

# Employment Gazette

August 1985 Department of Employment

Industrial disputes in 1984

YTS Providers

Engineering sponsorship

The Nissan agreement

① "STATISTICS"  
READING  
ROOM  
42 (HA 30.1)

② STATISTICS  
BACK - UP



## Growth of the Enterprise Allowance Scheme



# Employment Gazette

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Department of Employment  
pages 289-336

## Contents



### ● Cover picture

The first full colour *Gazette* cover introduces the Enterprise Allowance Scheme feature on page 313.

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Key findings of a major survey of Youth Training Scheme providers are discussed on page 307.

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# Free Department of Employment leaflets

The following is a list of leaflets published by the Department of Employment. Though some of the more specialised titles are not stocked by local offices, most are available in small quantities, free of charge from employment offices, Jobcentres, unemployment benefit offices and regional offices of the Department of Employment. In cases of difficulty or for bulk supplies (10 or more) orders should be sent to **General Office, Information 4, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.**

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

## Employment legislation

A series of leaflets giving guidance on current employment legislation.

- Written statement of main terms and conditions of employment** PL700 (1st rev)
  - Procedure for handling redundancies** PL756\*
  - Employee's rights on insolvency of employer** PL718 (2nd rev)
  - Employment rights for the expectant mother** PL710
  - Suspension on medical grounds under health and safety regulations** PL705
  - Facing redundancy? Time off for job hunting or to arrange training** PL703
  - Union membership rights and the closed shop including the union labour only provisions of the Employment Act 1982** PL754
  - Itemized pay statement** PL704
  - Guarantee payments** PL724 (1st rev)
  - Employment rights on the transfer of an undertaking** PL699 (1st rev)
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  - Unfairly dismissed?** PL712 (2nd rev)
  - Rights to notice and reasons for dismissal** PL707 (2nd rev)
  - Union secret ballots** PL701 (1st rev)
  - Redundancy payments** PL744
- A guide to the Trade Union Act 1984** PL752
- Industrial action and the law**  
A brief guide taking account of the employment Acts 1980 and 1982 and the Trade Union Act 1984 PL753

**The law on unfair dismissal—guidance for small firms** PL715

**Fair and unfair dismissal—a guide for employers** PL714

**Individual rights of employees—a guide for employers** PL716 (1st rev)

**Offsetting pensions against redundancy payments—a guide for employers** RPLI (1983)

**Recoupment of benefit from industrial tribunal awards—a guide for employers** PL720

**Code of practice—picketing**

**Code of practice—closed shop agreements and arrangements**

## Industrial tribunals

**Industrial tribunals procedure—for those concerned in industrial tribunal proceedings** ITL1 (1985)

**Industrial tribunals—appeals against levy assessments** ITL5

**Industrial tribunals—appeals concerning improvement or prohibition notices under the Health and Safety at Work, etc, Act 1974** ITL19

## Overseas workers

**Employment of overseas workers in the UK**  
Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians OW5 1982(rev)

**Employment of overseas workers in the UK**  
Training and work experience schemes OW21(1982)

**A guide for workers from abroad**  
Employment in the UK OW17\*

## Employers and employees covered by Wages Councils

**Are you entitled to a minimum wage and paid holidays?**  
A brief description of the work of wages councils which fix statutory minimum pay, holidays and holiday pay for employees in certain occupations EDL504(rev)

**Statutory minimum wages and holidays with pay**  
The Wages Council Act briefly explained WCL1(rev)

## Other wages legislation

**The Truck Acts**  
Describes the provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with the payment of wages PL725

**Payment of Wages Act 1960**  
Guide to the legislation on methods of payment of wages for manual workers (in particular those to whom the Truck Acts apply) PL673

## Special employment measures

**Job Release Scheme**  
For women aged 59, disabled men aged 60 to 64, and men aged 64 in full-time employment PL741

**Part-time Job Release Scheme**  
For women aged 59, disabled men aged 60 to 64, and men aged 62 to 64 PL759\*

**Young Workers Scheme**  
Information for employers on a scheme to create more employment opportunities for young people PL742

**Job Splitting Scheme**  
To create more part-time jobs PL760\*

**Advice for people interested in part-time work**  
What you should know about working in a split job PL758\*

## Employment agencies

**The Employment Agencies Act 1973**  
General guidance on the Act, and regulations for use of employment agency and employment business services PL594(3rd rev)

## Equal pay

**Equal Pay**  
A guide to the Equal Pay Act 1970 PL743

**Equal pay for women—what you should know about it**  
Information for working women PL739

## Race relations

**The Race Relations Employment Advisory Service. A specialist service for employers** PL748

**Background information about some ethnic groups in Britain** PL738

## Miscellaneous

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

\* DENOTES NEW EDITION

# EMPLOYMENT BRIEF

## Wages councils to be reformed

Young people under 21 are to be removed from any regulation by wages councils. Wages councils will also be confined to setting only a single minimum hourly rate and a single overtime rate.

New powers to simplify the procedures under which the Secretary of State for Employment may modify or abolish individual councils will also be included in the legislation to be introduced as soon as possible.

### Promote employment

Making the announcement, Employment Secretary Tom King stressed that "the Government's overriding concern is to promote employment and to remove any excessive burdens on employers. The present system inhibits the creation of more jobs and this is especially true in the case of young people. The present powers of wages councils also undoubtedly impose complex and unnecessary burdens on business."

It is estimated that about 500,000 young people will be removed from wages council regulation. Mr King said there was clear evidence that rates of pay set by wages councils for young people prevented many of them having a job—it was not economic for employers to offer jobs at the wages required. He expected the changes would

lead to a significant increase in job opportunities.

Mr King said that the present system was very complex and very bureaucratic, for example the wages order covering wages of employees in cafes ran to 34 pages and set 144 different rates of pay. This package of reforms was directed to the Government's objectives of reducing the burdens on business and seeking in every way to improve the prospects for jobs.

The decision follows consultations on the future of wages councils. Over 700 organisations and individuals responded to the consultative paper issued on March 21 (see *Employment Gazette*, April 1985 p.136).

Mr King said that while the TUC and individual trade unions favoured retention, the consultations had confirmed that there was a widespread dissatisfaction among employers with the present system. The majority of them had favoured substantial reforms.

Mr King also announced that in order to carry out these reforms without infringing international obligations the Government had decided, following consultations, to derogate International Labour Convention 26 which requires signatories to maintain minimum wage-fixing machinery. The International Labour Organisation has been given the required 12 months notice.

## Estate agent's swift rise to fame

Estate agents are getting younger and younger these days—and that's not just the opinion of some ageing house buyers; it's a direct consequence of better and earlier training.

The UK's fourth largest estate agents, Fox and Sons, with nearly 100 offices, has just appointed its youngest ever West Country manager, 23-year-old Nick Swift. And his new assistant manager at the Tiverton branch office is Rodney Atkins, who is only 19. The two of them typify the new approach to training that Fox has adopted in recent years.

Nick joined the firm in 1979 as a 17-year-old on the Work Experience Scheme, the forerunner to today's Youth Training

Scheme. At first he was shy and diffident. Today he has been transformed into an outgoing, self-confident businessman. Rodney Atkins joined the firm two years ago and was soon offered a permanent job.

After the Work Experience Scheme came to an end, the firm put its trainees onto the Youth Opportunities Programme and then in turn its successor, the Youth Training Scheme. This year Fox become a YTS managing agent in its own right and currently has 12 trainees on its Scheme. Over the past two years it has put 20 trainees through the YTS, 80 per cent of whom have gone on to full-time employment—most of them in Fox and Sons' own branches.

## Cheshire Whizz Kids

A new business initiative competition offering prizes of up to £1,000 to young Cheshire entrepreneurs has been launched by Cheshire County Council's careers service.

The "Whizz Kids" competition is offering substantial cash prizes to individuals or groups of young people under 25 in Cheshire who can show they have a viable idea for a business or who wish to develop an existing business.

Welcoming the competition, County Councillor Peter Lloyd-Jones, chairman of Cheshire's Secondary and Special Education sub-committee said: "Many young people at some time or other think about starting their own business or working for themselves. They may have a first class idea for a product or service but take it no further. This competition will offer them an opportunity to turn their ideas into reality."

"All entrants will be encouraged to contact their local enterprise agency to discuss their idea and will be given help and advice to develop their entry. The successful applicants will also be given continuing support by the enterprise agencies."

Details are available from Jane Roberts, Cheshire County Careers Office, Education Department, County Hall, Chester.



Nick Swift with Richard Foxwell, managing director of Fox and Sons and Rodney Atkins.

## Girls learn about life at the top



Photo courtesy The Times

From left: Louise Smith from Wakefield, Lynn Malcolm from Caithness, Anna Smith from Surrey, Industry Under Secretary John Butcher, Angela Clemons from Coventry, Lucinda Dalziel from Buckinghamshire and Clare Sampson from Truro.

Six schoolgirls spent a week learning about life as an industrial boss. The girls, who came from various parts of Britain, were participants in a unique work shadowing experiment aimed at encouraging girls to take up careers in industrial management.

Each of the girls spent a week with a woman who has already made it to the top of her company. They were taken to board meetings, introduced to top-level decision making and given an insight into the work of different departments within a successful company.

All the girls, together with some of the sponsoring managers, met Industry Under Secretary John Butcher, who inspired the experiment, to discuss what they had learnt from their experience and how industry could be made a more appealing career option for women.

"We must encourage our brightest young people to take up careers in industry so that they can help in the nation's wealth creation," Mr Butcher said. "For too long industry and management have been regarded as exclusively male preserves. But we can't go on ignoring the ability of girls who comprise half the nation's potential managers."

## Lifting the burden on business

A central task force, charged with helping Government Departments to scrutinise legislation to assess its effect on business, especially the cost to small firms, is part of a package of measures outlined in a White Paper *Lifting the Burden*. The task force, operating out of the Cabinet Office's Enterprise Unit, will report to Lord Young, Minister without Portfolio.

"The establishment of a small task force in central government to work with departments to tackle the flow of regulations will ensure that we know what the cost to business is of each piece of legislation," Lord Young said. "Most regulations have a cost and sometimes it is justifiable. But we will now have a structured cost assessment."

### More freedom

The White Paper sets out the case for more freedom in the business sector and the need to deregulate in a considered and balanced way. It contains nearly 80 measures covering a wide range of initiatives in a number of areas including planning, tax and social security, employment protection, and trade and industry.

It proposes legislation to establish simplified planning zones which would extend to other areas the type of planning regime already established in enterprise zones. Firm guidance is being given to local planning authorities on the importance of development and employment, and building regulations are being simplified.

Introducing the White Paper, Lord Young said that one of the Government's major objectives was to make sure that the right conditions existed for enterprise to flourish. "This is essential for the creation of jobs and wealth. The country needs more jobs and we need more wealth to pay for all the socially desirable things we expect to be provided—such as pensions, the health service and education."

Another report from Lord Young outlines a range of measures to stimulate the tourism and leisure industry. "Tourism and leisure is one of the success stories of British industry. It now employs more than 1.2 million people and it is estimated that 50,000 new jobs are being created in this sector each year," he said.

The report *Pleasure, Leisure and Jobs—the Business of Tourism* proposes better careers advice to ensure that all young people are aware of the opportunities in tourism and leisure and improved training and education for those employed in the industry. The Government is examining the deployment of customs and immigration staff at ports and airports to reduce delays, including consideration of manpower adjustments where operators are prepared to meet costs of providing extra facilities.

*Lifting the Burden* Command Paper 9571 ISBN 0 10 195710 6, price £4.20 and *Pleasure, Leisure and Jobs—the Business of Tourism* ISBN 0 11 43004 6 price £3.95 are available from HMSO.

## 2½ million people helped by MSC

Last year the MSC spent over £2 billion in helping nearly two and a half million people find work, training or temporary employment according to its latest annual report.

During the year 389,000 young people joined the Youth Training Scheme and a follow-up survey showed that two-thirds of leavers went into employment, training or further education. More than 75,000 people completed adult training courses, with 56 per cent going into employment using skills learned during their training.

About 1.8 million people were placed into work through the Jobcentre service, which also handled 2.4 million vacancies—a third of all vacancies in the economy.

### Community Programme

The Community Programme reached its target of 130,000 filled places, with some 160,000 people entering the Programme during the year. The Enterprise Allowance Scheme helped 46,000 people to start up their own business. Surveys have shown that for every 100 businesses started, 50 additional jobs are created.

Under the Technical and Vocational Education Initiative, 43 more projects were launched by Local Education Authorities in England and Wales and five in Scotland, and 12,000 people took part in 140 projects funded under the Open Tech Programme.

During the year a major campaign was launched to develop new approaches to Adult Training and a number of schemes were successfully piloted. Work continued to improve the flexibility and accessibility of training arrangements and to improve collaboration between providers, employers, unions and others in the delivery of training.

### Disabled people

The MSC pursued its aim to help those at a disadvantage in the labour market to overcome their employment problems. About 72,000 disabled people found work through Jobcentre services, some 2,800 severely disabled people were placed into sheltered employment bringing the total number to 15,500, and there was an increase in the number of people resettled into jobs after attending Employment Rehabilitation courses.

The Skillcentre Training Agency completed its first year of operation on a full cost recovery basis and achieved a better financial performance than forecast. Plans to streamline the network and expand the Mobile Training Service should enable the Agency to break even in 1986-87.

*MSC Annual Report 1984-85* is available price £3.00 from the Distribution Manager, Manpower Services Commission, Room E825, Moorfoot, Sheffield S1 4PQ.

## Suggestions to overcome skill shortages

Employers in many parts of the country are worried about skill shortages, Employment Secretary Tom King told a CBI conference in London. He suggested some ways in which employers might be able to make a serious impact on the problem.

"Look at the country today," he said. "In many places there are skill shortages while in others skilled men are looking for work. All the problems of moving house and severing family and local ties are major obstacles to mobility. But if we are to begin to tackle the most stubborn skill shortages we must improve the bridge between the two."

"One way is for firms to advertise in areas of high unemployment to try and meet their increasing demands for skilled labour; and to provide assistance with removal expenses and training."

### Sub-contracting

"Another way might be for those companies who face skill shortages at present and thus difficulties in meeting their orders to consider sub-contracting orders to firms in high unemployment areas who have surplus skills and capacity. Might there be more of a role for chambers of trade and commerce to sponsor the twinning of suitable employers? Are there ways in which we could back up these arrangements to help them really work?"

"A third way is for companies to consider taking unemployed people and giving them specific training—using perhaps the local skillcentre or college to fill their vacant job."

Mr King said that the Government had substantially increased resources on training, but the major involvement in solving the skill shortage problem rested, as it always had done, with employers. He said that employers should set aside a proportion of their payroll bill—perhaps a target of five per cent per year—for training and retraining. Employers should also be

developing plans for upgrading and updating the skills of their workforce to meet the needs of changing technology.

Speaking at the same conference Bryan Nicholson, chairman of the Manpower Services Commission, challenged employers to become involved in running projects under the Community Programme, which provides temporary employment for long-term unemployed people.

### Expansion

"At present Community Programme schemes are mainly run by local authorities and voluntary organisations. The Government has given us the go-ahead to expand the programme by 100,000 places and I am looking to the private sector to come forward with at least 230 new projects which would provide temporary job opportunities for about 5,000 people."

"Employers are already making a major contribution to schemes run by the MSC. But now I am calling upon employers to use their eyes and ingenuity to do even more by providing opportunities for the long-term unemployed people in their area," Mr Nicholson said.

## It's all in the game

New for 1985 is a computerised version of the CRAC *Five Simple Business Games*. It is aimed at mixed ability students from fifth and sixth forms as well as YTS trainees.

The games explore how a business works and how wealth is created within an economy. Progressively each game centres on a different situation which in turn, facilitates different learning objectives.

The games may now be used with a BBC Micro Model B computer or manually. There are colour graphics to illustrate the learning points. Further information can be obtained from CRAC Publications, Hobsons Ltd, Bateman St, Cambridge CB2 1LZ.

## Companies respond to unemployment

More than 10,000 companies have been going into action to help the unemployed, Sir Terence Beckett, Director General of the CBI, said launching a CBI report *Company responses to unemployment*. The report is designed to lead companies through some of the many routes by which help can be provided for unemployed people.

It details how firms have been helping by:

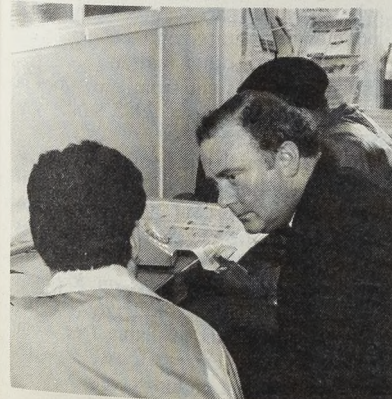
- Enabling unemployed people to set up new small businesses, and converting disused factory space for them to use;
- Staffing advice centres with company-paid executives;
- Providing loans and finance for all kinds of organisations;
- Joining in government special employment schemes.

"Companies who are involved are naturally loath to blow their own trumpets, but they should not be embarrassed to publicise what they are doing," Sir Terence said. "By telling more people what is being done, they will encourage others to lend a hand. We all need to pool our experience of which schemes help unemployed people the best."

"Think what a boost the three million people who are unemployed would get if yet another 10,000 companies came forward with this sort of support. Unemployment is our most serious social and economic problem today. People without jobs must have hope. Schemes of this kind can provide it," he said.

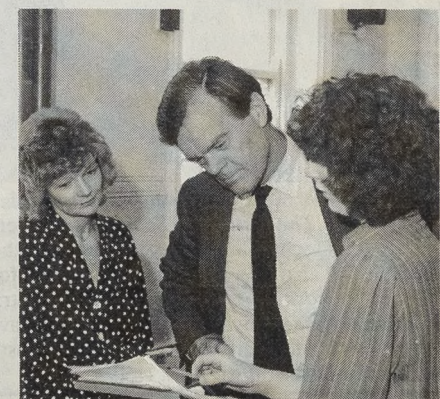
*Company responses to unemployment* is available from Publications Sales, CBI, Centre Point, London WC1A 1DU, price £3.50

## Job Club helps long-term unemployed people into work



Employment Ministers Peter Morrison and Alan Clark visited London's first Job Club at Walthamstow Jobcentre. The Job Club has proved successful in helping long-term unemployed people into work since it started in January. Members are given help and advice on interview techniques and the most effective way of applying for a job. They also have newspapers and a telephone at their disposal as well as a full range of Jobcentre services.

Peter Morrison is pictured (left) talking to a member of the Job Club, while Alan Clark (right) discussed the Club's achievements with the Jobcentre manager and deputy manager.



## Tougher asbestos licensing

A toughening of the conditions attached to asbestos licensing will mean that virtually all asbestos removal work will have to be notified in advance to safety inspectors.

A package of measures has been announced by the Health and Safety Executive to strengthen the grip of licensing on stripping of asbestos. It comes at the end of the first year of the asbestos licensing scheme and is designed to implement recommendations from the Factory Inspectorate following a review of the system.

### Measures

The measures include the ending of five year licences. In future all new applicants will be granted a one year licence and all existing five year licences will be recalled to include the additional condition of pre-notification throughout the duration of that licence. Of the 1,833 licences issued, 169 have been for five years.

Re-applications from holders of one year licences will be dealt with in three ways. Licences will normally be issued for a period of thirty months, carrying a requirement to notify contracts to the relevant enforcing authority unless specific controls make this unnecessary. In the case of licences whose record shows some enforcement

action during the first twelve months but who are considered likely to improve, licences will be given for 30 months but with notification and the additional requirement for an agreed method statement for each job. Licensees with a poor record in their first year but whose applications could not justifiably be refused, will be given a similarly stringent licence but issued for only one year.

"Asbestos licensing was introduced as a tool to provide inspectors with a firm foundation for better and more regular inspection of asbestos stripping operations and to enable us to build up a picture of what work is going on, who is doing that work and how it is being carried out," said Jim Hammer, deputy director-general of the HSE.

"In that, licensing has been a great success," he said. "We now have some 1,800 licensees each of whom is liable to inspection and, if necessary, enforcement action. Many of these companies were not known to any inspector before they applied for licence and as a result of contact with them we are learning about their methods and workforce. We are confident that this new structure will increase the acceptance of licensing as a viable method of controlling and monitoring asbestos removal."

## Industrial Society takes to the rails



Employment Secretary Tom King named a British Rail InterCity class 86 electric locomotive *The Industrial Society* in a ceremony at Euston Station.

"As this locomotive takes the name of the Industrial Society around the country, I hope it will also be a reminder of the need for management, employees and their trade unions to work together for greater industrial success," said Mr King.

Also at the ceremony were Sir Richard Cave, deputy chairman of the British Railways Board and a former chairman of the Industrial Society's Council, and John Garnett, director of the Industrial Society.

## Employers' grants for redundant apprentices

Adoption grants of up to £2,250 are to be made available to employers who take on redundant apprentices between April 1, 1985 and March 31, 1986 for the remainder of their apprenticeships/training periods.

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

The grants payable are:

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

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

Full details of conditions should be obtained from local CITA offices and employers should contact their local office before taking on a redundant apprentice. Grants will be available to employers whether or not in scope to CITA (but not local authorities or the other public sector employers) who adopt a redundant apprentice between April 1, 1985 and March 31, 1986.

## Occupational pensions

The Department of Health and Social Security has published a consultative document setting out proposals for regulations on:

- The revaluation of early leavers' pension rights.
- Transfer premiums.
- Extinguishment of scheme liability where pensions are secured by insurance policies or annuity contracts.
- Miscellaneous other matters.

The proposals stem from provisions in the Social Security Act 1985 which was passed on July 22, 1985.

Comments on the proposals should be made by October 4, 1985. Subject to Parliamentary approval it is planned to bring most of the regulations into effect from January 1, 1986.

*Proposals for Regulations on Revaluation, Transfer Premiums, Liability and Miscellaneous Matters* is available free from DHSS, Room 419, Friars House, 157-168 Blackfriars Road, London SE1 8EU.



## Stoppages caused by industrial disputes in 1984

A total of 27 million working days were lost in 1984 through stoppages of work arising from industrial disputes in the United Kingdom. This article looks briefly at the coverage of the statistics, the figures for recent years, and for 1984 presents detailed analyses by industry, region, cause, and size of dispute.

There were 27.1 million working days lost through stoppages of work caused by industrial disputes in 1984 in the United Kingdom, compared with 3.8 million in 1983 and an annual average of 9.8 million for the ten years 1974 to 1983. Disputes in the coal extraction industry accounted for 22.5 million (83 per cent) of the total number of working days lost last year and one dispute alone, the protest at pit closures, was responsible for an estimated 22.3 million days lost.

### Coverage of the statistics

The statistics compiled by the Department of Employment relate to stoppages which are the result of industrial disputes connected with terms and conditions of work. The figures therefore exclude disputes of a political nature\*.

Information about stoppages is collected on a voluntary basis from the Department's local Unemployment Benefit Office network and a variety of other sources including certain nationalised industries and public bodies, statements in the press and, in the case of some larger stoppages, from the organisations involved. There is no distinction as far as the figures are concerned between "strikes" and "lock-outs". Small stoppages, that is those involving

\* The figures therefore exclude, for example, some stoppages in protest against Government plans to abolish the GLC and the Metropolitan County Councils.

fewer than 10 workers or those lasting less than one day, are excluded from the statistics except where the aggregate number of days lost in the dispute exceeds 100.

There are difficulties in ensuring complete recording of stoppages, in particular those near the margins of the definitions, for example, short disputes lasting only a day or so. This under-recording would of course bear most heavily on any industries particularly affected by this type of stoppage; and would have much more effect on the total of stoppages than on working days lost (as does the threshold for inclusion mentioned above). This can be seen in table 7 where recorded stoppages lasting not more than one day accounted for 30 per cent of all stoppages yet less than one per cent of all the working days lost. As a result of the recording difficulty and the cut-off applied in the recording process, the number of days lost is a better indicator of the impact of industrial disputes than the simple number of stoppages.

The figures measure the number of workers involved in a dispute and include both those directly involved in the stoppage and those indirectly involved at the same establishment where the dispute occurred (that is, workers not themselves parties to the dispute but who are unable to work as a result of the dispute). The total numbers of workers shown as involved in stoppages during any given year is obtained by aggregating the numbers directly and

indirectly involved in separate stoppages during that year. Some workers who have been involved in more than one stoppage will be counted more than once in the year's total. The figures for those indirectly affected do not include those workers at establishments not involved in the dispute who are unable to work because of, for example, a shortage of materials or a temporary lack of demand. Also excluded is any industrial action which does not affect the normal working day, such as a work to rule and overtime bans.

In measuring the number of working days lost, account is taken of the time lost in the normal working week. Overtime work is not included, and neither is weekend working where this is not normal. Account is also taken of public holidays in calculating the number of days lost.

### Working days lost

Estimates of working days lost as a result of the stoppages, at establishments where the disputes occurred, are given in *table 1*, together with the corresponding figures for 1983. In this, as in other tables in this article, a distinction is

**Table 1 Stoppages, workers involved and working days lost in 1983 and 1984**

	United Kingdom	
	1984	1983
<b>Stoppages</b>		
beginning in year	1,206	1,352
in progress in year	1,221	1,364
<b>Workers involved in stoppages</b>		
beginning in year	1,391,000	571,000*
of which directly involved	1,272,300	499,900
indirectly involved	118,700	71,200
in progress in year	1,464,300	573,800*
of which directly involved	1,345,500	501,200
indirectly involved	118,700	72,600
<b>Working days lost through stoppages</b>		
beginning in year	26,890,000†	3,736,000†
in progress in year	27,135,000	3,754,000

\* The figures for 1983 exclude 42,700 workers who became involved for the first time in the first two months of 1984.

† In addition stoppages which began in 1984 and 1983 and continued into the first two months of the following years resulted in the loss of 4,161,000 and 246,000 working days in 1985 and 1984 respectively.

**Table 2 Stoppages in years 1964-84**

Year	United Kingdom							
	Stoppages		Workers* involved in stoppages (thousands)			Working days lost in stoppages (thousands)		
	Beginning in year	In progress in year	Beginning in year		In progress in year	Beginning in year		
			Directly	Indirectly		(a)	(b)	
1964	2,524	2,535	700†	172	883†	2,011	2,030	2,277
1965	2,354	2,365	673	195	876	2,906	2,932	2,925
1966	1,937	1,951	414†	116	544†	2,372	2,395	2,396
1967	2,116	2,133	551†	180	734†	2,765	2,783	2,787
1968	2,378	2,390	2,073†	182	2,258†	4,672	4,719	4,690
1969	3,116	3,146	1,426	228†	1,665†	6,799	6,925	6,846
1970	3,906	3,943	1,460	333	1,801	10,854	10,908	10,980
1971	2,228	2,263	863†	308†	1,178†	13,497	13,589	13,551
1972	2,497	2,530	1,448†	274†	1,734†	23,816	23,923	23,909
1973	2,873	2,902	1,103	410	1,528	7,089	7,145	7,197
1974	2,922	2,946	1,161	461	1,626	14,694	14,845	14,750
1975	2,282	2,332	570	219	809	5,861	5,914	6,012
1976	2,016	2,034	444†	222†	668†	3,230	3,509	3,284
1977	2,703	2,737	785	370	1,166	9,864	10,378	10,142
1978	2,471	2,498	725†	276†	1,041†	8,890	9,391	9,405
1979	2,080	2,125	4,121	463	4,608	28,974	29,051	29,474
1980	1,330	1,348	702†	128†	834†	11,887	11,965	11,964
1981	1,338	1,344	1,326	173	1,513	4,188	4,244	4,266
1982	1,528	1,538	1,974†	127†	2,103†	5,258	5,276	5,313
1983	1,352	1,364	500†	71	574†	3,736	3,981	3,754
1984	1,206	1,221	1,272	119	1,464	26,890	31,051	27,135

(a) The figures in this column include only days lost in the year in which the stoppages began.

(b) The figures in this column include days lost from stoppages which continued into the first two months of the following year.

\* Workers involved in more than one stoppage in any year are counted more than once in a year's total. Workers involved in a stoppage beginning in the year and continuing into the first two months of the following year are counted in both years in the column showing the number of workers involved in stoppages in progress.

† Figures exclude workers becoming involved after the end of the year in which the stoppage began.

made as necessary between stoppages which began in the year and stoppages which were "in progress" in the year: the latter figures include stoppages which continued from the previous year.

Stoppages beginning in 1984 accounted for 26.9 million working days lost that year and disputes beginning in 1983 but which continued into last year accounted for the remaining 0.2 million days lost in 1984. Disputes beginning in 1984 were responsible for a further 4.2 million days being lost during the first two months of 1985, yielding a total of 31.1 million working days lost from disputes starting in 1984.

### Workers involved

The number of workers involved in stoppages in progress in 1984 was 1.5 million. This compares with 0.6 million in 1983, and an annual average of 1.5 million for the 10 year period 1974 to 1983.

### Number of stoppages

The number of stoppages recorded as beginning in 1984 was 1,206, the lowest for any year since 1940, and compares with 1,352 in 1983 and an annual average of 2,002 over the 10 years 1974-83. However, such comparisons involving the number of stoppages must be made with caution, as the figures are not comprehensive because of the Department's recording procedures.

### Review 1964-84

An analysis of stoppages of work due to industrial disputes since 1964 is given in *table 2*. The number of working days lost from stoppages in progress in 1984 was 27.1 million, compared with the 1983 total of 3.8 million, and an annual average of 9.8 million over the 10 years 1974-83.

Meaningful comparisons over time are made difficult as the number of working days lost in any one year may be influenced by a small number of large stoppages. This can be illustrated by looking at the largest disputes in recent years:

- in 1979, a strike by engineering workers accounted for 16.0 million (54 per cent) of the total of 29.5 million working days lost in that year; a strike by public service and hospital ancillary workers contributed 3.2 million days (11 per cent); and a stoppage by drivers and other grades in the transport and communication industry was responsible for another 1.0 million lost days (3 per cent)
- in 1980, the national steel strike accounted for 8.8 million (74 per cent) of the total of 12.0 million working days lost in that year;
- in 1981, one dispute by civil servants contributed 0.9 million days (20 per cent) of the total of 4.3 million working days lost in that year;
- in 1982, three strikes, two of which were in connection with a dispute involving National Health Service staff and the other by railway workers, accounted in total for 2.3 million (43 per cent) of the 5.3 million days lost in that year;
- in 1983, a dispute by workers in the electricity, gas and water industry accounted for 0.8 million (20 per cent) of the total of 3.8 million days lost in that year;
- in 1984, the miners' strike in protest over pit closures accounted for 22.3 million (82 per cent) of the total of 27.1 million working days lost.

The above illustrations show that it is not uncommon for figures for a particular year to be affected by the incidence of one or more large disputes. As a result, comparisons among individual years need to be made in the light of the incidence of large disputes. An article updating the information given in "Large industrial stoppages 1960 to 1979" (*Employment Gazette*, September 1980, pp. 994-999) is currently in preparation, and is planned for publication in the *Gazette* later this year. The article, which will contain details of all large industrial disputes involving 200,000 or more working days, will cover the period 1964 to 1984.

### Stoppages by industry: incidence rates

*Table 3* analyses stoppages in progress in 1984 by 30 industry groups (based on the 1980 SIC classification). The coal extraction industry experienced the largest number of lost working days (22,483,000) followed by motor vehicles (1,046,000).

Comparison of the aggregate figures of working days lost does not allow for the considerable variation in numbers employed in the different industries. More useful comparisons for some purposes can be gained from incidence rates that allow for industry size by showing the numbers of days lost per annum per 1,000 employees in each industry. Such incidence rates are given in *table 4* for 1983 and 1984. Comparisons between industries may still be affected by other factors, for example, industry groups with large firms are more likely to have disputes included in the statistics and have workers indirectly affected as well as directly involved than those industry groups with a greater proportion of small firms.

**Table 3 Stoppages by industry in 1984**

Industry group (SIC 1980)	Class	United Kingdom			
		Stoppages		Stoppages in progress in 1984	
		Beginning in 1984	In progress in 1984	Workers involved* (thousands)	Working days lost* (thousands)
Agriculture, forestry and fishing	01-03	1	1	0.3	1
Coal extraction	11	78	79	281.0	22,483
Extraction and processing of coke, mineral oil and natural gas	12-14	3	3	0.6	1
Electricity, gas, other energy and water	15-17	17	18	6.4	35
Metal processing and manufacture	21+22	22	22	3.8	20
Mineral processing and manufacture	23+24	33	33	5.7	31
Chemicals and man-made fibres	25+26	31	31	23.2	64
Metal goods not elsewhere specified	31	52	53	9.1	70
Mechanical engineering	32	83	85	50.4	178
Electrical engineering and equipment	33+34	56	57	31.4	206
Instrument engineering	37	18	18	9.0	38
Motor vehicles	35	161	161	247.1	1,046
Other transport equipment	36	47	47	82.3	497
Food, drink and tobacco	41+42	66	66	25.0	235
Textiles	43	21	21	3.9	18
Footwear and clothing	45	17	17	6.9	48
Timber and wooden furniture	46	14	14	2.5	27
Paper, printing and publishing	47	49	53	10.5	135
Other manufacturing industries	44, 48+49	29	29	4.6	47
Construction	50	30	31	17.3	334
Distribution, hotels and catering, repairs	61-67	32	33	3.8	15
Railways	71	33	33	15.8	20
Other inland transport	72	74	74	64.4	148
Sea transport	74	10	10	9.0	33
Other transport and communication	75+79	44	44	49.4	66
Supporting and miscellaneous transport services	76+77	43	43	53.1	399
Banking, finance, insurance business services and leasing	81-85	7	7	11.1	20
Public administration, sanitary services and education	91-94	98	99	413.5	764
Medical and health services	95	64	64	17.0	22
Other services	96-99+00	25	27	6.1	134
<b>All industries and services</b>		<b>1,206†</b>	<b>1,221†</b>	<b>1,464.3</b>	<b>27,135</b>

\* The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree precisely with the totals shown.

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

**Table 4 Incidence rates from stoppages in progress in 1983 and 1984**

Industry grouping (SIC 1980)	United Kingdom	
	Working days lost per 1,000 employees*	
	1984	1983
Agriculture, forestry and fishing	3	2
Coal extraction	97,849	1,901
Extraction and processing of coke, mineral oil and natural gas	21	1,854
Electricity, gas, other energy and water	102	2,252
Metal processing and manufacture	94	637
Mineral processing and manufacture	126	131
Chemicals and man-made fibres	187	62
Metal goods not elsewhere specified	185	91
Mechanical engineering	228	406
Electrical engineering and equipment	284	236
Instrument engineering	348	150
Motor vehicles	3,575	1,775
Other transport equipment	1,634	573
Food, drink and tobacco	372	127
Textiles	74	61
Footwear and clothing	167	58
Timber and wooden furniture	129	20
Paper, printing and publishing	277	180
Other manufacturing industries	169	342
Construction	340	67
Distribution, hotels and catering, repairs	4	5
Railways	127	20
Other inland transport	377	137
Sea transport	800	224
Other transport and communication	141	248
Supporting and miscellaneous transport services	1,641	448
Banking, finance, insurance business services and leasing	11	6
Public administration, sanitary services and education	214	32
Medical and health services	17	4
Other services	107	74
<b>All industries and services</b>	<b>1,283</b>	<b>178</b>

\*Based on the latest available mid year (June) estimates of employees in employment as published in *Employment Gazette*.

**Regional analysis**

Table 5 shows a breakdown by standard region of the number of workers involved and of the aggregate number of working days lost in 1984, by broad industry groups. An incidence rate (that is, the number of working days lost per thousand employees) is also given for each region in respect of the total of all industries and services. The industrial structure in each region is an important factor affecting the regional distribution of stoppages, and, consequently, the miners' strike is largely responsible for the very high

**Table 5 Stoppages in 1984 by region and broad industry group (SIC 1980)**

Industry	United Kingdom											Thousands
	South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire & Humber-side	North West	North	Wales	Scotland	Northern Ireland	
<b>Workers* involved in 1984 in all stoppages in progress</b>												
Extraction and processing of coal, coke, mineral oil and natural gas	2.4	0.1	—	20.2	39.9	114.2	8.1	46.8	27.7	22.2	—	281.5
Metal processing and manufacture	—	—	—	0.1	0.3	0.3	0.1	0.4	0.2	2.4	—	3.8
Metal goods not elsewhere specified	0.2	0.2	0.5	4.8	—	2.1	0.5	0.1	0.3	0.4	—	9.1
Engineering	6.6	3.8	3.7	11.9	4.4	4.0	21.5	9.0	10.3	14.6	1.0	90.8
Motor vehicles	101.4	0.1	8.3	80.9	0.1	3.5	39.7	0.8	7.0	4.7	0.6	247.1
Other transport equipment	5.4	0.1	20.1	0.6	—	2.8	15.0	10.1	0.1	27.9	0.3	82.3
Textiles, footwear and clothing	0.3	—	4.5	0.6	1.2	1.3	0.3	0.9	0.3	0.7	0.8	10.8
All other manufacturing industries	11.5	3.9	3.0	3.2	1.7	13.0	16.3	3.4	1.1	13.1	1.3	71.5
Construction	0.2	0.1	—	—	—	4.5	2.1	4.7	0.2	5.5	—	17.3
Transport and communication	96.1	3.7	5.7	4.6	2.1	22.4	25.1	3.6	9.5	17.6	1.5	191.8
All other non-manufacturing industries and services	169.0	10.3	24.2	31.4	17.9	33.4	40.6	26.7	28.0	61.8	14.8	458.2
<b>All industries and services</b>	<b>393.2</b>	<b>22.1</b>	<b>70.1</b>	<b>158.4</b>	<b>67.7</b>	<b>201.4</b>	<b>169.3</b>	<b>106.5</b>	<b>84.5</b>	<b>170.9</b>	<b>20.4</b>	<b>1,464.3</b>

incidence rates in some regions, particularly Yorkshire and Humberside, the North, Wales and the East Midlands. Low incidence rates were recorded in Northern Ireland, East Anglia, and the South East.

**Causes of stoppages**

The data for disputes beginning in 1984 are set out in table 6, for 11 broad industry groups, according to the principal causes of stoppages of work. It should be noted that the figures in this table include the effects of those disputes continuing into the first two months of 1985.

Redundancy issues accounted for 26 per cent of workers directly involved in 1984 (compared with 17 per cent in 1983) and accounted for 87 per cent of working days lost in 1984 (17 per cent in 1983). The increase between 1983 and 1984 in the proportion of workers directly involved and working days lost in disputes over redundancy issues is explained by the particularly large effects of the miners' strike over pit closures. Without the miners' strike, pay issues would have been the most common cause of disputes and would have been responsible for the largest proportion of working days lost. Disputes over pay accounted for 37 per cent of workers directly involved in 1984 (53 per cent in 1983) and for 8 per cent of working days lost in 1984 (58 per cent in 1983). Disputes over trade union matters accounted for 25 per cent of workers directly involved in 1984 (2 per cent in 1983).

**Duration, working days lost and workers involved**

Tables 7, 8 and 9 look at reported stoppages beginning in 1984 in terms of the number of working days they lasted, the loss of working time they caused and the total number of workers involved. Like table 6, the figures in these tables for workers involved and for days lost include the effects of those stoppages which continued into the first two months of 1985. It may be noted that the totals shown in these tables for aggregate working days lost are in general less than the totals obtained by multiplying the numbers of days each stoppage lasted by the numbers of workers involved. This is because some workers would not have been idle throughout the whole duration of the dispute. In addition, it should be noted that the miners' strike will have a distortive effect when making comparisons.

**Table 5 Stoppages in 1984 by region and broad industry group (SIC 1980) (contd)**

Industry	United Kingdom											Thousands
	South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire & Humber-side	North West	North	Wales	Scotland	Northern Ireland	
<b>Working days* lost in 1984 in all stoppages in progress</b>												
Extraction and processing of coal, coke, mineral oil and natural gas	392	—	—	794	2,830	8,647	551	4,003	3,352	1,913	—	22,484
Metal processing and manufacture	—	—	—	1	—	1	1	1	—	15	—	20
Metal goods not elsewhere specified	1	1	2	41	—	21	3	—	1	—	—	70
Engineering	57	21	13	93	17	14	83	21	32	54	16	422
Motor vehicles	388	1	15	337	1	44	222	2	18	17	1	1,046
Other transport equipment	19	—	260	3	—	5	138	14	1	56	—	497
Textiles, footwear and clothing	5	—	30	4	7	7	3	3	1	3	4	66
All other manufacturing industries	134	22	10	22	13	164	73	24	4	61	10	537
Construction	2	—	—	—	1	236	16	16	20	44	—	334
Transport and communication	239	13	36	9	8	126	109	20	34	68	5	666
All other non-manufacturing industries and services	285	28	28	64	29	89	182	107	63	100	17	993
<b>All industries and services</b>	<b>1,522</b>	<b>87</b>	<b>393</b>	<b>1,368</b>	<b>2,908</b>	<b>9,354</b>	<b>1,381</b>	<b>4,211</b>	<b>3,527</b>	<b>2,333</b>	<b>52</b>	<b>27,135</b>
<b>Days lost per 1,000 employees all industries and services</b>												
	212	126	258	713	2,061	5,339	587	4,065	3,914	1,210	112	1,283

\*The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree precisely with the totals shown.

**Table 6 Stoppages in 1984 by cause and broad industry group (SIC 1980)**

Industry	United Kingdom											Stoppages involving sympathetic action included in previous columns*
	Pay		Duration and pattern of hours worked	Redundancy questions	Trade union matters	Working conditions and supervision	Manning and work allocation	Dismissal and other disciplinary measures	All causes	Stoppages involving sympathetic action		
	All	Of which										
		Wage rates and earnings levels	Extra wage and fringe benefits									
<b>Stoppages beginning in 1984</b>												
Extraction and processing of coke, mineral oil and natural gas	23	21	2	4	4	5	17	24	4	81	1	
Metal processing and manufacture	17	16	1	—	1	1	—	—	3	22	2	
Metal goods not elsewhere specified	31	28	3	—	3	3	2	4	9	52	2	
Engineering	95	92	3	2	20	8	4	14	10	153	2	
Motor vehicles	76	74	2	2	7	19	14	27	16	161	2	
Other transport equipment	17	14	3	2	10	3	1	10	4	47	2	
Textiles, footwear and clothing	23	23	—	—	2	6	—	2	4	37	1	
All other manufacturing industries	120	115	5	7	20	17	4	25	25	218	2	
Construction	10	10	—	—	5	4	4	2	5	30	1	
Transport and communication	61	55	6	17	22	11	17	37	30	195	2	
All other non-manufacturing industries and services	74	67	7	14	77	17	11	20	26	239	3	
<b>All industries and services</b>	<b>543†</b>	<b>511†</b>	<b>32</b>	<b>48</b>	<b>158†</b>	<b>84†</b>	<b>73†</b>	<b>164†</b>	<b>136</b>	<b>1,206†</b>	<b>—</b>	<b>3</b>
of which "sympathetic action"*	—	—	—	—	1	2	—	—	—	—	—	3
<b>Workers*‡ directly involved in stoppages beginning in 1984 (thousands)</b>												
Extraction and processing of coal, coke, mineral oil and natural gas	41.4	41.3	0.1	1.0	137.6	3.5	7.6	5.0	2.5	198.6	1.7	
Metal processing and manufacture	2.5	2.4	—	—	0.1	0.1	—	—	0.8	3.5	0.2	
Metal goods not elsewhere specified	6.1	4.7	1.4	—	0.5	0.1	0.8	0.5	0.6	8.5	0.2	
Engineering	28.9	28.6	0.3	0.3	38.7	13.0	0.9	1.8	3.1	86.7	14.8	
Motor vehicles	83.0	77.2	5.8	0.2	5.5	66.7	1.4	6.0	2.8	165.6	43.8	
Other transport equipment	18.0	17.4	0.6	4.1	26.1	12.1	—	4.5	8.8	73.6	16.7	
Textiles, footwear and clothing	7.3	7.3	—	—	0.1	1.1	—	—	1.1	9.6	0.3	
All other manufacturing industries	23.1	20.7	2.4	1.4	24.2	2.8	1.5	4.0	4.8	61.9	1.9	
Construction	2.7	2.7	—	—	1.8	3.7	4.4	1.5	2.9	17.1	3.5	
Transport and communication	35.3	34.7	0.6	6.5	63.4	31.5	5.0	44.1	4.9	190.7	31.1	
All other non-manufacturing industries and services	222.8	222.1	0.7	5.8	34.9	181.2	2.2	1.9	7.7	456.4	18.0	
<b>All industries and services</b>	<b>471.1</b>	<b>459.1</b>	<b>12.0</b>	<b>19.1</b>	<b>332.8</b>	<b>315.9</b>	<b>23.9</b>	<b>69.3</b>	<b>40.2</b>	<b>1,272.3</b>	<b>—</b>	<b>132.5</b>
of which "sympathetic action"*	—	—	—	—	32.8	99.7	—	—	—	—	—	—

Table 6 Stoppages in 1984 by cause and broad industry group (SIC 1980) (contd)

	United Kingdom										
	Pay		Duration and pattern of hours worked	Redundancy questions	Trade union matters	Working conditions and supervision	Manning and work allocation	Dismissal and other disciplinary measures	All causes	Stoppages involving sympathetic action included in previous columns*	
	All	Of which									
	Wage rates and earnings levels	Extra wage and fringe benefits									
<b>Working days † lost by all workers involved in stoppages beginning in 1984 (thousands)</b>											
Extraction and processing of coke, mineral oil and natural gas	188	187	—	1	26,123	9	15	13	6	26,354	1
Metal processing and manufacture	18	18	—	—	—	—	—	—	2	20	—
Metal goods not elsewhere specified	65	61	4	—	1	—	1	1	2	70	—
Engineering	233	232	2	4	97	19	2	17	14	387	7
Motor vehicles	817	814	3	1	19	31	10	66	102	1,046	19
Other transport equipment	278	274	3	49	110	8	—	13	40	497	12
Textiles, footwear and clothing	54	54	—	—	1	5	—	1	4	66	—
All other manufacturing industries	278	254	24	6	142	9	16	60	22	533	1
Construction	21	21	—	—	249	4	34	43	6	357	3
Transport and communication	117	115	2	11	75	39	9	401	22	674	24
All other non-manufacturing industries and services	478	469	10	79	246	142	9	46	46	1,047	11
<b>All industries and services</b>	<b>2,546</b>	<b>2,498</b>	<b>48</b>	<b>151</b>	<b>27,063</b>	<b>266</b>	<b>96</b>	<b>661</b>	<b>268</b>	<b>31,051</b>	<b>—</b>
of which "sympathetic action"*	—	—	—	—	27	52	—	—	—	—	80

\* Sympathetic action stoppages, namely those in support of workers involved in stoppages at other establishments, are classified to the cause of the primary stoppage.  
 † Fourteen stoppages, each affecting more than one of the broad industry groups, have each been counted as one stoppage in the totals for all industries and services.  
 ‡ The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree precisely with the totals shown.  
 § Includes days lost in the first two months of 1985 as a result of stoppages continuing into that year; these accounted for 4,161,000 lost working days.

Table 7 Stoppages in 1984 by duration in working days

United Kingdom							
Working days	Stoppages beginning in 1984		Per cent of all stoppages	Workers* involved directly and indirectly in these stoppages	Per cent of all workers	Aggregate number of working days lost* in these stoppages	Per cent of all working days lost
	Over	Not more than					
1	1	357	29.6	306,500	22.0	216,000	0.7
2	2	164	13.6	84,600	6.1	118,000	0.4
3	3	102	8.5	68,100	4.9	122,000	0.4
4	4	95	7.9	28,300	2.0	74,000	0.2
5	5	74	6.1	196,500	14.1	207,000	0.7
10	10	181	15.0	123,100	8.9	608,000	2.0
15	15	79	6.5	103,300	7.4	696,000	2.2
20	20	44	3.7	26,700	1.9	348,000	1.1
30	30	39	3.2	33,400	2.4	518,000	1.7
50	50	43	3.6	212,100	15.3	1,051,000	3.4
50	—	28	2.3	208,400	15.0	27,093,000	87.2
<b>All stoppages</b>	<b>1,206</b>	<b>100.0</b>	<b>1,391,000</b>	<b>100.0</b>	<b>31,051,000†</b>	<b>100.0</b>	<b>100.0</b>

\* The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree precisely with the totals shown.  
 † Includes days lost in the first two months of 1985 as a result of stoppages continuing into that year; these accounted for 4,161,000 lost working days.

Over half (52 per cent) of the stoppages lasted not more than 3 working days, and these accounted for 1½ per cent of all working days lost. Stoppages in which under 500 days were lost accounted for 53 per cent of the total number of disputes, but less than ½ per cent of the days lost. Less than 2 per cent of all stoppages involved the loss of 50,000 or more working days, but dominated by the miners' strike, these in aggregate accounted for 92 per cent of all the days lost. The total of 28 stoppages involving 5,000 or more workers, once again dominated by the miners' strike, accounted for 91 per cent of all days lost, while disputes involving less than 100 workers accounted for less than 1 per cent of days lost.

Table 8 Stoppages in 1984 by aggregate number of working days lost

United Kingdom							
Working days	Stoppages beginning in 1984		Per cent of all stoppages	Workers* involved directly and indirectly in these stoppages	Per cent of all workers	Aggregate number of working days lost* in these stoppages	Per cent of all working days lost
	Over	Not more than					
Under 250 days	486	40.3	49,400	3.5	49,000	0.1	
250 and under 500	159	13.2	37,800	2.7	57,000	0.2	
500 and under 1,000	164	13.6	54,300	3.9	116,000	0.4	
1,000 and under 5,000	273	22.6	211,300	15.2	606,000	2.0	
5,000 and under 25,000	86	7.1	224,800	16.2	993,000	3.2	
25,000 and under 50,000	20	1.7	69,400	5.0	691,000	2.2	
50,000 days and over	18	1.5	743,900	53.5	28,539,000	91.9	
<b>All stoppages</b>	<b>1,206</b>	<b>100.0</b>	<b>1,391,000</b>	<b>100.0</b>	<b>31,051,000†</b>	<b>100.0</b>	

\*† See footnotes to table 7.

Table 9 Stoppages in 1984 by total number of workers directly and indirectly involved

United Kingdom							
Working days	Stoppages beginning in 1984		Per cent of all stoppages	Workers* involved directly and indirectly in these stoppages	Per cent of all workers	Working days lost* in these stoppages	Per cent of all working days lost
	Over	Not more than					
Under 25 workers	156	12.9	2,600	0.2	25,000	0.1	
25 and under 50	141	11.7	5,000	0.3	28,000	0.1	
50 and under 100	190	15.8	13,900	1.0	92,000	0.3	
100 and under 250	260	21.6	41,400	3.0	319,000	1.0	
250 and under 500	181	15.0	62,400	4.5	363,000	1.1	
500 and under 1,000	130	10.8	88,400	6.4	687,000	2.2	
1,000 and under 2,500	87	7.2	135,500	9.7	979,000	3.2	
2,500 and under 5,000	33	2.7	114,000	8.2	395,000	1.3	
5,000 and under 10,000	10	0.8	70,800	5.1	343,000	1.1	
10,000 workers and over	18	1.5	856,900	61.6	27,820,000	89.6	
<b>All stoppages</b>	<b>1,206</b>	<b>100.0</b>	<b>1,391,000</b>	<b>100.0</b>	<b>31,051,000†</b>	<b>100.0</b>	

\*† See footnotes to table 7.

## Prominent stoppages

Table 10 gives the main details of those stoppages of work due to industrial disputes beginning in 1984 which caused a loss of 5,000 or more working days; there were 124 such stoppages in 1984 compared with 94 in 1983 and 101 in 1982. The largest aggregate loss of working days (22,337,000) in the year resulted from the stoppage in protest at pit closures by employees in the coal industry which started in March and continued throughout the year. Eight other stoppages each accounted for more than 100,000 days lost—three in motor vehicles (236,000; 225,000 and 164,000), one in other transport equipment

(150,000), two in supporting transport services (200,000 and 154,000), and two in public administration and education (240,000 and 121,000).

## International comparisons

International comparisons of stoppages for a number of countries for the years 1974 to 1983, showing the number of working days lost per thousand employees, were published in the April 1985 issue of the *Employment Gazette* pp. 149-153. This showed the United Kingdom in a broadly middle-ranking position compared with other industrial countries.

Table 10 Prominent stoppages in 1984\*

Industry and locality	Date when stoppage		Numbers of workers involved		Number of working days lost	Type of worker involved		Cause or object
	Began	Ended	Directly	Indirectly		Directly	Indirectly	
Coal extraction	12.3.84	4.3.85	135,000	7,000	26,100,000	Mineworkers and coke workers	Colliery officials and other workers	Over pit closures.
Various areas in Great Britain	12.3.84	4.3.85	120	—	18,900	Mineworkers (privately owned pits)	—	In support of miners' protest against pit closures.
Various areas in Great Britain	1.3.84†	2.4.85	32,000	—	144,000	Mineworkers	—	Various stoppages arising from the national overtime ban in support of improved pay offer.
Dinnington	24.1.84	3.2.84	740	—	6,400	Mineworkers	—	Objection to redeployment.
Kirkcaldy	13.2.84	2.3.84	1,745	—	22,000	Mineworkers	—	Over down-grading of craftsmen.
Goldthorpe	22.2.84	9.3.84	815	—	9,300	Mineworkers	—	Over incentive bonus payments.
Doncaster	27.2.84	12.3.84	1,205	—	8,400	Mineworkers	—	Objection to introduction of device to measure work progress.
Electricity, gas and water	23.1.84	10.2.84	1,455	—	15,900	Distribution and service workers	—	Over new working practices and change in bonus payments scheme.
Newcastle upon Tyne	23.1.84	10.2.84	1,455	—	15,900	Distribution and service workers	—	Over new working practices and change in bonus payments scheme.
Cardiff	24.1.84	6.2.84	645	—	6,400	Fitters, mains layers, transport and ancillary staff	—	Against dismissal of shop steward for alleged misconduct.
Metal processing and manufacture	3.9.84	19.9.84	435	—	5,300	Production and other workers	—	Over loss of overtime pay due to new shift pattern.
Airdrie	3.9.84	19.9.84	435	—	5,300	Production and other workers	—	Over loss of overtime pay due to new shift pattern.
Chemicals	15.2.84	26.2.84	600	—	5,200	Process operators	—	Over suspension of worker for failing to work normally during pay dispute.
Grangemouth	15.2.84	26.2.84	600	—	5,200	Process operators	—	Over suspension of worker for failing to work normally during pay dispute.
Castleford	15.3.84	4.5.84	685	—	20,900	Process operators and clerical workers	—	Over the introduction and terms of profit sharing scheme.
Metal goods not elsewhere specified	8.5.84	3.7.84	370	130	14,800	Moulders, fettlers and welders	Maintenance workers, drivers, electricians and labourers	Over the introduction of a new bonus scheme.
Sheffield	8.5.84	3.7.84	370	130	14,800	Moulders, fettlers and welders	Maintenance workers, drivers, electricians and labourers	Over the introduction of a new bonus scheme.
Bilston	30.8.84	28.9.84	700	—	15,400	Machine operators, labourers and fitters	—	For improved pay offer.
Wolverhampton	20.9.84	5.10.84	750	—	8,700	Engineering and assembly workers	—	For improved pay offer.

\* Stoppages resulting in the loss of 5,000 or more working days.  
 † Continuation of stoppage recorded for period 1.11.83 to 29.2.84 when 75,690 workers were directly involved and 207,700 working days were lost.

# IPM '85

**EMPLOYMENT GAZETTE**  
 will be at the Institute of Personnel Management  
 Management Services & Equipment Exhibition, Exhibition  
 Centre, Harrogate, Yorkshire 16-18 October 1985



Table 10 Prominent stoppages in 1984\* (contd)

Industry and locality	Date when stoppage		Numbers of workers involved		Number of working days lost	Type of worker involved		Cause or object
	Began	Ended	Directly	Indirectly		Directly	Indirectly	
<b>Mechanical engineering</b> Various areas in Great Britain	16.1.84	16.1.84	16,100	—	16,100	Managers, technical, engineering and clerical staff	—	Protest over proposed privatisation.
Stoke-on-Trent	30.1.84	20.2.84	650	—	7,300	Assembly workers	—	For improved pay offer.
Glasgow	24.2.84	6.4.84	1,000	—	23,000	Engineering workers	—	For improved pay offer.
Peterborough	13.4.84	24.4.84	3,500	—	21,000	Machine shop workers	—	For improved pay offer.
Various areas in England and Scotland	27.4.84	27.4.84	11,595	—	5,800	Engineering workers, managerial, technical and clerical staff	—	Half day protest stoppage over proposed privatisation and fear of consequent redundancies.
Darlington	24.5.84	25.6.84	240	—	5,300	Machine operators, maintenance, and service workers	—	Over the suspension of three workers for refusing to transfer to other jobs.
Coventry	1.8.84	12.11.84	530	—	37,000	Clerical workers	—	For improved pay offer.
Derby	21.9.84	12.10.84	300	125	5,600	Welders and fitters	Production workers	Over pay calculation system.
Various areas in Great Britain	1.11.84	4.12.84	14,640	—	15,700	Technical, engineering and clerical workers	—	Series of day and part day stoppages over proposed job losses, prior to privatisation.
<b>Electrical engineering</b> Stafford	8.2.84	15.3.84	650	70	11,200	Production workers	Production workers	Series of one day strikes followed by continuous stoppage for improved pay offer.
Liverpool	22.2.84	19.4.84	1,700	—	52,700	Electricians, metal workers, fitters and joiners	—	Over proposed redundancies and severance pay.
Southampton	30.4.84	18.5.84	500	—	7,000	Production workers	—	Over the dismissal of a shop steward for refusing to accept instructions.
Merthyr Tydfil	5.7.84	8.8.84	600	—	9,000	Craftsmen and other workers	—	Method of selection for redundancy.
Llanelli	15.8.84	26.10.84	150	—	7,900	Production workers	—	For improved pay offer.
Coventry	3.10.84	30.10.84	350	1,050	20,200	Inspectors	Production workers	In support of pay claim.
Manchester	19.10.84	30.11.84	200	—	6,000	Machine operators	—	In support of pay claim.
Luton	23.10.84	19.11.84	300	—	5,700	Assembly and inspection workers	—	For improved pay offer.
<b>Instrument engineering</b> Lurgan	20.6.84	13.8.84	450	10	10,500	Production workers	Clerical staff	For improved pay offer.
Cheltenham	12.9.84	25.9.84	1,200	—	9,400	Shop floor workers	—	Protest over the suspension of workers for refusing to attend a training course.
<b>Motor vehicles</b> Washwood Heath	3.1.84	16.1.84	950	—	7,900	Body finishers, machinists, drivers and paint shop workers	—	For improved pay offer.
Cowley	1.2.84	20.2.84	225	1,470	17,200	Sewing machinists and seat builders	Production, paint and ancillary workers	Over transfer of trim shop workers to other jobs.
Neath	29.2.84	16.3.84	700	180	9,800	Machinists, setters, fitters and electricians	Management, supervisory and clerical staff	Refusal to end work-to-rule in support of pay claim.

\* Stoppages resulting in the loss of 5,000 or more working days.

Table 10 Prominent stoppages in 1984\* (contd)

Industry and locality	Date when stoppage		Numbers of workers involved		Number of working days lost	Type of worker involved		Cause or object
	Began	Ended	Directly	Indirectly		Directly	Indirectly	
Dagenham	20.3.84	22.3.84	320	1,800	5,600	Drivers and assemblers	Paint, trim and assembly workers	Protest against search of worker's home.
Longbridge	9.4.84	13.4.84	715	2,280	9,600	Trim shop workers	Track and paint shop workers	Proposed reduction in manning levels.
Longbridge	30.4.84	9.5.84	2,005	2,925	28,300	Trim, assembly and paint shop workers	Production workers	Disciplining of workers over quality of work.
Bathgate	22.5.84	1.6.84	1,650	140	12,660	Production, technical, clerical and supervisory grades	Management	Sit in, in protest against proposed closure of plant.
Longbridge	24.5.84	15.6.84	295	8,355	89,000	Stackers and drivers	Assembly workers	Dismissal of worker, following assault on foreman.
Scarborough	20.8.84	17.10.84	895	—	36,600	Coachbuilders, trimmers, machinists and painters	—	Refusal to work normally (in support of pay claim) leading to suspension of four workers.
Luton/Dunstable	29.8.84	6.9.84	1,980	3,000	6,400	Bodyshop workers	Production workers	Over reduced bonus earnings.
Dunstable/Ellesmere Port/Luton/Toddington	5.9.84	26.10.84	14,040	—	163,600	Electricians, production workers, storekeepers and drivers	—	For improved pay offer.
Cowley	10.9.84	17.9.84	65	3,000	18,600	Paintshop workers	Assembly workers	Suspended for refusing to work overtime in protest against low bonus payments.
Cowley/Swindon/Longbridge/Llanelli/Tipton	24.10.84	1.11.84	20,490	—	5,100	Assembly and production workers	—	Over union meetings held in company's time.
Coventry/Castle Bromwich	1.11.84	9.11.84	6,810	—	46,600	Assembly workers and painters	—	For improved pay offer.
Cowley/Tipton/Longbridge/Swindon/Llanelli	5.11.84	21.11.84	24,605	—	225,000	Production, engineering and foundry workers	—	For improved pay offer.
Dagenham/Halewood	15.11.84	20.12.84	270	9,800	236,300	Sewing machinists	Painters, trimmers and assembly workers	Demand for upgrading.
<b>Other transport equipment</b> Preston	20.1.84	23.1.84	6,525	—	9,900	Production workers	—	For improved pay offer.
Yeovil/Weston-super-Mare/Newport IOW	6.3.84	3.4.84	2,050	—	42,500	Technical staff	—	Proposed introduction of shift working.
Southampton	9.5.84	11.5.84	2,000	—	6,000	Various shipbuilding trades	—	Suspension of two electricians for refusing to change lunch breaks.
Glasgow	7.6.84	29.6.84	3,335	—	17,700	Various shipbuilding trades	—	Dismissal of engineer for refusing to return to his place of work.
Preston	25.6.84	13.7.84	2,295	—	33,300	Technical and administrative staff	—	Over payment for operating new technology.
Birkenhead	28.6.84	5.10.84	120	1,500	85,400	Stagers, boilermakers	Other shipbuilding trades	Sit in, in protest against redundancies.
Bristol	25.7.84	27.9.84	650	1,700	49,000	Production and maintenance staff	Management, technical and clerical staff	Claim for productivity payments considered due under previous agreement.
Bristol	30.7.84	1.10.84	2,000	5,500	150,000	Engineering and maintenance workers	Management, technical and clerical staff	For parity with other establishments in the same company.
Devonport/Rosyth	21.8.84	31.8.84	11,055	—	8,000	All trades	—	Over proposed redundancies and privatisation.
Melksham	3.9.84	23.11.84	220	—	13,200	Machinists, fitters and toolroom workers	—	In support of a pay claim.
Glasgow	23.11.84	30.11.84	3,700	—	19,400	Boilermakers and electricians	—	Dismissal of electrician in dispute over reduction in "wash-up" times.

