958.

The guidance note sets out advice on fire prevention, fire fighting equipment, fire alarms, emergency lighting, routines to be followed in the event of fire, evacuation and the formation, training and equipping of rescue teams.

In view of the wide variations in the dimensions and scale of pressurised workings much of the advice given is in very general terms. But employers are reminded of their obligations under section 2(1) of the Health and Safety at Work Act 1974. The extent to which the provisions recommended in the guidance are applicable should be related to the diameter of the tunnel concerned and to the numbers of people present in the workings.

The recommendations are not intended to cater for the special conditions in pressurised workings where there is a risk of seepage of flammable gas from the surrounding strata, since such workings might require to be operated on a flameproof basis.

Fire Precautions in Pressurised Workings (Guidance Note GS 20), HM Stationery Office or booksellers price £1.00 plus postage. ISBN 0 11 883556 4.

CASE STUDY

□ Judged by the somewhat depressing news stories which are frequently carried within their own columns, it is all too easy to get the impression that Britain's newspapers are constantly beset by economic and industrial relations problems.

In fact, though, the troubles of *The Times* and other national newspapers mask a more general picture in which a considerable number of local newspapers have quietly—and successfully—gone about the business of introducing new technology

Hand in hand with technology

by Richard Smith and Terry Quinlan,
Work Research Unit

in recent years, as a way of combating the ever-present pressures of higher costs and increased competition from newer media.

A series

As part of its series of monitoring studies looking at major change programmes, the Work Research Unit carried out an investigation into the effects on staff of the introduction of computerised typesetting and photo-composition at the Croydon Advertiser Group,

which is situated little more than ten miles from Fleet Street.

The study involved personal interviews with senior managers, union representatives and a broad cross-section of employees affected by the changes. The aim was to discover their views about the impact the new system had had on

(continued) ▶



The reading room—print-outs being checked.

Photo: Croydon Advertiser Group

→ CASE STUDY

their jobs, on the organisation of work in the production department, and on the quality of employees' working life generally—as well as the economic effects of the introduction of the new technology.

A long-established independent newspaper group, the Croydon Advertiser had traditionally employed standard "hot metal" production methods. During the early 1970s, however, the group's management became increasingly aware that they were operating on borrowed time, since much of their machinery and equipment was becoming old, increasingly unreliable and costly to repair and maintain.

New press

In 1976, a new printing press was installed, but the typesetting and page preparation processes prior to the actual printing operation were unaffected by this major improvement, and were still a cause for concern.

Therefore—against a healthy background of increased advertising revenue, a satisfactory circulation position, and strengthened profitability—the management decided that the time had come for the Group to invest in computerised typesetting and associated new technology in the page composition area of their operations. In planning to follow this path, it was realised that there were considerable technical and industrial relations issues to be faced. However, the escalating costs of raw materials (such as the metal required for the actual typesetting operation), repairs to existing machinery and the difficulties and cost of replacing traditional typesetting machines, all combined to make the new technology approach well worth pursuing.

In the event, the introduction of computerised photo-composition went ahead without any significant industrial relations problems and with considerable longer-term economic advantages to the Company.

It resulted in better pay and

conditions for the employees, and gave the management potentially increased production capacity—thus achieving the economic aspirations of both.

Printing processes

The traditional "hot metal" production process originally in use at the Croydon Advertiser starts with a compositor tapping the keys of a Linotype machine to produce individual lines of metal type. These individually-cast lines (or "slugs") of text are then manually assembled with headlines, illustrations (in the form of metal blocks), rules and other display devices to make up a page in a heavy metal frame (called a chase).

Pages of type then have to be converted, in a stereotyping department or foundry, into a semi-cylindrical printing plate ready for fixing to the rotary press. This stage—involving heavy manual labour and generally unpleasant working conditions—involves producing a papier-mâché or plastic mould and then casting a plate from this with molten metal.

In contrast, the new system now

operated by the Croydon Advertiser starts with an operator typing on a "qwerty" keyboard (like a typewriter) to provide computer input, which can then be corrected and adjusted through associated visual display screens.

