

Employment Gazette

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March 1981 Volume 89 No 3
Department of Employment

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OF POLITICAL AND
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**ERNEST BEVIN: exclusive
feature by Jack Jones**

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OF POLITICAL AND ECONOMIC SCIENCE

EMPLOYMENT GAZETTE March 1981 (pages 89-160)

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Photo: Hulton Picture Library

Cover picture

In 1930, the Transport Union commissioned a bust of Ernest Bevin, born 100 years ago this month. From humble origins he rose to the highest offices of State; as Minister of Labour, he combined war effort and social reform. (Jack Jones's lecture—p. 96).

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BACKFILE VOLUMES

Complete volumes of *Ministry of Labour Gazette* 1924-1968, *Employment and Productivity Gazette* 1968-1970 and *Employment Gazette* 1971 onwards are now available in microfilm form from University Micro International, 18 Bedford Row, London WC1R 4EJ.

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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 free of charge from employment offices, jobcentres, unemployment benefit offices and regional offices of the Department of Employment, or from:

Public Inquiry Office, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF (01-213 5551)

Orders for bulk supplies of leaflets (10 or more) should be sent to General Office, Information 4, Department of Employment at the above address.

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. It deals with the *Employment Protection (Consolidation) Act 1978*, which came into effect on 1 November 1978 and brought together in one enactment the provisions on the employment rights previously contained in the:

Redundancy Payments Act 1965,
Contracts of Employment Act 1972,
Trade Unions and Labour Relations Acts 1974 and 1976, and the
Employment Protection Act 1975.

The series deals also with the *Employment Act 1980*, which makes a number of amendments to the:
Trade Union and Labour Relations Acts 1974 and 1976.

Employment Protection Act 1975, and the
Employment Protection (Consolidation) Act 1978.

No 10 in the series has been withdrawn as the provisions no longer apply.

- | | | |
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| 1 | Written statement of main terms and conditions of employment | PL631 |
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Individual rights of employees—a guide for employers

Briefly explains the rights for individuals in employment and sets out the corresponding obligations on employers

Fair and unfair dismissal—a guide for employers

Recoupment regulations—guidance for employers

Guidance on procedure for recoupment of unemployment and supplementary benefits for employers in cases where an employee has received benefit and has subsequently received an award from an industrial tribunal

Employment Act 1980—an outline

Other related publications

Dismissal—employees' rights

Information on the remedies for unfair dismissal and the right to written reasons for dismissal

Employees' rights on insolvency of employer

Operational guidance for liquidators, trustees, receivers and managers, and the Official Receiver

Insolvency of employers

Safeguard of occupational pension scheme contributions

Time off with pay for safety representatives

A summary of the regulations governing the entitlement of authorised safety representatives to time off with pay in connection with their duties

Redundancy payments

The Redundancy Payments Scheme—March 1980

General guide for employers and employees about their rights and obligations under the redundancy payments provisions of the Employment Protection (Consolidation) Act 1978

The Redundancy Payments Scheme

A leaflet outlining aspects of the Redundancy Payments Scheme of particular interest to employees

The Redundancy Payments Scheme—offsetting pensions against redundancy payments

Information for employers on the rules for offsetting pensions and lump sum payments under occupational pension schemes against redundancy payments

Special employment measures

Temporary Short Time Working Compensation Scheme

For firms faced with making workers redundant

Job Release Scheme

Information on the scheme for employees aged 64 (men) and 59 (women)

Job Release Scheme

Information on the scheme for disabled men aged 60 to 63

Young people

The work of the Careers Service

A general guide

Employing young people

For employers

What's your job going to be?

For young people making a career choice

Careers help for your son or daughter

For parents of school leavers

How did you get on when you started work?

Career advice for young people in employment

Finding employment for handicapped young people

Advice to parents

The Long Term

A leaflet about a new film for parents, showing the importance of combined parental and Careers Service guidance for young people about to leave school

We get around

A leaflet describing a film which shows how the Careers Service helps young people find the right job

Quality of working life

Work Research Unit

A brief description of the role of the Unit, which can provide practical advice and help to all those in industry, commerce and the public services who want to improve the quality of working life

Work Research Unit—Future Programme 1980 and 1981

A summary of the future programme of the Unit, supported by the Tripartite Steering Group on Job Satisfaction



Construction industry apprentices from local colleges demonstrated a variety of skills at Kelvin Hall, ranging from stonemasonry to heating and air conditioning installation. Mr Ian Mackay of the CITB said the board's stand and the demonstrations represented "several thousand pounds well spent" in getting across the skills the industry needed.

Industry invests in the future as crowds flock to exhibition

Industry is still investing time and money making sure that young people are properly prepared to take the careers opportunities available when they leave school or college, and that a skilled workforce is maintained and replenished.

More than 50,000 young people and their parents visited a careers exhibition held in Glasgow's Kelvin hall for four days this month, seeking advice on the right courses to follow for the jobs of their choice or the best ways to use their qualifications.

Details of 300-400 jobs were available from firms, training boards and professional institutions, while Strathclyde's careers service and the Careers and Occupational Information Centre (coic) staffed a stand with professional careers advisers.

Financed by firms

The exhibition was financed by the stand fees paid by firms and institutions; the careers service/coic stand was provided free of charge by the organisers.

Stands were also taken by colleges and universities.

Through the careers service, schools had received lists of exhibitions and questionnaires six weeks before.

Using the questions, the young people could decide what sort of jobs they wanted to hear about, what type of work they were likely to find suitable, and what questions they wanted to ask.

The exhibition stayed open until 9 pm on two days, so that parents would have every chance to come along—and so they did. Despite bitter weather and heavy snow outside, the aisles were packed with parents and children on the second late evening.

EMPLOYMENT BRIEF

Careers guidance for the 80s . . . Mike Granatt reports

Service wins praise for rising to new economic challenge

Launching the 1979/80 report on the Careers Service for England, Employment Minister Lord Gowrie said it confirmed the service's fine record and the way it had risen to the challenge of adapting its work to changed economic circumstances.

Among the items the report highlights are:

- the scope for improving the Careers Service's contact with academically more able youngsters in schools and further education;
- the government scheme to strengthen the service to enable it to help overcome problems caused by high youth unemployment;
- improved careers service staff training, with new funding arrangements which should lead to a greater entry of mature and experienced personnel; and
- a number of research studies likely to be completed during 1981/82.

Copies of the report are available from the Department of Employment (01-213 5551).

□ See also Employment Topics—p. 156.

Time and money well spent, firms say

Strathclyde chief careers officer Bob Macdonald said he was very pleased with attendance at the Kelvin Hall exhibition.

All the exhibitors he had spoken to had found their time and money well spent and would be returning.

He firmly believed more money had to be spent on careers education for parents and was particularly happy with their response.

For the doubters who could see no value in such an event during a time of high unemployment, he pointed out that all young people had to make choices affecting their careers.

Interest valued

A negative reply to a job application letter merely led to disillusionment; but if somebody had the same reply at the exhibition, they would be left in no doubt that the firm involved valued their qualifications and interest even

though there were no jobs at present.

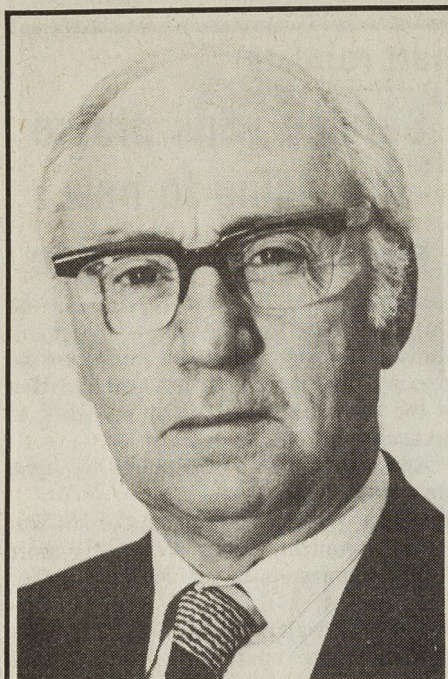
Mr Macdonald added that many of the visitors, who were aged between 13-18, were not actually seeking jobs, but advice on courses and qualifications.

This was most important, because industry was looking for people properly qualified to enter training schemes.

Long-term advantage

On the stand of precision engineers Barr and Stroud, a spokesman said they had received 400 applications this year for 30 apprenticeships, but this had no bearing on the value of coming to the exhibition.

There were long-term advantages in giving advice on engineering at all levels; for example, there was a shortage of electronics graduates, and second- and third-year pupils needed to know of careers possibilities.



Mr G R A ("Bob") Harris has been appointed to the National Dock Labour Board; he replaces Mr Eric Bainbridge who has resigned.

Mr Harris is vice-chairman of the National Association of Port Employers and manager (personnel) of the Manchester Ship Canal Company. He is currently chairman of the local dock labour board; a member of the NJC for the Port Transport Industry; member of the Port Employers and Registered Dock Workers Pension Fund Trustees Ltd; a fellow of the Institute of Personnel Management and member of the Chartered Institute of Transport.

More offices for manpower commission

Two new offices in the North East are being opened by the Manpower Services Commission (MSC) to help run the expanding Youth Opportunities Programme (YOP). The programme, introduced in 1978, will this year provide work experience and training opportunities for 57,800 unemployed Northern youngsters, compared with 20,000 in its first year.

The new offices of the MSC's special programmes division will be in Gosforth and Darlington. The existing area offices at Sunderland and Middlesbrough will remain. In Cumbria, an office at Workington covers the whole county.

10,000 entrants

Provisional figures for this coming year indicate that the MSC will have to provide for 10,000 entrants to the scheme in Northumberland, North Tyneside and Newcastle. The South Tyneside, Sunderland and

Ernest Bevin's daughter hears tributes at celebration of his centenary

Ernest Bevin's daughter, Mrs Queenie Wynne, was among guests at a dinner on March 10 to mark the centenary of the birth of the great trade union leader, wartime Minister of Labour and later Foreign Secretary.

Joining with Employment Secretary James Prior in unveiling a plaque in Bevin's memory, the director-general of the International Labour Organisation, Mr Francis Blanchard, said people in Britain were rightly proud of Ernest Bevin, who was known as a great trade unionist and great statesman whose ideas stemmed from a fundamental concern for human beings' working lives.

International interest

He continued: "They are perhaps less aware that his interest in international affairs and the possibility of improving workers' conditions on an international scale was first aroused when he attended the International Labour Conference in 1928.

"He recognised at once that here in the ILO was an instrument which could deal with international labour problems on a practical basis and be used to improve the conditions of workers everywhere."

In 1959 the governing body of the ILO commented at its June session that Ernest Bevin's death that year had deprived it of one of its greatest friends, Mr Blanchard said.

Reminding guests at the ceremony that it was Bevin who introduced the 1944 Disabled Persons Employment Act, Mr Blan-

chard said it was fitting that Ernest Bevin's birth centenary should coincide with the International Year of the Disabled.

At a reception earlier in the day, Mr Prior announced that a new reading room named after Ernest Bevin would be opened in the Department of Employment's Steel House building in Tothill Street, London, which is to house its library.

It would, said Mr Prior, provide students of employment and labour matters with convenient access to the extensive library.

"As a self-educated man" Mr Prior said "and a passionate believer in the importance of wider educational opportunities as a means of improving the scope for understanding between people, I hope Ernest Bevin would approve of this small but practical token of recognition."

● Jack Jones's lecture: p 96.

Resource centre change

The Industrial Relations Training Resource Centre at Ashridge Management College, Berkhamsted, Hertfordshire, has now been incorporated into Employment Relations Ltd of 62 Hills Road, Cambridge CB2 1LA.

Bigger allowances for job release

Employment Secretary James Prior, has announced increased allowances payable under the Job Release Scheme, which enables people to retire early.

From April 6, 1981, allowances will be increased as follows for men aged 64 and women aged 59:

- from £45.50 to £50.50 a week, tax free, for a married person with a dependent spouse whose net income does not exceed £11 a week; and

- from £36 to £40 a week, tax free, for all other applicants.

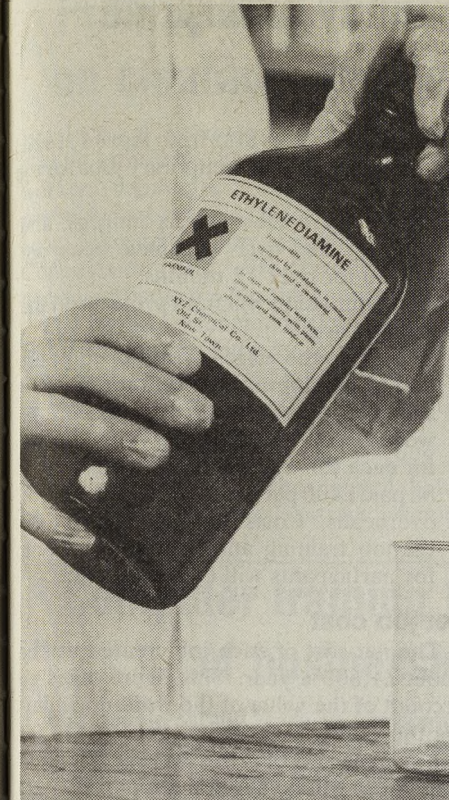
Other rises include:

- from £53 to £59 a week, taxed, for a disabled man aged 60-63, with a dependent wife whose net income does not exceed £11 a week; and

- from £43 to £47.50 a week, taxed, for all other disabled men aged 60-63.

Contributions of £80.9 million from the European Regional Development Fund towards projects in the United Kingdom have been announced by the European Commission. This brings total contributions to UK projects since the fund's inception in 1975 to £647 million.

This is the first 1981 allocation from the fund and relates to four industrial and 225 infrastructure projects located in the UK Assisted Areas.



Chemicals: early warnings on the way.

Slings and grommets of untestable size

Exploitation of North Sea Oil has led to the development of very heavy lifting gear and, as a result, the cable laid slings and grommets used are too large for testing to destruction as is usual with such equipment, says a Health and Safety Executive (HSE) guidance note (*Cable laid slings and grommets*, HMSO, £1).

The note shows how the minimum breaking load should be calculated and advises on construction, rating, testing, the certification of heavy lifting gear and alternative methods of splicing to form lifting eyes in cable laid slings.

Load calculation

Working load limits should not be more than one third of the calculated minimum breaking load, the note says, and it suggests that the safe working load should be established by a fully competent person.

This guidance will also be useful to people concerned with similar lifting operations on-shore with very large capacity cranes.

The note shows sample certificate and examination report layouts, and gives directions on the unit ropes to be used in the manufacture of cable laid slings.

'Early warning' scheme to boost safeguards on new chemical substances

A proposed statutory "early warning" scheme for the screening of the properties of new substances has been published by the Health and Safety Commission (HSC) in a consultative document, *Notification of new substances* (HMSO, £2.50).

The idea is to ensure that when new chemicals are put on the market, basic information about them and hence their potential hazards, would be available to the Health and Safety Executive (HSE) and the Department of the Environment (DOE).

Regulations would enable the HSE and the DOE to have an early warning of possible risks; they have separate responsibilities for health and safety in and around the workplace, and public health and the environment respectively.

One tonne

The scheme would apply to substances marketed in quantities of one tonne or more a year.

This proposed scheme follows a discussion document published by the HSC in 1977 and a European Community directive (79/831/EEC) on the testing of new substances.

Under the directive, member states will send a summary of such data to the European Commission, which will inform other member states. Substances already on the market at the directive's implementation date will be listed in inventory.

Comments on the consultative document have been invited by HSE no later than July 31, 1981.

World production

In the continuing search by industry for new substances, the number of known chemicals has risen dramatically. Annual world production of synthetic organic chemicals rose to about seven million tonnes in 1950 and to 63 million tonnes in 1977.

About 20-30,000 chemicals are now manufactured in amounts exceeding one tonne a year.

Because many chemicals eventually find their way into the natural environment, there is similar concern over the need to assess their likely effects on people in the general environment and on plants and animals.

Test obligation

Section 6 of the Health and Safety at Work Act 1974 places on manufacturers and importers an obligation to carry out any tests necessary to evaluate the hazards of a substance and to inform the user.

The proposed regulations should ensure that certain basic information on new substances will be available on the day of marketing.

The scheme would be administered jointly by HSE and DOE through a technical secretariat. The confidentiality of any information which either HSE or DOE accepts as commercially sensitive will be an essential feature of the operating procedure.

In preparing its proposals, the HSC has sought the advice of its Advisory Committee on Toxic Substances, whose membership is drawn from the CBI, TUC, local authorities and independent experts.

Codes of practice

To help notifiers satisfy the specified test conditions, the regulations will be supported by three approved codes of practice which meet internationally-agreed standards.

Carding machinery safety guidance

Guidance on guarding for woollen and worsted carding machines has been published by the HSE.

It has been agreed by the Joint Standing Committee for the Wool Textile Industry and follows recommendations made to that committee by a working party set up to consider the problem of the safe operation of these machines.

Carding is an important stage in the conversion of raw material into yarn. Its main purpose is to disentangle, blend and align locks of wool or other fibres before yarn spinning.

Over the years, the use of woollen and worsted carding machines has resulted in many serious accidents to workers and the guidance calls for these dangerous machines to be fitted with special guards which remain locked closed until all dangerous movement has ceased.

Guardian of woollen and worsted carding machinery, price £1.50, is available from: Health and Safety Executive, West and North Yorkshire Area, 8 St Pauls Street, Leeds LS1 2LE.



Prior: not a numbers game.

Appeal for sponsors to give YOP places

Employment Secretary James Prior has appealed for more firms to sponsor places on the Youth Opportunities Programme. "Almost 200,000 more opportunities for young unemployed people will be needed this coming year," he said. "We want many more employers to come forward with offers to help. It costs the sponsor nothing but commitment: and the rewards to the community will be enormous."

Speaking in London to a seminar organised by the CBI Special Programmes Unit, Mr Prior stressed the need to assist particularly young people during a period of high unemployment.

"A young life unemployed for long can become a young life blighted. The Youth Opportunities Programme has played a major part for over two years by helping the unemployed get the experience and confidence they need to compete successfully for jobs. The Government is providing 440,000 places altogether in this coming year—double what was offered last year."

He emphasised the importance of creating the right sort of opportunities. "It is easy to be dazzled by the numbers game. But YOP is not just there to suck up the young unemployed. It has, and always has been, a training programme and our aim is now to improve the quality of that training aspect."

"So I am asking employers to respond generously. But please also remember that we are dealing with the employment future of our young people. And what might appear an obvious offer on the spur of the moment may not in fact be very relevant to the conditions these young people will face when they come to look for jobs after training."

First target for community enterprise is 25,000 temporary jobs

The new Community Enterprise Programme (CEP), which replaces STEP from April 1, 1981, significantly increases the scope of the MSC's drive to provide 25,000 temporary jobs for the long-term unemployed as a first target.

It is different from STEP in that:

- it will operate nationwide—STEP was restricted to Special Development and designated inner urban areas;
 - it is more than double the size of STEP—at present, there are 11,500 people in STEP projects;
 - it will be easier for private firms and nationalised industries to sponsor projects;
 - 18-year-olds may take part in the programme;
 - sponsors will be able to arrange for training and further education to help participants to acquire additional skills which will improve their chances of getting a job; and
 - the Government has announced its firm intention of continuing the CEP for at least three years, assuring project sponsors of the continuity of available funds.
- The budget for CEP will be £88 million in the first year and £122 million in each of the two following years.

This compares with an actual expenditure on STEP of £45 million in the financial year now ending.

The commission is looking for sponsors of projects, who may be local authorities, voluntary organisations, private sector firms or nationalised industries. Any kind of work may be done provided the local community which will benefit.

Two-year proviso

Each project should have the approval of the appropriate trades unions and employers' associations and there is a proviso that the work would not otherwise be done within two years.

Announcing the details of the new programme, MSC chairman Sir Richard O'Brien said: "We particularly welcome the Government's agreement to the MSC opening up sponsorship to the private sector and to nationalised industries."

"At present, there are many sites which they own that can be greatly improved and turned to community benefit and use. Many of these sites are in industrial areas of the Midlands, the North, Scotland and Wales—precisely where there are most people needing the help this programme provides."

Recruitment

Recruitment to CEP will be restricted to jobseekers aged 18 to 24 who have been

employed for more than six months, and those of 25 and over who have been unemployed for over 12 months.

The commission will fund projects on the following basis:

- it will pay the wages of those who take part at the appropriate rate for the job, subject to a maximum (currently £83 per week);
- for each job approved, the sponsor will be paid £400 per year towards the cost of overheads. Costs of appropriate off-the-job training and further education for participants will be reimbursed.

Net job cost

The net cost of each job created will be about £1,600 a year. This figure takes no account of the value of the work done during the year.

It is expected that the average length of stay in CEP will be about eight months, and that 40,000 people will benefit in its first year.

Management awards for young engineers

Thirteen young engineers who have completed the Engineering Industry Training Board (EITB) third fellowship in manufacturing management have been presented with their awards by the Duke of Kent.

The fellows include the first woman to be selected for the scheme and their programme included six months at Cranfield Institute of Technology followed by a year's controlled experience in a line manufacturing management job.

Aim of the fellowship, initiated by the EITB in 1977, is the preparation of high-calibre graduate engineers for manufacturing management.

Some 100 engineers have been awarded fellowships and more than 200 engineering companies have actively participated in some facet of the scheme.

Junior Industry Minister John MacGregor has signed a new exchange risk agreement with Finance For Industry Ltd which will enable loans ranging from £15,000 to £50,000 from the European Investment Bank to be made at attractive rates of interest to small firms in the Assisted Areas.

Prior to hold talks on cleaning report

Employment Secretary James Prior will consult contract cleaning employers' and workers' organisations and other interested parties before reaching a decision about the conclusions of a report from the Advisory, Conciliation and Arbitration Service (ACAS) on bargaining in the industry.

The report recommends that employers and unions in the industry re-open discussions on the feasibility of industry-wide bargaining. If these fail, ACAS recommends the establishment of a wages council.

ACAS was asked on February 2, 1978, to inquire into whether a wages council should be established for the contract cleaning industry.



When 18-year-old Miss Mandy Holder of Ebbw Vale left school, her ambition was to become a car mechanic.

A year ago there seemed little chance of her dream coming true, but now, thanks to her own persistence and the Youth Opportunities Programme (YOP), Miss Holder is an apprentice with an Abergavenny garage and well on the way to becoming a qualified car mechanic.

Miss Holder, who lives at Rassau, attended Ebbw Vale Comprehensive School and left there in July 1978 with O-levels in needlework, cookery and art and CSE in mathematics, biology, English language and English literature.

Great efforts

Despite great efforts to find an apprenticeship or any job in the motor trade, she was still looking for a chance in January 1979. At that stage she decided to go on a YOP placement at a factory near Ebbw Vale and meanwhile her persistence in contacting possible garage employers was paying off.

Mr Brian Bailey of Bailey Brothers, Pantygelli, near Abergavenny, was so impressed with Miss Holder's attitude that although he had no apprenticeships available, he decided to help. With the assistance of the local careers office, a work experience place was set up under YOP and in February 1979, she started work at the garage.

Very pleased

"Mandy made such good progress that we were delighted to have given her the opportunity," Mr Bailey said. And when the garage could take on an apprentice, Miss Holder got the job.

"There is no doubt in my mind that she will become a fine mechanic and we are very pleased at the outcome of our first experience with YOP," Mr Bailey added.

There are about 13,000 young people on YOP in Wales; 43,000 will have an opportunity in 1981/82.

Computer training key to next generation of businessmen, says Baker

Young people should learn to use computers in school, so that the next generation of businessmen does not have to be acclimatised to new technology, said Information Technology Minister Kenneth Baker, launching the National Computing Centre's Small Systems Centre in London.

And, he said: "I am giving urgent consideration to the role which central government can play in encouraging the entrepreneurial spirit which characterises so many British information technology companies."

Urgency stressed

It had to be stressed that urgency was the key word, because although significant business opportunities existed, we were not

the only country to appreciate them. "If we are to be truly competitive, both domestically and internationally, we must move quickly."

"I therefore welcome the National Computing Centre's initiative in setting up this Small Systems Centre, and the intention to form a country-wide federation of similar centres, especially as the centre will bring home to small businesses the many benefits of a small computer system."

Businessmen had to have the opportunity to use equipment themselves, under the eye of experienced teachers, before they took the potentially traumatic step into the new technology.

"This is what this centre offers. Come and see it for yourself and come and do it—don't be shy!

"I am, however, concerned that this process of acclimatisation should not have to be repeated for our next generation of businessmen. We must, I firmly believe, ensure that our young people are offered, as early as possible in their school life, the chance to use and to be taught in the use of computers."

But it was very disquieting to know that only about one-quarter of secondary schools had computer facilities.

Mr Baker said he intended to encourage and promote a much wider appreciation of the importance and value of a familiarity with computers to a young person in today's changing technological environment.

Applicants' guide to the social fund

A revised version of the guide for possible applicants to the European Social Fund has been published.

The guide, *The European Social Fund: what it does, who can apply, how to apply*, updates information in the previous edition and contains additional practical advice.

A special feature describing the fund was carried in *Employment Gazette*, November 1980; the fund gives financial aid for employment and training throughout the European Community.

Free copies of the guide are available from: Overseas Division (OB2), Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.

Special features

ERNEST BEVIN

Revolutionary by consent

by Jack Jones



May 1937: Chairman of the Trades Union Congress Photo: Central Press

On Thursday March 5, 1981, Jack Jones, former leader of the Transport and General Workers' Union, delivered this lecture at the London School of Economics to mark the centenary of a giant in the British labour movement

Although I recall no reported meeting between Ernest Bevin and Keir Hardie, Bevin could have easily associated himself with that ringing declaration of Keir Hardie's:

"We are of the workers, they are our kin, we are part of them—their battle is our battle. What hurts them hurts us—where they gain we gain."

Ernie Bevin had a passionate belief in working people. He felt that he was almost the only custodian of their needs. He lashed out, firmly, vigorously and at times arrogantly at employers, politicians, pressmen or critics within the unions or the Labour Party—if he felt his path was being obstructed.

"Get out of my way", he seemed to breathe—even if he was sitting on the edge of a meeting—he would move in, when he wanted to. But there would be no doubting his aim—he wanted to win for the workers—his way.

Bevin's social and industrial aims

Much of Bevin's vigour and determination derived from the socialist outlook he acquired in those bitter days in Bristol working as a labourer and suffering unemployment from time to time. He like many others was scarred with poverty and personal oppression. Even those lucky enough to get work were on the receiving end of victimisation and managerial bullying. But Bevin refused to be subservient and encouraged others also to rebel. He saw the issue calling for change as something wider than wages and hours and he became an active socialist. He mixed marxism with christianity in his calls for a new social order and he organised the unemployed in a practical fashion, in demonstrations and meetings, even unique protests inside the Bristol

Cathedral to demand an end to unemployment and poverty.

In the bitter cold of a winter day 400 workless men, in rags and tatters, were led by Bevin into the cathedral in silent protest. The wealthy congregation was shocked out of its complacency. Even the Bishop began to speak up for the unemployed!

I make no comment on the possibilities of 1981 versions of that incident. I simply want to draw attention to Bevin's humanity, to his boldness and breadth of vision.

This wider vision remained with him until the end. In one of his speeches he said:

"I cannot see how you are going to build a civilised state unless there is a fundamental change in the present organisation of society. I stand for a social revolution brought about by a freely elected Parliament."

This was his driving force, even if some of the actions which sprang from his thinking appear, in retrospect, to have been misguided. Without question one of Bevin's great achievements was the development of a strong Labour Party with built-in trade union influence. He insisted that the Labour Party "grew out of the bowels of the TUC", a phrase which could be misinterpreted. But he knew what he meant all right and strongly opposed any indications of disloyalty towards the Labour Party.

Both in the political and the industrial sense Bevin was a man of many ideas and he was restless in working them out and in trying to apply them. For example during the big slump of the thirties he produced and publicised policies around the slogan, "My plan for the two million workless". In this he advocated massive schemes of public works, huge projects for housing and roadway development, and higher pensions for the elderly with earlier retirement. Indeed my

own fight for the pensioners had much to do with the ideas I picked up as a young man from Ernie Bevin.

On the industrial scene he sought to pioneer schemes for security of employment, guaranteed weekly wages, schemes of decasualisation, and industrial pensions. He opened the door to collective bargaining on these and wider questions.

The lessons we should draw from his early activities are to my mind very clear; they are that unions should not act as a narrow economic pressure group, trying to make progress at the expense of our neighbours, but should seek to work with others in the common search for a richer and fuller life for working people and their families.

Today the trade unions are on the defensive and weakened by conditions of mass unemployment. Employers in some cases are casting discretion to the winds to try to regain the sort of power their forerunners had when Bevin commenced his fight against them. In this situation I think Bevin would have this message for the unions—"Re-group your forces, find a new and stronger unity, stop the bickering and launch a mighty programme or plan for solving the unemployment problem in terms which working people understand. If they understand what you are trying to do they will back you."

Bevin was above all a practical man and he quickly learned that all the plans and campaigns about wider issues needed the participation of people. When he was asked to organise a trade union branch for his fellow workers in the general trades around Bristol he jumped to it because without trade unionism there is no defence against tyranny in industry.

From secretary of the Bristol "right to work committee" to full-time union official was a massive move and he used his position to advantage in organising, against strong opposition and attacks from employers. Many of the employers themselves were small, living a "catch as catch can" existence. It was quite normal for them to viciously exploit their men. They were what Jim Larkin called "cockroach capitalists". It wasn't easy to persuade people to organise out of their miserable and wretched conditions. Bevin knew that degrading conditions could produce subservient attitudes, so he struck out for independence. He could very well have quoted the words of the German philosopher Goethe, "we must rise or we must fall, we must hammer or anvil be". Bevin was determined to be the hammer.

Bevin as organiser and advocate

The unilateral, brutal power of the boss was manifest and in contrast Bevin preached trade unionism as "the only safe weapon for the workers". He sought to organise them not so much, he said, that it means "power to attack" but to achieve "the power to negotiate". He made progress and even began to persuade employers that it was in their own interests to negotiate with the union. He was a good persuader—he even got the employers and the men in the cartage trade to limit the loads carried by the horses, and wrote that into a collective agreement. When the organisation was not strong enough Bevin was prepared to use other means such as the Shaw Inquiry of 1920 into Dock Labour.