\* Stoppages resulting in the loss of 5,000 or more working days.

Table 10 Prominent stoppages in 1984\* (contd)

Industry and locality	Date when stoppage		Numbers of workers involved		Number of working days lost	Type of worker involved		Cause or object
	Began	Ended	Directly	Indirectly		Directly	Indirectly	
<b>Food, drink and tobacco</b>								
Merseyside/Lytham/Stockport/Bradford/Wakefield	8.1.84	29.2.84	935	25	16,700	Bakery operatives	Bakery operatives	Over compulsory redundancies.
York	4.2.84	30.3.84	590	1,375	44,900	Engineering workers and craftsmen	Production workers	Over redundancy matters.
Wigan	20.3.84	22.3.84	350	1,800	5,900	Craftsmen	Process workers	Disagreement with training techniques and refusal to attend courses.
Kilmarnock	9.4.84	11.5.84	30	750	17,800	Case palletisers	Production workers	Objection to work study exercises.
Great Yarmouth/Lowestoft/Kirkby	2.5.84	29.6.84	3,045	115	22,200	Production workers	Management and clerical staff	Dissatisfaction over terms for plant closure and redundancy.
Luton	3.5.84	8.6.84	295	—	7,100	Brewing, testing and inspection workers	—	Dissatisfaction over pay negotiations.
Kilmarnock	12.9.84	10.10.84	360	—	7,400	Bottling operatives	—	Demarcation dispute leading to suspension of worker.
Castleford	8.10.84	23.1.85	55	700	50,478	Production operatives	Production operatives and service staff	Over loss of overtime earnings.
Tadcaster/Newark/Barnsley/St Helens	24.10.84	19.11.84	770	—	13,900	Production, transport and warehouse staff	—	For improved pay offer.
<b>Footwear and clothing</b>								
Barnstaple/Bath/Bridgwater/Plymouth	30.1.84	13.2.84	4,000	—	29,500	Production workers	—	Over feared loss of earnings due to reduction in time allowance.
Boston	20.3.84	2.4.84	600	—	5,800	Machinists and packers	—	In support of pay claim.
<b>Timber and wooden furniture</b>								
Sheffield	24.2.84	23.3.84	400	—	8,200	Machinists, joiners and labourers	—	For improved bonus rates.
<b>Paper, printing and publishing</b>								
London	13.1.84	1.2.84	1,110	600	13,500	Library staff and clerical grades	Printworkers, clerical staff and journalists	Over the appointment of a manager.
Saltash/New Malden/Crawley/Aylesbury	14.5.84	13.7.84	1,070	—	29,500	Printworkers and clerical staff	—	Over proposed redundancies and plant closure.
London/Poole	21.5.84	13.7.84	705	—	19,400	Journalists	—	For improved pay offer.
Barrow-in-Furness	20.6.84	13.7.84	540	—	9,600	Papermaking operatives	—	For pay increase for operating new machinery.
Maidstone	6.12.84	7.1.85	320	500	14,000	Process operators	Production workers	Failure to carry out normal working practices.
<b>Other manufacturing industries</b>								
Manchester	3.1.84	30.3.84	115	10	7,100	Process workers	Engineering workers	For improved pay offer.
Barking	9.2.84	2.4.84	200	—	7,400	Rubber workers, machinists and labourers	—	For improved pay offer.
Barnsley	21.2.84	29.3.84	450	—	7,500	Process workers	—	Dissatisfaction with general wage structure.
Grimsby	7.6.84	27.7.84	200	—	7,300	Production workers	—	For job upgrading.

\*Stoppages resulting in the loss of 5,000 or more working days.

Table 10 Prominent stoppages in 1984\* (contd)

Industry and locality	Date when stoppage		Numbers of workers involved		Number of working days lost	Type of worker involved		Cause or object
	Began	Ended	Directly	Indirectly		Directly	Indirectly	
<b>Construction</b>								
Seascale	9.1.84	16.3.84	160	85	5,100	Craftsmen and labourers	Steel fixers, scaffolders and labourers	Dispute over bonus payments.
Various areas in Great Britain	12.3.84	4.3.85	1,285	—	244,800	Construction workers	—	In support of miners' protest against pit closures.
Cowdenbeath	23.3.84	9.4.84	2,380	—	24,400	Production workers and catering staff	—	Demand for the dismissal of a foreman.
Humbly Grove	14.4.84	3.5.84	560	—	6,900	Construction workers	—	For pay parity with terms offered in northern waters of the North Sea.
Heysham	27.6.84	6.7.84	1,000	—	8,000	Construction workers	—	Over alleged unhealthy working conditions.
Scunthorpe	10.10.84	27.11.84	1,395	—	42,300	Construction workers	—	Over the introduction of new working practices.
<b>Other inland transport</b>								
Greater London	28.3.84	28.3.84	31,300	—	31,300	Road and rail operatives, administrative and technical staff	—	Over fears of job losses following proposed re-organisation.
Various areas in Scotland	8.4.84	23.4.84	1,520	—	15,700	Mechanics, electricians, painters and maintenance workers	—	For improved pay offer.
Sheffield/Doncaster	3.5.84	19.6.84	2,550	—	29,200	Bus drivers and platform staff	—	For improved pay offer.
Yorkshire	14.6.84	4.7.84	2,000	—	25,100	Maintenance and platform staff	—	For pay parity with busmen in another company.
<b>Sea transport</b>								
Dover	23.1.84	13.2.84	2,610	—	5,100	Seamen	—	Over the closure of a seamen's hospital.
Harwich	2.3.84	23.3.84	450	20	7,500	Dock workers	Dock workers	Claim for increased bonus payment.
Felixstowe/Stranraer	17.5.84	8.6.84	700	—	7,100	Merchant seamen	—	Over the disciplining of three stewards for alleged misconduct.
Various areas in United Kingdom	29.5.84	1.6.84	4,000	—	8,000	Seamen	—	Over proposed privatisation.
<b>Communication</b>								
London and Home Counties/Liverpool	25.5.84	26.6.84	9,350	—	7,300	Postal workers	—	For improved pay offer.
Manchester/Crewe/Sheffield/Stoke	1.8.84	5.8.84	8,980	—	22,300	Postal workers	—	Over suspension of union representative for refusing new working practices.
<b>Supporting transport services</b>								
Various areas in United Kingdom	9.7.84	22.7.84	25,000	—	200,000	Various dock workers and clerical staff	—	Over use of non-registered labour.
Various areas in Great Britain	24.8.84	18.9.84	10,240	55	154,000	Dockers and clerical workers	Dock workers	Over use of non-registered labour.
Southampton	22.10.84	24.1.85	600	—	30,000	Dockers	—	Over the introduction of new working practices.
<b>Insurance</b>								
Various areas in United Kingdom	23.1.84	27.1.84	7,000	—	9,600	Clerical staff	—	For improved pay offer.

\*Stoppages resulting in the loss of 5,000 or more working days.

Table 10 Prominent stoppages in 1984\* (contd)

Industry and locality	Date when stoppage		Numbers of workers involved		Number of working days lost	Type of worker involved		Cause or object
	Began	Ended	Directly	Indirectly		Directly	Indirectly	
<b>Public administration and education</b>								
West Midlands	6.1.84	28.2.84	430	—	16,100	Tax officers	—	Fear of redundancies following introduction of computerised system.
Various areas in Great Britain	26.1.84	28.2.84	168,305	—	121,400	Civil servants	—	Over banning of union membership.
Southwark	19.3.84	17.4.84	935	—	20,600	Local government officers	—	Over dismissal of a social worker for refusing to work to contract of employment.
Barking	19.3.84	31.8.84	85	—	7,600	Cleaners and ancillary staff	—	Over terms of employment following privatisation.
Merseyside	4.4.84	11.5.84	280	—	6,900	Refuse collectors, sweepers and drivers	—	Over holiday pay and sickness benefit.
Various areas in England, Wales and Northern Ireland	11.4.84	22.6.84	170,000	—	240,000	Teachers	—	Selective stoppages in support of an improved pay offer.
Newcastle-upon-Tyne	14.5.84	21.1.85	555	—	67,600	Computer staff	—	Proposed changes in shift work arrangements.
Manchester/London/Teignmouth	25.6.84	7.9.84	190	—	5,900	Civil servants	—	Over proposed re-organisation.
Various areas in Scotland	20.8.84	30.11.84	3,800	—	9,000	Teachers	—	Over the introduction of new timetables.
Sheffield	6.9.84	7.12.84	765	—	43,400	Clerical staff	—	Over the introduction of new technology.
Cambridge	25.9.84	Cont'd†	300	—	20,100	Porters, catering and cleaning staff	—	Over job losses and changed conditions of employment following privatisation.
St Helens	3.10.84	28.11.84	2,500	500	89,000	Various administrative, clerical and manual grades	Clerical grades	Over re-organisation proposals and fears of job losses.
Glasgow	29.10.84	2.11.84	1,300	—	6,500	Managerial and clerical staff	—	Against proposal to remove security screens.
Rhondda	11.12.84	30.1.85	360	500	26,000	Administrative and clerical grades	Manual grades	Over re-organisation proposals and consequent job losses.
Scotland	15.12.84	Cont'd†	23,000	—	74,000	Teachers	—	Selective stoppages in support of an independent pay review.
<b>Other services</b>								
London	18.2.84	17.4.84	2,500	—	31,400	Scenery workers	—	Over revised working practices.
East Kilbride	3.4.84	14.9.84	125	—	10,800	Civil servants	—	Retention of civil service status and conditions of employment.
London	16.4.84	27.7.84	150	—	15,300	Nurses	—	Dissatisfaction with pay and conditions.
Bolton	2.5.84	12.12.84	200	—	29,600	Nursery nurses	—	For improved pay offer.
London	11.5.84	26.6.84	220	—	7,000	Clerical grades	—	For improved pay offer.
Mold	5.9.84	Cont'd†	260	—	25,200	Nursery nurses	—	For improved pay offer.
London	18.10.84	2.11.84	1,030	—	11,200	Technicians	—	For extra payment for using new technology.
<b>Various industries and services</b>								
Various areas in United Kingdom	28.2.84	28.2.84	99,570	—	52,200	Various occupations	—	In support of civil servants' protest against ban on union membership.
Various areas in Great Britain	3.4.84	13.7.84	32,810	—	27,500	Various occupations	—	In support of miners' protest against pit closures.

\* Stoppages resulting in the loss of 5,000 or more working days.  
† Working days lost computed to 28.2.85 (stoppage continued).

SPECIAL FEATURE



## A survey of Youth Training Scheme providers

There is considerable interest in the various organisations taking part in the Youth Training Scheme (YTS) and in how they provide training. This article presents key findings from a major survey of these YTS providers.

Some of the main findings of a recent survey of Youth Training Scheme (YTS) providers were:

- 18 per cent of trainees in *Mode A* were long-term trainees;
- on average trainees were offered at least 14 weeks off-the-job training in *Mode A*;
- 24 per cent of trainees in *Mode A* are occupying jobs for young people which have been brought within the scheme. The majority of work placements have been specially created;
- more than half the managing agents and nearly three-quarters of employers providing work experience in *Mode A* intended to use YTS as the main method for recruiting young employees in the future;
- approximately 100,000 establishments are taking part in YTS.

The Youth Training Scheme (YTS) was introduced in 1983 to provide 16 and 17 year-old school leavers with a programme of broad-based vocational training lasting up to a year. The scheme provides both work-based learning and off-the-job training and it aims to give trainees a range of practical transferable skills to enable them to compete

### The Youth Training Scheme (YTS)

This article presents findings from a survey of the first year of YTS in 1983-84.

From April 1, 1986 YTS will be expanded into a two-year programme.

The Youth Training Scheme consists of three Modes or training programmes:

- Mode A is the main employer-led programme. It covers about three-quarters of the young people on YTS.
- Mode B1 covers approximately one fifth of trainees. It consists of three types of provision: Community projects, Training Workshops, and Information Technology Centres (ITeCs).
- Mode B2 is the smallest programme. Schemes are usually operated by colleges of further education and local education authorities.

more effectively for jobs and to undertake further training in their adult lives. During the first year of YTS 370,000 young people entered the scheme and it has now become a major feature in the transition from school to work. In

January 1985 more than one in four of all 16 year olds and over half of those not continuing in full-time education were taking part in the scheme. Its impact on the youth labour market will increase further with the introduction of a two-year training programme from April 1986.

Given the scale of YTS and its increasing role in the early labour market experience of young people it is important to know how the scheme has operated in practice. As part of its evaluation strategy the Manpower Services Commission (MSC) commissioned a survey of a representative sample of schemes and of employers providing work experience to gather information about the first year of the scheme. This interview survey took place in June-July 1984 and referred to the 1983-84 YTS year. It covered 236 *Mode A* schemes, 148 *Mode B1* schemes and 80 *Mode B2* schemes. In addition 456 establishments providing work-based training or work experience for trainees on *Modes A* and *B2* were also interviewed. The survey sample was drawn from a census of schemes carried out in October 1983 and therefore included all sizes and types of scheme including those large national schemes negotiated through the MSC's Large Companies Unit. This article discusses the findings of the survey for each of the YTS modes in turn.

### Mode A

Nearly two-thirds of *Mode A* schemes were managed by private companies or nationalised industries though such schemes only covered just under half the trainees on this mode (see *table 1*). Public sector organisations accounted for around one-sixth of both schemes and trainees; Industrial Training Boards tend to operate schemes which are

Table 1 Type of Managing Agent—Mode A

	Per cent of schemes	Per cent of trainees
Local authority	8	6
Local education authority	3	4
College of further or higher education	3	3
Other public sector	1	2
Nationalised industry	4	6
Private company	61	42
Chamber of commerce	1	2
Voluntary bodies, charities, trusts	6	7
Industrial training boards	2	14
Other industry-based training organisations	4	4
Consortium	4	5
Others	2	5
	100	100

much larger than average, in some cases on a national scale, and thus accounted for 14 per cent of trainees but only two per cent of schemes.

Most managing agents operated only one scheme, with an average of 74 places (in 1983-84) though schemes varied

Table 2 Size of Mode A Schemes

Number of approved places	Number of schemes	Percentage of all schemes
1-20	2,167	51.4
21-50	855	20.3
51-100	581	13.8
101-500	560	13.3
501-1,000	41	1.0
over 1,000	14	0.3
	4,218	100.0

Notes: [1] Figures are drawn from the October 1983 Census of Schemes on YTS which provide a sampling frame for the 1984 Providers Survey.  
[2] Figures include Large Companies Unit (LCU) schemes. Each is counted as one scheme, although it may include several sites.

considerably in size, some having several thousand trainee places (see *table 2*). One in three managing agents interviewed said that their main activity was training though some of these are known to have been training subsidiaries of larger companies with other main business interests. Fourteen per cent of managing agents said they aimed to provide training on a profit-making basis. This gives an indication of the proportion of specialised commercial training agencies participating in YTS.

### Recruitment of trainees

Most managing agents recruit young people to their schemes via the Careers Service though extensive use is also made of direct applications from young people and contacts made through their own employees as well as press advertisements. The Careers Service was regarded as the most successful method of recruitment by 64 per cent of managing agents while 17 per cent also regarded contacts established through existing employers as particularly successful.



Under the guidance of YTS pottery instructor Chris Pratt, trainee Ann Lodge of Runcorn, Cheshire works on a replica of a sixteenth century jug.

Managing agents in *Mode A* were more selective in recruiting young people to their schemes than other Modes but even in *Mode A* over a quarter of schemes interviewed accepted all applicants until full, while a further third accepted more than half of the young people who applied. On the other hand a minority of schemes did have entry requirements. For example, one in ten managing agents, covering 18 per cent of trainees, required at least some of their prospective trainees to have three or more 'O' levels.

In just over a quarter of schemes managing agents also used tests for skills such as numeracy, literacy and manual dexterity when selecting trainees. In some cases YTS forms the first year of an extended period of training or is used to

select people for permanent employment so initial entry standards are likely to be more stringent. Even in schemes using such entry criteria not all recruits have to meet this standard, for example, potential long-term trainees may be expected to have higher qualifications than other young people taken on by the same managing agent.

At the time of the survey a number of schemes did not accept young people facing particular problems or disadvantages. Schemes responsible for one fifth of *Mode A* trainees did not accept either those with learning difficulties or ex-offenders, while schemes covering 16 per cent of trainees did not accept young people with disabilities.

### Payments to trainees

All trainees were paid the basic allowance of £25 per week (the allowance is currently £26.25 per week), though 16 per cent received additional payments from their managing agent, (see *table 3*) and the mean payment was £28.10 per week. Long-term trainees were particularly likely to receive more than the basic allowance. On average, programmes with long-term trainees were paying £41 per week with just under a third paying £50 or more per week.

Table 3 Income of Mode A trainees (March 1984)

Income	Per cent of trainees:
£25.00 only	84
Over £25.00 up to £30.00	3
Over £30.00 up to £35.00	3
Over £35.00 up to £40.00	1
Over £40.00 up to £50.00	4
Over £50.00 up to £60.00	3
Over £60.00	2
	100
Mean	£28.10

### Long-term trainees

In a number of cases employers have brought their existing long-term training within YTS. Eighteen per cent of trainees on *Mode A* in March 1984 (equivalent to 13 per cent in all modes) were long-term trainees; this implies a total of 33,000 YTS long-term trainees at that time. Not all these will have had full employee status during their YTS year. The survey findings, combined with other evidence, suggested that of all 16 year-old long-term trainees between 45 and 50 per cent had been brought within YTS. In some cases, though, YTS funding will have allowed employers to either expand their long-term training intake or restore it to former levels.

Table 4 Long-term trainees on Mode A

Type of training	Per cent of all long-term trainees on YTS
Engineering	38
Construction	45
Hairdressing	1
Hotel and catering	2
Road transport	2
Distribution	1
Office work	7
Other	3
	100

Young people starting the first year of long-term traineeship under YTS were usually training for skilled occupations in construction or engineering—45 and 38 per cent respectively of the 1983-84 intake. One in six, how-

ever, was training for a service sector occupation such as hairdressing, hotel and catering work or office work, (see *table 4*).



YTS trainee Jenny Hirst at BSC's die polishing workshop at Stockbridge, Sheffield.

In nine out of ten cases the YTS year had not added to the overall length of long-term training but simply covered the first year of a training programme normally lasting three or four years. Altogether 28 per cent of *Mode A* schemes had at least some long-term trainees; they were particularly concentrated in larger schemes, often operating on a national scale, with two-thirds being on schemes with more than 200 trainee places.

### Off-the-job training

Managing agents are required to arrange a minimum of 13 weeks off-the-job training away from the normal workplace for each trainee. This training can either be provided directly by the managing agent or sub-contracted to other organisations such as a local college. In nearly three out of four cases the managing agent provided some off-the-job training in-house, while in the remaining quarter of schemes it was all sub-contracted to other training organisations.

When off-the-job training is sub-contracted this is usually to a college of further education. Overall 66 per cent of all *Mode A* schemes made some use of colleges; 89 per cent of those who used sub-contractors at all. A number of private training companies or organisations also provide off-the-job training and some of these have been developed specifically to meet the requirements of YTS. The survey indicates that where such companies or organisations are not acting as managing agents themselves, they usually perform an ancillary training role; although just under a quarter of schemes made some use of private training providers, they were the main provider for only four per cent of the schemes.

The duration of off-the-job training can vary both within and between schemes. A managing agent may have different arrangements for different sets of trainees. The majority of trainees who stayed for a full year on a *Mode A* scheme were given 13 weeks off-the-job, though some received considerably more than this and the average duration offered to trainees was 14 weeks.

Long-term trainees were particularly likely to have a longer period of off-the-job training, the average duration offered being 32 weeks. There was, however, a marked dichotomy between just over a third of schemes with long-term trainees which offered between 13 and 15 weeks off-the-job and two-fifths which offered 45 weeks or more. Trainees on the latter type of programme would effectively be spending the whole of the first year of their training off-the-job. This is the pattern, for example, in engineering training.

A trainee may receive off-the-job training in a variety of ways. One-third of schemes provided this training in the form of day release for one and two days a week, thus building upon an established tradition among employers of 16 and 17 year-olds. In contrast to this more than a quarter of schemes arranged off-the-job training in a series of separate blocks, each lasting a week or more at a time, interspersed with periods of work experience. In the remaining cases it was provided in a mixture of both day and block release, while just 7 per cent of schemes offered all such training in one single, continuous period. A number of managing agents also organise residential training for their trainees, sometimes in the form of outward-bound type courses. In 1983-84, 26 per cent of *Mode A* trainees had the opportunity to do this.

### Work-based training

With the exception of some long-term trainees, *Mode A* trainees spend the majority of their YTS year receiving work-based training or work experience in workplaces. If a trainee stays for a full 50 week programme, 37 weeks will usually be spent doing work experience (including holiday entitlement). Such training is designed to give young people an introduction to the working environment and to provide them with experience and training in a variety of skills. This is achieved in a number of ways. More than two-thirds of trainees mainly spent their work experience time either assisting other people to do their normal jobs or doing work similar to that of other employees in the workplace; in the remaining cases trainees mainly did on-the-job training, such as project work, with little or no productive output.

Table 5 Providers of work-based training—Mode A

	Per cent schemes	Per cent of trainees covered
Managing agent only	52	29
Managing agent and other	20	32
Other employers only	26	36
Other answer	2	3
	100	100

Work-based training can be provided by the managing agent or sub-contracted to other employers. For example, where a scheme is managed by a specialist training organisation work experience will usually be provided by outside employers. Managing agents whose main business activity is not training may, on the other hand, be able to offer all their own work placements. In 52 per cent of *Mode A* Schemes, accounting for 29 per cent of trainees, all work based training was provided directly by the managing agent (see table 5). This could be at a single establishment or, for example, in the case of a large, national chain-store, at a number of local branches throughout the country. Interestingly there were only half as many schemes in which all

work experience was provided by other employers. As these tended to be the large schemes they covered the largest single group of trainees.

An individual trainee might move around between different work placements during the course of his or her YTS year, but at any one time 58 per cent of trainees were receiving work experience from external employers; 42 per cent directly from the managing agent of their scheme.

Where work experience was sub-contracted to other employers it was usually provided in relatively small establishments—an average of 44 employees, with 57 per cent having less than 10 at the sampled establishment. Nearly all such sub-contractors were in the private sector, 59 per cent being limited companies and 37 per cent partnerships or self-proprietorships. It appears to be very unusual for a public sector body, such as a local authority, to provide work placements for schemes managed by private companies. When work experience was provided direct by the managing agent this was often in larger establishments, averaging 96 permanent employees.

Taking into account both those involved as managing agents and those offering work experience placements, the survey suggests approximately 100,000 establishments are participating in YTS in some capacity.

Table 6 Industrial distribution of work placements and of employees outside YTS: Great Britain 1983-84

Industry	YTS work* placements per cent	16 year-olds† outside YTS per cent	All employees‡ (all ages) per cent
Agriculture, forestry, fishing	2	4	2
Energy and water	0§	1	3
Extraction of minerals; manufacture of metals, minerals, chemicals	4	3	4
Metal goods, engineering, vehicles	12	12	12
Other manufacturing	6	17	10
Construction	4	11	5
Distribution, hotels and catering, repairs	41	28	20
Transport and communication	1	3	6
Banking, finance, insurance, business services	6	6	9
Other services	22	14	29
Not stated	3	—	—
	100	100	100

\* Survey of YTS Providers (includes some 17 year-olds).  
† Age as at August 31, 1983. New Entrants to Employment Survey, England and Wales; Scottish School Leavers Survey, Scotland.  
‡ December 1983, Department of Employment.  
§ 0=less than 0.5 per cent.

Table 6 shows the industrial distribution of work experience places in *Mode A*. More than two-thirds of placements were in the service sector. Forty-one per cent were in "distribution, hotels and catering, and repairs" which covers work in shops, warehouses, garages, hotels and restaurants. A further 22 per cent were in "other services" which includes personal service industries such as hairdressing and work in community and social services. Just over a quarter of placements were in the manufacturing and construction industries though trainees working in these industries may sometimes have been learning non-manual skills. They may, for example, have been working in the sales office of a manufacturing company.

Table 6 also shows the industrial distribution of 16 year-old school leavers entering employment outside YTS in 1983 and, for comparison, the industrial distribution of employees of all ages. Compared with 16 year-olds outside the scheme, YTS trainees (who included some 17 year-olds as

well) were significantly more likely to be working in the service sector rather than manufacturing. YTS trainees were also rather more concentrated in the service sector than the generality of employees, though this was due entirely to the high proportion of trainees in distribution, hotels and catering and repairs.

Although the number of 16 year-olds employed outside YTS had declined, the introduction of the scheme had not, at least in 1983-84, had any marked effect on the pattern of distribution of these young employees across industrial sectors. Their industrial distribution closely matched that of 16 year-old entrants to employment in 1979 and 1980.

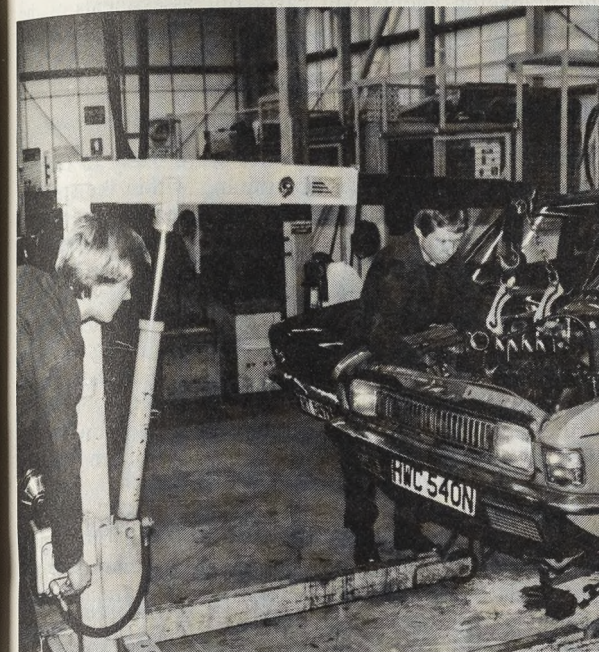


Photo: Road Transport Industry Training Board

Motor vehicle trainees on YTS at West Suffolk College, Bury St Edmunds.

This suggests that where existing young peoples' jobs have been absorbed into YTS this has happened more or less proportionately in all sectors. Employers in some service sector industries, however, have been more able to generate the new, additional training places required to develop and expand YTS. This may be a reflection of the relatively lower capital intensity of these industries and of the long-

term expansion of employment in the service sector compared with manufacturing.

### YTS and permanent employment

The introduction of YTS has had a major impact on the recruitment and employment of young people among participating employers. The survey findings suggest that 24 in 100 *Mode A* places represented young peoples' jobs which had been brought within the scheme, while a further 7 per cent represented cases where trainees had been taken on in preference to older workers. In sub-contracting establishments providing work experience YTS trainees formed a relatively high proportion of all workers aged under 18, the ratio being eight YTS trainees for every nine young employees outside the Scheme. This indicates that in a minority of cases employers have brought existing young peoples' jobs into YTS but the majority of work placements appear to have been specially created.

YTS has become a major channel for recruiting young people to the permanent workforce. This is an important development as *Mode A* now covers 40 per cent of all 16 year-old school leavers who enter the labour market. More than half the managing agents interviewed and nearly three-quarters of other employers providing work experience said YTS would be the main method used for recruiting young employees in the future. Approximately one in 11 trainees were converted into full employees during the course of their YTS year though some could have been withdrawn from the scheme at that point. The MSCs follow-up surveys of young people show that 37 per cent of *Mode A* trainees who left their schemes between July and September 1984 were taken on permanently by either their managing agent or work experience provider, while a further 29 per cent were recruited by other employers.

### Mode B

In the first year of YTS, 21 per cent of trainees were on *Mode B1* schemes while 7 per cent were covered by *Mode B2*. There are three different types of provision in *Mode B1*: Community projects, training workshops and Information Technology Centres. They usually provide both off-the-job training and work experience in-house, though increasingly trainees are also being offered work placements with other employers. *Mode B2* schemes are similar in content to those in *Mode A*, but are mainly organised by educational bodies such as colleges.

More than half the *Mode B1* schemes were managed by

Table 7 Type of Sponsor in Modes B1 and B2: Distribution of schemes and trainees (percentages)

	Mode B1				Mode B2			
	CPs		TWs		ITeCs			
	Schemes per cent	Trainees per cent	Schemes per cent	Trainees per cent	Schemes per cent	Trainees per cent	Schemes per cent	Trainees per cent
Local authority	33	38	45	35	41	38	9	9
Local education authority	12	17	18	19	7	9	38	33
College of further education	—	—	—	—	—	—	27	22
Other public sector	—	—	—	—	—	—	7	10
Private company	2	0§	11	12	6	9	3	7
Nationalised industry	1	1	1	2	—	—	—	—
Voluntary bodies, charities and trusts	52	44	19	28	32	28	8	9
Industrial training board	—	—	—	—	—	—	2	1
Other industry-based training organisation	—	—	—	—	—	—	5	8
Consortium	—	—	—	—	11	11	1	2
Others	—	—	6	4	4	4	—	—
	100	100	100	100	100	100	100	100

§ 0=less than 0.5 per cent.

public sector bodies particularly local authorities, who acted as sponsors—a "sponsor" in *Mode B* has, broadly speaking, the same responsibilities as a managing agent in *Mode A*. Many of the remaining schemes were run by voluntary bodies and industry-based training organisations were also involved. *Table 7* shows the distribution of schemes and trainees by type of sponsor organisation.

Sponsors of *Mode B1* schemes employed 31 members of staff for every 100 trainees, though at the time of the survey the schemes were only three-fifths full so this will have inflated the planned adult/trainee ratio. Of these 31 staff, 26 had been recruited specially and 19 of these were previously unemployed. Most staff worked full-time on the scheme. In contrast most staff involved in *Mode B2* spent only part of their working time on a particular scheme—in many cases college lecturers and staff would be responsible for trainees from a number of different schemes. Although the ratio of adults to trainees was 48:100, this reduced to 20 full-time equivalent adults per 100 trainees. Just under a fifth had been specially recruited. *Mode B* and particularly the three types of *Mode B1* provision, does then help to remove a significant number of adults from unemployment.

All *Mode B1* schemes and the overwhelming majority of *Mode B2* sponsors used the Careers Service to recruit trainees and this was regarded as the most successful method. However, considerable use was also made of relatively informal recruitment methods such as contacts made through existing employees, with parents and direct applications from young people themselves. Community Project schemes, in particular, also recruited trainees via the Probation Service and Social Services departments. Although contact with trainees may have been made in these ways their application was likely to have been formally channelled through the Careers Service.

### Providing for special groups

A number of *Mode B1* schemes are specially designed for disadvantaged groups or those encountering particular difficulties. For example, 14 per cent of schemes covering 16 per cent of trainees, catered specially for those with learning difficulties. Other special groups catered for included the disabled and young ex-offenders, while some schemes were specially geared towards members of ethnic minorities (see *table 8*). A significant minority of *Mode B2* schemes were also designed for those experiencing disadvantages in the labour market. It should be emphasised that not all trainees on these schemes will have had these characteristics.

**Table 8 Provision for special groups of trainees**

Specially designed for:	Mode B1		Mode B2	
	Per cent of schemes	Per cent of trainees	Per cent of schemes	Per cent of trainees
Those with learning difficulties	14	16	19	19
Disabled	9	10	16	12
Ex-offenders	8	9	6	8
Ethnic minorities	4	5	11	10

*Mode B1* schemes were generally less selective than those in *Mode A* when recruiting young people. Community Projects and Training Workshops usually accepted all those who applied until places were filled, but *ITeCs* were rather more selective. Very few trainees were required to have formal educational qualifications before being

accepted. Young people applying to Community Projects and Training Workshops did not usually encounter any tests of ability before being offered a training place but some *ITeCs* did test for skills in, for example, numeracy and general intelligence.

In *Mode B2* sponsors were slightly more selective. Only a third accepted all those who applied. A small number of sponsors expected some entrants to have CSE's or 'O' levels and they were almost as likely as *Mode A* managing agents to use selection tests, though this still only applied to a small minority of schemes. Most operated no such selection tests. It should be noted the survey asked about tests used to select trainees for entry to schemes; virtually all sponsors and managing agents will carry out assessments of the training needs of young people once they have joined the scheme.

### Off-the-job training

Trainees on *Mode B1* schemes were likely to receive some or all their off-the-job training within the sponsor organisations. A majority of schemes providing more than half their training in-house, while approximately one in six sub-contracted all of it to other organisations. Even among those schemes who did make use of other organisations to provide off-the-job training the bulk of such training was still offered in-house. When off-the-job training was sub-contracted this was usually to a college of further education. Sponsors of *Mode B2* schemes were often colleges of further education (or their parent local education authorities) so it is not surprising that eight out of ten schemes provided all off-the-job training in-house.

The majority of trainees who stayed for a full year on a Community Project received 13 weeks off-the-job training; in the case of Training Workshops or *ITeCs* most received between 13 and 15 weeks. However, some trainees were offered longer periods of training. Overall the average length of off-the-job training for Community Projects and Training Workshops was 14 weeks; for *ITeCs* it was 20 weeks. *Mode B2* sponsors provided a longer period of off-the-job training than other modes; over half provided 17 weeks or more with an average of 19 weeks.

### Work-based training

One in five *Mode B1* trainees were on schemes offering all work-experience in-house. A further 60 per cent were on schemes which also used sub-contractors to some extent. Most *Mode B2* schemes sub-contracted all work experience to other providers; this is not surprising as many sponsors are colleges of further education. As with *Mode A*, the sub-contractors offering work experience for *Mode B2* trainees were usually small, private sector establishments. They were rather more likely to be in the manufacturing and construction industries than their counterparts in *Mode A*, though the majority (59 per cent) were nevertheless in the service sector.

### EMPLOYMENT NEWS

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# LABOUR MARKET DATA

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### Publication dates of main economic indicators 1985

Unemployment and vacancies	Retail Price Index	Employment and hours	Average Earnings Index
Friday, August 30	Friday, September 13	Wednesday, September 18	Wednesday, September 18
Thursday, October 3	Friday, October 11	Wednesday, October 16	Wednesday, October 16

After 11.30 am on each release date, the main figures are available from the following telephone numbers:

**Unemployment and vacancies:** 01-213 5662 (Ansafone Service) /6572  
**Retail Prices Index:** 0923 28500 ext. 456 (Ansafone Service).  
**Employment and hours:** 0923 28500 ext. 403.  
**Average Earnings Index:** 0923 28500 ext. 408 or 412

Summary

The economy is estimated to have expanded by some 3 per cent between the second quarter of last year and the second quarter of this year, after allowing for the effects of the coal strike. There is a consensus of forecasters expecting growth of 3-3½ per cent this year—of which about ¾ of one per cent represents recovery from the coal strike—and growth of 2-2½ per cent in 1986.

Output of the production industries is provisionally estimated to have risen by 2 per cent in the second quarter compared with the previous quarter and was 5½ per cent higher compared with a year earlier. Output has been affected by the coal strike although the effect was less in the second quarter than in earlier quarters (see detail below). Manufacturing output in the second quarter was ½ per cent higher than in the previous quarter and 2½ per cent higher than in the second quarter of 1984.

Consumers' expenditure rose again in the second quarter after falling slightly in the first quarter of 1985 and was above its level in the corresponding quarter a year ago. The volume of retail sales, which accounts for about half of consumers' expenditure, continued to rise in the three months to July, when it was nearly 5 per cent higher than a year previously.

Capital expenditure fell in the second quarter of 1985 but this was partly due to the bringing forward of investment into the first quarter prior to the reduction of capital allowances in April. The

volume of stocks held by manufacturers and distributors fell slightly in the second quarter of 1985.

The number of employees in employment in manufacturing industry fell by 7,000 in the three months to June 1985. This continued the slower downward trend following the faster rate of decline between late 1979 and mid-1983. The index of average weekly hours worked by operatives in manufacturing industries rose slightly in

June, reflecting both an increase in overtime and a reduction in short-time working.

The seasonally adjusted level of unemployment (excluding school-leavers) increased by 7,000 in the month to July and is broadly unchanged over the past three months, following some relatively sharp rises earlier this year. The trend in unemployment remains upward, but figures for the past few months appear to indicate a slight

easing of the rate of increase, which may now have moved below the range of 10,000 to 15,000 a month experienced for the past year and a half.

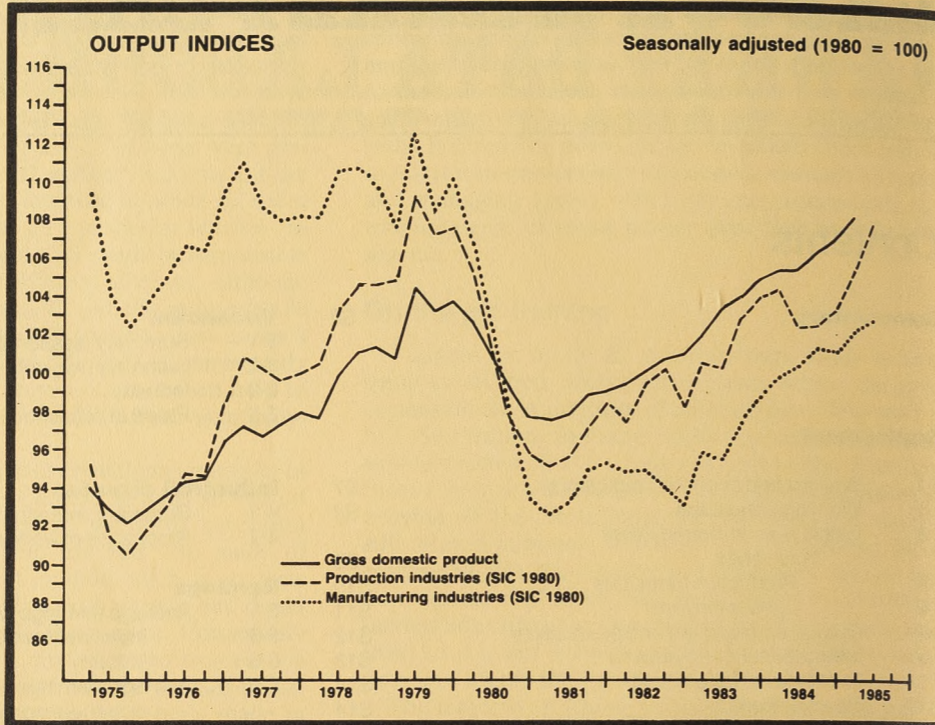
The underlying increase in average earnings in the year to June 1985 was about 7½ per cent. The actual increase was substantially higher because of the coal-strike in progress in June 1984 and higher amounts of back pay.

The rate of inflation as measured by the 12-month change in the index of retail price was 6.9 per cent in July compared with 7.0 per cent in June. Producers' input prices fell for the fifth consecutive month, and are at the same level as a year ago. Output prices have been little changed since February.

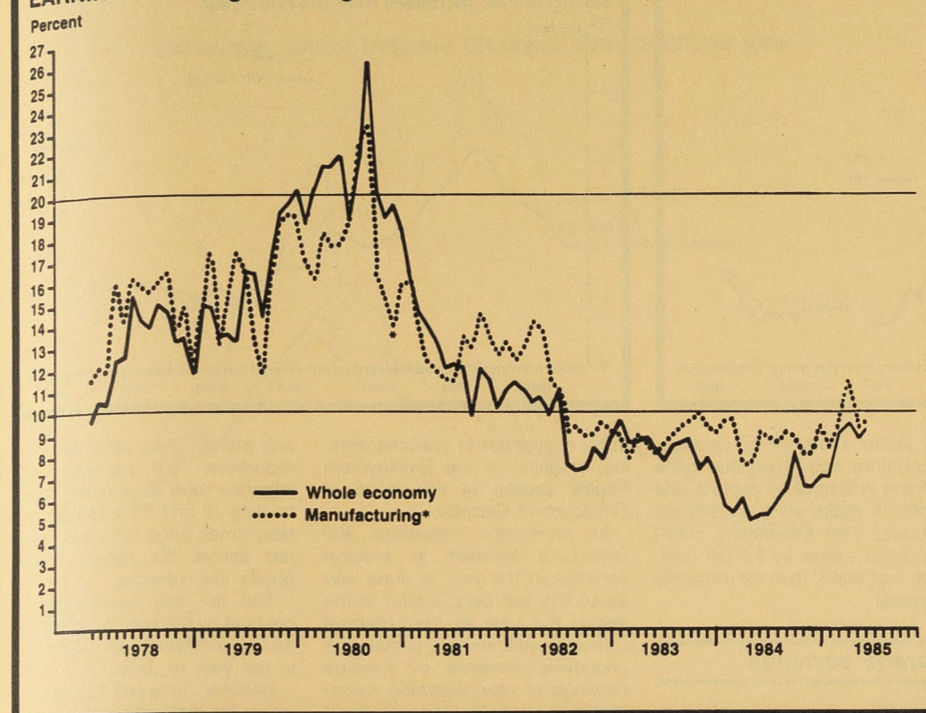
Economic background

The UK economy is at present in a fairly buoyant state, due to the ending of industrial disputes in the coal-mining and motor vehicles industries and high levels of consumer expenditure. Growth of 3 to 3½ per cent is expected this year of which about ¾ of one per cent represents recovery from the coal strike. In 1986, growth of 2 to 2½ per cent is expected.

Movements in the CBO's cyclical indicators remain difficult to interpret because of the impact of industrial disputes. No firm view can be taken on when the next cyclical peak may occur.



EARNINGS: Average earnings index: increases over previous year



The July results of the CBI quarterly industrial trends survey suggests that although UK manufacturing industry is still expanding, expectations about future growth have fallen. Orders are expected to have continued to rise, although their rate of increase may have slackened, while export orders, deliveries and optimism about export prospects fell, possibly as a consequence of the recent appreciation of sterling. A balance of firms are expecting to shed labour. The survey was, however, carried out before the recent cuts in interest rates.

GDP (output) on the provisional estimate, rose by about ¾ per cent in the second quarter, to a level nearly 4 per cent higher than a year earlier. The coal strike reduced output by an estimated ¼ per cent in the second quarter, compared with 1 per cent in the previous quarter and 1¼ per cent in each of the three preceding quarters.

Output of the production industries is provisionally estimated to have risen by 2 per cent in the second quarter of 1985 compared with the previous quarter, and was 5½ per cent higher than a year earlier. The dispute in the mining industry reduced the level of industrial production by about 1 per cent in the second quarter compared with 3 per cent in the previous quarter and 3½ per cent in the second quarter of 1984. Output in the manufacturing industries rose ½ per cent in the second quarter to a level 2½ per cent higher than a year earlier.

After dipping slightly in the first quarter of the year, consumers' expenditure rose by 2 per cent in the second quarter, to a level 2 per cent higher than a year earlier. The

saving ratio in the first quarter of 1985 was 11½ per cent, having fallen from the exceptionally high levels at the end of 1984 which were due to large transitory components in income. The volume of retail sales, which accounts for about half of consumers' expenditure, on provisional figures rose by 2 per cent in the three months to July, compared with the previous three months, and was nearly 5 per cent higher than a year previously.

The provisional estimate of capital expenditure by the manufacturing, distribution, and financial industries was 14 per cent lower in the second quarter than in the

previous quarter but 3½ per cent higher compared with a year earlier. The decrease between the first and second quarters was partly because of the bringing forward of investment prior to the reduction in first year capital allowances from 75 per cent to 50 per cent with effect from April 1985.

The volume of stocks held by manufacturers and distributors fell by £35 million in the second quarter of 1985. Manufacturers' stocks rose by £120 million compared with a fall of £380 million in the previous quarter. Wholesalers' stocks fell by £100 million in the second quarter compared with £55

million in the first quarter, while retailers stocks fell by £55 million after falling by £50 million during the first quarter.

The public sector borrowing requirement in the first four months of the financial year 1985/86 was £3.2 billion, compared with £5.2 billion in the same period last year. The forecast for 1985/86 announced in the financial statement and Budget report was £7.1 billion; about two-thirds of this is expected to occur in the first half of the year.

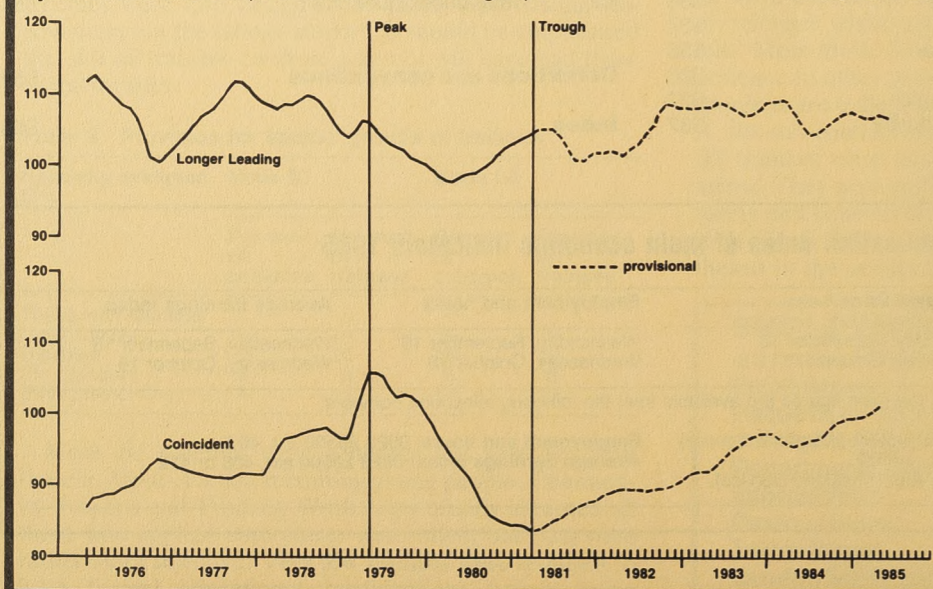
Sterling M3 fell by 0.7 per cent in the month to mid-July which means that it has risen by 12.1 per cent in the previous 12-months, above its target range of 5-9 per cent. On the other hand, M0 grew by 0.4 per cent in the month to mid-July, and by 5.1 per cent in the 12-months to July which is well within its target range of 3-7 per cent.

There were successive ½ per cent cuts in clearing bank base rates on 15 July and 29 July, and at the end of the month they stood at 11½ per cent.

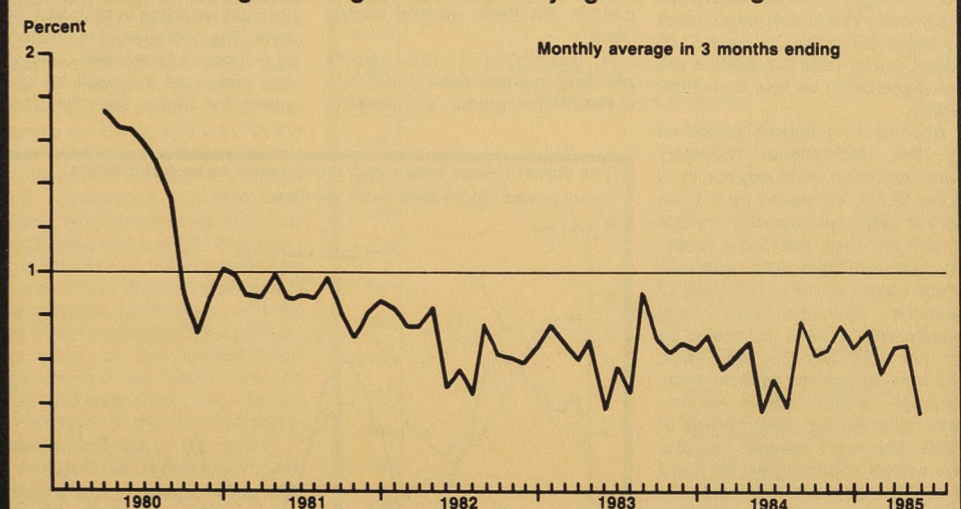
Sterling's effective exchange rate appreciated rapidly in July and stood at an average of 83.3 (1975=100) in the month compared with 79.9 in June and 78.4 in July last year. However, there was some weakening in early August, reflecting the renewed strength of the dollar, and market fears of further cuts in interest rates or oil prices.

There was a substantial improvement in the visible trade balance between the first and second quarters of 1985 with the deficit falling from £1.3 billion in the first quarter to £0.3 billion in the second. However, the improvement can be more than accounted for by the effects of the mining dispute which adversely affected the balance in the first quarter by an estimated £1¼ billion. The oil

Cyclical indicators Composite indices of indicator groups January 1980 = 100

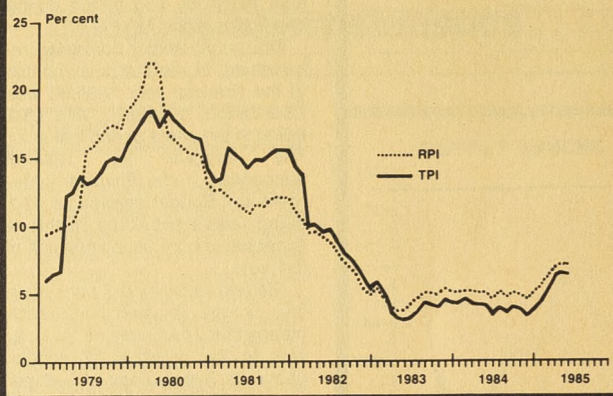


EARNINGS: Average earnings index: underlying rate of change\*



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

RPI and TPI: increases over previous year



trade surplus improved by £0.5 billion to £2.4 billion and the non-oil balance improved by £0.6 billion to a deficit of £2.7 billion. With the invisible surplus projected at £1.5 billion, the current account in the second quarter is estimated to have been in surplus by £1.2 billion compared with a £0.1 billion in the first quarter.

The volume of exports in the second quarter was virtually unchanged from the first quarter but was 10 per cent higher than a year earlier. The underlying level of non-oil export volume has shown little change in the first six months of 1985. The volume of imports in the second quarter was 5 per cent higher than a year earlier, but the underlying trend has also been fairly flat since the end of last year.

## World Outlook

The us trade deficit in the second quarter of 1985 was a record \$33 billion, an increase of 13 per cent from the previous quarter, and nearly 3 per cent above the previous highest figure in the third quarter of 1984.

The us congress has approved a 1986 budget intended to reduce the coming year's estimated deficit by about \$55 billion to about \$170 billion, but by 1988 the deficit is still not expected to be less than \$100 billion.

According to figures published by the International Monetary Fund, recorded world exports, in us dollar terms, increased by 6.1 per cent in 1984, and recorded imports by 6.5 per cent, marking a recovery from the three year recession which began in 1981. The trade of industrial countries grew most rapidly, with exports increasing by 6.5 per cent over the 1983 level, and imports growing by 9 per cent, although neither exports nor imports reached the record levels of 1980. The main importer was the USA whose imports grew by more than 25 per cent last year; in contrast the EC countries had below average import growth.

The developing countries' exports grew by 4.5 per cent while their imports grew only marginally.

This slower recovery by developing countries was largely due to the declining values of oil exports and imports. If major oil-exporters are excluded, then developing countries' exports grew by 9.9 per cent, which was faster than for industrial countries.

## Average earnings

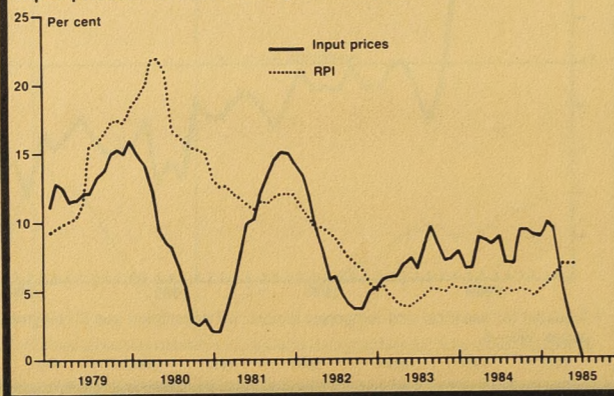
The underlying increase in average weekly earnings in the year to June was about 7½ per cent, similar to the increase in the year to May.

The actual increase in the year to June, 9.2 per cent, was substantially higher than the estimated underlying increase primarily because industrial action in the coal industry temporarily reduced average earnings in June 1984, inflating the 12 month change by about 1¼ per cent. Back pay in June this year was higher than in June last year, inflating the actual annual increase by about ½ per cent. The effect of changes in the timing of pay settlements was relatively small over this period.

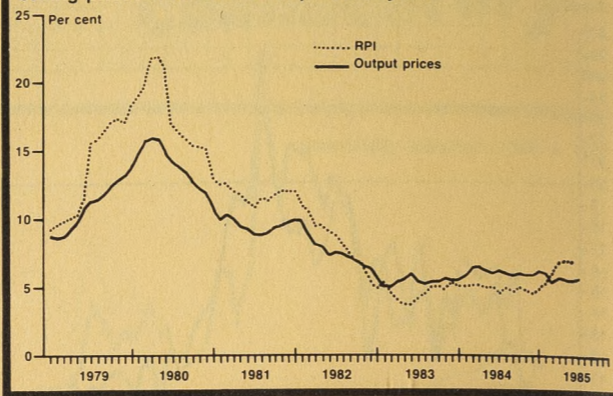
The underlying monthly rate of increase in average weekly earnings averaged just under ½ per cent in the three months ending June.

A description of the factors affecting average weekly earnings in the second quarter, including the

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



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



effect of changes in overtime working, is given in the Employment Topics section of this issue of *Employment Gazette*.

In production industries, the underlying increase in average earnings in the year to June was about 8½ per cent, similar to the rise in the year to May (revised estimate). Within this sector, the underlying increase in average earnings in manufacturing industries in the year to June was about 9 per cent, unchanged from the increase in the year to May.

The actual increase in the year to June for production and manufacturing industries, 12.6 per cent and 9.6 per cent respectively, were significantly above the underlying increases for the reasons given above.

In the three months to June, wages and salaries per unit of output in manufacturing were 6.9 per cent higher than a year earlier.

## Retail prices

The annual rate of inflation, as measured by the 12-month change in the retail prices index, was 6.9 per cent in July, following the 7.0 per cent recorded in both May and June. The overall level of prices fell by 0.2 per cent between June and July mainly as the result of lower prices for many seasonal foods

and petrol. There were also price reductions for household appliances (due to summer sales), heating oil and TV and video rentals. Small price increases occurred across the range of other goods and services.

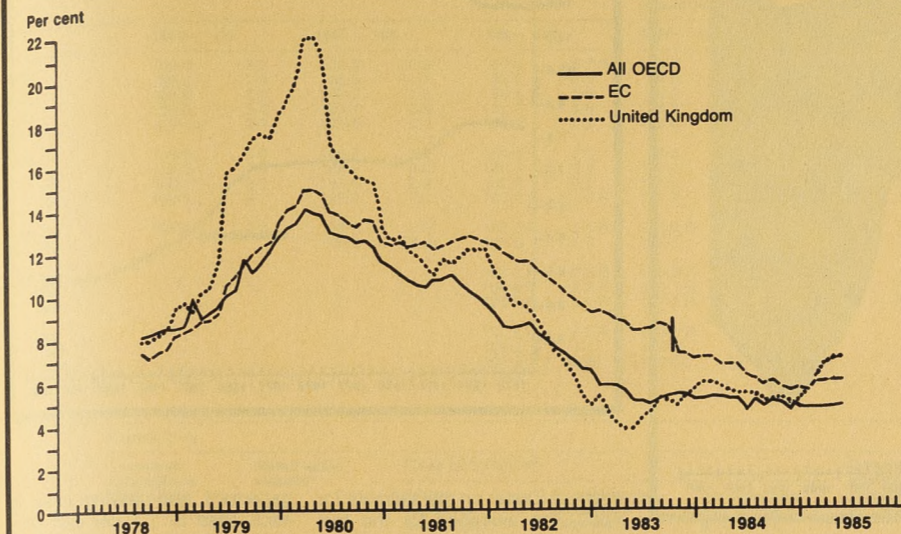
The tax and prices index increased by 6.3 per cent in the year to July compared with 6.4 per cent in the year to June.

Between June and July the price index for materials and fuel purchased by manufacturing industry fell by 2.0 per cent. This resulted in the index showing no change over the 12 months to July having risen by 1.7 per cent over the 12 months to June. The 12 month change in the price index for home sales of manufactured products was little changed in July at 5.7 per cent as compared with 5.6 per cent in June.

## Unemployment and vacancies

The seasonally-adjusted level of unemployment in the United Kingdom (excluding school leavers) was 3,175,000 in July, an increase of 7,000 since June. In the three months to July there was a slight fall in the average level, compared with an average rise of 17,000 a month in the three months to April. During the six months to July the rise averaged nearly 9,000 a month, compared with 12,000 both in the previous six months to January 1985 and in the six months to July 1984. The rise of 7,000 in the month to July follows a fall of 8,000 in June and a rise of 1,000 in the month of May. The position for female unemployment appears to be broadly unchanged, with the trend continuing to rise by a little over five thousand per month, as it has over the past year: both inflows and outflows have been higher. On the other hand, the trend among men is now more clearly showing a change: over the past six months male unemployment has increased at an average rate of some three thousand per month compared with seven thousand per month seen over the previous six

Consumer prices indices: increase over previous year



months to January 1985. Since February there has been a sharp increase in outflows from unemployment (except in April). Inflows were also higher than a year ago but to a lesser extent. It therefore seems that the overall trend in unemployment may now be rising at a rate which is a little below the 10 to 15 thousand range experienced since early 1984.

The recorded total of unemployment in the UK increased by over 56,000 between June and July to 3,235,000 (13.4 per cent of all employees). This increase resulted from an increase of nearly 59,000 among adults and a fall of more than 2,000 in school leavers. Taking account of an upward movement of about 52,000 among adults that can be expected for the time of year, the seasonally adjusted increase among adults was nearly 7,000.

The July total included 105,000 school leavers aged under 18, a fall of 2,000 since June compared with a decrease of 3,000 over the corresponding period last year. The total for July is some 12,000 more than in July last year but this mainly reflects extra school leavers signing on in April and May, following a decision by Social Security Commissioners on the eligibility for supplementary benefit of certain Easter school leavers who have been returning to school only to sit examinations this summer. While the total of claimant school leavers is higher than a year ago, the number of non-claimant school leavers registered at Careers Offices is 32,000 less than in July 1984.

The number of people assisted by the employment and training

measures at the end of June was 600,000, compared with 587,000 at the end of May. The rise of 13,000 mainly reflects increased numbers on the Youth Training Scheme as the first 1984/85 entrants are taken on. There were also increases in the Community Programme and the Enterprise Allowance Scheme, while there were falls in the numbers assisted by the Job Release Scheme and the Young Workers Scheme. It is estimated that at the end of June about 420,000 people were in jobs, training or early retirement as a result of the schemes, instead of an equivalent number claiming unemployment benefits.

The female unemployment rate (seasonally adjusted) increased by 0.2 percentage points in the three months to July, compared with the three months to April while there was no change in the male rate.

The regional pattern in the three months to July compared with the three months to April showed that Scotland had the largest increase (0.3 percentage points), and Wales, Northern Ireland, and East Anglia also had a larger than average increase of +0.2 percentage points. South West, Yorkshire and Humberside, North West, and the North had increases of 0.1 points—the same as the national average—while in the South East and East Midlands there was virtually no change. In the West Midlands there was a fall of 0.1 points.

International comparisons of unemployment indicate that seasonally-adjusted national unemployment rates (latest three months to June unless otherwise stated compared with the previous three months) increased in Ger-

many, and the United Kingdom (both 0.1 percentage points). There was no change in Sweden (to April), Japan (to May) and the United States, and falls in France (-0.1), and the Netherlands (-0.1 to May), Canada (-0.5), and Belgium (-1.1).

The stock of unfilled vacancies at jobcentres (seasonally adjusted) increased by nearly 5,000 in the month to July, (including an increase of nearly 2,000 in Commu-

ity Programme vacancies) to reach 180,000, the highest level since March 1980. The increase over the past five months since February has averaged nearly 5,000 per month. Both inflows of notified vacancies and outflows have recently increased quite sharply, returning to the relatively high levels seen towards the end of 1984.

In July, the number unemployed for over a year was 1,327,000 compared with 1,334,000 in April and 1,234,000 in July 1984. The decrease of 7,000 since April compares with an increase of 16,000 over the corresponding period a year ago. The change between April and July is affected by a discontinuity in the figures for unemployed claimants in Northern Ireland (see note to table 2.1). Without this discontinuity the number unemployed for over one year would have fallen by 3,000.

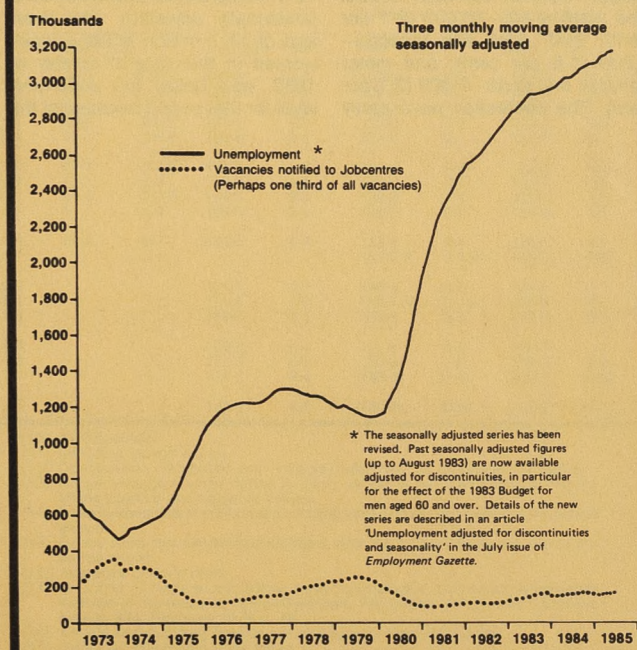
While the number unemployed for over one year has fallen slightly this month, largely reflecting seasonal influences, the rate of increase for the long duration categories is still substantial. In July 1985 the number unemployed for over three years was 507,000 compared with 484,000 in April 1985 and 376,000 in July 1984.