Photographically produced columns of text and headlines are then provided by the computer system, and these are pasted onto a paper page plan together with photographically produced illustrations. The completed page is then re-photographed to make a plastic polymer plate ready for the printing press.

Thus, the new production medium is paper, rather than metal. Resultant working conditions are therefore considerably cleaner and less physically tiring.

On the other hand, the new technology reduces the requirement for traditional apprentice-gained craft skills, and opens the door to direct input of text by the originators—journalists and the newspaper's advertising department. It is

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this last threat, particularly, which has led to general print union fears about the new technology.

Increased productivity

Even without this longer-term possibility, however, the increased productivity to be gained from the new technology offers potential labour-saving economies to management—or, viewed from the unions' perspective, presents the spectre of redundancies.

It is these labour-relations issues, rather than purely technical considerations, which have tended to slow down the introduction of the new technology in Britain, where the print unions have a firm reputation for membership solidarity, bargaining strength, and militancy. This strength arises basically from the knowledge that news is a highly perishable commodity and the threat of even a temporary withdrawal of labour poses a serious problem to management's production and revenue-earning objectives.

Generally, however, industrial relations at the Croydon Advertiser had been good during the 1970s and management felt that—with proper guarantees of security—the unions could be persuaded to accept the mutual longer-term economic advantages arising from the introduction of new technology.

Job security

Through the direction of a Production Manager (now General Manager) deeply committed to the need to introduce computerised typesetting, management entered discussions with the unions on the basis of a firm "no redundancies" undertaking. Over a period of time, informal discussions took place between management and union representatives on the particular kind of equipment that might be suit-

able, and other issues such as re-training needs.

Then specific negotiations took place over a management offer of increased pay settlements related to the introduction of the new technology. (Subsequently, the unions succeeded in negotiating for a reduction in hours and increased holiday entitlement, in addition to the pay increases already agreed.)

While the unions cooperated with the technical changeover, they deliberately chose to reject direct involvement in decision areas such as the choice of equipment or the system of retraining to be used. They took the view that direct involvement in what they considered to be management decision areas would reduce their basic bargaining position. In practice, however, the technical and retraining aspects of the change went well, and the adoption of the new system was successfully achieved. From the management's point-of-view, the change overcame the problems of producing the Group's ten newspapers on ageing machinery; gave increased production efficiency; and greater production capacity.

Higher pay

From the employees' point-of-view, by far the greatest benefit resulting from the change has been increased remuneration. Without exception, all staff spoken to listed this as the single biggest advantage.

The reduction in hours and increased holidays were appreciated—even though some people use these not for leisure purposes, but as an opportunity to earn "casual money" in Fleet Street over the weekends, or through other spare-time jobs.

Better conditions

Better working conditions were considered to be a benefit, though a small minority hankered for the old ways of working, on the basis that handling paper "didn't really feel like a proper print job".

On the negative side, there was dissatisfaction at the lost use of

hard-earned craft skills, which—emotionally at least—were by no means compensated by newly-acquired abilities. (There was, however, some recognition—particularly by the keyboarding staff—that they had acquired a second string to their bows by learning to operate the new equipment.)

There were, too, strong expressions of the feeling that the jobs resulting from the new technology were more boring, more tedious and less demanding (in terms of both physical and mental skills) than in the days of metal composition.

Even those compositors who had initially had fears about their ability to learn to use the new qwerty keyboard, complained that—once mastered—the skill of typing on the new computer-linked keyboard with its visual display screen was more boring than using the bulkier, noisier Linotype machine with its banked non-qwerty layout.

Summed up, the overall reaction of employees at the Croydon Advertiser was: "We're better off than we were before—but we've seen our old skills made redundant and the work itself is more boring and less challenging."

Lessons learned

The Croydon Advertiser provides a clear example that, with the proper management approach and reasonable goodwill from the unions, new technology can be introduced into the newspaper industry without industrial relations conflict. And, although the Croydon Advertiser's close proximity to Fleet Street does give it a particular rarity value, there are many other comparable examples within the industry.