This provided him with a huge publicity base which he used brilliantly. His success in securing a minimum wage of 16 shillings per day of eight hours had enormous impact on the whole of the working class.

He became known as "the dockers' kc". My father always talked of him in that light; he was the miracle worker. Time and circumstances eroded the image for some, but with the older men on the docks, he remained always the docker's kc. The younger men had shorter memories and Bevin was turned over more than once, sometimes literally as in Bermondsey in the 1930s.

The Shaw Inquiry gave Bevin an enormous reputation and it helped to condition his thinking about inquiries, public hearings, arbitration and the development of Joint Industrial Councils. He frequently argued that strikes were not the only weapon and that trade unions should be allowed to use intelligent argument in pressing their case. He actively supported Whitley Committees even though he was aware of their shortcomings. "They started out as Parliaments of labour", he said on one occasion, "but they ended up as tea parties."

Bevin was ready to use constitutional channels but he never forgot that the strength of the organisation was the key to progress.

A powerful amalgamation

While other men were theorising about syndicalism and "one big union" he laid plans to establish a powerful amalgamation, one big union of 14 different unions, mainly from dockland and the road transport industries. Bevin's creation of this new type of union was an outstanding event in our trade union history. The idea of one big union with industrial divisions went back to the Grand National Consolidated Union of Robert Owen's days and had been the basis of experiment in the USA, so the concept was not new. But it was left to Bevin to break down the divisions and to persuade strongly diverse interests—many protagonists—to come together and agree to his rule book.

That rule book, drafted at Bevin's command by Dick Crossman's father, Judge Crossman, gave Ernest Bevin a lot of power. Bevin rebutted some of the attacks on this point by claiming that the general secretary after all would only be equivalent to a town clerk, the lay men could have their councillors to do the policy making and there would be specialist officers appointed by themselves, to deal with the separate industrial interests.

The new union was unique, in more ways than one; it even earned the approval of Walter Citrine. He wrote, "it was far more original and flexible in form than any of its predecessors and its structure could, with advantage, have been copied by other unions."

Bevin's leadership qualities were recognised well before the amalgamation. He became one of the leaders of the Triple Alliance of which the ruling class in Britain was so desperately frightened. He was the effective leader of the Council of Action which put a stop to Winston Churchill's proposed war of intervention against Soviet Russia in 1920. He was at the front in a series of labour struggles that culminated in the General Strike of 1926.

Power out of weakness

But the General Strike was a failure and the mass unemployment of later years were lessons to Bevin of the weakness of labour, he always wanted to have industrial strength to even up power in industry to secure the "power to negotiate".

The industrial policy pursued by Bevin was always

related to the changing economic conditions. When circumstances were favourable he would be under pressure to apply the strike weapon and while he insisted on upholding the right to strike he sought to use the weapon cautiously. He devised tactics for strike action and laid down directions for union officers and members to abide by. His attitude led him into conflict with sections of the membership, dockers and bus workers in particular. On the other hand, the union encountered difficulties with employers in conditions of high unemployment when wage reductions were demanded. He utilised all his abilities to persuade the employers not to exploit their strength and he carried the same message to the Government too. He warned of the dangers of retaliation if their attitude was unreasonable. In such periods he counselled entrenchment rather than aggression, a policy which was not easily understood or accepted by some members of the union, including me.

Bevin's battles were not confined to Britain and he worked hard in the International Labour Organisation and the International Transport Workers' Federation to raise workers' standards throughout the world.

He spoke out vigorously against nazism and fascism, although his attitude to non-intervention in the Spanish war weakened his stance in the eyes of some (at least for the time being). To my own Spanish intervention he gave a sympathetic response and I took out a letter from him to the trade union leadership of Spain. I can only say it was not torn up when I delivered it!

His intellectual capacities were certainly amazing and unusual. When he was a member of the Macmillan Committee which dealt with highly technical and difficult problems of finance and currency, he astonished the experts by his swift and firm grasp of essentials. I must say that some of us who were lay members, serving on national committees of the union at the time, suffered a little, because Bevin would drop in to give a talk on economic and financial problems. It was well above our heads and in retrospect I think *he* was having difficulty. Clearly he was grappling with the position, thinking out aloud and trying to clarify. It is a good thing to do if you can find people patient enough to listen to you and with us he did. Bevin did try to take workers along with him. He *always* had his feet on the ground.

It was this quality which carried him through the war years and made him such a great Minister of Labour.

Bevin's war aims and achievements

Bevin's wartime achievements were centred on two main themes, firstly the maximum mobilisation of manpower, secondly the recasting of social values and the permanent alteration of the status of working people. These two themes fitted together, as being the only way to win the war. As far as Bevin was concerned, it could not be won by totalitarian methods. Britain had to stick to government by consent in order to secure the willingness of people to make sacrifices greater than those that could be obtained from them by compulsion. And this consent was closely tied up with consultation and respect for the dignity of the worker. This philosophy did not exclude coercion, but confined its use to those occasions when the time was right and it was generally acceptable to those at whom it might be directed.

What made this possible was that during the war it

became clear that industrial manpower was the ultimate limit of the extent of Britain's wartime mobilisation—and this mobilisation went further in Britain than in any other country in the world, including Germany. One result was, as A. J. P. Taylor has put it: "the conscious recognition for the first time of the socialist doctrine that labour lay at the root of all wealth". Bevin's policies were the beneficiaries of these developments.

'The powers-that-be . . .'

But it was not handed to him on a plate. During the early part of the war, the attitude of the Chamberlain Government was thoroughly reactionary towards labour and totally incapable of understanding the mood of working people and their willingness to fight fascism, and the opportunities this presented. Bevin was not willing to lead the trade unions into co-operation with such a government. In October 1939 he stated: "It must be appreciated that in their heart of hearts the powers-that-be are anti-trade union . . . The ministries and departments have treated labour with absolute contempt yet without the great trade union movement the forces cannot be supplied with munitions nor the country with food. The principle of equality has not yet been won—equality not merely in the economic sense but in conception and in the attitude of mind of those in power. We do not desire to serve on any committee or body as an act of patronage. We represent probably the most vital factor in the state: without our people the war cannot be won, nor can the life of the country be carried on. The assumption that the only brains in the country are in the heads of the FBI (Federation of British Industry) and big business has yet to be corrected."

Bevin was not willing to place the support of the unions unconditionally in the hands of the government in the cause of patriotism. Indeed in February 1940 he stated: "If the Government is going to take the occasion of this war to invade the liberties of my people, I will lead the movement to resist this Government—or any other Government".

This stand created a position of strength in that, as Churchill recognised, the strengths of the unions could only be tapped for the war effort if he was prepared to bargain with them and bring them into the Government as he did in the person of Bevin. Despite Churchill's viciously anti-trade union past, he at least was capable of making this pragmatic adjustment. Bevin however clearly realised that office alone was no guarantee of his wider aims. After six months in office he defined the problem in the following way: "They (the trade unions) are tolerated so long as they keep their place and limit their activities to industrial disputes, industrial relationships and similar matters, and are willing to bury all their memories and feelings and assist the nation or industry when in difficulties and go back to their place when the war is done. But there will have to be a great recasting of values. The concept that those who produce or manipulate are inferior and must accept a lower status than the speculator, must go."

His years as Minister of Labour were to see him carry through these objectives to a remarkable extent.

To what extent was the achievement Bevin's own? Could anyone else have done the same job he did as Minister of Labour?

I do not think so. Though full employment was the driving force in the situation along with the need for pro-

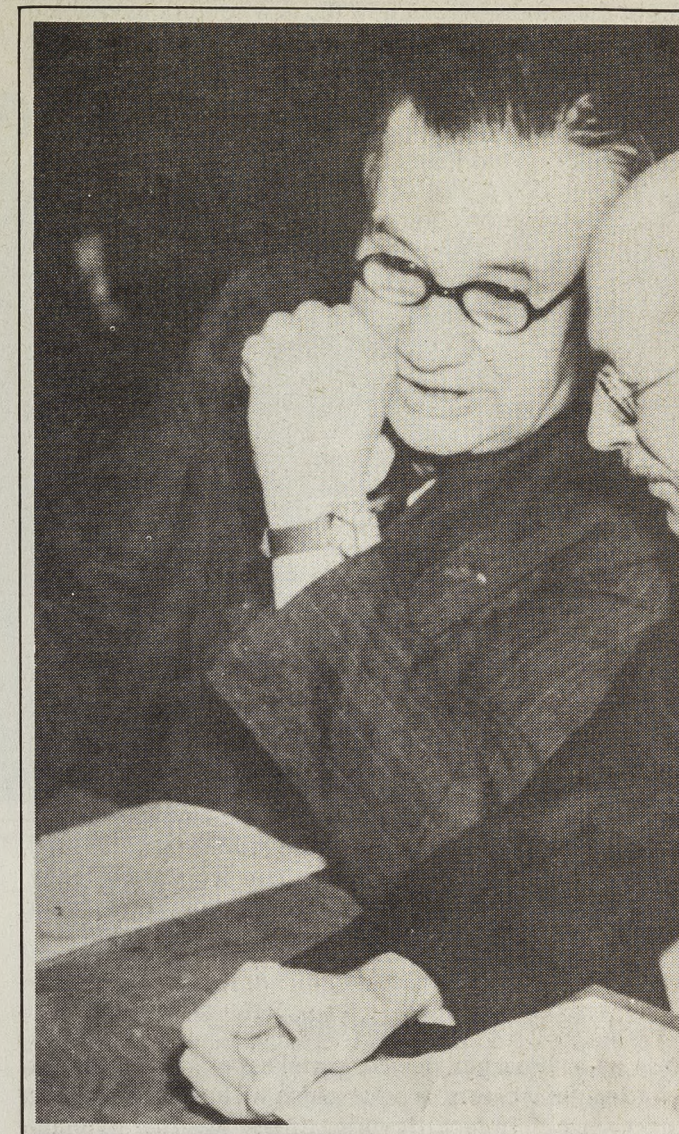
duction, Bevin's imagination and his skill in wielding both carrot and stick were crucial too.

He took what had been a relatively low status office (the Minister of Labour) because he perceived from the earliest stages its enormous potential power in wartime. It gave, he said: "the chance to lay down the conditions on which we shall start again". There had been previous trade union leaders in wartime and other governments but they had been little more than decoration or passengers. A bureaucrat like Citrine in the same situation might have succumbed to the institutional pressures exerted by the civil servants, but Bevin was not going to be pushed about by his advisers. Instead he won their support and loyalty by his decisiveness. Nor was he to be overawed by the unfamiliar arena of Parliament nor inhibited by his mistakes there. He explained his attitude and unwillingness to be intimidated in this way: "I sit on the front bench and nudge Herbert Morrison and say 'What do I do now, Erb?' But that was not his reaction inside the TUC and the Labour Party, his own ground where he needed no one to nudge him."

Other leaders had sold out

It was natural that he should win the support of the leadership of the organised trade union movement, because he was one of them. But it was by no means inevitable that he should command the support of the mass of workers once he was in government with enormous powers of command—after all other labour leaders had been known to sell out in the past. But Bevin never took workers' support for granted and recognised that it was something that had to be worked for. His first act as minister was to secure unprecedented emergency powers—but he did not use them as a stick: he always sought to carry both employers and workers along with him. In many ways the durability of his wartime achievements rested on the fact that even during the wartime emergency they were secured not by duress but broadly speaking by consent.

Bevin's power in Government rested on his claim to be the representative of the trade unions and the working class in the cabinet. The maintaining of this identification was a crucial element of Bevin's success. His personal attitudes gave resilience to this identification. Bevin did not want to become one of the elite: he wanted the working class to rise and to rise with it. Bullock quotes a story of Lord Moran's which illustrates something of this (about a visit to the house of an Australian industrialist): "When Bevin entered the dining-room of Purbright's house he stopped at the door to take in the lovely Georgian silver laid out on an exquisite lace centrepiece. A great grin spread over his untidy features as he rubbed his hands together. 'I always like', he said, 'to return to the atmosphere of the proletariat.' During lunch, Bevin drank a great deal and became very talkative. Beaming on the company, he rattled on and soon began to talk about what he wanted for 'his people'. After the war, 17 million would get three week's holiday every year with pay. He had a plan with an architect to build a thousand flats at Hastings where working people could go for their holidays and get a bath and a bed. He was going to have circular glass shelters on the front, so that they could sit by the sea even in winter. Someone blurted out: 'What's wrong with the working classes?' Bevin gave a great chuckle. 'Well, they aren't here,' he snorted."



Bevin with Attlee at the first general assembly of the UN

The impact of Bevin's policies at the grass roots

As Bevin realised, the war provided an opportunity for large numbers of working people to climb out of subservience. As one engineering shop steward put it, "it was a revolution in the position of trade unions". But the shop-floor workers and union activists were under no illusion that Bevin would hand them what they wanted on a plate. Bevin's wartime legislation had provided the conditions that the trade unionists at local level could build on. As one steward recalled, the vital thing was that "employers had to talk to you. They couldn't lock you out. So they had to get it settled. And if they didn't want it to drag on they had to get hold of someone and talk." The activist, for the first time, had a measure of security against dismissal. As one wartime convenor noted: "Before the war I could never get a job in engineering. I had the qualifications but I couldn't get in. But when the war came I was directed in—and I knew they couldn't get me out. That's when we started organising." The spade work had to be done at shop-floor level, and employers could still find many loopholes, but full employment and Bevin's legislation provided a framework for action—the "power to negotiate".

Perhaps this story told by a foundry worker gives some-

thing of the atmosphere of how the new conditions enabled active trade unionists to find their feet and begin to move out of the old relationship of bullying boss and deferential "hand".

"The director was all powerful. If he waved his hand every bugger waved their hand and if he said kneel down they all knelt down. Ruthless. Terrible man. And we went to see the convenor about getting a tea break. The convenor was a meek and mild man. He wanted organisation but when it came to taking action, you know, there was no action at all. He'd back out. When we went into this meeting he said: 'Now look, leave it to me lads, I'll do the talking'. Very careful. The director came in. And he banged his fist on the table and said 'What's this I hear Willy. You want a break? Look, you come here to work. You clock in in the morning and you clock out and in between you're working and that's what you get paid for. At that moment there was a tap on the door and who should walk in but a girl from the canteen with the director's coffee and biscuits. Immediately she went out, I jumped to my feet, and Willy was trying to get hold of me and push me down. I said, 'I am going to tell you here and now that as and from this moment, what's good enough for you is going to be good enough for me'. And, oh, you ought to have seen his face. It went red as a beetroot. And with that I walked out, and Willy and the other fellahs followed me. They all said, 'we'll get no reply'. But that was the start of a ten-minute break, because he sent for us three days later to say that he had reconsidered and there would be a 'limited 10-minute break'. And that was where we started really organising, from a simple thing like that, you know, not a big issue, that's how we started organising the union."

Winning the working-class claim

Was he a "poacher turned gamekeeper" or did he, as Cecil King put it extort "a price which we have been paying off ever since?" In fact, Bevin's attitude was that by playing the greatest role in winning the war, the working class could win its securest claim to winning the peace that followed. As he put it: "I have to ask you to virtually place yourselves at the disposal of the state. We are socialists and this is a test of our socialism . . . The country will pay more attention to an act of that kind than to theoretical arguments of any particular philosophy". But he was always wary of the painful lessons of the slump that followed the sacrifices made by workers in the First World War. He quoted the soldiers disembarking for D-Day and how they called out to him: "See they don't let us down when we come back this time, Ernie".

In the circumstances of the war he was able to introduce social reforms which were not at the expense of the war effort but which enhanced it. Behind his reforms in the sphere of canteens and industrial medical, welfare and personnel services was the philosophy that: "You can have the cleverest engineers and planners in the world, but unless you have someone who understands how to handle human beings, you cannot get results."

For him, reform and efficiency walked hand in hand. He had a strong belief that efficient production was tied up with a high wage incentive and good conditions. Since full employment ended the power of employers to keep wages down through unemployment and the threat of the sack

they had no alternative but to increase their productivity through efficiency. A low pay, poor conditions industry in these circumstances was also likely to be an inefficient industry. It was the low value attached by society, for instance, that had led to the acute wartime lack of skilled manpower. Hence the Essential Work Order would only register factories where conditions were satisfactory: he gave special attention to low wage-poor condition industries like coal, agriculture and catering; he pressed forward factory inspection, canteens, paid holidays and entertainments in factories.

He was shown to be correct in this attitude by the abundant evidence that high wartime earnings represented (by and large) greater effort and high levels of production. A point I was proud to establish personally—because in Coventry where I was a leader of the engineering workers, during the war years, we had the highest earnings but also the highest production.

The ideal arena

The wartime situation was an ideal arena for Bevin to pursue his ideas. He could force firms to improve wages and conditions, to install canteens or employ personnel managers by the simple device of threatening to withhold labour. He could favour good managers against bad ones and make the bad, inefficient managers improve their performance or get out. Through his labour supply inspectors he had big ears and a long arm.

At the same time he did not rely on his powers of direction but sought to use the situation to build up institutional collective bargaining which would remain in force after the war was over. In this context, Order 1305 which made strikes and lockouts illegal and instituted compulsory arbitration in the event of failure to agree, was very much to Bevin's taste. It gave great strength to collective bargaining because it meant that employers had no alternative but to pursue a negotiated settlement with their workers: they were forced to talk because there had to be a settlement.

Bevin was not as suspicious of the value of arbitration as many trade union leaders and employers are today. He had gained his experience in unions in a period of defeat, and arbitration had been an important defensive tactic. He accepted pragmatically that if you were not powerful enough to win, you should seek the best possible terms from your enemy. Arbitration and conciliation became important to him in this context and he saw the war as a chance to give them greater force. But in practice they were very much dependent on the relative class harmony of wartime. Though the spread of collective bargaining which flourished under the umbrella of the wartime legislation proved durable, the experiments in arbitration, although continued for many years after the war, were substantially damaged by critical attacks from the employers' side (especially the engineering employers) and by lack of confidence on the part of the trade unions.

Did he make the most of his position in winning gains for working people? Bevin's major achievements came in the middle years of the war, 1940-43 in the industrial arena. In the more complex environment of 1944 onwards he proved less able and willing to push forward broader socialist policies. In particular, he accepted that major measures like nationalisation were compatible with a wartime coalition. He did not give up his convictions on these issues, rather he



Bevin boys: industrial conscription without nationalisation

Photo: Keystone Press

saw securing victory as a precondition for them. Thus he tended to hold back in the later years of the war; the only exception was the Catering Wages Bill where he had the support of many "Tory reformers". On Beveridge or coal nationalisation, he refused to take a stand. This resulted in major conflicts between him and his Labour Party colleagues. Bevin's refusal to take a stand on the Beveridge Plan led to a decided breach between him and the Labour Party. Bevin declared himself to be the representative of the Unions in Government *not* the Labour Party, and he conspicuously refused to attend the 1943 Labour Party Conference.

The case against him is strongest here on the issue of coal where his wartime administration came closest to failure. Here Bevin's attempts to manipulate a consensus in industry foundered on the intense historic resentment of the mine owners by the miners and a distrust that went back to Bevin's own handling of the General Strike. Many in the Labour Party believed that if Bevin had pushed the issue he could have forced Churchill to accept nationalisation. But Bevin, though agreeing that wartime developments were the key to peacetime advance insisted that the priority was unity to defeat Hitler. He feared that too much pressure for social reform would split the Government and make it harder to win the war. The result was a refusal to take a stand on "no industrial conscription without nationalisation" for the mines, the introduction of the unpopular Bevin Boy scheme and a disappointing failure to stand up to the mineowners. This was a rare exception in his general sureness of touch in handling such matters.

In the latter part of the war he began to run up against political criticism such as this for the first time, and here I am afraid the less pleasant side of Bevin's character came to the fore. Criticism tended to annoy him, frequently in an

unjustifiable and excessive way and it certainly distorted his judgment in relation to his paranoia about Trotskyite influence in the strikes of 1943-45 which resulted in the rushing through of the unnecessary and potentially repressive *Defence Regulation 1AA*. This was one of the few occasions he went beyond the minimum of coercion and wielded a big stick. In the controversy that surrounded it—in particular in his clash with Nye Bevan—his reputation was inevitably somewhat tarnished. Bevin couldn't understand this sort of criticism, and this reflected an increasing tendency as time passed to assume that he knew best.

He had always placed a strong emphasis on the value of loyalty, especially in abiding by a decision until you could change it democratically. But in power this sometimes tended to become confused with the right to demand unquestioning loyalty. His working class and political sense safeguarded him from becoming an autocrat but the seeds were there.

Bevin's attitude to trade unionism and socialism

Ernest Bevin was a pragmatist. But he was more than that, and within his field of operations he always pushed for socialism as he saw it. It was a very limited socialism, but it did include as keynotes, equality of sacrifice and safeguarding of working conditions and the dignity of labour. He was a man of action with the bottom dog in mind. He wanted to break down the subservience of labour.

His period of trade union leadership was one when most workers were forced into almost total subservience to their employers: for Bevin the task was to start lifting them up. Issues such as workers' control were not on the agenda. He believed in a hierarchical view of union organisation in which full-time officials should be very much in charge of

shop stewards and members. A union was an army with a general at the top. This was the structure that he believed maximised union strength in a period of depression. Rank and file movements were suspect to him because they challenged this authority of the movement.

But Bevin was not holding back a radical democratic tide within the unions. Up to and including most of the war he was as radical as all but the politically motivated groups in the unions, and they were fairly small. Bevin was often much more farsighted than those around him. Towards the end of the war he was having to urge the trades unions to think more widely than just wages and hours after the war. He wanted to expand the sphere of trade union involvement and negotiation. As he said in relation to the guaranteed week introduced in the Essential Work Order. "Do not rely on the Government only to maintain it. Why not weave it into your collective agreements at the earliest opportunity? We are not anxious to have the duty of enforcing it by law. Do not turn the rising generation too much to the law and not enough to you".

Labour was emerging from subservience. Bevin led this development. But in some ways he was slow to adapt to its consequences.

Truly great

No, Bevin was not perfect. He was not always right—no one is. Yet few would or could deny that he was an outstanding trade union leader and a truly great Minister of Labour. His contribution to winning the war against fascism was second only to that of Churchill if not equal to it.

We should remember the considerable amount of good that he did in his life as we commemorate his birth a hundred years ago. Surveying that momentous period as a trade unionist and as Minister of Labour one can say that he served the cause of labour splendidly. The changes accomplished by the movement to which he contributed so much can be measured by the millions of happier working class homes than there used to be, the less wretchedness, the fewer blistered hands and aching backs. The better and healthier lives enjoyed by workers and their families compared to the conditions he experienced as a young man.

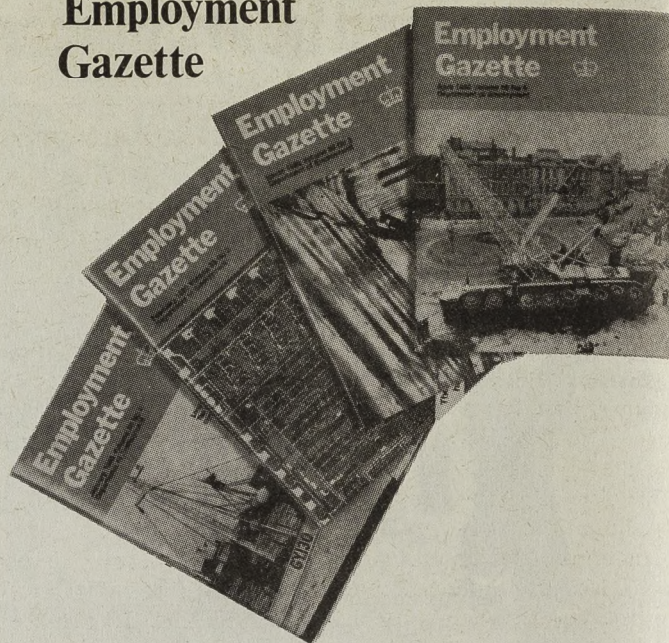
The ideals he espoused in his youth have not yet been accomplished. In those early days I think he would have been in tune with ideas later put into words by John Lennon and still sung by many of today's young people.

*"Imagine no possessions
I wonder if you can
no need for greed or hunger
a brotherhood of man
Imagine all the people sharing all the
world."*

I like to feel that Ernie carried something of that outlook right until the end. ■

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Quote from *Imagine*, by John Lennon, courtesy of Northern Songs.

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SPECIAL FEATURE

Earnings and hours of manual workers in October 1980

The results of this voluntary annual survey into the earnings and hours of manual workers in the United Kingdom are presented by *Employment Gazette*. This survey is one of the main sources of such information at detailed industry level.

The weekly earnings of full-time male manual workers on adult rates in manufacturing and certain other industries in the United Kingdom averaged £113.1 for 43 hours in October 1980, an increase of just over 18 per cent since October 1979. The corresponding figures for full-time female workers on adult rates were £68.7 a week for 37½ hours. These figures exclude firms which were affected by short-time working.

In manufacturing industries the averages were £111.6 a week for just under 42 hours and £68.4 for 47½ hours respectively, increases since October 1979 of 15 per cent and just under 17 per cent respectively.

These are some of the results from the voluntary annual survey into the earnings and hours of manual workers conducted by the Department of Employment each October. The averages cover all manual employees at work for all or part of the survey period. They include the weekly equivalent of periodical bonuses.

The results of the latest survey differ in two significant respects from those of earlier surveys. In October 1980 a distinction was made between employees on adult rates and employees on other rates (instead of the earlier distinction between employees above or below a certain age, 21 years for males and 18 years for females). This means that

there is a discontinuity between the latest results and those from earlier surveys, although a broad link can be effected using information relating earnings of those on adult rates and those at various ages from the *New Earnings Survey* for April 1980.

Also the coverage of the tables has been widened slightly to include railways within transport and communications.

Another issue which affected the 1980 survey was the prevalence of short-time working in industry. In earlier surveys the earnings recorded have generally related to a week of a normal character, and the effects of temporary factors such as strikes or temporary short-time working have been eliminated by substituting an adjacent week of a more normal character. However, in 1980 many firms, especially in manufacturing industries, had some workers on permanent or semi-permanent short-time working and it was not possible to substitute an adjacent period unaffected by short-time working. The main results in this article (tables 1 to 13) relate to firms which were not affected by short-time working as in earlier surveys.

Firms affected by short-time working comprised about 11½ per cent of all manufacturing firms reporting in the survey. A fuller description of such firms and their industrial distribution is given in the technical note. If such firms

Table 1 Average earnings and hours of full-time manual workers: October 1977-1980 (excluding firms reporting short-time working)

United Kingdom October	1977	1978	1979		1979*	1980
All industries covered in survey						
Weekly earnings (£)						
Men, 21 and over	72.89	83.50	96.94	Males, on adult rates	95.69	113.06
Women, 18 and over	44.31	50.03	58.24	Females, on adult rates	58.24	68.73
Hours worked						
Men	44.2	44.2	44.0	Males, on adult rates	43.9	43.0
Women	37.4	37.4	37.4	Females, on adult rates	37.4	37.5
Hourly earnings (p)						
Men	164.9	188.9	220.3	Males, on adult rates	218.1	262.9
Women	118.5	133.8	155.7	Females, on adult rates	155.8	183.3
Manufacturing industries						
Weekly earnings (£)						
Men, 21 and over	73.56	84.77	98.28	Males, on adult rates	97.04	111.64
Women, 18 and over	44.45	50.08	58.44	Females, on adult rates	58.35	68.40
Hours worked						
Men	43.6	43.5	43.2	Males, on adult rates	43.1	41.9
Women	37.2	37.2	37.2	Females, on adult rates	37.2	37.3
Hourly earnings (p)						
Men	168.7	194.9	227.5	Males, on adult rates	225.3	266.4
Women	119.5	134.6	157.1	Females, on adult rates	156.7	183.4

* Appropriate estimates based on average earnings, etc., of those on adult rates and those at various ages from the *New Earnings Survey* for April 1980.

had been included in the averages the figures for full-time workers would have been as shown in the first column below:

	Average weekly earnings (£)	
Manufacturing industries		
Males on adult rates	109.95	111.64
Males on other rates	59.00	59.09
Females on adult rates	67.56	68.40
Females on other rates	46.93	47.18
All industries covered in survey		
Males on adult rates	112.01	113.06
Males on other rates	59.11	59.17
Females on adult rates	67.96	68.73
Females on other rates	46.60	46.83

Table 1 summarises the results of the surveys from 1977 to 1980 and provides a link between the definitions used for the first time in 1980 and those used in earlier surveys by adding estimates for October 1979 on current definitions.

Weekly earnings

Table 2 summarises, by industry group (Orders of the Standard Industrial Classification), average weekly earnings in October 1980 in the industries covered. The average earnings for each group of industries have been calculated by weighting the averages in each individual industry (MLH) by the latest available estimates of the total numbers of manual workers employed in those industries. Average weekly earnings in individual industries are given in table 6.

Weekly hours

Table 3 shows, by industry group, the average weekly

Table 2 Average weekly earnings: by industry group, October 1980* (excluding firms reporting short-time working).