The number of unemployed aged under 25 was 1,233,000 in July, compared with 1,213,000 in April and 1,203,000 in July 1984.

## Employment

The number of employees in employment in manufacturing industries in Great Britain decreased by 2,000 in June 1985 (seasonally

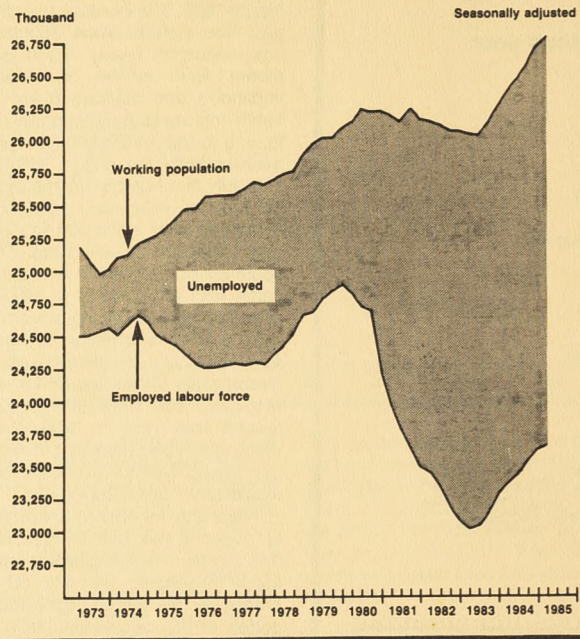
Unemployment and vacancies: United Kingdom



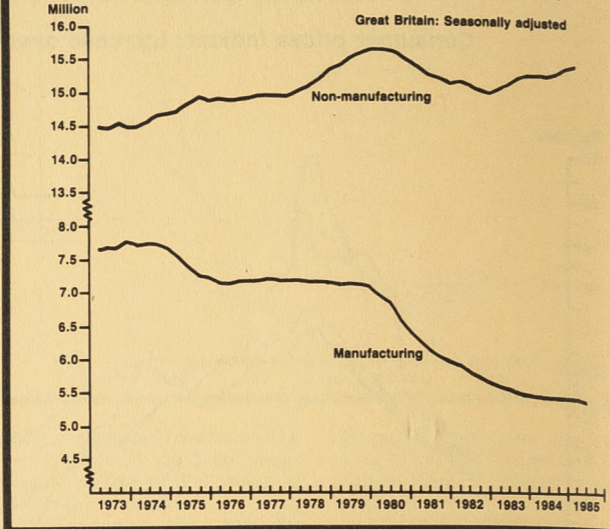
\* The seasonally adjusted series has been revised. Past seasonally adjusted figures (up to August 1983) are now available adjusted for discontinuities, in particular for the effect of the 1983 Budget for men aged 60 and over. Details of the new series are described in an article 'Unemployment adjusted for discontinuities and seasonality' in the July issue of *Employment Gazette*.



Working population and employed labour force: Great Britain



Manufacturing and non-manufacturing employees in employment



adjusted) making a decrease of 7,000 over the second quarter of 1985. This compares with a decrease of 27,000 over the previous quarter and a decrease of 3,000 in the second quarter of 1984. The slower downward trend of employees in manufacturing continues following the faster decline during the period 1980 to 1983.

Over the year to June 1985, employees in employment in manufacturing industries decreased by 44,000 (0.8 per cent). The industries contributing mainly to this decrease were other transport equipment—13,000 (4.4 per cent); textiles, leather, footwear and clothing—10,000 (2.0 per cent); timber, wooden furniture, rubber and plastics etc—10,000 (2.1 per cent); food, drink and tobacco—9,000 (1.5 per cent); and motor vehicles and parts—9,000 (3.1 per cent). The decreases were partly

offset by increases in paper products, printing and publishing +5,000 (1.1 per cent); mechanical engineering +3,000 (0.4 per cent); office machinery, electrical engineering and instruments +2,000 (0.2 per cent); and metal goods +2,000 (0.6 per cent).

In the year ending March 1985 (the latest period for which all industries' figures are available) the *employed labour force*, comprising employees in employment, the self employed and HM Forces increased by 291,000 reflecting a substantial rise in employment in the service sector.

*Overtime working*, by operatives in manufacturing industries was 12.5 million hours a week in June (seasonally adjusted). The average of 11.7 million hours a week worked in the second quarter of 1985, was below the underlying level for that period because of the

effect of Easter on the estimate for April. The averages for the first quarter of 1985 and the second quarter of 1984 were 11.8 and 11.6 million hours respectively.

*Short time working* decreased to 0.34 million hours a week in June. The low average of 0.37 million hours a week in the second quarter of 1985 is in part a reflection of the effect of Easter on the April figure—it compares with an average monthly loss of 0.45 million hours a week in the first quarter and 0.61 million hours lost in the second quarter of 1984.

These trends are reflected in the index of *average weekly hours* worked by operatives in manufacturing industries (this takes account of hours of overtime and short-time as well as normal basic hours) which increased to 102.9 in June (1980=100) from 102.7 in May and 102.4 in June 1984.

Estimates of *labour turnover* in manufacturing industries (not seasonally adjusted) for June 1985 show an increase in both the en-

agement and leaving rates: in each case to 1.7 per cent compared with 1.6 per cent for both in June 1984.

### Industrial stoppages

The number of working days lost through stoppages of work due to industrial disputes in July is provisionally estimated as 116,000. This compares with 170,000 in June 1985, 2,535,000 in July last year and an average of 530,000 for July during the ten year period 1976 to 1985.

Of the days lost in July 1985, an estimated 35,000 were attributable to the teachers' strikes (the estimated effect of this action remains highly provisional). About two-fifths of the remaining days lost were caused by two disputes, one in the food, drink and tobacco industry and one in the other transport equipment industry.

Seasonally adjusted UNITED KINGDOM

	GDP average measure <sup>1,2</sup>		Output				Income							
	1980 = 100	% change	GDP <sup>1,3,4</sup>		Index of output U.K. <sup>5</sup>		Index of production OECD countries <sup>1</sup>		Real personal disposable income	Gross trading profits of companies <sup>8</sup>				
			1980 = 100	% change	Production Industries <sup>6</sup>	Manufacturing Industries <sup>7</sup>	1980 = 100	% change	1980 = 100	£ billion				
1980	100.0	-2.3	100.0	-2.9	100.0	-6.7 R	100.0	-8.8	100.1	-0.7	100.0	1.0	17.8	0.1
1981	98.6	-1.4	98.3	-1.7	96.6	-3.4	94.0	-6.0	100.2	0.2	97.7	-2.3	18.7	5.0
1982	100.6	2.0	100.2	1.9	98.4	1.9	94.2	0.2	96.4	-3.8	97.9	+0.2	22.3	19.1
1983	103.6	3.0	103.1	2.9	101.9	3.6	96.9	2.5	99.5	3.2	99.5	1.6	26.5	19.0
1984	106.4	2.7	105.9	2.7	103.1	1.2	100.6	3.8	106.6	7.1	101.8	2.3	33.1	24.8
1984 Q1	105.9	3.2	105.2	3.3	104.4	4.0	99.8	4.2	104.9	9.2	100.7	2.8	8.1	30.0
Q2	105.2	2.5	105.2	3.0	102.4	2.0	100.4	5.1	105.5	7.3	100.7	1.8	7.5	18.9
Q3	106.4	2.2	106.3	2.3	102.3	-0.5	101.3	4.0	107.8	6.9	101.4	1.5	8.9	26.3
Q4	108.0	2.7	107.0	2.1	103.4 R	-0.5 R	101.2	2.5	108.1	5.1	104.3	2.9	8.6	23.7
1985 Q1	108.9	2.8	108.6	3.2	105.5 R	1.1 R	102.2 R	2.4 R	108.4	3.3	102.1	1.4	10.1	25.1
Q2	109.3	[3.9]	109.3	[3.9]	107.8	5.3	102.8	2.4						
1985 Jan	..	..	..	..	105.1 R	-0.5 R	100.6 R	2.1 R	108.0	4.2	..	..	..	..
Feb	..	..	..	..	105.0 R	-0.2 R	102.1 R	2.2 R	108.6	3.6	..	..	..	..
Mar	..	..	..	..	106.5 R	1.1 R	102.8 R	2.4 R	[108.6]	[3.3]	..	..	..	..
Apr	..	..	..	..	107.6 R	2.7 R	102.5 R	2.5 R	..	..	..	..	..	..
May	..	..	..	..	108.2	4.7	102.3	2.4	..	..	..	..	..	..
June	..	..	..	..	[107.6]	[5.3]	[103.6]	[2.4]	..	..	..	..	..	..
July	..	..	..	..	..	..	..	..	..	..	..	..	..	..

	Expenditure		Retail sales volume <sup>1</sup>			Fixed investment <sup>9</sup>			General government consumption at 1980 prices		Stock changes 1980 prices <sup>13</sup>		Base lending rates <sup>14</sup>	Monetary growth <sup>15</sup>		
	Consumer expenditure 1980 prices	£ billion	1980 = 100	% change	Whole economy 1980 prices <sup>10</sup>	Manufacturing industries 1980 prices <sup>7,11</sup>	Construction distribution & financial industries <sup>12</sup>	£ billion	per cent	£ billion	per cent	per cent	per cent	per cent	per cent	
1980	136.8	-0.3	100.0	-0.6	41.61	-5.2	7.3	-10.9	8.6	-1.4	48.8 R	1.4 R	-2.91	14	19.6	5.6
1981	136.4	-0.3	100.2	0.2	37.93	-8.8	5.7	-22.1	8.4 R	-2.0 R	48.9	0.2	-2.74	14½	13.6	4.4
1982	137.6	0.8	102.2	1.8	40.47	6.7	5.5 R	-3.2 R	9.4	11.1 R	49.2	0.7	-1.18	10-10¼	9.6	4.0
1983	143.0	4.0	107.1	4.8	42.02	3.8	5.6 R	0.7 R	9.5 R	1.2 R	50.4 R	2.4 R	-0.36	9	10.9	6.7
1984	145.2	1.6	110.7	3.4	45.13	7.4	6.4 R	14.7 R	11.0	15.7	50.9	1.0	0.48 R	9½-9¾	9.1	6.6
1984 Q1	36.0	2.4	107.7	2.5	11.57	9.4	1.5	12.7	2.6 R	13.4	12.6	0.6	-0.36 R	8½-8¾	9.8	5.7
Q2	36.4	2.5	110.2	3.3	11.12	8.3	1.5	15.8	2.8 R	13.4	12.6 R	0.1 R	-0.30 R	9¼	9.2	5.4
Q3	36.2	0.2	111.1	3.3	11.06	5.8	1.6	18.7	2.8 R	13.4	12.9 R	2.3 R	-0.15 R	10½	8.8	5.2
Q4	36.6	1.2	113.6	4.0	11.39	6.2	1.7 R	10.4	2.8	10.1 R	12.8 R	1.2 R	+0.33 R	9½-9¾	9.1	6.6
1985 Q1	36.5	1.3	112.6	4.5	12.00	3.7	1.8	19.9 R	3.3 R	29.2 R	12.8	1.6	-0.14	13-13½	9.3	5.3
Q2	..	..	115.0	4.4	..	..	1.7	10.3 R	2.8	-0.1	..	..	..	12½	12.2	5.2
1985 Jan	..	..	111.6	4.2	..	..	..	..	..	..	..	..	..	14	9.2	5.4
Feb	..	..	112.0	4.3	..	..	..	..	..	..	..	..	..	14	9.7	5.4
Mar	..	..	113.8	4.4	..	..	..	..	..	..	..	..	..	13-13½	9.3	5.3
Apr	..	..	114.1	4.0	..	..	..	..	..	..	..	..	..	12½-12¾	12.0	6.0
May	..	..	114.6	4.5	..	..	..	..	..	..	..	..	..	12½-12¾	11.6	+5.5
June	..	..	116.1	4.4	..	..	..	..	..	..	..	..	..	12½	12.2	+5.2
July	..	..	[116.1]	[4.8]	..	..	..	..	..	..	..	..	..	12	12.1	5.1

	Visible trade		Balance of payments		Competitiveness		Prices					
	Export volume	Import volume	Visible balance <sup>13</sup>	Current balance <sup>13</sup>	Effective exchange rate <sup>17,18</sup>	Relative unit labour costs <sup>1,17</sup>	Tax and prices index <sup>18</sup>	Producer prices index <sup>7,18,19</sup>				
	1980 = 100	1980 = 100	£ billion	£ billion	1975 = 100	1980 = 100	Jan 1978 = 100	Materials and fuels	Home sales			
1980	100.0	0.9	100.0	-5.4	1.5	3.6	96.1	10.1	100.0	8.5	100.0	14.0
1981	99.2	-0.8	96.1	-3.9	3.4	6.9	95.3	-1.2	104.6	4.6 R	152.5	9.5
1982	101.5	2.3	100.7	4.8	2.1	4.9	90.7	-4.8	100.7	-3.7 R	167.4	9.8
1983	102.6	1.1	107.9	7.1	-1.2	3.2	83.3	-8.2	94.9	-5.8 R	174.1	4.0
1984	110.4	7.6	118.8	10.1	-4.3	0.6	78.8	-5.4	94.4	-0.5 R	180.8	3.9
1984 Q1	108.7	6.6	112.1	7.3	-0.1	1.0	81.7	-1.5	96.3	6.6 R	178.7	4.3
Q2	107.3	7.0	117.1	10.0	-1.2	-0.2	79.8	-5.3	95.1	-1.5	179.5	4.1
Q3	108.0	6.5	119.8	11.4	-1.6	-0.5	78.0	-8.1	94.5	-2.0 R	181.3	3.5
Q4	117.5	10.1	126.1	11.5	-1.3	0.4	75.1	-9.7	91.7	-4.9	183.8	3.6
1985 Q1	118.7	9.2	125.6	12.0	-1.3	0.1	72.1	-11.8	89.8	6.7	186.5	4.4
Q2	..	..	..	..	..	..	78.9	-1.2	..	..	..	..
1985 Jan	116.6	11.0	118.6	10.1	-0.1	0.4	71.5	-10.8	..	..	184.7	3.8
Feb	121.7	8.8	124.6	11.2	-0.3	0.2	71.3	-12.1	..	..	186.4	4.3
Mar	117.8	9.2	133.7	12.0	-1.0	-0.5	73.4	-11.8	..	..	188.4	5.0
Apr	119.6	9.6	126.3	11.1	-0.3	[0.2]	78.0	-8.4	..	..	190.2	6.4
May	119.4	11.0	118.4	7.7	0.2	[0.7]	78.7	-4.5	..	..	191.2	6.5
June	..	..	..	..	..	..	79.9	-1.1	..	..	191.7	6.4
July	..	..	..	..	..	..	83.3	-1.7	..	..	191.3	6.3

Notes: \* For each indicator two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.  
 † Not seasonally adjusted.  
 (1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.  
 (2) For details of GDP measures see Economic Trends November 1981.  
 (3) For details of the accuracy of this series see Economic Trends, July 1984 p. 72.  
 (4) GDP at factor cost.  
 (5) Output index numbers include adjustments as necessary to compensate for the use of sales indicators.  
 (6) Production Industries: sic divisions 1 to 4.  
 (7) Manufacturing Industries: sic divisions 2 to 4.  
 (8) Industrial and commercial companies excluding North Sea oil companies net of stock appreciation.  
 (9) Gross domestic fixed capital formation.  
 (10) All industries.  
 (11) Including leased assets.  
 (12) Construction distribution and financial industries: sic divisions 5, 6 and 8.  
 (13) No percentage change series is given as this is not meaningful for series taking positive and negative values.  
 (14) Base lending rate of the London clearing banks on the last Friday of the period shown.  
 (15) Series show the percentage changes over the 12-months to the end of the period shown.  
 (16) Averages of daily rates.  
 (17) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further details see Economic Trends 304, February 1979 p. 80.  
 (18) Annual and quarterly figures are averages of monthly indices.  
 (19) Replaces Wholesale Price Index.



# 1.3 EMPLOYMENT

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

THOUSAND

GREAT BRITAIN	Division or class or group	June 1984			April 1985 R			[May 1985 R]			[June 1985]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
<b>Production and construction industries</b>	1-5	5,249.9	1,746.8	6,996.7	5,170.5	1,735.2	6,905.7	5,167.2	1,743.7	6,910.9	5,168.8	1,739.3	6,908.2
<b>Production industries</b>	1-4	4,407.5	1,628.9	6,036.4	4,348.1	1,615.9	5,964.0	4,344.9	1,624.2	5,969.1	4,346.7	1,619.8	5,966.5
<b>All manufacturing industries</b>	2-4	3,868.4	1,546.9	5,415.3	3,823.6	1,534.5	5,358.1	3,823.4	1,543.0	5,366.4	3,832.7	1,538.4	5,371.1
<b>Energy and water supply</b>	1	539.1	82.0	621.1	524.5	81.3	605.8	521.5	81.2	602.7	514.0	81.3	595.4
Coal extraction and solid fuels	111	219.7	10.1	229.8	209.5	9.7	219.3	207.3	9.7	217.0	199.2	9.7	208.9
Electricity	1610	124.6	29.1	153.7	122.2	29.1	151.3	121.9	29.2	151.0	121.9	29.2	151.1
Gas	1620	72.3	24.2	96.5	69.8	23.9	93.6	69.5	23.8	93.3	69.5	23.9	93.4
Water supply	1700	54.5	9.7	64.3	53.8	10.0	63.9	53.3	10.0	63.3	53.4	10.1	63.5
<b>Other mineral and ore extraction and processing</b>	2	633.2	151.4	784.6	628.5	147.9	776.4	630.1	149.3	779.4	632.2	147.3	779.5
<b>Metal manufacturing</b>	22	190.6	17.7	208.3	191.9	15.0	206.9	191.8	14.9	206.6	191.7	14.4	206.1
Iron and steel	2210	88.2	4.8	93.1	88.7	4.3	93.0	88.3	4.3	92.6	89.2	4.0	93.2
Steel tubes, drawing, cold rolling and forming	2220/223	46.8	5.8	52.6	47.6	4.8	52.3	47.5	4.7	52.2	47.2	4.6	51.8
Non-ferrous metals	224	55.5	7.1	62.6	55.6	5.9	61.5	56.0	5.9	61.9	55.3	5.8	61.1
<b>Extraction of metals, ores and minerals n.e.s.</b>	21/23	38.5	2.9	41.4	38.7	2.6	41.3	38.7	2.6	41.3	38.7	2.6	41.3
<b>Non-metallic mineral products</b>	24	161.8	32.5	194.4	158.6	31.8	190.4	159.6	32.1	191.7	162.1	29.8	191.8
Building products of concrete, cement etc	243	36.3	3.8	40.1	34.4	3.3	37.7	35.3	3.6	38.9	35.7	3.6	39.3
<b>Chemical industry</b>	25	229.2	96.2	325.5	226.6	96.5	323.1	227.3	97.7	325.0	227.0	98.5	325.5
Basic industrial chemicals	251	98.6	19.9	118.5	97.0	20.3	117.3	97.2	20.5	117.7	97.2	20.5	117.7
Pharmaceutical products	2570	45.4	35.2	80.7	45.1	35.0	80.1	45.3	35.7	81.0	45.4	36.0	81.3
Soap and toilet preparations	258	19.1	17.2	36.3	18.9	17.1	36.0	18.7	17.1	35.8	18.9	17.7	36.6
<b>Metal goods, engineering and vehicles</b>	3	2,028.7	535.1	2,563.8	2,011.1	533.7	2,544.8	2,007.8	538.5	2,546.3	2,015.1	533.8	2,548.9
<b>Metal goods n.e.s.</b>	31	292.8	86.3	379.1	291.6	85.0	376.6	292.9	85.1	378.0	296.1	85.4	381.5
Foundries	311	61.6	8.4	69.9	60.6	7.8	68.4	58.6	8.0	66.5	62.0	8.3	70.3
Bolts, nuts, springs etc	313	34.5	11.8	46.2	34.2	11.6	45.8	35.1	11.5	46.6	35.4	11.4	46.9
Hand tools and finished metal goods	316	158.9	57.1	216.0	160.8	57.0	217.7	162.3	56.9	219.1	162.4	56.8	219.1
<b>Mechanical engineering</b>	32	651.9	120.5	772.4	650.8	123.2	774.0	649.0	128.4	777.4	652.2	123.1	775.3
Industrial plant and steelwork	320	68.4	8.8	77.3	65.8	8.9	74.6	65.7	9.0	74.8	64.6	8.9	73.5
Machinery for agriculture, food, chemical industries etc	321/324	68.2	10.7	78.9	67.1	12.7	79.8	65.0	18.3	83.2	65.8	12.8	78.5
Metal working machine tools etc	322	64.0	13.2	77.2	65.0	13.1	78.1	65.7	12.7	78.4	66.3	13.5	79.9
Mining machinery, construction equipment etc	325	74.2	10.1	84.3	70.7	9.7	80.4	71.3	9.9	81.2	71.6	10.0	81.6
Mechanical power transmission equipment	326	23.7	4.7	28.4	24.3	4.7	29.0	24.2	4.7	28.9	24.2	4.7	29.0
Other machinery and mechanical equipment	328	302.4	58.2	360.7	307.5	59.6	367.1	307.2	59.4	366.6	309.7	58.9	368.6
<b>Office machinery and data processing equipment</b>	33	54.5	18.2	72.7	56.0	18.6	74.6	55.5	18.6	74.1	55.9	18.5	74.4
<b>Electrical and electronic equipment</b>	34	437.7	210.9	648.6	437.7	207.8	645.5	437.2	207.2	644.4	437.6	207.7	645.3
Basic electrical equipment	3420	87.9	27.2	115.1	86.0	26.8	112.7	86.0	27.4	113.4	86.2	27.1	113.2
Industrial equipment, batteries etc	343	64.2	29.3	93.4	64.0	28.7	92.8	64.0	29.1	93.1	64.5	29.5	94.0
Telecommunications equipment	344	137.3	63.1	200.4	137.7	62.3	200.0	137.5	61.4	198.9	137.2	61.9	199.1
Other electronic equipment	345	75.1	58.2	133.3	76.6	56.0	132.6	76.1	55.7	131.7	76.4	55.4	131.8
Domestic-type electric appliances	3460	30.6	14.0	44.6	30.7	13.9	44.6	30.5	13.8	44.3	30.5	14.1	44.5
<b>Motor vehicles and parts</b>	35	256.4	33.3	289.7	247.8	32.9	280.6	247.2	32.7	279.9	247.6	33.0	280.6
Motor vehicles and engines	3510	95.4	8.8	104.3	95.1	8.8	103.9	94.7	8.7	103.3	95.2	9.0	104.2
Parts	3530	112.5	20.5	133.0	107.2	20.2	127.4	107.0	20.2	127.3	107.3	20.3	127.6
<b>Other transport equipment</b>	36	261.5	31.1	292.6	251.8	30.7	282.6	250.4	30.6	281.1	249.5	30.3	279.8
Shipbuilding and repairing	3610	88.7	7.9	96.6	82.1	7.8	89.9	80.9	8.0	88.9	80.6	7.8	88.4
Railway and tramway vehicles	3620	30.2	1.4	31.6	29.7	1.3	31.0	29.7	1.3	31.0	29.5	1.3	30.8
Aerospace equipment	3640	135.8	19.4	155.2	133.9	19.2	153.2	133.6	19.1	152.7	133.3	19.0	152.3
<b>Instrument engineering</b>	37	74.0	34.8	108.8	75.5	35.4	111.0	75.5	35.8	111.4	76.1	35.8	111.9
<b>Other manufacturing industries</b>	4	1,206.4	860.5	2,066.9	1,184.0	853.0	2,037.0	1,185.5	855.3	2,040.7	1,185.4	857.4	2,042.8
<b>Food drink and tobacco</b>	41/42	359.8	250.8	610.5	350.8	243.6	594.4	353.3	246.9	600.2	352.7	248.5	601.2
Slaughtering, meat, meat products and organic oils and fats	411/412	60.0	40.4	100.4	60.5	38.7	99.2	60.1	39.2	99.3	60.1	40.7	100.8
Milk and milk products	4130	31.7	11.2	42.8	31.0	11.2	42.2	31.0	11.2	42.2	31.0	11.1	42.1
Fruit and vegetable processing	4147	16.8	16.9	33.7	16.6	16.4	33.1	16.8	16.5	33.3	17.0	17.3	34.2
Grain milling, starch, bread, biscuits and flour confectionery	4160/4180/419	76.6	68.2	144.9	75.3	69.1	144.4	76.7	70.5	147.2	76.3	70.0	146.3
Cocoa, chocolate, sugar confectionery etc	421	31.2	33.2	64.5	29.4	31.6	61.0	29.5	32.1	61.6	29.7	32.5	62.2
Animal feeding stuffs and miscellaneous foods	422/4239	43.5	32.3	75.7	42.3	32.9	75.3	42.6	33.0	75.6	42.6	33.0	75.6
Spirit distilling, wines, brewing and malting	4240/4261/4270	59.4	19.4	78.8	57.7	18.7	76.4	58.2	18.9	77.2	57.1	18.8	75.9
<b>Textiles</b>	43	118.5	112.6	231.1	117.2	110.3	227.5	117.2	110.8	228.1	116.6	110.9	227.5
Woolen and worsted	4310	25.1	16.8	41.9	25.1	16.5	41.7	25.1	16.7	41.7	24.8	16.3	41.2
Cotton and silk	432	23.7	15.8	39.5	23.2	15.2	38.5	23.3	15.2	38.5	23.3	15.1	38.4
Hosiery and other knitted goods	436	24.3	57.2	81.5	23.9	56.1	80.0	24.0	56.1	80.1	24.1	56.9	80.9
Textile finishing etc	4336/4340/4350/4370	22.9	9.0	32.0	21.9	8.8	30.7	22.0	9.1	31.1	21.9	8.8	30.7
<b>Footwear and clothing</b>	45	68.6	201.8	270.4	65.4	201.5	266.9	66.0	201.0	267.0	65.4	199.2	264.5
Footwear	4510	22.5	27.3	49.8	21.5	26.2	47.7	21.1	26.2	47.4	21.3	26.3	47.6
Clothing, hats and gloves and fur goods	453/4560	37.0	159.4	196.4	34.4	159.2	193.6	35.6	158.6	194.2	34.6	157.0	191.6
<b>Timber and wooden furniture</b>	46	162.5	39.7	202.2	158.0	39.7	197.7	157.1	39.1	196.2	159.3	40.5	199.8
Wood, sawmilling, planing etc, semi-manufacture, builders carpentry and joinery	4610/4620/4630	60.3	10.0	70.3	57.9	9.8	67.7	58.6	9.4	68.0	59.8	9.9	69.6
Wooden and upholstered furniture etc	467	82.5	21.1	103.6	80.5	21.2	101.7	79.2	21.3	100.5	80.1	21.4	101.5
<b>Paper, paper products, printing and publishing</b>	47	321.6	160.6	482.1	322.1	165.1	487.2	322.0	164.7	486.8	322.3	164.9	487.2
Pulp, paper and board	4710	31.4	6.7	38.1	32.0	6.4	38.4	31.5	6.4	37.9	31.6	6.4	38.0
Conversion of paper and board	472	65.3	39.9	105.2	66.3	39.8	106.1	65.6	40.0	105.6	65.8	40.0	105.8
Printing and publishing	475	224.9	114.0	338.8	223.8	118.9	342.7	224.9	118.3	343.2	225.0	118.5	343.4
<b>Rubber and plastics</b>	48	123.6	49.7	173.3	120.3	48.6	168.9	119.6	48.7	168.3	118.0	48.5	166.5
Rubber products and specialist repairing of tyres	481/4820	47.9	14.7	62.6	45.4	14.2	59.6	45.3	14.1	59.4	43.5	14.0	57.5
Processing of plastics	483	75.6	35.0	110.6	74.9	34.4	109.3	74.3	34.6	108.8	74.5	34.5	109.0
<b>Construction</b>	5	842.5	117.9	960.3	822.4	119.3	941.8	822.3	119.5	941.8	822.1	119.6	941.7
Construction and repair of buildings, demolition work	5000/5010	468.6	63.8	532.4	459.1	64.6	523.7	459.0	64.7	523.7	458.9	64.8	523.7
Civil engineering	5020	151.7	21.4	173.1	145.6	21.6	167.2	145.6	21.6	167.1			

# 1.8 EMPLOYMENT

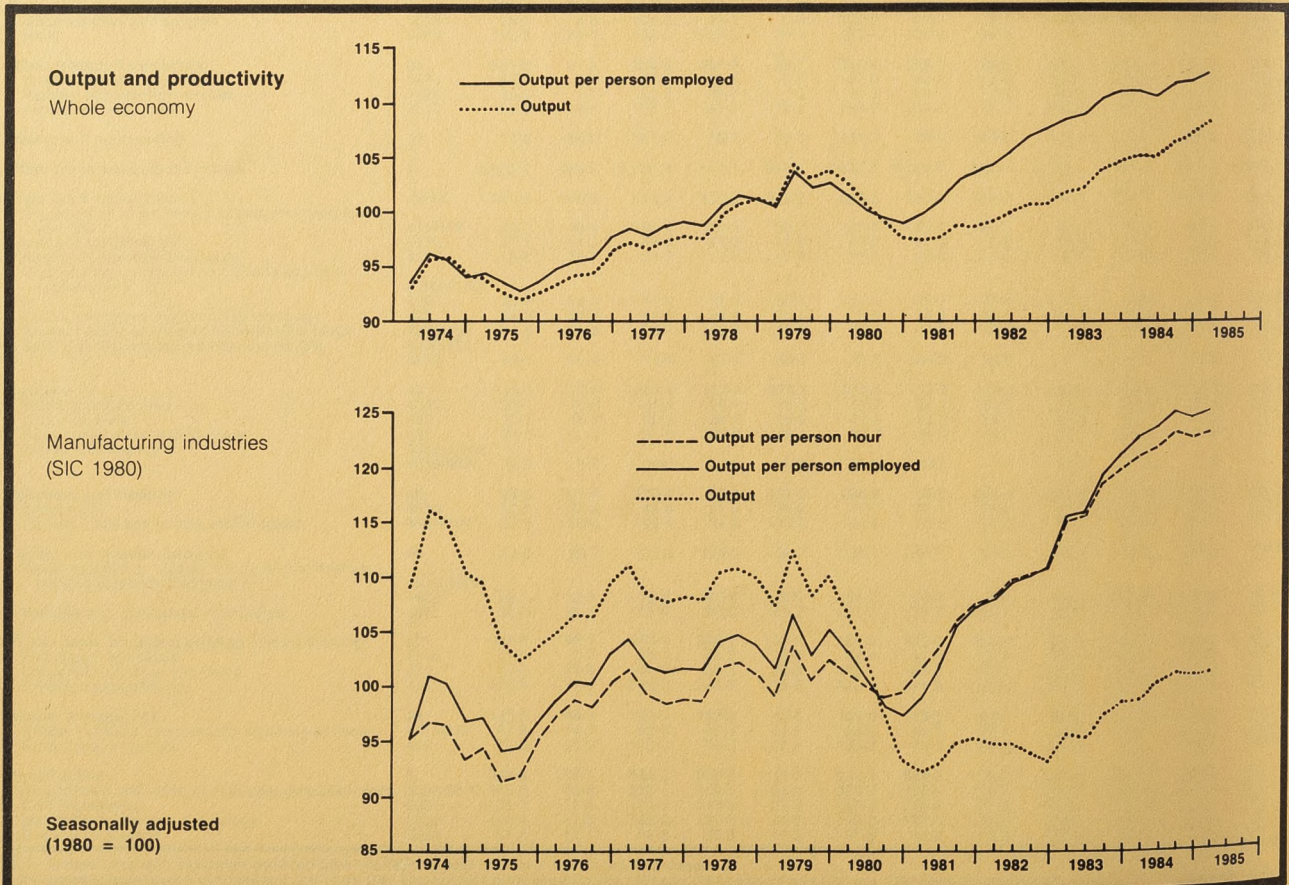
## Indices of output, employment and productivity

seasonally adjusted (1980 = 100)

UNITED KINGDOM	Whole economy			Production Industries Divisions 1 to 4			Manufacturing Industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1978	99.9	99.4	100.5	103.2 R	105.4	97.8 R	109.7 R	106.1	103.4	100.8 R
1979	103.0	100.7	102.3	107.1 R	104.7	102.3	109.5 R	105.3	104.0 R	101.5
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	98.3	96.6	101.8	96.6 R	91.5	105.6 R	94.0 R	90.9 R	103.5 R	104.8 R
1982	100.2	94.6	106.0	98.4 R	86.7	113.4 R	94.2 R	86.0	109.6 R	109.7 R
1983	103.1	93.9	109.9	101.9	83.0	122.8	96.9	82.2	118.0	117.1 R
1984	105.9	95.2	111.3	103.1 R	81.7	126.2 R	100.6 R	81.2	124.0 R	122.2 R
1978 Q1	97.7	98.9	98.8	100.5 R	105.6	95.1 R	108.1 R	106.4	101.7 R	98.9 R
Q2	99.8	99.2	100.6	103.4	105.4	98.0	110.5	106.2	104.2	101.7
Q3	100.9	99.5	101.4	104.4 R	105.3	99.2 R	110.6 R	106.0	104.5 R	101.9 R
Q4	101.2	100.0	101.2	104.4 R	105.2	99.1 R	109.6 R	105.9	103.5 R	100.9 R
1979 Q1	100.7	100.3	100.4	104.6 R	105.1	99.6	107.4 R	105.7	101.6 R	99.1 R
Q2	104.4	100.6	103.8	109.2	104.9	104.1	112.4	105.6	106.5 R	103.6 R
Q3	103.2	100.9	102.3	107.2	104.7	102.4	108.3	105.4	102.9 R	100.8 R
Q4	103.7	101.1	102.7	107.4 R	104.2	103.1 R	110.0 R	104.7	105.2	102.5
1980 Q1	102.6	101.0	101.6	105.2	103.1	102.1 R	106.8	103.5	103.3 R	101.3 R
Q2	100.6	100.6	100.1	101.2	101.5	99.7	102.4	101.6	100.8	100.0
Q3	99.1	99.8	99.3	97.8	99.0	98.9	97.4 R	98.9	98.6	99.2
Q4	97.7	98.7	99.0	95.7 R	96.4	99.3 R	93.3 R	95.9	97.3 R	99.6 R
1981 Q1	97.6	97.7	99.9	95.1	94.0	101.3 R	92.7 R	93.5	99.2 R	101.8 R
Q2	97.8	96.8	101.1	95.7 R	92.0	104.0 R	83.2 R	91.5	101.9 R	103.6 R
Q3	98.9	96.2	102.8	97.2 R	90.7	107.2	94.9 R	90.0	105.6 R	106.1 R
Q4	98.9	95.7	103.3	98.4	89.5	109.9 R	95.3	88.8	107.3	107.6
1982 Q1	99.3	95.3	104.3	97.4	88.5	110.1 R	94.8 R	87.8	108.0 R	108.1
Q2	100.1	94.9	105.5	98.7 R	87.4	112.9 R	94.9 R	86.7	109.6 R	109.7 R
Q3	100.7	94.4	106.7	99.1 R	86.2	115.0 R	94.0 R	85.4	110.2 R	110.4 R
Q4	100.8	93.9	107.4	98.3 R	84.9	115.8 R	93.1 R	84.1	110.7 R	110.6 R
1983 Q1	101.8	93.6	108.8	100.4 R	83.9	119.7 R	95.8	83.1	115.5 R	115.2 R
Q2	102.1	93.6	109.1	100.4	83.1	120.8 R	95.5 R	82.3	116.1 R	115.6 R
Q3	103.9	93.9	110.7	102.8	82.6	124.5 R	97.4 R	81.9	119.1 R	118.1 R
Q4	104.8	94.4	111.1	103.9	82.3	126.4 R	98.7 R	81.6	121.2	119.6 R
1984 Q1	105.2	94.8	111.1	104.4 R	81.9	127.5 R	99.8 R	81.3	122.8 R	121.0 R
Q2	105.2	95.0	110.8	102.4 R	81.8	125.2 R	100.4 R	81.3	123.6 R	121.8 R
Q3	106.3	95.3	111.6	102.3 R	81.7	125.3	101.3 R	81.2	124.9 R	123.3 R
Q4	107.0	95.8	111.8	103.4 R	81.6	126.7 R	101.2 R	81.2	124.6 R	122.6 R
1985 Q1	108.2	96.0	112.8	105.5 R	81.4	129.7 R	102.2 R	81.0	126.2 R	124.3 R
Q2				107.8	81.1	132.9	102.8	80.8	127.3	125.5

‡ Gross domestic product for whole economy.

\* Estimates of the employed labour force include an allowance for underestimation. See article on page 114, of the March 1985 Gazette.



## EMPLOYMENT Selected countries: national definitions

	United Kingdom (1) (2) (3)	Australia (4)	Austria (2) (5)	Belgium (3) (6) (8)	Canada	Denmark (6)	France (8)	Germany (FR)	Greece (6) (7)	Irish Republic (6) (9)	Italy (10)	Japan (5)	Netherlands (6) (11)	Norway (5)	Spain (12)	Sweden (5)	Switzerland (2) (5) (6)	United States
<b>QUARTERLY FIGURES: seasonally adjusted unless stated</b>																		
<b>Thousand</b>																		
<b>Civilian labour force</b>																		
1983 Q1	26,366 R	6,965	3,286 R	..	12,048	..	..	26,977	..	..	22,472 R	58,831	..	1,997	13,102	4,368	3,029	110,726
Q2	26,350 R	6,972	3,296 R	..	12,186	..	..	26,942	..	..	22,676	58,797	..	2,030	13,106	4,381	3,018	111,172
Q3	26,446 R	6,984	3,294 R	..	12,245	..	..	26,943	..	..	22,594	58,972	..	2,037	13,210	4,380	3,015	112,052
Q4	26,561 R	7,023	3,298 R	..	12,224	..	..	26,931	..	..	22,712	58,942	..	2,032	13,265	4,369	3,015	112,100
1984 Q1	26,677 R	7,048	3,352 R	..	12,282	..	..	26,932	..	..	22,902 R	58,947	..	2,042	13,260	4,374	3,013	112,650
Q2	26,776 R	7,107	3,343 R	..	12,355	..	..	26,906	..	..	22,666	59,129	..	2,023	13,177	4,359	3,015	113,514
Q3	26,905 R	7,124	3,372	..	12,452	..	..	26,916	..	..	22,784 R	59,475	..	2,023	13,247	4,418	3,014	113,754
Q4	27,043 R	7,151	3,384	..	12,498	..	..	26,903	..	..	22,867 R	59,525	..	2,035	13,283	4,415	..	114,185
1895 Q1	27,087	7,192	..	..	12,536	..	..	27,001	..	..	22,899	59,670	..	2,055	13,298	4,422	..	115,158
<b>Civilian employment</b>																		
<b>Thousand</b>																		
1983 Q1	23,220 R	6,277	3,143 R	..	10,546	..	..	24,761	..	..	20,270 R	57,247	..	1,923	10,757	4,221	3,003	99,227
Q2	23,247 R	6,254	3,160	..	10,693	..	..	24,688	..	..	20,370	57,252	..	1,959	10,825	4,230	2,990	99,889
Q3	23,354 R	6,266	3,159 R	..	10,824	..	..	24,644	..	..	20,369 R	57,383	..	1,970	10,848	4,218	2,984	101,582
Q4	23,489 R	6,359	3,172 R	..	10,864	..	..	24,668	..	..	20,390 R	57,393	..	1,975	10,805	4,223	2,988	102,591
1984 Q1	23,564 R	6,379	3,211 R	..	10,881	..	..	24,677	..	..	20,395 R	57,332	..	1,979	10,592	4,233	2,982	103,768
Q2	23,623 R	6,472	3,220 R	..	10,949 R	..	..	24,659	..	..	20,284	57,516	..	1,962	10,503	4,222	2,981	104,985
Q3	23,699 R	6,494	3,254	..	11,054 R	..	..	24,616	..	..	20,469 R	57,854	..	1,959	10,507	4,279	2,979	105,306
Q4	23,832 R	6,540	3,255	..	11,108 R	..	..	24,645	..	..	20,523 R	57,956	..	1,979	10,382	4,284	..	105,951
1985 Q1	23,858	6,589	..	..	11,140	..	..	24,685	..	..	20,431	58,139	..	1,997	10,341	4,290	..	106,732
<b>LATEST ANNUAL FIGURES: 1984 unless stated</b>																		
<b>Thousand</b>																		
Civilian Labour Force: Male	15,864	4,412	2,029 R	2,499 R	7,169	1,460 R	13,405 R	16,350	2,510 R	906 R	14,685 R	35,800	3,822 R	1,159	9,227	2,330	1,953	63,835
Female	10,817 R	2,697	1,334 R	1,631 R	5,231	1,240 R	9,355 R	10,564	1,298 R	389 R	8,125 R	23,470	1,908 R	872	4,056	2,061	1,067	49,709
All	26,681 R	7,109	3,363 R	4,123 R	12,399	2,701 R	23,260 R	26,914	3,808 R	1,295 R	22,810 R	59,271	5,730 R	2,031	13,283	4,391	3,020	113,544
Civilian Employment: Male	13,744	4,027	1,949 R	2,239 R	6,367	1,301 R	12,333 R	15,074	2,362 R	765 R	13,670 R	34,850	3,272 R	1,125	7,341	2,261	1,937	59,091
Female	9,907 R	2,444	1,286 R	1,338 R	4,633	1,088 R	8,608	9,575	1,146 R	346 R	6,747 R	22,820	1,657 R	844	3,041	1,994	1,057	45,915
All	23,651 R	6,471	3,235 R	3,577 R	11,000	2,389 R	20,941 R	24,649	3,508 R	1,111 R	20,418 R	57,660	4,929 R	1,970	10,382	4,255	2,994	105,005
<b>Civilian employment: proportions by sector</b>																		
<b>Per cent</b>																		
Male: Agriculture	3.7	7.6	8.5 R	3.8 R	6.9	..	..	4.7	25.2 R	..	11.6 R	7.6	..	9.2	18.8	7.1	8.0	4.7
Industry	43.3	36.1	48.7 R	40.3 R	34.5	..	..	51.1	34.1 R	..	39.4 R	38.9	..	40.4	39.1	43.6	45.8	37.4
Services	53.0	56.3	42.8 R	56.0 R	58.6	..	..	44.2	40.7 R	..	49.1 R	53.5	..	50.2	42.1	49.3	46.2	57.9
Female: Agriculture	1.1	4.0	10.7 R	1.6	3.2	..	..	7.0	39.8 R	..	12.5 R	10.8	..	4.3	16.0	2.9	5.4	1.5
Industry	18.5	14.8	22.2 R	15.3 R	14.1	..	..	26.6	17.3 R	..	24.7 R	28.6	..	12.2	17.2	14.1	22.6	17.0
Services	80.4	81.2	67.0 R	83.1 R	82.8	..	..	66.4	42.9 R	..	62.8 R	60.6	..	83.3	66.8	82.9	72.0	81.5
All: Agriculture	2.6	6.2	9.4 R	3.0	5.3	7.4 R	7.9 R	5.6	30.0 R	17.0 R	11.9 R	8.9	5.1 R	7.1	18.0	5.1	7.1	3.3
Industry	32.9	28.1	38.1 R	30.9 R	25.9	28.4 R	33.0 R	41.6	28.6 R	29.8 R	34.5 R	34.8	27.8 R	28.3	32.7	29.8	37.6	28.5
Services	64.4	65.7	52.4 R	66.1 R	68.8	64.3 R	59.1 R	52.8	41.4 R	53.2 R	53.6 R	56.3	67.1 R	64.4	49.3	65.1	55.3	68.2

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

**Notes:** [1] For the UK, the Civilian Labour Force figures refer to working population excluding HM Forces, civilian employment to employed labour force excluding HM Forces, and industry to production and construction industries. See also footnotes to table 1.1.

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

[3] Annual figures relate to June.

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

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

[6] Annual figures relate to 1983.

[7] Annual figures relate to second quarter.

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

[9] Annual figures relate to April.

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

[11] Annual figures relate to January.

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

# 1.11 EMPLOYMENT

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

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost		
														Actual (Thou)	Seasonally adjusted
1980	1,422	29.5	8.3	11.76		21	823	258	3,183	12.1	279	5.9	4,006	14.3	
1981	1,137	26.6	8.2	9.37		16	621	320	3,720	11.4	335	7.8	4,352	12.6	
1982	1,198	29.8	8.3	9.98		8	320	134	1,438	10.7	142	3.5	1,769	12.4	
1983	1,209	31.5	8.5	10.30		6	244	71	741	10.2	77	2.0	985	12.9	
1984	1,311	34.3	8.9	11.59		6	231	38	387	10.4	43	1.5	619	14.4	
Week ended															
1983 May 14	1,234	32.7	8.3	10.28	10.01	6	256	77	774	10.1	83	2.2	1,030	1,134	12.3
June 11	1,168	30.9	8.4	9.85	9.70	7	297	69	714	10.4	76	2.0	1,011	1,091	13.3
July 16	1,201	31.4	8.7	10.47	10.37	7	267	44	477	10.9	51	1.3	743	1,002	15.1
Aug 13	1,122	29.0	8.8	9.88	10.37	4	142	38	368	9.8	41	1.1	510	681	12.6
Sep 10	1,238	31.9	8.9	10.98	11.04	5	199	39	372	9.6	44	1.1	571	661	13.0
Oct 15	1,326	33.7	8.9	11.74	11.30	4	152	36	325	9.0	40	0.9	477	517	12.0
Nov 12	1,345	34.5	8.7	11.68	11.29	5	180	37	341	9.2	42	1.1	521	482	12.5
Dec 10	1,327	34.5	8.9	11.78	11.14	4	161	35	341	9.9	39	1.0	502	507	13.0
1984 Jan 14	1,185	31.1	8.4	9.89	11.10	6	245	42	493	11.9	48	1.3	738	586	15.5
Feb 11	1,305	34.3	8.7	11.24	11.30	8	306	44	437	9.9	51	1.4	742	587	14.5
Mar 10	1,294	34.0	8.7	11.21	11.19	4	174	47	528	11.2	52	1.4	702	592	13.6
Apr 14	1,311	34.5	8.7	11.36	11.57	4	144	44	395	9.2	48	1.3	554	526	11.5
May 19	1,335	35.1	8.9	11.79	11.51	4	179	41	361	8.8	45	1.2	540	591	11.7
June 16	1,328	34.9	8.9	11.79	11.68	7	281	39	394	10.2	46	1.2	675	717	14.8
July 14	1,304	34.1	9.0	11.71	11.62	7	271	33	317	9.7	39	1.0	587	786	15.1
Aug 18	1,234	32.2	9.0	11.05	11.52	8	316	31	333	10.8	39	1.0	649	865	16.6
Sep 15	1,290	33.6	9.0	11.55	11.61	7	284	32	334	10.6	39	1.0	618	720	16.0
Oct 13	1,376	35.6	9.0	12.73	11.89	5	189	31	343	11.2	36	0.8	532	588	15.1
Nov 10	1,380	35.9	8.9	12.27	11.87	7	266	35	348	10.0	41	1.1	615	570	14.8
Dec 8	1,391	36.4	9.0	12.49	11.83	3	122	32	357	11.0	35	0.9	479	488	13.5
1985 Jan 12	1,214	32.0	8.5	10.33	11.55	5	186	30	317	10.4	34	0.9	503	396	14.6
Feb 16	1,337	35.2	8.9	11.87	11.93	6	236	34	360	10.7	40	1.0	596	454	15.0
Mar 16	1,329	35.1	9.0	11.93	11.91	6	225	37	357	9.8	42	1.1	582	494	13.8
Apr 13	1,220	32.3	8.3	10.15 R	10.38 R	4	162 R	19 R	211 R	10.5 R	23 R	0.6	373 R	352 R	15.8 R
May 18	1,395	36.8	8.9	12.38 R	12.10 R	4 R	143 R	25 R	247 R	10.2 R	28 R	0.8 R	389 R	424 R	13.9 R
June 15	1,383	36.5	9.1	12.56	12.47	3	108	22	213	9.9	24	0.6	321	339	13.2

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

# 1.12 EMPLOYMENT

## Hours of work—Operatives: manufacturing industries

Seasonally adjusted  
1980 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manu- facturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food drink, tobacco	All manu- facturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes	21-49			43-45	41, 42	21-49			43-45	41, 42
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	89.1	89.3	86.6	89.3	93.9	98.7	98.9	98.9	101.5	99.1
1982	84.4	84.9	80.7	83.4	88.5	100.5	100.9	100.9	103.9	99.6
1983	82.1	83.8	76.3	81.6	88.5	101.5	102.0	103.1	105.5	100.2
1984	82.1	85.8	72.6	81.5	85.6	102.4	103.5	104.3	105.6	100.4
Week ended										
1983 May 14	81.7					101.2				
June 11	81.6	82.6	76.4	80.5	88.2	101.0	101.0	101.3	105.2	99.8
July 16	82.2					101.5				
Aug 13	82.4					101.7				
Sep 10	82.7	84.3	75.9	82.2	89.3	101.9	102.0	103.8	105.8	100.6
Oct 15	82.6					102.1				
Nov 12	83.0					102.5				
Dec 15	82.8	85.2	74.9	82.6	88.2	102.4	103.4	104.9	106.2	100.6
1984 Jan 14	81.7					102.5				
Feb 11	81.9					102.5				
Mar 10	81.8	85.6	73.7	82.2	85.1	102.3	103.7	104.4	106.2	100.2
Apr 14	81.9					102.5				
May 19	82.0					102.4				
Jun 16	82.2	85.3	71.2	81.3	86.3	102.4	103.1	102.4	105.8	100.4
July 14	82.3					102.2				
Aug 18	81.9					102.2				
Sep 15	82.3	85.3	71.8	81.2	86.2	102.2	102.7	104.0	105.2	100.6
Oct 13	82.3					102.6				
Nov 10	82.5					102.7				
Dec 8	82.7	86.8	73.6	81.3	84.9	102.8	104.6	106.5	105.2	100.2
1985 Jan 12	81.3					102.6				
Feb 16	81.7					102.6				
Mar 16	81.6	86.9	72.2	80.2	85.1	102.6	103.8	105.8	105.5 R	99.8
Apr 13	80.8 R					101.7 R				
May 18	81.8 R					102.7 R				
Jun 15	82.1	86.2	71.3	78.9	84.6	102.9	103.5	105.0	105.2	99.7

# Overtime and Short-time Operatives in manufacturing industries in March 1985: Regions 1.13

Week ended	OVERTIME				SHORT-TIME								
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked		Operatives (Thou)	Hours lost (Thou)	Stood off for whole week	Working part of week		Stood off for whole or part of week			
			Average per operative working overtime	(Thou)				Operatives (Thou)	Hours lost (Thou)	Percentage of all operatives	Hours lost	Average per operative on short-time	
													Actual (Thou)
Mar 16, 1985													
Analysis by region													
South East	351.8	36.7	8.9	3,148.4	0.6	23.6	2.6	31.1	12.0	3.1	0.3	54.7	17.6
Greater London *	129.9	34.9	9.2	1,201.2	0.3	12.5	0.4	4.0	10.7	0.7	0.2	16.5	24.0
East Anglia	48.9	39.8	9.0	442.6	—	—	0.8	4.7	5.9	0.8	0.6	4.7	5.9
South West	97.7	39.5	9.4	914.1	—	1.9	2.6	20.3	8.0	2.6	1.1	22.3	8.6
West Midlands	189.5	36.2	8.7	1,643.2	2.0	79.6	5.9	59.4	10.0	7.9	1.5	139.1	17.6
East Midlands	116.0	32.8	8.7	1,004.7	0.3	12.6	8.3	67.5	8.1	8.6	2.4	80.1	9.3
Yorkshire and Humberside	135.3	34.7	9.3	1,251.9	0.7	26.5	6.8	63.8	9.3	7.5	1.9	90.3	12.1
North West	166.7	33.2	9.0	1,504.1	1.0	38.3	3.4	35.2	10.3	4.4	0.9	73.5	16.8
North	66.0	30.5	9.4	623.7	0.2	7.2	1.5	14.3	9.8	1.6	0.8	21.4	13.1
Wales	46.2	29.3	8.4	388.8	0.4	15.0	0.8	11.2	13.6	1.2	0.8	26.2	21.8
Scotland	111.0	35.1	9.1	1,011.1	0.5	20.8	3.9	48.8	12.4	4.4	1.4	69.6	15.7

\* Included in South East.

# Overtime and Short-time Operatives in manufacturing industries in June 1985: Regions 1.13

Week ended	OVERTIME				SHORT-TIME								
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked		Operatives (Thou)	Hours lost (Thou)	Stood off for whole week	Working part of week		Stood off for whole or part of week			
			Average per operative working overtime	(Thou)				Operatives (Thou)	Hours lost (Thou)	Percentage of all operatives	Hours lost	Average per operative on short-time	
													Actual (Thou)
Jun 6, 1985													
Analysis by region													
South East	352.2	36.9	9.2	3,226.4	0.4	15.5	1.3	18.1	13.9	1.7	0.2	33.6	19.8
Greater London *	124.8	33.9	9.3	1,156.1	0.1	4.5	0.2	2.2	10.3	0.3	0.1	6.7	20.4
East Anglia	51.4	41.7	9.4	484.0	—	—	0.8	6.2	7.3	0.8	0.7	6.2	7.3
South West	98.8	39.7	9.1	903.0	—	—	1.7	8.5	5.1	1.7	0.7	8.5	5.1
West Midlands	193.7	37.1	8.8	1,703.9	0.4	15.9	5.1	54.7	10.7	5.5	1.1	70.6	12.8
East Midlands	131.0	36.9	9.1	1,193.4	0.2	8.4	4.8	41.6	8.7	5.0	1.4	50.0	10.0
Yorkshire and Humberside	138.5	35.3	9.2	1,278.0	0.2	8.4	2.6	30.5	11.7	2.8	0.7	38.9	13.8
North West	180.4	36.0	8.9	1,613.3	0.5	18.2	2.8	30.0	10.6	3.3	0.7	48.2	14.7
North	70.6	32.8	8.4	665.9	0.4	14.4	0.5	2.6	5.4	0.8	0.4	17.0	20.3
Wales	48.9	31.1	8.8	428.2	0.1	5.0	0.7	6.7	9.8	0.8	0.5	11.7	14.5
Scotland	117.0	36.9	9.1	1,059.3	0.6	22.5	1.3	14.4	11.2	1.8	0.6	36.9	20.0

\* Included in South East.