In this particular case, a number of factors clearly facilitated the human side of the introduction of the

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new technology. These included:

- early discussions arranged by management with the unions on the principles of moving to the new technology. (In fact, the issue was raised on a "no-commitment" basis several times over a number of years, so that a final announcement that the management definitely wanted to introduce computerised typesetting was received almost with relief by the staff, who had begun to adopt a cynical feeling that it would never actually happen. This appears not to have been a calculated "softening up" process by management, but a conscious attempt to keep the unions informed of the management's thoughts on the subject, even long before an actual decision to proceed had been made);
- a firm commitment by management that the introduction of the new technology would not result in any redundancies. (This guarantee covered any employee who might not reach acceptable standards of performance after retraining in skills such as keyboarding);
- a realistic recognition by management that economic advantages gained by the new technology would need to be shared with production employees in the form of substantially higher pay rates;
- an elongated timescale which allowed an adequate period for full re-training, and for the old and new systems to run in parallel until the new equipment was fully proven.

From the union's point-of-view, the introduction of the new technology presented a clear opportunity

to bargain for an enhanced pay and hours package, and this factor clearly outweighed other considerations. In the words of one employee: "We consciously agreed to be bought out. In effect, we sold out our craft skills and training." It was also felt, however, that the introduction of new technology into the printing industry was inevitable and only a question of time.

Considerable challenge

In terms of job satisfaction, it is clear that the actual change to the new technology, and the acquisition of new skills, presented a considerable challenge—and threat—to a number of operators, particularly the older ones. In fact, though, most found their fears were at least partially unfounded. With proper training, most managed to cope quite satisfactorily with the task of learning new work.

Having done so, and having settled into the new system as a matter of work routine, most now feel a sense of deprivation through the loss of their traditional craft skills. There is, too, a sense of a loss of pride in the work itself, since there is general recognition that many of the tasks involved in the new technology could be carried out by people with fairly low levels of training and without necessarily having a print-industry background. This is particularly true of the keyboard operators, who fully recognise that any competent typist could quickly learn to operate their typesetting equipment.

Less rewarding

What is clear from the study is that, although better pay and (to a much lesser extent) better working conditions were regarded as valuable benefits to have come from the new technology, these were partially counterbalanced by a loss of job satisfaction for most production employees. There was clearly a tendency for some jobs to become intrinsically less rewarding—but this was a price most seem prepared to pay for the tangible benefits gained. If the total operation of managing

the change process were to be criticised, it would be on the grounds that perhaps a lack of attention was paid by management and unions to the nature of the work people would actually be doing as a result of the new technology introduction. A greater degree of voluntary work-force participation in this aspect could perhaps have resulted in a restructuring of tasks to give individual employees a greater sense of job satisfaction.

Nevertheless, the basic fact remains that the change process was successful in an industry which is commonly accused of being resistant to change. If some opportunities for increased job satisfaction were missed, then these have to be set against the economic benefits which were undoubtedly achieved. ■

● If your company, association, or trade union has a story for *Case Study*, contact: The editor, *Employment Gazette*, Department of Employment, Caxton House, London SW1H 9NF (01-213 5541).

DE Research papers

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Contractual arrangements in selected trades

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

An examination of the variety of contractual arrangements for outworkers in six trades: employment agencies; computer bureaux; insurance; taxi and mini-cab agencies; and direct selling. It looks at the factors taken into account by employers in the choice of employment status for outworkers; the legal reality of employment relationships; employers' definition of outworkers' employment status; the outworkers' perception of their status, and the degree of congruity or discrepancy between these three perspectives. *March 1983.*

Changing attitudes to employment

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

A review of the literature and empirical studies on work orientations and job satisfaction among people in employment, and of equivalent material on the work orientations of the unemployed. *April 1983.*

Screening in the labour market for young workers

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

Based on local labour market analysis the extent and characteristics of the methods used by employers to 'screen' young people for recruitment and the implications for young people's employment are examined, along with various aspects of screening procedures. *June 1983.*

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

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

An analysis of data on employers' use of outworkers collected in the 1980 Workplace Industrial Relations Survey, setting the results in the context of other studies in the Department's research programme on homeworking. *June 1983.*