Industry group SIC (1968)	£ per week					
	Workers on adult rates			Workers on other rates		
	Order of SIC	Full-time	Part-time	Full-time	Male	Female
Food, drink and tobacco	III	115.61	74.60	36.89	57.14	51.22
Coal and petroleum products	IV	136.07	86.29	37.51	70.88	‡
Chemicals and allied industries	V	123.36	77.68	40.66	71.77	50.64
Metal manufacture	VI	118.20	73.64	34.88	59.08	48.42
Mechanical engineering	VII	109.34	75.29	33.92	59.99	53.31
Instrument engineering	VIII	101.95	72.41	36.65	58.03	49.28
Electrical engineering	IX	107.41	73.98	41.30	59.36	53.87
Shipbuilding and marine engineering	X	109.63	71.57	34.10	59.74	‡
Vehicles	XI	109.41	80.71	39.18	59.42	52.36
Metal goods nes	XII	103.05	69.61	35.84	56.09	49.52
Textiles	XIII	97.90	61.06	35.44	55.84	41.80
Leather, leather goods and fur	XIV	92.74	61.02	32.26	46.70	41.86
Clothing and footwear	XV	90.62	58.62	36.65	48.25	41.99
Bricks, pottery, glass, cement, etc	XVI	114.47	71.01	35.55	61.61	46.36
Timber, furniture, etc	XVII	101.16	74.01	33.01	57.30	51.51
Paper, printing and publishing	XVIII	137.73	82.15	39.06	62.08	55.28
Other manufacturing industries	XIX	108.09	64.95	35.41	58.30	47.48
All manufacturing industries		111.64	68.40	37.19	59.09	47.18
Mining and quarrying (except coal)	II	116.58	‡	23.46	64.38	‡
Construction	XX	113.36	61.45	23.46	60.57	46.85
Gas, electricity and water	XXI	126.12	81.75	38.93	64.30	‡
Transport and communication (except sea transport)	XXII	123.77	92.14	33.40	65.36	34.36
Certain miscellaneous services§	XXVI	103.88	56.76	27.51	53.27	44.29
Public administration¶	XXVII	96.60	76.18	29.91	63.26	‡
All industries covered		113.06	68.73	35.85	59.17	46.83

*†§¶ See note and footnotes to table 13.

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Table 11 Females: average weekly earnings

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Table 13 Females: average hourly earnings

hours obtained by combining the averages for individual industries using the same weights as for earnings.

The figures relate to the total number of hours actually worked in the week to which the earnings relate, including all overtime, together with any hours not actually worked

Table 3 Average weekly hours: by industry group, October 1980* (excluding firms reporting short-time working)

Industry group SIC (1968)	Workers on adult rates						Workers on other rates	
	Order of SIC	Full-time		Part-time	Full-time		Male	Female
		Male	Female		Female†	Male		
Food, drink and tobacco	III	45.5	37.9	20.8	40.7	38.3		
Coal and petroleum products	IV	44.2	38.4	21.0	40.2	‡		
Chemicals and allied industries	V	42.9	38.9	21.6	39.7	38.6		
Metal manufacture	VI	41.6	38.0	21.2	39.3	37.5		
Mechanical engineering	VII	41.5	37.8	19.8	39.3	37.6		
Instrument engineering	VIII	41.9	38.3	21.9	39.2	38.6		
Electrical engineering	IX	41.6	37.7	20.8	39.2	38.5		
Shipbuilding and marine engineering	X	41.8	35.6	19.8	38.3	‡		
Vehicles	XI	40.1	37.7	21.4	38.7	37.6		
Metal goods nes	XII	41.1	36.9	21.4	39.0	37.6		
Textiles	XIII	42.2	37.1	22.3	40.2	37.4		
Leather, leather goods and fur	XIV	42.5	37.4	22.3	39.4	38.6		
Clothing and footwear	XV	40.1	36.4	23.9	39.1	37.3		
Bricks, pottery, glass, cement, etc	XVI	43.2	37.3	20.2	40.2	38.4		
Timber, furniture, etc	XVII	41.7	36.8	20.0	39.4	37.6		
Paper, printing and publishing	XVIII	42.5	38.2	20.7	39.6	38.3		
Other manufacturing industries	XIX	41.7	37.3	21.8	39.7	37.5		
All manufacturing industries		41.9	37.3	21.5	39.3	37.8		
Mining and quarrying (except coal)	II	47.9	‡	16.0	41.4	‡		
Construction	XX	44.0	38.5	16.8	41.0	38.7		
Gas, electricity and water	XXI	42.2	37.0	19.1	40.0	‡		
Transport and communication (except sea transport)	XXII	47.1	42.3	19.9	40.8	24.3		
Certain miscellaneous services§	XXVI	42.1	38.4	20.0	40.4	37.8		
Public administration¶	XXVII	42.7	39.8	18.5	39.6	‡		
All industries covered		43.0	37.5	21.1	39.9	37.5		

*†§¶ See note and footnotes to table 13.

Table 4 Average hourly earnings: by industry group, October 1980* (excluding firms reporting short-time working)

Industry group SIC (1968)	Order of SIC	Workers on adult rates			Workers on other rates	
		Full-time		Part-time	Full-time	
		Male	Female		Female†	Male	Female
Food, drink and tobacco	III	254.1	196.8	177.4	140.4	133.7
Coal and petroleum products	IV	307.9	224.7	178.6	176.3	‡
Chemicals and allied industries	V	287.6	199.7	188.2	180.8	131.2
Metal manufacture	VI	284.1	193.8	164.5	150.3	129.1
Mechanical engineering	VII	263.5	199.2	171.3	152.6	141.8
Instrument engineering	VIII	243.3	189.1	167.4	148.0	127.7
Electrical engineering	IX	258.2	196.2	198.6	151.4	139.9
Shipbuilding and marine engineering	X	262.3	201.0	172.2	156.0	‡
Vehicles	XI	272.8	214.1	183.1	153.5	139.3
Metal goods nes	XII	250.7	188.6	167.5	143.8	131.7
Textiles	XIII	232.0	164.6	158.9	138.9	111.8
Leather, leather goods and fur	XIV	218.2	163.2	144.7	118.5	108.4
Clothing and footwear	XV	226.0	161.0	153.3	123.4	112.6
Bricks, pottery, glass, cement, etc	XVI	265.0	190.4	176.0	153.3	120.7
Timber, furniture, etc	XVII	242.6	201.1	165.1	145.4	137.0
Paper, printing and publishing	XVIII	324.1	215.1	188.7	156.8	144.3
Other manufacturing industries	XIX	259.2	174.1	162.4	146.9	126.6
All manufacturing industries		266.4	183.4	173.0	150.4	124.8
Mining and quarrying (except coal)	II	243.4	‡	146.6	155.5	‡
Construction	XX	257.6	159.6	139.6	147.7	121.1
Gas, electricity and water	XXI	298.9	220.9	203.8	160.8	‡
Transport and communication (except sea transport)	XXII	262.8	217.8	167.8	160.2	141.4
Certain miscellaneous services§	XXVI	246.7	147.8	137.6	131.9	117.2
Public administration¶	XXVII	226.2	191.4	161.7	159.7	‡
All industries covered		262.9	183.3	169.9	148.3	124.9

*†§¶ See note and footnotes to table 13.

but nevertheless paid for under guaranteed pay schemes. Firms reporting short-time working are, however, not reflected in the figures. They exclude other lost time and also intervals for main meals, etc. Average hours worked in individual industries are given in table 7.

Hourly earnings

Table 4 shows, by industry group, the average hourly earnings obtained by dividing the average weekly earnings for the group by the corresponding weekly hours. They thus include the effects of overtime earnings, overtime hours, bonuses and other additional or premium payments. Corresponding averages for individual industries are given in table 7.

National Health Service

The survey covers manual workers employed in National Health Service hospitals. However, these workers do not represent all manual workers in a complete industry (sic MLH), and the information is provided on a slightly different basis. Those whose employment ordinarily involves service for less than the full normal weekly hours for their grades are classified as part-time workers, even if their normal hours exceed 30 hours per week. Consequently, NHS workers are excluded from the general tables of survey results. Results for these workers are given separately in table 5.

Regional analyses

The regional analyses for full-time males on adult rates, in tables 8-10, give average earnings and hours for England, Scotland, Wales, Northern Ireland and the standard regions of England used for statistical purposes. Corres-

Table 5 National health services: average earnings and hours of manual workers: October 1978, 1979, 1980

October	1978	1979		1980 †
Workers on returns*				
Men	66,770	66,416	Males, adult rates	79,341
Youths, boys	5,101	5,606	Males, other rates	2,056
Women			Females, adult rates	
Full-time	52,931	54,999	Full-time	56,695
Part-time	107,561	113,754	Part-time	117,737
Girls	1,386	1,694	Females, other rates	930
Earnings (£ per week)				
Men	71.75	85.04	Males, adult rates	105.10
Youths, boys	54.08	63.13	Males, other rates	67.39
Women			Females, adult rates	
Full-time	54.16	61.19	Full-time	76.34
Part-time	27.76	30.71	Part-time	37.61
Girls	43.58	49.73	Females, other rates	49.56
Hours worked				
Men	46.0	46.2	Males, adult rates	45.8
Youths, boys	42.5	42.9	Males, other rates	41.1
Women			Females, adult rates	
Full-time	40.9	41.2	Full-time	41.2
Part-time	22.4	22.4	Part-time	22.3
Girls	39.1	39.5	Females, other rates	39.6
Earnings (pence per hour)				
Men	155.9	184.2	Males, adult rates	229.4
Youths, boys	127.1	147.3	Males, other rates	164.0
Women			Females, adult rates	
Full-time	132.3	148.7	Full-time	185.5
Part-time	123.8	137.1	Part-time	168.5
Girls	111.4	126.0	Females, other rates	125.2

* Men are defined as 21 and over, youths and boys as under 18, women as 18 and over, girls as under 18.

† The New Earnings Survey for April 1980 indicated that for manual workers in medical and dental services the average weekly earnings of those on adult rates were 1.2 per cent and 0.3 per cent below the corresponding averages for males aged 21 and over and females aged 18 and over. The corresponding differences for hours worked were 0.7 per cent and nil respectively, and for hourly earnings 0.9 and 0.2 per cent respectively.

ponding results for females on adult rates working full-time are given in tables 11-13. It should be noted that the levels of average earnings and hours for different regions are affected by influences such as the pattern of industry and employment structures within industry. It follows, therefore, that they do not give precise indications of differences in average earnings for comparable work.

Technical note

The survey

This survey is one of the main sources of information on average earnings and hours of manual workers. There is similar information at intervals back to 1886. Because of its extensive coverage, the survey provides the most detailed analysis of manual earnings by industry (at the level of minimum list heading (MLH) of the Standard Industrial Classification). It provides no information for particular manual occupations or particular components of gross earnings, such as overtime pay. These subjects are covered in the *New Earnings Survey*, the latest report on which related to April 1980.

It does not cover non-manual employees, although a separate survey covering the main production industries is also carried out in respect of October and estimates of non-manual earnings from this survey are presented on pages 115-116 of this issue of *Employment Gazette*.

Industries covered

The October survey covers all manufacturing industries; construction; some mining and quarrying activities (but not coal-mining); gas, electricity and water supply industries; most transport and communication industries; certain miscellaneous services and public administration.

(Continued on page 110)

Table 6 Workers shown on the returns received and average weekly earnings by industry in October 1980: manual workers (excluding firms reporting short-time working)

Industry SIC 1968	Minimum List Heading	Workers shown on the returns received					Earnings † (£ per week)				
		Workers on adult rates			Workers on other rates		Workers on adult rates			Workers on other rates	
		Full-time	Part-time	Female†	Male	Female	Full-time	Part-time	Female†	Male	Female
Mining and quarrying (except coal mining)											
Stone and slate quarrying and mining	102	6,628	30	85	110	1	110.41	‡	‡	‡	‡
Chalk, clay, sand and gravel extraction	103	2,792	6	29	73	1	111.44	‡	‡	‡	‡
Other mining and quarrying	104/109	3,960	19	27	54	—	144.24	‡	‡	‡	‡
Food, drink and tobacco											
Grain milling	211	8,282	1,112	169	92	7	137.16	89.48	33.02	‡	‡
Bread and flour confectionery	212	22,777	6,081	6,145	1,341	620	103.90	58.72	32.85	53.08	40.95
Biscuits	213	8,755	7,516	11,983	291	452	110.65	71.23	37.96	72.62	50.01
Bacon curing, meat and fish products	214	20,031	12,717	7,587	1,353	1,314	103.90	69.06	36.48	56.33	50.31
Milk and milk products	215	21,582	3,765	1,108	622	169	111.37	72.28	36.01	61.85	‡
Sugar	216	6,333	1,349	428	145	25	159.59	97.34	49.03	‡	‡
Cocoa, chocolate and sugar confectionery	217	15,662	8,658	11,958	409	578	116.41	73.07	38.72	59.49	53.45
Fruit and vegetable products	218	14,450	10,020	4,200	429	481	114.34	73.29	35.02	63.72	52.10
Animal and poultry foods	219	7,418	622	327	101	13	122.65	86.65	35.48	‡	‡
Vegetable and animal oils and fats	221	1,877	204	108	61	3	116.23	76.07	34.37	‡	‡
Food industries not elsewhere specified	229	9,828	4,909	2,732	211	242	121.87	72.51	38.09	61.69	51.14
Brewing and malting	231	31,377	1,638	1,248	304	19	129.61	80.55	31.56	66.34	‡
Soft drinks	232	7,393	2,165	856	725	87	98.36	68.34	37.42	41.70	‡
Other drink industries	239	10,186	5,635	467	179	114	109.05	83.21	34.41	‡	‡
Tobacco	240	9,467	9,519	1,832	192	352	138.64	101.24	46.39	‡	83.01
Coal and petroleum products											
Coke ovens and manufactured fuel	261	3,992	6	24	57	—	125.23	‡	‡	‡	‡
Mineral oil refining	262	9,300	272	172	505	9	148.09	82.34	39.27	73.15	‡
Lubricating oils and greases	263	1,623	199	56	7	—	127.22	‡	‡	‡	‡
Chemicals and allied industries											
General chemicals	271	56,640	3,118	1,664	3,111	156	132.11	87.58	41.57	71.56	‡
Pharmaceutical chemicals and preparations	272	10,644	7,920	2,538	292	409	114.09	76.24	38.20	65.38	49.32
Toilet preparations	273	1,741	2,944	963	57	129	110.54	68.80	37.25	‡	‡
Paint	274	7,394	1,246	586	186	28	101.49	70.13	35.42	‡	‡
Soap and detergents	275	5,306	1,104	914	118	56	129.47	74.67	44.80	‡	‡
Synthetic resins and plastics materials and synthetic rubber	276	15,221	875	435	443	36	121.11	73.84	43.00	68.80	‡
Dyestuffs and pigments	277	6,296	173	187	273	11	116.69	‡	50.05	71.03	‡
Fertilisers	278	2,748	54	56	26	3	124.53	‡	‡	‡	‡
Other chemical industries	279	14,054	7,008	2,171	582	211	121.98	83.05	43.71	78.49	50.36
Metal manufacture											
Iron and steel (general)**	311	58,734	1,342	641	2,691	45	121.04	71.54	33.29	56.77	‡
Steel tubes	312	12,360	433	390	363	2	118.77	73.38	39.61	61.52	‡
Iron castings, etc**	313	15,472	594	159	921	15	110.12	76.59	28.51	61.68	‡
Aluminium and aluminium alloys	321	14,477	964	257	489	38	126.66	76.01	37.18	68.96	‡
Copper, brass and other copper alloys	322	10,411	1,012	421	506	26	109.60	73.04	34.48	55.31	‡
Other base metals	323	8,283	316	185	225	5	110.91	69.48	36.57	57.84	‡
Mechanical engineering											
Agricultural machinery (except tractors)	331	8,424	144	106	1,111	8	104.18	‡	27.90	55.23	‡
Metal-working machine tools	332	16,028	531	268	2,126	18	108.70	72.16	34.93	60.30	‡
Pumps, valves and compressors	333	19,003	1,018	224	1,840	89	105.22	74.41	33.69	60.53	‡
Industrial engines	334	7,283	562	329	598	4	107.38	82.11	45.04	59.84	‡
Textile machinery and accessories	335	8,745	580	128	817	17	101.81	73.92	31.69	58.29	‡
Construction and earth-moving equipment	336	10,101	76	74	912	3	104.91	‡	‡	63.61	‡
Mechanical handling equipment	337	15,389	324	152	1,540	11	110.68	77.48	30.88	59.94	‡
Office machinery	338	4,293	2,267	270	234	46	99.94	78.68	36.42	60.41	‡
Other machinery	339	41,948	2,715	906	3,835	112	107.54	73.69	34.05	59.44	‡
Industrial (including process) plant and steelwork	341	29,545	481	531	2,465	38	121.64	71.57	26.49	61.38	‡
Ordnance and small arms	342	7,557	2,091	384	1,058	90	116.25	86.48	41.72	59.58	‡
Other mechanical engineering not elsewhere specified	349	28,049	3,860	665	2,455	133	106.84	73.17	34.38	59.84	‡
Instrument engineering											
Photographic and document copying equipment	351	2,609	591	103	132	27	119.96	94.37	46.04	‡	‡
Watches and clocks	352	1,328	1,974	90	118	38	101.42	69.96	‡	‡	‡
Surgical instruments and appliances	353	3,809	2,682	1,084	355	161	95.22	68.91	36.53	53.64	‡
Scientific and industrial instruments and systems	354	11,970	5,880	1,453	1,360	193	101.71	73.42	36.02	57.96	‡
Electrical engineering											
Electrical machinery	361	30,336	8,202	1,732	2,995	585	107.78	70.90	36.58	58.99	49.96
Insulated wires and cables	362	12,292	1,936	829	244	38	117.40	83.04	41.21	64.43	‡
Telegraph and telephone apparatus and equipment	363	12,433	11,621	1,999	1,087	1,003	110.80	83.20	45.81	65.66	66.08
Radio and electronic components	364	12,570	10,408	4,033	1,365	591	100.51	68.35	38.46	59.36	50.11
Broadcast receiving and sound reproducing equipment	365	3,595	5,276	657	219	333	94.93	65.04	39.51	55.36	53.31
Electronic computers	366	1,560	1,655	386	99	42	105.63	83.13	46.00	‡	‡
Radio, radar and electronic capital goods	367	10,572	5,273	1,485	1,769	285	112.26	76.74	48.77	58.17	50.75
Electric appliances primarily for domestic use	368	8,288	4,110	495	376	182	103.25	74.63	34.94	62.85	‡
Other electrical goods	369	15,803	11,140	4,520	895	445	109.14	74.25	41.80	55.63	48.92
Shipbuilding and marine engineering											
Shipbuilding and ship repairing	370.1	70,321	1,659	1,289	10,159	138	109.63	72.17	34.88	59.90	‡
Marine engineering	370.2	5,430	161	75	600	2	109.60	‡	‡	58.41	‡
Vehicles											
Wheeled tractor manufacturing	380	2,352	37	10	81	1	‡	‡	‡	‡	‡
Motor vehicle manufacturing	381	82,086	5,138	1,064	4,123	117	104.07	80.48	37.91	59.23	‡
Motor cycle, tricycle and pedal cycle manufacturing	382	1,475	723	92	133	29	97.95	73.52	‡	‡	‡
Aerospace equipment manufacturing and repairing	383	73,133	4,957	1,084	7,684	180	125.12	85.88	44.26	59.17	‡
Locomotive and railway track equipment††	384	‡	‡	‡	‡	‡	‡	‡	‡	‡	‡
Railway carriages and wagons and trams††	385	53,825	681	379	6,574	126	116.50	76.92	32.79	60.35	56.39

† ‡ †† ††† See note and footnotes to table 13.

Table 6 (continued) Workers shown on the returns received and average earnings by industry in October 1980: manual workers (excluding firms reporting short-time working)

Industry SIC 1968	Minimum List Heading	Workers shown on the returns received					Earnings † (£ per week)				
		Workers on adult rates			Workers on other rates		Workers on adult rates			Workers on other rates	
		Full-time	Part-time	Female†	Male	Female	Full-time	Part-time	Female†	Male	Female
Metal goods not elsewhere specified											
Engineers' small tools and gauges	390	10,051	2,104	532	1,115	62	102.97	72.60	36.64	54.66	‡
Hand tools and implements	391	2,350	728	113	194	20	94.94	68.93	35.40	‡	‡
Cutlery, spoons, forks and plated tableware, etc	392	2,088	967	477	158	79	114.97	78.61	40.00	‡	‡
Bolts, nuts, screws, rivets, etc	393	3,753	1,082	239	228	17	99.42	68.62	34.95	54.54	‡
Wire and wire manufacturers	394	7,803	975	271	235	24	103.72	66.20	31.30	54.23	‡
Cans and metal boxes	395	6,792	2,858	1,730	418	66	109.69	70.95	37.76	68.89	‡
Jewellery and precious metals	396	3,212	721	210	122	35	108.71	66.56	34.04	‡	‡
Metal industries not elsewhere specified	399	42,230	12,405	3,080	3,469	659	102.56	69.08	35.27	56.17	50.26
Textiles											
Production of man-made fibres	411	11,102	677	189	326	6	118.98	80.10	42.41	59.17	‡
Spinning and doubling on the cotton and flax systems	412	5,255	3,625	899	141	98	89.24	63.41	33.11	‡	‡
Weaving of cotton, linen and man-made fibres	413	5,118	3,359	708	271	122	90.74	62.83	32.55	69.29	‡
Woolen and worsted	414	11,600	7,072	2,128	481	248	91.00	63.73	34.65	53.12	45.04
Jute	415	1,873	639	83	68	14	92.47	69.37	‡	‡	‡
Rope, twine and net	416	680	517	255	49	30	83.54	60.67	32.33	‡	‡
Hosiery and other knitted goods	417	8,999	22,207	4,687	436	1,568	98.53	58.27	38.32	48.47	40.87
Lace	418	748	432	75	48	61	93.62	51.58	‡	‡	‡
Carpets	419	4,887	1,426	379	96	15	108.54	72.97	33.52	‡	‡
Narrow fabrics (not more than 30 cm wide)	421	1,682	1,575	406	65	66	87.75	57.60	31.01	‡	‡
Made-up textiles	422	1,682	3,021	415	76	204	84.25	55.73	32.26	‡	36.02

Table 6 (continued) Workers shown on the returns received and average earnings by industry in October 1980: manual workers (excluding firms reporting short-time working)

Industry SIC 1968	Minimum List Heading	Workers shown on the returns received						Earnings † (£ per week)				
		Workers on adult rates			Workers on other rates			Workers on adult rates		Workers on other rates		
		Full-time		Part-time	Full-time		Part-time	Full-time		Part-time		Full-time
		Male	Female	Female†	Male	Female	Male	Female	Female†	Male	Female	Female
Certain miscellaneous services												
Laundries	892	3,762	6,811	2,427	290	447	85.68	53.28	26.76	50.12	43.75	
Dry cleaning, etc	893	479	568	356	37	25	85.93	57.93	31.87	†	†	
Motor repairers, garages, etc	894	41,606	2,174	1,035	8,742	102	104.84	63.28	26.30	52.77	†	
Repair of boots and shoes	895	823	343	263	417	178	82.80	55.99	28.63	46.37	†	
Public administration, etc												
National government service (except where included above) †	901	38,070	9,024	5,331	1,028	55	103.39	79.49	40.30	69.96	†	
Local government service †	906	122,232	6,093	17,555	2,965	112	94.29	70.83	26.47	60.75	†	

†† See note and footnotes to tables 13.

Table 7 Average hours worked and average hourly earnings by industry in October 1980: manual workers (excluding firms reporting short-time working)

Industry SIC 1968	Minimum List Heading	Hours worked‡ by the workers shown on the returns received						Earnings‡ of the workers shown on the returns received (pence per hour)				
		Workers on adult rates			Workers on other rates			Workers on adult rates		Workers on other rates		
		Full-time		Part-time	Full-time		Part-time	Full-time		Part-time		Full-time
		Male	Female	Female†	Male	Female	Male	Female	Female†	Male	Female	Female
Mining and quarrying (except coal mining)												
Stone and slate quarrying and mining	102	48.6	†	†	†	227.2	†	†	†	†		
Chalk, clay, sand and gravel extraction	103	49.5	†	†	†	225.1	†	†	†	†		
Other mining and quarrying	104/109	42.2	†	†	†	341.8	†	†	†	†		
Food, drink and tobacco												
Grain milling	211	48.2	39.5	18.6	†	284.6	226.5	177.5	†	†		
Bread and flour confectionery	212	48.9	38.6	21.1	41.2	39.1	212.5	152.1	155.7	128.8		
Biscuits	213	45.6	38.5	22.0	40.9	39.1	242.7	185.0	172.5	177.6		
Bacon curing, meat and fish products	214	44.2	38.0	20.4	40.2	37.7	235.1	181.7	178.8	140.1		
Milk and milk products	215	46.1	38.7	20.0	41.1	†	241.6	186.8	180.1	150.5		
Sugar	216	51.5	41.5	22.2	†	†	309.9	234.6	220.9	†		
Cocoa, chocolate and sugar confectionery	217	42.9	37.5	20.5	40.2	38.3	271.4	194.9	188.9	148.0		
Fruit and vegetable products	218	46.0	38.0	20.3	41.4	39.4	248.6	192.9	172.5	153.9		
Animal and poultry foods	219	45.9	37.2	19.1	†	†	237.7	184.2	166.8	†		
Vegetable and animal oils and fats	221	48.9	41.3	20.6	†	†	273.3	190.3	170.8	151.2		
Food industries not elsewhere specified	229	44.6	38.1	22.3	40.8	39.8	291.3	211.4	177.3	163.4		
Brewing and malting	231	44.5	38.1	17.8	40.6	†	232.5	182.2	175.7	104.8		
Soft drinks	232	42.3	37.5	21.3	39.8	†	252.4	215.0	182.1	†		
Other drink industries	239	43.2	38.7	18.9	†	†	340.6	286.8	241.6	231.9		
Tobacco	240	40.7	35.3	19.2	†	35.8	†	†	†	†		
Coal and petroleum products												
Coke ovens and manufactured fuel	261	46.5	†	†	†	†	269.3	†	†	†		
Mineral oil refining	262	42.1	35.2	20.9	40.2	†	351.8	233.9	187.9	182.0		
Lubricating oils and greases	263	44.8	†	†	†	†	284.0	†	†	†		
Chemicals and allied industries												
General chemicals	271	43.2	39.4	21.7	39.5	†	305.8	222.3	191.6	181.2		
Pharmaceutical chemicals and preparations	272	43.8	39.3	21.4	40.4	39.4	260.5	194.0	178.5	161.8		
Toilet preparations	273	45.3	38.7	21.6	†	†	244.0	177.8	172.5	†		
Paint	274	42.4	38.8	20.9	†	†	239.4	180.7	169.5	†		
Soap and detergents	275	43.1	38.6	22.6	†	†	300.4	193.4	198.2	†		
Synthetic resins and plastics materials and synthetic rubber	276	41.4	37.6	21.4	39.6	†	292.5	196.4	200.9	173.7		
Dyestuffs and pigments	277	41.3	†	25.0	39.0	†	282.5	†	200.2	182.1		
Fertilisers	278	44.7	†	†	†	†	278.6	†	†	†		
Other chemical industries	279	43.2	38.8	21.6	40.0	38.1	282.4	214.0	202.4	196.2		
Metal manufacture												
Iron and steel (general) ** ††	311	41.0	38.3	21.6	39.2	†	295.2	186.8	154.1	144.8		
Steel tubes	312	42.7	37.6	23.4	40.4	†	278.1	195.2	169.3	154.2		
Iron castings, etc ** ††	313	42.3	37.3	18.5	40.0	†	260.3	205.3	154.1	154.2		
Aluminium and aluminium alloys	321	41.8	38.4	21.0	39.0	†	303.0	197.9	177.0	176.8		
Copper, brass and other copper alloys ††	322	42.5	38.5	20.0	37.3	†	257.9	189.7	172.4	148.3		
Other base metals	323	40.5	36.7	21.1	38.9	†	273.9	189.3	173.3	148.7		
Mechanical engineering												
Agricultural machinery (except tractors)	331	42.6	†	18.0	41.9	†	244.6	†	155.0	131.8		
Metal-working machine tools	332	40.7	37.3	21.5	39.1	†	267.1	193.5	162.5	154.2		
Pumps, valves and compressors	333	41.1	37.1	19.8	38.7	†	256.0	200.6	170.2	156.4		
Industrial engines	334	41.2	37.6	21.1	39.6	†	260.6	218.4	213.5	151.1		
Textile machinery and accessories	335	41.1	37.6	20.7	40.6	†	247.7	196.6	153.1	143.6		
Construction and earth-moving equipment	336	39.8	†	†	38.9	†	263.6	†	†	163.5		
Mechanical handling equipment	337	42.5	37.2	20.4	40.0	†	260.4	208.3	151.4	149.9		
Office machinery	338	39.7	37.1	17.4	38.7	†	251.7	212.1	209.3	156.1		
Other machinery	339	42.2	37.7	19.9	39.5	†	254.8	195.5	171.1	150.5		
Industrial (including process) plant and steelwork	341	41.7	37.4	18.6	39.1	†	291.7	191.4	142.4	157.0		
Ordnance and small arms	342	40.2	39.1	20.5	35.3	†	289.2	221.2	203.5	168.8		
Other mechanical engineering not elsewhere specified	349	41.5	38.1	20.1	39.0	†	257.4	192.0	171.0	153.4		
Instrument engineering												
Photographic and document copying equipment	351	42.6	38.3	22.3	†	†	281.6	246.4	206.5	†		
Watches and clocks ††	352	40.6	36.9	†	†	†	249.8	189.6	†	†		
Surgical instruments and appliances	353	41.2	37.9	21.3	39.5	†	231.1	181.8	171.5	135.8		
Scientific and industrial instruments and systems	354	42.1	38.9	22.4	39.1	†	241.6	188.7	160.8	148.2		

††† See note and footnotes to table 13.