## 2.1 UNEMPLOYMENT UK Summary

UNITED KINGDOM	THOUSAND											
	MALE AND FEMALE				UNEMPLOYED EXCLUDING SCHOOL LEAVERS					UNEMPLOYED BY DURATION		
	UNEMPLOYED		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	Number				Per cent						
1980	1,664.9	6.8	104.1	1,560.8	1,487.1	6.1						
1981	2,520.4	10.4	100.6	2,419.8	2,307.3	9.5						
1982	2,916.0	12.1	123.5	2,793.4	2,669.0	11.0						
1983††	3,104.7	12.9	134.9	2,969.7	2,912.1	12.1						
1984	3,159.8	13.1	113.0	3,046.8	3,046.8	12.6						
1983 July 14	3,020.6	12.6	115.5	2,905.0	2,937.8	12.2	4.2	15.3	352	2,565	103	
Aug 11	3,009.9	12.5	112.1	2,897.8	2,935.8	12.2	-2.0	8.3	304	2,611	95	
Sep 8	3,167.4	13.2	214.6	2,952.8	2,944.4	12.3	8.6	3.6	461	2,613	94	
Oct 13	3,094.0	12.9	168.1	2,925.9	2,944.8	12.3	0.4	2.3	361	2,642	91	
Nov 10	3,084.4	12.8	137.7	2,946.7	2,947.2	12.3	2.4	3.8	317	2,680	87	
Dec 8	3,079.4	12.8	118.1	2,961.3	2,958.3	12.3	11.1	4.6	291	2,703	86	
1984 Jan 12	3,199.7	13.2	116.8	3,082.9	2,975.3	12.3	17.0	10.2	308	2,084	87	
Feb 9	3,186.4	13.2	105.5	3,080.9	2,999.4	12.4	24.1	17.4	295	2,809	87	
Mar 8	3,142.8	13.0	94.8	3,048.0	3,013.6	12.5	14.2	18.4	260	2,801	82	
April 5	3,107.7	12.8	85.3	3,022.4	3,012.0	12.5	-1.6	12.2	272	2,755	80	
May 10	3,084.5	12.8	104.2	2,980.3	3,026.2	12.5	14.2	8.9	277	2,730	78	
June 14	3,029.7	12.5	95.3	2,934.5	3,031.8	12.5	5.6	6.1	267	2,688	75	
Jul 12	3,100.5	12.8	92.4	3,008.1	3,049.4	12.6	17.6	12.5	365	2,660	75	
Aug 9	3,115.9	12.9	89.9	3,025.9	3,066.3	12.7	16.9	13.4	308	2,735	73	
Sep 13	3,283.6	13.6	181.9	3,101.7	3,090.6	12.8	24.3	19.6	478	2,731	74	
Oct 11	3,225.1	13.3	150.6	3,074.6	3,093.6	12.8	3.0	14.7	371	2,781	74	
Nov 8	3,222.6	13.3	127.9	3,094.7	3,087.1	12.8	3.5	10.3	325	2,826	71	
Dec 6	3,219.4	13.3	111.3	3,108.1	3,106.4	12.8	9.3	5.3	293	2,856	70	
1985 Jan 10	3,341.0	13.8	109.4	3,231.5	3,123.9	12.9	17.5	10.1	302	2,965	74	
Feb 14	3,323.7	13.7	97.8	3,225.9	3,144.0	13.0	20.1	15.6	299	2,956	68	
Mar 14	3,267.6	13.5	88.0	3,179.6	3,148.0	13.0	4.0	13.9	264	2,936	67	
April 11	3,272.6	13.5	83.7	3,188.9	3,176.2	13.1	28.2	17.4	293	2,909	70	
May 9	3,240.9	13.4	107.7	3,133.2	3,177.0	13.1	0.8	11.0	305	2,869	67	
June 13	3,178.6	13.1	106.9	3,071.7	3,168.9	13.1	-8.1	7.0	285	2,828	66	
July 11**	3,235.0	13.4	104.6	3,130.5	3,175.4	13.1	6.5	-0.3	380	2,790	66	

## UNEMPLOYMENT UK summary 2.1

UNITED KINGDOM	THOUSAND											
	MALE				FEMALE						MARRIED	UNITED KINGDOM
	UNEMPLOYED		School leavers included in unemployed	Non-claimant school leavers	UNEMPLOYED EXCLUDING SCHOOL LEAVERS		UNEMPLOYED		UNEMPLOYED EXCLUDING SCHOOL LEAVERS			
Number	Per cent	Number			Per cent	Number	Per cent	Number	Per cent	Number	Per cent	
1,180.6	8.3	55.0	1,125.6	1,051.9	7.4	484.3	4.8	49.1	435.2	4.3	1980	
1,843.3	12.9	55.6	1,787.8	1,675.1	11.7	677.0	6.8	45.0	632.0	6.3	1981	
2,133.2	15.0	70.1	2,063.2	1,938.7	13.6	783.6	7.9	53.4	730.2	7.4	1982	
2,218.6	15.8	77.2	2,141.4	2,083.8	14.8	886.0	8.9	57.7	828.3	8.3	1983††	
2,197.4	15.7	65.0	2,132.4	2,132.3	15.3	962.5	9.4	48.0	914.5	8.9	1984	
2,144.0	15.2	66.9	2,077.1	2,101.6	14.9	876.6	8.8	48.7	927.9	8.4	1983 July 14	
2,125.0	15.1	65.4	2,059.6	2,087.0	14.9	884.9	8.9	46.6	938.2	8.4	Aug 11	
2,204.6	15.7	121.6	2,083.1	2,096.8	14.9	962.8	9.7	93.0	869.8	8.5	Sep 8	
2,162.4	15.4	95.7	2,066.6	2,091.8	14.9	931.6	9.4	72.4	859.2	8.6	1983 Oct 13	
2,159.0	15.3	78.9	2,080.1	2,087.6	14.8	925.4	9.3	58.8	866.6	8.6	Nov 10	
2,166.9	15.4	68.1	2,098.8	2,092.0	14.9	912.4	9.2	50.0	862.5	8.7	Dec 8	
2,245.4	16.1	66.9	2,178.4	2,098.1	15.0	954.3	9.3	49.8	904.5	8.7	1984 Jan 12	
2,236.9	16.0	60.6	2,176.3	2,112.5	15.1	949.5	9.3	44.9	904.6	8.7	Feb 9	
2,205.1	15.8	54.5	2,150.6	2,119.5	15.2	937.7	9.2	40.4	897.3	8.7	Mar 8	
2,180.1	15.6	49.2	2,130.9	2,115.4	15.2	927.6	9.1	36.2	891.5	8.8	1984 April 5	
2,161.1	15.5	60.2	2,100.9	2,122.6	15.2	923.3	9.0	44.0	879.3	8.8	May 10	
2,119.6	15.2	55.1	2,064.5	2,121.5	15.2	910.1	8.9	40.2	870.0	8.9	June 14	
2,150.1	15.4	53.3	2,096.9	2,129.9	15.3	950.4	9.3	39.2	911.2	9.0	1984 July 12	
2,151.1	15.4	52.3	2,098.8	2,137.9	15.3	964.8	9.4	37.7	927.1	9.1	Aug 9	
2,245.6	16.1	103.9	2,141.7	2,153.8	15.4	1,038.0	10.2	78.0	960.0	9.2	Sep 13	
2,218.0	15.9	86.1	2,131.9	2,156.9	15.4	1,007.1	9.8	64.5	942.6	9.2	1984 Oct 11	
2,222.7	15.9	73.5	2,149.2	2,158.0	15.5	999.9	9.8	54.3	945.6	9.2	Nov 8	
2,232.5	16.0	64.4	2,168.1	2,162.0	15.5	986.9	9.7	47.0	939.9	9.2	Dec 6	
2,316.0	16.6	63.4	2,252.6	2,172.4	15.6	1,024.9	10.0	46.0	978.9	9.3	1985 Jan 10	
2,309.9	16.5	56.8	2,253.1	2,188.8	15.7	1,013.8	9.9	40.9	972.9	9.3	Feb 14	
2,269.3	16.3	51.1	2,218.2	2,188.8	15.7	998.3	9.8	36.9	961.4	9.4	Mar 14	
2,270.7	16.3	48.7	2,222.0	2,204.7	15.8	1,001.8	9.8	35.0	966.9	9.5	1985 April 11	
2,243.8	16.1	62.4	2,181.3	2,201.3	15.8	997.2	9.8	45.3	951.9	9.5	May 9	
2,196.8	15.7	61.9	2,134.9	2,191.3	15.7	981.7	9.6	44.9	936.8	9.6	June 13	
2,216.2	15.9	60.3	2,156.0	2,191.4	15.7	1,018.8	10.0	44.3	974.5	9.6	1985 July 11	

## 2.2 UNEMPLOYMENT GB Summary

UNITED KINGDOM	THOUSAND											
	MALE AND FEMALE				UNEMPLOYED EXCLUDING SCHOOL LEAVERS					MARRIED	UNITED KINGDOM	
	UNEMPLOYED		School leavers included in unemployed	Non-claimant school leavers	UNEMPLOYED EXCLUDING SCHOOL LEAVERS		UNEMPLOYED		UNEMPLOYED EXCLUDING SCHOOL LEAVERS			Number
Number	Per cent	Number			Per cent	Number	Per cent	Number	Per cent	Number	Per cent	
1,590.5	6.7	97.8	1,492.7	1,420.4	6.0	461.3	4.7	46.6	414.8	4.2	1980	
2,422.4	10.2	94.0	2,328.4	2,217.7	9.4	649.1	6.7	42.5	606.5	6.2	1981	
2,808.5	11.9	117.3	2,691.3	2,568.7	10.9	752.6	7.8	51.1	701.6	7.2	1982	
2,987.6	12.7	130.7	2,856.8	2,800.0	11.9	854.0	8.8	56.1	797.9	8.2	1983††	
1984	3,038.4	12.9	109.7	2,928.7	2,928.7	12.4	928.8	9.3	46.8	882.0	8.8	1984
1983 July 14	2,903.5	12.4	112.2	2,791.3	2,824.4	12.0	2.3	14.3	343	2,458	102	
Aug 11	2,892.9	12.3	109.0	2,783.9	2,821.6	12.0	-2.8	7.1	295	2,504	93	
Sep 8	3,043.7	13.0	208.5	2,835.2	2,828.9	12.1	7.3	2.3	447	2,505	92	
Oct 13	2,974.2	12.7	162.8	2,811.4	2,829.8	12.1	0.9	1.8	351	2,534	89	
Nov 10	2,964.7	12.6	133.1	2,831.6	2,831.5	12.1	1.7	3.3	308	2,571	86	
Dec 8	2,960.9	12.6	114.3	2,846.7	2,842.6	12.1	11.1	4.6	283	2,594	84	
1984 Jan 12	3,077.4	13.0	113.2	2,964.3	2,859.2	12.1	16.6	9.8	299	2,692	86	
Feb 9	3,063.8	13.0	102.2	2,961.7	2,881.8	12.2	22.6	16.8	286	2,697	81	
Mar 8	3,021.9	12.8	91.9	2,930.0	2,895.7	12.3	13.9	17.7	252	2,689	80	
April 5	2,987.6	12.7	82.7	2,904.9	2,894.2	12.3	-1.5	11.7	264	2,645	79	
May 10	2,963.9	12.6	100.6	2,863.3	2,907.8	12.3	13.6	8.7	268	2,619	76	
June 14	2,910.8	12.3	92.3	2,818.6	2,913.7	12.3	5.9	6.0	258	2,579	74	
July 12	2,978.9	12.6	89.7	2,889.2	2,930.8	12.4	17.1	12.2	355	2,550	74	
Aug 9	2,995.2	12.7	87.4	2,907.8	2,947.7	12.5	16.9	13.3	300	2,624	71	
Sep 13	3,156.6	13.4	176.6	2,979.9	2,971.2	12.6	23.5	19.2	462	2,622	72	
Oct 11	3,103.2	13.1	146.5	2,956.7	2,975.2	12.6	4.0	14.8	360	2,670	73	
Nov 8	3,101.6	13.1	124.5	2,977.0	2,978.9	12.6	3.7	10.4	316	2,716	70	
Dec 6	3,100.0	13.1	108.6	2,991.4	2,988.6	12.7	9.7	5.8	285	2,746	69	
1985 Jan 10	3,217.9	13.6	107.0	3,110.9	3,005.7	12.7	17.1	10.2	294	2,851	73	
Feb 14	3,200.7	13.6	95.6	3,105.1	3,024.7	12.8	19.0	15.3	290	2,843	67	
Mar 14	3,145.9	13.3	86.1	3,059.8	3,028.0	12.8	3.3	13.1	256	2,824	66	
April 11	3,150.3	13.3	81.9	3,068.4	3,055.5	12.9	27.5	16.6	285	2,800	69	
May 9	3,120.0	13.2	105.3	3,014.7	3,056.8	12.9	1.3	10.7	297	2,758	65	
June 13	3,057.2	13.0	104.8	2,952.4	3,047.4	12.9	-9.4	6.5	276	2,717	64	
July 11	3,116.2	13.2	102.7	3,013.5	3,053.3	12.9	5.9	-0.7	369	2,683	64	

## UNEMPLOYMENT GB summary 2.2

UNITED KINGDOM	THOUSAND											
	MALE				FEMALE						MARRIED	UNITED KINGDOM
	UNEMPLOYED											

	THOUSAND														
	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted†		Male	Female			
								Number	Per cent	Change since previous month	Average change over 3 months ended				
<b>SOUTH EAST</b>															
1981	547.6	407.5	140.1	16.5	7.0	9.0	4.3	531.0							
1982	664.6	490.8	173.8	22.4	8.5	10.8	5.3	642.3							
1983††	721.4	514.5	206.9	24.5	9.3	11.4	6.3	696.9							
1984	748.0	511.0	236.5	20.1	9.5	11.3	7.0	727.4							
1984 Jul 12	735.2	500.9	234.4	16.2	9.3	11.1	6.9	719.0	728.9	9.2	4.9	4.3	499.1	229.8	
Aug 9	744.6	503.3	241.3	15.4	9.4	11.2	7.1	729.2	733.9	9.3	5.0	4.8	501.3	232.6	
Sep 13	777.6	521.5	256.1	31.5	9.9	11.6	7.6	746.1	741.5	9.4	7.6	5.8	506.1	235.4	
Oct 11	767.4	516.5	250.9	27.9	9.7	11.5	7.4	739.5	742.1	9.4	0.6	4.4	506.7	235.4	
Nov 8	767.5	517.3	250.2	23.7	9.7	11.5	7.4	743.7	744.1	9.4	2.0	3.4	507.1	237.0	
Dec 6	766.1	519.6	246.6	20.4	9.7	11.5	7.3	745.8	747.7	9.5	3.5	2.1	508.9	238.8	
1985 Jan 10	795.6	541.8	253.8	18.5	10.1	12.0	7.5	777.1	753.9	9.5	6.2	3.9	513.7	240.2	
Feb 14	797.0	544.7	252.3	16.4	10.1	12.1	7.4	780.6	761.2	9.6	7.3	5.7	519.9	241.3	
Mar 14	784.0	534.7	249.2	14.7	9.9	11.9	7.4	769.3	761.2	9.6	0.0	4.5	518.3	242.9	
Apr 11	784.2	533.2	251.0	13.9	9.9	11.8	7.4	770.3	768.6	9.7	7.4	4.9	521.4	247.2	
May 9	772.2	523.7	248.5	16.5	9.8	11.6	7.3	755.7	768.3	9.7	-0.3	2.4	520.2	248.1	
Jun 13	756.2	512.0	244.2	16.0	9.6	11.4	7.2	740.2	766.0	9.7	-2.3	1.6	517.7	248.4	
Jul 11	773.6	518.7	254.9	15.4	9.8	11.5	7.5	758.1	768.0	9.7	2.0	-0.2	518.0	250.1	
<b>GREATER LONDON (included in South East)</b>															
1981	263.5	195.8	67.6	9.0	6.9	8.7	4.3	254.5							
1982	323.3	238.5	84.8	10.7	8.5	10.5	5.4	312.6							
1983††	359.9	258.8	101.1	12.0	9.5	11.6	6.4	347.9							
1984	380.6	265.4	115.2	10.2	9.9	11.9	7.2	370.4							
1984 Jul 12	377.8	263.1	114.7	8.3	9.9	11.8	7.2	369.4	371.0	9.7	2.0	2.5	259.2	111.8	
Aug 9	383.2	264.9	118.3	8.0	10.0	11.9	7.4	375.2	373.3	9.7	2.3	2.7	260.4	112.9	
Sep 13	397.3	272.8	124.4	14.5	10.4	12.2	7.8	382.7	377.7	9.9	4.4	2.9	263.4	114.3	
Oct 11	392.2	270.3	121.9	13.6	10.2	12.1	7.6	378.6	379.0	9.9	1.3	2.7	264.5	114.5	
Nov 8	391.1	270.3	120.8	12.1	10.2	12.1	7.5	379.0	380.8	9.9	1.8	2.5	265.7	115.1	
Dec 6	390.8	271.2	119.6	10.6	10.2	12.2	7.5	380.2	382.9	10.0	2.1	1.7	266.9	116.0	
1985 Jan 10	400.1	278.0	122.1	9.6	10.4	12.5	7.6	390.5	385.3	10.1	2.4	2.1	268.5	116.8	
Feb 14	400.8	279.3	121.5	8.6	10.5	12.5	7.6	392.2	387.5	10.1	2.2	2.2	270.5	117.0	
Mar 14	398.4	277.9	120.5	7.9	10.4	12.5	7.5	390.5	389.1	10.2	1.6	2.1	271.3	117.8	
Apr 11	400.7	279.2	121.6	7.4	10.5	12.5	7.6	393.3	392.9	10.3	3.8	2.5	273.5	119.4	
May 9	397.7	276.6	121.1	8.4	10.4	12.4	7.6	398.4	393.3	10.3	0.4	1.9	273.2	120.1	
Jun 13	393.1	273.7	119.3	7.9	10.3	12.3	7.4	385.2	393.9	10.3	0.6	1.6	273.7	120.2	
Jul 11	402.2	277.5	124.7	7.7	10.5	12.4	7.8	394.6	396.2	10.3	2.3	1.1	274.4	121.8	
<b>EAST ANGLIA</b>															
1981	61.4	45.9	15.5	2.0	8.3	10.3	5.2	59.4							
1982	72.2	53.2	19.0	2.4	9.7	12.0	6.3	69.8							
1983††	77.5	54.8	22.6	2.7	10.3	12.2	7.4	74.7							
1984	77.3	52.0	25.3	2.2	10.1	11.7	8.0	75.1							
1984 Jul 12	74.5	49.7	24.7	1.9	9.8	11.1	7.8	72.6	75.4	9.9	0.6	0.3	50.9	24.5	
Aug 9	74.4	49.3	25.0	1.7	9.8	11.1	7.9	72.6	75.8	9.9	0.4	0.3	50.8	24.9	
Sep 13	77.6	50.8	26.8	3.6	10.2	11.4	8.5	74.0	76.0	10.0	0.2	0.4	50.8	25.1	
Oct 11	77.2	50.7	26.5	2.9	10.1	11.4	8.4	74.2	75.4	9.9	-0.5	0.0	50.4	25.0	
Nov 8	77.7	51.3	26.5	2.4	10.2	11.5	8.4	75.3	75.7	9.9	0.3	0.0	50.5	25.2	
Dec 6	78.5	52.1	26.4	2.1	10.3	11.7	8.4	76.4	76.3	10.0	0.5	0.1	50.7	25.6	
1985 Jan 10	83.2	55.2	28.0	1.9	10.9	12.4	8.9	81.3	77.1	10.1	0.9	0.6	51.2	26.0	
Feb 14	84.5	56.4	28.1	1.7	11.1	12.6	8.9	82.8	78.2	10.3	1.1	0.8	52.0	26.3	
Mar 14	82.2	54.6	27.6	1.6	10.8	12.2	8.7	80.6	77.9	10.2	-0.3	0.5	51.5	26.4	
Apr 11	82.4	54.6	27.8	1.6	10.8	12.2	8.8	80.8	79.0	10.4	1.1	0.6	52.1	26.9	
May 9	81.0	53.2	27.8	2.0	10.6	11.9	8.8	79.0	79.6	10.4	0.6	0.4	52.4	27.2	
Jun 13	78.9	51.7	27.2	2.1	10.3	11.6	8.6	76.8	80.1	10.5	0.6	0.7	52.7	27.4	
Jul 11	79.0	51.4	27.6	2.0	10.4	11.5	8.7	77.0	79.9	10.5	-0.2	0.3	52.5	27.4	
<b>SOUTH WEST</b>															
1981	155.6	112.0	43.6	4.4	9.2	11.3	6.3	151.2							
1982	179.0	128.0	51.0	5.7	10.6	13.1	7.2	173.3							
1983††	188.6	129.3	59.3	6.2	11.2	13.2	8.4	182.3							
1984	193.7	127.2	66.5	5.0	11.4	13.0	9.1	188.7							
1984 Jul 12	183.8	120.7	63.1	4.0	10.8	12.4	8.6	179.8	188.4	11.0	1.5	0.9	123.8	64.6	
Aug 9	185.8	121.3	64.4	3.8	10.9	12.4	8.8	182.0	190.2	11.1	1.8	1.5	124.9	65.3	
Sep 13	198.6	128.7	70.0	8.4	11.6	13.2	9.6	190.2	193.2	11.3	3.0	2.1	126.8	66.4	
Oct 11	200.3	129.9	70.4	7.1	11.7	13.3	9.6	193.2	193.6	11.3	0.5	1.7	127.3	66.3	
Nov 8	203.5	132.1	71.4	5.9	11.9	13.5	9.8	197.6	194.4	11.4	0.8	1.4	128.0	66.5	
Dec 6	204.4	133.6	70.8	5.1	12.0	13.7	9.7	199.4	195.0	11.4	0.6	0.6	128.1	66.9	
1985 Jan 10	213.2	139.5	73.7	4.7	12.5	14.3	10.1	208.6	196.9	11.5	1.9	1.1	129.1	67.8	
Feb 14	213.7	140.4	73.3	4.2	12.5	14.4	10.0	209.6	199.1	11.7	2.2	1.6	131.0	68.2	
Mar 14	208.1	136.3	71.9	3.8	12.2	13.9	9.8	204.3	198.7	11.6	-0.4	1.2	130.3	68.4	
Apr 11	205.5	135.0	70.6	3.5	12.0	13.8	9.7	202.0	200.5	11.7	1.8	1.2	131.4	69.1	
May 9	200.8	131.5	69.3	4.4	11.8	13.5	9.5	196.4	201.1	11.8	0.6	0.7	131.4	69.7	
Jun 13	192.3	125.5	66.8	4.3	11.3	12.8	9.2	188.0	200.2	11.7	-0.9	0.5	130.1	70.1	
Jul 11	196.1	126.7	69.4	4.3	11.5	13.0	9.5	191.8	200.6	11.8	0.4	0.0	129.9	70.7	

See footnotes to table 2.1. The regional figures have been changed slightly as indicated in the article "Unemployment statistics for small areas" in the September issue of *Employment Gazette*. The regional tables have previously been approximated as sums of Jobcentre area figures whereas they are now based in wards, to reflect administrative boundaries more accurately and to be consistent with the figures already introduced for districts, counties and constituencies as published in tables 2.9 and 2.10. Revised monthly regional figures will in due course be available back to June 1983. The figures given here are revised back to February 1984.

	THOUSAND														
	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted†		Male	Female			
								Number	Per cent	Change since previous month	Average change over 3 months ended				
<b>WEST MIDLANDS</b>															
1981	290.6	213.9	76.6	12.3	12.5	15.2	8.3	278.3							
1982	337.9	249.9	87.9	14.8	14.7	17.9	9.8	323.1							
1983††	354.7	257.3	97.4	16.0	15.7	18.7	11.0	338.6							
1984	345.4	243.0	102.4	12.8	15.3	18.0	11.3	332.6							
1984 Jul 12	341.1	239.6	101.4	10.5	15.1	17.7	11.2	330.6	332.4	14.8	0.9	0.8	235.4	97.0	
Aug 9	342.1	239.7	102.4	10.4	15.2	17.7	11.3	331.7	333.9	14.8	1.5	0.8	236.3	97.6	
Sep 13	360.4	249.0	111.4	20.5	16.0	18.									





# 2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status† and in travel-to-work areas\* at July 11, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
				per cent					per cent
Newark	1,936	1,156	3,092	13.6	Wolverhampton	18,291	7,327	25,618	18.6
Newbury	1,451	895	2,346	7.8	Woodbridge and Leiston	823	454	1,277	7.2
Newcastle upon Tyne	48,051	19,171	67,222	18.8	Worcester	4,385	2,268	6,653	11.7
Newmarket	1,254	811	2,065	9.1	Workington	3,229	1,623	4,852	19.2
Newquay	948	476	1,424	14.5	Worksop	2,303	1,207	3,510	14.7
Newton Abbot	1,884	1,030	2,914	12.8	Worthing	3,824	1,891	5,715	8.6
Northallerton	658	407	1,065	9.0	Yeovil	1,987	1,481	3,468	8.8
Northampton	6,741	3,431	10,172	10.3	York	5,669	3,351	9,020	10.1
Northwich	4,252	2,237	6,489	14.2					
Norwich	9,493	4,696	14,189	10.5					
Nottingham	31,510	13,314	44,824	13.8	Wales				
Okehampton	329	205	534	12.2	Aberdare	2,858	1,012	3,870	20.8
Oldham	8,419	3,803	12,222	14.8	Aberystwyth	967	526	1,493	13.0
Oswestry	1,116	611	1,727	14.0	Bangor and Caernarfon	3,882	1,400	5,082	18.9
Oxford	8,312	4,913	13,225	7.8	Bracon	516	249	765	10.0
					Bridgend	6,146	2,812	8,958	16.6
Pendle	3,081	1,722	4,803	15.7	Cardiff	21,525	7,939	29,464	14.9
Penrith	743	544	1,287	9.9	Cardigan	988	469	1,457	23.2
Penzance and St. Ives	2,060	851	2,911	17.3	Carmarthen	1,051	521	1,572	9.4
Peterborough	7,681	3,620	11,301	12.9	Conwy and Colwyn	2,824	1,352	4,176	13.7
Pickering and Helmsley	310	197	507	7.8	Denbigh	763	457	1,220	14.1
Plymouth	10,076	6,643	17,719	14.6	Dolgellau and Barmouth	382	168	550	12.6
Poole	3,774	1,966	5,740	10.4	Ebbw Vale and Abergavenny	5,009	1,844	6,853	19.4
Portsmouth	12,947	5,984	18,931	12.0	Fishguard	435	199	634	20.2
Preston	12,456	6,316	18,772	12.2	Haverfordwest	2,635	1,143	3,778	18.2
Reading	6,887	3,658	10,545	7.8	Holyhead	2,643	1,158	3,801	22.4
Redruth and Camborne	2,650	1,272	3,922	19.1	Lampeter and Aberaeron	730	299	1,029	22.5
Retford	1,487	1,012	2,499	12.6	Llandeilo	330	173	503	15.4
Richmondshire	755	711	1,466	12.2	Llandrindod Wells	659	342	1,001	13.6
Ripon	467	360	827	8.1	Llanelli	3,760	1,777	5,537	17.1
Rochdale	7,324	3,330	10,654	17.5	Machynlleth	352	134	486	16.3
Rotherham and Mexborough	15,028	6,527	21,555	20.6	Merthyr and Rhymney	7,840	2,905	10,745	20.4
Rugby and Daventry	3,341	2,085	5,426	11.5	Monmouth	426	208	634	13.1
Salisbury	2,064	1,383	3,447	8.6	Neath and Port Talbot	5,457	2,404	7,861	15.6
Scarborough and Filey	2,566	1,186	3,752	12.5	Newport	9,079	3,776	12,855	15.9
Scunthorpe	6,603	2,774	9,377	18.3	Newtown	710	343	1,053	12.7
Settle	274	182	456	8.8	Pontypool and Cwmbran	4,245	1,936	6,181	16.4
Shaftesbury	800	448	1,248	8.8	Pontypridd and Rhondda	7,987	3,067	11,054	17.2
Sheffield	31,087	13,815	44,902	15.7	Porthmadoc and Ffestiniog	573	291	864	14.2
Shrewsbury	3,205	1,614	4,819	11.5	Pwllheli	611	230	841	15.7
Sittingbourne and Sheerness	3,600	1,911	5,511	14.4	Shotton, Flint and Rhyl	8,474	3,794	12,268	18.1
Skegness	1,339	501	1,840	16.8	South Pembrokeshire	2,029	675	2,704	20.1
Skipton	485	356	841	7.9	Swansea	13,236	5,236	18,472	16.5
Sleaford	752	552	1,304	12.4	Welshpool	520	312	832	12.6
Slough	7,210	4,036	11,246	6.7	Wrexham	5,399	2,485	7,884	17.4
South Molton	272	168	440	10.9					
South Tyneside	11,300	4,671	15,971	26.3	Scotland				
Southampton	13,350	5,611	18,961	10.8	Aberdeen	5,870	3,837	9,707	6.1
Southend	23,072	10,717	33,789	14.1	Alloa	2,378	993	3,371	19.2
Spalding and Holbeach	1,414	966	2,380	10.9	Annan	724	436	1,160	14.3
St. Austell	1,700	992	2,692	12.2	Arbroath	1,046	626	1,672	18.1
					Ayr	4,596	2,290	6,886	14.2
Stafford	4,078	2,553	6,631	10.3	Badenoch	369	190	559	15.3
Stamford	1,076	831	1,907	11.6	Banff	465	283	748	9.6
Stockton-on-Tees	11,068	4,448	15,516	20.1	Bathgate	7,033	3,059	10,092	21.5
Stoke	16,584	8,313	24,897	13.0	Berwickshire	377	276	653	13.6
Stroud	2,263	1,372	3,635	10.3	Blaigowie and Pitlochry	823	480	1,303	13.2
Sudbury	1,130	644	1,774	11.9	Brechin and Montrose	810	604	1,414	11.1
Sunderland	27,418	10,694	38,112	22.1	Buckie	317	244	561	14.3
Swindon	5,933	3,598	9,531	10.9	Campbeltown	464	246	710	16.5
Taunton	2,516	1,538	4,054	10.2	Crieff	281	150	431	12.5
Telford and Bridgnorth	8,893	3,575	12,468	20.8	Cumnock and Sanquhar	3,357	1,079	4,436	26.1
Thanet	5,190	2,181	7,371	18.7	Dumbarton	3,861	2,129	5,990	20.5
Theftord	1,544	1,021	2,565	13.0	Dumfries	1,573	923	2,496	10.3
Thirsk	316	229	545	12.5	Dundee	11,418	5,757	17,175	17.7
Tiverton	661	402	1,063	11.4	Dunfermline	4,618	2,754	7,372	14.6
Torbay	4,847	2,307	7,154	16.5	Dunoon and Bute	830	451	1,281	16.5
Torrington	393	229	622	17.0	Edinburgh	23,485	11,055	34,540	11.5
Totnes	520	285	805	13.1	Elgin	1,131	775	1,906	12.6
Trowbridge and Frome	2,429	1,689	4,118	9.7	Falkirk	7,351	3,760	11,111	18.2
Truro	1,525	758	2,283	10.8	Forfar	639	505	1,144	10.5
Tunbridge Wells	3,616	2,046	5,662	6.8	Forres	383	279	662	23.1
Uttoxeter and Ashbourne	645	440	1,085	10.6	Fraserburgh	539	279	818	13.5
Wakefield and Dewsbury	11,428	4,866	16,294	14.3	Galashiels	727	445	1,172	7.6
Walsall	18,952	7,502	26,454	17.7	Girvan	542	228	770	20.8
Wareham and Swanage	491	349	840	9.0	Glasgow	82,782	32,877	115,659	17.9
Warminster	335	312	647	10.4	Greenock	6,699	2,828	9,527	20.0
Warrington	6,776	3,152	9,928	13.0	Haddington	610	397	1,007	8.6
Warwick	4,651	2,782	7,433	9.6	Hawick	475	292	767	9.2
Watford and Luton	17,783	9,755	27,538	8.7	Huntly	189	143	332	10.8
Wellingborough and Rushden	3,085	1,818	4,903	11.5	Inver Gordon and Dingwall	2,328	777	3,105	21.7
Wells	1,286	823	2,109	8.6	Inverness	3,010	1,349	4,359	11.8
Weston-super-Mare	3,230	1,949	5,179	14.4	Irvine	8,420	3,530	11,950	25.8
Whitby	889	362	1,251	19.7	Islay/Mid Argyll	407	213	620	13.6
Whitchurch and Market Drayton	1,239	642	1,881	14.1	Keith	368	234	602	11.5
Whitehaven	2,678	1,357	4,035	13.4	Keiso and Jedburgh	261	189	450	9.0
Widnes and Runcorn	8,451	3,174	11,625	19.4	Kilmarnock	4,008	1,798	5,806	18.8
Wigan and St. Helens	24,207	11,304	35,511	19.4	Kirkcaldy	7,383	3,648	11,031	16.9
Winchester and Eastleigh	2,415	1,495	3,910	5.3	Lanarkshire	23,174	10,090	33,264	21.3
Windermere	245	137	382	6.4	Lochaber	865	376	1,241	15.6
Wirral and Chester	27,431	11,467	38,898	18.2	Lockerbie	286	212	498	12.6
Wisbech	1,743	700	2,443	14.7	Newton Stewart	427	226	653	19.9

# UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status† and in travel-to-work areas\* at July 11, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
				per cent					per cent
North East Fife	1,058	829	1,887	11.4	Northern Ireland**				
Orkney	530	306	836	11.7	Ballymena	2,097	1,031	3,128	14.4
Orkney Islands	500	232	732	11.0	Belfast	41,185	17,518	58,703	17.3
Peebles	295	184	479	10.2	Coleraine	4,911	1,667	6,578	24.2
Perth	2,122	1,077	3,199	10.0	Cookstown	1,766	746	2,512	33.7
					Craigavon	7,496	3,381	10,877	20.1
Peterhead	866	606	1,472	11.2	Dungannon	2,652	1,057	3,709	27.9
Shetland Islands	398	260	658	5.6	Enniskillen	2,983	1,148	4,131	25.6
Skye and Wester Ross	604	259	863	18.3	Londonderry	9,624	2,700	12,324	28.5
Stewarton	624	381	1,005	13.4	Magherafelt	1,929	826	2,755	28.0
Stirling	3,186	1,624	4,810	11.6	Newry	5,370	2,009	7,379	31.2
Stranraer	884	405	1,289	15.6					
Sutherland	548	218	766	19.6	Omagh	2,226	913	3,139	21.2
Thurso	420	283	703	11.5	Strabane	2,976	644	3,620	36.5
Western Isles	1,274	464	1,738	17.8					
Wick	601	213	814	17.4					

\* Travel to work areas are as defined in the supplement to the September 1984 issue of *Employment Gazette*, with slight amendments as given in the October 1984 (pages 467) and March 1985 (page 126) issues. The denominators used to calculate unemployment rates are the sum of mid-1984 estimates of employees in employment and the unemployed. Unemployment by county and local authority district is now given in table 2.9 and constituency data in table 2.10.

\*\* There is a discontinuity in the Northern Ireland figures please see the note \*\* in table 2.1. † Assisted area status as designated on November 29, 1984. Unemployment rates are calculated using a mid-1984 denominator.

# UNEMPLOYMENT 2.5 Age and duration

THOUSAND

UNITED KINGDOM	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
<b>MALE AND FEMALE</b>																
1983 July	602.8	272.6	321.0	1,196.4	548.7	297.3	618.0	1,463.9	114.8	81.8	163.6	360.2	1,266.3	651.7	1,102.6	3,020.6
Oct	701.3	221.0	339.0	1,261.3	561.4	273.6	638.9	1,473.9	117.0	76.8	165.0	358.8	1,279.7	571.4	1,142.9	3,094.0
1984 Jan	674.9	237.7	347.1	1,259.7	625.6	277.3	670.2	1,573.0	121.3	74.9	170.7	366.9	1,421.7	589.9	1,188.0	3,199.7
Apr	530.2	300.9	349.4	1,180.5	574.5	296.0	690.4	1,560.9	108.9	78.9						

## 2.7 UNEMPLOYMENT Age

UNITED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
<b>MALE AND FEMALE</b>									
1984 Jul	164.1	350.9	688.3	709.6	439.8	397.0	267.3	83.5	3,100.5
1984 Oct	234.0	374.9	677.5	725.5	449.7	405.7	274.0	83.9	3,225.1
1985 Jan	197.7	374.0	714.5	776.5	483.0	428.2	284.4	82.6	3,341.0
1985 Apr	160.5	351.5	701.3	777.0	486.4	429.5	287.3	79.0	3,272.6
1985 Jul	177.6	335.2	720.3	759.5	470.4	418.9	278.9	74.2	3,235.0
<b>Proportion of number unemployed</b>									
1984 Jul	5.3	11.3	22.2	22.9	14.2	12.8	8.6	2.7	100.0
1984 Oct	7.3	11.6	21.0	22.5	13.9	12.6	8.5	2.6	100.0
1985 Jan	5.9	11.2	21.4	23.2	14.5	12.8	8.5	2.5	100.0
1985 Apr	4.9	10.7	21.4	23.7	14.9	13.1	8.8	2.4	100.0
1985 Jul	5.5	10.4	22.3	23.5	14.5	12.9	8.6	2.3	100.0
<b>MALE</b>									
1984 Jul	94.7	205.4	435.4	494.1	339.5	292.8	205.6	82.6	2,150.1
1984 Oct	134.0	215.4	432.0	501.4	345.5	297.4	209.3	83.0	2,218.0
1985 Jan	113.9	218.9	459.1	539.6	371.9	314.1	217.1	81.4	2,316.0
1985 Apr	92.7	208.1	452.4	537.0	371.8	312.9	218.3	77.6	2,270.7
1985 Jul	102.6	197.1	455.8	518.4	355.9	303.2	210.4	72.9	2,216.2
<b>Proportion of number unemployed</b>									
1984 Jul	4.4	9.6	20.2	23.0	15.8	13.6	9.6	3.8	100.0
1984 Oct	6.0	9.7	19.5	22.6	15.6	13.4	9.4	3.7	100.0
1985 Jan	4.9	9.5	19.8	23.3	16.1	13.6	9.4	3.5	100.0
1985 Apr	4.1	9.2	19.9	23.6	16.4	13.8	9.6	3.4	100.0
1985 Jul	4.6	8.9	20.6	23.4	16.1	13.7	9.5	3.3	100.0
<b>FEMALE</b>									
1984 Jul	69.4	145.5	252.9	215.5	100.2	104.2	61.7	0.9	950.4
1984 Oct	99.9	159.5	245.5	224.1	104.2	108.3	64.6	1.0	1,007.1
1985 Jan	83.8	155.0	255.4	236.8	111.1	114.1	67.3	1.3	1,024.9
1985 Apr	67.8	143.5	248.9	240.1	114.6	116.7	69.0	1.4	1,001.8
1985 Jul	75.0	138.1	264.5	241.1	114.5	115.7	68.5	1.2	1,018.8
<b>Proportion of number unemployed</b>									
1984 Jul	7.3	15.3	26.6	22.7	10.5	11.0	6.5	0.1	100.0
1984 Oct	9.9	15.8	24.4	22.2	10.3	10.8	6.4	0.1	100.0
1985 Jan	8.2	15.1	24.9	23.1	10.8	11.1	6.6	0.1	100.0
1985 Apr	6.8	14.3	24.8	24.0	11.4	11.6	6.9	0.1	100.0
1985 Jul	7.4	13.6	26.0	23.7	11.2	11.4	6.7	0.1	100.0

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

## 2.8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
<b>MALE AND FEMALE</b>								
1984 Jul	214.8	150.4	214.7	222.5	432.4	631.2	1,234.4	3,100.5
1984 Oct	205.2	165.3	346.4	232.5	452.7	546.2	1,276.9	3,225.1
1985 Jan	192.2	110.1	253.3	284.7	603.5	581.2	1,316.0	3,341.0
1985 Apr	165.4	127.2	218.1	248.6	490.5	688.5	1,334.2	3,272.6
1985 Jul	221.8	159.1	225.7	238.0	437.6	626.1	1,326.9	3,235.0
<b>Proportion of number unemployed</b>								
1984 Jul	6.9	4.8	6.9	7.2	13.9	20.4	39.8	100.0
1984 Oct	6.4	5.1	10.7	7.2	14.0	16.9	39.6	100.0
1985 Jan	5.8	3.3	7.6	8.5	18.1	17.4	39.4	100.0
1985 Apr	5.1	3.9	6.7	7.6	15.0	21.0	40.8	100.0
1985 Jul	6.9	4.9	7.0	7.4	13.5	19.4	41.0	100.0
<b>MALE</b>								
1984 Jul	132.0	94.0	138.2	142.2	279.2	409.6	955.2	2,150.1
1984 Oct	130.8	103.6	208.5	149.6	289.4	356.4	979.7	2,218.0
1985 Jan	120.0	71.9	108.2	186.1	382.7	376.5	1,010.7	2,316.0
1985 Apr	104.7	82.4	139.7	159.4	319.0	441.6	1,023.8	2,270.7
1985 Jul	132.7	97.4	142.2	148.7	278.1	400.7	1,016.5	2,216.2
<b>Proportion of number unemployed</b>								
1984 Jul	6.1	4.4	6.4	6.6	13.0	19.1	44.4	100.0
1984 Oct	5.9	4.7	9.4	6.7	13.0	16.1	44.2	100.0
1985 Jan	5.2	3.1	7.3	8.0	16.5	16.3	43.6	100.0
1985 Apr	4.6	3.6	6.2	7.0	14.1	19.4	45.1	100.0
1985 Jul	6.0	4.4	6.4	6.7	12.5	18.1	45.9	100.0
<b>FEMALE</b>								
1984 Jul	82.9	56.4	76.5	80.6	153.2	221.7	279.2	950.4
1984 Oct	74.4	61.8	137.9	82.9	163.3	189.8	279.1	1,007.1
1985 Jan	72.2	38.2	85.1	98.6	220.8	204.7	305.3	1,024.9
1985 Apr	60.7	44.9	78.3	89.2	171.5	247.0	310.4	1,001.8
1985 Jul	89.1	61.6	83.5	89.2	159.5	225.4	310.4	1,018.8
<b>Proportion of number unemployed</b>								
1984 Jul	8.7	5.9	8.0	8.5	16.1	23.3	29.4	100.0
1984 Oct	7.4	6.1	13.7	8.2	16.2	18.8	29.5	100.0
1985 Jan	7.0	3.7	8.3	9.6	21.5	20.0	29.8	100.0
1985 Apr	6.1	4.5	7.8	8.9	17.1	24.7	31.0	100.0
1985 Jul	8.7	6.0	8.2	8.8	15.7	22.1	30.5	100.0

See footnote to tables 2.1, 2.2 and 2.5.

## UNEMPLOYMENT 2.9 Area statistics

### Unemployment in counties and local authority districts\* at July 11, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
<b>SOUTH EAST</b>									
Berkshire	14,272	8,000	22,272	10.3	West Sussex	10,868	6,436	17,304	7.0
Bedfordshire	6,747	3,152	9,899	10.3	Adur	1,144	550	1,694	7.0
Luton	1,545	1,239	2,784	10.3	Arun	2,363	1,232	3,595	7.0
Mid Bedfordshire	3,533	2,020	5,553	10.3	Chichester	1,525	846	2,371	7.0
North Bedfordshire	2,447	1,589	4,036	10.3	Crawley	1,296	888	2,184	7.0
South Bedfordshire	1,688	1,073	2,761	10.3	Horsham	1,367	1,028	2,395	7.0
Berkshire	1,923	1,261	3,184	7.2	Mid Sussex	1,367	1,028	2,395	7.2
Newbury	4,649	2,039	6,688	7.2	Worthing	1,935	936	2,871	7.2
Reading	3,104	1,499	4,603	7.2	<b>Greater London</b>				
Slough	1,916	1,220	3,136	8.3	Barking and Dagenham	6,041	2,495	8,536	8.3
Windsor and Maidenhead	1,348	1,015	2,363	8.3	Barnet	7,071	3,976	11,047	8.3
Wokingham	1,141	686	1,827	8.3	Bexley	5,147	3,186	8,333	8.3
Buckinghamshire	11,941	6,806	18,747	11.6	Brent	11,097	5,177	16,274	11.6
Aylesbury Vale	2,129	1,386	3,515	11.6	Bromley	10,686	4,787	15,473	11.6
Chiltern	1,049	690	1,739	11.6	Camden	87	42	129	11.6
Milton Keynes	5,424	2,824	8,248	11.6	City of London	9,903	4,138	14,041	11.6
South Buckinghamshire	831	451	1,282	11.6	City of Westminster	8,889	4,578	13,467	11.6
Wycombe	2,508	1,455	3,963	11.6	Croydon	9,483	5,113	14,596	11.6
Essex	18,960	9,273	28,233	12.0	Ealing	7,046	3,343	10,389	12.0
Brighton	6,713	3,143	9,856	12.0	Enfield	10,199	4,586	14,785	12.0
Eastbourne	1,947	860	2,807	12.0	Greenwich	14,755	5,767	20,522	12.0
Hastings	2,811	1,177	3,988	12.0	Hackney	8,772	3,613	12,385	12.0
Hove	3,067	1,493	4,560	12.0	Hammersmith and Fulham	11,967	5,381	17,348	12.0
Lewes	1,493	912	2,405	12.0	Haringey	3,814	2,274	6,088	12.0
Rother	1,403	703	2,106	12.0	Harrow	6,382	3,062	9,444	12.0
Wealden	1,526	985	2,511	12.0	Haverling	4,464	2,769	7,233	12.0
Essex	41,267	21,689	62,956	12.0	Hillingdon	5,592	3,413	9,005	12.0
Basildon	6,132	2,788	8,920	12.0	Hounslow	11,458	4,781	16,239	12.0
Braintree	2,269	1,724	3,993	12.0	Islington	6,722	3,130	9,852	12.0
Brentwood	1,359	710	2,069	12.0	Kensington and Chelsea	2,620	1,349	3,969	12.0
Castle Point	2,299	1,137	3,436	12.0	Kingston-upon-Thames	19,132	7,616	26,748	12.0
Chelmsford	2,505	1,710	4,215	12.0	Lambeth	12,399	5,089	17,488	12.0
Colchester	3,771	2,260	6,031	12.0	Lewisham	4,441	2,191	6,632	12.0
Epping Forest	2,418	1,366	3,784	12.0	Merton	12,155	4,631	16,787	12.0
Harlow	2,419	1,515	3,934	12.0	Newham	6,189	3,102	9,291	12.0
Malden	1,109	706	1,815	12.0	Redbridge	3,296	1,818	5,114	12.0
Rochford	1,580	831	2,411	12.0	Richmond-upon-Thames	15,355	5,608	20,963	12.0
Southend-on-Sea	6,010	2,554	8,564	12.0	Southwark	3,340	1,884	5,224	12.0
Tendring	3,635	1,584	5,219	12.0	Tower Hamlets	12,516	3,842	16,358	12.0
Thurrock	4,978	2,240	7,218	12.0	Waltham Forest	8,267	5,665	13,932	12.0
Uttesford	785	564	1,349	12.0	Wandsworth	11,676	6,006	17,682	12.0
Hampshire	39,297	20,231	59,528	9.8	<b>EAST ANGLIA</b>				
Basingstoke and Deane	2,396	1,602	3,998	9.8	Cambridgeshire	15,331	8,482	23,813	9.8
East Hampshire	1,386	813	2,199	9.8	Cambridge	2,690	1,338	4,028	9.8
Eastleigh	1,768	1,223	2,991	9.8	East Cambridgeshire	784			

# 2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority district\* at July 11, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
				per cent					per cent
<b>Gloucestershire</b>	<b>13,942</b>	<b>7,475</b>	<b>21,417</b>	<b>9.9</b>	<b>Nottinghamshire</b>	<b>40,698</b>	<b>18,204</b>	<b>58,902</b>	<b>13.2</b>
Cheltenham	2,893	1,355	4,248		Ashfield	3,912	1,623	5,535	
Cotswold	1,121	707	1,828		Bassetlaw	3,557	2,085	5,642	
Forest of Dean	2,362	1,372	3,734		Broxtowe	3,251	1,625	4,876	
Gloucester	3,648	1,585	5,233		Gedling	2,975	1,617	4,592	
Stroud	2,271	1,413	3,684		Mansfield	4,033	1,747	5,780	
Tewkesbury	1,647	1,043	2,690		Newark	3,019	1,833	4,852	
					Nottingham	17,412	6,256	23,668	
<b>Somerset</b>	<b>10,203</b>	<b>6,465</b>	<b>16,668</b>	<b>10.3</b>	Rushcliffe	2,539	1,418	3,957	
Mendip	1,925	1,256	3,181						
Sedgemoor	2,606	1,453	4,059						
Taunton Deane	2,439	1,487	3,926						
West Somerset	730	420	1,150						
Yeovil	2,503	1,849	4,352						
					<b>YORKSHIRE AND HUMBERSIDE</b>				
<b>Wiltshire</b>	<b>12,005</b>	<b>7,974</b>	<b>19,979</b>	<b>9.6</b>	<b>Humberside</b>	<b>39,689</b>	<b>16,223</b>	<b>55,912</b>	<b>16.6</b>
Kenmet	1,123	867	1,990		Beverley	2,318	1,442	3,760	
North Wiltshire	2,022	1,514	3,536		Boothferry	2,077	1,218	3,295	
Salisbury	2,005	1,300	3,305		Cleethorpes	3,103	1,261	4,364	
Thamesdown	4,813	2,777	7,590		East Yorkshire	1,968	1,098	3,066	
West Wiltshire	2,042	1,516	3,558		Glaford	2,148	1,151	3,299	
					Great Grimsby	5,299	1,849	7,148	
					Holderness	1,356	774	2,130	
					Kingston-upon-Hull	17,415	6,076	23,491	
					Scunthorpe	4,005	1,354	5,359	
<b>WEST MIDLANDS</b>									
<b>Hereford and Worcester</b>	<b>20,614</b>	<b>11,050</b>	<b>31,664</b>	<b>13.5</b>	<b>North Yorkshire</b>	<b>16,406</b>	<b>9,787</b>	<b>26,193</b>	<b>10.3</b>
Bromsgrove	2,812	1,464	4,276		Craven	824	599	1,423	
Hereford	1,727	964	2,691		Hambleton	1,602	1,003	2,605	
Leominster	1,019	543	1,562		Harrowgate	2,804	1,668	4,472	
Malvern Hills	2,184	1,033	3,217		Richmondshire	772	716	1,488	
Redditch	2,989	1,639	4,628		Ryedale	1,431	1,010	2,441	
South Herefordshire	1,187	728	1,915		Scarborough	3,425	1,507	4,932	
Worcester	1,385	1,388	2,773		Selby	1,824	1,306	3,130	
Wyche	2,245	1,479	3,724		York	3,724	1,978	5,702	
Wyre Forest	3,400	1,814	5,214						
					<b>South Yorkshire</b>	<b>67,018</b>	<b>29,955</b>	<b>96,973</b>	<b>17.3</b>
<b>Shropshire</b>	<b>15,286</b>	<b>6,889</b>	<b>22,175</b>	<b>16.2</b>	Barnsley	10,591	4,835	15,426	
Bridgnorth	1,472	829	2,301		Doncaster	14,863	6,956	21,819	
North Shropshire	1,384	716	2,100		Rotherham	12,488	5,747	18,235	
Oswestry	956	536	1,492		Sheffield	29,076	12,417	41,493	
Shrewsbury and Atcham	2,911	1,449	4,360						
South Shropshire	970	518	1,488		<b>West Yorkshire</b>	<b>85,927</b>	<b>37,417</b>	<b>123,344</b>	<b>14.0</b>
The Wrekin	7,593	2,841	10,434		Bradford	22,524	8,510	31,034	
					Calderdale	6,644	3,293	9,937	
					Kirklees	13,692	6,761	20,453	
					Leeds	30,561	13,119	43,680	
					Wakefield	12,506	5,734	18,240	
<b>Staffordshire</b>	<b>35,398</b>	<b>18,753</b>	<b>54,151</b>	<b>13.9</b>					
Cannock Chase	3,552	1,927	5,479		<b>NORTH WEST</b>				
East Staffordshire	2,996	1,673	4,669		<b>Cheshire</b>	<b>35,524</b>	<b>17,288</b>	<b>52,812</b>	<b>13.4</b>
Lichfield	2,584	1,460	4,044		Chester	4,739	2,236	6,975	
Newcastle-under-Lyme	3,931	1,921	5,852		Congleton	1,689	1,268	2,957	
South Staffordshire	3,331	1,855	5,186		Crewe and Nantwich	3,000	1,795	4,795	
Stafford	3,140	1,918	5,058		Ellesmere Port and Neston	3,959	1,810	5,769	
Staffordshire Moorlands	2,148	1,422	3,570		Halon	7,919	2,850	10,779	
Stoke-on-Trent	10,676	4,966	15,662		Macclesfield	3,334	2,001	5,335	
Tamworth	3,040	1,591	4,631		Vale Royal	4,108	2,166	6,274	
					Warrington	6,776	3,152	9,928	
<b>Warwickshire</b>	<b>14,617</b>	<b>8,557</b>	<b>23,174</b>	<b>12.4</b>	<b>Lancashire</b>	<b>52,871</b>	<b>25,910</b>	<b>78,781</b>	<b>14.2</b>
North Warwickshire	1,777	1,145	2,922		Blackburn	6,866	2,907	9,773	
Nuneaton and Bedworth	4,690	2,449	7,139		Blackpool	7,083	2,904	9,987	
Rugby	2,665	1,627	4,292		Burnley	4,051	1,989	6,040	
Stratford-on-Avon	2,003	1,374	3,377		Chorley	2,851	1,653	4,504	
Warwick	3,482	1,962	5,444		Fylde	1,598	923	2,521	
					Hyndburn	2,742	1,392	4,134	
					Lancaster	4,478	2,517	6,995	
					Pendle	3,081	1,722	4,803	
					Preston	6,432	2,615	9,047	
					Ribble Valley	763	604	1,367	
					Rossendale	2,006	1,095	3,101	
					South Ribble	2,879	1,794	4,673	
					West Lancashire	5,174	2,254	7,428	
					Wyre	2,867	1,541	4,408	
<b>West Midlands</b>	<b>154,898</b>	<b>61,176</b>	<b>216,074</b>	<b>16.5</b>	<b>Greater Manchester</b>	<b>125,865</b>	<b>53,945</b>	<b>179,810</b>	<b>15.4</b>
Birmingham	66,208	24,644	90,852		Bolton	12,126	5,395	17,521	
Coventry	17,914	7,955	25,869		Bury	6,060	3,199	9,259	
Dudley	13,792	6,171	19,963		Manchester	33,284	11,541	44,825	
Sandwell	18,692	7,449	26,141		Oldham	9,197	4,308	13,505	
Solihull	7,369	3,457	10,826		Rochdale	9,763	4,414	14,177	
Walsall	14,745	5,332	20,077		Salford	14,079	5,155	19,234	
Wolverhampton	16,178	6,168	22,346		Stockport	9,571	4,777	14,348	
					Tameside	9,083	4,294	13,377	
					Trafford	8,626	3,648	12,274	
					Wigan	14,076	7,214	21,290	
<b>EAST MIDLANDS</b>					<b>Merseyside</b>	<b>100,777</b>	<b>38,580</b>	<b>139,357</b>	<b>21.0</b>
<b>Derbyshire</b>	<b>32,779</b>	<b>15,775</b>	<b>48,554</b>	<b>13.6</b>	Knowsley	14,943	5,205	20,148	
Amber Valley	3,315	1,596	4,911		Liverpool	41,179	15,176	56,355	
Bolsover	2,587	1,234	3,821		St Helens	10,587	4,310	14,897	
Chesterfield	4,210	1,935	6,145		Sefton	15,239	6,401	21,640	
Derby	10,448	4,194	14,642		Wirral	18,829	7,488	26,317	
Erewash	3,756	1,729	5,485						
High Peak	2,377	1,451	3,828						
North East Derbyshire	3,320	1,852	5,172						
South Derbyshire	1,551	989	2,540						
West Derbyshire	1,215	795	2,010						
<b>Leicestershire</b>	<b>26,720</b>	<b>14,047</b>	<b>40,767</b>	<b>10.7</b>	<b>NORTH</b>				
Blaby	1,439	993	2,432		<b>Cleveland</b>	<b>40,608</b>	<b>14,517</b>	<b>55,125</b>	<b>22.5</b>
Hinkley and Bosworth	1,962	1,278	3,240		Hartlepool	7,170	2,488	9,658	
Charnwood	3,038	1,913	4,951		Langbaugh	9,721	3,974	13,695	
Harborough	1,035	704	1,739		Middlesbrough	12,649	3,907	16,556	
Leicester	14,720	6,269	20,989		Stockton-on-Tees	11,068	4,448	15,516	
Melton	918	699	1,617						
North West Leicestershire	2,184	1,190	3,374						
Oadby and Wigston	877	568	1,445						
Rutland	547	433	980						
<b>Lincolnshire</b>	<b>17,952</b>	<b>9,327</b>	<b>27,279</b>	<b>13.5</b>	<b>Cumbria</b>	<b>14,101</b>	<b>8,119</b>	<b>22,220</b>	<b>12.0</b>
Boston	1,770	910	2,680		Allerdale	3,700	1,961	5,661	
East Lindsey	3,633	1,690	5,323		Barrow-in-Furness	2,035	1,438	3,473	
Lincoln	4,261	1,620	5,881		Carlisle	3,292	1,745	5,037	
North Kesteven	1,842	1,211	3,053		Copeland	2,814	1,396	4,210	
South Holland	1,473	1,012	2,485		Eden	882	635	1,517	
South Kesteven	2,751	1,656	4,407		South Lakeland	1,378	944	2,322	
West Lindsey	2,222	1,228	3,450						
<b>Northamptonshire</b>	<b>16,361</b>	<b>8,922</b>	<b>25,283</b>	<b>11.9</b>					
Corby	3,208	1,497	4,705						
Daventry	1,110	812	1,922						
East Northamptonshire	1,105	799	1,904						
Kettering	1,878	1,024	2,902						
Northampton	6,041	2,901	8,942						
South Northamptonshire	882	754	1,636						
Wellingborough	2,137	1,135	3,272						

# 2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies\* at July 11, 1985

	Male	Female	All unemployed		Male	Female	All unemployed
<b>SOUTH EAST</b>				Epsom and Ewell	1,277	644	1,921
<b>Bedfordshire</b>				Esher	954	536	1,490
Luton South	4,340	1,984	6,324	Guildford	1,400	687	2,087
Mid Bedfordshire	1,636	1,244	2,880	Mole Valley	1,061	630	1,691
North Bedfordshire	3,009	1,620	4,629	North West Surrey	1,374	888	2,262
North Luton	2,905	1,581	4,486	Reigate	1,255	752	2,007
South West Bedfordshire	2,382	1,571	3,953	South West Surrey	1,077	551	1,628
				Spelthorne	1,465	870	2,335
<b>Berkshire</b>				Woking	1,509	900	2,409
East Berkshire	2,011	1,273	3,284	<b>West Sussex</b>			
Newbury	1,593	968	2,561	Arundel	2,007	1,022	3,029
Reading East	2,809	1,267	4,076	Chichester	1,525	846	2,371
Reading West	2,420	1,223	3,643	Crawley	1,436	1,054	2,490
Slough	3,104	1,499	4,603	Horsham	1,296	956	2,252
Windsor and Maidenhead	1,593	1,020	2,613	Mid Sussex	1,169	862	2,031
Wokingham	1,098	857	1,955	Shoreham	1,500	760	2,260
				Worthing	1,935	936	2,871
<b>Buckinghamshire</b>				<b>Greater London</b>			
Aylesbury	1,635	1,021	2,656	Barking	2,843	1,131	3,974
Beaconsfield	1,153	639	1,792	Battersea	4,846	1,945	6,791
Buckingham	1,693	1,016	2,709	Beckenham	2,222	1,070	3,292
Chesham and Amersham	1,023	694	1,717	Bethnal Green and Stepney	6,211	1,660	7,871
Milton Keynes	4,554	2,434	6,988	Bexley Heath	1,350	910	2,260
Wycombe	1,883	1,002	2,885	Bow and Poplar	6,305	2,182	8,487
				Brent East	4,439	2,016	6,455
<b>East Sussex</b>				Brent North	2,126	1,132	3,258
Bexhill and Battle	1,253	644	1,897	Brent South	4,532	2,029	6,561
Brighton Kempdown	3,434	1,416	4,850	Brentford and Isleworth	2,636	1,580	4,216
Brighton Pavilion	3,279	1,727	5,006	Carshalton and Wallington	1,995	998	2,993
Eastbourne	2,087	950	3,037	Chelsea	2,880	1,365	4,245
Hastings and Rye	3,112	1,316	4,428	Chingford	1,747	893	2,640
Hove	3,067	1,493	4,560	Chipping Barnet	1,283	832	2,115
Lewes	1,557	947	2,504	Chislehurst	1,563	710	2,273
Wealden	1,171	780	1,951	Croydon Central	2,503	1,021	3,524
				Croydon North East	2,467	1,359	3,826
<b>Essex</b>				Croydon North West	2,582	1,379	3,961
Basildon	4,722	1,969	6,691	Croydon South	1,337	819	2,156
Billerica	2,432	1,442	3,874	Dagenham	3,198	1,364	4,562
Braintree	1,991	1,472	3,463	Dulwich	3,400	1,514	4,914
Brentwood and Ongar	1,617	863	2,480	Ealing North	2,516	1,312	3,828
Castle Point	2,299	1,137	3,436	Ealing Acton	3,236	1,513	4,749
Chelmsford	1,955	1,298	3,253	Ealing Southall	3,731	2,288	6,019
Epping Forest	1,897	1,040	2,937	Edmonton	2,814	1,265	4,079
Harlow	2,682	1,688	4,370	Eltham	2,582	1,092	3,674
Harwich	3,103	1,288	4,391	Enfield North	2,430	1,090	3,520
North Colchester	2,722	1,529	4,251	Enfield Southgate	1,802	988	2,790
Rochford	1,847	1,068	2,915	Erith and Crayford	2,707	1,521	4,228
Saffron Walden	1,346	991	2,337	Feltham and Heston	2,956	1,833	4,789
South Colchester and Maldon	2,690	1,733	4,423	Finchley	1,891	1,091	2,982
Southend East	3,463	1,396	4,859	Fulham	3,767	1,747	5,514
Southend West	2,547	1,158	3,705	Greenwich	3,393	1,433	4,826
Thurrock	3,954	1,617	5,571	Hackney North and Stoke New	7,163	2,776	9,939
				Hackney South and Shoreditch	7,592	2,991	10,583
<b>Hampshire</b>				Hammersmith	5,005	1,866	6,871
Aldershot	1,750	1,274	3,024	Hampstead and Highgate	4,290	2,199	6,489
Basingstoke	1,992	1,278	3,270	Harrow East	2,175	1,313	3,488
East Hampshire	1,527	978	2,505	Harrow West	1,639	961	2,600
Eastleigh	2,512	1,564	4,076	Hayes and Harlington	1,724	1,147	2,871
Fareham	1,957	1,275	3,232	Hendon North	1,983	969	2,952
Gosport	2,236	1,625	3,861	Hendon South	1,914	1,084	2,998
Havant	3,704	1,508	5,212	Holborn and St Pancras	6,396	2,588	8,984
Isle of Wight	3,547	1,736	5,283	Hornchurch	2,138	1,077	3,215
New Forest	1,600	699	2,299	Hornsey and Wood Green	5,072	2,585	7,657
North West Hampshire	1,387	983	2,370	Ilford North	1,908	1,013	2,921
Portsmouth North	3,199	1,463	4,662	Ilford South	2,786	1,341	4,127
Portsmouth South	5,001	2,368	7,369	Islington North	6,416	2,717	9,133
Romsey and Waterside	2,094	1,108	3,202	Islington South and Finsbury	5,042	2,064	7,106
Southampton Itchen	4,700	1,836	6,536	Kensington	3,842	1,765	5,607
Southampton Test	4,137	1,489	5,626	Kingston-upon-Thames	1,622	839	2,461
Winchester	1,501	783	2,284	Lewisham East	3,252	1,412	4,664
				Lewisham Deptford	3,571	1,563	5,134
<b>Hertfordshire</b>				Lewisham Deptford	5,576	2,114	7,690
Broxbourne	1,724	1,013	2,737	Leyton	3,701	1,550	5,251
Hertford and Stortford	1,294	922	2,216	Mitcham and Morden	2,458	1,162	3,620
Hertsmere	1,585	820	2,405	Newham North East	3,945	1,640	5,585
North Hertfordshire	2,178	1,280	3,458	Newham North West	4,020	1,541	5,561
South West Hertfordshire	1,455	872	2,327	Newham South	4,191	1,450	5,641
St Albans	1,591	897	2,488	Norwood	6,474	2,622	9,096
Stevenage	2,350	1,516	3,866	Old Bexley and Sidcup	1,090	755	1,845
Watford	2,069	1,092	3,161	Orpington	1,521	759	2,280
Welwyn Hatfield	1,832	1,084	2,916	Peckham	6,518	2,328	8,846
West Hertfordshire	2,113	1,370	3,483	Putney	2,854	1,281	4,135
				Ravensbourne	1,266	771	2,037
<b>Kent</b>				Richmond-upon-Thames and	1,818	1,016	2,834
Ashford	2,392	1,332	3,724	Romford	1,965	996	2,961
Canterbury	2,733	1,387	4,120	Ruislip-Northwood	1,047	701	1,748
Dartford	2,301	1,286	3,587	Southwark and Bermondsey	5,437	1,766	7,203
Dover	2,517	1,374	3,891	Streatham	4,730	1,949	6,679
Faversham	3,449	1,824	5,273	Surbiton	998	510	1,508
Folkestone and Hythe	2,858	1,410	4,268	Sutton and Cheam	1,345	886	2,231
Gillingham	3,450	1,760	5,210	The City of London			
Gravesend	3,278	1,638	4,916	and Westminster South	3,876	1,549	5,425
Maidstone	2,432	1,223	3,655	Tooting	3,976	1,780	5,756
Medway	3,369	1,808	5,177	Tottenham	6,895	2,796	9,691
Mid Kent	3,224	1,675	4,899	Twickenham	1,478	802	2,280
North Thanet	3,477	1,474	4,951	Uxbridge	2,279	989	3,268
Sevenoaks	1,587	827	2,414	Vauxhall	1,693	921	2,614
South Thanet	2,870	1,366	4,236	Walthamstow	7,928	3,045	10,973
Tonbridge and Malling	1,826	1,090	2,916	Walthamstow	2,819	1,222	4,041
Tunbridge Wells	1,739	869	2,608	Wanstead and Woodford	1,495	748	2,243
				Westminster North	6,114	2,631	8,745
<b>Oxfordshire</b>				Wimbledon	1,973	1,029	3,002
Banbury	2,013	1,392	3,405	Woolwich	4,224	2,061	6,285
Henley	1,203	772	1,975	<b>EAST ANGLIA</b>			
Oxford East	2,828	1,332	4,160	<b>Cambridgeshire</b>			
Oxford West and Abingdon	2,060	1,217	3,277	Cambridge	2,466	1,206	3,672
Wantage	1,404	919	2,323	Huntingdon	2,028	1,630	3,658
Witney	1,562	1,201	2,763	North East Cambridgeshire	2,858	1,445	4,303
				Peterborough	5,440	2,173	7,613
<b>Surrey</b>							
Chertsey and Walton	1,281	762	2,043				
East Surrey	958	625	1,583				

# UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies\* at July 11, 1985

	Male	Female	All unemployed		Male	Female	All unemployed
South East Cambridgeshire	1,107	849	1,956	Stafford	2,715	1,636	4,351
South West Cambridgeshire	1,432	1,179	2,611	Staffordshire Moorlands	2,148	1,422	3,570
				Stoke-on-Trent Central	4,258	1,827	6,085
<b>Norfolk</b>				Stoke-on-Trent North	3,800	1,855	5,655
Great Yarmouth	3,410	1,459	4,869	Stoke-on-Trent South	3,356	1,730	5,086
Mid Norfolk	2,039	1,238	3,277	<b>Warwickshire</b>			
North Norfolk	2,166	1,108	3,274	North Warwickshire	3,226	1,977	5,203
North West Norfolk	3,216	1,489	4,705	Nuneaton	3,487	1,775	5,262
Norwich South	2,568	1,242	3,810	Rugby and Kenilworth	2,900	1,796	4,696
Norwich North	4,329	1,815	6,144	Stratford-on-Avon	2,003	1,374	3,377
South Norfolk	1,915	1,162	3,077	Warwick and Leamington	3,001	1,635	4,636
South West Norfolk	2,524	1,606	4,130				
				<b>West Midlands</b>			
<b>Suffolk</b>				Aldridge-Brownhills	2,939	1,318	4,257
Bury St Edmunds	1,864	1,307	3,171	Birmingham Edgbaston	3,865	1,692	5,557
Central Suffolk	2,071	1,199	3,270	Birmingham Erdington	6,132	2,307	8,439
Ipswich	2,217	1,341	3,558	Birmingham Hall Green	4,234	1,817	6,051
South Suffolk	1,582	934	2,516	Birmingham Ladywood	5,741	1,993	7,734
Suffolk Coastal	1,582	934	2,516	Birmingham Hodge Hill	7,430	2,713	10,143
Waveney	3,246	1,813	5,059	Birmingham Northfield	6,387	2,388	8,775
				Birmingham Perry Barr	6,111	2,258	8,369
<b>SOUTH WEST</b>				Birmingham Small Heath	8,086	2,418	10,504
<b>Avon</b>				Birmingham Sparkbrook	7,489	2,115	9,604
Bath	2,560	1,418	3,978	Birmingham Yardley	3,582	1,618	5,200
Bristol East	3,339	1,524	4,863	Birmingham Selly Oak	4,743	1,996	6,739
Bristol North West	3,598	1,472	5,070	Coventry North East	6,211	2,554	8,765
Bristol South	5,365	2,078	7,443	Coventry North West	3,445	1,726	5,171
Bristol West							

# 2.10 UNEMPLOYMENT Area statistics

# UNEMPLOYMENT 2.10 Area statistics

### Unemployment in Parliamentary constituencies\* at July 11, 1985

	Male	Female	All unemployed		Male	Female	All unemployed				
<b>North Yorkshire</b>											
Harrogate	2,153	1,211	3,364	Stockport	3,334	1,524	4,858				
Richmond	2,169	1,597	3,766	Stretford	6,830	2,477	9,307				
Ryedale	1,800	1,210	3,010	Wigan	4,805	2,256	7,061				
Scarborough	3,164	1,365	4,529	Worsley	4,095	1,868	5,963				
Selby	1,921	1,370	3,291	<b>Merseyside</b>							
Skipton and Ripon	1,475	1,056	2,531	Birkenhead	7,566	2,430	9,996				
York	3,724	1,978	5,702	Bootle	8,467	2,756	11,223				
<b>South Yorkshire</b>											
Barnsley Central	3,886	1,654	5,540	Crosby	3,666	1,969	5,635				
Barnsley East	3,439	1,541	4,980	Knowsley North	7,518	2,286	9,804				
Barnsley West and Penistone	3,266	1,640	4,906	Knowsley South	7,425	2,919	10,344				
Don Valley	4,441	2,214	6,655	Liverpool Broadgreen	5,879	2,526	8,405				
Doncaster Central	5,227	2,271	7,498	Liverpool Garston	5,923	2,159	8,082				
Doncaster North	5,195	2,471	7,666	Liverpool Mossley Hill	5,085	2,162	7,247				
Rother Valley	3,431	1,896	5,327	Liverpool Riverside	9,267	3,042	12,309				
Rotherham	5,044	1,983	7,027	Liverpool Walton	7,656	2,866	10,522				
Sheffield Central	7,487	2,524	10,011	Liverpool West Derby	7,369	2,421	9,790				
Sheffield Attercliffe	3,986	1,927	5,913	Southport	3,106	1,676	4,782				
Sheffield Brightside	5,639	2,085	7,724	St Helens North	4,842	2,136	6,978				
Sheffield Hallam	3,274	1,917	5,191	St Helens South	5,745	2,174	7,919				
Sheffield Heeley	4,890	2,015	6,905	Wallasey	5,422	2,153	7,575				
Sheffield Hillsborough	3,800	1,949	5,749	Wirral South	2,784	1,452	4,236				
Wentworth	4,013	1,868	5,881	Wirral West	3,057	1,453	4,510				
<b>West Yorkshire</b>											
Batley and Spen	3,611	1,604	5,215	<b>NORTH</b>							
Bradford North	5,750	1,949	7,699	<b>Cleveland</b>							
Bradford South	4,645	1,730	6,375	Hartlepool	7,170	2,488	9,658				
Bradford West	6,790	2,140	8,930	Langbaugh	5,990	2,334	8,324				
Calder Valley	2,643	1,628	4,271	Middlesbrough	8,596	2,539	11,135				
Cole Valley	2,614	1,547	4,161	Redcar	6,599	2,289	8,888				
Dewsbury	3,492	1,698	5,190	Stockton North	6,896	2,451	9,347				
Elmet	2,309	1,231	3,540	Stockton South	5,357	2,416	7,773				
Halifax	4,001	1,665	5,666	<b>Cumbria</b>							
Hemsworth	3,306	1,516	4,822	Barrow and Furness	2,272	1,667	3,939				
Huddersfield	3,975	1,912	5,887	Carlisle	2,709	1,313	4,022				
Keighley	2,782	1,395	4,177	Copeland	2,814	1,396	4,210				
Leeds Central	5,694	1,987	7,681	Penrith and the Borders	1,956	1,374	3,330				
Leeds East	5,840	2,008	7,848	Westmorland and Lonsdale	1,226	778	2,004				
Leeds North East	3,346	1,591	4,937	Workington	3,124	1,591	4,715				
Leeds North West	3,087	1,582	4,669	<b>Durham</b>							
Leeds West	4,177	1,700	5,877	Bishop Auckland	5,307	2,020	7,327				
Morley and Leeds South	3,467	1,437	4,904	City of Durham	3,175	1,581	4,756				
Normanton	2,388	1,356	3,744	Darlington	4,294	1,927	6,221				
Pontefract and Castleford	3,536	1,662	5,198	Easington	4,245	1,818	6,063				
Pudsey	2,099	1,268	3,367	North Durham	5,042	2,080	7,122				
Shipley	2,557	1,296	3,853	North West Durham	4,395	1,678	6,073				
Wakefield	3,818	1,515	5,333	Sedgefield	3,607	1,637	5,244				
<b>NORTH WEST</b>											
<b>Cheshire</b>											
City of Chester	4,006	1,736	5,742	<b>Northumberland</b>							
Congleton	1,782	1,364	3,146	Berwick-upon-Tweed	1,975	1,155	3,130				
Crewe and Nantwich	2,907	1,699	4,606	Blyth Valley	3,439	1,514	4,953				
Eddisbury	3,473	1,793	5,266	Hexham	1,435	996	2,431				
Ellesmere Port and Neston	4,265	2,040	6,305	Wansbeck	3,124	1,373	4,497				
Halton	5,797	2,314	8,111	<b>Tyne and Wear</b>							
Macclesfield	1,996	1,316	3,312	Blaydon	3,467	1,558	5,025				
Tatton	2,400	1,328	3,728	Gateshead East	5,373	2,068	7,441				
Warrington North	4,582	1,936	6,518	Houghton and Washington	5,944	2,482	8,426				
Warrington South	4,316	1,762	6,078	Jarrow	5,935	2,300	8,235				
<b>Lancashire</b>											
Blackburn	5,851	2,165	8,016	Newcastle upon Tyne Central	4,492	2,050	6,542				
Blackpool North	3,588	1,416	5,004	Newcastle upon Tyne East	5,511	2,071	7,582				
Blackpool South	3,495	1,488	4,983	Newcastle upon Tyne North	4,766	1,955	6,721				
Burnley	4,051	1,989	6,040	South Shields	5,365	2,371	7,736				
Chorley	2,999	1,781	4,780	Sunderland North	8,558	2,846	11,404				
Fylde	1,773	1,047	2,820	Sunderland South	6,324	2,473	8,797				
Hyndburn	2,742	1,392	4,134	Tyne Bridge	7,649	2,249	9,898				
Lancaster	2,371	1,325	3,696	Tynemouth	4,452	1,915	6,367				
Morpeth and Lanesdale	2,349	1,383	3,732	Wallsend	5,761	2,446	8,207				
Pendle	3,081	1,722	4,803	<b>WALES</b>							
Preston	5,762	2,125	7,887	<b>Clywd</b>							
Ribble Valley	1,258	970	2,228	Alyn and Deeside	3,197	1,452	4,649				
Rossendale and Darwen	3,021	1,837	4,858	Clwyd North West	3,402	1,523	4,925				
South Ribble	2,879	1,794	4,673	Clwyd South West	2,543	1,274	3,817				
West Lancashire	5,026	2,126	7,152	Delyn	3,443	1,569	5,012				
Wyre	2,625	1,350	3,975	Wrexham	3,323	1,587	4,910				
<b>Greater Manchester</b>											
Altrincham and Sale	2,174	1,134	3,308	<b>Dyfed</b>							
Ashton-under-Lyne	3,416	1,614	5,030	Carmarthen	2,580	1,255	3,835				
Bolton North East	3,967	1,636	5,603	Ceredigion and Pembroke North	2,689	1,330	4,019				
Bolton South East	4,816	2,032	6,848	Llanelli	3,245	1,529	4,774				
Bolton West	3,343	1,727	5,070	Pembroke	4,729	1,836	6,565				
Bury North	3,014	1,581	4,595	<b>Gwent</b>							
Bury South	3,046	1,618	4,664	Blaenau Gwent	3,987	1,361	5,348				
Chaddle	1,671	1,113	2,784	Islwyn	2,651	1,181	3,832				
Davyhulme	3,420	1,354	4,774	Monmouth	2,300	1,163	3,463				
Denton and Reddish	3,886	1,794	5,680	Newport East	3,642	1,491	5,133				
Eccles	3,940	1,724	5,664	Newport West	3,952	1,551	5,503				
Hazel Grove	2,297	1,261	3,558	Torfaen	3,803	1,693	5,496				
Heywood and Middleton	4,206	1,928	6,134	<b>Gwynedd</b>							
Leigh	4,144	2,068	6,212	Caernarfon	2,536	931	3,467				
Littleborough and Saddleworth	2,381	1,339	3,720	Conwy	2,625	1,054	3,679				
Makerfield	4,137	2,358	6,495	Meirionnydd nant Conwy	1,213	570	1,783				
Manchester Central	9,226	2,798	12,024	Ynys Mon	3,304	1,458	4,762				
Manchester Blackley	4,838	1,657	6,495	<b>Mid Glamorgan</b>							
Manchester Gorton	5,251	1,912	7,163	Bridgend	2,797	1,309	4,106				
Manchester Withington	4,952	2,229	7,181	Caerphilly	4,365	1,572	5,937				
Manchester Wythenshawe	5,219	1,628	6,847	Cynon Valley	3,218	1,144	4,362				
Oldham Central and Royton	4,492	1,874	6,366	Merthyr Tydfil and Rhymney	4,258	1,507	5,765				
Oldham West	3,136	1,588	4,724	Ogmore	3,324	1,277	4,601				
Rochdale	4,745	1,993	6,738	Pontypridd	3,366	1,402	4,768				
Salford East	7,034	2,095	9,129	Rhondda	3,881	1,417	5,298				
Stalybridge and Hyde	4,050	1,765	5,815								

### Unemployment in Parliamentary constituencies\* at July 11, 1985

	Male	Female	All unemployed		Male	Female	All unemployed				
<b>Powys</b>											
Brecon and Radnor	1,614	841	2,455	<b>Strathclyde region</b>							
Montgomery	1,347	706	2,053	Argyll and Bute	2,118	1,154	3,272				
<b>South Glamorgan</b>											
Cardiff Central	4,731	2,069	6,800	Ayr	3,371	1,700	5,071				
Cardiff North	1,948	814	2,762	Carrick, Cumnock and Doon Valley	4,783	1,738	6,521				
Cardiff South and Penarth	4,517	1,387	5,904	Clydebank and Milngavie	3,359	1,396	4,755				
Cardiff West	4,759	1,493	6,252	Clydesdale	3,196	1,721	4,917				
Vale of Glamorgan	3,507	1,590	5,097	Cumbernauld and Kilsyth	3,065	1,582	4,647				
<b>West Glamorgan</b>											
Aberavon	3,390	1,299	4,689	Cunninghame North	3,724	1,781	5,505				
Gower	2,498	1,278	3,776	Cunninghame South	4,667	1,726	6,393				
Neath	4,836	1,511	6,347	Dumbarton	3,861	2,129	5,990				
Swansea East	4,659	1,514	6,173	East Kilbride	3,210	2,016	5,226				
Swansea West	4,662	1,698	6,360	Eastwood	2,308	1,296	3,604				
<b>SCOTLAND</b>											
<b>Borders region</b>											
Roxburgh and Berwickshire	1,113	757	1,870	Glasgow Cathcart	3,210	1,307	4,517				
Tweeddale, Ettrick and Lauderdale	1,022	629	1,651	Glasgow Central	5,398	1,810	7,208				
<b>Central region</b>											
Clackmannan	3,125	1,394	4,519	Glasgow Garscadden	4,942	1,525	6,467				
Falkirk East	3,541	1,692	5,233	Glasgow Govan	4,631	1,774	6,405				
Falkirk West	3,187	1,579	4,766	Glasgow Hillhead	3,850	2,078	5,928				
Stirling	2,736	1,463	4,199	Glasgow Maryhill	5,772	2,137	7,909				
<b>Dumfries and Galloway region</b>											
Dumfries	2,363	1,431	3,794	Glasgow Pollock	6,066	1,799	7,865				
Galloway and Upper Nithsdale	2,496	1,311	3,807	Glasgow Provan	7,259	2,091	9,350				
<b>Fife region</b>											
Central Fife	3,631	1,892	5,523	Glasgow Rutherglen	5,352	1,880	7,232				
Dunfermline East	2,960	1,595	4,555	Glasgow Shettleston	4,910	1,633	6,543				
Dunfermline West	2,077	1,286	3,363	Glasgow Springburn	6,423	2,126	8,549				
Kirkcaldy	3,211	1,488	4,699	Greenock and Port Glasgow	5,986	2,230	8,216				
North East Fife	1,437	1,100	2,537	Hamilton	4,607	2,049	6,656				
<b>Grampian region</b>											
Aberdeen North	2,362	1,136	3,498	Kilmarnock and Loudoun	4,008	1,798	5,806				
Aberdeen South	1,843	1,094	2,937	Monklands East	4,359	1,775	6,134				
Banff and Buchan	1,870	1,168	3,038	Monklands West	3,498	1,617	5,115				
Gordon	979	1,065	2,044	Motherwell North	4,570	1,974	6,544				
Kincardine and Deeside	1,006	808	1,814	Motherwell South	4,063	1,635	5,698				
Moray	2,199	1,532	3,731	Paisley South	3,933	1,792	5,725				
<b>Highland region</b>											
Caithness and Sutherland	1,569	714	2,283	Paisley North	3,906	1,682	5,588				
Inverness, Nairn and Lochaber	3,730	1,667	5,397	Renfrew West and Inverclyde	2,290	1,426	3,716				
Ross, Cromarty and Skye	3,446	1,284	4,730								

## 2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1984 Jul 12	44,095	18,076	4,432	10,759	15,142	9,789	16,860	24,241	9,213	11,259	23,238	169,028	8,888	177,916
Aug 12	51,462	22,759	4,673	12,924	16,989	11,162	17,487	26,051	9,368	11,932	23,587	185,635	9,023	194,658
Sep 13	61,735	26,111	5,494	15,507	19,266	14,066	20,724	30,349	11,699	13,965	26,146	218,951	9,945	228,896
Oct 11	9,853	5,247	814	2,042	2,617	1,656	2,096	3,429	1,126	1,296	3,817	28,746	2,043	30,789
Nov 8	2,320	1,472	213	360	553	450	432	865	225	296	773	6,487	—	6,487
Dec 6	1,600	1,221	47	171	168	140	138	215	96	121	217	2,913	—	2,913
1985 Jan 10	7,064	2,981	677	1,972	1,142	894	2,887	2,137	816	1,099	1,065	19,753	567	20,320
Feb 14	639	292	52	159	186	127	158	220	89	111	324	2,065	—	2,065
Mar 14	584	307	57	379	182	113	153	210	95	101	228	2,102	—	2,102
Apr 11	15,118	6,418	1,178	3,459	2,769	3,056	5,743	4,562	2,202	2,653	4,491	45,231	886	46,117
May 9	1,523	915	108	442	413	312	425	522	243	246	789	5,023	—	5,023
Jun 13	2,658	1,446	1,007	553	999	590	888	1,746	748	483	8,183	17,855	4,001	21,856
Jul 11	41,549	17,571	5,022	11,177	14,714	10,197	16,885	22,935	9,344	10,987	23,340	166,150	9,204	175,354

Note: Students seeking work during holidays are not included in the totals of the unemployed.  
\* Included in South East.

## 2.14 Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1984 Jul 12	1,136	551	57	209	3,199	873	4,818	977	939	1,314	2,043	15,565	1,159	16,724
Aug 9	737	180	59	228	1,183	967	3,888	993	694	1,196	1,772	11,717	1,051	12,768
Sep 13	943	413	50	244	1,033	1,134	2,957	841	699	760	1,638	10,299	1,028	11,327
Oct 11	1,309	1,098	62	384	1,698	941	3,104	1,020	770	894	1,764	11,946	756	12,702
Nov 8	1,110	531	114	227	1,034	1,219	3,162	965	977	977	2,015	11,747	907	12,654
Dec 6	1,260	180	172	367	1,198	1,229	3,293	4,673	847	888	2,309	16,236	943	17,179
1985 Jan 10	725	200	389	260	1,446	1,167	3,218	1,313	937	1,068	2,500	13,023	1,123	14,146
Feb 14	954	292	407	496	2,636	1,678	3,642	1,911	1,534	1,629	3,016	17,903	1,558	19,461
Mar 14	815	208	269	374	2,533	991	2,209	1,372	1,150	1,023	2,540	13,276	1,166	14,442
Apr 11	579	250	204	376	2,369	1,196	1,343	1,166	754	775	2,058	10,820	1,042	11,862
May 9	403	153	114	229	2,034	582	1,243	848	581	698	1,765	8,497	925	9,422
Jun 13	334	119	108	163	984	435	1,078	787	354	401	1,703	6,347	849	7,196
Jul 11	381	166	85	140	1,543	379	664	608	302	330	1,519	5,951	759	6,710

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

## UNEMPLOYMENT Rates by age 2.15

UNITED KINGDOM	Under 18	18-19	20-24	25-34	35-44	45-54	55-59	60 and over	All ages
<b>MALE AND FEMALE</b>									
1980 Jan R	12.5	10.8	9.0	5.8	3.8	3.8	4.8	8.3	6.0
Apr R	12.6	10.9	9.2	6.0	4.0	4.0	5.0	8.6	6.2
Jul R	31.6	14.0	10.3	6.3	4.2	4.1	5.2	8.8	7.7
Oct R	22.7	15.9	12.6	7.7	5.0	4.9	6.1	10.0	8.4
1981 Jan R	19.8	17.8	14.8	9.7	6.4	6.2	7.7	11.3	9.9
Apr R	16.1	18.3	15.5	10.4	6.9	6.7	8.4	12.0	10.3
Jul R	31.5	19.8	16.2	10.8	7.2	7.0	9.0	12.8	11.6
Oct R	27.8	22.3	17.7	11.5	7.7	7.4	9.7	13.8	12.2
1982 Jan R	23.6	22.5	18.0	12.6	8.1	8.1	10.8	14.5	12.5
Apr R	22.1	22.5	17.7	12.4	8.1	8.1	10.9	14.3	12.3
Jul R	34.6	23.6	17.7	12.2	8.0	8.1	11.0	14.3	13.0
Oct R	28.7	26.2	19.3	12.9	8.5	8.5	11.6	14.9	13.5
Oct R	27.1	24.6	17.7	11.5	7.7	7.8	11.7	15.1	12.6
1983 Jan R	25.2	25.8	18.4	12.8	8.2	8.5	13.0	18.1	13.4
Apr†† R	24.6	25.3	18.1	12.8	8.3	8.5	13.0	16.6	13.2
Jul R	21.8	25.3	18.9	12.5	8.1	8.4	12.7	8.1	12.6
Oct R	26.0	26.9	18.2	12.6	8.1	8.5	13.2	7.3	12.9
1984 Jan R	21.3	27.4	18.5	13.3	8.6	9.0	14.1	7.3	13.2
Apr R	16.8	26.4	18.1	13.2	8.5	9.0	14.4	6.8	12.8
Jul R	17.1	25.5	19.1	13.1	8.4	8.9	13.9	6.3	12.8
Oct R	22.8	28.8	18.7	13.3	8.5	9.0	14.2	6.4	13.3
1985 Jan R	20.0	26.7	19.8	14.2	9.1	9.5	14.7	6.3	13.8
Apr R	16.8	25.5	19.4	14.3	9.2	9.6	14.9	6.0	13.5
Jul R	18.3	24.6	19.9	13.9	8.9	9.3	14.4	5.6	13.4
<b>MALE</b>									
1980 Jan R	12.0	11.2	9.7	6.5	5.1	5.0	5.9	11.6	7.0
Apr R	12.6	11.6	10.1	6.7	5.3	5.2	6.2	11.9	7.3
Jul R	32.0	14.5	11.3	7.0	5.5	5.4	6.4	12.2	8.8
Oct R	22.9	17.0	14.1	8.6	6.7	6.4	7.6	13.9	9.8
1981 Jan R	20.6	19.5	16.8	11.2	8.6	8.2	9.7	15.8	11.9
Apr R	17.2	20.5	17.8	12.1	9.4	9.0	10.7	16.6	12.6
Jul R	32.5	21.9	18.6	12.4	9.7	9.4	11.5	17.9	13.9
Oct R	29.2	24.3	20.2	13.1	10.2	9.9	12.4	19.4	14.6
1982 Jan R	25.1	25.0	21.0	14.6	10.9	10.8	13.9	20.2	15.4
Apr R	23.0	25.3	20.6	14.3	10.8	10.7	14.1	20.0	15.1
Jul R	36.4	26.2	20.5	14.0	10.7	10.7	14.1	20.0	15.7
Oct R	30.6	28.7	22.2	14.7	11.2	11.2	14.9	20.8	16.2
Oct R	29.1	27.2	20.8	13.6	10.7	10.6	15.1	21.3	15.5
1983 Jan R	27.0	28.8	22.1	15.2	11.4	11.6	16.9	26.3	16.7
Apr†† R	26.9	28.4	21.7	15.0	11.4	11.6	16.8	24.2	16.4
Jul R	24.1	28.2	22.1	14.5	11.0	11.2	16.3	11.8	15.2
Oct R	28.4	29.2	21.1	14.4	11.0	11.3	16.9	10.6	15.4
1984 Jan R	23.5	29.9	21.2	15.4	12.0	12.2	18.2	10.7	16.1
Apr R	18.7	28.9	20.7	15.2	11.8	12.1	18.5	10.0	15.6
Jul R	19.3	27.9	21.5	14.9	11.5	11.8	17.9	9.2	15.4
Oct R	25.2	28.9	21.2	14.9	11.5	11.9	18.0	9.3	15.9
1985 Jan R	22.3	29.2	22.5	16.1	12.4	12.6	18.7	9.1	16.6
Apr R	18.9	28.2	22.2	16.0	12.4	12.5	18.8	8.7	16.3
Jul R	20.5	27.1	22.4	15.4	11.9	12.1	18.1	8.2	15.9
<b>FEMALE</b>									
1980 Jan R	13.0	10.4	8.1	4.7	2.0	2.2	3.1	0.3	4.5
Apr R	12.6	10.2	8.1	4.9	2.2	2.4	3.2	0.3	4.6
Jul R	31.1	13.3	9.0	5.2	2.4	2.5	3.3	0.4	6.2
Oct R	22.4	14.8	10.7	6.1	2.8	2.9	3.8	0.4	6.4
1981 Jan R	19.0	15.9	12.2	7.2	3.4	3.5	4.6	0.4	7.0
Apr R	14.8	16.0	12.5	7.6	3.6	3.8	4.9	0.4	7.0
Jul R	30.3	17.4	13.1	8.1	3.8	4.0	5.1	0.5	8.3
Oct R	26.2	20.1	14.5	8.7	4.2	4.3	5.6	0.5	8.7
1982 Jan R	21.9	19.7	14.3	9.2	4.3	4.5	6.1	0.5	8.6
Apr R	19.0	19.4	14.0	9.2	4.3	4.7	6.2	0.5	8.3
Jul R	32.7	20.6	14.0	9.2	4.4	4.7	6.2	0.5	9.3
Oct R	26.7	23.5	15.6	9.9	4.8	5.1	6.6	0.6	9.6
Oct R	24.9	21.7	13.6	8.1	3.7	4.2	6.5	0.2	8.5
1983 Jan R	23.2	22.4	13.9	8.8	3.9	4.5	7.1	0.2	8.7
Apr R	22.1	21.9	13.8	9.0	4.0	4.7	7.2	0.2	8.7
Jul R	19.2	22.0	15.0	9.2	4.0	4.7	7.1	0.2	8.8
Oct R	23.4	24.3	14.5	9.5	4.1	4.9	7.5	0.2	9.4
1984 Jan R	19.0	24.6	15.0	9.8	4.2	5.1	7.9	0.2	9.3
Apr R	14.9	23.6	14.7	10.0	4.2	5.2	8.2	0.2	9.1
Jul R	14.9	22.7	16.0	10.3	4.4	5.2	8.0	0.2	9.3
Oct R	20.2	24.3	15.5	10.7	4.5	5.4	8.4	0.2	9.8
1985 Jan	17.5	23.8	16.2	11.3	4.8	5.7	8.8	0.3	10.0
Apr	14.6	22.4	15.8	11.5	5.0	5.8	9.0	0.3	9.

# UNEMPLOYMENT 2.18

## Selected countries: national definitions

THOUSAND

	United Kingdom†		Austra- lia xx	Austria*	Bel- gium‡	Canada xx	Den- mark§	France*	Germany (FR)*	Greece*	Irish Republic*	Italy	Japan†	Nether- lands*	Norway*	Spain*	Sweden*	Switzer- land*	United Statesxx
	Incl. school leavers	Excl. school leavers																	
<b>NUMBERS UNEMPLOYED</b>																			
<b>Annual averages</b>																			
1980	1,665	1,561	409	53	322	865	184	1,451	889	37	102	1,776	1,140	325	22.3	1,277	86**	6.3	7,637
1981	2,520	2,420	394	69	392	898	241	1,773	1,272	42	128	1,993	1,259	480	28.4	1,566	108	5.9	8,273
1982	2,917	2,793	495	105	457	1,314	258	2,008	1,833	51	157	2,379	1,359	655	41.4	1,873	137	13.2	10,678
1983	3,105	2,970	697	127	505	1,448	281	2,041	2,258	62	193	2,707	1,561	801	63.6	2,207	151	26.3	10,717
1984	3,160	3,047	642	130	513	1,399	275	2,310	2,265	71	214	2,955	1,608	822	66.6	2,476	137	32.1	8,539
<b>Quarterly averages</b>																			
1984 Q1	3,176	3,071	720	179	520	1,497	319	2,252	2,490	86	215	2,996	1,713	852	75.6	2,442	145	34.2	9,406
Q2	3,074	2,979	649	112	502	1,430	269	2,183	2,166	60	211	2,935	1,637	813	63.3	2,414	127	32.4	8,420
Q3	3,167	3,045	607	93	519	1,345	251	2,281	2,183	52	213	2,866	1,577	826	66.4	2,455	147	29.7	8,352
Q4	3,222	3,092	592	138	509	1,325	261	2,522	2,220	88	218	3,025	1,507	799	61.1	2,591	129	32.0	7,945
1985 Q1	3,311	3,021	668	188	530	1,495	302	2,482	2,568	105	233	2,966	1,633	793	65.7		136	33.7	8,886
Q2	3,231	3,131	610	118	477	1,353		2,281		69	227	2,891							8,305
<b>Monthly</b>																			
1984 Jul	3,101	3,008	596	91	520	1,326	240	2,184	2,202	55	212	2,859	1,570	818	64.9	2,404	147	30.5	8,714
Aug	3,116	3,026	605	92	524	1,347	258	2,241	2,202	50	214	2,838	1,570	840	72.1	2,449	153	29.5	8,382
Sep	3,284	3,102	621	96	512	1,363	256	2,416	2,144	50	212	2,901	1,590	821	62.3	2,512	140	28.9	8,051
Oct	3,225	3,075	579	117	511	1,305	262	2,516	2,145	63	212	2,968	1,590	803	60.2	2,577	138	29.6	7,989
Nov	3,223	3,095	571	139	510	1,355	258	2,525	2,189	92	217	2,968	1,510	798	58.3	2,591	125	32.3	7,869
Dec	3,219	3,108	627	157	506	1,316	262	2,525	2,325	109	225	2,825	1,420	796	64.8	2,604	123	34.1	7,978
1985 Jan	3,341	3,232	658	198	530	1,483	301	2,542	2,619	113	234	2,955	1,520	804	70.3	2,626	149	36.2	9,131
Feb	3,324	3,226	674	194	534	1,455	301	2,485	2,611	103	234	2,970	1,640	802	67.9	2,669	130	33.9	8,902
Mar	3,268	3,180	672	171	526	1,546	276	2,420	2,474	100	230	2,973	1,740	773	59.0		129	30.9	8,625
Apr	3,273	3,189	614	143	495	1,437	257	2,338	2,305	80	228	2,933	1,570	748					8,150
May	3,241	3,133	608	114	481	1,329		2,283	2,193	65	224	2,886	1,530	737					8,011
Jun	3,179	3,072	607	96	456	1,293		2,223	2,160	61	228	2,855							8,753
Jul	3,235	3,130																	
<b>Percentage rate latest month</b>																			
	13.4		8.4 p	3.4	16.5	10.0	10.4	11.6	8.7	3.5	17.6	12.6	2.6	15.8	2.9	22.2	2.9	0.9 e	7.5
<b>NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED</b>																			
<b>Quarterly averages</b>																			
1984 Q1		2,996	664	122	505	1,389	281	2,198	2,234	64	209	2,535	1,600	838	70.5	2,383	142		8,882
Q2		3,023	657	144	512	1,406	273	2,298	2,273	68	212	2,516	1,597	840	66.5	2,437	135		8,529
Q3		3,069	632	141	525	1,402	270	2,351	2,296	68	216	2,347	1,643	821	69.0	2,537	135		8,447
Q4		3,099	614	127	508	1,390	258	2,387	2,262	85	219	2,347	1,610	791	60.3	2,553	135		8,233
1985 Q1		3,139	616	132	515 e	1,396	261	2,423	2,308	84 e	227		1,510 e	781	61.6 e		135		8,426
Q2		3,174		144		1,338		2,402	2,324	77 e	228								8,417
<b>Monthly</b>																			
1984 Jul		3,049	631	140	521	1,361	271	2,335	2,296	70	215	2,191	1,650	822	69.6	2,490	146		8,491
Aug		3,066	637	145	533	1,391	272	2,353	2,300	67	216		1,640	833	71.8	2,546	135		8,481
Sep		3,091	628	138	521	1,453	269	2,364	2,293	66	217		1,640	816	65.6	2,573	124		8,370
Oct		3,094	615	132	516	1,403	263	2,373	2,273	75	216	2,375	1,650	803	62.0	2,578	144		8,367
Nov		3,097	621	129	513	1,411	256	2,383	2,262	86	219		1,620	793	58.5	2,542	134		8,142
Dec		3,106	608	121	495	1,356	253	2,406	2,250	94	222		1,560	777	60.4	2,538	128		8,191
1985 Jan		3,124	614	125	518	1,400	258	2,433	2,303	86 e	226	2,411	1,460	780	62.9 e	2,539	145		8,484
Feb		3,144	603	131	518	1,383	264	2,421	2,302	80 e	229		1,530	783	62.8 e	2,575	128		8,399
Mar		3,148	632	140	519	1,405	261	2,416	2,320	86 e	227		1,540 e	779	59.0		131		8,396
Apr		3,176	613	141	498	1,372	260	2,400	2,315	77 e	227		1,450 e	774					8,426
May		3,177	608	140	490	1,322		2,412	2,328	78 e	227		1,510 e	773					8,413
Jun		3,169	629	152	475	1,319		2,394	2,329	75 e	231								8,413
Jul		3,175																	
<b>Percentage rate:</b>																			
latest month		13.1	8.7 p	5.3 e	17.3 e	10.5	9.7	12.5	9.4	4.4 e	17.8	10.5	2.5	16.5	2.9	21.4	2.9		7.3
latest three months																			
change on previous three months		+0.1	NC	+0.4	-1.1	-0.5	+0.2	-0.1	+0.1	-0.4 e	+0.1	+0.2	NC	-0.1	+0.1	-0.2	NC		NC

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

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

† See footnotes to table 2.1.

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

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

\*\* Average of 11 months.

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

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

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

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



# UNEMPLOYMENT 2.19

THOUSAND

## Flows: standardised, not seasonally adjusted\*

UNITED KINGDOM Month ending		INFLOW†												
		Male and Female				Male				Female				
		All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1984	July 12	419.1	14.7	404.3	+22.5	260.8	8.2	252.6	+9.4	158.3	52.1	6.6	151.7	+13.1
	Aug 9	363.8	13.8	350.0	-0.6	227.9	8.1	219.9	-6.3	135.8	53.4	5.7	130.1	+5.8
	Sep 13	511.0	100.3	410.7	+11.0	308.7	56.5	252.3	+4.1	202.3	54.5	43.9	158.4	+7.0
	Oct 11	446.3	32.0	414.3	-4.7	281.2	17.9	263.3	-3.7	165.1	57.5	14.1	151.0	-1.0
	Nov 8	391.0	15.0	376.0	+3.9	250.1	8.4	241.6	0.0	140.9	55.4	6.5	134.4	+3.9
	Dec 6	353.8	10.7	343.1	+3.5	231.6	6.1	225.6	-1.1	122.2	50.7	4.6	117.6	+4.7
1985	Jan 10	343.4	13.8	329.6	-7.3	217.8	7.9	209.9	-5.9	125.6	50.7	5.9	119.8	-1.5
	Feb 14	378.5	14.5	364.0	+16.4	247.4	8.2	239.3	+12.7	131.0	54.9	6.3	124.7	+3.8
	Mar 14	326.1	9.6	316.4	+8.5	209.3	5.6	203.7	+3.0	116.8	52.4	4.1	112.7	+5.5
	Apr 11	342.1	9.0	333.1	+13.3	219.2	5.2	214.0	+4.0	122.9	56.7	3.8	119.1	+9.3
	May 9	368.2	44.5	323.7	+18.5	231.6	25.8	205.9	+8.5	136.6	55.6	18.8	117.8	+9.9
	June 13	342.5	22.9	319.6	+16.3	216.3	13.2	203.1	+5.9	126.2	54.9	9.8	116.4	+10.3
	July 11**	451.0	23.3	427.7	+23.4	273.9	12.7	261.1	+8.5	177.1	57.7	10.6	166.6	+14.9
UNITED KINGDOM Month ending		OUTFLOW†												
		Male and Female				Male				Female				
		All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1984	July 12	342.3	12.6	329.8	-6.6	227.7	7.0	220.7	-8.1	114.6	44.7	5.5	109.1	+1.5
	Aug 9	347.1	11.0	336.2	-19.6	226.9	5.9	220.9	-18.6	120.3	44.2	5.0	115.2	-1.0
	Sep 13	365.6	21.7	343.9	+9.3	226.9	12.3	214.5	-5.2	138.8	51.3	9.4	129.4	+14.5
	Oct 11	509.7	54.5	455.1	-4.9	311.0	30.6	280.4	-11.2	198.6	55.1	23.9	174.8	+6.0
	Nov 8	393.8	30.7	363.1	+3.9	245.0	17.0	228.0	-4.6	148.8	51.8	13.7	135.1	+8.6
	Dec 6	357.3	20.7	336.6	+4.5	221.0	11.4	209.6	-1.6	136.2	49.9	9.3	126.9	+6.1
1985	Jan 10	238.0	9.3	228.8	-9.4	145.3	5.1	140.2	-10.4	92.7	37.5	4.2	88.5	+1.0
	Feb 14	393.5	16.4	377.1	+19.5	252.8	9.0	243.8	+10.4	140.7	56.0	7.4	133.3	+9.1
	Mar 14	386.8	12.9	374.0	+23.3	253.3	7.3	246.0	+13.2	133.5	53.4	5.6	128.0	+10.1
	Apr 11	336.7	8.7	328.0	-26.5	217.7	4.9	212.8	-22.7	119.1	48.6	3.8	115.3	-3.7
	May 9	402.4	14.2	388.3	+42.0	260.8	8.3	252.6	+26.7	141.6	59.3	5.9	135.7	+15.4
	June 13	396.6	17.5	379.0	+29.6	256.9	9.9	247.0	+14.5	139.6	59.0	7.6	132.0	+15.1
	July 11**	389.9	19.8	370.1	+40.3	252.9	11.1	241.8	+21.1	137.0	52.5	8.7	128.3	+19.2

\* The unemployment flow statistics on the new basis (claimants) are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.

\*\* The unemployment flows for July have been affected by the discontinuity in the Northern Ireland figures (see notes \*\* table 2-1). Without this discontinuity the total inflow figure for July above would have been about 2 thousand lower and the total outflow about 8 thousand lower.

† The flows in this table are not on quite the same basis as those in table 2-20. While table 2-20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.

‡ While these assumptions are reasonable in most months, the inflows tend to be understated a little in September and after Easter when there are many school leavers joining the register and consequent backlogs in feeding details into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected.

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

†† Change since the same month in the previous year gives the best indication of the trend of the series' excluding school leavers. Adjustments were made to the April to August 1983 outflows to allow for the effects of the provisions announced in the 1983 Budget for certain older men; see footnote †† to table 2-1.

# UNEMPLOYMENT

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

2.20

THOUSAND

## INFLOW

## OUTFLOW

Great Britain Month ending	Age group										All ages										
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59†§	60 and over†§	All ages	Under 18	18-19	20-24	25-29	30-34	35-44	45-54§	55-59†§	60 and over†§	All ages	
<b>MALE</b>																					
1984 July	19.5	29.7	78.2	31.0	21.3	31.3	22.4	11.3	9.3	254.1	13.9	25.7	50.3	28.8	20.8	31.9	20.8	8.2	10.1	210.4	
August	19.6	25.7	55.6	28.6	20.4	30.6	21.5	10.6	8.9	221.6	12.2	24.4	53.1	27.6	20.1	29.6	19.8	7.5	9.2	203.6	
September	70.5	46.7	55.6	29.2	21.1	31.6	22.6	12.3	9.3	298.8	20.0	25.4	55.9	27.8	19.5	29.1	18.8	7.5	8.8	213.0	
October	32.9	35.5	62.0	33.4	23.4	35.4	25.3	13.7	11.6	273.2	40.3	47.5	67.8	31.6	21.7	31.9	20.1	8.3	10.1	279.2	
November	23.2	28.5	54.1	31.7	23.1	35.4	25.2	12.1	9.8	243.0	26.9	28.6	51.2	27.4	19.6	29.2	19.1	7.7	10.5	220.1	
December	19.7	25.3	49.8	30.5	22.6	34.2	23.8	11.0	8.6	225.5	20.9	25.5	46.8	25.5	18.2	27.5	18.0	7.3	10.4	200.2	
1985 January	19.2	23.2	46.8	27.7	20.7	31.8	22.0	11.1	9.2	211.7	10.3	15.4	31.0	17.2	12.4	18.9	12.7	5.3	7.5	130.6	
February	22.0	27.1	52.9	32.8	24.0	37.3	24.8	10.7	8.6	240.1	18.6	25.2	51.3	30.3	22.0	33.3	21.5	8.2	11.2	221.7	
March	16.6	22.3	44.7	27.5	20.0	30.7	22.1	10.6	8.4	202.9	16.9	26.5	53.1	31.9	23.2	35.6	22.0	8.4	10.3	227.9	
April	15.3	22.1	47.4	28.3	20.9	32.6	24.1	12.8	10.3	213.8	12.3	23.2	45.8	27.4	19.8	30.8	19.7	7.8	9.0	195.7	
May	36.3	22.7	45.4	27.9	20.1	30.8	22.1	10.8	8.6	224.8	16.0	26.4	54.4	31.7	23.0	35.6	22.8	9.0	9.9	229.0	
June	24.8	23.4	47.1	26.7	19.2	29.1	20.8	10.1	7.8	209.1	17.6	27.5	55.9	31.9	22.9	35.1	22.4	8.9	9.5	231.6	
July	24.8	31.4	82.6	31.7	21.3	31.0	22.5	11.6	8.5	265.3	18.6	27.4	55.2	30.1	21.1	32.5	20.7	7.9	8.8	222.3	
<b>FEMALE</b>																					
1984 July	14.6	24.2	57.2	19.5	10.6	14.1	9.0	3.0	—	152.3	10.5	19.5	32.2	16.9	8.9	11.2	7.2	2.2	0.1	108.6	
August	14.0	19.8	39.9	19.4	10.8	14.8	9.5	3.2	—	131.5	9.7	19.4	36.1	16.8	8.6	10.6	6.7	2.1	0.1	110.1	
September	54.5	43.5	37.3	19.4	10.9	14.8	10.0	4.1	—	194.4	15.3	21.6	42.5	18.5	10.7	14.2	8.1	2.3	0.1	133.3	
October	26.3	29.9	41.2	21.3	11.6	15.0	10.5	3.9	—	159.6	31.7	41.6	48.0	20.9	11.6	14.6	8.4	2.6	0.1	179.6	
November	17.9	22.3	36.5	20.3	10.9	14.7	10.4	3.6	—	136.5	21.8	25.6	36.9	18.9	10.6	12.9	7.8	2.4	0.1	137.0	
December	14.5	18.4	31.8	18.5	9.8	13.2	9.1	2.9	—	118.3	16.9	22.7	35.1	18.1	10.0	12.4	7.4	2.2	0.1	125.0	
1985 January	15.3	19.0	32.3	17.9	10.4	14.3	9.2	3.0	—	121.4	8.5	14.0	23.6	13.6	7.5	9.5	5.7	1.7	0.1	84.3	
February	16.5	19.5	32.8	19.6	11.0	14.4	9.7	3.1	—	126.6	14.7	20.8	35.1	20.3	11.1	13.6	8.1	2.4	0.1	126.2	
March	12.1	15.9	29.0	18.2	10.6	14.2	9.5	3.1	—	112.6	12.6	20.5	33.9	19.2	11.0	13.8	8.3	2.5	0.1	121.8	
April	11.1	15.8	30.8	19.2	11.5	16.1	10.6	3.6	—	118.7	9.5	18.1	31.1	17.7	9.8	12.1	7.4	2.4	0.1	121.8	
May	26.5	16.1	30.7	20.0	11.0	14.5	9.7	3.3	—	131.8	11.7	20.5	35.9	20.8	11.9	15.8	9.3	2.6	0.1	128.5	
June	18.0	16.9	31.0	18.6	10.5	14.1	9.1	3.1	—	121.2	13.7	20.6	35.5	20.3	11.4	14.4	8.8	2.8	0.1	127.7	
July	19.4	25.9	61.8	21.5	12.0	16.5	9.8	3.3	—	170.4	14.3	20.4	34.8	18.9	10.3	13.0	7.9	2.3	0.1	121.9	
<b>Changes on a year earlier</b>																					
<b>MALE</b>																					
1984 July	-1.8	+2.0	+8.3	+1.4	-0.2	-0.1	-0.4	-1.2	-1.3	+6.8	-0.4	+1.4	+0.1	-0.8	-1.5	-2.1	-2.0	-1.2	-2.7	-12.0	
August	-2.4	-0.3	+3.6	-0.1	-1.1	-0.5	-0.9	-2.1	-1.5	-7.3	-1.9	-0.6	-3.5	-2.6	-1.8	-3.8	-2.8	-1.9	-3.6	-22.4	
September	-9.8	+1.0	+4.0	+0.9	+0.1	-0.4	-0.8	-0.9	-0.9	-6.8	+0.7	+0.9	+0.7	-1.1	-0.9	-2.8	-2.7	-1.5	-2.2	-7.0	
October	-10.3	-1.8	+4.3	+0.6	-0.5	-1.0	-1.5	-1.3	-0.3	-11.9	+10.6	+2.8	+1.7	-1.3	-1.8	-1.9	-2.3	-1.1	-1.3	-16.0	
November	-0.9	+1.6	+2.6	+0.2	-0.4	-0.1	-1.0	-1.3	-1.5	-0.9	-5.8	+0.6	+1.6	-0.4	-1.2	-1.9	-2.3	-1.3	-1.7	-12.5	
December	-0.5	+1.4	+2.9	+0.8	-0.2	-1.0	-1.5	-1.8	-1.8	-1.7	-2.7	+1.0	+1.8	-0.1	-0.6	-0.7	-1.5	-0.9	-1.4	-5.0	
1985 January	-2.1	-0.1	+1.1	-0.3	-0.7	-0.4	-1.7	-1.6	-1.3	-7.1	-2.0	-1.0	+0.4	-0.9	-1.1	-1.6	-1.6	-1.0	-1.3	-9.2	
February	+0.4	+1.8	+5.1	+2.9	+1.3	+3.0	+0.5	-1.1	-0.9	+12.9	-2.0	+1.4	+5.0	+1.2	+0.2	+0.9	0.0	-0.5	-1.0	+5.3	
March	-0.7	+0.9	+2.7	+0.8	-0.2	0.0	-0.1	-0.4	-0.5	+2.5	-1.2	+1.3	+4.2	+2.3	+0.9	+1.9	+0.3	-0.2	-0.6	+8.9	
April*	+4.0	+1.3	+3.1	+1.1	+0.1	+0.9	+0.4	-0.3	-0.3	+10.3	-3.4	-0.5	+3.0	+0.8	-0.2	+0.2	-0.5	-0.4	-1.1	+0.9	
May*	+4.0	+1.3	+3.1	+1.1	+0.1	+0.9	+0.4	-0.3	-0.3	+10.3	-3.4	-0.5	+3.0	+0.8	-0.2	+0.2	-0.5	-0.4	-1.1	+0.9	
June	+6.4	+1.5	+3.2	+0.7	0.0	0.0	0.0	-0.5	-0.7	+10.7	+2.3	+1.1	+5.7	+1.9	+0.5	+1.1	+0.1	0.0	-1.4	+11.3	
July	+5.3	+1.7	+4.4	+0.7	0.0	-0.3	+0.1	+0.3	+0.8	+11.2	+4.7	+1.7	+4.9	+1.3	+0.3	+0.6	-0.1	-0.3	-1.3	+11.9	
<b>FEMALE</b>																					
1984 July	-1.6	+0.5	+6.5	+2.1	+0.6	+0.8	-0.1	-0.1	—	+10.7	-1.3	+0.3	+1.7	+1.6	+0.4	+0.5	-0.1	-0.3	0.0	+2.6	
August	-1.9	-1.0	+3.6	+1.7	+0.8	+1.5	+0.4	+0.1	—	+5.3	-1.8	-0.5	+0.8	+1.2	+0.3	0.0	-0.3	-0.3	0.0	+0.8	
September	-11.4	-0.4	+1.9	+1.5	+1.1	+1.8	+0.7	+0.2	—	-4.7	+2.4	+1.4	+3.7	+1.9	+1.2	+1.5	+0.5	-0.2	0.0	-12.2	
October	-9.3	-3.8	+1.8	+1.4	+0.9	+1.0	+0.5	0.0	—	-7.7	-10.1	+3.3	+3.5	+2.0	+0.7	+0.8	-0.2	-0.2	0.0	-0.1	
November	-1.4	+0.4	+1.1	+1.1	+0.8	+1.1	+0.5	-0.1	—	+3.4	-4.9	+0.5	+2.4	+1.9	+1.2	+0.7	+0.1	-0.2	0.0	+1.8	
December	-0.9	+0.4	+1.8	+1.3	+0.5	+0.9	+0.3	-0.2	—	+4.2	-2.9	+0.3	+2.3	+1.6	+1.1	+1.1	+0.4	-0.3	0.0	+3.6	
1985 January	-3.2	-2.0	+0.1	+0.4	+0.5	+1.0	+0.2	-0.2	—	+3.3	-1.5	-0.9	+0.3	+1.1	+0.3	+0.4	-0.1	-0.3	0.0	-0.5	
February	-0.2	-0.1	+0.8	+1.0	+0.7	+1.0	+0.6	0.0	—	+3.7	-1.6	+0.2	+2.6	+2.3	+1.1	+1.0	+0.2	-0.1	0.0	+5.6	
March	-0.6	-0.3	+0.9	+1.4	+1.1	+1.4	+0.7	+0.1	—	+4.9	-1.2	+0.3	+2.8	+2.2	+1.5	+1.7	+0.6	+0.1	0.0	+7.8	
April*	+3.1	-0.1	+2.2	+2.1	+0.3	+2.0	+1.0	+0.4	—	+12.4	-0.7	+1.1	+1.5	+1.9	+1.1	+1.5	+0.4	0.0	0.0	-4.6	
May*	+3.1	-0.1	+2.2	+2.1	+0.3	+2.0	+1.0	+0.4	—	+12.4	-0.7	+1.1	+1.5	+1.9	+1.1	+1.5	+0.4	0.0	0.0	-4.6	
June	+5.0	+0.9	+1.8	+2.0	+1.4	+2.1	+0.8	+0.2	—	+14.1	+2.0	+0.1	+3.2	+2.6	+1.9	+2.2	+1.0	+0.4	0.0	+13.4	
July	+4.8	+1.7	+4.6	+2.0	+1.4	+2.4	+0.8	+0.3	—	+18.1	+3.8	+0.9	+2.6	+2.0	+1.4	+1.8	+0.7	+0.1	—	+13.3	

\* Changes on a year earlier in the flows figures for April and May have been averaged to take account of the different timing of Easter.

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

† From April to August 1983 the figures for men aged 59 and over reflect the effects of the provisions in the 1983 Budget, because some of them no longer have to sign at an unemployment benefit office, estimates of this effect on computerised records are not available. This has a greater effect on the outflow than the inflow.

‡ Figures for older age groups are further affected by an increase in the numbers of people who attend benefit offices only quarterly and cease to be part of the computerised records. This has a greater effect on the outflow than the inflow since the vast majority of new claims to benefit are computerised.

R Revised

## CONFIRMED REDUNDANCIES\* **2.30**

### Region

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	York-shire and Humberside	North West	North	England	Wales	Scotland	Great Britain
1977	24,510	7,602	2,866	12,651	6,135	5,658	13,258	31,736	18,840	115,654	11,931	30,775	158,360
1978	25,741	9,183	4,405	11,968	10,006	6,346	15,150	37,617	18,648	129,881	18,914	23,768	172,563
1979	26,798	15,179	2,981	11,031	19,320	8,449	17,838	40,705	14,985	142,107	11,663	33,014	186,784
1980	70,015	33,951	7,554	26,598	69,436	40,957	50,879	92,596	33,276	391,311	45,215	57,178	493,704
1981	105,878	54,998	11,463	30,998	59,556	33,720	63,102	91,739	40,103	436,559	36,432	59,039	532,030
1982	80,300	49,396	6,471	24,898	40,229	29,429	45,957	67,117	32,424	326,825	24,647	48,944	400,416
1983	58,345	34,078	4,165	23,777	40,413	23,259	37,807	51,019	30,274	269,059	16,041	41,538	326,638
1984	42,501	24,239	2,356	14,758	25,675	20,643	26,570	37,935	25,727	196,165	11,441	30,164	237,770
1984 Q1	8,458	4,106	814	3,286	5,910	4,451	8,388	10,138	6,087	47,532	3,031	7,763	58,326
Q2	11,691	5,129	282	3,917	6,550	4,840	6,537	9,175	9,359	52,351	2,319	10,031	64,701
Q3	11,980	8,525	974	3,817	8,193	5,714	6,409	8,274	5,620	50,981	3,356	7,715	62,502
Q4	10,372	6,479	286	3,738	5,022	5,638	5,236	10,348	4,661	45,301	2,735	4,655	52,691
1985 Q1	7,888	5,528	869	3,327	4,969	4,144	4,539	7,125	6,149	39,010	2,748	6,006	47,764
1984 Sep	4,046	2,700	648	1,175	2,680	1,596	2,726	2,798	1,620	17,289	1,069	1,156	19,514
Oct	3,475	2,661	14	1,014	1,687	2,059	1,803	3,168	840	14,060	943	1,302	16,305
Nov	2,648	1,591	21	1,222	1,604	1,572	1,338	3,293	1,605	13,303	649	1,958	15,910
Dec	4,249	2,227	251	1,502	1,731	2,007	2,095	3,887	2,216	17,938	1,407	1,395	20,476
1985 Jan	2,751	2,167	16	1,191	1,373	1,538	1,175	2,403	1,621	12,068	724	1,385	14,177
Feb	1,791	1,353	192	669	1,258	862	1,613	1,914	1,754	10,053	874	1,812	12,739
Mar	3,346	2,008	661	1,467	2,338	1,744	1,751	2,808	2,774	16,899	1,150	2,809	20,848
Apr	4,464	2,149	194	902	1,976	849	1,386	2,471	1,972	14,214	1,102	2,980	18,286
May	3,193	1,506	68	1,093	3,251	1,865	1,525	3,024	1,953	15,972	1,318	2,041	19,311
June†	(3,757)	(1,558)	(192)	(265)	(1,109)	(689)	(1,677)	(2,818)	(2,052)	(12,559)	(576)	(1,999)	(15,134)
July‡	(3,855)	(2,409)	(149)	(251)	(1,299)	(990)	(1,906)	(2,073)	(1,448)	(11,971)	(333)	(1,350)	(13,654)

## CONFIRMED REDUNDANCIES\* **2.31**

### Industry

SIC 1980	Division	Class or Group	1983††	1984	1984 Q1	Q2	Q3	Q4	1985 Q1	1985 May	June†	July†
Agriculture, forestry and fishing	0	01-03	874	222	70	42	14	96	62	23	(35)	(15)
Agriculture, forestry and fishing			874	222	70	42	14	96	62	23	(35)	(15)
Coal extraction and coke		11-12	11,407	7,449	2,819	2,304	1,561	765	999	1,141	(2,311)	(2,289)
Mineral oil and natural gas extraction		13	144	209	95	0	53	61	14	14	(14)	(14)
Mineral oil processing		14	373	679	122	95	138	324	0	166	(153)	(61)
Nuclear fuel production		15	540	0	0	0	0	0	0	0	(0)	(0)
Gas, electricity and water		16-17	2,376	988	255	138	346	249	105	13	(25)	(37)
Energy and water supply industries	1		14,841	9,325	3,291	2,537	2,098	1,399	1,118	1,334	(2,503)	(2,401)
Extraction of other minerals and ores		21, 23	217	359	49	22	86	202	20	25	(11)	(0)
Metal manufacture		22	20,248	8,508	2,294	3,176	1,811	1,227	820	385	(179)	(371)
Manufacture of non-metallic products		24	6,193	3,715	1,462	839	671	743	617	672	(227)	(173)
Chemical industry		25	8,287	5,184	1,579	1,049	1,226	1,330	776	306	(212)	(201)
Production of man-made fibres		26	1,409	275	130	66	70	9	258	0	(0)	(0)
Extraction of minerals and ores other than fuel: manufacture of metal mineral products and chemicals	2		36,334	18,041	5,514	5,152	3,864	3,511	2,491	1,388	(629)	(745)
Shipbuilding and repairing		30	7,398	7,111	3,187	1,386	1,579	959	1,784	303	(190)	(142)
Manufacture of metal goods		31	18,098	8,978	1,780	1,999	2,953	2,246	1,814	560	(405)	(1,185)
Mechanical engineering		32	44,975	30,069	7,668	10,029	5,925	6,447	4,914	2,231	(1,017)	(1,249)
Manufacture of office machinery and data processing equipment		33	1,678	1,842	450	869	309	214	299	51	(135)	(201)
Electrical and electronic engineering		34	18,186	13,798	3,171	4,412	3,539	2,676	3,934	1,278	(854)	(1,266)
Manufacture of motor vehicles		35	15,054	13,380	2,361	2,780	4,627	3,612	3,034	189	(411)	(377)
Manufacture of aerospace and other transport equipment		36	12,044	9,670	1,719	4,323	1,824	1,804	706	756	(1,147)	(192)
Instrument engineering		37	5,621	1,150	432	180	279	259	341	88	(102)	(35)
Metal goods and engineering and vehicles industries	3		123,054	85,998	20,768	25,978	21,035	18,217	16,826	5,456	(4,261)	(4,647)
Food, drink and tobacco		41-42	22,040	17,413	3,629	5,789	3,471	4,524	4,469	977	(1,126)	(859)
Textiles		43	9,957	5,545	1,523	1,539	1,155	1,328	1,866	683	(226)	(160)
Leather, footwear and clothing		44-45	9,054	8,130	1,701	2,335	2,479	1,615	2,107	590	(394)	(232)
Timber and furniture		46	3,206	3,721	633	587	877	1,624	703	377	(368)	(428)
Paper, printing and publishing		47	9,409	5,985	1,316	1,441	1,333	1,895	1,574	240	(524)	(218)
Other manufacturing		48-49	8,689	5,743	1,737	1,199	1,098	1,709	1,074	2,788	(359)	(344)
Other manufacturing industries	4		62,355	46,282	10,539	12,890	10,413	12,695	11,793	5,655	(2,997)	(2,241)
Construction	5	50	23,621	22,572	5,205	5,867	5,547	5,953	3,235	1,811	(1,216)	(750)
Construction			23,621	22,572	5,205	5,867	5,547	5,953	3,235	1,811	(1,216)	(750)
Wholesale distribution		61-63	7,080	7,234	2,065	1,829	1,841	1,499	1,592	374	(517)	(431)
Retail distribution		64-65	16,235	13,194	2,954	3,003	4,525	2,712	3,884	1,022	(756)	(738)
Hotel and catering		66	4,000	3,117	744	999	572	802	440	884	(354)	(70)
Repair of consumer goods and vehicles		67	706	817	230	128	206	253	392	38	(62)	(72)
Distribution, hotels and catering, repairs	6		28,021	24,362	5,993	5,959	7,144	5,266	6,308	2,318	(1,689)	(1,311)
Transport		71-77	9,171	6,191	1,492	1,071	2,117	1,511	2,051	336	(326)	(269)
Telecommunications		79	6,469	565	143	200	146	76	132	0	(10)	(45)
Transport and communication	7		15,640	6,756	1,635	1,271	2,263	1,587	2,183	336	(336)	(314)
Insurance, banking, finance and business services		81-85	4,986	6,443	1,047	1,724	2,269	1,403	1,034	169	(510)	(357)
Banking, finance, insurance business services and leasing	8		4,986	6,443	1,047	1,724	2,269	1,403	1,034	169	(510)	(357)
Public administration and defence		91-94	8,956	13,188	2,963	1,940	6,318	1,967	1,142	399	(367)	(651)
Medical and other health services		95	2,096	1,599	520	393	492	194	1,018	301	(477)	(52)
Other services n.e.s.		96-99, 00	5,861	2,727	781	948	595	403	554	141	(114)	(170)
Other services	9		16,913	17,514	4,264	3,281	7,405	2,564	2,714	841	(958)	(873)
All production industries	1-4		236,583	159,901	40,112	46,557	37,410	35,822	32,228	13,833	(10,390)	(10,034)
All manufacturing industries	2-4		221,743	150,576	36,821	44,020	35,312	34,423	31,110	12,499	(7,887)	(7,633)
All service industries	6-9		65,560	55,075	12,939	12,235	19,081	10,820	12,239	3,664	(3,493)	(2,855)
ALL INDUSTRIES AND SERVICES	0-9		326,638	237,770	58,326	64,701	62,052	52,691	47,764	19,331	(15,134)	(13,654)

Notes: \* 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 required to notify only impending redundancies involving ten or more workers. A full description of these Manpower Services Commission figures is given in an article on page 245 of the June 1983 issue of *Employment Gazette*.

† Included in the South East.

‡ Provisional figures as at August 1, 1985; final figures are expected to be higher than this. The final total for Great Britain is projected to be about 17,000 in June and 20,000 in July.

†† These figures for 1983 are estimated because of the change in the industrial classification system made in January 1984.

### 3.1 VACANCIES Regions: unfilled vacancies at Jobcentres: seasonally adjusted

		South East	Greater London†	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
THOUSAND															
1984	Jul 6	62.8	27.9	5.4	14.9	12.5	8.5	10.2	16.3	8.8	7.8	15.2	162.5	1.7	164.2
	Aug 3	61.1	27.7	5.2	13.9	12.3	8.4	10.3	16.1	8.3	8.1	16.1	159.9	1.7	161.6
	Sep 7	62.8	28.7	5.7	15.3	12.8	9.9	10.7	17.4	8.9	8.1	16.3	168.0	1.6	169.6
	Oct 5	62.0	27.2	5.5	15.5	13.5	10.2	10.6	17.3	8.3	8.0	17.7	168.8	1.7	170.5
	Nov 2	63.1	27.8	5.7	14.8	13.0	9.1	10.2	17.5	8.0	7.7	16.7	165.8	1.8	167.6
	Nov 30	62.8	28.3	5.5	14.3	11.8	8.8	9.7	16.2	7.8	7.3	15.6	159.8	1.5	161.3
1985	Jan 4	60.1	27.4	5.2	14.0	11.9	8.5	9.1	15.9	7.5	8.0	15.8	155.8	1.3	157.2
	Feb 8	59.8	27.0	5.5	14.0	11.9	8.3	8.9	15.6	7.5	8.0	15.2	154.7	1.4	156.1
	Mar 8	60.1	26.8	5.5	14.9	12.6	8.7	9.3	15.7	8.0	8.4	14.8	157.6	1.6	159.2
	Mar 29*	61.5	27.5	6.0	15.8	13.4	9.4	10.1	16.5	8.8	8.1	15.3	165.0	1.7	166.7
	May 3*	62.3	27.2	6.1	16.0	13.1	8.9	9.8	16.6	9.3	7.7	15.4	165.2	1.8	167.1
	Jun 7	65.6	28.6	6.2	15.6	14.3	10.0	11.0	17.3	9.1	8.4	15.8	173.0	1.8	174.8
	Jul 5	63.9	27.1	6.2	18.2	13.7	10.0	12.0	17.8	9.8	9.2	17.2	178.0	1.7	179.7

### 3.2 VACANCIES Regions: unfilled vacancies at Jobcentres and careers offices

		South East	Greater London†	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
THOUSAND															
Notified to Jobcentres															
1980		62.5	31.4	4.9	10.4	8.0	8.0	8.1	11.4	6.1	6.1	16.5	142.0	1.0	143.0
1981		36.8	17.5	3.5	7.7	6.0	5.8	5.7	8.8	4.3	5.2	12.6	96.3	0.7	97.0
1982	Annual averages	41.3	19.9	4.1	9.9	6.9	7.0	7.0	10.2	5.1	5.7	13.2	110.3	1.0	111.3
1983		50.5	22.4	4.8	12.6	11.3	8.4	10.1	15.2	7.4	7.2	16.4	143.9	1.2	145.1
1984		59.3	26.6	5.4	13.9	11.9	8.7	10.0	16.1	8.0	7.5	15.7	156.6	1.5	158.1
1984	Jul 6	64.5	28.4	5.6	15.3	12.4	8.3	10.5	16.6	8.9	8.0	15.7	165.8	1.8	167.6
	Aug 3	61.1	26.9	5.2	13.9	12.3	8.4	10.1	15.9	8.4	8.0	16.4	159.6	1.7	161.3
	Sep 7	65.4	29.7	5.9	15.6	13.2	9.9	10.9	17.1	9.0	7.9	16.9	171.7	1.6	173.4
	Oct 5	66.3	30.5	5.6	15.1	14.0	10.3	11.0	17.4	8.5	7.7	18.0	174.0	1.7	175.7
	Nov 2	62.0	28.2	5.5	13.7	13.2	9.0	10.0	16.9	7.9	7.1	16.6	161.9	1.8	163.7
	Nov 30	57.2	25.7	5.2	12.5	11.3	8.2	8.9	15.1	7.1	6.4	14.6	146.4	1.4	147.8
1985	Jan 4	54.5	25.1	4.9	12.0	11.2	7.8	8.4	14.7	6.8	7.1	13.8	141.2	1.2	142.4
	Feb 8	55.0	25.1	5.2	12.8	11.4	7.8	8.4	14.7	7.1	7.4	13.8	143.7	1.3	145.1
	Mar 8	57.4	25.3	5.4	14.7	12.4	8.7	9.1	15.6	8.1	8.4	14.2	154.0	1.6	155.6
	Mar 29*	63.0	27.7	6.2	17.1	13.6	9.6	10.3	17.8	9.4	9.3	15.9	172.2	1.7	173.9
	May 3*	66.7	28.9	6.4	17.9	13.6	10.0	10.5	18.3	9.8	8.9	16.7	178.8	1.9	180.7
	Jun 7	70.7	30.8	6.6	17.9	14.5	10.6	11.8	18.6	9.6	9.3	17.4	187.0	1.9	188.9
	Jul 5	65.6	27.6	6.4	18.6	13.6	9.8	12.3	18.0	9.9	9.4	17.6	181.3	1.8	183.0
Notified to careers offices															
1980		8.4	5.2	0.5	0.7	1.2	0.8	0.9	0.7	0.3	0.3	0.6	14.2	0.1	14.4
1981		2.4	1.4	0.2	0.2	0.6	0.3	0.3	0.2	0.2	0.1	0.2	4.7	0.1	4.8
1982	Annual averages	2.9	1.6	0.2	0.4	0.6	0.4	0.4	0.3	0.2	0.2	0.3	5.9	0.2	6.1
1983		3.6	1.9	0.2	0.5	0.7	0.5	0.5	0.3	0.2	0.2	0.3	7.2	0.3	7.4
1984		4.3	2.1	0.3	0.6	0.9	0.5	0.6	0.5	0.3	0.2	0.3	8.5	0.5	9.0
1984	Jul 6	4.9	2.5	0.4	0.8	1.0	0.5	0.6	0.6	0.3	0.3	0.3	9.7	0.5	10.2
	Aug 3	4.3	2.1	0.4	0.6	1.0	0.5	0.6	0.6	0.3	0.2	0.3	8.8	0.6	9.4
	Sep 7	4.6	2.3	0.4	0.7	0.9	0.5	0.8	0.6	0.4	0.2	0.3	9.4	0.6	10.0
	Oct 5	4.5	2.2	0.4	0.7	1.0	0.5	0.7	0.5	0.3	0.1	0.3	9.0	0.7	9.7
	Nov 2	4.4	2.2	0.3	0.6	0.9	0.5	0.6	0.4	0.2	0.1	0.2	8.3	0.7	9.1
	Nov 30	3.9	2.1	0.3	0.5	0.8	0.5	0.5	0.4	0.2	0.1	0.2	7.3	0.7	8.1
1985	Jan 4	3.8	1.9	0.2	0.5	0.6	0.4	0.5	0.4	0.2	0.2	0.2	7.0	0.7	7.7
	Feb 8	4.1	2.0	0.2	0.5	0.8	0.4	0.5	0.4	0.3	0.2	0.2	7.6	0.8	8.3
	Mar 8	4.7	2.4	0.3	0.5	1.0	0.5	0.6	0.5	0.2	0.2	0.2	8.8	0.8	9.6
	Mar 29	5.0	2.5	0.3	0.6	1.2	0.6	0.7	0.6	0.2	0.2	0.3	9.6	0.8	10.5
	May 3	6.7	3.6	0.5	0.7	1.6	0.7	0.7	0.6	0.3	0.2	0.4	12.4	0.9	13.2
	Jun 7	8.0	4.5	0.6	1.1	1.9	0.8	0.7	0.9	0.4	0.3	0.4	15.0	1.0	16.0
	Jul 5	6.7	3.1	0.4	0.9	1.6	0.7	0.6	0.7	0.3	0.2	0.3	12.5	0.8	13.2

Notes: About one-third of all vacancies are notified to Jobcentres. These could include some that are suitable for young persons and similarly vacancies notified to careers offices could include some for adults. Because of possible duplication the two series should not be added together. The figures represent only the number of vacancies notified by employers and remaining unfilled on the day of the count.  
 † Included in South East.  
 \* The statistics of vacancy stocks were distorted in April and May because of a change in MSC's Employment Division's administrative arrangements. This led to an artificial increase in the April (March 29) level of unfilled vacancies, but the recorded stocks of unfilled vacancies for May should be minimally affected.