Table 7 (continued) Average hours worked and average hourly earnings by industry in October 1980: manual workers (excluding firms reporting short-time working)

Industry SIC 1968	Minimum List Heading	Hours worked‡ by the workers shown on the returns received						Earnings‡ of the workers shown on the returns received (pence per hour)				
		Workers on adult rates			Workers on other rates			Workers on adult rates		Workers on other rates		
		Full-time		Part-time	Full-time		Part-time	Full-time		Part-time		Full-time
		Male	Female	Female†	Male	Female	Male	Female	Female†	Male	Female	Female
Electrical engineering												
Electrical machinery	361	41.3	37.5	20.9	39.4	38.0	261.0	189.1	175.0	149.7	131.5	
Insulated wires and cables	362	43.2	37.6	21.4	39.2	†	271.8	220.9	192.6	164.4	†	
Telegraph and telephone apparatus and equipment	363	43.0	38.4	22.2	39.1	38.9	257.7	216.7	206.4	167.9	169.9	
Radio and electronic components	364	41.4	37.6	19.8	40.0	37.9	242.8	181.8	194.2	148.4	132.2	
Broadcast receiving and sound reproducing equipment	365	40.1	35.4	21.0	38.9	39.1	236.7	183.7	188.1	142.3	136.3	
Electronic computers	366	42.8	39.7	19.8	†	†	246.8	209.4	232.3	†	†	
Radio, radar and electronic capital goods	367	43.5	38.2	23.9	39.5	39.2	258.1	200.9	204.1	147.3	129.5	
Electric appliances primarily for domestic use	368	40.3	37.2	19.9	38.8	†	256.2	200.6	175.6	162.0	†	
Other electrical goods	369	40.8	38.1	20.6	37.1	37.9	267.5	194.9	202.9	149.9	129.1	
Shipbuilding and marine engineering												
Shipbuilding and ship repairing	370.1	41.7	35.5	19.7	38.1	†	262.9	203.3	177.1	157.2	†	
Marine engineering	370.2	42.4	†	†	39.3	†	258.5	†	†	148.6	†	
Vehicles												
Wheeled tractor manufacturing	380	†	†	†	†	†	†	†	†	†	†	
Motor vehicle manufacturing ††	381	39.2	37.4	20.7	38.8	†	265.5	215.2	183.1	152.7	†	
Motor cycle, tricycle and pedal cycle manufacturing	382	42.9	38.7	†	†	†	228.3	190.0	†	†	†	
Aerospace equipment manufacturing and repairing	383	42.0	38.2	22.1	38.7	†	297.9	224.8	200.3	152.9	†	
Locomotive and railway track equipment ††												
Railway carriages and wagons and trams †	384/385	42.2	35.0	23.1	38.0	34.5	276.3	219.8	141.9	158.8	163.7	
Metal goods not elsewhere specified												
Engineers' small tools and gauges	390	40.9	37.6	21.9	39.7	†	251.8	193.1	167.3	137.7	†	
Hand tools and implements ††	391	40.3	36.6	21.8	†	†	235.6	188.3	162.4	†	†	
Cutlery, spoons, forks and plated tableware, etc ††	392	40.9	37.2	20.8	†	†	281.1	211.3	192.3	†	†	
Bolts, nuts, screws, rivets, etc ††	393	40.4	36.2	20.0	38.6	†	246.1	189.6	174.8	141.3	†	
Wire and wire manufactures ††	394	40.1	36.6	20.6	38.3	†	258.7	180.9	151.9	141.6	†	
Cans and metal boxes	395	40.1	35.9	22.5	39.7	†	273.5	197.6	167.8	173.5	†	
Jewellery and precious metals	396	41.3	37.7	21.8	†	†	263.2	176.6	156.1	†	†	
Metal industries not elsewhere specified	399	41.4	36.9	21.2	38.9	37.5	247.7	187.2	166.4	144.4	134.0	
Textiles												
Production of man-made fibres	411	40.7	37.2	21.0	38.8	†	292.3	215.3	202.0	152.5	†	
Spinning and doubling on the cotton and flax systems ††	412	42.3	38.1	21.4	†	†	211.0	166.4	154.7	†	†	
Weaving of cotton, linen and man-made fibres ††	413	40.2	37.1	21.0	40.8	†	225.7	169.4	155.0	169.8	†	
Woolen and worsted	414	43.9	37.3	21.3	40.1	37.2	207.3	170.9	162.7	132.5	121.1	
Jute	415	41.3	37.4	†	†	†	223.9	185.5	†	†	†	
Rope, twine and net	416	42.2	38.3	22.1	†	†	198.0	158.4	146.3	†	†	
Hosiery and other knitted goods	417	41.6	36.5	23.8	40.3	37.2	236.9	159.6				

Table 7 (continued) Average hours worked and average hourly earnings by industry in October 1980: manual workers (excluding firms reporting short-time working)

Industry SIC 1968	Minimum List Heading	Hours worked† by the workers shown on the returns received					Earnings‡ of the workers shown on the returns received (pence per hour)					
		Workers on adult rates			Workers on other rates		Workers on adult rates			Workers on other rates		
		Full-time	Part-time	Female†	Full-time	Female	Full-time	Part-time	Female†	Full-time	Part-time	Female
Other manufacturing industries												
Rubber	491	41.0	37.1	22.0	38.9	‡	269.8	187.8	186.7	149.0	‡	
Linoleum, plastics floor-covering, leathercloth, etc	492	43.1	37.1	‡	‡	‡	245.6	184.6	‡	‡	‡	
Erushes and brooms	493	40.7	36.0	22.2	‡	‡	219.8	173.9	164.3	‡	‡	
Toys, games, children's carriages and sports equipment¶	494	41.7	36.4	21.2	38.7	37.8	221.0	162.0	154.1	153.0	123.4	
Miscellaneous stationers' goods	495	48.0	38.4	22.9	‡	‡	246.1	174.0	145.3	‡	‡	
Plastics products not elsewhere specified	496	42.0	37.9	21.9	40.7	37.6	263.7	178.9	167.9	147.0	127.2	
Miscellaneous manufacturing industries	499	41.3	37.7	22.4	40.4	‡	245.5	159.6	142.7	140.2	‡	
Construction												
Construction	500	44.0	38.5	16.8	41.0	38.7	257.6	159.6	139.6	147.7	121.0	
Gas, electricity and water												
Gas	601	43.7	36.5	19.5	40.5	‡	303.8	183.8	189.2	155.9	‡	
Electricity	602	41.1	37.3	19.8	39.6	‡	316.0	241.4	219.7	163.4	‡	
Water supply	603	43.3	‡	16.9	39.2	‡	256.4	‡	181.7	181.7	‡	
Transport and communication (except sea transport)												
Railways	701	46.8	43.7	‡	‡	‡	256.5	203.9	‡	‡	‡	
Road passenger transport	702	47.2	43.4	21.7	39.6	‡	251.2	213.2	154.1	153.1	‡	
Road haulage contracting for general hire or reward	703	49.4	39.3	17.7	42.9	‡	235.5	184.0	153.3	140.9	‡	
Other road haulage	704	48.4	‡	‡	44.0	‡	263.0	‡	‡	161.6	‡	
Port and inland water transport	706	43.4	‡	18.9	41.2	‡	302.3	‡	164.6	145.8	‡	
Air transport	707	44.0	42.0	26.6	39.2	‡	327.6	304.1	218.1	253.1	‡	
Other transport and communications§§	708/709	46.5	41.7	23.9	39.6	39.9	282.2	215.7	195.1	168.1	134.8	
Certain miscellaneous services												
Laundries	892	43.7	38.3	19.8	41.2	37.7	196.1	139.1	135.2	121.7	116.0	
Dry cleaning, etc	893	41.8	38.6	21.2	‡	‡	205.6	150.1	150.3	‡	‡	
Motor repairers, garages, etc	894	41.8	38.1	19.5	40.3	‡	250.8	166.1	134.9	130.9	‡	
Repair of boots and shoes	895	41.3	38.8	21.3	39.9	‡	200.5	144.3	134.4	116.2	‡	
Public administration, etc												
National government service (except where included above)¶	901	42.2	39.8	21.7	38.8	‡	245.0	199.7	185.7	180.3	‡	
Local government service¶	906	42.8	40.0	17.4	39.9	‡	220.3	177.1	152.1	152.3	‡	

†§§¶ See note and footnotes to table 13.

(Continued from page 105)

As envisaged in last year's article, it has been possible this year to include an estimate for railways in most of the tables (other than those on a regional basis). The effect on the averages for all industries covered is very small, raising the figure of average weekly earnings for males on adult rates by 13p per week and for females on adult rates by 7p per week from the basis of earlier years.

The survey also covers some workers in the National Health Service, but the information provided does not allow the inclusion of this group in the general tables of results (see separate paragraph above).

Agriculture and coal-mining are among the industries employing substantial numbers of manual workers which are not covered. Information on earnings of agricultural workers obtained by the agricultural departments is published elsewhere in this issue of *Employment Gazette*, together with some information supplied by the National Coal Board about the earnings of their manual employees. This information, however, is not on a comparable basis to that obtained from the Department of Employment survey.

The results of the survey are based on returns furnished on a voluntary basis for about 26,000 establishments employing nearly four million manual workers. Only one in four of firms with between 11 and 24 manual employees previously covered in the survey were approached in the 1980 survey, and no firms with ten or fewer manual employees were approached.

Workers covered

All manual workers including foremen and supervisors (except works and other higher level foremen), transport, warehouse and canteen workers (if employed by the firm concerned) are covered. Administrative, technical and office employees generally, sales representatives and canteen workers employed in canteens conducted by the employees themselves or by independent contractors are excluded.

Separate information was obtained for the following categories:

- males on adult rates
- females on adult rates
- males on other rates
- females on other rates.

Adult rates

In previous surveys the classification of adult workers has been on an age basis, results being given for Men, 21 years and over, and Women, 18 years and over. The practice of young men being paid on adult rates while still under 21 years of age has been extending rapidly over recent years and hence the separation of workers by a rigid age criterion has become increasingly unrealistic—and a difficult requirement for many firms to meet. After consultation with industry it was decided to alter the definitions for the October 1980 survey to *males on adult rates* instead of *men, 21 years and over*, and to *females on adult rates*

Table 8 Average weekly earnings (males on adult rates): by industry group: by standard region: manual workers (excluding firms reporting short-time working)

Industry Group	Order of SIC	£ per week												
		South East	Greater London	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Northern Ireland
SIC 1968														
Food, drink and tobacco	III	124.07	129.21	115.78	109.80	115.11	113.90	112.25	113.29	106.35	116.89	103.82	110.79	110.87
Coal and petroleum products	IV	142.74	151.96	‡	‡	113.97	108.89	140.42	144.82	125.13	137.02	129.34	142.54	‡
Chemicals and allied industries	V	118.21	122.67	120.44	122.10	111.29	113.22	114.10	126.81	129.32	123.67	121.53	122.90	100.70
Metal manufacture	VI	120.87	124.21	106.06	101.60	112.55	123.97	114.36	110.61	122.83	117.66	117.86	124.19	62.24
Mechanical engineering	VII	109.70	112.81	106.01	103.63	110.72	105.33	108.13	102.98	116.60	109.02	104.09	114.56	‡
Instrument engineering	VIII	106.10	102.08	93.04	100.81	89.03	98.27	97.45	102.37	102.82	102.78	96.31	98.26	106.30 ‡
Electrical engineering	IX	104.14	106.69	91.94	92.33	112.72	104.93	100.79	106.52	112.71	107.49	101.51	111.45	‡
Shipbuilding and marine engineering	X	114.81	120.89	113.71	104.53	‡	‡	120.79	114.59	109.90	110.25	128.74	106.36	‡
Vehicles	XI	107.48	100.45	108.54	117.11	102.31	117.97	114.65	117.84	120.37	108.36	97.96	115.48	136.90
Metal goods nes	XII	103.91	103.07	102.00	102.32	103.79	99.38	101.20	95.82	100.53	102.72	106.97	105.68	100.25
Textiles	XIII	96.23	94.09	86.82	98.49	91.20	100.70	97.16	89.58	93.10	97.93	103.57	91.34	103.53
Leather, leather goods and fur	XIV	90.70	90.14	88.45	99.57	86.98	90.03	100.89	90.84	80.33	92.79	‡	97.85	76.23
Clothing and footwear	XV	90.21	89.11	107.53	102.69	88.54	91.26	83.22	86.46	93.63	91.35	82.31	82.40	85.10
Bricks, pottery, glass, cement, etc	XVI	116.07	112.45	108.27	109.41	106.72	112.55	118.23	123.22	112.12	115.35	110.98	111.71	96.03
Timber, furniture, etc	XVII	108.14	118.28	88.31	96.17	99.75	97.13	98.59	101.24	98.31	102.19	99.11	94.24	85.99
Paper, printing and publishing	XVIII	162.26	187.81	120.71	125.50	122.95	113.63	116.78	131.79	145.66	139.43	125.26	125.62	111.68
Other manufacturing industries	XIX	102.88	99.39	114.55	117.06	107.91	102.70	104.74	107.18	108.18	108.10	105.86	108.81	110.70
All manufacturing industries		116.61	122.81	108.18	108.61	107.49	107.70	108.17	110.31	115.34	111.72	110.62	111.64	106.94
Mining and quarrying (except coal)	II	114.57	‡	‡	110.98	117.00	117.54	116.30	128.05	126.75	119.11	105.86	115.29	97.27
Construction	XX	120.61	129.51	104.29	100.34	107.69	109.28	109.04	112.56	111.97	113.96	108.25	110.76	98.16
Gas, electricity and water	XXI	131.71	137.47	122.82	123.07	121.76	124.46	122.17	122.02	124.63	125.93	126.30	126.96	129.19
Transport and communication (except sea transport)	XXII	131.88	136.39	130.05	118.25	120.79	119.45	118.53	119.12	116.31	125.48	115.53	123.17	107.18
Certain miscellaneous services§	XXVI	109.94	115.98	100.61	102.55	103.37	100.64	102.70	105.99	93.07	104.69	101.85	101.75	83.37
Public administration¶	XXVII	104.78	110.74	95.43	94.70	100.78	92.72	90.54	89.16	91.83	98.02	89.57	93.07	87.29
All industries covered		119.00	125.92	110.17	108.21	108.42	109.12	109.18	111.34	113.70	113.32	110.04	111.93	103.65

†§§¶ See note and footnotes to table 13.

Table 9 Average weekly hours (males on adult rates): by industry group: by standard region: manual workers (excluding firms reporting short-time working)

Industry Group	Order of SIC	£ per week												
		South East	Greater London	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Northern Ireland
SIC 1968														
Food, drink and tobacco	III	46.2	47.0	45.8	45.2	45.1	44.2	45.9	45.4	45.6	45.6	44.2	45.0	44.5
Coal and petroleum products	IV	43.2	50.7	‡	‡	43.3	41.3	48.9	44.1	45.2	45.0	41.4	42.9	‡
Chemicals and allied industries	V	42.5	43.3	43.0	43.7	42.2	43.2	43.2	43.1	42.8	43.0	41.8	42.5	45.6
Metal manufacture	VI	42.5	43.0	43.2	42.2	42.4	42.6	40.7	42.0	41.7	42.1	39.1	42.8	34.6
Mechanical engineering	VII	42.5	43.2	42.2	40.8	41.7	41.6	41.6	40.8	41.1	41.6	41.3	40.7	‡
Instrument engineering	VIII	42.2	41.4	41.7	41.1	41.0	43.3	40.2	42.3	41.9	42.0	38.9	40.9	43.6 ‡
Electrical engineering	IX	42.0	41.8	41.1	41.3	41.4	41.4	40.6	42.0	41.5	41.6	40.5	42.8	‡
Shipbuilding and marine engineering	X	43.7	45.6	48.4	40.6	‡	‡	45.0	43.9	41.2	42.1	36.8	39.8	‡
Vehicles	XI	40.6	39.8	41.5	41.9	38.3	40.7	40.6	41.9	37.4	39.9	36.8	40.5	41.1
Metal goods not elsewhere specified	XII	41.5	41.2	42.9	40.9	41.4	40.9	40.5	40.5	39.6	41.1	40.5	40.6	41.2
Textiles	XIII	42.1	42.0	43.0	40.8	42.0	41.8	44.0	41.7	40.8	42.3	39.5	41.9	42.9
Leather, leather goods and fur	XIV	41.9	42.0	41.6	45.2	41.1	42.5	43.3	42.0	39.2	42.6	‡	42.1	39.2
Clothing and footwear	XV	40.4	40.0	41.0	37.9	41.1	40.2	40.6	40.0	40.2	40.1	40.6	40.8	39.9
Bricks, pottery, glass, cement, etc	XVI	43.6	44.4	45.0	45.6	42.8	43.4	42.7	42.1	44.3	43.0	45.5	44.3	44.2
Timber, furniture, etc	XVII	41.6	42.3	40.8	42.0	42.1	41.4	42.4	41.8	41.5	41.8	40.1	42.2	40.5
Paper, printing and publishing	XVIII	43.7	43.9	41.6	41.2	41.7	41.5	41.7	42.4	43.2	42.6	43.0	42.0	41.6
Other manufacturing industries	XIX	43.1	42.2	42.0	41.7	40.7	44.1	42.6	41.7	39.7	41.8			

Table 10 Average hourly earnings (males on adult rates): by industry group: by standard region: manual workers (excluding firms reporting short-time working)

Industry Group	Order of SIC	Pence per hour												
		South East	Greater London	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Northern Ireland
SIC 1968														
Food, drink and tobacco	III	268.5	274.9	252.8	242.9	255.2	257.7	244.6	249.5	233.2	256.3	234.9	246.2	249.1
Coal and petroleum products	IV	330.4	299.7	+	+	263.2	263.7	287.2	328.4	276.8	304.5	312.4	332.3	+
Chemicals and allied industries	V	273.6	283.3	280.1	279.4	263.7	262.1	264.1	294.2	302.1	287.6	290.7	289.2	220.8
Metal manufacture	VI	284.4	288.9	245.5	240.8	265.4	291.0	281.0	263.4	294.6	279.5	301.4	290.2	179.9
Mechanical engineering	VII	258.1	261.7	251.2	254.0	265.5	253.2	259.9	252.4	283.7	262.1	252.0	281.5	244.0**
Instrument engineering	VIII	251.4	246.6	223.1	245.3	217.1	227.0	242.4	242.0	245.4	244.7	247.6	240.2	244.0**
Electrical engineering	IX	248.0	255.2	223.7	223.6	272.3	253.5	248.3	253.6	271.6	258.4	250.6	260.4	244.0**
Shipbuilding and marine engineering	X	262.7	265.1	234.9	257.5	+	+	286.4	261.0	266.7	261.9	266.0	267.2	244.0**
Vehicles	XI	264.7	252.4	261.5	279.5	267.1	289.9	282.4	281.2	321.8	271.6	266.2	285.1	333.1
Metal goods not elsewhere specified	XII	250.4	250.2	237.8	250.2	250.7	243.0	249.9	236.6	253.9	249.9	264.1	260.3	243.3
Textiles	XIII	228.6	224.0	201.9	241.4	217.1	240.9	220.8	214.8	228.2	231.5	262.2	218.0	241.3
Leather, leather goods and fur	XIV	216.5	214.6	212.6	220.3	211.6	211.8	233.0	216.3	204.9	217.8	+	232.4	194.5
Clothing and footwear	XV	263.3	222.9	262.3	270.9	215.4	227.0	205.0	216.2	232.9	227.8	202.0	217.3	213.3
Bricks, pottery, glass, cement, etc	XVI	266.2	253.3	240.6	239.9	249.3	259.3	276.9	292.7	253.1	268.3	243.9	252.2	217.3
Timber, furniture, etc	XVII	260.0	279.6	216.4	229.0	236.9	234.6	232.5	242.2	236.9	244.5	247.2	223.3	212.3
Paper, printing and publishing	XVIII	371.3	427.8	290.2	304.6	294.8	273.8	280.0	310.8	337.2	327.3	291.3	299.1	268.5
Other manufacturing industries	XIX	238.7	235.5	272.7	280.7	265.1	232.9	245.9	257.0	272.5	258.6	257.6	254.2	294.4
All manufacturing industries		273.7	286.9	252.2	258.6	260.9	256.4	256.3	261.4	276.6	266.0	274.5	265.2	251.0
Mining and quarrying (except coal)	II	213.0	+	+	261.7	226.3	231.4	248.0	266.2	274.4	248.1	217.4	238.7	220.6
Construction	XX	263.3	276.7	233.8	230.7	250.4	253.0	250.7	264.2	262.2	258.4	250.0	254.6	235.4
Gas, electricity and water	XXI	309.2	321.9	301.8	293.7	289.2	301.4	288.8	297.6	309.3	299.8	297.9	286.6	289.7
Transport and communication (except sea transport)	XXII	283.6	301.7	268.1	253.8	251.6	245.3	245.9	254.0	238.8	267.0	247.4	257.7	236.6
Certain miscellaneous services §	XXVI	261.8	278.1	239.0	247.1	252.1	243.1	244.5	247.6	219.5	248.1	240.8	244.0	207.4
Public administration ¶	XXVII	244.2	258.7	226.1	223.9	237.1	219.7	215.1	208.3	218.6	230.6	204.5	216.4	205.9
All industries covered		272.3	287.5	250.4	252.8	258.8	254.4	253.9	260.1	267.5	264.1	263.3	259.1	243.3

† † † See note and footnotes to table 13

Table 11 Average weekly earnings (females on adult rates): by industry group: by standard region: manual workers (excluding firms reporting short-time working)

Industry Group	Order of SIC	Pence per week												
		South East	Greater London	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Northern Ireland
SIC 1968														
Food, drink and tobacco	III	76.36	76.16	77.05	71.46	69.85	74.11	73.85	70.20	67.39	74.92	61.73	72.68	91.24
Coal and petroleum products	IV	+	+	+	+	+	+	+	+	+	+	+	+	+
Chemicals and allied industries	V	72.12	72.10	67.01	74.68	71.28	70.81	71.63	79.40	89.19	77.25	88.86	77.61	60.23
Metal manufacture	VI	73.41	73.07	+	74.33	70.30	90.66	68.40	67.65	81.33	73.57	72.50	75.37	+
Mechanical engineering	VII	76.76	75.66	76.67	73.34	71.80	73.05	66.66	74.57	73.23	75.31	73.03	76.84	74.09**
Instrument engineering	VIII	73.15	66.59	67.70	68.87	64.57	57.59	68.00	75.51	65.92	71.81	69.47	76.42	74.09**
Electrical engineering	IX	67.04	74.06	66.76	68.78	80.14	77.11	67.91	74.66	71.07	74.37	67.09	76.21	74.09**
Shipbuilding and marine engineering	X	+	+	+	+	+	+	+	+	+	+	+	+	+
Vehicles	XI	78.97	82.52	87.58	79.52	79.78	84.52	67.24	86.76	62.50	79.79	88.57	93.50	94.38
Metal goods not elsewhere specified	XII	69.27	69.44	61.50	67.67	69.53	63.62	65.71	67.81	65.62	69.50	68.50	71.99	75.28
Textiles	XIII	62.74	62.14	56.67	58.59	59.21	57.16	59.81	61.32	61.99	60.60	67.97	64.64	58.47
Leather, leather goods and fur	XIV	64.62	67.00	67.95	69.15	53.83	59.83	72.74	60.66	61.91	61.11	+	71.41	48.60
Clothing and footwear	XV	61.10	61.93	58.41	60.40	58.97	59.46	57.40	58.16	58.79	58.67	58.84	60.09	54.94
Bricks, pottery, glass, cement, etc	XVI	65.64	63.70	65.11	67.03	66.64	79.23	93.75	81.60	69.15	71.04	61.23	77.24	+
Timber, furniture, etc	XVII	76.09	69.82	55.95	73.34	74.37	71.62	73.17	70.99	68.96	75.61	89.90	58.85	45.09
Paper, printing and publishing	XVIII	88.49	90.93	81.81	81.49	73.13	73.04	71.92	80.78	88.27	82.81	75.17	80.29	71.38
Other manufacturing industries	XIX	61.60	57.87	65.40	64.78	67.19	67.92	68.91	63.18	66.09	64.96	62.09	72.36	65.82
All manufacturing industries		70.56	71.18	67.39	68.19	70.04	62.86	64.61	67.21	66.90	68.49	66.54	69.68	64.54
Mining and quarrying (except coal)	II	+	+	+	+	+	+	+	+	+	+	+	+	+
Construction	XX	+	+	+	+	+	+	+	+	+	+	+	+	+
Gas, electricity and water	XXI	+	+	+	+	+	+	+	+	+	+	+	+	+
Transport and communication (except sea transport)	XXII	105.76	111.96	81.23	83.84	88.95	86.54	82.21	78.33	75.12	94.79	85.75	82.91	66.91
Certain miscellaneous services §	XXVI	58.33	57.93	54.13	54.11	59.51	59.68	54.75	55.20	51.81	56.76	51.91	58.93	51.72
Public administration ¶	XXVII	80.45	87.55	73.73	75.33	74.88	71.82	69.67	73.80	64.45	76.55	72.75	72.03	81.39
All industries covered		71.49	72.98	67.09	68.19	70.00	63.23	64.73	67.23	66.66	68.84	66.46	69.70	64.68

† † † See note and footnotes to table 13

Comparable adjustments can be made to most individual industries (Minimum List Headings) and industrial orders using the details from the *New Earnings Survey*.

These adjustments may slightly overstate the degree of discontinuity between October 1979 and October 1980 to the extent that some firms have been reporting in respect of employees on adult rates before the change in definition was made.

Full-time and part-time

Information was also obtained separately for full-time and part-time workers, the former defined as those ordinarily employed for more than 30 hours per week excluding all overtime and main meal breaks. Separate results are given

in the tables for full-time and part-time females on adult rates. For other categories the results relate to full-time workers only as the numbers of part-time workers were small. The weekly earnings and hours of part-time males on adult rates covered by the survey averaged £35.02 and 19.1 hours.

Reference week

The information related to persons at work during the whole or part of the pay-week which included October 8, 1980. Where work at an establishment was stopped for the whole or part of the specified pay-week because of a general or local holiday, breakdown, fire or industrial dispute, for example, particulars of the nearest week of an ordinary character were substituted.

Table 12 Average weekly hours (females on adult rates): by industry group: by standard region: manual workers (excluding firms reporting short-time working)

Industry Group	Order of SIC	Pence per hour												
		South East	Greater London	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Northern Ireland
SIC 1968														
Food, drink and tobacco	III	38.1	38.3	37.8	38.3	38.8	37.1	38.1	37.5	37.3	38.0	36.6	38.3	37.1
Coal and petroleum products	IV	+	+	+	+	+	+	+	+	+	+	+	+	+
Chemicals and allied industries	V	38.6	39.4	38.2	38.1	37.4	38.3	38.9	39.3	39.5	38.9	39.5	38.8	38.4
Metal manufacture	VI	38.2	37.4	+	38.2	36.6	38.4	37.7	37.8	39.9	37.9	39.1	38.3	+
Mechanical engineering	VII	37.7	37.0	38.0	37.5	37.4	38.9	36.7	38.2	37.3	37.8	38.4	37.3	37.7
Instrument engineering	VIII	39.0	37.7	38.8	36.7	37.8	35.8	36.7	38.7	38.5	38.3	37.9	38.0	37.7
Electrical engineering	IX	36.5	38.6	37.0	38.8	38.7	38.3	37.1	37.4	37.3	37.6	37.5	38.7	37.7
Shipbuilding and marine engineering	X	37.6	37.8	+	36.8	37.2	37.9	37.9	38.0	37.8	37.6	37.8	38.7	39.6
Vehicles	XI	36.7	36.6	36.9	37.3	37.0	36.4	37.5	37.3	36.5	37.0	34.5	36.8	38.9
Metal goods not elsewhere specified	XII	37.3	37.7	37.9	38.8	36.2	36.1	37.2	37.3	38.4	37.0	35.7	37.2	38.4
Textiles	XIII	37.3	37.7	37.9	38.8	36.2	36.1	37.2	37.3	38.4	37.0	35.7	37.2	38.4
Leather, leather goods and fur	XIV	37.6	38.5	38.6	37.0	37.4	38.1	39.0	37.6	37.0	37.3	+	38.9	39.0
Clothing and footwear	XV	36.2	35.8	35.4	36.0	36.3	36.0	36.6	35.5	37.1	36.2	36.7	36.8	37.3
Bricks, pottery, glass, cement, etc	XVI	37.4	38.9	38.2	39.4	36.8	37.9	39.3	38.0	34.8	37.3	36.9	37.7	+
Timber, furniture, etc	XVII	36.3	35.1	37.5	37.2	37.4	37.2	36.7	36.2	36.4	36.7	37.1	37.6	34.4
Paper, printing and publishing	XVIII	38.6	39.0	39.2	38.3	37.4	37.6	37.9	38.4	36.8	38.2	39.1	38.0	38.6
Other manufacturing industries	XIX	36.7	35.5	38.9	36.5	37.1	37.3	38.1	37.5	38.0	37.2	37.8	37.6	36.3
All manufacturing industries		37.2	37.4	37.4	37.6	37.3								

Measurement of earnings

The survey measures total gross earnings, inclusive of supplements, overtime payments, shift premium payments, bonuses, incentive payments and other additional and miscellaneous types of payments in the reference pay-week; before deduction of PAYE income tax payments and national insurance contributions and any other deductions. Also included are the proportionate weekly amounts of non-contractual gifts and periodical bonuses paid otherwise than weekly, for example, those paid yearly, half-yearly or monthly; where the amount of the current bonus was not known, the amount paid for the previous bonus period was taken into account on the returns.

The information on hours worked is used to derive information on earnings per hour.

The survey results on earnings and hours in this article are averages covering all classes of manual workers, including unskilled workers and general labourers as well as skilled occupations.

In view of the wide variations between different industries in the proportions of skilled and unskilled workers, in the opportunities for extra earnings from overtime, night-work and payment-by-results schemes and in the amount of time lost by absenteeism, sickness, etc, the differences in average earnings shown in the tables should not be taken as evidence of, or as a measure of, disparities in the ordinary rates of pay prevailing in different industries for comparable classes of workers employed under similar conditions.

Also, changes in average earnings between successive surveys will reflect changes in the composition of the labour force, including relative numbers at different levels of skill, and will not necessarily be the same as the average change in earnings for comparable jobs.