### Unfilled vacancies at Jobcentres on May 3, 1985: Industry group

UNITED KINGDOM SIC 1980		Division	Class	At Jobcentres May 85	UNITED KINGDOM SIC 1980		Division	Class	At Jobcentres May 85
All industries and services									
		0-9		160,559	Other manufacturing industries		4		13,739
Index of production and construction		1-5		40,128	Food, drink and tobacco			41, 42	2,261
Index of production		1-4		31,023	Textiles, leather, footwear and clothing			43-45	6,110
Manufacturing industries		2-4		30,236	Timber, wooden furniture, rubber, plastic, etc			46, 48-49	3,493
Service industries		6-9		119,117	Paper products, printing and publishing			47	1,875
Agriculture, forestry and fishing		0		1,314	Construction		5		9,105
Energy and water supply industries		1		787	Distribution, hotels and catering; repairs		6		56,748
Coal, oil and natural gas, extraction and processing			11-14	145	Wholesale distribution and repairs			61-63, 67	7,237
Electricity, gas, other energy and water supply			15-17	642	Retail distribution			64-65	25,442
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals		2		2,449	Hotels and catering			66	24,069
Metal manufacturing, ore and other mineral extraction			21-24	1,271	Transport and communication		7		4,897
Chemicals and man-made fibres			25-26	1,178	Transport			71-77	4,162
Metal goods, engineering and vehicle industries		3		14,048	Postal services and telecommunications			79	735
Mechanical engineering			32	5,264	Banking, finance, insurance, business services and leasing		8		12,560
Office machinery, electrical engineering and instruments			33-34, 37	4,644	Other services		9		44,912
Motor vehicles and parts			35	814	Public administration and defence			91-94	22,305
Other transport equipment			36	898	Medical and other health services			95	8,782
Other metal goods n.e.s.			31	2,428	Other services			96-00	13,825

Note: The above figures do not include unfilled vacancies at PER offices or Community Programme vacancies, these totalled 20,146 in May 1985.

### VACANCIES Flows of vacancies at Jobcentres: seasonally adjusted\*

GREAT BRITAIN												
Average of 3 months ended												
	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
Inflow												
1978	202	208	213	217	217	221	225	227	229	232	234	234
1979	226	219	215	223	231	238	238	236	232	228	225	224
1980	214	207	202	201	197	188	181	171	167	160	154	149
1981	152	150	147	142	142	144	144	147	151	155	157	157
1982	160	162	164	164	165	164	164	164	163	162	162	164
1983	166	170	171	172	172	178	185	198	201	203	200	200
1984	193	188	184	190	195	198	201	205	206	208	211	214
1985	206	200	196	199 †	199 †	202	211					
Outflow												
1978	195	200	205	211	213	216	219	222	224	225	228	230
1979	227	222	217	221	225	230	234	238	237	234	230	233
1980	227	222	215	212	208	199	194	183	176	168	161	152
1981	152	150	148	144	143	147	145	145	146	152	155	155
1982	157	160	163	164	165	164	164	163	163	161	162	163
1983	165	167	167	170	172	176	180	189	194	198	200	205
1984	199	192										

# 4.1 INDUSTRIAL DISPUTES

## Stoppages of work\*

### Stoppages: July 1985

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages: in progress in month of which:	58	56,700	116,000
Beginning in month continuing from earlier months	42	23,300†	48,000
	16	33,400‡	68,000

† Includes 22,300 directly involved.  
‡ Includes 100 involved for the first time in the month.

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

### Stoppages: cause

United Kingdom	Beginning in July 1985		Beginning in the first seven months of 1985	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay-wage-rates and earnings levels — extra-wage and fringe benefits	15	2,500	190	150,500
Duration and pattern of hours worked	4	300	23	5,200
Redundancy questions	8	14,800	49	60,700
Trade union matters	1	—	20	7,300
Working conditions and supervision	2	100	43	12,800
Manning and work allocation	7	2,600	61	14,700
Dismissal and other disciplinary measures	5	2,000	55	39,400
All causes	42	22,300	446	291,400

### Stoppages—industry

United Kingdom	Jan to July 1985			Jan to July 1984		
	Stoppages beginning in period	Workers involved	Working days lost	Stoppages beginning in period	Workers involved	Working days lost
SIC 1980						
Agriculture, forestry and fishing	—	—	—	1	300	1,000
Coal extraction	57	159,900	4,173,000	72	280,500	11,464,000
Coke, mineral oil and natural gas	2	400	1,000	1	500	1,000
Electricity, gas, other energy and water	2	4,400	53,000	15	5,900	34,000
Metal processing and manufacturing	19	2,800	12,000	17	3,000	12,000
Mineral processing and manufacturing	10	4,200	41,000	21	3,400	18,000
Chemicals and man-made fibres	7	1,000	4,000	21	16,100	52,000
Metal goods not elsewhere specified	18	3,400	32,000	30	3,700	29,000
Engineering	54	11,700	105,000	98	63,300	266,000
Motor vehicles	25	10,800	31,000	95	121,400	274,000
Other transport equipment	20	47,100	79,000	33	58,900	218,000
Food, drink and tobacco	17	7,100	91,000	45	18,100	142,000
Textiles	7	1,600	12,000	16	3,500	15,000
Footwear and clothing	3	300	—	11	5,700	43,000
Timber and wooden furniture	5	1,200	20,000	9	1,600	23,000
Paper, printing and publishing	16	4,900	33,000	36	8,300	112,000
Other manufacturing industries	5	500	4,000	20	2,900	40,000
Construction	16	4,800	52,000	20	13,700	170,000
Distribution, hotels and catering, repairs and transport services and communication	9	600	3,000	25	3,400	12,000
Supporting and miscellaneous services	66	51,200	76,000	102	110,200	213,000
Banking, finance, insurance, business services and leasing	17	2,300	13,000	32	40,400	218,000
Public administration, education and health services	4	2,600	5,000	5	11,100	18,000
Other services	54	114,100	489,000	96	385,500	493,000
All industries and services	13	2,400	27,000	21	4,600	86,000
<b>All industries and services</b>	<b>446</b>	<b>439,200</b>	<b>5,358,000</b>	<b>805</b>	<b>1,166,200</b>	<b>13,953,000</b>

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

# 4.2 Stoppages of work\*: summary

United Kingdom	Number of stoppages		Workers involved in stoppages (Thou)		Working days lost in all stoppages in progress in period (Thou)						
	Beginning in period	In progress in period	Beginning in period†	In progress in period	All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services (All other orders)
SIC 1968											
1976	2,016	2,034	666‡	668‡	3,284	78	1,977	65	570	132	461
1977	2,703	2,737	1,155	1,156	10,142	97	6,133	264	297	301	3,050
1978	2,471	2,498	1,001	1,041	9,405	201	5,985	179	416	360	2,264
1979	2,080	2,125	4,583	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830‡	834‡	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,499	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101‡	2,103‡	5,313	374	1,458	66	44	1,675	1,697
SIC 1980											
1982	1,528	1,538	2,101‡	2,103‡	5,313	380	1,457	61	41	1,675	1,699
1983	1,352	1,364	573‡	574‡	3,754	591	1,420	32	68	295	1,348
1984	1,221	1,221	1,391	1,464	27,135	22,484	2,055	66	334	666	1,530
1983	May	118	153	36	44	139	29	61	1	19	25
	June	119	137	28	30	118	11	61	3	12	37
	July	108	146	34	48	186	11	59	7	14	75
	Aug	109	139	41	47	206	13	116	2	14	60
	Sep	114	159	41	59	298	90	141	1	2	56
	Oct	118	153	47	70	303	62	141	1	2	53
	Nov	147	195	71	89	366	109	101	6	5	83
	Dec	54	86	32	68	153	40	15	2	34	61
1984	Jan	143	158	93	146	288	96	67	3	12	107
	Feb	139	186	315	401	542	149	90	6	26	240
	Mar	128	175	263	279	2,174	1,808	149	9	35	119
	Apr	106	143	122	279	2,684	2,403	103	2	43	209
	May	98	134	178	298	2,981	2,504	107	2	24	109
	June	106	147	61	241	2,749	2,303	172	3	24	201
	July	85	126	60	214	2,535	2,103	111	4	30	183
	Aug	83	116	65	225	2,351	2,004	209	1	28	218
	Sep	94	129	56	218	2,608	2,203	205	2	22	122
	Oct	113	153	62	224	3,082	2,606	259	1	46	162
	Nov	76	119	75	244	3,041	2,404	430	3	50	136
	Dec	35	64	40	191	2,100	1,802	155	—	22	104
1985	Jan	59	73	19	149	2,132	2,008	13	2	15	73
	Feb	76	106	87	210	1,991	1,815	42	3	13	110
	Mar	73	100	67	226	530	308	47	1	10	163
	Apr	80	97	66	151	187	19	40	5	—	79
	May	79	98	30	119	233	22	56	—	13	138
	June	37	58	13	75	170	1	30	—	3	130
	July	42	58	23	57	116	1	30	—	1	78

\* See page of "Definitions and Conventions" from notes on coverage. Figures for 1985 are provisional.  
† Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.  
‡ Figures exclude workers becoming involved after the end of the year in which the stoppages began.

# EARNINGS 5.1

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

GREAT BRITAIN	Whole economy (Divisions 0-9)				Manufacturing industries (Revised definition) (Divisions 2-4)				Production industries (Revised definition) (Divisions 1-4)			
	Actual	Seasonally adjusted	% change over previous 12 months	Underlying % change over previous 12 months†	Actual	Seasonally adjusted	% change over previous 12 months	Underlying % change over previous 12 months†	Actual	Seasonally adjusted	% change over previous 12 months	Underlying % change over previous 12 months†
SIC 1980												
1980	111.4	109.1	—	—	109.1	100.6	—	—	109.4	100.6	—	—
1981	125.8	123.6	12.4	11.6	123.6	124.1	11.4	11.6	124.1	124.1	11.4	11.6
1982	137.6	137.4	10.2	10.2	137.4	138.2	7.8	7.8	138.2	138.2	7.8	7.8
1983	149.2	149.7	8.7	8.7	149.7	150.0	0.2	0.2	150.0	150.0	0.2	0.2
1984	158.3	162.8	6.4	6.4	162.8	158.5	-3.1	-3.1	158.5	158.5	-3.1	-3.1
1980	Jan*	100.0	101.1	1.1	100.0	100.5	0.5	0.5	100.0	100.6	0.6	0.6
	Feb*	102.6	103.7	2.6	101.2	101.9	0.7	0.7	101.1	101.8	0.7	0.7
	Mar*	105.9	105.9	3.2	104.4	104.3	-0.1	-0.1	105.5	105.1	-0.4	-0.4
	April	107.1	107.7	0.6	105.7	106.1	0.4	0.4	106.1	106.3	0.2	0.2
	May	109.2	109.2	1.9	108.3	107.3	-1.0	-1.0	108.6	107.5	-1.1	-1.1
	June	112.5	111.4	-1.1	111.6	110.0	-1.6	-1.6	111.7	110.2	-1.5	-1.5
	July	113.3	112.2	-1.0	112.5	111.5	-1.0	-1.0	112.7	111.6	-1.1	-1.1
	Aug	114.0	114.1	0.1	110.8	111.9	1.1	1.1	111.1	112.1	1.0	1.0
	Sep	117.9	118.0	0.1	111.7	112.8	1.1	1.1	111.9	113.1	1.2	1.2
	Oct	116.0	116.2	0.2	112.2	113.0	0.8	0.8	112.5	113.4	0.9	0.9
	Nov	117.8	117.3	-0.5	115.2	114.5	-0.7	-0.7	115.2	114.5	-0.7	-0.7
	Dec	120.8	119.6	-1.2	116.1	115.5	-0.6	-0.6	115.9	115.5	-0.4	-0.4
1981	Jan	118.2	119.7	1.4	115.7	116.5	0.8	0.8	116.4	117.3	0.9	0.9
	Feb	119.3	120.7	1.1	117.3	118.2	1.0	1.0	117.8	118.7	1.0	1.0
	Mar	121.2	121.3	0.1	118.9	118.9	0.0	0.0	119.9	119.4	-0.5	-0.5
	April	121.9	122.6	0.6	118.4	119.2	0.8	0.8	119.1	119.7	0.6	0.6
	May	123.5	123.6	0.1	120.0	120.0	0.0	0.0	121.5	120.5	-1.0	-1.0
	June	126.0	124.8	-1.2	122.5	122.6	0.1	0.1	125.2	123.5	-1.7	-1.7
	July	126.9	125.8	-1.1	125.4	124.2	-1.2	-1.2	126.2	124.8	-1.4	-1.4
	Aug	129.0	128.9	-0.1	126.0	126.9	0.9	0.9	126.3	127.3	1.0	1.0
	Sep	129.4	129.5	0.1	126.2	127.4	1.2	1.2	126.6	127.9	1.3	1.3
	Oct	130.0	130.2	0.2	128.6	129.4	0.8	0.8	128.9	129.9	1.0	1.0
	Nov	131.4	130.8	-0.6	130.8	129.9	-0.9	-0.9	130.9	130.5	-0.4	-0.4
	Dec	133.1	131.7	-1.4	130.8	130.2	-0.6	-0.6	130.9			

# 5.3 EARNINGS

## Average earnings index: all employees: by industry

GREAT BRITAIN	Agri- culture and forestry	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal process- ing and man- ufacturing **	Mineral extrac- tion and man- ufacturing	Chemicals and man- made fibres	Mechan- ical engin- eering	Electri- cal and elec- tronic engin- eering	Motor vehicles and parts	Other trans- port equip- ment	Metal goods and instru- ments	Food, drink and tobacco	Textiles
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)	(43)
1980 Jan	117.7	106.1	104.4	116.2	**	109.1	109.8	106.9	109.0	100.5	111.4	103.7	109.0	JAN 1980 = 100
1981 Jan	131.8	118.6	119.8	133.5	125.0	121.6	124.8	117.3	123.4	111.4	117.3	123.4	111.4	107.3
1982 Jan	144.2	131.1	135.8	147.8	137.3	136.8	138.9	130.6	139.2	125.3	129.3	129.3	136.7	131.8
1983 Jan	157.5	134.7	147.8	159.2	150.7	148.5	152.0	142.3	152.9	138.6	143.2	140.3	149.6	143.5
1984 Jan	169.6	67.7	162.5	170.4	167.1	159.5	164.9	156.1	167.1	149.0	157.4	151.9	160.9	154.4
1980 Feb	108.3	100.1	106.4	100.0	**	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1980 Mar	111.4	109.5	100.8	120.7	**	101.6	100.6	101.9	101.2	99.2	103.2	99.4	101.1	102.7
1980 April	117.9	106.9	100.5	112.1	100.0	106.0	102.5	104.9	105.8	98.7	108.8	101.3	104.2	105.0
1980 May	117.2	103.0	99.8	117.8	117.1	108.9	103.3	106.1	107.4	98.5	106.8	103.0	106.7	105.9
1980 June	118.5	106.0	105.0	119.4	112.5	114.3	114.5	107.8	109.8	103.6	111.5	104.3	109.9	109.2
1980 July	117.5	107.9	105.6	121.6	117.9	111.8	113.7	108.5	112.6	102.6	113.5	105.3	109.6	109.0
1980 Aug	124.0	106.1	105.9	119.6	109.4	110.3	111.9	108.3	110.9	98.3	113.0	103.7	110.2	107.2
1980 Sep	131.6	107.6	104.8	119.7	109.5	111.8	113.4	108.9	111.6	99.3	111.5	104.8	110.7	109.3
1980 Oct	127.9	108.8	106.2	121.8	107.2	111.7	111.9	109.5	113.3	98.9	114.5	105.5	112.9	111.0
1980 Nov	120.1	108.8	106.9	121.6	114.1	114.0	119.2	110.5	114.8	103.0	117.2	108.9	116.3	113.2
1980 Dec	118.5	108.5	110.4	119.5	115.0	116.7	121.9	112.3	115.5	102.4	115.2	108.6	119.4	111.0
1981 Jan	118.1	120.5	114.0	120.4	110.1	113.3	114.8	111.3	115.8	102.8	116.3	109.7	117.4	114.4
1981 Feb	119.9	118.5	116.7	121.9	116.6	113.4	115.8	112.3	116.6	109.5	118.9	110.8	116.8	116.8
1981 Mar	125.9	120.7	116.4	130.5	118.4	116.0	119.2	114.0	119.6	109.7	118.4	113.3	117.3	117.1
1981 April	132.9	117.0	116.9	128.9	118.3	116.0	117.4	113.7	118.9	108.2	119.5	111.1	118.7	112.8
1981 May	130.2	113.7	120.2	132.4	121.6	119.7	120.9	115.7	121.7	101.9	124.0	114.4	121.7	118.0
1981 June	131.7	116.3	117.9	140.7	123.0	125.3	124.3	117.0	123.9	112.1	123.8	116.3	126.0	122.6
1981 July	130.0	118.8	123.3	140.6	131.8	123.7	123.7	117.0	126.5	114.6	126.7	116.7	125.2	122.4
1981 Aug	143.8	117.5	121.0	135.5	128.4	124.1	134.4	117.7	124.5	112.3	129.2	117.7	125.9	122.7
1981 Sep	147.7	118.4	121.1	136.7	131.3	123.9	126.9	119.9	125.3	112.2	123.5	119.7	126.1	122.5
1981 Oct	143.0	120.3	121.1	138.1	133.8	125.0	131.0	122.0	127.8	113.7	133.9	121.1	126.9	124.8
1981 Nov	131.4	121.0	123.0	138.5	133.9	127.2	133.2	122.9	129.3	121.4	127.7	126.4	131.6	126.1
1981 Dec	126.5	120.2	126.2	138.3	132.2	131.9	135.6	123.8	131.3	117.8	126.1	124.8	132.6	122.6
1982 Jan	125.1	120.6	133.8	141.7	136.4	126.7	132.5	123.9	131.8	120.4	130.2	123.2	129.9	127.2
1982 Feb	134.6	146.6	131.7	142.0	134.3	130.4	131.1	125.7	132.5	121.4	131.0	125.2	129.9	127.5
1982 Mar	138.9	132.7	132.7	140.7	134.6	134.6	133.0	128.0	136.7	123.7	133.4	128.6	131.5	130.0
1982 April	144.2	128.8	132.0	139.3	137.4	134.8	134.4	127.7	136.9	119.7	137.4	127.3	133.6	130.0
1982 May	140.6	130.7	132.8	141.3	136.9	137.6	135.0	130.1	137.6	124.9	137.8	131.0	139.3	133.2
1982 June	144.0	128.0	135.6	153.2	135.7	141.6	140.8	131.6	140.5	125.7	141.4	129.5	137.9	134.1
1982 July	152.2	129.1	142.4	154.5	145.9	138.9	140.9	132.9	140.7	128.3	137.4	129.8	136.5	133.2
1982 Aug	154.0	130.2	135.3	150.0	136.3	137.2	139.0	130.8	139.6	124.8	136.3	128.7	137.8	131.6
1982 Sep	160.8	128.6	137.4	151.5	135.0	136.5	139.0	131.1	140.2	121.7	138.9	130.0	139.4	131.3
1982 Oct	152.8	117.6	137.0	151.8	140.8	139.2	140.8	133.2	143.2	125.7	141.2	141.2	139.1	133.1
1982 Nov	143.4	139.6	138.2	157.2	136.1	140.5	149.5	135.5	144.1	144.1	129.5	142.3	133.9	142.7
1982 Dec	139.5	140.5	140.7	150.4	138.1	142.0	150.9	136.5	146.3	137.8	140.0	132.9	143.0	134.7
1983 Jan	138.0	141.3	146.3	146.2	140.9	141.2	143.7	135.1	147.0	133.9	138.5	133.5	142.2	137.9
1983 Feb	145.2	139.5	146.1	145.9	140.4	141.9	145.0	136.0	147.1	134.6	139.5	134.1	142.6	139.0
1983 Mar	145.1	139.0	146.1	156.0	141.8	142.7	143.3	138.1	150.1	134.7	143.7	137.3	144.1	140.6
1983 April	155.1	136.5	147.3	158.9	146.2	144.9	146.2	138.8	150.6	133.7	142.7	136.4	146.6	141.7
1983 May	151.0	131.2	146.3	158.2	147.4	146.5	149.4	141.7	152.2	139.0	144.0	141.0	149.4	144.0
1983 June	156.7	133.7	148.6	160.1	147.6	152.3	150.3	143.2	154.0	139.0	144.5	139.2	150.9	144.6
1983 July	167.2	135.4	156.7	164.9	166.3	147.7	151.9	143.4	154.8	140.1	141.5	140.3	151.1	145.1
1983 Aug	162.7	135.5	149.0	161.8	151.7	149.7	157.1	141.8	152.8	137.1	147.7	140.7	149.7	143.7
1983 Sep	178.0	137.0	150.9	162.6	152.1	151.3	152.9	143.2	153.3	137.8	142.4	142.1	150.8	145.5
1983 Oct	173.6	140.1	143.9	169.7	163.8	150.2	153.1	145.3	157.5	139.8	146.1	144.1	152.0	146.6
1983 Nov	160.4	123.9	140.9	165.1	154.3	156.8	164.7	148.6	156.8	146.0	150.6	147.9	155.5	147.2
1983 Dec	156.7	123.6	151.9	161.5	155.8	156.6	166.1	152.8	158.7	147.2	147.4	146.6	159.7	146.1
1984 Jan	155.3	121.5	158.1	162.7	167.3	151.4	155.8	148.0	158.3	145.7	148.4	145.2	153.9	149.8
1984 Feb	158.6	125.2	159.9	163.0	159.3	153.8	158.1	151.3	160.0	147.0	154.5	149.0	155.5	151.6
1984 Mar	156.6	54.4	161.6	164.9	162.6	155.5	158.2	153.7	163.4	147.0	154.2	151.2	155.5	153.4
1984 April	165.2	55.7	164.0	167.0	171.2	154.1	157.6	150.5	166.9	148.0	151.9	147.9	155.7	145.2
1984 May	163.1	51.0	158.4	171.1	161.4	158.5	159.9	153.6	165.1	149.6	152.3	151.4	158.2	155.1
1984 June	171.2	51.6	162.0	170.1	162.6	162.3	164.8	157.0	167.5	147.7	163.4	151.7	162.1	156.7
1984 July	177.4	51.3	167.2	175.8	181.6	160.0	164.2	158.8	169.6	152.2	153.7	153.0	162.4	157.0
1984 Aug	186.1	51.0	162.1	172.3	164.6	158.6	171.3	155.3	166.2	147.0	152.6	150.6	159.4	152.6
1984 Sep	188.6	57.5	163.9	174.0	163.7	164.2	164.8	156.5	168.3	151.3	158.3	153.0	162.8	155.5
1984 Oct	181.3	57.6	162.7	177.0	176.1	162.6	166.0	161.2	170.7	147.7	174.1	154.7	164.2	158.2
1984 Nov	168.2	67.1	164.3	176.6	164.4	165.2	179.0	162.7	172.9	153.1	161.7	157.3	169.5	159.5
1984 Dec	163.5	68.5	165.7	170.7	170.9	167.4	179.5	163.9	176.8	151.4	163.8	157.6	171.6	158.3
1985 Jan	163.9	74.0	170.5	174.9	177.5	163.0	170.8	164.2	173.8	171.0	161.8	156.7	167.5	163.1
1985 Feb	170.3	78.2	173.1	175.9	169.7	165.5	170.4	165.5	175.6	162.3	164.6	158.7	170.0	164.2
1985 Mar	170.4	122.5	173.6	175.9	175.8	168.5	173.1	169.1	181.4	167.8	168.5	161.9	167.9	166.6
1985 April	175.4	137.9	173.5	173.8	188.0	170.0	173.8	168.9	185.3	167.2	168.1	161.6	171.9	167.0
1985 May	173.6	139.5	178.3	175.9	174.9	170.4	174.6	170.6	181.2	168.7	167.0	164.5	173.5	168.9
1985 June	173.6	148.0	177.9	182.5	176.1	174.6								

## 5.4 EARNINGS AND HOURS

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

UNITED KINGDOM (a) SIC 1968 October	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, leather goods and fur
<b>MALE (full-time on adult rates)</b>												
<b>Weekly earnings</b>												
1980	115.61	136.07	123.36	118.20	109.34	101.95	107.41	109.63	109.41	103.05	97.90	£ 92.74
1981	126.36	151.26	138.48	132.96	119.51	114.17	118.31	127.04	119.08	114.64	106.60	105.32
1982	138.28	175.01	148.46	139.01	130.01	121.30	128.47	141.81	132.73	123.74	113.78	107.12
1983	148.55	196.68	163.53	154.23	140.70	133.83	138.54	148.55	146.81	136.90	126.47	115.09
<b>Hours worked</b>												
1980	45.5	44.2	42.9	41.6	41.5	41.9	41.6	41.8	40.1	41.1	42.2	42.5
1981	44.8	42.4	42.3	41.6	41.5	41.6	41.6	43.2	39.9	41.8	42.4	43.3
1982	44.9	43.2	43.1	41.4	41.4	41.4	41.8	43.7	39.7	41.3	42.5	42.3
1983	45.3	43.5	43.0	42.2	41.9	41.4	41.9	42.8	40.7	42.1	43.8	43.1
<b>Hourly earnings</b>												
1980	254.1	307.9	287.6	284.1	263.5	243.3	258.2	262.3	272.8	250.7	232.0	pence 218.2
1981	282.1	356.7	321.3	314.3	298.0	274.4	284.4	294.1	298.4	274.3	251.4	243.4
1982	308.0	405.1	344.5	335.8	314.0	293.0	307.3	324.5	334.3	299.6	267.7	253.2
1983	327.9	434.2	380.3	365.5	335.8	323.3	330.6	347.1	360.7	325.2	288.7	267.0
<b>FEMALE (full-time on adult rates)</b>												
<b>Weekly earnings</b>												
1980	74.60	86.29	77.68	73.64	75.29	72.41	73.98	71.57	80.71	69.61	61.06	£ 61.02
1981	83.06	94.69	87.62	79.07	82.67	81.21	81.18	85.06	89.97	77.34	65.96	67.16
1982	90.76	120.04	94.36	88.12	90.39	87.73	89.32	94.02	97.67	84.27	71.35	71.39
1983	99.56	108.61	101.13	96.16	99.14	97.63	97.77	100.20	108.62	91.40	77.75	74.41
<b>Hours worked</b>												
1980	37.9	38.4	38.9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37.1	37.4
1981	38.1	39.3	39.1	37.1	38.5	38.7	38.1	38.0	37.6	37.1	37.8	37.7
1982	38.4	41.3	39.0	37.8	38.4	38.4	37.6	38.2	37.6	37.4	37.6	37.6
1983	39.0	39.4	38.4	38.3	39.0	39.3	38.0	37.4	38.3	37.9	38.1	37.6
<b>Hourly earnings</b>												
1980	196.8	224.7	199.7	193.8	199.2	189.1	196.2	201.0	214.1	188.6	164.6	pence 163.2
1981	218.0	240.9	224.1	213.1	214.7	209.8	213.1	223.8	239.3	204.6	177.8	178.1
1982	236.4	290.7	241.9	233.1	235.4	228.5	237.6	246.1	259.8	225.3	189.8	189.9
1983	255.3	275.7	263.4	251.1	254.2	248.4	257.3	267.9	283.6	241.2	204.1	197.9

(b) SIC 1980 October Class	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
<b>MALE (full-time on adult rates)</b>										
<b>Weekly earnings</b>										
1983	156.30	152.57	162.13	139.45	137.78	146.96	146.82	137.93	148.17	£ 120.66
1984	168.84	162.96	173.63	152.37	145.73	159.01	159.05	148.45	161.86	128.59
<b>Hours worked</b>										
1983	41.7	45.1	42.8	41.7	41.9	41.0	41.1	42.4	45.2	43.9
1984	42.2	45.1	43.0	42.4	41.9	41.3	41.6	42.8	45.3	44.0
<b>Hourly earnings</b>										
1983	374.7	338.6	379.1	334.3	328.5	358.0	357.6	325.3	327.5	pence 274.7
1984	400.3	361.4	403.5	359.3	347.9	385.1	382.4	347.0	356.9	292.2
<b>FEMALE (full-time on adult rates)</b>										
<b>Weekly earnings</b>										
1983	92.82	92.40	101.21	97.96	97.18	109.56	101.72	94.00	99.58	£ 77.56
1984	103.02	99.79	110.09	106.16	102.51	117.14	110.70	99.41	106.35	82.97
<b>Hours worked</b>										
1983	38.5	38.4	38.2	38.7	38.1	38.5	37.7	38.3	39.1	38.1
1984	38.8	38.5	38.5	38.5	38.3	38.5	38.3	37.9	38.8	38.4
<b>Hourly earnings</b>										
1983	240.8	240.7	264.7	253.1	254.8	284.7	269.8	245.7	254.9	pence 203.7
1984	265.4	259.0	286.1	275.6	267.9	304.6	288.9	262.4	274.2	215.8

## 5.5 EARNINGS

### Index of average earnings: non-manual workers

Full-time adults\*

Great Britain April of each year	Manufacturing Industries								
	Weights	1977	1978	1979	1980	1981	1982	1983†	1984†
Men	689	248.0	287.3	328.5	404.0	451.4	506.2	547.3	604.5
Women	311	310.0	353.4	402.4	494.1	559.5	625.3	681.4	743.9
Men and women	1,000	258.1	298.1	340.6	418.7	469.1	525.6	569.3	627.3

\* Men aged 21 and over, and women aged 18 and over, whose pay was not affected by absence.  
† Adjusted for change in Standard Industrial Classification.  
Source: New Earnings Survey.

## EARNINGS AND HOURS

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

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	All industries covered (a) SIC 1968
90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	£ 113.06
98.67	127.96	111.31	154.22	113.15	123.23	126.08	121.55	142.28	138.19	125.58
106.59	141.91	124.38	162.63	124.08	134.26	138.54	131.53	157.69	150.67	137.06
113.70	154.28	135.47	183.28	138.06	147.23	150.14	140.40	169.12	162.46	149.13
40.1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1	43.0
41.1	43.6	42.2	41.9	41.8	42.0	46.0	43.8	40.1	46.9	43.0
41.4	44.2	43.0	41.2	41.8	42.0	47.9	43.8	40.0	46.7	42.9
41.5	44.5	43.5	42.1	43.0	42.6	47.4	43.6	40.8	46.7	43.3
226.0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8	pence 262.9
240.1	293.5	263.8	368.1	270.7	293.4	274.1	277.5	354.8	294.6	292.0
257.5	321.1	289.3	394.7	296.8	319.7	289.2	300.3	394.2	322.6	319.5
274.0	346.7	311.4	435.3	321.1	345.6	316.8	322.0	414.5	347.9	344.4
58.62	71.01	74.01	82.15	64.95	68.40	—	61.45	81.75	92.14	£ 68.73
64.02	79.13	81.55	92.83	70.58	75.71	—	66.49	99.07	105.76	76.44
69.58	85.78	90.75	102.44	78.51	83.17	—	69.33	103.22	114.12	83.96
73.22	92.51	99.65	111.70	86.80	90.29	—	78.57	111.72	123.32	91.18
36.4	37.3	36.8	38.2	37.3	37.3	—	38.5	37.0	42.3	37.5
36.5	37.5	37.6	37.4	37.5	37.5	—	39.1	36.3	42.8	37.7
37.5	38.3	37.7	37.7	38.1	37.8	—	37.9	35.1	42.6	38.0
37.0	38.4	38.2	38.4	38.6	38.1	—	39.2	35.8	41.7	38.2
161.0	190.4	201.1	215.1	174.1	183.4	—	159.6	220.9	217.8	pence 183.3
175.4	211.0	216.9	248.2	188.2	201.9	—	170.1	272.9	247.1	202.8
185.5	224.0	237.6	271.7	206.1	220.0	—	182.9	294.1	267.9	220.9
197.9	240.9	260.9	290.9	224.9	237.0	—	200.4	312.1	295.7	238.7
Leather, footwear and clothing (44-45)	Timber and wooden furniture (46)	Paper products printing and publishing (47)	Rubber, plastics and other manufacturing (48-49)	All manufacturing industries (21-49)	Electricity, gas, other energy and water supply (15-17)	Construction (50)	Transport and communication* (71-72, 75-77,79)	All industries covered (b) SIC 1980 (21-79)		
113.94	133.35	184.22	140.51	146.19	169.13	139.99	162.43	£ 148.63		
119.69	139.92	198.43	151.41	157.50	179.77	147.80	173.32	159.30		
42.0	43.0	42.1	43.1	42.5	40.8	43.6	46.5	43.3		
41.8	42.9	42.5	43.3	42.8	40.7	43.3	46.7	43.4		
271.6	309.8	437.7	325.9	343.6	415.0	321.2	349.5	pence 343.5		
286.5	326.3	467.1	349.7	367.7	441.5	341.4	371.2	366.7		
73.60	97.36	112.07	87.52	90.32	112.46	77.98	118.08	£ 91.26		
78.58	102.63	119.71	92.48	96.30	126.00	87.81	126.69	97.34		
37.1	38.4	38.6	38.6	38.1	36.1	39.2	40.8	38.2		
37.0	38.4	38.8	38.6	38.1	37.5	38.8	41.5	38.2		
198.6	253.7	290.6	226.6	237.2	311.4	199.0	289.4	pence 239.1		
212.6	267.2	308.3	239.8	252.9	336.1	226.6	305.4	254.9		

\* Except sea transport.

## EARNINGS

### Index of average earnings: non-manual workers

Fixed weighted: April 1970 = 100

All Industries and Services	Manufacturing Industries								
	Weights	1977	1978	1979	1980	1981	1982	1983	1984
Men	575	253.6	287.2	322.4	403.1	465.2	510.4	556.0	604.4
Women	425	304.5	334.5	373.5	468.3	547.4	594.1	651.6	697.5
Men and women	1,000	267.3	300.0	336.2	420.7	487.4	533.0	581.9	629.6

Note: These series were published in *Employment Gazette* as Table 124 until September 1980, and are described in detail in articles in the issues of May 1972 (pages 431 to 434) and January 1976 (page 19).

# 5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours		Weekly earnings (£)		Hours			
	excluding those whose pay was affected by absence		excluding those whose pay was affected by absence		excluding those whose pay was affected by absence		excluding those whose pay was affected by absence			
April of each year	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours		
<b>FULL-TIME MEN†</b>										
<b>Manual occupations</b>										
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5	172.8
1979	94.5	97.9	46.0	212.8	208.7	90.1	93.0	46.2	201.2	197.5
1980	111.2	115.2	45.0	255.5	250.0	108.6	111.7	45.4	245.8	240.5
1981	119.3	124.7	43.5	286.0	279.8	118.4	121.9	44.2	275.3	269.1
1982*	134.8	138.1	43.8	315.1	307.9	131.4	133.8	44.3	302.0	294.7
1982*	134.4	137.8	43.9	313.7	306.7	131.4	133.8	44.3	302.0	294.7
1983†	142.8	147.4	43.7	336.7	329.2	140.3	143.6	43.9	326.5	319.0
1984	141.0	145.5	43.6	333.0	325.5	138.4	141.6	43.8	322.7	315.2
1984	153.6	158.9	44.4	358.1	348.5	148.8	152.7	44.3	345.0	336.1
<b>Non-manual occupations</b>										
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1	257.9
1979	116.8	117.7	39.6	293.8	294.7	112.1	113.0	38.8	288.6	289.5
1980	143.6	144.8	39.4	362.3	362.0	140.4	141.3	38.7	360.8	361.3
1981	159.6	161.8	38.8	411.9	411.5	161.2	163.1	38.4	419.1	419.7
1982*	180.1	181.4	38.8	457.9	457.0	177.9	178.9	38.2	462.5	462.3
1982*	178.5	179.8	38.9	453.4	452.5	177.9	178.9	38.2	462.5	462.3
1983†	193.2	194.6	39.1	491.6	491.0	193.7	194.9	38.4	503.4	502.9
1984	191.4	192.9	39.1	487.3	486.6	190.6	191.8	38.4	494.8	494.2
1984	211.7	213.5	39.3	537.8	537.1	207.3	209.0	38.5	537.4	536.4
<b>All occupations</b>										
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3	204.9
1979	100.5	103.7	44.2	233.1	231.8	98.8	101.4	43.2	232.2	232.4
1980	120.3	124.3	43.4	284.1	281.8	121.5	124.5	42.7	288.2	287.6
1981	131.3	137.1	42.0	323.5	320.8	136.5	140.5	41.7	332.0	331.2
1982*	148.8	152.6	42.2	357.0	354.0	151.5	154.5	41.7	365.6	364.6
1982*	147.9	151.8	42.3	354.2	351.4	151.5	154.5	41.7	365.6	364.6
1983†	158.6	163.3	42.2	383.0	380.0	163.8	167.5	41.5	399.1	398.0
1984	156.4	161.2	42.2	378.1	375.0	161.1	164.7	41.4	392.6	391.2
1984	171.2	176.8	42.8	409.9	406.2	174.3	178.8	41.7	423.0	421.4
<b>FULL-TIME WOMEN†</b>										
<b>Manual occupations</b>										
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3	124.4
1979	55.4	57.9	39.9	145.4	144.2	53.4	55.2	39.6	139.9	138.7
1980	66.4	69.5	39.8	174.5	172.8	65.9	68.0	39.6	172.1	170.4
1981	72.5	76.3	39.6	192.8	191.4	72.1	74.5	39.4	189.8	188.2
1982*	79.9	82.9	39.6	209.5	207.1	78.3	80.1	39.3	205.0	202.7
1982*	79.6	82.6	39.6	208.9	206.6	78.3	80.1	39.3	205.0	202.7
1983†	86.7	90.3	39.7	227.3	224.9	85.6	87.9	39.3	224.3	222.0
1984	86.7	90.4	39.7	227.7	225.3	85.8	88.1	39.3	224.9	222.6
1984	91.9	96.0	39.9	240.9	238.1	90.8	93.5	39.4	238.0	235.1
<b>Non-manual occupations</b>										
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1	157.9
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.8	176.6
1980	76.7	77.1	37.3	205.8	204.9	82.0	82.7	36.7	221.2	220.7
1981	86.4	87.3	37.1	234.2	233.4	95.6	96.7	36.5	259.7	259.2
1982*	97.2	97.6	37.2	260.3	259.0	104.3	104.9	36.5	283.0	282.2
1982*	97.0	97.4	37.2	259.8	258.5	104.3	104.9	36.5	283.0	282.2
1983†	105.5	106.2	37.2	283.3	281.9	114.2	115.1	36.5	310.0	309.0
1984	106.2	107.0	37.2	285.4	284.0	115.1	116.1	36.5	312.9	311.9
1984	115.8	117.2	37.4	310.8	308.7	123.0	124.3	36.5	334.3	333.1
<b>All occupations</b>										
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2	148.0
1979	57.9	60.0	38.8	154.6	153.7	61.8	63.0	37.5	166.0	165.7
1980	70.3	72.8	38.7	187.3	186.1	77.3	78.8	37.5	207.0	206.4
1981	78.1	81.5	38.4	211.6	210.6	89.3	91.4	37.2	241.8	241.2
1982*	87.1	89.7	38.5	232.1	230.4	97.5	99.0	37.1	263.1	262.1
1982*	86.8	89.4	38.5	231.4	229.7	97.5	99.0	37.1	263.1	262.1
1983†	94.5	97.6	38.6	251.8	250.1	106.9	108.8	37.2	288.5	287.5
1984	94.7	97.9	38.6	252.7	251.0	107.6	109.5	37.2	290.6	289.5
1984	101.7	105.5	38.8	270.9	268.8	114.9	117.2	37.2	310.3	309.1
<b>FULL-TIME ADULTS</b>										
<b>(a) MEN, 21 years and over AND WOMEN, 18 years and over</b>										
<b>All occupations</b>										
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6	187.9
1979	90.4	93.7	43.0	216.7	214.2	87.4	89.6	41.5	213.6	212.4
1980	108.4	112.4	42.3	263.3	259.8	107.7	110.2	41.1	264.8	262.8
1981	118.6	124.3	41.2	299.0	295.6	121.6	124.9	40.3	305.1	303.2
1982*	134.0	138.0	41.3	329.6	325.4	134.1	136.5	40.2	334.6	332.1
1982*	133.3	137.2	41.4	327.2	323.1	134.1	136.5	40.2	334.6	332.1
1983	143.2	148.0	41.4	354.1	349.9	145.4	148.3	40.0	365.1	362.5
<b>(b) MALES AND FEMALES, 18 years and over</b>										
<b>All occupations</b>										
1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1	185.3
1979	89.1	92.5	43.0	213.9	211.3	86.2	88.4	41.5	210.7	209.3
1980	106.9	110.9	42.3	259.8	256.2	106.3	108.7	41.1	261.1	259.0
1981	116.8	122.5	41.2	294.7	291.2	119.8	123.1	40.3	300.4	298.4
1982*	132.0	135.9	41.3	324.6	320.3	132.1	134.5	40.2	329.3	326.7
1982*	131.2	135.2	41.4	322.3	318.2	132.1	134.5	40.2	329.3	326.7
1983	141.2	146.0	41.4	349.1	344.8	143.2	146.1	40.1	359.5	356.8
<b>(c) MALES AND FEMALES on adult rates</b>										
1983	142.2	147.0	41.4	351.5	347.3	144.5	147.4	40.1	362.6	360.0
1984	155.2	160.8	41.9	380.6	375.4	155.8	159.3	40.3	389.9	386.7

Notes: \* New Earnings Survey estimates.  
 † Results for manufacturing industries for 1978-81 inclusive and the first row of figures for 1982 relate to orders III to XIX inclusive of the 1968 Standard Industrial Classification [SIC]. Results for manufacturing industries for 1983 and 1984 and the second row of figures for 1982 relate to divisions 2, 3 and 4 of the 1980 SIC.  
 ‡ Results for 1978-82 inclusive and the first row of figures for 1983 relate to men aged 21 and over or women aged 18 and over. Results for 1984 and the second row of figures for 1983 relate to males or females on adult rates.

# LABOUR COSTS 5.7

## All employees: main industrial sectors and selected industries

SIC 1968		Manu-	Mining and	Construction	Gas, electricity	Index of production	Whole
		facturing	quarrying		and water	industries	economy
Pence per hour							
Labour costs	1975	161.68	249.36	156.95	217.22	166.76	...
	1978	244.54	365.12	222.46	324.00	249.14	...
	1979	295.1	431.1	263.9	377.1	298.9	...
	1980	361.0	532.7	333.6	495.1	368.6	...
	1981	394.34	603.34	357.43	595.10	405.57	...
	1982	432.8	691.1	386.8	682.0	446.6	...
	1983	466.1	736.4	416.1	731.6	480.5	...
1984	503.5	...	441.5	760.7	...	...	
Percentage shares of labour costs *							
Percent							
Wages and salaries	1978	84.3	76.2	86.8	78.2	83.9	...
	1981	82.1	73.3	85.0	75.8	81.6	...
	1982	82.7	72.3	85.5	75.8	82.0	...
	1983	83.1	71.4	86.0	75.5	82.3	...
	1984	83.9	...	86.3	76.6	...	...
of which Holiday, sickness, injury and maternity pay	1978	9.2	9.3	6.8	11.2	9.0	...
	1981	10.0	8.7	7.8	11.5	9.7	...
	1982	10.2	8.5	7.9	11.9	9.9	...
	1983	10.4	8.4	8.0	11.8	10.1	...
	1984	10.5	...	8.0	12.0	...	...
Statutory National Insurance contributions	1978	8.5	6.7	9.1	6.9	8.4	...
	1981	9.0	7.0	9.9	7.0	8.9	...
	1982	8.3	6.3	9.1	6.4	8.1	...
	1983	7.6	5.7	8.4	5.8	7.5	...
	1984	7.3	...	8.1	5.6	...	...
Private social welfare payments	1978	4.8	9.4	2.3	12.2	5.1	...
	1981	5.2	10.1	2.8	13.1	5.6	...
	1982	5.3	10.3	3.0	13.5	5.9	...
	1983	5.5	10.7	3.1	13.9	6.0	...
	1984	5.8	...	3.3	14.6	...	...
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡	1978	2.3	7.7	1.9	2.6	2.6	...
	1981	3.7	9.6	2.3	4.1	3.9	...
	1982	3.7	11.1	2.4	4.3	4.0	...
	1983	3.8	12.2	2.5	4.8	4.1	...
	1984	3.0					



# 6.1 RETAIL PRICES

## Recent movements in the all-items index and in the index excluding seasonal foods for July 16

	All Items				All Items except seasonal foods			
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1984 July	351.5	-0.1	2.6	4.5	352.7	0.1	2.7	
Aug	354.8	0.9	3.1	5.0	356.5	1.1	3.4	
Sep	355.5	0.2	3.0	4.7	357.9	0.4	3.5	
Oct	357.7	0.6	2.9	5.0	360.0	0.6	2.8	
Nov	358.8	0.3	2.2	4.9	361.3	0.4	2.8	
Dec	358.5	-0.1	1.9	4.6	361.0	-0.1	2.4	
1985 Jan	359.8	0.4	2.4	5.0	361.8	0.2	2.6	
Feb	362.7	0.8	2.2	5.4	364.7	0.8	2.3	
Mar	366.1	0.9	3.0	6.1	367.8	0.9	2.8	
Apr	373.9	2.1	4.5	6.9	375.5	2.1	4.3	
May	375.6	0.5	4.7	7.0	377.3	0.5	4.4	
June	376.4	0.2	5.0	7.0	378.1	0.2	4.7	
July	375.7	-0.2	4.4	6.9	378.5	0.1	4.6	

The fall in the index between June and July was mainly the result of lower prices for many seasonal foods and petrol. There were also price reductions for household appliances (due to summer sales), heating oil and TV and video rentals. Small price increases occurred across the range of other goods and services.

**Food:** The food index fell by about one and a half per cent during the month. This was caused mainly by lower prices for potatoes, fresh vegetables and home-killed lamb. The seasonal food index fell by about nine per cent over the month. Prices for other foods were little changed.

**Alcoholic drink:** Small increases in the prices of beer, wines and spirits led to a rise in the group index of nearly a half of one per cent.

**Housing:** The index for this group rose by nearly a half of one per cent during the month. There was a small rise in house insurance costs and mortgage interest paid by owner-occupiers.

**Fuel and light:** Falls in the prices of fuel oil were offset by the final tranche of electricity price increases. The subsidy to low users of gas and electricity has now been withdrawn and this resulted in slight increases in the relative indices. The index rose by less than a quarter of one per cent for the group.

**Durable household goods:** The summer sales continued and were reflected in the prices of most items of household goods, particularly household appliances. The index for the group fell by a little over a half of one per cent.

**Transport and vehicles:** There was an overall decrease of less than a quarter of one per cent in the group index. This was caused by lower petrol prices. This decrease was partially offset by increases in the costs of motor insurance and purchase and maintenance of motor vehicles.

**Miscellaneous goods:** There was a rise of rather less than a half of one per cent in the group index. This was caused by increases in the prices of books and photographic and optical goods.

**Services:** Lower prices for TV and video rentals led to a fall in the group index of less than a quarter of one per cent.

**Meals bought and consumed outside the home:** A rise of rather less than a half of one per cent was caused by increased prices of canteen meals, sandwiches and snacks.

# 6.2 RETAIL PRICES INDEX

## Detailed figures for various groups, sub-groups and sections for July 16\*

	Index Jan 1974 = 100		Percentage change over (months)			Index Jan 1974 = 100		Percentage change over (months)	
		1	12	1		12		1	12
<b>All Items</b>	375.7	-0.2	6.9						
<b>All Items excluding food</b>	386.7	0.1	8.0						
<b>Seasonal food</b>	303.6	-9.2	-6.7						
<b>Food excluding seasonal</b>	341.9	0.1	3.8						
<b>I Food</b>	335.3	-1.4	2.1						
Bread, flour, cereals, biscuits and cakes	346.8	3							
Bread	326.4	3							
Flour	270.4	1							
Other cereals	429.5	6							
Biscuits	322.9	0							
Meat and bacon	269.6	1							
Beef	319.1	0							
Lamb	259.2	2							
Pork	247.0	1							
Bacon	251.3	2							
Ham (cooked)	244.4	2							
Other meat and meat products	248.4	2							
Fish	293.1	9							
Butter, margarine, lard and other cooking fats	368.3	6							
Butter	441.1	4							
Margarine	281.9	6							
Lard and other cooking fats	267.0	12							
Milk, cheese and eggs	344.3	4							
Cheese	389.4	8							
Eggs	191.8	2							
Milk, fresh	413.2	5							
Milk, canned, dried etc	406.2	2							
Tea, coffee, cocoa, soft drinks etc	418.2	6							
Tea	530.1	6							
Coffee, cocoa, proprietary drinks	461.5	7							
Soft drinks	347.2	5							
Sugar, preserves and confectionery	454.7	4							
Sugar	431.9	1							
Jam, marmalade and syrup	340.9	5							
Sweets and chocolates	453.9	5							
Vegetables, fresh, canned and frozen	353.0	-10							
Potatoes	354.1	-19							
Other vegetables	341.9	-5							
Fruit, fresh, dried and canned	335.9	3							
Other food	349.3	4							
Food for animals	286.1	3							
<b>II Alcoholic drink</b>	412.5	0.4	6.4						
Beer	490.1	8							
Spirits, wines etc	312.6	4							
<b>III Tobacco</b>	539.6	0.2	7.9						
Cigarettes	541.6	8							
Tobacco	515.3	7							
<b>IV Housing</b>	465.8	0.4	18.8						
Rent	411.2	8							
Owner-occupiers' mortgage interest payments	476.7	50							
Rates and water charges	540.0	10							
Materials and charges for repairs and maintenance	420.4	5							
<b>V Fuel and light</b>	501.5	0.2	4.5						
Coal and smokeless fuels	493.6	3							
Coal	499.9	3							
Smokeless fuels	478.5	3							
Gas	408.5	5							
Electricity	522.2	4							
Oil and other fuel and light	685.7	9							
<b>VI Durable household goods</b>	263.0	-0.6	2.7						
Furniture, floor coverings and soft furnishings	282.7	4							
Radio, television and other household appliances	206.8	0							
Pottery, glassware and hardware	395.3	8							
<b>VII Clothing and footwear</b>	221.4	0.1	3.4						
Men's outer clothing	239.4	5							
Men's underclothing	318.8	7							
Women's outer clothing	159.6	2							
Women's underclothing	296.0	3							
Children's clothing	264.1	5							
Other clothing, including hose, haberdashery, hats and materials	250.2	5							
Footwear	227.7	2							
<b>VIII Transport and vehicles</b>	396.7	-0.2	5.6						
Motoring and cycling	383.6	6							
Purchase of motor vehicles	320.1	2							
Maintenance of motor vehicles	436.4	6							
Petrol and oil	481.6	9							
Motor licences	398.2	11							
Motor insurance	354.8	6							
Fares	490.3	6							
Rail transport	510.1	6							
Road transport	481.8	4							
<b>IX Miscellaneous goods</b>	394.3	0.3	8.2						
Books, newspapers and periodicals	561.7	10							
Books	613.0	12							
Newspapers and periodicals	545.6	10							
Medicines, surgical etc goods and toiletries	398.5	10							
Soap, detergents, polishes, matches, etc	412.4	8							
Soap and detergents	358.9	6							
Soda and polishes	485.8	7							
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	322.9	6							
<b>X Services</b>	383.2	-0.2	7.2						
Postage and telephones	395.1	7							
Postage	478.4	5							
Telephones, telemessages, etc	370.0	7							
Entertainment	306.7	6							
Entertainment (other than TV)	464.7	8							
Other services	477.4	6							
Domestic help	492.0	7							
Hairdressing	481.6	7							
Boot and shoe repairing	435.9	2							
Laundry	436.8	6							
<b>XI Meals bought and consumed outside the home</b>	414.6	0.3	5.6						

Note: Indices are given to one decimal place to provide as much information as is available but precision is greater at higher levels of aggregation, that is at sub-group and group levels. \* A time series of this table from January 1974-December 1984 can be found in "Retail Prices, 1914-1984" obtainable from Government Bookshops, price £4.50.

# RETAIL PRICES 6.3

## Average retail prices of items of food

Average retail prices on July 16, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 200 areas in the United Kingdom, are given below.

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

An indication of these variations is given in the last column of the following table which shows the ranges of prices within which at least-four-fifths of the recorded prices fell.

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

The average prices are subject to sampling error and some indication of the potential size of this error was given on page S55 of the February 1985 issue of *Employment Gazette*.

### Average prices on July 16, 1985

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
<b>Beef: home-killed</b>				<b>Bread</b>			
Chuck (braising steak)	554	167.0	144-186	White, per 800g wrapped and sliced loaf	511	39.9	32-47
Sirloin (without bone)	514	298.5	226-370	White, per 800g unwrapped loaf	298	47.9	44-52
Silverside (without bone) †	576	211.7	185-238	White, per 400g loaf, unsliced	359	31.0	28-33
Best beef mince	551	119.0	98-146	Brown, per 400g loaf, unsliced	392	32.7	32-34
Fore ribs (with bone)	463	149.7	120-186	<b>Flour</b>			
Brisket (without bone)	536	149.6	122-177	Self-raising, per 1½ kg	508	43.1	36-54
Rump steak †	577	289.2	246-325	<b>Butter</b>			
Stewing steak	564	147.6	130-171	Home-produced, per 500g	466	104.1	96-116
<b>Lamb: home-killed</b>				New Zealand, per 500g	407	101.5	96-106
Loin (with bone)	494	184.9	150-226	Danish, per 500g	446	112.4	106-120
Breast †	445	50.2	36-78	<b>Margarine</b>			
Best end of neck	381	124.0	68-189	Standard quality, per 250g	98	21.4	19-24
Shoulder (with bone)	466	103.5	82-148	Lower priced, per 250g	83	20.5	19-21
Leg (with bone)	491	164.4	146-195	<b>Lard, per 500g</b>	534	39.7	35-45
<b>Lamb: imported</b>				<b>Cheese</b>			
Loin (with bone)	290	142.0	128-165	Cheddar type	539	125.4	104-140
Breast †	245	39.9	30-50	<b>Eggs</b>			
Best end of neck	232	96.7	60-134	Size 2 (65-70g), per dozen	377	98.4	88-106
Shoulder (with bone)	269	85.1	74-96	Size 4 (55-60g), per dozen	346	83.1	76-92
Leg (with bone)	299	147.1	138-159	Size 6 (45-50g), per dozen	56	69.9	58-84
<b>Pork: home-killed</b>				<b>Milk</b>			
Leg (foot off)	487	109.2	90-148	per pint	469	22.7	—
Belly †	533	81.0	72-94	<b>Tea</b>			
Loin (with bone)	578	137.8	122-168	Higher priced			

# 6.4 RETAIL PRICES

## General index of retail prices†

UNITED KINGDOM	ALL ITEMS	FOOD*						All items except food	All items except items of food the prices of which show significant seasonal variations		
		All	Items the prices of which show significant seasonal variations	All items other than those of which show significant seasonal variations		Items mainly manufactured in the United Kingdom	Items mainly home-produced for direct consumption			Items mainly imported for direct consumption	
				Primarily from home-produced raw materials	Primarily from imported raw materials						All
Weights 1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3
1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8
1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8
1978	1,000	233	30.4-33.5	199.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	767	966.5-969.6
1979	1,000	232	33.4-36.0	196.0-198.6	37.7-38.9	60.9-61.5	98.6-100.4	52.5	44.7-46.2	768	964.0-966.6
1980	1,000	214	30.4-33.2	180.9-183.6	34.5-35.9	59.1-59.7	93.6-95.6	48.0	38.8-40.6	786	966.8-969.6
1981	1,000	207	28.1-30.8	176.2-178.9	34.3-35.3	56.8-57.2	91.1-92.5	48.4	36.2-38.2	793	969.2-971.9
1982	1,000	206	32.4-34.3	171.7-173.6	33.9-34.9	52.8-53.3	87.0-88.2	47.7	36.7-38.4	794	965.7-967.6
1983	1,000	203	25.9-28.5	174.5-177.1	35.8-36.5	56.7-57.0	92.7-93.6	46.8	35.0-36.9	797	971.5-974.1
1984	1,000	201	31.3-33.9	167.1-169.8	33.7-34.3	54.9-55.3	88.6-89.4	45.4	33.1-34.9	799	966.1-968.7
1985	1,000	190	[28.9]	[161.2]	[32]	[53.1]	[85.1]	42.0	[34.0]	810	[971.1]
Jan 15, 1974=100											
1974	108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8
1975	134.8	133.3	129.8	134.3	156.8	150.2	116.9	116.9	120.9	135.1	135.1
1976	157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5
1977	182.0	190.3	197.0	189.1	192.4	201.8	201.8	175.0	175.6	179.7	181.5
1978	197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8
1979	223.5	228.3	211.1	231.7	232.9	255.9	246.7	224.6	205.7	222.2	224.1
1980	263.7	255.9	224.5	262.0	271.0	293.6	284.5	249.8	226.3	265.9	296.9
1981	295.0	277.5	244.7	283.9	296.7	317.1	308.9	274.8	241.3	299.8	306.9
1982	320.4	299.3	276.9	303.5	315.8	331.9	325.4	299.6	258.3	326.2	322.0
1983	335.1	308.8	282.8	313.8	330.0	346.3	339.7	306.5	264.4	342.4	337.1
1984	351.8	326.1	319.0	327.8	342.2	362.4	354.3	317.2	280.7	358.9	353.1
1975 Jan 14	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
1976 Jan 13	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6
1977 Jan 18	172.4	183.1	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9
1978 Jan 17	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2
1979 Jan 16	207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3
1980 Jan 15	245.3	244.8	223.6	248.9	256.4	277.7	269.1	236.5	218.3	245.5	246.2
1981 Jan 13	277.3	266.7	225.8	274.7	286.7	308.2	299.6	264.2	232.0	280.3	279.3
1982 Jan 12	310.6	296.1	287.6	297.5	306.2	323.4	316.4	296.1	255.4	314.6	311.5
1983 Jan 11	325.9	301.8	256.8	310.3	325.6	341.0	334.8	305.8	260.8	332.6	328.5
July 12	336.5	308.7	279.9	314.0	330.0	346.1	339.6	307.2	264.7	344.3	338.7
Aug 16	338.0	309.4	279.7	315.0	330.7	348.7	341.4	307.6	264.6	345.9	340.2
Sep 13	339.5	313.0	298.2	315.7	331.4	348.9	341.8	308.6	265.8	346.9	341.0
Oct 11	340.7	314.5	304.4	316.7	333.7	348.6	342.5	309.2	267.3	347.9	342.1
Nov 15	341.9	316.1	311.0	317.5	335.5	349.1	343.6	310.1	267.6	349.0	343.1
Dec 13	342.8	318.5	321.1	318.7	335.1	351.7	345.0	311.5	268.3	349.4	343.7
1984 Jan 10	342.6	319.8	321.3	319.8	335.5	353.1	346.0	312.1	270.3	348.9	343.5
Feb 14	344.0	321.4	327.0	320.7	334.0	355.5	346.9	311.2	273.0	350.3	344.8
Mar 13	345.1	323.8	331.9	322.6	338.7	356.8	349.5	312.1	274.8	351.0	345.8
Apr 10	349.7	327.3	343.8	324.5	341.0	358.6	351.5	312.9	277.5	355.9	350.1
May 15	351.0	329.4	347.7	326.2	342.0	361.1	353.4	313.4	280.2	357.0	351.3
June 12	351.9	330.6	339.9	329.2	342.8	363.2	355.0	320.1	282.1	357.8	352.5
July 17	351.5	328.5	325.3	329.5	342.5	364.9	355.9	319.8	281.6	358.0	352.7
Aug 14	354.8	326.9	311.5	330.3	344.2	365.6	357.0	319.8	282.9	362.5	356.5
Sep 11	355.5	324.9	295.8	330.9	344.6	365.9	357.3	320.5	283.8	364.0	357.9
Oct 16	357.7	326.2	296.9	332.1	347.3	367.0	359.1	320.8	284.8	366.4	360.0
Nov 13	358.8	326.6	294.0	332.4	347.1	367.7	359.4	321.4	287.8	367.6	361.3
Dec 11	358.5	327.6	292.6	334.4	346.7	369.1	360.1	322.8	289.7	367.0	361.0
1985 Jan 15	359.8	330.6	306.9	335.6	348.7	371.6	362.4	321.6	291.7	367.8	361.8
Feb 12	362.7	332.5	313.3	336.6	349.6	373.7	364.0	320.6	293.7	371.0	364.7
Mar 12	366.1	335.4	325.8	337.6	350.5	375.6	365.5	320.9	294.4	374.6	367.8
Apr 16	373.9	338.8	333.7	340.0	352.6	376.9	367.1	326.1	295.6	383.5	375.5
May 14	375.6	339.3	333.2	340.8	351.8	379.2	368.2	326.3	296.2	385.5	377.3
June 11	376.4	340.1	334.5	341.5	352.3	380.6	369.3	326.8	296.4	386.3	378.1
July 16	375.7	335.3	303.6	341.9	355.0	381.6	370.9	325.8	295.7	386.7	378.5

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

\* The items included in the various sub-divisions are given on page 191 of the March 1975 issue of *Employment Gazette*.  
† These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones. Excludes telephones from December 1984.  
‡ Indices prior to 1974 are published in "Retail Prices Indices - 1914-1984" obtainable from Government Bookshops, price £4.50.

# RETAIL PRICES 6.4

## General index of retail prices

Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	UNITED KINGDOM
80	70	43	124	52	64	91	135	63	54	51	1974 Weights
77	82	46	108	53	70	89	149	71	52	48	1975
90	81	46	112	56	75	84	140	74	57	47	1976
91	83	46	112	58	63	82	139	71	54	45	1977
96	85	48	113	60	64	80	140	70	56	51	1978
93	77	44	120	59	64	82	143	69	59	51	1979
93	82	40	124	59	69	84	151	74	62	41	1980
104	79	36	135	62	65	81	152	75	66	42	1981
99	77	41	144	62	64	77	154	72	65	38	1982
109	78	39	137	69	64	74	159	75	63	39	1983
102 Feb-Nov	75	36	149	65	69	70	158	76	65	36	1984
87 Dec-Jan	75	37	153	65	65	75	156	77	62	45	1985
86	75	37	153	65	65	75	156	77	62	45	1985
108.4	109.7	115.9	105.8	110.7	107.9	109.4	111.0	111.2	106.8	108.2	Jan 15, 1974 = 100
147.5	135.2	147.7	125.5	147.4	131.2	125.7	143.9	138.6	135.5	132.4	1974
185.4	159.3	171.3	143.2	182.4	144.2	139.4	166.0	161.3	159.5	157.3	1975
208.1	183.4	209.7	161.8	211.3	166.8	157.4	190.3	188.3	173.3	185.7	1976
227.3	196.0	226.2	173.4	227.5	182.1	171.0	207.2	206.7	192.0	207.8	1977
246.7	217.1	247.6	208.9	250.5	201.9	187.2	243.1	236.4	213.9	239.9	1978
307.9	261.8	290.1	269.5	313.2	226.3	205.4	288.7	276.9	290.0	292.7	1979
368.0	306.1	358.2	318.2	380.0	237.2	208.3	322.6	300.7	318.0	318.0	1980
417.6	341.0	413.3	358.3	433.3	245.8	210.5	343.5	325.8	331.6	341.7	1981
440.9	366.5	440.9	387.1	465.4	250.4	214.8	366.3	345.6	342.9	364.0	1982
454.9	387.7	489.0	400.7	478.8	256.7	214.6	374.7	364.7	357.3	390.8	1983
119.9	118.2	124.0	110.3	124.9	118.3	118.6	130.3	125.2	115.8	118.7	Jan 14 1975
172.8	149.0	162.6	134.8	168.7	140.8	131.5	157.0	152.3	154.0	146.2	Jan

# 6.5 RETAIL PRICES

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

UNITED KINGDOM	Per cent												
	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries*
1974 Jan 15	12	20	2	0	10	6	10	13	10	7	12	21	5
1975 Jan 14	20	18	18	24	10	25	18	19	30	25	16	19	20
1976 Jan 13	23	25	26	31	22	35	19	11	20	22	33	23	44
1977 Jan 18	17	23	17	19	14	18	12	13	14	16	8	18	15
1978 Jan 17	10	7	9	15	7	11	12	10	11	13	8	16	11
1979 Jan 16	9	11	5	4	16	6	7	8	10	9	12	16	11
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	7
1981 Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	17
1982 Jan 12	12	11	16	32	23	13	4	0	10	7	13	7	27
1983 Jan 11	5	2	10	9	-1	16	3	2	7	8	4	7	15
1984 Jan 10	5	6	6	6	10	1	3	-0	5	5	4	7	1
July 17	4	6	5	13	5	4	2	0	1	5	4	8	4
Aug 14	5	6	5	13	10	3	3	-0	1	5	4	8	4
Sep 11	5	4	6	13	11	3	3	0	1	5	4	7	4
Oct 16	5	4	6	14	11	3	3	-0	2	6	4	7	4
Nov 13	5	3	6	13	11	4	3	-1	2	6	5	7	4
Dec 11	5	3	6	13	9	4	2	1	2	6	5	7	4
1985 Jan 15	5	3	6	13	9	4	2	3	2	7	5	6	5
Feb 12	5	3	5	13	11	4	2	2	4	7	5	6	4
Mar 12	6	4	5	12	12	4	2	4	5	8	5	6	4
Apr 16	7	4	6	9	17	5	3	4	6	7	7	6	5
May 14	7	3	6	8	18	4	3	3	6	8	8	5	5
June 11	7	3	6	8	19	4	3	4	6	8	8	5	5
July 16	7	2	6	8	19	5	3	3	6	8	7	6	6

\*These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones. Excluding telephones from December 1984.

# 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 (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	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	231.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.5	344.3	345.3	348.5
1985	363.2	371.4			360.7	369.0			353.0	361.8		

# 6.7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
<b>INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS</b>											
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
1983	336.2	300.7	336.7	441.6	462.3	255.3	215.3	422.3	393.9	311.5	358.2
1984	352.9	320.2	386.6	489.8	479.2	263.0	215.5	438.3	417.3	321.3	384.3
<b>INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS</b>											
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3
1981	292.3	265.5	314.5	358.1	383.4	242.3	216.8	343.9	327.3	284.1	313.6
1982	318.8	287.8	350.7	413.1	430.5	249.4	219.9	369.6	362.3	314.1	336.3
1983	333.3	296.7	377.3	440.6	461.2	253.8	223.8	393.1	383.9	320.6	358.2
1984	350.4	315.6	399.9	488.5	479.2	264.3	223.9	407.0	405.8	331.1	384.3
<b>GENERAL INDEX OF RETAIL PRICES</b>											
1980	262.5	255.9	261.8	290.1	313.2	226.3	205.4	288.7	276.9	262.7	290.0
1981	291.2	277.5	306.1	358.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0
1982	314.3	299.3	341.0	413.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7
1983	329.8	308.8	366.5	440.9	465.4	250.4	214.8	366.3	345.6	342.9	364.0
1984	343.9	326.1	387.7	489.0	478.8	256.7	214.6	374.7	364.7	357.3	390.8

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

# RETAIL PRICES

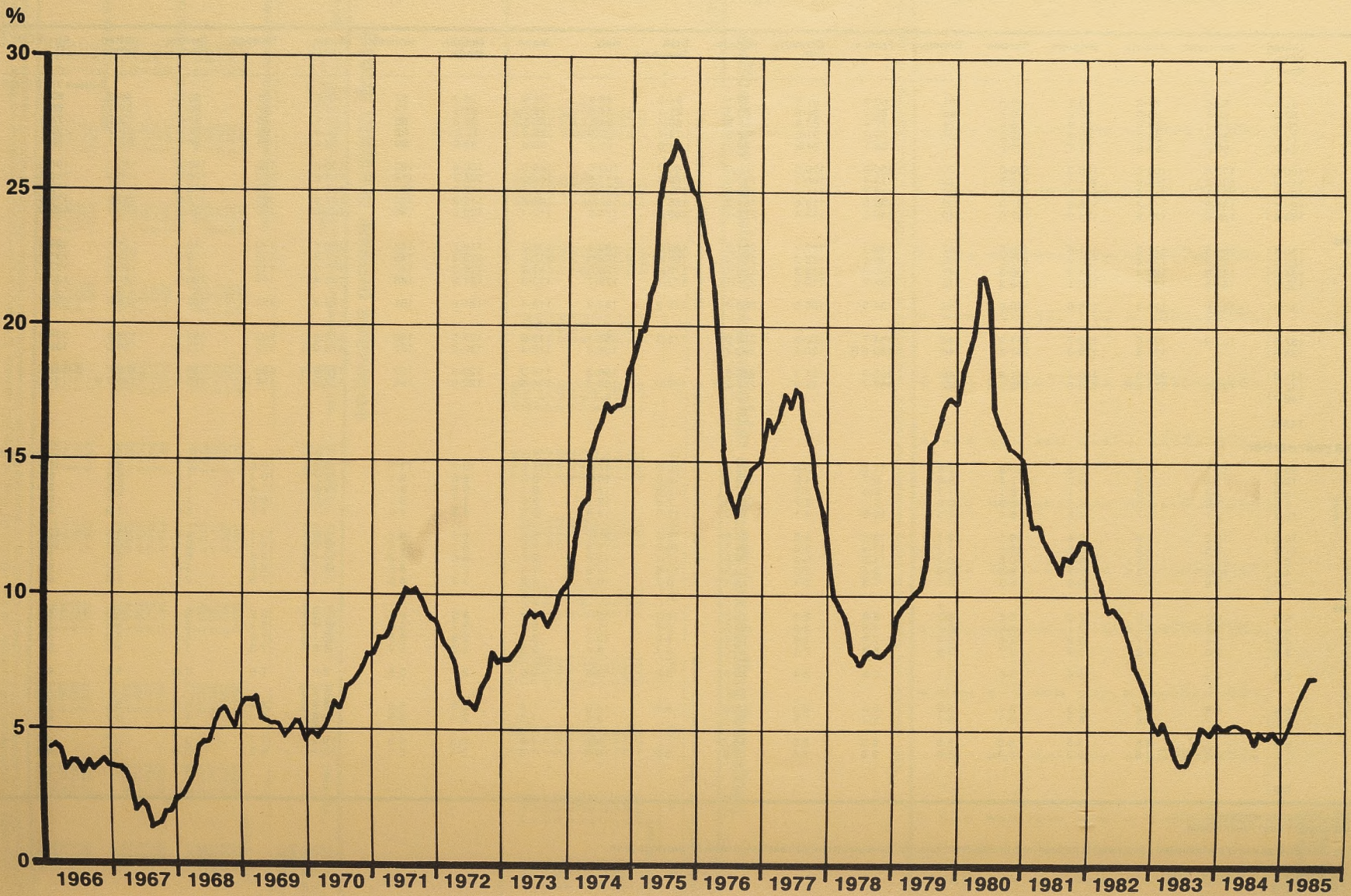
## Selected countries: consumer prices indices

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
Indices 1980 = 100																				
<b>Annual averages</b>																				
1975	51.1	60.5	77.3	73.5	65.8	61	60.8	81.8	47.1	51.8	46.9	72.9	74.7	67	42.6	61	89.1	65.3	63.2	
1976	59.6	68.7	83.0	80.2	70.7	66	66.7	85.5	53.3	61.1	54.8	79.7	81.3	73	50.2	67	90.7	69.1	68.7	
1977	69.0	77.1	87.6	85.9	76.4	74	72.9	88.6	59.8	69.4	64.1	86.1	86.6	80	62.5	75	91.8	73.5	74.8	
1978	74.7	83.2	90.7	89.8	83.2	81	79.5	91.0	67.3	74.7	71.9	89.4	90.1	86	74.8	82	92.8	79.2	80.7	
1979	84.8	90.8	94.0	93.8	90.8	89	88.1	94.8	80.1	84.6	82.5	92.6	93.9	90	86.6	88	96.1	88.1	88.6	
1980	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1981	111.9	109.6	106.8	107.6	112.5	112	113.4	106.3	124.5	120.4	117.8	104.9	106.7	114	114.6	114	106.5	110.4	110.5	
1982	121.5	121.8	112.6	117.0	124.6	123	126.8	111.9	150.6	141.1	137.3	107.7	113.1	127	131.1	122	112.5	117.1	119.1	
1983	127.1	134.2	116.3	126.0	131.9	132	139.0	115.6	181.0	155.8	157.3	109.7	116.2	137	147.0	133	115.9	120.9	125.4	
1984	133.4	139.5	122.9	134.0	137.6	140	149.3	118.4	214.4	169.3	174.3	112.1	120.0	146	163.6	143	119.2	126.1	132.0	
<b>Quarterly averages</b>																				
1984 Q1	130.4	137.8	121.8	131.5	135.8	137	145.4	117.7	201.2	165.0	169.1	111.2	118.8	143	158.6	140	118.2	124.1	129.6	
Q2	133.0	138.0	122.4	133.4	137.0	139	148.1	118.3	212.4	168.8	173.0	112.1	119.8	145	161.5	142	119.0	125.5	131.4	
Q3	134.2	139.9	123.4	134.9	138.3	141	150.6	118.3	216.1	170.9	175.5	111.9	120.0	147	165.9	144	119.2	126.9	132.7	
Q4	135.9	141.9	124.1	136.1	139.2	143	152.7	119.2	228.1	172.1	179.7	113.3	121.3	148	168.4	147	120.5	127.8	134.2	
1985 Q1	137.6	143.9	126.0	138.6	140.9	144	154.8	120.5	238.4	175.3	184.9	113.4	121.6	151	173.8	151	122.7	128.6	135.7	
<b>Monthly</b>																				
1985 Feb	137.5	143.9	126.0	138.7	141.0	144	154.7	120.5	236.0	175.3	185.1	112.9	121.5	150	173.8	151	122.9	128.6	135.6	
Mar	138.8	..	126.6	139.8	141.4	146	155.8 R	120.9	242.7	..	186.6	113.4	122.3	152	175.0 R	152	123.6	129.2	136.4	
Apr	141.8	..	126.9 R	140.3	141.9	146	156.9	121.1	246.5	..	188.2	114.0	122.8	153	176.8 R	153	123.4	129.7	137.2	
May	142.4	144.2	126.6 R	140.5	142.3 R	147	157.7	121.2	248.2 R	177.6	189.3	114.5	122.9	153	177.9	154 R	123.3	130.2 R	137.8	
June	142.7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
July	142.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
<b>Increases on a year earlier</b>																				
<b>Annual averages</b>																				
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.6	7.3	9.2	7.4	9.0	9.7	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.8	5.8	8.7	
1977	15.8	12.3	5.5	7.1	8.1	11.1	9.4	3.7	12.1	13.6	17.0	8.1	6.5	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	8.9	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0	
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8	
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9	
1981	11.9	9.6	6.8	7.6	12.5	11.7	13.4	6.3	24.5	20.4	17.8	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.5	
1982	8.6	11.1	5.5	8.7	10.8	10.1	11.8	5.3	20.9	17.1	16.6	2.7	6.0	11.2	14.4	8.6	5.6	6.1	7.8	
1983	4.6	10.2	3.3	7.7	5.9	6.9	9.6	3.3	20.5	10.5	14.6	1.9	2.7	8.6	12.1	8.9	3.0	3.2	5.3	
1984	5.0	3.9	5.7	6.3	4.3	6.1	7.3	2.4	18.1	8.7	10.8	2.2	3.3	6.6	11.3	7.5	2.8	4.3	5.3	
<b>Quarterly averages</b>																				
1984 Q1	5.2	5.9	5.6	7.0	5.2	6.3	8.8	3.1	18.7	10.1	12.1	2.4	3.6	6.5	12.0	8.2	3.0	4.5	5.7	
Q2	5.1	3.9	6.1	7.1	4.6	6.7	7.8	2.9	17.3	9.7	11.4	2.1	3.7	6.6	11.4	8.4	2.9	4.3	5.5	
Q3	4.7	3.6	5.7	5.9	3.8	6.4	7.3	1.8	18.4	7.9	10.5	2.2	2.9	6.5	12.1	7.6	2.8	4.2	5.2	
Q4	4.8	2.6	5.2	5.4	3.7	5.9	6.8	2.1	18.0	6.7	9.4	2.3	3.0	5.7	9.8	7.3	3.0	4.1	5.1	
1985 Q1	5.5	4.4	3.4	5.4	3.8	5.1	6.5	2.4	18.5	6.2	9.3	2.0	2.4	5.6	9.6	7.9	3.8	3.6	4.7	
<b>Monthly</b>																				
1985 Feb	5.4	4.4	3.4	5.3	3.7	5.3	6.4	2.3	18.3	6.2	9.0	1.4	2.3	5.5	9.7	8.7	4.0	3.5	4.7	
Mar	6.1	..	3.6	5.7	3.7	5.7	6.4	2.5	18.1	..	9.3	1.6	2.4	5.5	9.6	8.0	4.0	3.7	4.7	
Apr	6.9	..	3.8	5.5	3.9	5.8	6.5	2.5	17.7	..	9.5	1.9	2.5	5.5	10.2	7.7	3.7	3.7	4.7	
May	7.0	4.4	3.8	5.3	3.9	5.5	6.5	2.5	17.0	5.2	9.4	1.6	2.6	5.7	10.2	8.2	3.8	3.7	4.8	
June	7.0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
July	6.9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	

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

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

# C1 Retail Prices Index — Percentage increase over previous year



## DEFINITIONS

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

### BASIC WEEKLY WAGE RATES

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

### EARNINGS

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

### EMPLOYED LABOUR FORCE

Employees in employment plus HM forces and self-employed.

### EMPLOYEES IN EMPLOYMENT

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

### FULL-TIME WORKERS

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

### GENERAL INDEX OF RETAIL PRICES

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

### HM FORCES

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

### HOUSEHOLD SPENDING

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

### INDEX OF PRODUCTION INDUSTRIES (SIC 1968)

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

### INDUSTRIAL DISPUTES

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

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

There are difficulties in ensuring complete recording of stoppages, in particular those near the margins of the definitions; for example, short disputes lasting only a day or so. Any under-recording would particularly bear on those industries most affected by such stoppages, and would affect the total number of stoppages much more than the number of working days lost.

### MANUAL WORKERS (OPERATIVES)

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

### MANUFACTURING INDUSTRIES

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

### Conventions

The following standard symbols are used:

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

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.

### NORMAL WEEKLY HOURS

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

### OVERTIME

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

### PART-TIME WORKERS

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

### PRODUCTION INDUSTRIES (SIC 1980)

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

### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

### SELF-EMPLOYED PEOPLE

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

### SERVICE INDUSTRIES

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

### SHORT-TIME WORKING

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

### STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

### TAX AND PRICE INDEX.

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

### TEMPORARILY STOPPED

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

### UNEMPLOYED

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

### UNEMPLOYED PERCENTAGE RATE

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

### UNEMPLOYED SCHOOL LEAVERS

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

### VACANCY

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

### WEEKLY HOURS WORKED

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

### WORKING POPULATION

Employed labour force plus the unemployed.

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

# Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Redundancies (cont.) population	Frequency	Latest issue	Table number or page
Working population: GB and UK				Detailed analysis	A	May 85:	202
Quarterly series	M (Q)	Aug 85:	1-1	Advance notifications	Q (M)	Apr 85:	163
Labour force estimates, and projection		July 85:	255	Payments:			
Employees in employment				GB latest quarter	Q	Apr 85:	165
Industry: GB				Industry	A	May 85:	202
All industries: by Division class or group	Q	July 85:	1-4	<b>Earnings and hours</b>			
: time series, by order group	M	Aug 85:	1-2	Average earnings			
Manufacturing: by Division class or group	M	Aug 85:	1-3	Whole economy (new series) index			
<b>Occupation</b>				Main industrial sectors	M	Aug 85:	5-1
Administrative, technical and clerical in manufacturing	A	Nov 84:	1-10	Industry	M	Aug 85:	5-3
Local authorities manpower	Q	June 85:	1-7	Underlying trend		Feb 84:	82
Occupations in engineering	D	Oct 82:	421	<b>New Earnings Survey (April estimates)</b>			
<b>Region: GB</b>				Latest key results	A	Oct 84:	461
Sector: numbers and indices	Q	July 85:	1-5	Time series	M (A)	Aug 85:	5-6
Self employed, 1981: by region		July 84:	321	Average weekly and hourly earnings and hours worked (manual workers)			
: by industry		June 83:	257	Manufacturing and certain other industries			
Census of Employment: Sep 1981				Summary (Oct)	M (A)	Aug 85:	5-4
GB and regions by industry on SIC 1980 (provisional)		Feb 83:	61	Detailed results	A	Feb 85:	47
GB and regions by industry on SIC 1980 (final)		Dec 83:	Supp 2	Manufacturing			
UK by industry on SIC 1980 (final)				Indices of hours	D	Apr 84:	5-8
<b>International comparisons</b>	M	Aug 85:	1-9	International comparisons of wages per head	M	July 85:	5-9
<b>Apprentices and trainees by industry:</b>		Dec 83:	Supp 2	Aerospace	A	Aug 84:	363
Manufacturing industries	A	June 85:	1-14	Agriculture	A	June 84:	265
<b>Apprentices and trainees by region:</b>				Coal mining	A	Feb 84:	82
Manufacturing industries	A	June 85:	1-15	Average earnings: non-manual employees	M (A)	Aug 85:	5-5
<b>Registered disabled in the public sector</b>	A	Feb 85:	73	Basic wage rates, (manual workers)			
<b>Exemption orders from restrictions to hours worked: women and young persons</b>		July 83:	315	Wage rates and hours (index)	D	Apr 84:	5-8
<b>Labour turnover in manufacturing</b>	Q	Aug 85:	1-6	Normal weekly hours	A	Apr 85:	155
<b>Trade union membership</b>	A	Jan 85:	28	Holiday entitlements	A	Apr 85:	156
<b>Unemployment and vacancies</b>				<b>Overtime and short-time: manufacturing</b>			
Unemployment				Latest figures: industry	M	Aug 85:	1-11
Summary: UK	M	Aug 85:	2-1	Region: summary	Q	Aug 85:	1-13
GB	M	Aug 85:	2-2	Hours of work: manufacturing	M	Aug 85:	1-12
<b>Age and duration: UK</b>	M (Q)	Aug 85:	2-5	<b>Output per head</b>			
Broad category: UK	M	Aug 85:	2-1	Output per head: quarterly and annual indices	M (Q)	Aug 85:	1-8
Broad category: GB	M	Aug 85:	2-2	<b>Wages and salaries per unit of output</b>			
Detailed category: GB, UK	Q	June 85:	2-6	Manufacturing index, time series	M	Aug 85:	5-7
Region: summary	Q	June 85:	2-6	Quarterly and annual indices	M	Aug 85:	5-7
Age time series UK	M (Q)	Aug 85:	2-7	<b>Labour costs</b>			
: estimated rates	Q	Aug 85:	2-15	Survey results 1981	Triennial	May 83:	188
Duration: time series UK	M (Q)	Aug 85:	2-8	Recent trends	A	July 85:	280
<b>Region and area</b>				Per unit of output	M	Aug 85:	5-7
Time series summary: by region	M	Aug 85:	2-3	<b>Retail prices</b>			
: assisted areas, travel-to-work areas	M	Aug 85:	2-4	General index (RPI)			
: counties, local areas (formerly table 2-4)	M	Aug 85:	2-9	Latest figures: detailed indices	M	Aug 85:	6-2
: Parliamentary constituencies	M	Aug 85:	2-10	percentage changes	M	Aug 85:	6-2
Age and duration: summary	Q	June 85:	2-6	Recent movements and the index excluding seasonal foods	M	Aug 85:	6-1
<b>Flows:</b>				Main components: time series and weights	M	Aug 85:	6-4
GB, time series	D	Mar 84:	2-19	Changes on a year earlier: time series	M	Aug 85:	6-5
UK, time series	M	Aug 85:	2-19	Annual summary	A	Mar 85:	95
GB, Age time series	M	Aug 85:	2-20	Revision of weights	A	Mar 85:	103
GB Regions	Q	July 85:	2-23/2-24/2-26	<b>Pensioner household Indices</b>			
GB Age	Q	July 85:	2-21/2-22/2-25	All items excluding housing	M (Q)	Aug 85:	6-6
<b>Students: by region</b>	M	Aug 85:	2-13	Group indices: annual averages	M (A)	Aug 85:	6-7
<b>Minority group workers: by region</b>	D	Sep 82:	2-17	Revision of weights	A	Apr 85:	147
<b>Disabled workers: GB</b>	M	Aug 85:	332	<b>Food prices</b>	M	Aug 85:	6-3
<b>International comparisons</b>	M	Aug 85:	2-18	London weighting: cost indices	D	June 82:	267
<b>Ethnic Origin</b>		June 84:	260	International comparisons	M	Aug 85:	6-8
<b>Temporarily stopped: UK</b>				<b>Household spending</b>			
Latest figures: by region	M	Aug 85:	2-14	All expenditure: per household	Q	July 85:	7-1
<b>Vacancies (remaining unfilled)</b>				: per person	Q	July 85:	7-1
Region				Composition of expenditure	Q (A)	July 85:	7-2
Time series: seasonally adjusted	M	Aug 85:	3-1	: in detail	Q (A)	Feb 85:	7-3
: unadjusted	M	Aug 85:	3-2	Household characteristics	Q (A)	Feb 85:	7-3
<b>Industry: UK</b>	Q	Aug 85:	3-3	<b>Industrial disputes: stoppages of work</b>			
<b>Occupation: by broad sector and unit groups: UK</b>	M (Q)	July 85:	3-4	Summary: latest figures	M	Aug 85:	4-1
<b>Region summary</b>	Q	July 85:	3-6	: time series	M	Aug 85:	4-2
<b>Flows: GB, time series</b>	M	Aug 85:	3-5	Latest year and annual series	A	Aug 85:	296
<b>Redundancies</b>				<b>Industry</b>			
Confirmed:				Monthly			
GB latest month	M	Aug 85:	2-30	Broad sector: time series	M	Aug 85:	4-1
Regions	M	Aug 85:	2-30	Annual			
Industries	M	Aug 85:	2-31	Detailed	A	Aug 85:	297
				Prominent stoppages	A	Aug 85:	301
				Main causes of stoppage			
				Cumulative	M	Aug 85:	4-1
				Latest year for main industries	A	Aug 85:	299
				Size of stoppages	A	Aug 85:	300
				Days lost per 1,000 employees in recent years by industry	A	Aug 85:	298
				International comparisons	A	Apr 85:	149

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

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

## SPECIAL FEATURE



The Enterprise Allowance Scheme helped Stefan and Lynne Nicholls to set up "Kabuki", their Liverpool based business specialising in traditional Japanese goods.

## An evaluation of the Enterprise Allowance Scheme

by David Allen and Amanda Hunn

Manpower Services Commission

This article reports the results of two recently completed surveys of people helped by the *Enterprise Allowance Scheme*. All the people involved joined EAS after the launch as a national scheme in August 1983, and in general the findings suggest that the characteristics and experience of people on the national scheme and the businesses they start are similar to what was found in the pilot scheme. Initial findings from evaluation of the pilot scheme were published in the August 1984 issue of *Employment Gazette*<sup>1</sup>. However there are some differences which are highlighted in this article.

The *Enterprise Allowance Scheme* is designed to help those unemployed people who wish to start up a business of their own, but who are deterred from doing so because they would immediately lose unemployment or supplementary benefit but would take time to generate an equivalent level of income. The allowance provides financial assistance of £40 a week during the first difficult year of operation when income from a new business may be low. The scheme is also intended therefore to help create new, small businesses which otherwise would not exist.

The scheme is open to anyone aged between 18 years and retirement age who has been unemployed for at least 13 weeks (or under notice of redundancy), and is in receipt of unemployment or supplementary benefit at the time of application. The applicant must also agree to work full-time and have £1,000 available for investment in their proposed business.

The main restrictions on the type of business being established are that it should be new and independent. In addition to a £40 a week allowance for a year, successful applicants are eligible for up to three free counselling sessions from the Small Firms Service or Scottish or Welsh Development Agencies as appropriate.

### Evaluation methodology

By June 1985 over 88,000 people had joined the *Enterprise Allowance Scheme*, with over 47,000 currently in receipt of the allowance. At present about 1,200 people are joining the scheme every week. Since the scheme became nationally available in August 1983 an evaluation programme has been in operation to monitor its progress. Summary information about the characteristics of entrants and the businesses they set up is regularly collected and in addition to date two surveys have been carried out of

participants who have been in receipt of the allowance for six months. A third survey has looked at businesses three months after completing the year on the scheme. This article draws on management information and on the findings of the two most recent surveys:

- "Six months survey" conducted in October 1984 of a sample of 1,300 randomly selected individuals who had completed six months on EAS and who joined the scheme between March 1 and April 30, 1984.
- "15 months survey" conducted in November 1984 of a sample of 1,300 randomly selected individuals who had completed the full year on EAS having joined between August 1 and September 30, 1983, but excluding those who had dropped out in the course of the year.

Questionnaires were sent out to respondents by post and response rates were 81 per cent in the case of the six month survey, and 65 per cent for the 15 month survey. Information was collated on personal characteristics, details of the businesses, their scale and success. For the purposes of this article most of the references to the 15 month survey will distinguish between businesses that were still in operation or "survivors" (86 per cent) and businesses that had ceased to operate or "non-survivors" (14 per cent).



Clive Roberts won a £500 prize from the Shell Group for his business plan. He has now set up Gemini Picture Frames in London and has been on EAS since November.

Comparison is made with the surveys conducted of entrants who joined the pilot scheme prior to the national launch of EAS. Surveys of participants on the pilot scheme which ran from January 1982 to August 1983, were carried out three months, nine months and 18 months after entry.

The findings of the evaluation to date are discussed below.

### Cover picture

The *Employment Gazette* front cover picture shows Mrs Debbie Dixon in her Barnard Castle, Co. Durham, High Street flower shop. Just over 12 months ago she qualified for an EAS allowance and began by making silk flowers at her home.

At the beginning of the year, she opened her own florist's shop where she still sells silk flowers, alongside the "real thing". Twenty-year-old Mrs Dixon began acquiring her skills seven years ago when she worked in a Northamptonshire florists during school holidays.

It has been an exciting 12 months. Ten months ago she won a North East competition for the young person with the most business drive. "But it was the Enterprise Allowance Scheme which gave me the start," says Mrs Dixon who was married recently.

### Characteristics of entrants

While the majority of entrants on to the scheme are men, the number of women joining the national scheme has increased over time from ten per cent of new entrants in August 1983 to 23 per cent in June 1985.

Table 1 Percentages of women entering EAS

August 1983	10.4
October	15.1
December	15.9
February 1984	16.3
April	17.1
June	16.4
August	18.4
October	22.4
December	18.2
February 1985	19.1
April	22.3
June	22.7

This increase (as shown in table 1) is reflected in the survey findings which indicate that women accounted for less than ten per cent of entrants in the pilot scheme but almost 20 per cent of the respondents in the national six month survey (covering entrants who joined in March/April 1984).

There has also been a change in the age structure of entrants to the scheme. The proportion aged less than 25 years has increased from 16 per cent in August 1983 to 26 per cent in June 1985 while the number joining aged over 45 years has declined (table 2). Women in particular feature more prominently in the younger age ranges.

Table 2 Comparison of age of entrants: EAS pilot and national schemes

Age	Pilot scheme per cent	National scheme—financial year 85/86 per cent
Under 25	19.4	24.9
25-34	33.7	34.1
35-44	24.0	22.9
45-54	15.9	13.2
55-64	7.1	4.8

Table 3 shows that there has been some change in the previous unemployment duration of new entrants since the pilot scheme, notably a decrease in the numbers of those previously unemployed for less than three months. This group covers those under notice of redundancy or on other government schemes before joining EAS.

Latest figures indicate that 30 per cent of new entrants experience a decrease in income on joining the scheme

Table 3 Comparison of previous length of unemployment of EAS entrants to pilot and national schemes

Duration of unemployment	Pilot scheme per cent	National scheme—financial year 85/86 per cent
Less than 3 months	13.7	4.6
3 to 6 months	35.5	35.7
6 to 12 months	25.4	31.2
Over 12 months	25.4	28.5

since their previous benefit income was more than £40 per week, and 70 per cent experience an increase, very close to the results found in the pilot scheme. The majority of entrants to EAS were receiving between £20 and £29 in benefit prior to joining.



Rose-Maria Mafrica of Gillingham, Kent is a fashion designer. She joined EAS last November and is now creating outfits which she hopes to sell to exclusive London boutiques.

### Types of businesses set up

Since the scheme came into existence the two single largest industrial categories have consistently been construction and retail distribution. Sixty-five per cent of respondents in the six-month national survey had established their businesses within the services sector, as opposed to 60 per cent of respondents in the pilot surveys. Thirteen per cent of the six-month respondents had originally set up their businesses in manufacturing, the same proportion as in the pilot survey. Comparison of the six-month survey with data produced by DTI Small Firms Division on the births of new firms in 1983 indicates a similar industrial profile.

Table 4 shows the largest manufacturing groups in the six-month survey as leather, footwear and clothing (2.8 per cent of all businesses); and timber and furniture (2.5 per cent). The main areas of business formation within the services sector included retail distribution (16 per cent of all business); insurance, banking, finance and business ser-

vices (8.5 per cent); transport (5 per cent) and other services (13 per cent). The latter category includes occupations such as authors, dancing teachers, and photographers.

Table 4 Industry of business

Industry	Six month survey per cent
Agriculture, forestry and fishing	5.7
Mineral oil; natural gas extraction	0
Metal manufacture	0.5
Manufacture of non metallic products	0.9
Manufacture of metal goods	1.2
Mechanical engineering	0.4
Office machinery manufacturing	0.1
Electrical and electronic engineering	0.6
Manufacture of motor vehicles	0.2
Shipbuilding and repairing	0
Manufacturing of aerospace and other transport equipment	0
Instrument engineering	0
Food, drink, tobacco	0.4
Textiles	1.5
Leather, footwear and clothing	2.8
Timber and furniture	2.5
Paper and printing and processing	0.5
Other manufacturing	1.4
Construction	16.0
Wholesale distribution	2.3
Retail distribution	16.0
Hotel and catering	3.8
Repair consumer goods and vehicles	12.0
Transport	5.0
Telecommunications	0.2
Insurance, banking, finance and business services	8.5
Local public services	4.0
Medical and other health services	0.6
Other services not specified	13
<b>Total per cent</b>	<b>100</b>
<b>Number</b>	<b>1,046</b>

Respondents in the six-month survey were also asked to specify the structure of their business. It was found that approximately one in ten respondents is in a partnership. Of this ten per cent, 96 per cent had one partner only. Four per cent of businesses had set themselves up as limited companies, and one per cent were organised in the form of a co-operative.



The Enterprise Allowance Scheme helped Peter Mellor of St Neots, Cambridgeshire, launch a successful business. In just over a year he has sold around 27,000 snooker cue extensions and now employs 15 out-workers. Earlier this year his PM Sports Equipment factory was visited by Employment Minister Peter Morrison, pictured (right) with co-founders and directors Mr and Mrs Mellor.



## Income of EAS businesses

The six-month survey results suggest that the weekly income of entrants is widely and unevenly distributed with a small number of extremely high earners and a large number of low earners. As a result, the median figure for weekly income may be more representative than the mean.

Excluding the £40 allowance, the median gross weekly income at six months before deducting business expenses was found to be £150. The net figure pre-tax (after business expenses) was £75. These figures are broadly similar to those found in the pilot scheme survey at the nine-month stage.

As might be expected it is difficult to get reliable data on income as many respondents may be unwilling or unable to give their earnings accurately for various reasons.

## Job generation during the period on EAS

One of the most important findings of the surveys is the degree to which additional employment is created by the business activities of the firms set up with the aid of the allowance. It was found that on average after six months on the scheme, for every 100 businesses set up under the scheme, another 45 jobs are subsequently created, approximately half of which can be defined as full time. Most of these additional jobs are created by a small proportion of the businesses; only one in four firms had actually taken on employees by the six-month stage.

One in seven respondents also indicated that they expected to increase their number of employees, by an average of 40 jobs per 100 firms. These figures are similar to those produced by nine-month pilot survey. Of those who were able to express an opinion 75 per cent of respondents considered their businesses to be either more successful than expected or as expected.

## Survival

Obviously a critical point in the life span of a firm established with the aid of EAS is when the 12-month period is reached and the £40 a week allowance stops. Overall survey evidence shows that of those who complete the full year on the scheme, 86 per cent are still operating 15 months after start up. Almost two-thirds of these closures occurred exactly as respondents reached the 12-month point. The survival rate in the follow up survey of pilot entrants was slightly lower at 77 per cent though the pilot survey was of course carried out three months further on into the life cycle of the businesses helped by the scheme.

Analysis of the personal characteristics of "survivors" would suggest that participants in the older age groups, male participants and those that experienced the shorter periods of unemployment may be more likely to survive. The clustered nature of the industrial distribution of firms set up under EAS makes it difficult to carry out a comprehensive analysis of survival rates by industry. While the

Art conservator, Julie Crick, set herself up in business last July with the help of the *Enterprise Allowance Scheme*.

"I am starting to build up a clientele and this year on the Enterprise Allowance Scheme has proved a great help in building up my stocks of conservation materials and setting up a studio," she said.

Julie specialises in restoring oil and tempera paintings on canvas and wood. She is "approved" by the Area Museum Service for South East England and also works regularly for Ipswich Museum.

surveys provide a fairly reliable indication of the survival rates of those firms which constitute a large proportion of the total number of businesses formed, such as "construction" (survival rate = 92 per cent), "retail distribution" (84 per cent), "insurance, banking, finance and business services" (86 per cent) and "repair, consumer goods and vehicles" (89 per cent) it is difficult to draw any strong conclusions about industries which contain much smaller numbers.

Those firms which continued to trade at the time of the 15-month survey showed a median gross weekly income of £187, and a net weekly pre-tax income of £80, less than the net figure of £97 obtained in the 18-month follow up of the pilot scheme.

As with the pilot follow-up, the 15-month survey indicated that the level of job creation increases with time to around an extra 68 new jobs per 100 surviving firms. On average 24 of these jobs were full-time posts and 44 part-time posts. This compares with an average of 65 new jobs for every 100 participants surviving after 18 months on the pilot scheme, quoted in the previous *Employment Gazette* article.

Over half of the survivors in the 15-month survey thought that their enterprises would continue for a least another year. Most other respondents did not know but only 3 per cent did not expect their firms would continue trading for another 12 months.



## Non-survivors

Respondents whose businesses had ceased by the time of the 15-month survey were, not surprisingly, found to have very low incomes on leaving the Scheme. They were asked to identify their main reason for closure of their businesses. Table 5 shows that a third cited a "lack of demand", followed by "too much competition" (21 per cent), "lack of capital" (13 per cent), and "costs too high" (11 per cent). Only 3 per cent left because they had found alternative employment. Three out of four respondents whose businesses had ceased operations described themselves as unemployed immediately on leaving their businesses. Seventeen per cent had managed to find some sort of employment.

Table 5 Reasons given for cessation of business

Non-survivors (15 month survey)		
Reason given	No	Per cent
Lack of demand	37	32
Costs too high	12	10
Too much competition	24	21
Lack of capital	15	13
Ill health	5	4
Retired	1	1
Found paid employment	3	3
Other	15	13
No answer	5	4
Totals	117	100

## Economic evaluation

EAS aims to assist the creation of new businesses by individuals who would be deterred from doing so without the aid of the allowance. Increased output and gains to the Exchequer largely result from those individuals who would only have started a business with the allowance, plus those individuals who were able to start earlier because of the allowance. Firms which would have been established anyway without the allowance represent deadweight. This category however does contain some benefits in terms of those firms which would have been set up without the help of the scheme but then found they would not have survived without the income support it provides.

Information about deadweight is based on a series of questions asked of all entrants once they have been accepted on to the scheme: would they have been setting up now even without the help of the scheme; would they have set up at some time in the future but have brought forward their plans because of the availability of the allowance; or would they not have set up at all but for the scheme. The answers to these questions indicate that, overall, deadweight has been around 50 per cent in the first year.

As noted in the last *Employment Gazette* article in August 1984 about the scheme, another major consideration is the level of displacement: the extent to which the output of EAS businesses displaces output and employment elsewhere in the economy. The cost effectiveness of the scheme in helping to lower unemployment is calculated by combining the estimates of deadweight and displacement with information from surveys, in particular data on job generation, income and survival rates. The latest survey work broadly supports the costings from the evaluation of the pilot scheme and are subject to qualifications made in the previous article.

A further programme of evaluation is planned to monitor the progress of firms over time, and, in particular, to examine survival rates. It is proposed that both postal and interview surveys will be used to carry out this research.

Longer-term follow ups of the pilot scheme are currently under way and will be featured in *Employment Gazette* at a later date.

## Summary

Some key features in the picture of EAS participants and their businesses which emerge from the analysis of survey results and management information presented in this article are summarised below:

<b>Survival</b>	86 per cent of those on the scheme for a full year were still trading 15 months after start up.
<b>New jobs</b>	on average every 100 of these businesses created 68 new jobs.
<b>EAS businesses</b>	65 per cent of businesses set up were in the service sector. 16 per cent of new businesses were in construction and 16 per cent in retail distribution.
<b>EAS participants</b>	the proportion of women on the scheme has increased to 23 per cent. the proportion of under 25s has increased to 26 per cent. for 30 per cent of participants the allowance is less than previous benefit income.

## Bibliography

- (1) "Evaluation of the pilot Enterprise Allowance Scheme", *Employment Gazette*, August 1984, pp. 374-377.
- (2) Births of New British Firms Registered for VAT; in 1983, *British Business*, January 1985.

## NEWS RELEASES AND PICTURES

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Photo: Austin Rover

## Sponsorship and the engineering labour market

by Richard Pearson, Alan Gordon, Rosemary Hutt, Institute of Manpower Studies

The authors examine an IMS report, based over a two year period, which provides the first comprehensive analyses of sponsorship and the labour market.

With the re-emergence of shortages of technical graduates and the continuing financial constraints on higher education, employer sponsorship is seen by many as a way for industry to help increase the future supply of graduates with key skills. In 1984, the first report from the Butcher Committee on information technology skill shortages argued for a new partnership between higher education and industry, and suggested that "industry is ready to increase sponsorship of students on relevant undergraduate and post-graduate courses"<sup>1</sup>. Employer sponsorship has the potential to act as an important labour market signal, informing intending students which courses or subjects industry values most. It can also increase the finance available for student support, and provide an important vehicle for industry-higher education collaboration. To further encourage sponsorship the Secretary of State for Education announced, in 1984, an increase in the amount a student could receive in the form of a term-time bursary from £915 p.a. in 1983-84 to £1,600 p.a. in 1984-85. At the

time he commented, "I am sure that these increased sponsorship levels will help to attract able students to pursue courses of great importance both to them (students), to employers, and to the economy—including courses leading to careers in the vital new technologies."

### Extent of sponsorship

Until very recently, however, little has been known about the extent of sponsorship in the UK, its costs and benefits to students, employers, or the effects on higher education and the labour market. A new report, based on two years' research by the Institute of Manpower Studies, provides the first comprehensive analysis of sponsorship and the labour market<sup>2</sup>. The study included surveys of 400 employers, 250 higher education departments, 5,000 students, as well as detailed case studies with over 30 employers, and interviews with professional and other involved bodies. The study was funded by the Leverhulme

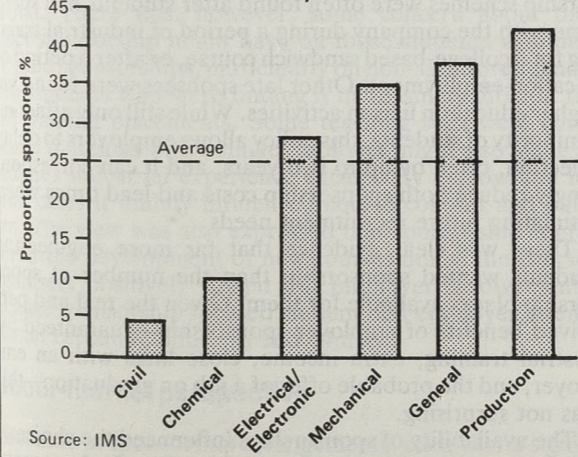
Trust and the Equal Opportunities Commission.

Employer Sponsorship has had a long history with some employers being involved for over 30 years and there are many different concepts of employer sponsorship. For some it means any link between employer and student during an undergraduate course. For others it means the regular provision of training placements by an employer to a particular student. It was found, however, that the most commonly accepted definition is that "a sponsored student is one who receives a salary, bursary, or allowance, however small, in term-time until the completion of the undergraduate course". This definition focuses on a continuing financial commitment by an employer to a student. It does not mean there is a guarantee of a job offer on graduation, nor does it necessarily mean that the student is contracted to join the employer on graduation. It was found that these kinds of arrangement are rare in the 1980s. In addition, sponsorship is not inexorably linked to sandwich courses: many employers regularly sponsor students on full-time degree courses. And while most sponsoring employers do offer vacation jobs, such jobs do not always include formal company-based training.

### Engineering graduates

In 1983 one in four final year engineering students were sponsored by an employer: this proportion was the same in both universities and polytechnics. Overall 2,200 final year engineering graduates were sponsored by an employer, with an estimated 7,000-8,000 engineering students being sponsored in total. Other subject areas where some sponsorship was to be found included the other engineering disciplines, applied technological subjects, some sciences, business studies, together with a growing employer involvement with sponsorship in computer science. The numbers and percentages involved were however, small in comparison with the main engineering disciplines which suggests that the total number of sponsored undergraduates of all disciplines may be up to 10,000.

Chart 1 Proportion of final year engineering students sponsored by an employer. 1983. Per Cent Universities and Polytechnics



The extent of sponsorship varies widely between the main engineering disciplines. Forty-two per cent of final year students in production engineering were sponsored, 37 per cent of those on general engineering courses, 35 per cent in mechanical and 28 per cent in electrical/electronic

engineering. Only a small proportion of chemical and civil engineers were sponsored (see chart 1). Sponsorship was most prevalent in the biggest engineering departments and, oddly perhaps, least prevalent in medium-sized departments.

Over 350 employers had been involved in sponsoring engineering students on degree courses in the six years to 1983. Over 250 employers were actively sponsoring in 1983 although rather fewer were offering new sponsorships in that year.

### Employers' practices and policies

Not surprisingly sponsorship of engineering students was concentrated largely, but not exclusively, in engineering related companies but it was not only the very largest firms who offered sponsorship: half the sponsoring companies had less than 5,000 employees. Decisions about sponsorship involved line managers, recruiters and training specialists. In the larger, decentralised firms, several different policies often operated, and there was no clear pattern concerning the derivation of policy, although the tendency of more firms to decentralise their decision making and accountability in business terms was also mirrored by more devolved responsibilities for student sponsorship. Decisions about sponsorship were often influenced by, and interlinked with, graduate recruitment policies.

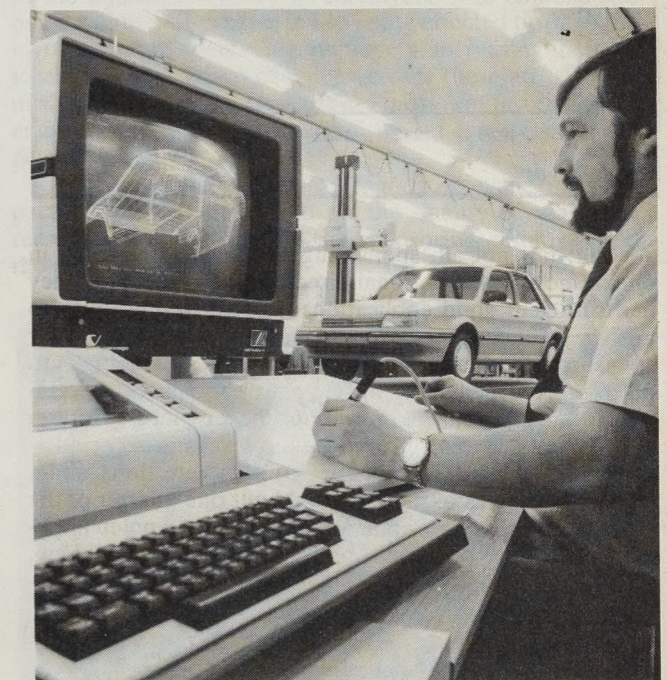
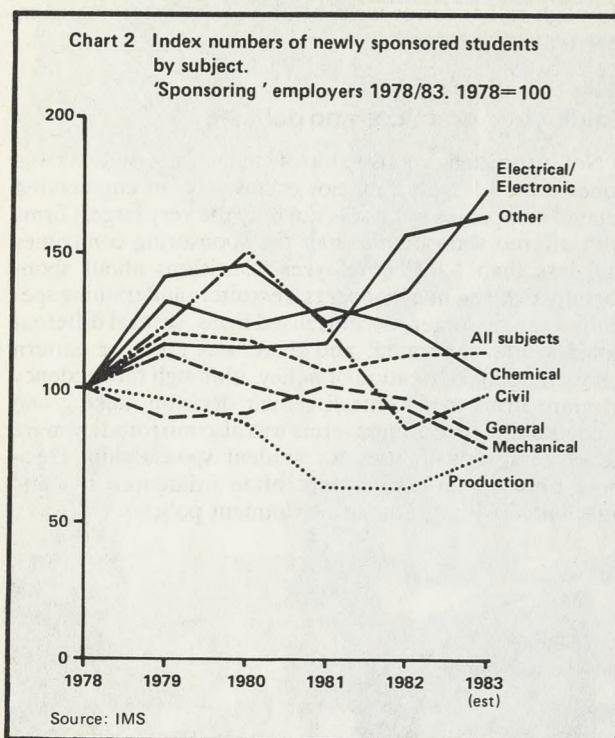


Photo: Austin Rover

The most common reasons for sponsorship were to ensure a supply of well trained engineers and to be sure of recruiting enough in the future. Employers also felt that sponsorship was a good method of selection, and a good public relations exercise. Some employers looked upon sponsorship as a way of attracting a regular intake of engineers to meet a wide range of company needs; others were explicitly recruiting "high fliers" for future top management positions and believed that a majority of the "best" students sought sponsorship. The number of new students sponsored each year varied from ones and twos, to well over 100 and was often related to the expected minimum future recruitment levels with annual direct entry graduate recruitment being used to top up if necessary.

Overall the number of students sponsored increased by about ten per cent over the period between 1978 and 1983. There have, however, been major differences between subjects with the number of students sponsored in mechanical, civil and production engineering declining, while the numbers sponsored in electrical/electronic engineering increased by over 70 per cent (chart 2).



Most, but not all, sponsoring employers advertised in one or more of the national directories, but some felt they had sufficient good applications without having to do so and they deliberately kept a low profile. Competition for sponsorships by students was intense, and applications to place ratios usually varied from 5:1 up to 100:1. One employer had over 3,000 applications for ten places! Criteria used for pre-selection included GCE 'O' level and expected 'A' level results, choice of "suitable" courses, selection testing, and varying types of interviews. About one quarter of the employers visited discriminated in favour of women applicants, and most welcomed applications from women. Few, however, did anything positive to encourage such applications.

### Sandwich courses

Over half of the employers limited their offers of sponsorship to particular institutions or courses. In the selection of suitable courses, criteria of quality and industrial relevance, and sometimes location, were of particular importance. Universities were far more frequently identified than polytechnics. Despite this, one of the criteria used in selecting courses was the structure of the course and thin sandwich courses were the most popular, 2.1.1 courses the least.

Most sponsoring employers made it clear from the outset that neither they nor their sponsored students had any obligations in respect of employment after graduation, although a very small number of employers still had contractual agreements with their sponsored students. However, the majority of sponsored students were offered jobs on graduation unless they were considered positively un-

suitable. In the recession, and with recruitment cut-backs, a number of companies were unable to offer jobs to sponsored students graduating. However, not all of the students wanted to stay on with their sponsoring employers. As a result just over half of students stayed with their sponsoring employer after graduating, with students rejecting their employer and students being rejected by the employer in roughly equal proportions. Employers retaining less than this average tended to be in declining industries or to be seeking to keep on electronic engineers, who could often find "better" jobs with other companies.

### More productive

Concern about future shortages, particularly of electronics and related IT graduates, means that more employers are expecting to sponsor students in these subjects in the future. Indeed, for some employers in less attractive locations, or in apparently non-engineering or declining sectors, sponsorship is sometimes seen as the only way of attracting sufficient graduate recruits. Those employers already sponsoring are expecting to increase the number of sponsorships offered in electronics and IT. The costs involved can, however, be high, often £3,000 or more in direct expenditure for each student, with total costs to employers being in excess of £10 million. The benefits are not, always easy to quantify. While most managers in sponsoring companies believed that, on average, sponsored students were more productive more quickly, progressed faster and stayed longer than equivalent non-sponsored students, the nature of the data available meant that such comparisons were hard to evaluate quantitatively. The investment they are prepared to make in this activity, not always with a clearly quantifiable return, is testimony to the concern they have about recruiting sufficient engineers in key subjects in the future.

### Benefits of sponsorship

Because of the relatively high costs involved, some employers were starting to offer sponsorships to students part-way through their courses. These "late entrants" to sponsorship schemes were often found after students had spent time with the company during a period of industrial training for a college-based sandwich course, or after a period of vacation employment. Other late sponsees were found via higher education liaison activities. While still only affecting a minority of students, this policy allows employers to delay selection, often by up to two years, and it can correspondingly reduce both sponsorship costs and lead times when estimating future recruitment needs.

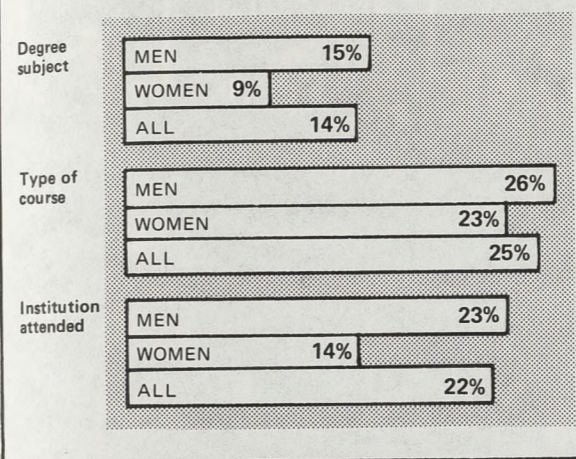
There was clear evidence that far more engineering students wanted sponsorship than the number of sponsorship places available for them. Given the real and perceived benefits of employer sponsorship—guaranteed industrial training, extra income, close links with an employer, and the probable offer of a job on graduation—this was not surprising.

The availability of sponsorships influenced the choice of subject, course or institution of nearly one in four sponsored students, moving them towards those the employer saw as most important (chart 3). This increased the pool of more able students seeking to enter such courses and had a wider influence on labour supply. This was particularly important for production engineers. However, where these courses were already fully subscribed it would not have

increased the overall numbers graduating from those courses but may have improved the quality of those entering and graduating.

For men and women student engineers, studying in both universities and polytechnics, sponsorship was seen in the main as an extremely attractive proposition. Some sponsored students had encountered difficulties, however, and it was partly because of this that not all those expecting a job offer from their employers planned to join them on graduation. Given that the prime motivation of the sponsoring employers was to ensure future supplies of graduate engineers, any loss on graduation of able students the employer wanted to keep on could seriously undermine the effectiveness of their sponsorship policy.

**Chart 3 The influence of sponsorship on subject choice, type of course and institution**



### Engineering education

From the point of view of engineering departments in universities and polytechnics, the links with employers through sponsorships were seen to be of value to students, academic staff and to the departments. In a number of cases complete courses had been designed or re-designed or re-structured to meet the needs of a single employer or group of employers. In other cases the links were less formal. There was, however, some concern about the effect sponsorship might have on those students who did not hold sponsorships, particularly on non-sponsored sandwich students who were finding it increasingly difficult to find training placements. Some teaching staff were concerned that links with a single employer might also make a student's industrial experience excessively narrow and in some cases it unduly influenced course content and pattern. The view was also expressed that sponsorship could inhibit the development of new courses unless the course organisers positively sought out employer involvement, because sponsorship focused student and employer attention on certain institutions and courses.

### Labour-market perspective

Because of sponsorship arrangements, each year a significant proportion of engineering graduates move directly into jobs with their sponsoring employer and effectively do not become job seekers in the annual graduate recruitment round. It is estimated that in 1983 about one in four of all those graduating in electrical/electronic mechanical and production engineering did not enter the "open" graduate

labour market because of sponsorship ties. Other graduates "removed" from the total number of active job-seekers in this way also includes those going on to research, further training, or taking jobs outside engineering.

The sponsored graduates withdrawn from the open market in this way were not evenly distributed. They tended to be among the most highly qualified young engineers in terms of 'A' levels and course entry qualifications, and were frequently concentrated in some of the most industrially oriented and perhaps more prestigious departments and institutions. They had also often received highly relevant industrial training. Non-sponsoring employers seeking to recruit from these courses, and wanting a spread of ability and educational background in their new graduate recruits, will therefore have had increased difficulties in recruiting such students. While many of these may be criticised for not having sponsored, there will be many first time graduate recruiters in shortage disciplines who may be significantly disadvantaged.

### Relevance to employers

Counterbalancing this is the fact that the availability of sponsorship has directly led to some students switching subjects, a significant proportion in the case of production engineering, and acted as a positive signal to potential students about the subjects and courses employers value most. Sponsorship thus serves to increase, albeit by a small amount, the pool of students seeking to study in disciplines of the highest relevance to employers. The content and pattern of degree courses is also being affected through the involvement of sponsoring employers, increasing their relevance to that group of employers. If these are also the most far-sighted and thoughtful employers in relation to engineering education then industry at large can be expected to benefit.

Overall, then, sponsorship has most relevance and impact on market share, and on the quality of graduates recruited, aiding primarily the sponsoring employer and those directly involved.

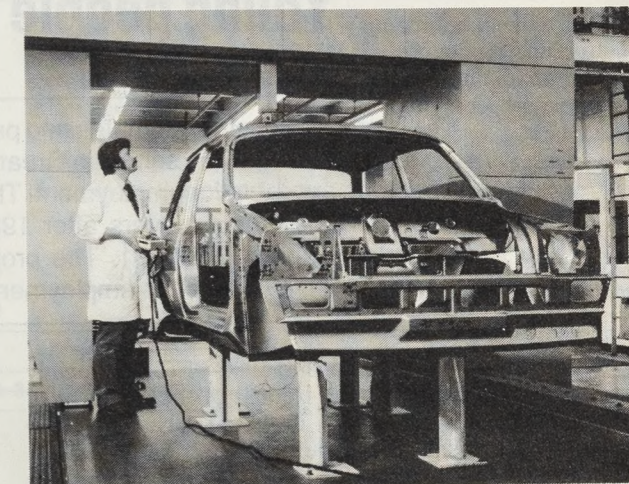


Photo: Austin Rover

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- (1) *The human factor; the supply side problem*, 1984, Department of Trade.
- (2) Gordon A, Hutt R, Pearson R, *Employer sponsorship of undergraduate engineers*. 1985. Gower Publishing Company. ■



## Young people leaving school

This article presents estimates and projections to 1990-91 of the numbers of young people leaving school in Great Britain, distinguishing those leaving to become available for employment. The projections show a steady fall in the numbers of school leavers after 1982-83, with the annual total about a quarter lower by 1990-91. The projected numbers of leavers becoming available for employment follow a similar pattern.

Estimates and projections to 1990-91 (based mainly on extrapolation of past trends) of the numbers of young people leaving school in Great Britain, distinguishing those assessed by their schools\* as leaving to become available for employment (including those going on to the Youth Training Scheme) have been obtained from unpublished information supplied by the Department of Education and Science (DES), the Scottish Education Department and the Welsh Office.