Average weekly earnings: effect of including firms reporting short-time working

Industry group SIC (1968)	SIC Order	Establishments reporting short-time working		Average earnings (£ per week) of workers in all establishments reporting in survey, including those reporting short-time working					
		As percentage of all establishments in survey	Number employed as a percentage of all employees in survey	Workers on adult rates			Workers on other rates		
				Full-time	Female	Part-time	Full-time	Female	
Food, drink and tobacco	III	1.2	2.3	115.53	74.53	36.70	57.10	51.14	
Coal and petroleum products	IV	2.2	4.2	134.61	85.35	37.54	70.76	†	
Chemicals and allied industries	V	3.6	3.3	122.52	77.48	40.57	71.47	50.96	
Metal manufacture	VI	27.1	29.9	114.23	70.53	33.52	59.64	49.09	
Mechanical engineering	VII	10.1	18.0	106.72	74.97	33.51	59.63	52.74	
Instrument engineering	VIII	5.4	5.5	101.44	71.78	36.50	57.74	48.69	
Electrical engineering	IX	10.1	12.3	105.84	72.96	40.99	60.00	54.09	
Shipbuilding and marine engineering	X	4.8	0.9	109.48	71.56	34.13	59.69	52.15	
Vehicles	XI	20.8	33.0	108.33	79.40	41.72	58.87	54.41	
Metal goods n.e.s.	XII	19.3	26.0	101.10	67.83	34.94	55.95	47.24	
Textiles	XIII	23.3	29.3	94.71	60.09	34.93	55.01	41.80	
Leather, leather goods and fur	XIV	11.7	13.9	90.89	59.63	31.99	45.99	41.09	
Clothing and footwear	XV	23.0	22.9	87.68	57.09	36.19	47.75	41.12	
Bricks, pottery, glass, etc	XVI	6.7	11.1	113.55	70.61	35.60	61.75	45.99	
Timber, furniture, etc	XVII	6.7	14.4	100.60	73.48	32.22	57.31	51.42	
Paper, printing and publishing	XVIII	3.2	3.7	137.17	81.69	38.92	62.16	54.95	
Other manufacturing industries	XIX	13.3	16.4	105.66	64.51	35.21	57.72	47.66	
All manufacturing industries		11.8	16.7	109.95	67.56	36.86	59.00	46.93	
Mining and quarrying (except coal)	II	1.3	0.9	116.40	†	23.52	64.21	†	
Construction	XX	0.3	0.3	113.33	61.45	23.47	60.57	46.96	
Gas, electricity and water	XXI	—	—	126.12	81.75	38.93	64.30	†	
Transport and communication (except sea transport)	XXII	0.8	0.2	123.78	92.00	33.39	65.44	34.41	
Certain miscellaneous services§	XXVI	0.6	0.5	103.81	56.74	27.49	53.19	44.25	
Public administration¶	XXVII	—	—	96.60	76.18	29.91	63.26	†	
All industries covered		7.9	11.1	112.01	67.96	35.59	59.11	46.60	

Notes as table 2.

Short-time working

In previous surveys the incidence of short-time working was small, and firms affected by short-time working during the survey period could usually substitute figures for an adjacent week of a normal character.

In the 1980 survey, many firms reported short-time working and were not able to report for an adjacent period of a normal character as short-time working was now persistent. In presenting the results of the survey, the returns of firms affected by short-time working were distinguished from other returns and are not included in the averages presented in the main tables accompanying this article.

Some industries were affected more substantially by short-time working than others and the following table indicates the proportion of returns and employees covered by returns affected by short-time working in each industrial order.

The effect on the figures of including firms affected by short-time working is illustrated below. Earnings will include payments under the Short-Time Working Compensation Scheme, although the effect of including such firms is to reduce average weekly earnings in October 1980 below the levels shown in the main tables.

However, the difference between those figures and those in table 3 will not be due entirely to short-time working as firms reporting short-time working will usually contain a proportion of employees working normal hours.

Further details on the effect of including firms reporting short-time working on the average weekly earnings, of particular industries (MLH) can be obtained from the Department of Employment (Statistics A4, Orphanage Road, Watford, Herts).

SPECIAL FEATURE

Earnings of non-manual workers in October 1980

Employment Gazette gives detailed results of the annual October survey on the average gross earnings of non-manual workers in index of production industries in the United Kingdom.

Weekly earnings (excluding periodical bonuses) of full-time non-manual males in all production industries averaged £142.7 in October 1980, 20 per cent higher than in October 1979. For full-time non-manual females in the same industries weekly earnings averaged £79.0, 21 per cent higher than in October 1979. In manufacturing industries the weekly earnings of both full-time non-manual males and females rose by about 20 per cent to £141.2 and £78.4 respectively.

These averages relate to all full-time non-manual employees irrespective of age who were paid for all or part of the survey period. They will not wholly reflect annual earnings at a weekly rate as they do not include periodical bonuses paid less frequently than the weekly or monthly pay period for which earnings are reported in this survey. Information from the New Earnings Survey for the year ending April 1979 indicated that such periodical bonuses were between 3 and 3½ per cent of annual earnings for non-manual males aged 21 and over and about 1½ per cent of annual earnings for non-manual females aged 18 and over.

Estimates of the average gross earnings of non-manual workers in October each year in index of production industries in the United Kingdom are obtained from annual surveys by the Department of Employment in Great Britain and by the Department of Manpower Services in Northern Ireland. The main results of the October 1980 survey are given in table 1 below, together with comparable figures for earlier years. More detailed October 1980 results for industry groups (Orders of the Standard Industrial Classification) are given in table 2.

These annual surveys were reintroduced from 1973 at the request of the Statistical Office of the European Communities within the framework of the Community system of harmonised statistics of earnings. The 1973 survey was

Table 1 Average gross weekly earnings (£) of full-time non-manual workers

United Kingdom October	Percentage increases							
	1976	1977	1978	1979	1980	1978-1979	1979-1980	
Index of production industries*								
Male	80.3	87.6	101.7	119.0	142.7	17.0	19.9	
Female	45.0	48.8	55.8	65.3	79.0	17.0	21.0	
All	69.0	75.5	87.3	102.1	122.6	17.0	20.1	
Manufacturing industry†								
Male	79.0	86.7	100.7	118.1	141.2	17.3	19.6	
Female	44.4	48.6	55.8	65.3	78.4	17.0	20.1	
All	68.1	74.7	86.6	101.4	121.3	17.1	19.6	

* Orders II to XXI of the Standard Industrial Classification, viz manufacturing (Orders III to XIX), mining and quarrying (Order II), construction (Order XX), gas, electricity and water (Order XXI).

† Orders III to XIX of Standard Industrial Classification.

integrated in a survey of 1973 labour costs. The results of the October 1979 survey were published in the April 1980 issue of *Employment Gazette*. The earnings of manual workers in all production industries (except coal-mining) and other selected industries are covered by a separate survey, the results of which for October 1980 are published in this issue of *Employment Gazette* (page 103).

Technical note

Coverage

The survey covers employees of all grades in all non-manual occupations who are employed on a full-time basis. For those with specified weekly hours, this means those expected to work for more than 30 hours in a normal week, excluding all overtime and main meal-breaks. Part-time workers are not covered; neither are working proprietors, directors paid by fee only, managerial staff remunerated predominantly by a share of company profits and employees employed outside the United Kingdom.

The principal broad groups covered are:

- general and specialised management—from top management to supervisors and works or general foremen controlling other foremen
- professional, scientific, technical and design staff, marketing staff and sales representatives
- office staff

Table 2 Average gross weekly earnings (£) of full-time non-manual workers, by industry group in October 1980

United Kingdom industry group (1968 SIC)	Male	Female	All
Manufacturing industries			
Food, drink and tobacco	146.4	79.4	120.2
Coal and petroleum products	209.0	110.0	186.6
Chemicals and allied industries	160.0	86.8	136.0
Metal manufacture	136.7	76.5	122.4
Mechanical engineering	134.2	72.7	117.4
Instrument engineering	135.9	76.5	117.1
Electrical engineering	141.5	82.5	125.3
Shipbuilding and marine engineering	129.2	77.2	120.0
Vehicles	146.5	88.0	134.3
Metal goods not elsewhere specified	131.5	71.5	109.7
Textiles	128.0	67.5	104.1
Leather, leather goods and fur	132.6	67.4	105.0
Clothing and footwear	125.5	69.4	94.9
Bricks, pottery, glass, cement, etc	138.4	73.7	117.2
Timber, furniture, etc	128.4	66.5	106.1
Paper, printing and publishing	151.5	86.1	123.8
Other manufacturing industries	134.3	75.4	114.1
All manufacturing industries	141.2	78.4	121.3
Other production industries			
Mining and quarrying	161.7	94.0	142.4
Construction	134.4	69.0	115.5
Gas, electricity and water	173.9	98.5	146.5
All index of production industries	142.7	79.0	122.6

The survey method

The survey is conducted under the Statistics of Trade Act 1947. Returns were sought from a sample of companies, including all those with a total of 500 or more employees (manual and non-manual), one in four of those with 100 to 499 employees and one in ten of those with 50 to 99 employees. Small businesses with under 50 employees were excluded.

Generally, returns related to the whole of the company, but, where a company included undertakings in two or more different industries, separate returns for those in each industry were sought. In all some 4,460 returns suitable for processing were received (about 89 per cent of those issued). When account is taken of the sampling fractions, they represented 2,046,000 employees (about 81 per cent of the estimated total number of full-time non-manual workers in Index of Production industries).

Information obtained

The survey obtained information on total pay and the numbers receiving pay, separately for all males and females (including young persons), on the pay-rolls for the last pay-week in October for the weekly-paid and for the October pay-month for the monthly paid. All the information on pay was subsequently converted on to a common basis of earnings per week.

The earnings reported were gross, before income tax, national insurance and other deductions. They include pay supplements, overtime payments, and bonuses and commissions, other than those paid less frequently than the survey pay period (for example annual or quarterly or, in the case of weekly paid employees, monthly) even if they were actually paid during the October reference pay period. They would also include pay during holidays, leave, sickness, training and other approved absence. Workers whose pay for the reference pay period was affected by absence are included in the averages, unless they were absent for the entire pay period.

No information was obtained about hours, or the make-up of earnings, or benefits in kind received by the employees. Some information on these subjects is available from the *New Earnings Survey* for April 1980.

Industry estimates

Information for undertakings in the various ranges of

employment size was combined, taking account of the sampling fractions, to obtain estimates for each industry (Minimum List Heading) covered by the survey. These industry estimates were weighted together to obtain estimates for the industry groups (orders of the sic) for all manufacturing industries and all the index of production industries combined. The weights used were estimates of the total numbers of non-manual male and female employees in the various industries. They were derived from the latest available Census of Employment estimates of the total number of full-time employees by applying estimates derived from other employment surveys of the proportion of non-manuals in the industries. These procedures are analogous to those used in the surveys of the earnings of manual workers.

The method of combining estimates for individual industries to industry order groups was changed from the 1976 survey, and recalculated estimates for the years 1973 to 1976 were published with the 1977 survey results.

Effect of structure of employment on average earnings

The averages derived from the survey relate to male and female employees of all ages in all grades in all non-manual occupations in the industries concerned. The occupational structures of the male and female labour forces are different both between industries and within particular industries and change a little from year to year. Such structural differences are the principal reasons for differences in average earnings between industries and between male and female earnings within industries, rather than differences in rates of pay for similar work. Changes in average earnings between successive surveys will include the effects of changes in overtime, payments by results and other incentive payments, as well as the effects of labour turnover, changes in employment structure and changes in rates of pay.

EC aspects

Corresponding results of the surveys on the basis of the European Communities' industrial classification (NACE) are being provided to the Statistical Office (SOEC).

This information will be published in the *Eurostat* publications, along with comparable figures for other countries. ■

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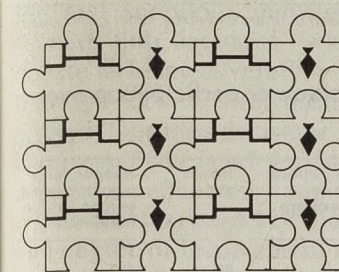
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SPECIAL FEATURE

Participation prospects: some Scottish evidence

by Peter Cressey,
John Eldridge,
John MacInnes,
and Geoff Norris*

Recent developments in the participative structures of large Scottish companies are described in this feature, the first of the series introduced last month on pp. 76-79. It describes what the various parties have sought to achieve in making changes and offers preliminary conclusions about future developments.



Employee involvement continues to be a live issue, one whose importance is widely recognised in debate about the future development of British industrial relations, but one where significant differences of emphasis continue to exist.

In the UK, much recent discussion in the area has been related to the terms of reference and recommendations of the Bullock Committee (Bullock, 1977), which themselves stemmed from changing views on the part of the CBI, TUC and major political parties about the purposes and best means of employee involvement and participation.

As the introductory article in this series last month notes, (Brannen 1981) over the 1970s the TUC began to argue that traditional forms of collective bargaining were, by themselves, no longer adequate. They did not touch enterprise level decision making related to important issues like investment, location, closure, takeovers, mergers and product development. Yet these areas of decision making constituted a context in which bargaining over wages and conditions took place. Given this "gap" in the joint regulation of the enterprise, which neither collective bargaining nor joint consultation filled, the TUC looked more positively at other proposals, for example that employees representatives should be appointed to the boards of large companies¹.

While employers' positions have also changed, movement on their side has been less dramatic and the CBI has always been opposed to proposals of these kinds, arguing that the keynote of future developments should be flexibility, with an emphasis on voluntarily building on existing participation².

In our view, however, all through the debate there has been little apparent link between discussion about policy and the development of research, and the relationship between the two has always been somewhat problematic. The study described in this article therefore set out to add to knowledge in a way which could contribute to the policy debate itself.

The Scottish survey

Despite the large amount of published literature on the topic, relatively little was known at the end of the 1970s either about existing attitudes and practices within enter-

prises on industrial democracy and participation, or about the impact of the national level policy debate. A survey undertaken by the Department of Employment and OPCS in England and Wales in 1976 (Knight, 1979), just before the publication of the Bullock Report (Bullock, 1977) had provided some useful quantitative data: we wished to add a Scottish dimension to this survey, as well as taking some account of the development of the debate from that time.

In addition to carrying out a benchmark survey of the situation in Scottish industry, we wished to develop a greater understanding of the nature of attitudes to the subject. We were acutely aware of problems posed by the variety of ideas, definitions and terms used by those we were researching. We therefore paid considerable attention to the use of open-ended questions and qualitative data designed to explore respondents' interpretations of the subject in greater detail than a fixed choice attitude survey can reveal.

Key figures involved in industrial relations in each enterprise were asked a series of questions about specific policy proposals, about more general aspects of the subject, and about current industrial relations and decision-making in their enterprise. Usually five people were interviewed: the managing director/chief executive, personnel executive, line manager, majority worker representative (usually convenor or senior shop steward of the largest trade union) and minority worker representative.

Interviews were undertaken by the researchers themselves and tape recorded. The bulk of the fieldwork took place between February and November 1979, covering 48 non-England owned enterprises in Scotland with a UK employment of more than 500 people. This was slightly less than a one in three sample which was found to be representative of Scottish industry in terms of published information on size, location, activity and ownership³.

The remainder of this article describes some of the initial results from our survey in terms of the attitudes of respondents to the policy debate, the structural problems which the issue raises, and the different interpretations of respondents of what the subject is about.

Some research findings

Attitudes. Tables 1-6 contain some of the main quantitative findings from the survey. Table 1 summarises respondents' answers to the main attitudinal questions which were asked in the course of the interviews⁴. It can be seen that support for participation falls off as the proposals put to

Table 1 Summary of managers and representatives' views on industrial democracy and participation

	In favour of general idea	In favour of obligation	In favour of worker directors	In favour of legal changes
Managers (n = 135)	79	41	9	10
Worker representatives (n = 83)	93	85	47	35

For the questions asked see note 4.

Table 2 Practical developments in participation

enterprises reporting	per cent
Consultation committees/works councils etc at enterprise level	25
Other consultation committees (excluding above)	42
Briefing sessions	42
Workforce meetings	31
Chairman's forum	19

Table 3 Percentage of managers (representatives) claiming type of involvement on each issue

	Negotiation	Consultation	Information	No involvement	Uncertain/don't know
Pay issues	77 (83)	10 (7)	2 (0)	4 (2)	7 (8)
Change in industrial relations policy	21 (27)	48 (34)	6 (10)	19 (12)	6 (17)
Manning and work organisation	17 (27)	48 (37)	6 (12)	21 (23)	8 (11)
Pensions	4 (22)	19 (31)	13 (0)	54 (24)	10 (13)
Contraction/closure	4 (10)	35 (34)	13 (7)	42 (27)	6 (22)
Technical change	2 (10)	38 (24)	21 (15)	35 (30)	4 (20)
Health and safety	0 (24)	81 (56)	2 (5)	10 (5)	7 (10)
Introduction of new product	0 (5)	17 (20)	31 (10)	48 (51)	4 (14)
Capital investment	0 (2)	10 (0)	15 (5)	75 (87)	0 (16)

respondents became more specific: high levels of support for the concept in general turn into minority support only (even among shop stewards) for board level representation of employees, and heavy opposition to legal change⁵.

There thus appears to be an evaporation of enthusiasm as respondents move from considering the subject in general terms to examining proposals emerging from the government and TUC in the 1970s.

Institutional arrangements. Respondents' reservations about such approaches seem to have been borne out by the limited extent of practical developments. However, an exception to this was the area of consultation and communications within enterprises. We found a number of enterprises organising state-of-the-nation or briefing groups whereby senior managers sought to inform the workforce or its representatives about the company's performance, the problems it was facing and its future plans

Issues and involvements

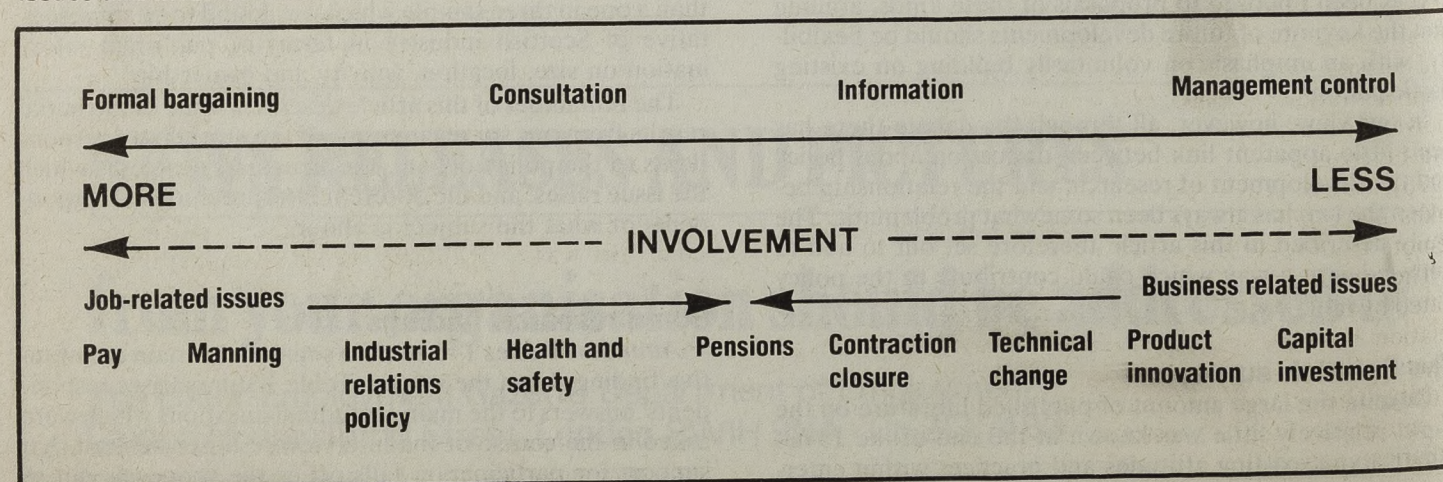


Table 4 Enterprise employment by number of establishments

Enterprise employment	Number of plants					
	1	2	3-5	6-10	11-20	20+
Manufacturing industry						
500-1,000	3	3	3	3	1	0
1,001-5,000	4	2	6	2	1	1
5,000+	0	0	1	0	0	3
Construction and service sector						
500-1,000	0	0	0	0	2	2
1,001-5,000	0	0	0	0	2	4
5,000+	0	0	0	0	0	5

Table 5 Role by level of authority

	Multi-co-enterprise	Simple* enterprise	Sub co/divisional	Plant	Sub plant	Other
Majority representative	2	3	8	23	6	3
Minority representative	1	1	1	8	12	15

* Simple enterprises are those which neither owned, or are owned by, other companies in the UK.

Table 6 Has industrial democracy or participation ever been discussed?

	Yes, formally in this company	Only informally or elsewhere	Not at all	Respondents who had come across written material
Managing director and personnel managers	54	21	26	98
Line managers	14	28	58	66
Workforce representatives	16	18	66	52

and policies. These meetings would sometimes broaden their remit beyond communications to considering working methods and efficiency on a departmental or work group basis.

In addition to the increase in state-of-the-nation type meetings it seems fairly clear that there had been a recent resurgence in more traditional forms of consultation too. If we take the engineering sector as an example, while the 1969 survey of Marsh *et al* (Marsh, 1971) found less than half of federated establishments to have formal consultation procedures, only one of the nine comparable plants in our study did not. Moreover, in at least three cases these arrangements had been developed in the last five years.

We came across examples in other sectors of the setting up of new consultation procedures or the resurrection on a unionised basis of formerly defunct works councils or staff committees. Despite its "tea towels and toilets" image, and the strength of plant-based negotiation in the enterprises

we studied, consultation appears not only to have survived, but indeed to be undergoing something of a renaissance. Such developments can be seen to follow generally the approach to industrial democracy and participation argued for by the CBI and BIM. Table 2 gives a summary of the extent of consultation and other arrangements revealed by the survey.

Influence on decision-making. These developments do not appear to have altered the pattern of employee influence over decision-making, at least insofar as the "gap" identified by the TUC in the debate is concerned. Table 3 summarises the results on respondents' evaluation of their influence over a variety of issues. The only areas of joint regulation appeared to be those directly concerned with the job and shopfloor industrial relations: what might be termed "job decisions" which were already seen in the debate as being covered by collective bargaining. Around the area seen as strategically important, which could be termed "business decisions" there was virtually no formal involvement beyond varying degrees of consultation on aspects of redundancy and technical change.

The chart on page 118 illustrates how the range of issues and degree of involvement related together in this way. It should also be noted that the figure in table 3 may well overestimate the actual degree of employee influence. The claim to be involved in decision-making might be confined to particular significant areas such as grievance/discipline procedure in the case of "industrial relations policy", and it might not *always* take place.

In addition, it was often difficult for respondents to separate out distinct subject areas. The decision to bring in a new piece of machinery for example, although concerned with technical change most directly, would also involve questions of capital investment, manning and work organisation, health and safety, pay and other issues.

Although the interviewers stressed involvement in taking the decision rather than implementing it, there was not always such a clear distinction in respondents' minds. Thus the figures for contraction/closure relate more to how it was carried out and to what extent rather than whether or not it had occurred. Finally, as we discuss below, the meaning of consultation covers a wide variety of possible arrangements, from an informal chat to quasi-negotiation.

Structure and representation. This continued clustering of areas of influence and non-influence around job and business decisions has been reinforced by a mismatch between the structure of employee representation on the one hand, and decision-making in the enterprise context on the other. Representation continues to focus overwhelmingly on the individual establishment, despite the increasingly complex and heterogeneous nature of modern enterprises (Prais, 1976), which means that much business decision-making takes place out with the context of each establishment, remote from representation.

The growing multi-plant character of enterprises is illustrated by table 4 where it can be seen that there is no direct relation between size of enterprise and the number of plants: even modest sized firms displayed structural complexity. This complexity which is amplified by the division of enterprises into, for instance, holding companies, subsidiaries, and divisions, produces a mismatch between

workforce representation and management structure.

With the exception of two commercial enterprises we found very few representatives with authority at the level of the enterprise. Rather representation was still concentrated at the level of the plant and below. Table 5 shows the spread of representation and its paucity at higher levels.

These findings suggest that the conclusions of a CIR report from 1974 remain valid.

"As trade unions are traditionally organised to deal with national level and plant negotiations, it is evident that many of them do not have an institutional or operational structure which either corresponds to or adequately deals with the organisation of large multi-plant groups." (CIR 1974: 6).

Attempts to overcome this mismatch between management and trade union structures by the formation of joint and multi-union committees seem to have met with little success. Although eight of the 17 committees we did find appeared to be enterprise wide, some of these enterprises were in fact single plants. When these are left out we found only four of the committees operating within a structural environment that could be termed complex.

The difficulties inherent in representation in a multi-plant company were made more problematic by the patchiness of unionisation which revealed pockets of non-recognition and non-representation within different sectors of industrial activity and among different sections of the workforce, within the same enterprise.

One exception to this was enterprises in the finance sector of service industry. Here the extreme nature of fragmentation of the workforce, with very small establishment size apart from national or regional head offices, and a very large number of establishments meant that the enterprise was the most convenient basis of industrial relations arrangements below the national level.

Impact of the debate. Given that the survey hoped to analyse developments and attitudes on the ground in terms of their relation to the national level debate, it made sense to examine the nature of respondents' interest in industrial democracy and participation.

As table 6 shows, most interest in the subject, demonstrated by discussion in the company or familiarity with literature on the topic, had come from senior management. Moreover, such interest had overwhelmingly been concerned with reaction (usually hostile) to the prospect of legislation in the area, brought home by Bullock, the 1978 White Paper⁶ and to a lesser extent, the EC Fifth Directive (EC, 1975). Most worker representatives had seen only articles in newspapers or sometimes trade union journals and policy documents.

Many of the worker representatives who had been involved in discussion on the subject were employed in those enterprises (roughly one-quarter of the total) where, aside from already potential legislation, participation of some sort was a significant aspect of management's approach to industrial relations. The finds on structure and representation are relevant here too; it seems that most discussion of the topic took place at levels remote from representatives' influence.

Problems of interpretation. The main quantitative findings presented above pose a number of problems for

analysis. Apart from support for industrial democracy and participation "in general", there appears to be little evidence within the industry of the impact of government, employers organisation and TUC debate and interest in the subject. The major solution posed to the problems outlined in the debate at national level, employee representation at board level, was the least popular of the specific proposals, whereas at the time of our survey in 1979, the major way in which interest appears to have been translated into action was in the area of *consultation*, a feature of industrial relations traditionally held to be in decline.

It might be argued that the only anomaly in these results is support for industrial democracy and participation "in general" and that this existed purely at the level of rhetoric, or worse still, simply as a desire to please interviewers from a "centre for research in industrial democracy and participation"⁷, but this cannot explain our findings that senior management had devoted considerable effort and attention to this area, often more than many representatives. Interest by senior managers in the subject although hostile to proposed legislation was not universally negative, as demonstrated by their support for the concept "in general", and by many of the other comments they made.

It was therefore to the qualitative material that we turned in search of a clue to understanding these paradoxes. The effort put into the survey to gain qualitative information on respondents' perceptions of industrial democracy and participation paid dividends in that we discovered more useful information about the frames of reference of managers and representatives in their approach to the subject.

At one level this can be seen as a question of the definition of terms. Participation is an all-embracing subject ranging over communications, work organisation arrangements, discussion or negotiation of enterprise strategy, share ownership schemes, consultation arrangements, and so on.

Beyond this there is no consensus about the nature, meaning or aims involved in industrial democracy and participation or the terminology to describe it. Nor did there seem to be any lowest common denominator or minimum definition which all respondents would have accepted. On the other hand potential legislation provided us with two definitive arrangements to test reactions to, although even here, as we discuss below, respondents understood them in different ways.

Therefore during the survey we concentrated on clarifying respondents' own concepts of what terms like "involvement", "worker participation", "industrial democracy", and "consultation" meant, and remained deliberately open ourselves about defining terms.

The qualitative material we gained from this approach enabled us to explore in greater detail the attitudes of managers and representatives about participation and enabled us to explain the paradoxes posed by the quantitative data. Behind the general support of all respondents for the concept, often expressed in a shared language, lay clearly and systematically diverging perceptions about what it was and how it might be achieved. Managers and representatives used similar words to talk about different things.

Managers and participation. Behind differences of opin-

ion between managers about the relative merits of specific proposals or changes of approach lay a remarkably consistent view of the purposes of "participation", as they preferred to call it.

Two related conceptions of their role as managers lay behind these views. The first was that management was basically a technocracy: its right to manage was a function of its expertise and ability to do so. The second was that ultimately, the commercial interests of the firm, and the interests of the employees were the same: thus managers had a legitimate right to prerogative over business decisions in the interests of the workforce:

"It would be stupid for a surgeon to discuss with the porter, say, how he is going to conduct an operation. I mean, as a patient, one wouldn't be too happy at the thought . . . and I think it's the same thing in business strategy . . . you only consult with those people who are knowledgeable and also on whom you can rely not to tell anybody else too, because you don't want your competitors to know. "It should be possible to marry the commercial interests of the firm and the interests of the employees, there should be the same end result. If you're doing something in the commercial interest it should be in the best interests of the employees."

They identified two main roles for participation, corresponding closely with the areas of business and job decision-making identified above. The first was, broadly, an educational role, a question of getting the correct message over about where the company stood, the market problems it faced, its performance over the current period and the role of each plant and section of the workforce in that performance (for example, by use of value-added company reports). The purpose of such communication was usually to encourage realism in the workforce's attitudes, and a greater commitment to the fortunes of the company through the message that jobs depended on profits and reinvestment and some demonstration of management's efforts to further company prospects.

The second role for participation was seen to be the input of shopfloor expertise and knowledge to the managerial decision-making process, both in areas where direct experience counted (for example, job evaluation committees or decisions on the purchase of new machinery) and in areas where the reaction of the shopfloor had a potential bearing on how a course of action might be implemented (on redundancy for example, where prior warning might be given to the workforce representatives). It was considered that a common round-the-table approach to problems might provide superior solutions to those that management would come up with on its own, and that involvement of worker representatives would again give them a better insight into the problems management were dealing with. Managers often viewed this in terms of an opportunity for trade unions to exercise positive power.

As far as business decision-making was concerned then, managers saw participation as a communications exercise, or at most an advisory one. Moreover, any such approach had to be discretionary. On some issues it might provoke opposition to policies rather than facilitating their implementation, or it might generate greater expectations of a right to participate on all issues, or demands for the process to become more than simply advisory. Conversely

there was the danger of bringing representatives too far into the decision-making process, alienating them from the shopfloor and simply creating another manager.

"Firstly, managers have got to manage, and our problems won't be solved by restraining that. Having said that, a good and shrewd management will choose to consult, not negotiate, on certain issues which must be *their* choice."

Employee representatives and participation⁸

Like managers, representatives tended to distinguish between job and business issues, and were more confident of their ability to participate in the first of these areas. Although they also saw managers as a technocracy, and felt limited in their knowledge and expertise about business issues, they saw managers as fallible, particularly in their knowledge of the realities of shop-floor life where they often felt they could organise things more effectively. They also saw a divergence between the commercial interests of the company and the future of those they represented. A major area of concern was job security:

"With new technology that [the obligation] has to become law. If you were going to give companies a free hand, by Christ, we'd have robots running around here and we'd all be down at the burro."

so that although representatives saw dangers in becoming too closely identified with managerial decision-making, or being seen to have a common responsibility with management, particularly for difficult business decisions, they were keen to have more information about the *implications* of strategic decision-making so as to be able to challenge them if they proved unacceptable:

"I would want information on company policy and where it was going, what its plans and intentions were, and its likely effects on staffing levels, for example. "People should be told in advance about long-term change."

However, if their involvement with such issues was not comprehensive or early enough for them to exert influence so as to produce demonstrable changes, frustration, disillusionment and cynicism was the likely end result. They saw little point in a joint approach to problems if there was no corresponding influence over the decision taken at the end of it all, especially where there were divergent interests. Purely advisory participation without such influence meant abdicating their responsibility to protect the distinct interests of employees they represented: at the very least this required the right to withdraw and oppose.

Comparisons of the two views

These attitudes suggest that there is a real basis for the support for participation and industrial democracy in general revealed in our survey. But although managers and representatives talked in similar terms about the overall aim of the obligation (more co-operation and greater efficiency) they had very different, indeed sometimes opposing, interpretations about how it would work in practice.

Managers stressed its educational role, the aim of securing greater commitment from the workforce to what the company was doing and greater input of shopfloor experience to what would remain a managerial decision-making process. They stressed the need to control what was to be a

suitable area for discussion and the right to proceed without agreement if need be.

Representatives saw greater co-operation arising only on the basis of managers taking more account of workers' distinct interests and views, leading to real changes in the rationale and organisation of decision-making that would be visible to those they represented.

The fears of the two groups illustrate their differences. Managers feared the prospect of discussions promoting challenges and opposition to their plans, rather than an understanding of them. Conversely representatives feared that unless they could influence and challenge managers' plans when they were unacceptable to the workforce, rather than simply being able to understand and explain them better, then they would be seen by the workforce as just another set of managers, rather than as representatives.

The obligation to discuss company strategy

If we return to the prospect of specific developments, bearing in mind the different approaches to industrial democracy and participation of managers and stewards which were hidden in the purely quantitative data then we may explain both the evaporation of support, and the nature of the development within the area of consultation which appeared to have taken place.

Support for an obligation to discuss company strategy or business decisions was fairly high because the question we asked presented a sufficiently ambiguous proposal into which both groups could read their own preferences. The division between those managers who supported and opposed the obligation stemmed more from their interpretation of what it would involve than differences of opinion on participation itself.

Those who expressed support envisaged it as a discretionary obligation to provide information about the company's position, as well as to consult about changes when this was felt to be relevant and desirable. It was seen as an exercise not unlike that already being undertaken in terms of consultation and state-of-the-nation meetings. Those who voiced opposition did so because they envisaged a legal obligation removing the vital discretionary and advisory elements from this approach.

Representatives supported the obligation because of the prospect of comprehensiveness without the prospect of joint responsibility for decision-making in areas where they were not confident of their skills and abilities.

The proposal offered the prospect of information or consultation where appropriate, so that representatives with different resources or skills, or different views on the likelihood of being able to effect real changes in business decisions, interpreted the basis of obligation in a variety of ways, being split evenly between those who wished to see arrangements for information disclosure, consultation and bargaining. It was supported, therefore, because it had the potential to erode the purely advisory or discretionary elements in such discussion that managers were anxious to preserve.

Board-level representation. The prospect of board-level representation was less popular for two reasons. Firstly because it was more specific and therefore less open to interpretation in the light of each group's views although

here too each group viewed it differently. Those few managers who did support it effectively viewed worker directors as board members with the same responsibilities as other directors, but with the specific expertise of knowledge of shopfloor matters, rather than as representatives *per se*. Employee representatives were divided: those who feared that this was the likely role that would be left to worker directors opposed it because they would exercise no influence:

"I can't see how shareholders would allow *real* involvement—it would become a talking shop . . ."

However, others who were more optimistic about the prospect of change supported the proposal but wanted to see employee directors as a fairly strong grouping. There was majority support for single channel election, at least one-third membership of the board, the right to report back on boardroom matters, some degree of freedom from rules of boardroom confidentiality, freedom from collective responsibility and the right to discuss all issues coming up to the board.

Secondly, there were features of board-level representation that were seen as inherently undesirable. It brought to the fore problems of role conflict and accountability for representatives, and retention of control over the decision-making and consultation process for management.

In addition, many managers and representatives had doubts about the board being the best place in the company to locate employee representation, although here again their reasons were somewhat different: for managers because it was the decision-making body to which they felt representatives could contribute the least; for representatives because board membership heightened the problem of divorce from the workforce.

Consultation. Reviewing other recent evidence, Hawes and Brookes have suggested that the increased incidence of consultation may be related to an expansion in its role. Within it:

"... apparently more radical views about the desirability of joint decision-making between the various interests have also gained ground." (1980: 358)

If this were the case, it could be argued that such developments provide a forum for the resolution of differences between managers' and representatives' approaches to participation, and that progress in the area holds out the prospect of filling the gap in employee influence over wider decision-making.

Our evidence suggests that the increase in consultation has not been as significant as it initially appears; we think it can be attributed to the ability of consultation arrangements to accommodate rather than resolve basic differences of approach.

We identified two main forms of consultation. The first form was effectively bargaining in all but name,⁹ but was not recognised formally by either group because this would imply a precedent in terms of what was a negotiable issue, or commitment to the outcome of the process. The following two statements illustrate this situation:

"I think working parties have been a difficult sort of experi-

ment for us, because working parties, as we would see them, within the terms of reference we have agreed with the unions, they have equal representation, but we see what their recommendation is, as very much advisory. But it is difficult when a body like that gets together, spends a lot of time, produces a report . . . it gives an inference that there is a commitment by the company, or commitment by the union to this particular change or that particular change, and negotiations get a little bit constrained because of that."

"We find it a bit difficult to convince management that the days are gone whereby they simply take decisions and expect to see them carried out. Their idea of consultation tends to be, by and large, that they will sit down, consider a particular issue, come to a decision with their junior managers, call in the union in advance of the announcement of that, simply tell them what they propose to do, and they consider that consultation . . . They simply *inform* us of what they're about to do anyway . . . in the decision-making process I'd like to see us get involved *before* the decision is taken so that we can influence matters which are going to affect our daily working lives . . . bearing in mind that it is to the interests of both workforce and management that the company prosper."

The other type of consultation existed as a forum where each group pursued their own incompatible views of participation: both co-existed but neither had any real chance of success. Thus here, managers continued to see consultation as a communications exercise, as well as looking for contributions from the shop floor on job-related issues, emphasising the advisory nature of the process.

Representatives on the other hand, tended to have doubts about the information they were presented with in this way. They complained, and some managers admitted, that information was more forthcoming when times were bad than when the company was doing well. In turn, because participation was seen as purely advisory, they saw little prospect of them being able to use what information they did get to influence decision-making.

Insofar as consultation remained advisory and flexible, representatives saw little point in raising major issues, for if they had no control over how actual changes would be implemented, then they had no guarantee that the distinct and potentially divergent interests of those they represented would be promoted or even protected. The end result was mutual dissatisfaction. Managers complained that representatives did not understand the message about the company's performance that they were trying to get across, and that they merely brought up trivial issues. Representatives complained that the committees had no power: important issues got ignored or referred elsewhere.

Although most consultation arrangements were a mixture of both these possibilities, it certainly appeared to us that the second was the dominant type: which begs the question of why such arrangements continue in existence, let alone expand. We think the answer is two-fold.

Firstly, given the increase in interest in participation by management, the recognition of the need to do something, and the desire to be seen to do it lest legislation impose less satisfactory arrangements, management may be willing to persevere with what they see as the correct approach despite disappointing results. Secondly, it seems that even unsuccessful consultation was still valued by both groups because it kept open the possibility, when a serious enough issue arose, of acting as a sounding board for issues which

could then become formally negotiated, or of becoming a forum for *de facto* bargaining itself.

Conclusions

Debate in the 1970s on participation has produced three clear positions. The first, displayed in the Bullock Committee's report for example, identified a vacuum in employee involvement in key enterprise decision-making and proposed formal and legal rights to board level representation as a solution. The second (the CBI's approach, for example) tentatively agreed about the vacuum of influence but suggested voluntary means for encouraging participation.

The final position (adopted by some unions) distrusted the institutionalisation of participation, opting instead for the extension of collective bargaining as the best method for securing employees' rights.

Our evidence suggests that in 1979 all three approaches had so far largely failed to have substantial effect in terms of employee involvement or to alter the basic decision-making structures within Scottish industry and commerce. The Bullock and 1978 White Paper proposals had been defeated by a combination of political changes, deep seated hostility from management and a very ambiguous response from representatives as shown in our results on respondents' attitudes to board level representation. Only when flexible forms of participation, such as the obligation to discuss or enhanced consultation were mooted, did support increase.

However, while we found some evidence to suggest voluntary developments had been taking place, such as the inauguration of chairmen's forums, resurgence of consultation, these tended to be mainly communications exercises, advisory in form and initiated by managers to increase company efficiency and company identification. Participation through such forums had changed little in terms of decision-making structure and authority, and had become defined by many representatives as "talking shops" in which they wielded very little influence.

If the vacuum had not been filled by formal or voluntary means, then neither did it appear that collective bargaining had made any inroads. The results shown in tables 3 and 4 suggest that there had been no real expansion in the kinds of issues collective bargaining dealt with. Indeed, the distinction that emerges between job related issues and business issues graphically displayed the separation that had been made in practice between matters regarded as participatory and non-participatory. Bargaining still centred upon the issues of pay, manning and industrial relations procedures and largely by-passed the areas of capital investment, technical change and product innovation. Workforce influence remained greatest at plant level and around substantive job-oriented issues.

A catch-22—style problem underlay managers' assumptions about participation of various forms. It seemed that it was most possible to fulfil where there was least benefit from it: yet what more does discussion achieve if both sides are in agreement? Conversely where there was significant conflict, there was either doubt about the ability of participation procedures of whatever sort to resolve it, or a refusal to use them altogether. Either way there were therefore pressures for participation to become educational or advisory insofar as it went beyond the traditional ground of collective bargaining.

Buttressing this separation of legitimate spheres of influence is the question of the present limits of representation within multi-plant enterprises. While the problem of fragmented representation was identified by Bullock in its discussion of Joint Representation Committees, our research suggests that fragmentation, and also the unevenness of representation within enterprises, is both a bigger problem than that identified by the Bullock Committee, and one of fundamental importance to any other development which seeks to change employee influence over "business" issues.

Our survey indicates that enterprises do have a complex character; we can no longer think of them as single plant, homogeneous or geographically specific entities. A large number of enterprises we visited exhibited a series of fragmentations that pose problems for effective representation within them. In particular the multi-plant character of these concerns has led, firstly to a geographic dispersal of the workforce, secondly to the construction of elaborate and overlapping decision-making structures, and finally to a complex collective bargaining or consultation set-up. In these circumstances worker representation across plant boundaries and up to enterprise level becomes difficult to sustain. These difficulties exist for both unionised and non-unionised forms of representation whether the latter takes the form of consultation committees or staff associations.

Practically what this has meant is that representation has tended to be strongest and most influential at the level of the plant and when based around operational or job-related issues; and weakest at the enterprise level and in the strategic or business issues area.

This structural reinforcement of the division between job and business decision-making provides further evidence for the inability of the consultation arrangements we found to cover strategic issues, as the results in table 4 suggest. For consultation established at levels beyond the plant tended overwhelmingly to be based on communications, rather than negotiation. The only exception to this pattern was in the commercial sector where, paradoxically, the qualitatively greater fragmentation of the workforce made the enterprise as a whole the only practical level for both consultation and negotiation below national agreements.

Research in Glasgow is currently continuing on a case study basis, investigating further many of the problems of analysis posed by our survey. It is paying particular attention to the questions posed for participation by the structure of decision-making in heterogeneous enterprises and by current developments in different forms of consultation, in order to throw further light on what forms present initiatives are taking, and what effect they have on the current patterns of employee influence over decision-making in Scottish industry and commerce. ■

Notes

1. For the changing position of the TUC see for example TUC 1944; 1966; 1974.
2. See for example CBI, 1976; 1977.
3. Detailed information on the sample, methodology and analysis techniques will be found in a forthcoming Department of Employment Research Paper. Some of the material for this article also is taken from *Employee Participation in Scottish Industry and Commerce*, a report on the research project for the Department of Employment by CRIDP.

4. Respondents were asked the following questions:
Obligation: It is sometimes argued that companies should be obliged to discuss with the representatives of employees all major proposals affecting the employees of the business before decisions are taken.
 —What is your opinion of this?
 —If not in favour, why?

Worker directors: There has been quite a lot of discussion over recent years about the question of having employee directors on the board.
 —What is your view of employee representation at board level: are you:
 (i) in favour of it?
 (ii) against it?
 (iii) have no strong views either way?

In general: What is your opinion of workers participation in general?

Legal change: Are there any changes in the law in relation to industrial democracy and participation that you could see as useful?

5. The figures for support or opposition for legal change should be treated carefully. The question came shortly after one on board level representation, and may partly reflect opposition to this.
6. *Industrial Democracy*, Cmd 7231, 1978.
7. There is a well-documented tendency for respondents to provide answers they think would be favoured by the interviewer, or be socially acceptable.
8. It should be noted that 85 per cent of the representatives interviewed were lay officials of trade unions.
9. As early as 1964, Flanders notes: "In practice the dividing line between the two methods is often blurred or non-existent. When union representatives claim the right to be consulted,

they are more often than not demanding the opportunity to negotiate should the need arise" (Flanders, 1964: 241).

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LABOUR MARKET DATA

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Trends in labour statistics

Commentary

Summary

The latest Treasury forecast predicts a further contraction in the economy between 1980 and 1981, although an upturn is expected before the end of the year.

The cso cyclical indicators also suggest that a recovery is likely during 1981, possibly in early summer, although the timing is uncertain. Other indicators also indicate that the recession could be beginning to slow down. Unemployment appears to be rising somewhat less rapidly now and the decline in manufacturing employment also looks to be decelerating. Overtime working seems to have stabilised although short-time working is still rising.

There was no sign of a recovery in output by the end of 1980, with manufacturing output falling in the fourth quarter at the same rate as in the third. Demand in the fourth quarter was depressed by heavy destocking and a reduction in fixed investment, although

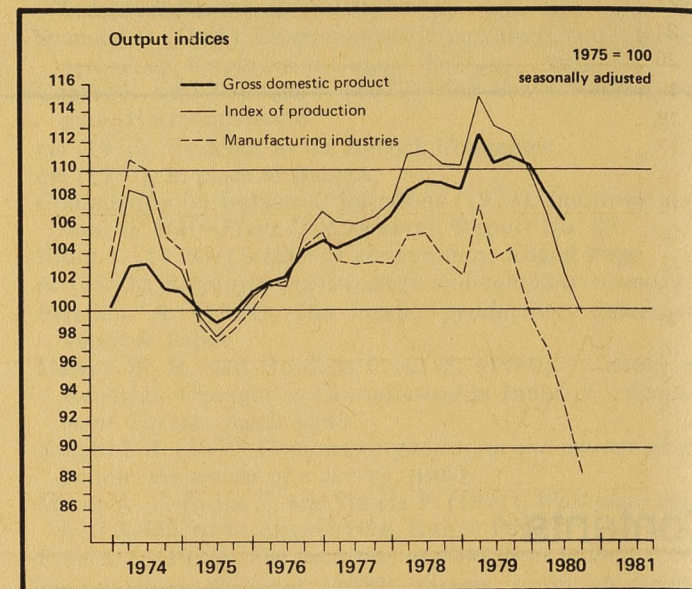
consumer spending increased slightly.

The annual rate of increase in the RPI fell back further in February to 12.5 per cent. The measures announced in the Budget are expected to add about 2 per cent to the index over the next few months, but the year-on-year change is expected to fall to about 10 per cent in the fourth quarter of 1981. Settlements in the current pay round are for appreciably lower increases than in the previous round. The number of working days lost through industrial disputes was a little higher in the first two months of 1981, but remain at a low level.

Economic background

Gross Domestic Product on an output basis fell by a further 1 per cent between the third and fourth quarters of 1980 according to the preliminary estimate. Excluding oil and natural gas production the fall was rather greater at 1½ per cent. These estimates suggest that in 1980 taken as a whole,

Chart 2



GDP was about 2½ per cent lower than it was in 1979.

The overall pattern of demand in the fourth quarter was little changed from earlier in the year.

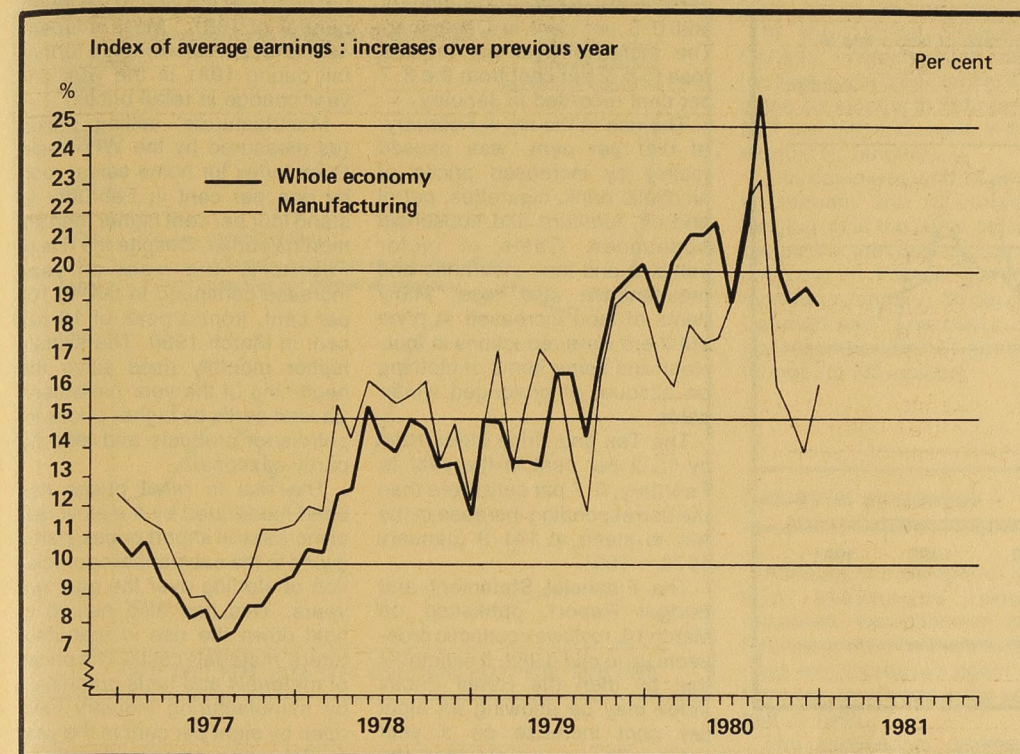
Manufacturers' and distributors' stocks fell by a further £850 million at 1975 prices. This was the largest fall in any quarter of 1980 and brought the total fall for the year to over £2 billion. This compares with an increase of £765 million in 1979. Nevertheless, as output continued to fall even faster than stocks, the stock-output ratio in manufacturing rose again to 113.1.

Investment by manufacturing industry also fell in the final quarter of 1980, by 3½ per cent from the third quarter level. Other investment indicators, particularly those concerned with housing, also registered declines.

By contrast, consumers' expenditure increased between the third and fourth quarters of 1980 by 1½ per cent, so the outcome for the year as a whole was about ½ per cent higher than in 1979.

The current account of the balance of payments was in surplus by £1.9 billion seasonally adjusted in the fourth quarter of 1980, compared with a surplus of £870 million for the previous quarter. The current account surplus for the year as a whole was £2.7 billion, including a visible trade surplus of £1.2 billion. In 1979 the current account was in deficit by £1.6 billion. The balance of payments surplus has continued into 1981. In the three months to January the current account surplus was £1.9 billion

Chart 3



compared with £1.1 billion in the three months to October. There was a fall in the volume of imports of 3½ per cent in the three months to January compared with the preceding three months. The volume of exports has remained broadly stable since the middle of 1980, but the value of exports has nevertheless risen owing to increases in the relative price of exports.

Industrial production fell slightly in December, after having been stable for the previous three months. Manufacturing output fell by 3½ per cent between the three months to September and the three months to December. By the final quarter of 1980 it was 15 per cent below the level of the same period in 1979. Total industrial output fell over the same period by 10½ per cent. The difference largely reflects the relative strength of the fuel industries.

The cso's Index of Shorter Leading Indicators rose in January after having fallen continuously since the spring of 1979. This index turns up on average seven months before the economy as a whole, but the interval has been as short as two months in recent cycles. The Index of Longer Leading Indicators turned in November 1979, and this index turns up on average 15 months before the interval,

and has been as long as 23 months. Both indices are now consistent with the trough of the recession being reached in the spring or early summer of this year.

The money supply sterling M3 increased by 0.7 per cent seasonally adjusted in January and the banking figures indicate it probably rose by a further 1 per cent in February. The annual rate of growth since the beginning of the present target period in February 1980 has been 20 per cent, compared with a target of 7 to 11 per cent. The new target for the fourteen months from February 1981 is a growth rate of 6 to 10 per cent a year.

The Public Sector Borrowing Requirement for the third quarter of the 1980/81 financial year was £4.3 billion seasonally adjusted. The total for the first nine months of the financial year was £12.3 billion. The latest estimate for the outturn for the year is £13½ billion.

The effective exchange rate for sterling fell by 5 per cent during February to 98.5 on the new Bank of England index (1975 = 100). Much of the fall was due to the strength of the us dollar, but there were also smaller falls against other currencies. A year ago the index stood at 93.7.

Minimum Lending Rate was reduced in the Budget by 2 per cent to 12 per cent.

The latest forecast by the Treasury suggests that GDP will fall by 2 per cent between 1980 and 1981, although this is consistent with an upturn later in the year. The only element of demand which is expected to have an expansionary influence is stock-building. Exports are expected to fall by 5½ per cent, although this is likely to be offset partly by a fall in imports of 2½ per cent. After a further fall in the first half of 1981, manufacturing output should recover later in the year. The rate of inflation is expected to fall to 10

per cent by the fourth quarter of this year, with a further fall to 8 per cent by the spring of 1982. The PSBR in 1981/82 is forecast to be £10½ billion.

World prospects

The Treasury forecast published with the Budget suggests that United Kingdom weighted world trade in manufactures may grow only by some 2 to 3 per cent in 1981, although growth could be faster in 1982 as the industrial countries start to recover from the recession.

The effects of the recession can be seen in the 3 million rise in unemployment in the OECD countries during 1980. The first signs of a fall were seen in the United States towards the end of the year, but elsewhere the rise has continued. Although American GNP is expected to be higher in 1981 than it was in 1980, the European Community countries (which now take an increasing share of UK trade) are likely to experience zero growth. More recently, there have been fears that the pace of the recovery in the United States has slowed after falls in the index of leading indicators for two months in succession. There has also been an easing of the demand for credit, which has resulted in a fall in interest rates.

Average earnings

The underlying monthly increase in average earnings, adjusted to allow for temporary factors, is estimated at about 0.8 per cent in the five months between August 1980 (the start of the current pay round) and January 1981 (the latest available date). This compares with an

Chart 1

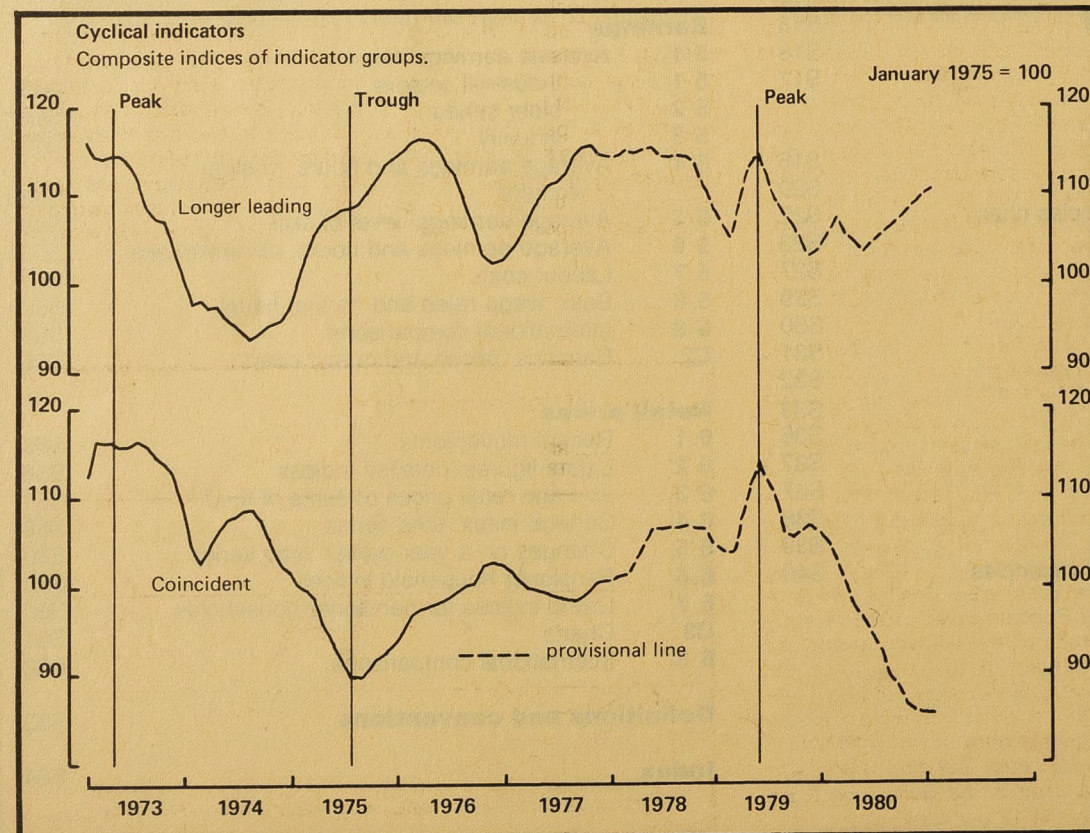


Chart 4

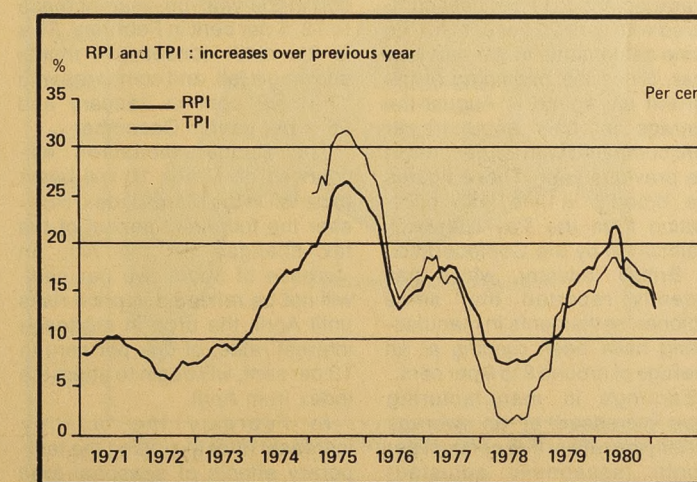
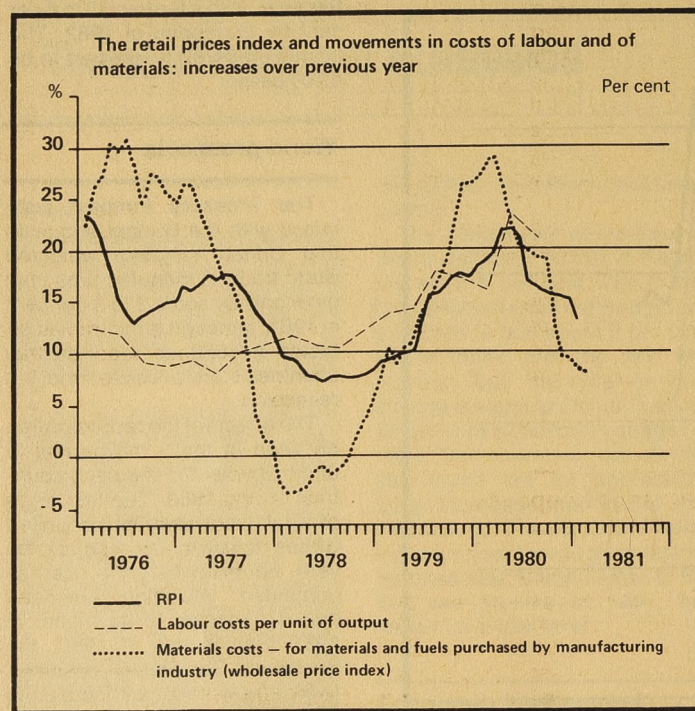


Chart 5



average of about 1½ per cent in the period from January to July 1980.

The change over the latest 12 months as a whole still includes some of the large increases recorded in the previous pay round; it fell back in January to 18.8 per cent, or about 17½ if temporary factors—principally the national steel strike in January 1980—are taken into account. The corresponding figures for last month are 19.5 and about 18½ per cent respectively.

A major reason for the slower rate of increase is the lower level of recent pay settlements. Comprehensive information on this is not available, but some indication is provided by the national agreements for manual workers included in the index of basic wage rates. The agreements becoming operative in the three months to the end of February averaged about 11 per cent compared with over 20 per cent for the same settlements in the previous year. Since the beginning of the current pay round in August the average has been about 10 per cent compared with 21 per cent in the previous year. These figures are broadly in line with information from the Pay Databank maintained by the Confederation of British Industry, which has recently reported that since October, settlements in manufacturing have been running at an average of around 8 to 9 per cent.