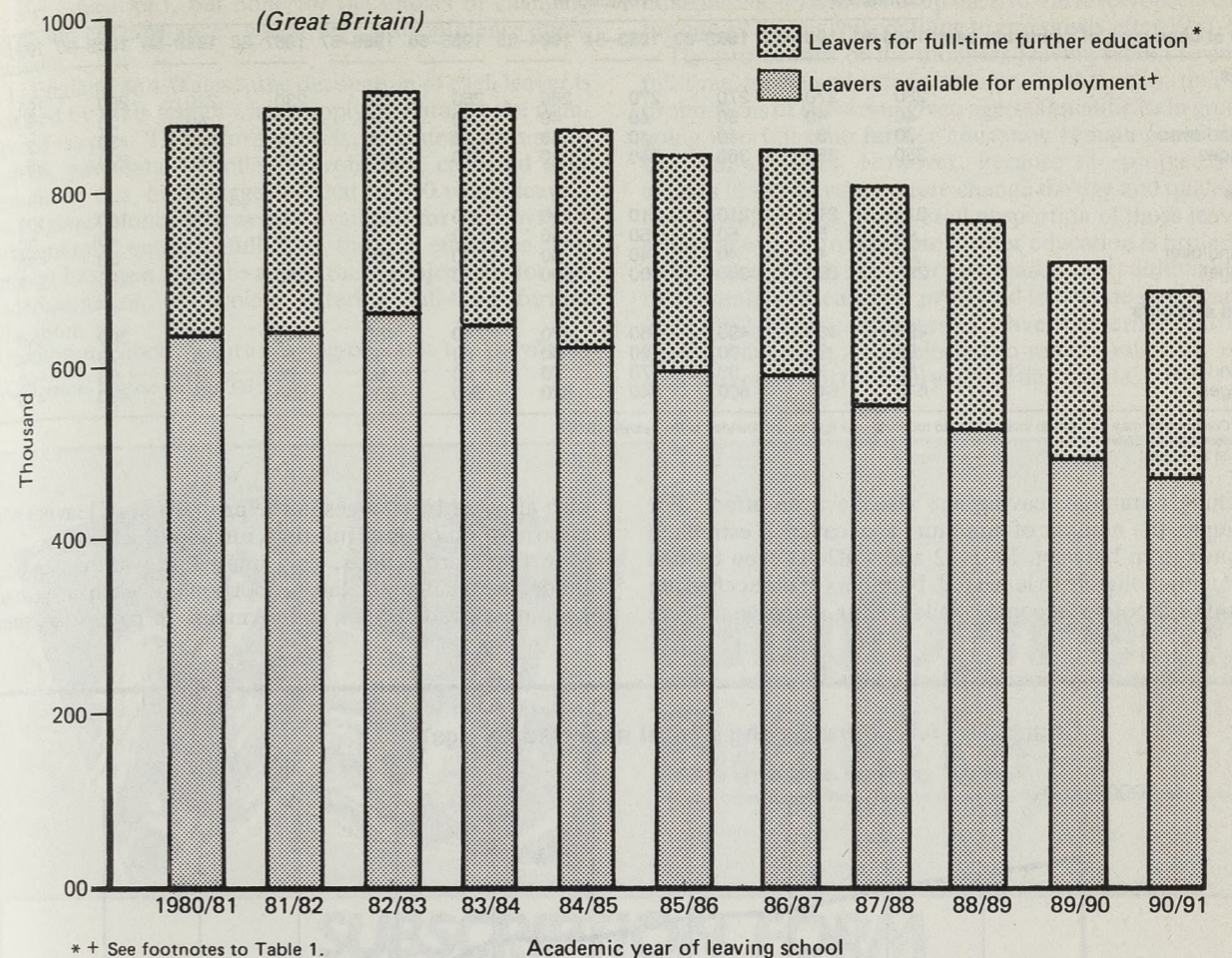
The results are given in summary in *chart 1*. This shows a small rise in the number of school-leavers between 1980-81

\* In Scotland, information on the destinations of school-leavers is obtained from surveys of individual students and individual further education records. It does not therefore underestimate leavers entering further education in the same way as that for England and Wales.

and 1982-83, followed by a decline until the end of the projection period in 1990-91, with the total in that year only three-quarters of the 1982-83 peak: most of the decline takes place after 1986-87. Numbers projected to enter full-time education are also projected to be lower in 1990-91, but the proportionate fall is much less and is not projected to begin until after 1987-88. Consequently, the projected numbers of students leaving to become available for employment show a relatively steep decline, of almost one third between 1982-83 and 1990-91. The figures for boys and girls separately are given in *table 1* and show very similar trends for each sex.

Numbers of leavers available for employment, classified additionally by age, are given in *table 2*. These show that the rise between 1980-81 and 1982-83 in leavers available

Chart 1 Numbers of school leavers analysed by destination



\* † See footnotes to Table 1.

for employment was among those who had stayed on at school beyond the minimum leaving age. After 1982-83 all age and sex groups show a similar decline to the end of the projection period. The basis of the projections is considered in the remainder of this article.

Trends in numbers of school-leavers are strongly influenced by trends in the total numbers in the age groups

eligible to leave school. This is illustrated in *chart 2*, which shows numbers of school-leavers by age and, for comparison, the total numbers eligible to leave school at the minimum age. It is readily seen that changes in the number of minimum age school-leavers to a large extent reflect changes in the numbers eligible to leave. However, changes in the proportion opting to stay at school after

Table 1 Numbers of school leavers analysed by destination

Great Britain	Academic year of leaving school										Thousand
	Estimates				Projections						
	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	1989-90	
<b>Boys</b>											
All leavers	450	460	470	460	440	430	430	410	390	370	350
Leavers for full-time further education*	100	110	110	110	110	110	110	110	110	100	100
Leavers available for employment†	350	350	360	340	330	320	320	300	280	270	250
<b>Girls</b>											
All leavers	430	440	440	440	420	410	410	390	370	350	330
Leavers for full-time further education*	140	140	140	140	140	140	140	140	130	130	120
Leavers available for employment†	290	290	300	300	280	270	270	250	240	220	210
<b>Boys and girls</b>											
All leavers	880	890	910	890	870	840	840	800	760	720	680
Leavers for full-time further education*	240	260	250	250	250	260	250	250	240	230	220
Leavers available for employment†	640	640	660	640	620	590	590	550	520	490	470

Note: Components may not sum to totals owing to rounding—all figures are rounded to the nearest 10,000.  
 \* Those entering either full-time further education or temporary employment pending entry to full-time further education. In England and Wales, from schools' assessments of leavers intentions. In Scotland, from surveys of school leavers, and further education records.  
 † The remainder.

**Table 2 Numbers of school leavers available for employment \* analysed by age**

Thousand

Great Britain	Academic year of leaving school										
	Estimates			Projections							
Age at beginning of academic year†	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91
<b>Boys</b>											
15	280	270	270	270	260	250	250	230	220	200	190
16	40	40	50	40	40	40	40	40	40	30	30
17 and over	30	30	40	40	30	30	30	30	30	30	30
All ages	350	350	360	340	330	320	320	300	280	270	250
<b>Girls</b>											
15	210	210	210	210	210	200	200	180	170	160	150
16	40	50	50	50	40	40	40	40	40	40	30
17 and over	30	40	40	40	30	30	30	30	30	30	30
All ages	290	290	300	300	280	270	270	250	240	220	210
<b>Boys and girls</b>											
15	490	480	490	480	470	440	450	410	390	360	340
16	80	90	100	90	90	80	80	80	70	70	70
17 and over	60	70	80	70	70	60	60	60	60	60	60
All ages	640	640	660	640	620	590	590	550	520	490	470

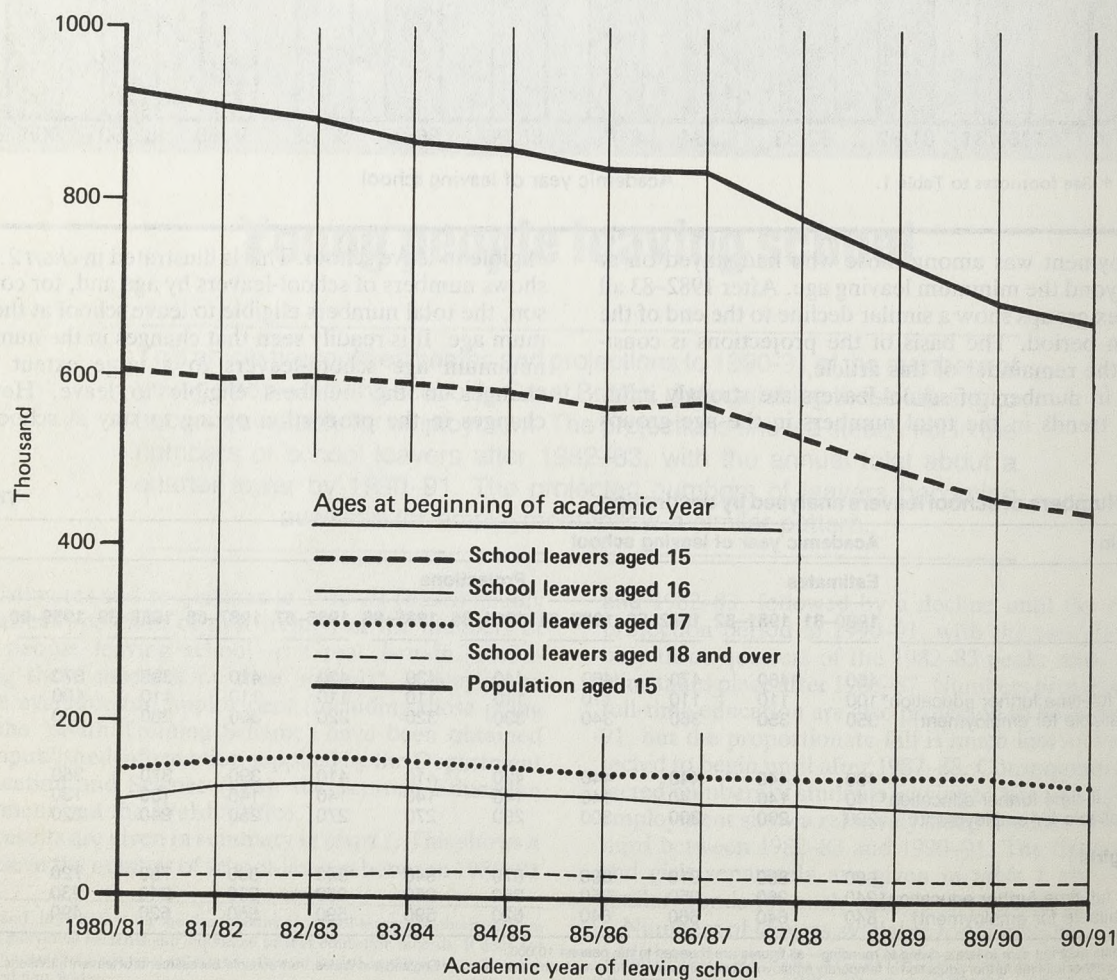
Note: Components may not sum to totals owing to rounding—all figures are rounded to the nearest 10,000.  
\* See footnotes to table 1.  
† Age at 31 August.

reaching minimum leaving age also have an effect. For example, the number of minimum age leavers is estimated to have risen between 1981-82 and 1982-83 even though the number eligible to leave fell. Numbers of older children leaving school to become available for employment are

also affected by changes in the proportion of leavers who choose to go on into full-time further education.

In these projections, only limited allowance has been made for changes in the proportions of each age group becoming available for employment. In particular, some

**Chart 2 Numbers leaving school analysed by age**



allowance has been made for the effects of the Youth Training Scheme on young people's attitudes towards continuing their education (either at school or in colleges of further education), but none for the impact of changing economic circumstances which may also influence these attitudes.

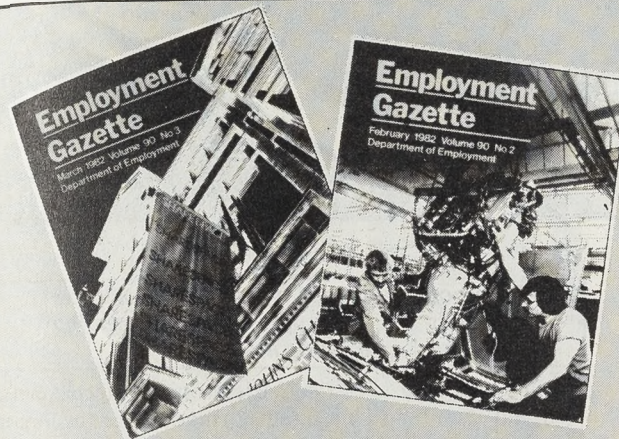
In England and Wales\*, the destination of each leaver is assessed by their school when supplying data for the numbers of leavers. This information is, of course, uncertain. Indeed, past data on college enrolments, collected each autumn by DES, have suggested that 30,000 young leavers (in England alone) assessed as available for employment subsequently entered full-time further education. No attempt has been made to adjust these projections for this underestimation of leavers entering full-time further education.

Assumptions about future staying-on rates are inevitably

\* Please refer to footnote on page 322.

uncertain. The projections of the numbers of those leaving school in England assume that staying-on rates (the proportions of those eligible to leave school who opt to continue in school) will not drop back to the levels observed in the late 1970s but will continue to rise slowly after 1985-86.

The projections of the numbers leaving school to enter full-time further education assume, in the main, that the proportions of leavers in given age/sex/qualification groups going into full-time further education remain constant at the 1982-83 level. However, because the projected increases in the staying-on rate change the age and qualification mix of leavers, the overall proportion of those leaving school who go into full-time further education is projected to increase slightly. It is for this reason that, although the total number of leavers is projected to decline significantly after 1982-83, the numbers of leavers entering full-time further education are projected to remain relatively constant, at least until the final years of the decade. □



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## The Nissan agreement —a work philosophy

by Jerry Leese



The photographs in this feature show some of Nissan's British supervisors undergoing training in Japan.

□ The Industrial Society recently organised a special conference in London. The Society's background briefing said that "Industrial relations in Britain is becoming more and more characterised by agreements recognising single trade unions and placing rights and duties upon the parties which are significantly different from what we have been used to. The Nissan agreement signals a landmark in this development."

This article is based on the comments of the speakers at the conference.

It looks at the single-union agreement between Nissan Motor Manufacturing and the Amalgamated Union of Engineering Workers, a commitment to quality and a flexibility of approach.

### Single-union agreement

British industry faces many challenges from Japan, but few can be as far reaching as the import of Japanese industrial relations practices. The introduction of single-union, no strike agreements into the UK could change for ever our perception of existing management structure and traditional working practices.

Which is why all eyes are now on Nissan Motor Manufacturing which has struck a single-union agreement with the Amalgamated Union of Engineering Workers (AUEW) at its plant in Washington, Tyne and Wear.

Under this agreement the engineering workers union becomes the only union recognised by the employer in a deal which cuts right across traditional job demarcations and establishes working flexibilities until now unknown in the motor industry.

The "Nissan agreement" as it has become known is the latest in a small number of similar agreements made in the last few years, the first of which was the agreement between

Toshiba and the Electrical, Electronic, Telecommunication and Plumbing Union (EETPU) made after the former's joint venture with Rank collapsed in 1981. What is different and important about the Nissan agreement is that it involves a major union in an industry long used to multi-union bargaining and strict job demarcation.

At its new factory Nissan will have only two categories of job description—technical and manufacturing—and allow maintenance repair tasks to be carried out by the production workers involved in a production line breakdown.

This flexibility also covers future technological changes and does away with the need to re-negotiate every time a new work process is introduced. These are significant details since they illustrate the emphasis placed by Nissan upon "the philosophy behind the agreement", rather than upon the written word of the agreement itself. This is the publicly stated attitude of the company.

Speaking at a recent meeting of The Industrial Society in London, Mr Peter Wickens, Nissan's Director of Personnel, said many UK companies had gone to Japan to assess Japanese work practices but too often returned only with "beautiful theories" about lifetime employment and the seniority system. "To my mind none of these practices are transferable to the UK. What we have done is to look at actual behaviour on the shop floor and see how Japanese workers conduct themselves day-to-day.

### Teamwork

"One area which was immediately apparent was teamwork," he said. "The Japanese at all levels see themselves as part of a team and it is the foreman's role which counts most in this teambuilding. The foreman sees the importance of welding the workers into a team. This starts with the famous two minute exercise period." Too much emphasis, however, was put upon this exercise period which, he said,

lasted only for a few minutes and in practice took place among small groups of workers, perhaps 15 people at a time.

It was far more important what happened after the exercise period when the foreman talked with the employees under him for another three to four minutes.

"In the UK it is rare for the foreman to meet his workforce at the start of a shift, indeed he might not even know if he has a full crew at the beginning of a shift or not.

### Built in communication

"In Japan there is a built-in communication between supervisors and workers. For the most part talk at these meetings is about quality rather than about schedules. In Japan quality is paramount and workers take pride in getting the job right. It is very rare for a worker to be disciplined for bad quality." To this end the Nissan agreement has built-in the demand that all workers should be at their place of work before the start of a shift, not to take part in Japanese-style physical exercises, but to participate in the start of shift meetings between supervisor and workers. Involvement is the key word, since clocking-in has been abolished and the company is not out to penalise short periods of absence or lateness.



"What we are trying to do is build in a commitment to quality," said Mr Wickens.

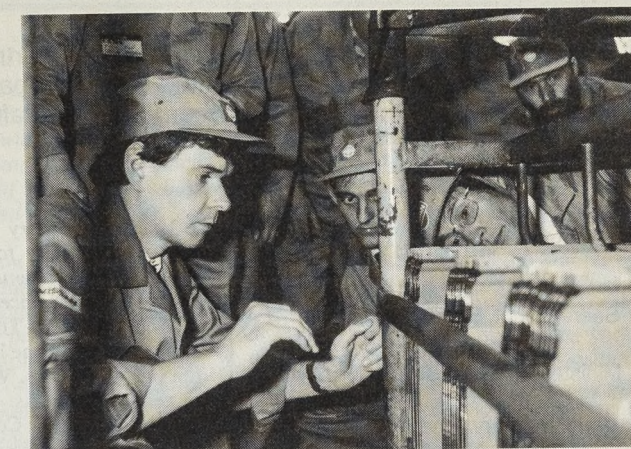
Central to this "philosophy" is the importance placed upon the role of shop floor supervisors. Indeed Nissan has gone to considerable lengths not only to identify the type of supervisors it wants, but also to fill actual vacancies. Out of 3,500 applications received for supervisor jobs, the company selected an initial 200 for preliminary interview and followed this up with a further 75 being invited to a 24 hour assessment centre. Even then Nissan readily admits it had "difficulties" selecting the final 25 for the job.

### Flexibility

Next to the importance placed upon teamwork has been the company's demand for flexibility, the abandonment of traditional job descriptions and demarcations, and the implementation of common terms of employment. "You don't actually see flexibility when you walk round a Japanese factory but it is there if you speak to the workers. All over the plant you will see charts, posters and slogans emphasising the importance of quality, safety and tidiness. Apart from what the messages say the most important thing about them is that they are put there by the production workers themselves."

By fostering team spirit Japanese employers ensure that

it is in their employees own interests to be concerned with quality, getting the job right and keeping the working environment clean and tidy. Since each team has the responsibility to keep its own work area clean it follows that they never allow it to get dirty.



Assembly line workers are also allowed to handle their own minor maintenance jobs. "I thought it significant when I asked what happens when the maintenance staff have to be brought in. 'Obviously, the production line workers help them,' I was told. I said there was nothing 'obvious' about this in the UK," said Mr Wickens.

Obvious or not, the Nissan agreement aims for the same flexibility of approach whereby production workers are able to handle minor maintenance jobs themselves and to work together with maintenance personnel whenever the need arises.

Such an agreement could not have been possible without the single-union agreement, he said. The AUEW was picked out of several frontrunners—the Transport and General Workers' and the General and Municipal among them—not because the final agreement was any better for Nissan, but because it was the union that the company considered the majority of its employees would be willing to join. In establishing a single-union shop the AUEW represents not only production workers up to senior engineer level, but also clerical staff.

### 'Pendulum' arbitration

Although the agreement has been dubbed as a "no-strike agreement" this is not strictly accurate since it cannot actually prevent workers from striking. There are, however, strong constraints against strike action built into the procedures for discussing pay and manning levels.

Disputes will be settled initially through a works council made up of representatives of employees and management which can act both as a consultative and negotiating body. Where disputes are not settled in-house they can be referred to ACAS who will first attempt to resolve them by conciliation and then, if necessary, by referring the issue to binding "pendulum" arbitration, where the arbitrator must decide in favour of one side or the other. The reasoning behind "pendulum" arbitration is that it should encourage both sides to make more reasonable claims and offers so that there is less distance between their positions.

This basic procedure has been copied from other similar one-union shop agreements, but differs in that conciliation by ACAS is the last compulsory stage and "pendulum" arbitration is an option rather than an automatic stage. If it proves to be a success, the "Nissan agreement" may well prove to be an example for other companies to follow. ■

# QUESTIONS IN PARLIAMENT

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer.

## Department of Employment Ministers

Secretary of State: **Tom King**

Minister of State: **Peter Morrison**

Parliamentary Under-Secretaries of State: **Alan Clark**  
**Peter Bottomley**



Tom King

### Training for school leavers

Mr Michael Hancock (Portsmouth South) asked the Secretary of State for Employment, if he would consider implementing a school-leaver trainer programme involving apprenticeships in specific skills similar to that of the Federal Republic of Germany.

Mr Morrison: The Government has just approved plans for a major expansion of the Youth Training Scheme. This will mean a longer period of training for 16 year-olds, a greater attention to training in specific, occupational skills, and the chance to gain a recognised vocational qualification, or credits towards one. The new scheme will draw on lessons from overseas, and will build on the achievements of the existing scheme. It will go a long way towards matching the training system in Germany.

(July 3)

### Safety of gas installations

Mr Tony Baldry (Banbury) asked the Secretary of State for Employment, if he would make a statement on the safe installation of gas appliances.

Mr Bottomley: There is evidence of an improvement in the level of gas safety over the past few years. We are anxious further to reduce the risks. The Chairman of the Health and Safety Commission has told me that in the Commission's view the greatest risk arises from installation down-stream of the service pipe. One of the major tasks is ensuring adequate standards of competence of gas installers. The Gas Safety (Installation and Use) Regulations 1984 require competence in installation work. Precise requirements have not been defined. The Commission consider that an essential step is to set standards for training. These can be widely promulgated as well as providing a legal framework.

The Commission have asked the Health and Safety Executive to bring together a panel of experts, including representatives from the gas industry to develop an approved code of practice on standards of

training for gas installers, under the Health and Safety at Work Act 1974, which will also provide evidence for the better definition of requirements for competence. The text will be considered by representatives of gas consumers and the trade unions, and will be issued next year, after publication for consultation.

The Commission do not at present consider that the addition of mandatory registration could achieve much that would not be effectively brought about by firmer training and competence requirements; and it would in addition impose a bureaucratic and costly system on the large number of installers—costs which would be passed on to the numerous consumer population in the form of higher charges, with the result that poorer ones would be even less likely to call in installers for essential servicing. The Commission advise, however, that this is an option which might be considered if, for instance, the balance of risk were to change and the recent encouraging trend were reversed.

(July 18)



### Pneumoconiosis compensation

Mr Dafydd Wigley (Caernarfon) asked the Secretary of State for Employment how many cases have been approved for compensation payments during the past 12 months under the Pneumoconiosis etc (Workers' Compensation) Act 1979; what has been the average payment made in these cases; what is the total number of cases for which payment has been made since the enactment of this legislation; and what is the total compensation paid over this period and the average compensation corresponding to these figures.

Mr Bottomley: The information requested is as follows:

	Approved applications	Total paid	Average payment
1.7.84 to 30.6.85	46	£269,519	£5,859
4.7.79 to 30.6.85	4,488	£27,037,524	£6,024

(July 10)



Peter Bottomley

# QUESTIONS IN PARLIAMENT

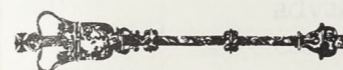


### Fairground accidents

Mr David Atkinson (Bournemouth East) asked the Secretary of State for Employment, if he would introduce new measures to seek to reduce the number of fairground accidents; and if he would make a statement.

Mr Bottomley: I am concerned about the serious accidents that have happened at fairgrounds in recent weeks. The Health and Safety at Work Act 1974 applies to fairgrounds. The Code of Safe Practice at Fairs, which was published last April, gives clear and comprehensive guidance to fairground operators and others on what the act requires of them. The code is being used to considerable effect to raise safety standards. Its provisions enable the act to be readily enforced where necessary. New measures are not being proposed at present.

(July 9)



### Secret ballots

Mr Edward Leigh (Gainsborough and Horncastle) asked the Secretary of State for Employment, if he would now consider introducing compulsory secret postal ballots before strike action.

Mr Bottomley: I am not aware of any factors arising from strike ballots held under the provisions of the Trade Union Act 1984 which should cause the House to seek to depart from the statutory requirements which were laid down only last year. Under the Act pre-strike ballots must be held which, so far as is reasonably practicable, provide every member concerned with the opportunity to vote either by post or at the workplace, or a place more convenient to the member, immediately before, immediately after, or during, his working hours. In any case, provision must be made for voting in secret by the marking of a ballot paper, for freedom from interference and for fair and accurate counting of the votes. Unions which refuse to consult their members, or do so by show of hands at mass meetings, now lose their legal immunity, and they have learnt that lesson. Because our requirements are seen to be fair and flexible, and appropriate to the local and ephemeral character of most decisions on industrial action, they have won acceptance. To insist on postal balloting for this purpose, with the inevitable administrative burden and delays which it involves, would risk encouraging a return to the old days of unofficial, wild-cat strikes.

(July 9)

### Disabled people

Mr Peter Thurnham (Bolton North East) asked the Secretary of State for Employment, what action he was taking to seek to ensure that public sector employers match the percentage quota of registered disabled staff currently employed by the private sector.

Mr Clark: As my hon Friend will know, government departments on average employ a higher percentage of registered disabled persons than the private sector. As to other public sector employers, staff of the Manpower Services Commission regularly remind them of their duties and obligations under the quota scheme, both during contacts connected with the resettlement of individual registered disabled people and on regular visits to promote employment opportunities for disabled people generally. These efforts have been given added impetus by the publication of the Code of Practice on the employment of disabled people, which also reminds employers of their responsibilities under the scheme. In addition I wrote last November to ministerial colleagues asking them to draw the code to the attention of the public sector organisations for which they are responsible.

(July 26)



### Toxic substances

Mr Michael McNair-Wilson (Newbury) asked the Secretary of State for Social Services, what health checks have been made on creosote and other wood preservatives to ensure that their level of toxicity is kept within safe limits; and if he would make it his policy that such substances should bear a health hazard warning.

Mr Bottomley: I have been asked to reply. The sale of wood preservatives in the United Kingdom is controlled by formal agreement under the pesticides safety precautions scheme. Under this scheme, new active ingredients must be notified to the Health and Safety Executive and cleared by an independent panel of experts before they are put on sale. Containers must have a label giving precautions for use together with the appropriate hazard symbol. The Government are taking steps to introduce legislation to give statutory backing to these arrangements.

(July 8)

### Code of Good Practice

Mr Jack Ashley (Stoke-on-Trent South) asked the Secretary of State for Employment, what statistics were being collected to monitor the Code of Good Practice on the Employment of Disabled People.

Mr Clark: A variety of statistics to monitor the promotion of the Code of Good Practice is being collected by the Manpower Services Commission on a quarterly basis. These include the number of copies of the code issued; types of organisation to whom it was issued; and the number of visits to employers by the disablement advisory service. Monitoring of employers' first reactions to the code is currently being undertaken and some preliminary results should be available later this year. A full, in-depth evaluation of the code's effectiveness will be made after about two years.

(July 8)



Peter Morrison

### Youth Training Scheme

Mr Tony Banks (Newham North West) asked the Secretary of State for Employment, how the effectiveness of the Youth Training Scheme is being measured on a national basis.

Mr Morrison: The Manpower Services Commission is carrying out a number of studies concerned with the effectiveness of the Youth Training Scheme. These include a regular monthly survey of young people after they leave the Youth Training Scheme; a cohort study comparing the experiences of Youth Training Scheme participants and those entering the labour market by other routes; a study of the wider labour market effects of the scheme; and a survey of organisations providing training under the scheme.

(July 10)

# QUESTIONS IN PARLIAMENT



### European Community jobs: net changes

Mr Anthony Steen (South Hams) asked the Secretary of State for Employment, how many new jobs had been created in each of the last five years; how this compared with other European Economic Community countries; and if he would make a statement as to the trend.

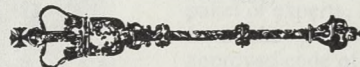
Mr Clark: Information about numbers of new jobs created is not available from official statistics, but information on net

changes in civilian employment is available. The following table gives these changes for the United Kingdom and other European Community countries for each of the last five years. It shows that the rise in employment in the Community between 1983 and 1984 was the first since 1980. This rise was more than accounted for by employment growth in the United Kingdom.

Changes in civilian employment		Thousands				
	1979-80	1980-81	1981-82	1982-83	1983-84†	
United Kingdom	-78	-994	-419	-296	+380	
Germany (FR)	+264	-205	-466	-451	-54	
France	+9	-158	+15	-117	-218	
Italy	+285	+72	-81	+15	+104	
Netherlands	+152	+32	-21	-55	+3	
Belgium	-1	-79	-49	-36	+11	
Luxembourg	+2	—	—	—	+1	
Ireland	+12	-10	+2	-22	-15	
Denmark	-41	-22	-1	+21	+58	
Greece	+45	+173	-38*	+17*	-8*	
<b>EC total</b>	<b>+648</b>	<b>-1,191</b>	<b>-1,057</b>	<b>-924</b>	<b>+261</b>	

Notes: † Figures relate to total employment (ie including Armed Forces).  
\* Estimated by the Statistical Office of the European Communities.  
Source: *Employment Gazette* for UK.  
SOEC "Employment and Unemployment" for other EC countries.

(July 22)



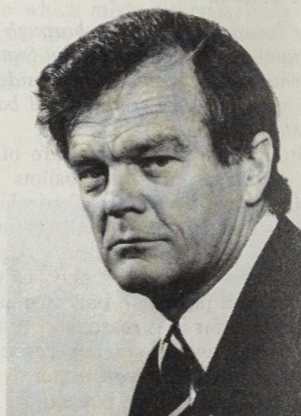
### Employment by industry

Mr John M Taylor (Solihull) asked the Secretary of State for Employment, which sectors of employment had shown the greatest tendency in the last 12 months to attract and absorb new labour.

Mr Clark: Information about job gains and job losses is not available from the Department's statistics, but an indication of the net changes can be seen by comparing levels of employees in employment at different dates.

The following tables list those industries in Great Britain which have shown the greatest increase in the actual number of employees in employment, and those which have increased most in percentage terms, between December 1983 and December 1984.

The full list of industries, analysed according to the 1980 Standard Industrial Classification, from which these tables are compiled are those given in table 1.4 of the labour market data section of *Employment Gazette*, copies of which are in the Library.



Alan Clark

### Industries which have shown the greatest increase in the number of employees in employment between December 1983 and December 1984 (1980 SIC)

Food retailing (Activity 6410)  
Management, market research and public relations consultants; typing; duplicating and copying services; employment agencies; security services, etc (Activity 8395)  
Social welfare, charitable and community services (Activity 9611)  
Hotel trade (Activity 6650)  
Public houses and bars (Activity 6620)  
Hospitals, nursing homes, etc (Activity 9510)  
Insurance, except for compulsory social security (Activity 8200)  
Retail distribution of clothing (Activity 6450)  
Mixed retail businesses (Activity 6560)

### Industries which have shown the greatest percentage increase in employees in employment between December 1983 and December 1984 (1980 SIC)

Tourist or short-stay accommodation, excluding hotels, motels and guest houses (Activity 6670)  
Hiring out consumer goods (Activity 8460)  
Supporting services to inland transport (Activity 7610)  
Management, market research and public relations consultants; typing, duplicating and copying services; employment agencies; security services, etc (Activity 8395)  
Manufacture of components other than active components, mainly for electronic equipment (Activity 3444)  
Extraction of mineral oil and natural gas (Activity 1300)  
Dealing in scrap and waste materials (Class 62)  
Manufacture of domestic-type electric appliances (Activity 3460)

(July 9)

**QUESTIONS IN PARLIAMENT**

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# Employment topics

## Youth Training Scheme

□ This article reports on progress towards planned entrants to YTS in 1985-86. It also shows the number of young people in training at the end of June 1985.

YTS planned entrants were based on assumptions about:

- the number of 16 and 17 year olds likely to enter the labour market in 1985-86;
- the proportion likely to find employment outside YTS and the proportion who would be without work or would enter YTS whilst in employment.

It has also been necessary to make assumptions about the number of young people who would

leave further education or employment part way through their first year and thus require the balance of a year's training on YTS. The figures for planned entrants for 1985-86 are not available this month.

Between the beginning of April 1985 and the end of June 1985, there were 71,926 entrants to YTS of whom 45,821 had entered Mode A schemes.

The Mode A figure represents 64 per cent of the total number of entrants to training.

There were 261,216 young people in training at the end of June, an increase of 12,693 since the end of May. Of those in training, 193,697 (74 per cent) were on Mode A schemes.

Region	Entrants to training April 85-June 85	In training at 30 June 1985
Scotland	6,147	30,544
Northern	5,631	18,316
North West	13,243	38,552
Yorks & Humberside	7,081	27,118
Midlands	17,062	54,914
Wales	3,862	16,295
South West	5,315	20,056
South East	10,062	39,913
London	3,523	15,508
Great Britain	71,926	261,216

## Road Tanker Regulations

□ Three key areas of agreement were reached at a recent meeting organised by HSE with organisations whose members have responsibilities under the Dangerous Substances (Conveyance by Road in Road Tankers and Tank Containers) Regulations 1981. These were on the need for adequate driver training, improved liaison among the chemical industry, hauliers, Health and Safety Executive and emergency services, as well as proper auditing of hauliers by their consignors.

The responsibility rests with the operator to ensure his drivers are properly trained. The HSE is recommending that the organisers of Hazardous Freight courses should review their fixed interval of five years between refresher courses.

In parts of the country where there is a high concentration of tanker traffic transporting dangerous substances, HSE recommends the setting up of local liaison groups involving representatives of the chemical industry, hauliers, HSE, and the emergency services.

A number of consignors in both the chemical and petroleum industries carry out audits of the hauliers they use for transporting their products in road tankers and tank containers. In this way the consignors ensure that the hauliers have suitable tankers for the products to be carried, that the tankers are properly maintained and that the drivers are adequately trained. The HSE recommends that more consignors should carry out such audits of the hauliers they use for transporting their products. This would not only benefit the consignor and the haulier, but also the public at large.

Further roadside checks will continue to be made by police forces around the country.

The network of full-time officers has been appointed by the National Institute for Adult Continuing Education (NIACE) under a programme sponsored jointly by the Department of Education and Science and the Welsh Office:

REPLAN has been set up to:

- promote the development of educational opportunities for unemployed adults by giving them new skills and knowledge;
- help those who provide education by identifying and publicising the most effective ways and means of meeting the educational needs of unemployed people and
- encourage closer collaboration between the various providing agencies.

## Disabled jobseekers

□ Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. Those eligible to register are those who, because of injury, disease or congenital deformity are substantially handicapped in obtaining or keeping employment of a kind which would otherwise be suited to their age, experience and qualifications.

The tables below relate to both registered disabled people and to those people who, although eligible, choose not to register. At April 15, 1985, the latest date for which figures are available, the number of people registered under the Acts was 404,170.

Every quarter (June, September, December and March) *Employment Gazette* will provide updated information about disabled registrants at both MSC jobcentres and local authority careers offices, and more detailed information about their placings into employment.

### Returns of disabled jobseekers jobcentres (July 1985)\*

Registered for employment at July 5, 1985	76,218
Employment registrations taken from June 10, 1985 to July 5, 1985	7,304
Placed into employment by Jobcentre advisory service June 10, 1985 to July 5, 1985	3,308

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

### Placed into employment by jobcentres and local authority careers services from December 12, 1984 to March 8, 1985

	Open	Sheltered	Total
Section I	7,995	—	7,995
Section II	171	609	780
<b>Total</b>	<b>8,166</b>	<b>609</b>	<b>8,775</b>

§ Section I classifies those disabled people suitable for open or ordinary employment, while section II classifies those unlikely to obtain employment other than under sheltered conditions. Only registered disabled people can be placed in sheltered employment. These numbers do not include placings through displayed vacancies or onto Community Programme. Placings into Community Enterprise Programmes were included in the figures before 1983 but were not separately identified.

## Help for unemployed adults

□ Eight regional field officers are now working in England and Wales for REPLAN, a new programme to develop and improve educational opportunities for unemployed adults.

An important part of the field officers' work will be to encourage the education providers to go out into the community, and to raise awareness about the effect that unemployment can have on some people such as the retreat into the home or a resistance to education or re-training as a means of self-improvement.

### Expertise

Commenting on the REPLAN programme, Mr Noel Thompson, Head of Adult Education at the DES said: "This programme is about capitalising on the expertise and commitment of the many bodies and individuals engaged in adult and continuing education especially at local level. It will attempt to enrich the lives of adults who have enforced leisure and, in partnership with the Manpower Services Commission, equip them with the best chance of finding satisfactory employment."

## Reporting accidents at work

□ The Health and Safety Commission have agreed upon the basis of new arrangements for reporting of occupational injuries, dangerous occurrences and ill health.

They have agreed on a new system of reporting by employers of injuries and dangerous occurrences taking place at work. This will replace arrangements introduced in 1980 under which information about most accidents reached the Health and Safety Executive (HSE) through applications for industrial injuries benefit. The great majority of this information ceased to be available when the benefit arrangements were changed in 1983. The system now proposed unifies all previous reporting arrangements of all injuries resulting in an absence from work of more than three days and for the immediate notification of fatalities, certain specified injuries and conditions, and dangerous occurrences.

### Interim scheme

The Commission have also agreed upon an interim scheme of reporting of certain specified ill health conditions associated with particular forms of work if they lead to more than seven days absence from work and are clearly described in a medical certificate. This scheme, too, will replace previous arrangements for notification by employers and doctors under the Factories Act 1961 Section 82. The Commission have asked the HSE to keep the interim scheme under review and to report to them by the end of 1986 on the usefulness of the information collected.

## Study looks at life of European commuter

□ Jostling to and from work on crowded trains and buses, negotiating frustrating traffic jams, and dealing with noise and exhaust fumes are things that millions of European commuters put up with every day.

But, according to a report issued by the European Foundation for the improvement of Living and Working Conditions (EFILWC), they could be a key factor in employee sickness, absenteeism, job dissatisfaction and family problems.

The EFILWC study, based on two surveys carried out in Italy and the Netherlands, describes commuting as "potentially stressful and disruptive", particularly for workers unable to make trade-offs between the strain of commuting and the advantages of living in better surroundings.

According to the study, an estimated 71 per cent of workers in the member states live within 10 km of

Draft regulations covering both the new system of reporting of injuries and dangerous occurrences and the interim scheme will be put to the Secretary of State for Employment as soon as possible.

### Extension

An extension of ill health reporting would be necessary for the HSC to form a picture of the true incidence of occupational ill health and its causes. The Commission have therefore asked their Medical Advisory Committee to consider and report later this year on:

- the information as to health effects which may be attributable to particular conditions of work which it is desirable to collect;
- the most cost-effective means by which the information may be gathered;
- ways of increasing co-operation between NHS medical practitioners and occupational physicians, and with employers;
- steps and priorities for action.

Following an assessment of the interim scheme and consideration of the report of the Medical Advisory Committee, the Commission intends to propose a fresh scheme that provides a reliable and worthwhile system of ill health reporting by employers of cases of ill health which may be attributable to occupation. Such information would be used by the Executive as a basis for investigation, both of individual cases where relevant, and of links of a more general nature.

their work. About 22 per cent have to travel between 10 km and 25 km and seven per cent have to go more than 25 km. Some 75 per cent of workers take less than half an hour to get to work; 20 per cent take less than an hour; and five per cent take over an hour.

### Tiredness

Commuters questioned complained of a far higher incidence of tiredness, irritability, lack of concentration, sleeplessness, headaches, digestive disorders, backache, motion sickness and general discomfort than non-commuters, the survey showed.

Inefficient transport systems that require several changes of vehicle, air pollution and a frequent lack of seating, all contributed to greater pressures on commuters.

Source: *Europe 85* published by Commission of the European Communities.

# topics

## Wendy steps out—thanks to EAS



During a visit to Walthamstow, East London, Employment Minister Alan Clark met Wendy Ashton who has opened a footcare clinic "Wendy's Footcare" with the help of the Enterprise Allowance Scheme. She showed the Minister some old photos of her premises before she moved in and had conversions made.

## Business from waste

□ The creation of a unit designed to provide technical advice in the field of recycling has been called for by David Trippier, Minister with special co-ordinating responsibility for waste recycling issues.

"It is clearly in the interest of the UK economy that we should utilise our waste products to the full. Apart from decreasing our dependence on imports, more effective exploitation of waste will provide good business opportunities and jobs," he said.

The unit, which is expected to cost some £200,000 pa to run, would be located at Warren Spring Laboratory and funded jointly from public and private sources.

"In Britain we generate more than 100 million tonnes of waste each year, a source of some considerable wealth, and yet the public perception of the waste industry is still a rag-and-bone merchant image," said Mr Trippier.

"The reality is different; waste is big business and could be bigger. Rising energy costs and growing world demand coupled with the diminishing availability of new materials will inevitably increase the demand for recycled products."

## Review of ITECs

□ A study to assess the role and success of the Information Technology Centre Programme has been commissioned by the Manpower Services Commission. Management consultants Deloitte Haskins and Sells are to undertake the study and will report to the MSC later this year.

The main elements of the study are:

- a description of the key features of the ITEC programme, including how it is planned to develop;
- an assessment of the success of the ITEC programme in meeting the aims of the MSC and Department of Trade and Industry;
- identification of factors which are associated with success or otherwise of ITECs.

Deloitte Haskins and Sells will carry out their work primarily through visits to up to 20 ITECs throughout the country. They will talk to managers, staff and sponsors at the ITECs to secure their views. They will also talk to representatives of the IT Consultancy Units, to MSC and DTI staff, and other interested parties.

## Changes in average earnings

The following table shows recent changes in the underlying index of average earnings. This series 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 series remains, however, a measure of changes in average weekly earnings and the underlying series still reflects changes in hours worked and in bonuses and similar payments which are linked to the level of economic activity.

The underlying index was described in an article in the April 1981 issue of *Employment Gazette* (page 193). The time series in that article has been regularly updated in later issues of the *Gazette* the most recent issue being May 1985. The underlying percentage increase figures over the previous 12 months are included in table 5.1 of the Labour Market Data section of *Employment Gazette* with separate

figures for the whole economy, manufacturing industries and production industries. Each month the most recent figures for the underlying increases over the latest 12 months are included in the *Commentary on Trends in Labour Statistics* (page S2 et seq of *Employment Gazette*) together with the underlying monthly increase for average earnings in the whole economy, averaged over the latest three months, which is also shown on an accompanying chart.

## Recent temporary factors

In the second quarter of 1985, average earnings increased with the ending of the coal-miners strike. The main settlement outstanding at the beginning of the quarter, for coal-mining manuals, was agreed and reflected in earnings during the quarter. The 12 month increases in average earnings were inflated because coal-miners earnings in the second quarter last year were depressed by the strike. In addition,

back-pay was generally higher than a year ago, and the increase in the year to April was inflated because average earnings figures for weekly paid employees were depressed in April 1984 (but not in April 1985) because of the proximity of the Easter bank holiday and the survey pay period. In general, delays in reaching pay settlements were on a similar scale this year as last year and had little effect on the 12 months increases. The main settlements outstanding at the end of the second quarter of 1985, for the teachers in England and Wales and the National Health Service groups, were also outstanding at the same time last year.

Overtime working in the second quarter for operatives in manufacturing was higher than in the first quarter (see table 1.11 of Labour Market Data) and also higher than in the same quarter of 1984. Higher overtime working in manufacturing industry is estimated to have increased average weekly earnings by between 1/4 per cent and 1/2 per cent in the year to the second quarter. Overtime working for the police will have returned to normal levels after the ending of the coal-miners' strike. Higher overtime working in the economy as a whole may have increased average weekly earnings by about 1/4 per cent in the year to the second quarter.

The monthly rate of increase in the underlying index between the first quarter and the second quarter was between 1/2 per cent and 3/4 per cent, similar to the increase between the fourth quarter of last year and the first quarter of 1985.

## Labelling regulations

Two further exemption certificates have been issued by the Health and Safety Executive under the Classification, Packaging and Labelling of Dangerous Substances Regulations 1984.

## Certificate No. 1 of 1985

This certificate replaces Certificate No. 1 of 1984 repeating the wording of the original but introducing an additional degree of flexibility.

The new certificate continues to recognise the practical problems which can arise in the permanent stencilling of LPG (liquefied petroleum gas) cylinders to show the hazard warning sign required under the CPL Regulations. The problems relate to the exceptional number of cylinders (several millions) currently in circulation and to the need to provide markings which can withstand normal wear and tear over a ten year period.

The hazard warning sign must meet the specification normally laid down except that some allowance is

made in the choice of the contrasting colour used to show the symbol and lettering on the sign. The surrounding line shown on the sign is made optional.

The flexibility which has been added allows the words "Flammable Gas" to be shown on the hazard warning sign on two lines, one below the other. This allows the lettering to be enlarged giving a clearer warning.

## Certificate No. 2 of 1985

Again recognising the practical problems which can arise in the permanent stencilling of the large numbers of LPG cylinders, this certificate allows the stencilling to be introduced according to a phased programme which may run until December 31, 1990. Conditions are imposed to ensure that an alternative form of labelling which is appropriate in the short term will be applied.

Copies of the certificates of exemption are available from the Health and Safety Executive, HSD-D1, Room 447, Baynards House, Chepstow Place, London W2 4TF. Tel. 01-229 3456 ext. 6278.

## Competition in the professions

Alex Fletcher, Minister for Corporate and Consumer Affairs, announced that there would be continued scrutiny of restrictions in the professions to establish whether further relaxations would be justified.

Mr Fletcher, who had consulted the Director General of Fair Trading about the reviews his office would undertake said, "This is a substantial programme for carrying forward the government's policy of promoting competition in the professions. The Director General expects that the phased programme of reviews will be completed by August 1986."

The agreed programme will include:

- A review of the right of representation held by patent agents and solicitors, and a review of advertising and charging restrictions relating to patent agents.
- a review of advertising and charging restrictions in the professions serving the construction industries
- A review of remaining significant advertising restrictions elsewhere in the professions
- a review of restrictions on the kind of organisation through which members of professions may offer their services (for example restrictions on inter-professional links or mixed partnerships).

## Whole economy average earnings index: "underlying" series

Year	Month	Seasonally adjusted index	Further adjustments (index points)		Underlying index	Underlying increase (per cent)	
			Arrears	Timing* etc		Average in latest 3 months	Over latest 12 months
1982	Jan	132.8	-0.2	-	132.6	3/4-1	11
	Feb	134.3	-0.9	+0.1	133.5	3/4-1	10 3/4
	Mar	134.7	-0.5	+0.3	134.5	3/4	10 3/4
	Apr	135.4	-0.2	+0.4	135.6	3/4	10 1/2
	May	136.7	-0.8	+1.0	136.9	3/4	10 1/4
	June	137.0	-0.8	+0.2	136.4	1/2	9 1/2
	July	139.5	-1.6	-	137.9	1/2	9 1/4
	Aug	138.6	-0.6	+0.7	138.7	1/2	8 3/4
	Sep	138.9	-0.6	+1.3	139.6	1/2-3/4	8 3/4
	Oct	139.8	-0.3	+1.0	140.5	1/2-3/4	8 3/4
	Nov	141.7	-1.0	+0.5	141.2	1/2	8 1/2
	Dec	142.0	-0.6	+0.7	142.1	1/2	8
1983	Jan	144.5	-1.5	+0.3	143.3	1/2-3/4	8
	Feb	147.2	-2.9	-	144.3	3/4	8
	Mar	146.3	-1.0	-0.4	144.9	3/4	7 3/4
	Apr	147.0	-0.6	-0.5	145.9	1/2-3/4	7 1/2
	May	148.6	-0.7	-0.6	147.3	1/2-3/4	7 1/2
	June	148.2	-0.8	-0.9	146.5	1/2	7 1/2
	July	150.3	-0.6	-1.3	148.4	1/2	7 1/2
	Aug	150.2	-0.4	-0.5	149.3	1/2	7 3/4
	Sep	150.7	-0.3	+0.1	150.5	3/4-1	7 3/4
	Oct	152.0	-0.2	-0.3	151.5	3/4	7 3/4
	Nov	152.1	-0.2	+0.4	152.3	1/2-3/4	7 3/4
	Dec	153.4	-0.2	+0.4	153.6	3/4	8
1984	Jan	154.7	-0.1	-0.1	154.5	3/4	7 3/4
	Feb	155.6	-0.4	+0.4	155.6	3/4	7 3/4
	Mar	154.4	-0.5	+2.3	156.2	1/2-3/4	7 3/4
	Apr	155.8	-0.2	+1.7	157.3	1/2-3/4	7 3/4
	May	156.0	-0.4	+3.2	158.8	1/2-3/4	7 3/4
	June	156.0	-0.3	+2.2	157.9	1/2	7 3/4
	July	158.2	-1.0	+2.5	159.7	1/2	7 1/2
	Aug	159.0	-1.4	+3.0	160.6	1/4-1/2	7 1/2
	Sep	160.2	-1.6	+3.0	161.6	3/4	7 1/2
	Oct	164.5	-3.8	+2.0	162.7	1/2-3/4	7 1/2
	Nov	162.0	-0.6	+2.3	163.7	1/2-3/4	7 1/2
	Dec	163.5	-0.3	+2.0	165.2	3/4	7 1/2
1985	Jan	165.5	-0.7	+1.1	165.9	1/2-3/4	7 1/2
	Feb	166.5	-1.1	+1.9	167.3	3/4	7 1/2
	Mar	168.3	-0.7	+0.3	167.9	1/2	7 1/2
	Apr	170.6	-0.5	-0.9	169.2	1/2-3/4	7 1/2
	May	169.7	-0.6	+1.6	170.7	1/2-3/4	7 1/2
	(June)	170.3	-1.2	+0.6	169.7	1/2	7 1/2

(1) 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.

## Employer-worker dialogue

The primary responsibility for economic and social progress rests on employers and workers, and in particular on their success in achieving effective and constructive dialogue and involvement at the level of the enterprise, Peter Bottomley, Parliamentary Under Secretary of State for Employment, told an International Labour Organisation Conference in Geneva.

He said that the Government's policy was of non-intervention in day-to-day industrial relations and negotiations. It was right for employers, trade unions and especially for trade union members to take full responsibility for their own affairs. They had the responsibility for ensuring the success of the enterprises in which they were involved, for the consequences of missed opportunities and misjudgements including excessive wage settlements, irresponsible or indiscriminate industrial action and failure to adapt to technological and other change.



Mr Bottomley addressing the ILO conference in Geneva.

## Progress

Mr Bottomley emphasised that industrial conflict was very much the exception in the UK, contrary to the impression given by media reports, "co-operation is the norm". He said that real progress had been made in the UK in employee involvement and that very many different employee involvement practices were operating across the country.

"The Government is firmly committed to the principle that employers should inform and consult their employees about matters which affect them. We are committed to employee involvement, not just for the improved industrial relations climate it can produce, but because it is the right way to do business. I am convinced that successful employee involvement depends as much on a spirit of co-operation as on the existence of formal machinery, and that the best results are achieved where it is introduced voluntarily and with the full support of the parties concerned."

## Increased fees

Regulations increasing the fees payable to local authorities for the licensing of stores and registration of premises used for the keeping of explosives have been laid before Parliament by Mr Peter Bottomley, Parliamentary Under Secretary of State for Employment.

The *Explosives (Licensing of Stores and Registration of Premises) Fees Regulations 1985* came into operation on August 19, 1985.

The regulations amend the appropriate sections of the *Explosives Act 1875* as follows:

- maximum fees payable for the issue or renewal of a store licence (Sections 15 and 18) to be increased from £30 to £36;
- maximum fees payable for the registration, or renewal of registration, of premises used for the keeping of explosives (Section 21) to be increased from £5 to £6.

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The Health and Safety Commission, which says the increases are designed to reflect the costs of carrying out the licensing and registration services, has estimated that the additional costs to be borne by industry will comprise an extra £6 for each of about 1,400 licensed stores and an extra £1 for each of about 21,000 registered premises.

The regulations were prepared in consultation with the CBI, TUC, local authorities and other relevant organisations.

*Explosives (Licensing of Stores and Registration of Premises) Fees Regulations 1985*, SI 1985 No 1108. ISBN 0 11 057108 8 are available from HMSO price 40p.

## Special exemption orders

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

During the quarter ended June 30, 1985 the Health and Safety Executive has granted or renewed special exemption orders relating to the employment of 50,840 women and 3,721 young persons. At the end of the period 184,869 women and 18,067 young persons were covered by 4,028 orders.

## Explosives by road

Proposals for new regulations on the conveyance of explosives by road are set out in a consultative document published by the Health and Safety Commission. They represent the next major stage in the Commission's review of explosives legislation, following the introduction in 1983 of a new classification system under the Classification and Labelling of Explosives Regulations.

The new regulations, which will replace equivalent provisions in the *Explosives Act 1875* and related legislation, cover various aspects of the conveyance of both civil and military explosives by road including construction of vehicles, training of personnel, firefighting equipment, routing, safety precautions, procedure in the event of accident and loading/unloading.

Although members of the Armed Forces or visiting forces will be specifically excluded from the regulations while on duty, the Defence Ministry has indicated informally that the Royal Navy, Army and Royal Air Force Instructions for conveyance of explosives by road will be revised to approximate them to the present proposals.

HSE will be the sole enforcing authority for the regulations. It is expected that the police will play a limited role in respect to these regulations and act as the "eyes and ears" of HSE.

Comments should be sent by October 31, 1985 to: Ms S Barnes, HSD-A2, Health and Safety Executive, Room 425, Baynards House, Chepstow Place, London W2 4TF.

Conveyance of Explosives by Road Regulations available from HMSO, price £6.50.

## Aerospace earnings

A further survey in the series covering the earnings and hours of manual workers in the aerospace equipment manufacturing and repairing industry (Group 364 of the Standard Industrial Classification 1980) was carried out for April 1985.

The figures shown relate to the pay-week which included April 24, 1985, or, if the establishment was

stopped during that week by special circumstances, the nearest ordinary week.

The survey was voluntary: 88 establishments returned forms in time for tabulation, accounting for about 90 per cent of the adult manual workers in the industry.

Corresponding figures for October 1984 were published in *Employment Gazette* in February 1985.

## Aerospace equipment manufacturing and repairing (Group 364 SIC 1980) in April 1985

	Average weekly earnings £	Average hours worked	Average hourly earnings p
Full-time manual workers on adult rates*			
Males	177.94	41.9	424.2
Females	124.73	39.2	318.1

\* Ordinarily employed for 30 hours or more a week.

## Putney gas explosion report

□ The explosion which killed eight people in a blast in Putney in January this year was probably caused by pressure from heavy vehicles using a service road and ground subsidence, leading to the fracture of a 150mm grey cast iron gas main.

The pipe at Newnham House, Manor Fields Estate, Putney passed over a drain which acted as a fulcrum over which the pipe broke. In the ordinary course the gas would probably have dispersed safely, but the effect of severe cold weather, the ground conditions and the structure of the building combined to provide a route for escaping gas to enter and collect in the flats. It is not known precisely what ignited the gas, but at that hour as people were preparing for breakfast, there were many potential sources of ignition.

These are the main findings of a report published by the Health & Safety Executive.

### Unusual factors

Commenting on the report, Dr John Cullen, Chairman of the Health and Safety Commission said: "The combination of factors which led to this tragedy were very unusual, and we accept that the organisations involved with the estate and with the supply of gas could not have foreseen the danger. But as the report explains, we cannot rule out the possibility of similar situations occurring elsewhere. We therefore attach great importance to the urgent pursuit of certain of the recommendations."

*The Putney Explosion—a report of the investigation by the Health and Safety Executive into the explosion on January 10, 1985 at Newnham House, Manor Fields, Putney.* ISBN 0 11 883818 0 price £3.75 from HMSO.

## Looking to the future

□ The education system will provide people with the skills that industry needs, but industrialists must first spell out their skill needs. Unless this happens Britain will not have the right skills at the right time.

This is the underlying theme in the third and final IT Skills Shortages Report *Signposts for the Future*. Industry Under Secretary John Butcher, who has chaired the committee, summarised its views when he said: "The message I have been receiving from industrialists who have contributed to the IT skills debate during the last year is very clear: they are prepared to play their part if the Government will play its part."

"In bringing together the new partnership and in allocating an additional £43 million to the engineering technology programme, the Government has delivered, in my view convincingly, on the commitment invoked by the first skills shortages reports. The education system has now opened its doors, it is now up to industrialists in every sector to make the new partnership work.

Copies of the report are available from DTI Library, Ashdown House, Room 101, 123 Victoria Street, London SW1E 6RB.

## Double fatality—HSE drier warning

□ The Health and Safety Executive have warned operators of heat treatment rotary drying machines of the possible dangers of explosions in certain circumstances. The warning, from HSE's Engineering National Industry Group, came as a result of an investigation into a double fatality at the Burton-on-Trent premises of Renold Conveyor Limited.

In August last year, a drier transferred to the plant from another factory was used after being out of operation for about 10 months. It had previously been used to dry compounds after nitrate/nitrite salt bath treatment and the drying agent—in this case ground maize husks—had not been removed during the idle period.

When the heaters and cylinder were turned on, to bring the drier up to operating temperatures, about 2½ hours of pre-heating elapsed before there was an explosion inside the cylinder which discharged a jet of flame from both ends.

Flames from the feed end hit a partition about four metres away, causing superficial damage; flames from the other end struck a group of workers gathered at their lockers at a shift change-over. Nine men suffered serious burns and two died from their injuries.

Investigation led to three basic conclusions:

- that the maize husks were contaminated with nitrates/nitrites
- that samples of similarly contaminated husks ignited and burned vigorously
- that the operation of this type of drier without a thermostat control over long periods could create internal temperatures sufficient to ignite the contaminated husks.

There are estimated to be some 500–800 driers of this type in use in the UK, mainly in metal finishing and heat treatment. This was the first known incident of this type.

## Girl technician engineer of the year

□ The search is on to find the 1985 Girl Technician Engineer of the Year. The award aims to focus attention on electrical and electronic engineering as a worthwhile professional career for women and to encourage more young girls to enter the profession.

The winner, who must have successfully completed the necessary education and training and have proved herself capable of holding a responsible job, will receive a prize of £250. There is also a Mary George Memorial Prize of £100 for the most promising younger entrant.

The Award is sponsored by the Caroline Haslett Memorial Trust and the Institution of Electrical and Electronics Incorporated Engineers. Nominations must be received by October 8. Further details can be obtained from the Secretary, IEEIE, Savoy Hill House, Savoy Hill, London WC2R 0BS. Tel. 01-836 3357.

## New PER director



□ Mr Tony Bateman has been appointed Director of Professional and Executive Recruitment (PER). He moves to this post from the Manpower Services Commission's Finance Branch, where he was deputy head.

He will be responsible for the 38 offices and 300 staff of PER which is a self-financing part of the Manpower Services Commission.

"PER is in the forefront of commercial awareness within the Civil Service and I intend to build on the existing strengths of our experienced and dedicated staff in providing an even better service to both employers and jobseekers," he said.

Mr Bateman was PER's Head of Finance and Management Services from 1981 to 1983. Before joining the Department of Employment Group in 1975, he worked for the Inland Revenue, Admiralty, Prices and Income Board, the Office of Manpower Economics and Civil Service Pay Research Unit.

## Storing liquid carbon dioxide

□ Extensive advice on the hazards which can be associated with liquid carbon dioxide is assembled in a guidance note on its storage and use published by the Health and Safety Executive. The dangers from this widely used industrial material include intense cold, suffocation and poisoning.

The liquefied gas may be stored in vessels ranging from two to 250 tonnes capacity. After refrigeration and very high pressurisation the required gas is drawn off by a vaporiser.

Carbon dioxide has many industrial uses including transferring heat at nuclear power stations; carbonation of beer and soft drinks; raw material for manufacturing chemical products; welding steel; enriching glasshouse atmospheres for increasing or advancing cropping; fire extinguishers; refrigerant for freezing and chilling foodstuffs; and as a solvent in certain extract processes.

The guidance note contains information on the principal hazards arising from bulk storage of the liquid. It gives general advice on precautionary measures and control techniques which experience has shown to be appropriate.

*Bulk storage and use of liquid carbon dioxide: hazards and procedures*, (CS 9) ISBN 0 11 883513 0 is available from HMSO price £2.25.

## Technological change

□ A national conference entitled Technological Change—Investing in People to be held in London from 21–22nd November, 1985 is being sponsored by the Manpower Services Commission.

The conference aims to provide senior management within large, medium and small organisations with the opportunity to discuss the training needs which have been generated by technological changes. By examining a series of UK and overseas case studies, the conference will show some of the ways of dealing with these needs and demonstrate the link between training and economic prosperity.

The first day of the conference will deal with the theme "Adapting Successfully to Technological Change" while the second day is divided into two sections—the first dealing with the tools available and the second with people's role in technological change.

Further information about the conference can be obtained from Lynn Brook, Queensdale Exhibitions and Conferences, Blenheim House, 137 Blenheim Crescent, London W11 2EQ.

# DE Research papers

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

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

## **Research 1984-85**

The Department of Employment's annual report on research is now available.

## **Employers' use of outwork: A study based on the 1980 Workplace Industrial Relations Survey and the 1981 National Survey of Homeworking**

*Dr C Hakim, Department of Employment*

An analysis of data from two surveys on employers' use of outworkers and home-based workers, setting the results in the context of other studies and the Department's research programme on homeworking.

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

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

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

## **Codetermination, communication and control in the workplace: A study of participation in four Midlands companies**

*Ray Loveridge, Paul Lloyd and Geoffrey Broad, Aston University Management Centre*

The research paper reports on a study of the attitudes of shop-floor employees and management and on the role of stewards in four companies where participative initiatives had been introduced alongside a traditional collective bargaining structure. The study examined the awareness of and commitment to the existing industrial relations arrangements and the impact on management and employees' frames of reference of the participative innovations.

## **Graduate Shortages in Science and Engineering**

*J Tarsh, Department of Employment*

This paper reports the results of a survey of employers with shortages of graduate employees in science and engineering. The survey consisted of interviews with around 100 employers drawn from the full range of sizes and various activities. The report assesses the extent and reasons for shortages, and sets out the background to this part of the graduate labour market. The final chapter reports a follow-up telephone survey of these same companies some 12 months later in mid-1984.

## **Payment structures and smaller firms: women's employment in segmented labour markets**

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

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

## **Unfair dismissal law and employment practices in the 1980's**

*S Evans, Professor J Goodman, L Hargreaves, University of Manchester Institute of Science and Technology*

Based on case studies conducted in three localities this paper explores the recruitment, discipline and dismissal practices of 81 private sector firms of different sizes. It considers the effect of unfair dismissal legislation, including the changes made in 1979-80, and the factors affecting the way employers deal with unfair dismissal claims and industrial tribunal cases.