Earnings in manufacturing have increased at an average underlying rate of 0.6 per cent per month (seasonally adjusted)

since August 1980. The 12-month change to January is still affected by the much higher settlements last year: It stands at 16.2 per cent, or about 13½ per cent if allowance is made for the effect of the steel strike in January 1980. Reductions in hours worked continue to depress the 12-month percentage (both actual and underlying) but have a smaller effect on the short-term trend as the changes in overtime and short-time over the latest three months have become somewhat less marked.

Retail prices

The rate of inflation, as measured by the RPI, continues to slow down, with a further small reduction in the year-on-year increase to 12.5 per cent in February. This is the ninth consecutive month showing a fall, and compares with 13.0 per cent in January and 15.1 per cent in December.

The Budget measures announced on March 10 will begin to be felt in the March index. However the full direct impact of the tax changes on the RPI, an increase of about two per cent, will not be reflected in price rises until April; the drop in mortgage interest rates, of one per cent to 13 per cent, will begin to affect the index from April.

In February the monthly increase, after excluding the temporary effects of seasonal food

prices, was 0.9 per cent, compared with 0.6 per cent in January and 0.5 per cent in December. The increase over six months rose to 4.2 per cent from the 3.7 per cent recorded in January.

The rise in the RPI in February, of 0.9 per cent, was caused mainly by increased prices of alcoholic drink, cigarettes, petrol and oil, furniture and household appliances. Costs of motor vehicles and their insurance and maintenance also rose. Many items of food increased in price but there were reductions in footwear and some items of clothing on account of prolonged winter sales.

The Tax and Price Index rose by 13.2 per cent in the year to February, 0.7 per cent more than the corresponding increase in the RPI, to stand at 141.9 (January 1978 = 100).

The Financial Statement and Budget Report, published on March 10, reviews economic prospects up to mid-1982. It estimates that by then the Retail Prices Index may be showing an eight per cent increase on a year earlier. The report stresses the impact of reduced profit margins in helping to depress the rate of increase in prices and continues "while there are no signs that these pressures on margins are letting up, the downward trend in price inflation has been reinforced in recent months by a much lower rate of pay settlements. In 1981 the year-on-year increase in manufacturers' output prices is expected to fall to single figures with a rise in domestic costs much less than in 1980. Retail prices will also benefit from these favourable trends in costs, but increases in rents and rates, further moves by some of the nationalised industries towards economic pricing, and the increases in specific duties announced in the Budget will contribute to an increase in retail

prices which is forecast to be 10 per cent over the year to the fourth quarter of 1981." Most independent forecasts also show a further fall during 1981 in the year-on-year change in retail prices.

Manufacturers' selling prices (as measured by the Wholesale Price Index for home sales) rose by one per cent in February to stand four per cent higher than six months earlier. Despite the rise in February, the year-on-year increase continued to fall, to 10½ per cent, from a peak of 19 per cent in March 1980. The slightly higher monthly rises since the beginning of the year have been caused partly by higher prices for petroleum products and may be partly seasonal.

The rise in retail prices has been moderated by the slow rate of increase in import prices, partly owing to the substantial appreciation of sterling over the past two years. This has also helped to hold down the rise in manufacturers' materials costs. The prices of materials and fuels purchased by manufacturing industry have risen by eight per cent in the year to February, compared with an increase of 29 per cent in the year to February 1980. The rise in February this year was 1½ per cent, partly because of depreciation of sterling against the dollar which led to higher crude oil prices.

The recent reduction in the RPI have brought the UK into line with the average year-on-year increase in prices in member countries of the OECD for the first time since the fourth quarter of 1978.

Unemployment and vacancies

The underlying upward trend in unemployment showed some deceleration in the revised seasonally adjusted figures for Janu-

Chart 6

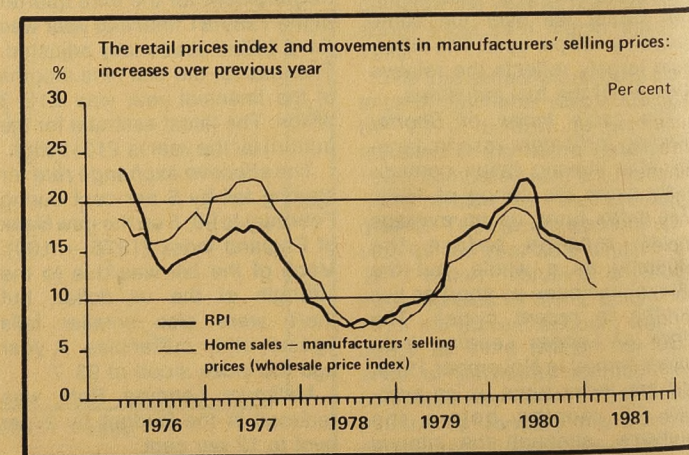


Chart 7



ary and February. It is too early, however to be confident that this is a continuing trend. The increase of 76,000 in February took the United Kingdom figure to 2,304,000, excluding school leavers and seasonally adjusted.

Unemployment flows also suggest that the rate of increase may be slowing down a little; flows on to the unemployment register in recent months, though high, are no longer rising, whilst flows off the register have begun to increase moderately.

The recorded total in February increased by 44,000 to reach 2,463,000. A seasonal fall of some 20,000 partially offset the underlying upward trend.

The number of school leavers still unemployed, at 90,000, compares with last year's figure of 38,000. The fall in the month was 5,000 greater than at the same time last year.

Vacancies (seasonally adjusted) at employment offices decreased in February by 5,000 to 98,000, following small rises in December and January. Vacancies are probably at near minimum levels, but with no real sign of recovery as yet. The vacancy figures exclude 97,000 vacancies for census of population enumerators (mainly part-time work for a limited period in the spring).

But for the increased effect of the special measures, the underlying rise in unemployment would have been markedly higher. The total number of people covered by

the employment schemes is estimated to be 926,000. The effect of these measures on the number of people on the unemployment register, however, is much smaller than this for a number of reasons and it is estimated that the register effect was about 310,000 at the end of January.

Male unemployment (seasonally adjusted) continued to rise at a faster rate than for females. Since June, it has increased by 54 per cent compared with 39 per cent for females. The unadjusted male rate in February was 12.3 per cent and the female rate 7.1 per cent.

All regions had experienced sharp increases in unemployment (seasonally adjusted) over the year since February 1980. The largest increases were in the West Midlands, up 5.6 percentage points, and Northern Ireland, up 5.2 percentage points. In the South East, East Anglia, South West and Scotland the increases were below the national average (up 3.8 percentage points). The unadjusted male unemployment rate continued to exceed 10 per cent in all regions except the South East and was 21 per cent in Northern Ireland; the female rate also exceeded 10 per cent in Wales and Northern Ireland.

International comparisons: With the exception of the United States and Canada, unemployment has been rising in other countries in recent months. In the six months between August 1980 and February 1981 UK unem-

ployed (seasonally adjusted) increased by 36 per cent.

In the United States and Canada, unemployment has fallen slightly (by 3 per cent in the US in the six months to February and by 1 per cent in Canada in the six months to January).

This compares with 17 per cent in Germany and 10 per cent in Belgium over the same period; 29 per cent in the Netherlands and 6 per cent in France (in the six months to January); 34 per cent in Denmark and 17 per cent in Japan (to December) and 31 per cent in Ireland (to November).

Industrial stoppages

Although the number of industrial stoppages reported remained exceptionally low in February, the number of working days lost increased again albeit from very low levels in the second half of 1980.

The provisional estimate of 453,000 working days lost through industrial stoppages in February and the revised figure of 221,000 for January are much higher than the monthly average of approaching 150,000 over the latter six months of 1980, which was the lowest for any comparable period since 1966. However, the number of working days lost over the past two months is substantially lower than for January and February in 1979 and 1980 and better than any comparable

figure for 12 years, with the exception of 1976.

In terms of the number of stoppages the recent figures are lower still relative to previous years. The provisional number of reported stoppages beginning in February was 75, continuing the run of very low figures over the previous 7 months, which have generally been the lowest since the war. However, there has been some increase in the number of working days lost per stoppage, particularly over the last decade, which reflects an increase in the number of larger stoppages.

Nearly a third of the working days lost during February were attributed to the coal miners' strike. Strikes in a motor company, a chemical plant and a brewery accounted for almost a further third of the total days lost in the month.

Employment

Manufacturing employment fell by 47,000 (seasonally adjusted) in January. This compares with falls of 66,000 in December and an average of 77,000 a month during the second half of 1980. It is now beginning to look as though the decline in manufacturing employment is slowing down, though the rate of fall remains substantial.

The January estimate should not be interpreted with too great precision. One reason is that the

Chart 8

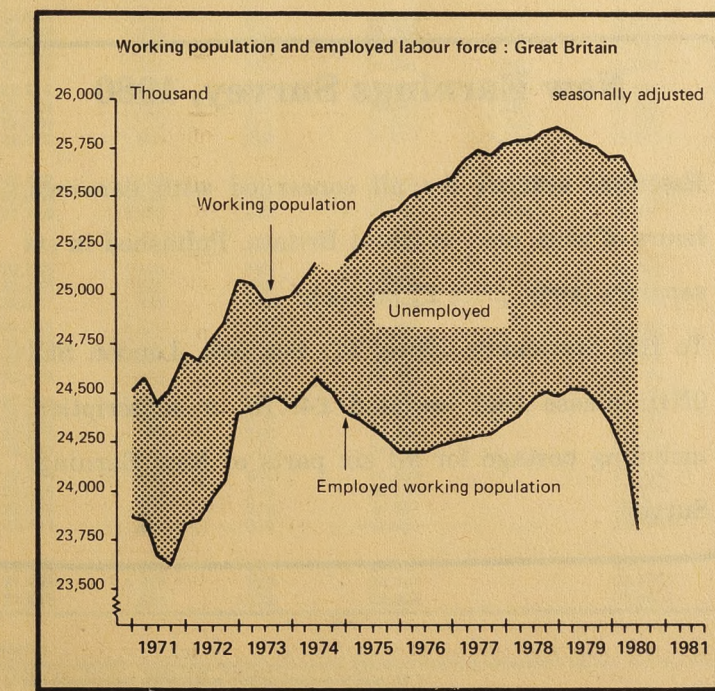
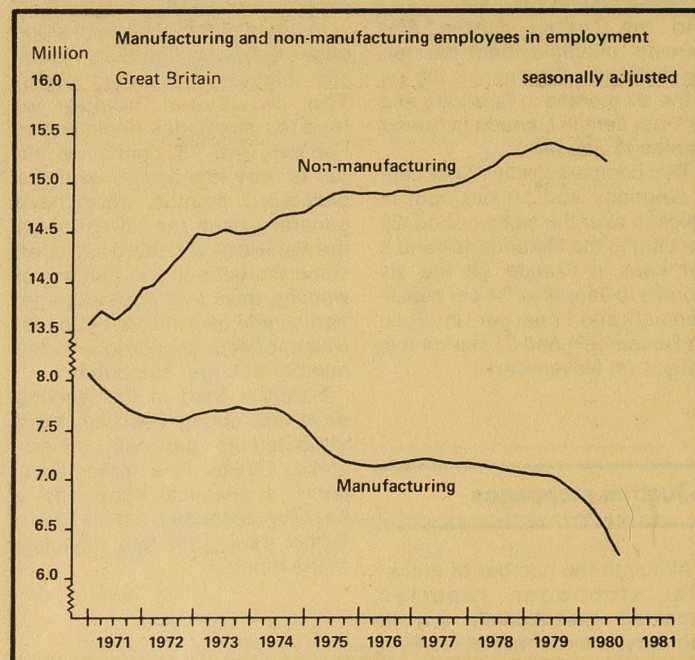


Chart 9



allowance for seasonal factors in January, which has had a substantial effect on the changes between December and January, is somewhat uncertain. Secondly, as an economy measure, the sample of manufacturing establishments providing monthly returns has been halved in the first two months of each quarter. The figures for such months will consequently be subject to revision when estimates for the third

month in a quarter, based on the full sample, become available (for a fuller description of this change, see the note "Monthly Employment Estimates for Manufacturing Industries" on page 141.

The average monthly fall of 77,000 in the second half of 1980 follows declines of 41,000 a month in the first half of the year and of 19,000 a month in the last six months of 1979. Previously there had been only a moderate

downward drift (averaging 5,000 a month) in the two years to mid-1979. Manufacturing employment in January 1981 was over 860,000 or 12½ per cent below its level in June 1979 when the present down-phase began to set in.

All manufacturing industries have shared in this decline but some have been worse affected than others. For example, between June 1979 and January 1981, the biggest relative declines occurred in metal manufacture (23 per cent—100,000 employees) and in textiles (21 per cent—93,000 employees). The smallest falls were in food, drink and tobacco (7 per cent—44,000 employees), paper, printing and publishing (7 per cent—37,000 employees) and chemicals and allied industries (8 per cent—33,000 employees). Amongst other production industries, employment in construction fell 7 per cent (94,000 employees) but there was relatively little change in mining and quarrying and gas, electricity and water.

Overtime working looks to have stabilised, though at a low level. In December and January it averaged about 8½ million hours a week (operatives in manufacturing industry, seasonally adjusted), much the same as in November but still very low when compared with 15 million hours at the end of 1979. Short-time working is still rising. In January it was 8.4 million hours a week (not seasonally adjusted), one million above the previous month's figure. The reduction in overtime and increase in short-time since

the end of 1979 is equivalent to just over one-third of a million operatives working a standard week. The January overtime and short-time figures are subject to the same limitations as those for the employment estimates mentioned earlier.

Employment in service industries is also falling, although not as fast as in manufacturing. First indications are of a decline of about 100,000 (seasonally adjusted) in the fourth quarter of 1980, a similar drop to that in the third quarter. This compares with a fall of only 20,000 in the year to June 1980 and follows a decade of almost continuous steady growth during which employment grew by 1½ million.

Total employment is expected to show a fall of about 350,000 (seasonally adjusted) in the fourth quarter of 1980, again a similar drop to the third quarter but more than twice the rate of decline in the first half of the year.

Such a fall in total employment would result in some further decline in the fourth quarter of 1980 in the working population, which in September was already 175,000 below its June 1979 level. Despite the increase in the population of working age and the slow growth and then downturn in employment, there has not been a corresponding increase in unemployment. Earlier retirement among men, is thought to have been one of the main reasons accounting for these "missing" workers. But the female labour supply, which increased rapidly in the 1970s, is also falling.

EMPLOYMENT Working population 1.1

THOUSAND

Quarter	Employees in employment			Self-employed persons (with or without employees)*	HM Forces	Employed labour force	Unemployed persons excluding adult students	Working population	
	Male	Female	All						
A. UNITED KINGDOM									
Unadjusted for seasonal variation									
1976	June	13,392	9,152	22,543	1,886	336	24,765	1,332	26,097
	Sep	13,438	9,163	22,601	1,886	338	24,825	1,456	26,281
	Dec	13,407	9,234	22,641	1,886	334	24,861	1,371 e	26,232
1977	Mar	13,307	9,155	22,462	1,886	330	24,678	1,383	26,061
	June	13,363	9,255	22,619	1,886	327	24,832	1,450	26,282
	Sep	13,420	9,268	22,688	1,886	328	24,902	1,609	26,511
1978	Dec R	13,374	9,327	22,702	1,886	324	24,912	1,481	26,393
	Mar	13,313	9,260	22,571	1,886	321	24,778	1,461	26,239
	June	13,385	9,372	22,756	1,886	318	24,960	1,446	26,406
1979	Sep R	13,438	9,406	22,844	1,886	320	25,050	1,518	26,568
	Dec R	13,429	9,521	22,951	1,886	317	25,154	1,364	26,518
	Mar R	13,320	9,408	22,729	1,886	315	24,930	1,402	26,332
1980	June R	13,380	9,539	22,920	1,886	314	25,120	1,344	26,464
	Sep R	13,423	9,528	22,950	1,886	319	25,155	1,395	26,550
	Dec R	13,317	9,567	22,884	1,886	319	25,089	1,355†	26,444†
1980	Mar R	13,145	9,393	22,538	1,886	321	24,745	1,478† e	26,223†
	June R	13,110	9,402	22,511	1,886	323	24,720	1,660†	26,380†
	Sep R	12,937	9,269	22,206	1,886	332	24,424	2,040†	26,464†
Adjusted for seasonal variation									
1976	June	13,402	9,139	22,541	1,886	336	24,763		26,132
	Sep	13,382	9,156	22,538	1,886	338	24,762		26,152
	Dec	13,388	9,191	22,579	1,886	334	24,799		26,189
1977	Mar	13,375	9,220	22,595	1,886	330	24,811		26,211
	June	13,370	9,241	22,611	1,886	327	24,824		26,305
	Sep	13,363	9,262	22,625	1,886	328	24,839		26,374
1978	Dec R	13,358	9,279	22,637	1,886	324	24,847		26,352
	Mar	13,380	9,329	22,708	1,886	321	24,915		26,398
	June	13,390	9,357	22,746	1,886	318	24,950		26,423
1979	Sep R	13,381	9,401	22,782	1,886	320	24,988		26,427
	Dec R	13,414	9,472	22,887	1,886	317	25,090		26,484
	Mar R	13,387	9,477	22,864	1,886	315	25,065		26,493
1980	June R	13,385	9,524	22,910	1,886	314	25,110		26,478
	Sep R	13,366	9,523	22,888	1,886	319	25,093		26,410
	Dec R	13,302	9,518	22,820	1,886	319	25,025		26,392†
1980	Mar R	13,213	9,462	22,675	1,886	321	24,882		26,366†
	June R	13,114	9,387	22,500	1,886	323	24,709		26,371†
	Sep R	12,880	9,264	22,144	1,886	332	24,362		26,304†
B. GREAT BRITAIN									
Unadjusted for seasonal variation									
1976	June	13,097	8,951	22,048	1,825	336	24,209	1,278	25,487
	Sep	13,145	8,961	22,106	1,825	338	24,269	1,395	25,664
	Dec	13,116	9,031	22,146	1,825	334	24,305	1,316 e	25,621
1977	Mar	13,018	8,951	21,968	1,825	330	24,123	1,328	25,451
	June	13,076	9,050	22,126	1,825	327	24,278	1,390	25,668
	Sep	13,129	9,059	22,188	1,825	328	24,341	1,542	25,883
1978	Dec R	13,083	9,114	22,196	1,825	324	24,345	1,420	25,765
	Mar	13,024	9,046	22,069	1,825	321	24,215	1,399	25,614
	June	13,096	9,158	22,253	1,825	318	24,396	1,381	25,777
1979	Sep R	13,148	9,188	22,336	1,825	320	24,481	1,447	25,928
	Dec R	13,139	9,299	22,439	1,825	317	24,581	1,303	25,884
	Mar R	13,033	9,186	22,219	1,825	315	24,359	1,340	25,699
1980	June R	13,092	9,314	22,406	1,825	314	24,545	1,281	25,826
	Sep R	13,136	9,304	22,440	1,825	319	24,584	1,325	25,909
	Dec R	13,032	9,341	22,373	1,825	319	24,517	1,292†	25,809†
1980	Mar R	12,864	9,168	22,032	1,825	321	24,178	1,412† e	25,590†
	June R	12,831	9,178	22,008	1,825	323	24,156	1,587†	25,743†
	Sep R	12,662	9,048	21,710	1,825	332	23,867	1,950†	25,817†
Adjusted for seasonal variation									
1976	June	13,106	8,937	22,043	1,825	336	24,204		25,520
	Sep	13,089	8,954	22,043	1,825	338	24,206		25,540
	Dec	13,098	8,989	22,087	1,825	334	24,246		25,579
1977	Mar	13,085	9,016	22,101	1,825	330	24,256		25,600
	June	13,082	9,035	22,117	1,825	327	24,269		25,690
	Sep	13,073	9,053	22,125	1,825	328	24,278		25,750
1978	Dec R	13,067	9,067	22,134	1,825	324	24,283		25,725
	Mar	13,091	9,115	22,205	1,825	321	24,351		25,771
	June	13,101	9,142	22,242	1,825	318	24,385		25,792
1979	Sep R	13,092	9,183	22,275	1,825	320	24,420		25,793
	Dec R	13,125	9,251	22,377	1,825	317	24,519		25,848
	Mar R	13,100	9,254	22,354	1,825	315	24,494		25,856
1980	June R	13,096	9,299	22,395	1,825	314	24,534		25,837
	Sep R	13,080	9,299	22,378	1,825	319	24,522		25,774
	Dec R	13,018	9,293	22,311	1,825	319	24,455		25,755†
1980	Mar R	12,931	9,236	22,167	1,825	321	24,313		25,728†
	June R	12,834	9,163	21,996	1,825	323	24,144		25,733†
	Sep R	12,606	9,043	21,649	1,825	332	23,806		25,663†

Note: Figures for September 1978 and later may be subject to future revision.
 * Estimates are assumed unchanged from the June 1975 level until later data become available.
 † The figures are affected by the introduction in Great Britain of fortnightly payment of unemployment benefit. In arriving at the seasonally adjusted working population figures, a deduction of 20,000 has been made to allow for the effects of the new arrangements. (See page 1151 of the November 1979 issue of *Employment Gazette*.)

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1.2 EMPLOYMENT

Employees in employment: industry

THOUSAND

GREAT BRITAIN		Index of Production Industries* II-XXI				Manufacturing Industries III-XIX		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	
		All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	
1976	May	22,048	9,040	9,078	88.6	7,082	7,117	86.9		346	685	38	420	471	918	148	729	176	729
	June	9,056	9,081	88.6	7,099	7,127	87.0	382	346	691	37	421	469	919	148	730	175	733	733
	July	9,093	9,078	88.6	7,137	7,131	87.0		346	708	38	423	471	919	148	733	176	734	734
	Aug	9,102	9,073	88.5	7,147	7,127	87.0	389	346	710	37	426	473	918	148	733	175	735	735
	Sep	22,106	9,106	9,076	88.5	7,158	7,134	87.1	389	345	701	37	427	477	923	148	737	176	741
	Oct	9,128	9,090	88.7	7,179	7,148	87.3		345	703	37	428	479	922	149	741	176	742	742
	Nov	9,131	9,090	88.7	7,186	7,148	87.3		345	702	37	429	479	921	149	745	175	743	743
	Dec	22,146	9,120	9,087	88.6	7,180	7,148	87.3	376	344	699	37	429	481	148	746	175	744	744
1977	Jan	9,069	9,086	88.6	7,139	7,151	87.3		345	689	37	429	481	915	147	743	173	743	743
	Feb	9,054	9,082	88.6	7,143	7,163	87.4		345	685	37	431	481	916	148	743	174	745	745
	Mar	21,968	9,049	9,086	88.6	7,140	7,166	87.5	358	346	682	37	431	481	148	744	173	743	743
	April	9,053	9,096	88.7	7,139	7,172	87.5		347	681	37	431	482	917	148	745	173	741	741
	May	9,052	9,088	88.7	7,139	7,172	87.6		347	682	36	433	482	916	148	744	173	740	740
	June	22,126	9,067	9,088	88.7	7,150	7,174	87.6	378	348	689	36	433	483	148	745	173	739	739
	July R	9,105	9,084	88.6	7,185	7,174	87.6		347	702	37	435	484	919	149	750	172	741	741
	Aug R	9,099	9,071	88.5	7,186	7,167	87.5		346	703	37	437	483	922	150	750	173	741	741
	Sep R	22,188	9,094	9,065	88.4	7,189	7,164	87.5	388	345	694	38	438	484	149	749	175	747	747
	Oct R	9,092	9,058	88.4	7,190	7,160	87.4		345	691	38	438	482	929	149	751	175	751	751
	Nov R	9,088	9,053	88.3	7,188	7,155	87.3		346	692	38	438	481	927	149	753	174	751	751
	Dec R	22,196	9,083	9,054	88.3	7,186	7,157	87.4	367	346	688	38	438	479	150	753	174	752	752
1978	Jan R	9,044	9,061	88.4	7,143	7,157	87.4		347	680	39	436	475	928	149	749	173	749	749
	Feb R	9,041	9,069	88.5	7,143	7,163	87.4		348	674	39	437	474	927	150	751	173	750	750
	Mar R	22,069	9,030	9,065	88.4	7,135	7,159	87.4	356	349	675	39	437	471	149	751	173	749	749
	April R	9,017	9,058	88.4	7,119	7,151	87.3		350	675	39	438	467	925	148	750	173	746	746
	May R	9,011	9,045	88.2	7,109	7,141	87.2		350	675	40	438	463	924	148	748	173	745	745
	June R	22,253	9,023	9,040	88.2	7,117	7,138	87.1	373	351	682	40	438	458	149	749	173	744	744
	July R	9,058	9,032	88.1	7,144	7,130	87.0		349	693	40	441	458	922	149	751	172	744	744
	Aug R	9,053	9,025	88.0	7,140	7,121	86.9		345	694	40	443	457	920	149	752	173	744	744
	Sep R	22,336	9,053	9,024	88.0	7,140	7,116	86.9	389	344	686	40	443	457	150	754	173	746	746
	Oct R	9,049	9,020	88.0	7,133	7,106	86.7		344	686	40	442	454	924	149	755	173	746	746
	Nov R	9,049	9,018	88.0	7,132	7,104	86.7		343	685	40	441	453	923	150	756	173	744	744
	Dec R	22,439	9,038	9,011	87.9	7,122	7,095	86.6	371	342	682	40	442	453	150	753	172	743	743
1979	Jan R	8,995	9,013	87.9	7,075	7,090	86.5		342	668	39	439	451	919	150	750	171	741	741
	Feb R	8,973	9,001	87.8	7,058	7,078	86.4		343	663	39	438	448	916	150	749	170	738	738
	Mar R	22,219	8,958	8,991	87.7	7,048	7,071	86.3	353	343	664	40	439	448	150	748	168	738	738
	April R	8,941	8,982	87.6	7,034	7,065	86.2		343	666	40	439	446	910	149	745	167	739	739
	May R	8,951	8,984	87.6	7,032	7,061	86.2		343	669	39	440	445	909	149	743	167	739	739
	June R	22,406	8,969	8,984	87.6	7,036	7,055	86.1	358	344	675	39	440	443	149	742	165	739	739
	July R	9,016	8,987	87.7	7,067	7,050	86.1		343	686	40	442	444	904	150	745	165	741	741
	Aug R	9,004	8,977	87.6	7,060	7,040	85.9		341	690	40	444	442	903	150	744	165	740	740
	Sep R	22,440	8,983	8,953	87.3	7,040	7,016	85.6	383	342	683	40	442	441	149	743	164	743	743
	Oct R	8,947	8,921	87.0	7,006	6,981	85.2		342	682	39	441	437	895	148	741	162	741	741
	Nov R	8,923	8,897	86.8	6,992	6,967	85.1		343	681	39	440	436	893	148	742	161	740	740
	Dec R	22,373	8,889	8,865	86.5	6,968	6,942	84.7	364	343	679	39	440	434	148	742	158	737	737
1980	Jan R	8,807	8,825	86.1	6,896	6,911	84.4		343	668	39	436	429	882	146	737	156	732	732
	Feb R	8,761	8,789	85.7	6,852	6,872	83.9		343	664	39	436	428	878	144	733	154	729	729
	Mar R	22,032	8,717	8,750	85.4	6,811	6,834	83.4	349	344	659	39	435	424	142	728	152	726	726
	April R	8,659	8,699	84.9	6,757	6,787	82.8		343	655	39	432	418	870	142	722	151	720	720
	May R	8,619	8,651	84.4	6,715	6,743	82.3		342	656	39	430	410	863	141	720	150	716	716
	June R	22,008	8,587	8,601	83.9	6,679	6,697	81.8	361	342	660	39	429	401	141	719	149	711	711
	July R	8,544	8,514	83.1	6,633	6,615	80.8		341	665	39	427	392	851	140	716	147	705	705
	Aug R	8,461	8,432	82.3	6,563	6,543	79.9		341	662	39	425	387	840	138	709	146	699	699
	Sep R	21,710	8,377	8,347	81.4	6,493	6,469	79.0	382	341	652	39	422	385	136	702	146	693	693
	Oct R	8,277	8,253	80.5	6,410	6,386	78.0		339	651	39	418	369	820	134	695	146	687	687
	Nov R	8,183	8,158	79.6	6,327	6,304	77.0		338	646	38	413	360	808	133	690	146	677	677
	Dec R	8,108	8,084	78.9	6,264	6,238	76.2		338	642	38	410	355	799	132	682	145	673	673
1981	Jan	8,008	8,026	78.3	6,175	6,191	75.6		337	631	38	407	343	789	128	671	146	660	660

Note: Figures from July 1978 are provisional.

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

EMPLOYMENT 1.2

Employees in employment: industry

THOUSAND

GREAT BRITAIN		XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII
		Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services	Miscellaneous services*	Public administration and defence†
1976	May	519	478	40	361	258	258	534	321	1,268	344	1,453	2,669	1,087	3,559	2,252	1,581
	June	519	480	40	364	258	259	536	321	1,269	343	1,453	2,669	1,087	3,559	2,252	1,581
	July	523	481														

1.3 EMPLOYMENT

Employees in employment: index of production industries

THOUSAND

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[Jan 1980]			[Nov 1980]			[Dec 1980]			[Jan 1981]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Index of Production Industries	II-XXI	6,598.0	2,209.3	8,807.3	6,185.0	1,997.8	8,182.8	6,133.7	1,974.4	8,108.3	6,072.3	1,936.1	8,008.5
All manufacturing industries	III-XIX	4,877.9	2,017.7	6,895.6	4,520.9	1,806.2	6,327.1	4,480.8	1,782.8	6,263.6	4,430.6	1,744.7	6,175.3
Mining and quarrying	II	326.4	16.4	342.8	321.9	16.4	338.3	321.3	16.4	337.7	320.3	16.4	336.7
Coal mining	101	276.0	10.8	286.8	271.5	10.8	282.3	271.0	10.8	281.8	270.0	10.8	280.8
Food, drink and tobacco	III	397.8	270.6	668.3	387.7	258.4	646.0	386.5	255.2	641.6	384.4	246.4	630.8
Bread and flour confectionery	212	55.7	34.0	89.7	54.8	32.8	87.5	54.6	32.4	87.0	54.3	30.2	84.4
Biscuits	213	16.0	27.4	43.4	15.5	26.7	42.2	15.4	25.7	41.1	15.4	25.4	40.8
Bacon curing, meat and fish products	214	52.3	51.0	103.3	52.2	49.4	101.5	52.3	49.3	101.6	52.4	47.5	99.9
Milk and milk products	215	36.8	12.5	49.3	35.9	12.5	48.4	35.6	12.5	48.1	35.3	12.1	47.4
Cocoa, chocolate and sugar confectionery	217	33.5	39.5	73.0	31.7	35.4	67.1	31.6	35.0	66.6	31.3	33.6	64.9
Fruit and vegetable products	218	26.9	28.7	55.6	26.0	28.7	54.7	25.9	28.0	53.9	25.8	26.8	52.7
Food industries n.e.s.	229	20.9	13.9	34.8	19.3	13.6	32.9	18.9	13.4	32.2	18.8	13.3	32.1
Brewing and malting	231	52.0	11.9	63.9	51.1	11.5	62.6	51.0	11.5	62.4	50.9	11.4	61.6
Other drinks industries	239	20.8	14.1	35.0	21.1	13.2	34.3	20.8	12.9	33.7	20.5	12.7	33.1
Coal and petroleum products	IV	34.6	4.6	39.2	33.9	4.5	38.4	33.7	4.4	38.1	33.6	4.3	37.9
Chemicals and allied industries	V	312.1	124.2	436.3	299.3	113.8	413.1	297.3	112.8	410.1	295.2	111.4	406.6
General chemicals	271	119.8	24.6	144.5	115.8	22.9	138.7	114.9	22.8	137.7	114.2	22.3	136.4
Pharmaceutical chemicals and preparations	272	40.3	31.8	72.0	39.8	30.6	70.4	39.8	30.4	70.1	39.2	30.0	69.2
Synthetic resins and plastics materials and synthetic rubber	276	43.7	9.2	52.9	40.2	8.2	48.5	40.2	8.3	48.5	40.8	8.0	48.7
Other chemical industries	279	40.4	24.9	65.3	39.1	23.2	62.3	39.0	23.0	61.9	38.6	23.0	61.6
Metal manufacture	VI	379.7	49.6	429.3	320.0	40.4	360.4	315.7	39.5	355.2	305.5	37.6	343.1
Iron and steel (general)	311	181.6	16.8	198.0	144.4	11.9	156.3	142.6	11.6	154.2	135.4	10.4	145.8
Steel tubes	312	38.8	6.0	44.8	30.2	4.9	35.1	29.5	4.7	34.2	27.8	4.4	32.2
Iron castings etc	313	63.0	7.6	70.6	57.6	6.8	64.4	56.4	6.6	63.1	55.3	6.6	61.9
Aluminium and aluminium alloys	321	43.9	7.5	51.4	39.0	6.4	45.4	38.5	6.3	44.7	39.0	6.3	45.3
Copper, brass and other copper alloys	322	34.6	7.7	42.3	31.3	6.6	37.9	31.3	6.6	37.9	30.8	6.4	37.2
Mechanical engineering	VII	743.1	138.7	881.9	685.0	122.9	807.9	677.8	121.4	799.2	669.1	120.3	789.4
Metal-working machine tools	332	54.0	9.2	63.1	48.8	7.9	56.7	48.5	7.9	56.4	47.7	7.5	55.2
Pumps, valves and compressors	333	69.7	14.9	84.6	64.6	13.3	77.9	63.6	13.0	76.6	63.4	12.7	76.0
Construction and earth-moving equipment	336	36.6	4.3	40.8	33.0	3.7	36.7	32.4	3.6	36.0	31.7	4.2	36.0
Mechanical handling equipment	337	50.3	8.2	58.5	47.1	7.4	54.5	46.8	7.3	54.1	45.6	7.2	52.8
Other machinery	339	172.0	34.9	206.9	157.8	30.4	188.2	157.3	30.5	187.8	155.7	30.1	185.9
Industrial (including process) plant and steelwork	341	124.5	15.0	139.5	115.7	13.8	129.5	114.9	13.7	128.6	110.7	13.5	124.2
Other mechanical engineering n.e.s.	349	137.5	30.5	168.0	127.1	26.9	153.9	124.7	26.2	150.9	124.9	26.1	151.0
Instrument engineering	VIII	93.2	53.1	146.3	86.1	46.5	132.6	85.3	46.3	131.7	84.5	44.0	128.4
Scientific and industrial instruments and systems	354	65.3	33.3	98.6	61.0	30.1	91.1	60.5	30.0	90.4	60.2	29.2	89.3
Electrical engineering	IX	469.6	267.1	736.7	452.7	237.0	689.7	449.5	232.3	681.8	442.9	228.5	671.4
Electrical machinery	361	97.7	32.3	130.0	92.3	28.3	120.5	91.8	27.9	119.7	90.0	27.1	117.1
Insulated wires and cables	362	30.3	11.4	41.7	29.0	10.0	39.1	28.1	9.0	37.1	27.8	8.9	36.7
Telegraph and telephone apparatus and equipment	363	42.1	25.2	67.3	42.5	24.8	67.4	42.5	24.7	67.2	41.5	24.8	66.3
Radio and electronic components	364	63.8	62.7	126.5	60.5	52.1	112.7	60.3	51.5	111.8	59.6	49.4	109.1
Broadcast receiving and sound reproducing equipment	365	23.1	22.8	45.9	21.1	19.3	40.4	20.7	18.4	39.1	20.1	17.8	37.9
Electronic computers	366	34.0	10.9	44.9	33.4	10.1	43.5	33.3	10.2	43.6	33.4	10.7	44.1
Radio, radar and electronic capital goods	367	73.2	27.0	100.1	75.9	26.9	102.8	75.8	26.8	102.6	74.2	26.1	100.4
Electric appliances primarily for domestic use	368	39.2	22.0	61.2	35.4	18.5	53.9	35.0	17.8	52.8	35.7	19.0	54.7
Other electrical goods	369	66.2	52.9	119.1	62.5	46.9	109.5	61.9	45.9	107.8	60.5	44.7	105.2
Shipbuilding and marine engineering	X	144.0	12.3	156.3	134.6	11.3	145.9	133.5	11.4	144.9	134.6	11.4	146.0
Vehicles	XI	642.7	88.8	731.5	596.8	80.2	676.9	594.5	78.7	673.2	583.3	77.1	660.4
Motor vehicle manufacturing	381	390.3	53.5	443.8	342.9	44.9	387.8	341.2	43.7	384.9	331.3	42.6	373.9
Aerospace equipment manufacturing and repairing	383	168.7	27.9	196.7	174.7	28.3	202.9	174.5	28.1	202.6	173.5	27.9	201.4
Metal goods not elsewhere specified	XII	380.8	139.4	520.2	348.6	121.2	469.8	343.2	119.1	462.3	338.3	120.9	459.2
Engineers' small tools and gauges	390	49.9	11.5	61.3	47.9	11.4	59.3	47.1	11.2	58.3	46.1	10.8	56.9
Metal industries n.e.s.	399	233.3	83.7	316.9	212.0	71.3	283.3	208.5	70.1	278.6	206.1	72.9	279.1
Textiles	XIII	228.8	195.1	423.9	195.7	167.6	363.3	194.3	166.1	360.5	192.3	162.8	355.1
Spinning and doubling on the cotton and flax systems	412	21.1	17.4	38.5	17.8	14.1	31.9	17.9	14.2	32.1	17.3	13.7	31.0
Woolen and worsted	414	38.6	30.5	69.1	33.8	25.4	59.2	33.4	25.3	58.7	33.7	23.8	57.5
Hosiery and other knitted goods	417	35.1	71.6	106.7	30.7	65.2	95.9	31.0	65.0	96.0	30.4	63.9	94.3
Textile finishing	423	29.4	14.2	43.6	26.1	13.1	39.2	25.9	12.6	38.4	25.5	12.2	37.8
Leather, leather goods and fur	XIV	19.2	16.3	35.5	18.0	15.3	33.2	17.8	15.0	32.8	18.2	14.9	33.1
Clothing and footwear	XV	82.1	270.3	352.3	76.2	239.0	315.2	75.9	236.7	312.6	74.2	228.8	303.0
Men's and boys' tailored outerwear	442	13.8	50.5	64.3	11.9	41.7	53.5	11.7	41.5	53.1	11.5	41.2	52.7
Women's and girls' tailored outerwear	443	9.3	28.0	37.3	9.0	25.3	34.3	8.6	24.1	32.8	8.5	24.0	32.5
Overalls and men's shirts, underwear, etc	444	6.3	31.7	38.0	5.7	27.0	32.7	5.7	27.1	32.9	5.7	27.3	33.0
Dresses, lingerie, infants' wear, etc	445	13.4	80.0	93.4	12.3	70.0	82.3	12.7	69.7	82.4	11.2	64.6	75.8
Footwear	450	29.3	38.6	67.9	27.8	35.8	63.6	27.6	35.5	63.1	27.8	34.7	62.5
Bricks, pottery, glass, cement, etc	XVI	194.8	54.9	249.6	177.8	48.3	226.1	174.6	47.5	222.2	176.7	47.8	224.6
Bricks, fireclay and refractory goods	461	34.5	4.5	38.9	30.6	3.8	34.4	30.1	3.8	33.9	30.6	3.6	34.1
Pottery	462	26.7	23.4	50.0	25.1	21.0	46.1	25.0	20.9	46.0	24.9	20.6	45.5
Glass	463	53.1	15.2	68.2	46.9	12.1	59.0	45.6	11.7	57.3	46.6	12.6	59.1
Abrasives and building materials etc n.e.s.	469	68.1	10.4	78.4	62.6	9.9	72.5	61.3	9.7	71.0	62.0	9.7	71.6
Timber, furniture etc	XVII	198.3	50.0	248.3	184.9	45.3	230.1	183.9	45.0	228.8	183.5	44.5	228.0
Timber	471	69.0	11.4	80.4	64.7	10.5	75.2	64.4	10.4	74.7	63.6	10.2	73.8
Furniture and upholstery	472	70.0	17.6	87.5	63.3	15.8	79.2	62.8	15.8	78.6	64.1	15.4	79.5
Paper, printing and publishing	XVIII	361.5	172.4	533.9	347.1								

1.7 EMPLOYMENT Manpower in the local authorities

Service	[Mar 15, 1980]			[June 14, 1980]			[Sep 13, 1980]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	507,861	150,813	538,082	506,880	140,776	535,996	497,420	103,029	521,622
—Others	197,288	468,326	399,506	189,434	456,639	386,829	185,612	446,298	378,354
Construction	120,562	521	120,788	119,937	512	120,160	120,519	510	120,739
Transport	20,131	348	20,283	20,463	359	20,618	20,313	391	20,481
Social Services	128,943	158,995	195,818	128,444	159,580	195,609	129,155	159,853	196,436
Public libraries and museums	23,613	15,429	31,209	23,128	15,417	30,706	23,294	15,694	31,013
Recreation, parks and baths	61,737	17,927	69,441	66,117	19,570	74,523	65,783	19,219	74,034
Environmental health	19,753	1,672	20,470	20,008	1,734	20,749	20,167	1,681	20,886
Refuse collection and disposal	47,125	295	47,250	47,554	323	47,691	47,622	314	47,756
Housing	43,108	12,421	48,541	43,243	12,272	48,622	43,787	12,335	49,201
Town and country planning	20,173	639	20,497	20,080	703	20,432	20,134	682	20,485
Fire Service—Regular	33,904	9	33,909	33,858	9	33,863	33,846	8	33,850
—Others (a)	4,072	1,813	4,847	4,061	1,864	4,859	4,085	1,877	4,889
Miscellaneous services	223,735	43,898	242,894	224,104	44,854	243,706	224,505	44,652	244,031
All above	1,452,005	873,106	1,793,535	1,447,311	854,612	1,784,363	1,436,242	806,543	1,763,777
Police service—Police (all ranks)	107,700	—	107,700	108,803	—	108,803	109,353	—	109,353
—Others (b)	38,022	6,530	40,836	37,649	6,620	40,473	38,254	6,703	41,115
Probation, magistrates' courts and agency staff	15,486	3,912	17,378	15,628	4,126	17,620	15,745	4,032	17,704
All (excluding JCP + STEP)	1,613,213	883,548	1,959,449	1,609,391	865,358	1,951,259	1,599,594	817,278	1,931,949

Service	[Mar 15, 1980]			[June 14, 1980]			[Sep 13, 1980]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	34,012	5,198	34,872	33,901	4,608	34,698	33,360	3,285	34,010
—Others	11,636	27,145	23,094	10,304	27,193	21,758	10,546	24,884	21,050
Construction	10,755	15	10,761	10,688	42	10,705	10,519	41	10,536
Transport	1,939	33	1,952	1,926	33	1,940	1,928	33	1,942
Social Services	8,055	9,242	11,897	7,597	8,822	11,276	7,816	8,370	11,304
Public libraries and museums	1,222	755	1,592	1,215	729	1,572	1,225	756	1,594
Recreation, parks and baths	4,072	1,443	4,680	4,727	1,501	5,361	4,509	1,537	5,160
Environmental health	1,123	232	1,218	1,148	231	1,244	1,138	219	1,229
Refuse collection and disposal	2,257	3	2,258	2,270	2	2,271	2,289	4	2,291
Housing	1,853	437	2,053	1,779	446	1,985	1,774	473	1,991
Town and country planning	1,621	19	1,628	1,482	26	1,495	1,471	26	1,484
Fire Service—Regular	1,826	—	1,826	1,812	—	1,812	1,785	—	1,785
—Others (a)	309	129	362	315	129	368	308	129	361
Miscellaneous services	18,770	3,170	20,106	18,632	3,479	20,095	18,735	3,180	20,075
All above	99,450	47,821	118,299	97,796	47,241	116,580	97,403	42,937	114,812
Police service—Police (all ranks)	6,331	—	6,331	6,349	—	6,349	6,322	—	6,322
—Others (b)	1,741	330	1,915	1,711	332	1,887	1,702	334	1,879
Probation, magistrates' courts and agency staff	948	208	1,042	960	200	1,053	958	201	1,051
All (excluding JCP + STEP)	108,470	48,359	127,587	106,816	47,773	125,869	106,385	43,472	124,064

EMPLOYMENT 1.7 Manpower in the local authorities

Service	June 9, 1979			Sep 8, 1979			Dec 8, 1979		
	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	61,727	6,002	64,128	62,629	4,768	64,536	63,574	6,080	66,006
—Others (e)	25,128	37,452	42,407	25,389	37,459	42,672	25,597	37,377	42,855
Construction	20,750	165	20,826	20,928	148	20,996	20,448	142	20,513
Transport	9,041	70	9,074	9,039	71	9,072	9,070	77	9,106
Social services	17,653	22,127	27,803	18,079	22,515	28,405	18,229	22,741	28,663
Public libraries and museums	2,949	1,383	3,677	3,005	1,389	3,739	3,009	1,374	3,737
Recreation, leisure and tourism	12,248	2,429	13,390	12,182	2,482	13,348	11,345	2,354	12,457
Environmental health	2,322	529	2,563	2,307	527	2,547	2,314	439	2,514
Cleansing	10,552	212	10,646	10,404	214	10,501	10,275	210	10,370
Housing	4,229	410	4,422	4,391	459	4,607	4,341	457	4,555
Physical planning	1,528	21	1,539	1,574	20	1,585	1,578	19	1,588
Fire Service—Regular	4,441	—	4,441	4,446	—	4,446	4,481	—	4,481
—Others (a)	489	99	534	483	99	528	483	109	533
Miscellaneous services	32,153	3,100	33,671	32,405	2,991	33,863	32,404	2,981	33,851
All above	205,210	73,999	239,121	207,261	73,142	240,845	207,148	74,360	241,229
Police service—Police (all ranks)	12,756	—	12,756	13,045	—	13,045	13,183	—	13,183
—Others (b)	3,684	2,353	4,742	3,818	2,340	4,875	3,838	2,361	4,906
Administration of District Courts	79	10	85	79	11	85	83	11	89
All (excluding JCP + STEP)	221,729	76,362	256,704	224,203	75,493	258,850	224,252	76,732	259,407

Service	Mar 8, 1980			June 14, 1980			Sep 13, 1980		
	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	63,202	5,924	65,453	62,920	5,743	65,102	62,776	4,872	64,627
—Others (e)	25,346	37,048	42,430	25,159	36,854	42,150	25,328	36,935	42,363
Construction	20,596	125	20,654	20,842	180	20,924	21,742	159	21,815
Transport	9,099	79	9,136	9,019	81	9,057	9,029	80	9,067
Social services	18,482	22,705	28,910	18,914	22,452	29,234	18,626	22,722	29,080
Public libraries and museums	3,004	1,398	3,744	3,051	1,397	3,788	3,095	1,384	3,827
Recreation, leisure and tourism	11,250	2,701	12,556	12,537	3,029	14,000	12,337	2,927	13,743
Environmental health	2,246	437	2,446	2,248	516	2,484	2,258	526	2,497
Cleansing	10,170	240	10,285	10,398	221	10,498	10,586	230	10,690
Housing	4,357	466	4,579	4,396	428	4,602	4,562	420	4,764
Physical planning	1,623	21	1,634	1,609	42	1,630	1,580	21	1,591
Fire Service—Regular	4,491	—	4,491	4,527	—	4,527	4,526	—	4,526
—Others (a)	483	120	540	495	106	544	503	108	553
Miscellaneous services	32,203	3,005	33,660	32,534	3,007	33,992	32,183	3,101	33,689
All above	206,552	74,269	240,518	208,649	74,056	242,532	209,131	73,485	242,832
Police service—Police (all ranks)	13,278	—	13,278	13,276	—	13,276	13,295	—	13,295
—Others (b)	3,710	2,446	4,822	3,695	2,407	4,784	3,722	2,409	4,812
Administration of District Courts	82	11	88	82	10	88	76	9	81
All (excluding JCP + STEP)	223,622	76,726	258,706	225,702	76,473	260,680	226,224	75,903	261,020

Notes: (d) Includes only those part-time staff employed in vocational FE.
(e) Includes school-crossing patrols.
(f) Based on the following factors to convert part-time employees to approximate full-time equivalents for lecturers and teachers 0.40 non-manual staff (excluding Police, Teachers and Firemen) 0.60 manual employees 0.45.
(g) The responsibilities of local authorities in Scotland differ somewhat from those in England and Wales; for example, they discharge responsibilities for water management which fall to Regional Water Authorities in England and Wales.

1.8 EMPLOYMENT

Indices † of output, employment and output per person employed

(1975 = 100)

UNITED KINGDOM	Whole economy		Index of production industries		Manufacturing industries	Mining and quarrying excluding MLH 104*	Food, drink and tobacco	Chemicals, coal and petroleum products	Metal manufacture	Engineering and allied industries	Textiles, leather and clothing	Other manufacturing	Construction	Gas, electricity and water
	including MLH 104*	excluding MLH 104*	including MLH 104*	excluding MLH 104*										
Output ‡					R	R	R	R	R	R	R	R	R	R
1970	93.8	93.8	100.0	99.9	98.4	118.1	94.3	90.3	126.3	96.7	101.6	97.2	111.4	84.1
1971	95.2	95.1	99.7	99.6	97.3	116.1	95.1	92.3	113.9	94.3	104.0	98.2	113.3	87.3
1972	98.1	98.0	101.7	101.5	99.7	95.4	98.9	96.7	113.4	94.7	105.2	104.3	115.4	93.6
1973	103.8	103.7	109.8	109.6	108.8	106.3	103.8	108.0	126.1	103.6	111.8	115.7	118.2	98.6
1974	102.0	102.0	105.7	105.8	107.5	90.2	103.0	112.2	114.9	105.6	104.6	110.4	105.8	98.5
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	102.3	101.7	102.4	101.1	102.0	93.2	103.2	112.2	106.3	98.0	100.9	104.3	98.6	102.3
1977	104.9	103.3	106.5	102.6	103.9	91.0	104.6	115.0	104.3	100.3	102.8	106.3	98.3	106.4
1978	108.4	106.0	110.2	104.4	104.4	92.0	107.0	116.3	102.6	99.9	101.4	108.8	105.0	109.7
1979	110.7	107.3	112.8	104.5	104.5	92.5	108.1	118.5	105.2	98.5	100.4	110.2	102.1	116.0
1980			104.7 R	96.2 R	96.4	93.6	106.7	105.4	73.8	92.0	83.5	100.6	95.8	112.6
1978 Q4	109.1	106.4	110.4	103.8	103.7	93.8	106.3	117.3	100.8	98.0	101.9	109.7	104.4	108.7
1979 Q1	108.7	105.5	110.3	102.5 R	102.5	89.5	106.0	112.6	98.2	99.1	100.2	105.8	97.8	120.1
Q2	112.5	109.1	115.1	106.6	107.4	91.6	108.5	121.1	113.2	101.8	103.7	112.1	102.7	116.6
Q3	110.5	106.9	113.0	104.3	103.7	94.4	109.2	120.7	105.7	94.8	101.1	112.1	104.1	115.1
Q4	111.0	107.7	112.6	104.4	104.2	94.5	108.7	119.6	103.8	98.4	96.7	110.6	103.7	112.2
1980 Q1	110.1	106.6	109.6	101.0	99.6	95.3	109.3	118.5	57.0	97.4	91.2	108.3	102.4	113.1
Q2	108.3	104.9	106.8	98.5	97.1	92.7	106.1	107.2	93.9	93.7	85.0	101.5	98.9	112.0
Q3	106.2	102.9	102.7 R	94.6 R	93.2	92.0	104.9	99.2	78.3	91.6	81.6	98.0	92.3	112.9
Q4			99.6	90.7 R	88.3	94.3	106.3	96.5	65.8	85.3	76.1	94.5	89.5	112.4
Employed labour force			R	R	R	R	R	R	R	R	R	R	R	R
1970	99.3	99.3	108.7	108.7	111.1	117.9	108.3	104.1	118.9	110.0	121.6	107.7	95.9	110.0
1971	97.7	97.7	105.4	105.5	107.5	113.9	105.4	102.2	112.2	106.7	116.0	104.8	94.6	105.6
1972	98.1	98.1	103.1	103.1	104.0	108.8	103.7	99.5	104.0	102.3	112.8	103.7	98.5	100.4
1973	100.2	100.2	104.5	104.5	104.5	103.5	103.5	99.4	103.9	103.1	110.9	105.8	106.2	97.5
1974	100.6	100.6	104.1	104.1	104.7	99.6	104.6	101.3	102.2	104.3	107.9	105.6	103.5	98.2
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	99.4	99.4	97.5	97.5	96.9	98.4	97.8	98.1	95.2	96.7	96.2	97.3	99.5	99.8
1977	99.6	99.6	97.2	97.2	97.1	98.2	97.0	100.4	96.6	97.4	96.0	96.6	97.2	98.1
1978	100.2	100.1	96.9	96.8	96.7	97.3	96.0	102.0	92.5	97.8	93.1	96.6	97.2	96.8
1979	100.6	100.6	96.1	96.0	95.4	95.3	95.1	102.1	88.7	96.3	91.5	96.2	98.3	98.0
1980			91.4	91.3	89.8	94.9	92.4	99.0	79.5	91.0	82.7	91.1	96.1	98.0
1978 Q4	100.5	100.5	96.6	96.5	96.3	95.7	95.5	102.2	90.6	97.4	92.3	96.7	97.6	97.5
1979 Q1	100.6	100.6	96.4	96.3	96.0	95.3	94.8	102.0	89.9	97.0	92.3	96.6	97.9	97.8
Q2	100.7	100.6	96.3	96.2	95.8	95.0	95.2	102.3	89.4	96.7	92.0	96.4	98.1	98.0
Q3	100.7	100.6 R	96.2	96.1	95.4	95.3	95.1	102.2	88.6	96.2	91.7	96.3	98.9	98.0
Q4	100.5	100.5	95.3	95.2	94.4	95.7	95.1	101.8	87.0	95.2	90.0	95.3	98.3	98.0
1980 Q1	100.0	100.0	94.2	94.1	93.2	95.5	94.7	101.4	85.6	94.1	87.4	94.1	97.3	97.9
Q2	99.4 R	99.3	92.9	92.8	91.5	94.8	93.3	100.2	82.4	92.7	84.4	92.7	97.2	98.1
Q3	98.2 R	98.2 R	90.7	90.6	88.8	94.9	91.3	98.4	77.7	90.1	81.3	90.2	96.0	98.0
Q4			87.9	87.8	85.7	94.4	90.2	96.0	72.3	86.9	77.7	87.2	93.9	98.0
Output per person employed			R	R	R	R	R	R	R	R	R	R	R	R
1970	94.5	94.4	92.0	91.9	88.6	100.2	87.1	86.9	106.3	88.0	83.6	90.3	116.2	76.4
1971	97.4	97.4	94.6	94.5	90.6	102.0	90.3	90.3	101.5	88.4	89.7	93.7	119.9	82.7
1972	100.1	100.0	98.7	98.5	95.8	88.0	95.4	97.2	109.2	92.6	93.3	100.6	117.3	93.3
1973	103.6	103.6	105.0	104.9	104.1	102.7	100.3	108.6	121.4	100.5	100.9	109.4	111.4	101.1
1974	101.4	101.4	101.6	101.6	102.6	90.6	98.5	110.8	112.5	101.3	97.0	104.6	102.3	100.4
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	103.0	102.4	105.1	103.7	105.4	94.8	105.5	114.4	111.7	101.4	105.0	107.2	99.1	102.6
1977	105.3	103.7	109.6	105.5	107.0	92.8	107.8	114.6	108.1	103.0	107.1	110.1	101.2	108.6
1978	108.2	105.9	113.7	107.9	107.9	94.7	111.5	114.0	111.0	102.2	109.0	112.7	108.1	113.3
1979	110.0	106.7	117.4	108.9	109.5	97.1	113.7	116.1	118.6	102.3	109.7	114.6	103.9	118.5
1980			114.5	105.3	105.3	98.6	115.5	106.3	93.1	101.1	100.8	110.4	99.6	114.9
1978 Q4	108.5	105.8	114.3	107.6	107.7	98.0	111.3	114.8	111.3	100.6	110.4	113.4	107.0	111.5
1979 Q1	108.0	104.9	114.4	106.5	106.8	93.9	111.8	110.4	109.3	102.1	108.6	109.5	99.9	122.8
Q2	111.8	108.5	119.5	110.9	112.1	96.4	114.0	118.4	126.6	105.2	112.7	116.3	104.7	119.0
Q3	109.7	106.3 R	117.5	108.5	108.7	99.1	114.8	118.1	119.3	98.5	110.2	116.4	105.3	117.5
Q4	110.5	107.1	118.2	109.6	110.4	98.8	114.3	117.4	119.3	103.4	107.4	116.1	105.5	114.5
1980 Q1	110.1	106.6	116.4	107.3	106.9	99.8	115.4	116.9	66.6	103.5	104.4	115.1	105.2	115.5
Q2	108.9 R	105.6	115.0	106.1	106.2	97.8	113.8	107.0	114.0	101.1	100.7	109.5	101.7	114.1
Q3	108.1 R	104.7 R	113.2	104.4	105.0	97.0	114.9	100.8	100.8	101.6	100.3	108.7	96.2	115.2
Q4			113.3	103.3	103.1	99.9	117.8	100.5	91.0	98.2	97.9	108.4	95.3	114.7

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

† Quarterly indices are seasonally adjusted.

‡ Gross domestic product for whole economy.

EMPLOYMENT
Selected countries: national definitions

	United Kingdom (1) (2)	Australia (2) (3) (4)	Austria (2) (5)	Belgium (1)	Canada (2)	Denmark	France	Germany (FR) (2)	Irish Republic (6)	Italy (2) (7)	Japan (2) (5)	Netherlands (8)	Norway (2) (5)	Spain (5) (9) (10)	Sweden (2)	Switzerland	United States (2)
Indices: 1975 = 100																	
CIVILIAN EMPLOYMENT																	
Years																	
1970	99.1	91.8	101.0	97.8	85.3	99.3	98.3	105.5	100.8	98.0	97.5	100.7	..	97.7	94.9	103.5	92.7
1971	97.7	94.0	101.0	98.8	87.3	100.3	98.8	105.8	101.0	97.8	98.1	101.3	..	98.2	95.0	105.0	93.3
1972	97.6	95.5	101.7	98.6	89.9	101.0	99.3	105.4	100.4	96.2	98.1	100.4	96.6	98.8	95.1	105.7	96.4
1973	100.1	98.3	102.3	99.9	94.4	102.3	100.6	105.7	101.0	97.2	100.7	100.5	96.9	101.3	95.5	106.2	99.6
1974	100.5	100.4	102.3	101.4	98.3	101.0	101.3	103.6	101.8	99.4	100.3	100.6	97.2	101.8	97.5	105.6	101.4
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	99.3	101.3	100.1	99.2	102.1	102.6	100.5	99.0	98.4	100.8	100.9	99.9	104.8	98.8	100.6	96.7	103.2
1977	99.6	102.3	101.6	99.0	103.9	103.5	101.1	98.8	98.6	101.8	102.3	100.2	106.9	98.0	100.9	96.9	106.8
1978	100.1	101.8	102.4	99.0	107.4	106.0	101.1	99.6	99.6	102.3	103.5	100.4	108.6	95.3	101.3	97.5	111.3
1979	100.8	103.4	103.7	..	111.7	..	101.9	100.9	..	103.5	104.9	..	109.7	93.3	102.9	..	114.3
Quarters																	
1979 Q1	100.6	102.6	102.7	..	110.4	..	..	100.6	..	102.6	104.6	..	108.7	..	102.0	..	113.7
Q2	100.8	102.7	103.6	..	110.8	..	..	100.7	..	103.0	104.8	..	108.6	..	102.9	..	113.8
Q3	100.8	103.4	104.1	..	112.0	..	..	100.9	..	103.8	105.1	..	110.5	..	103.1	..	114.7
Q4	100.4	104.7	104.3	..	113.4	..	102.0	101.4	..	104.8	105.3	..	110.7	..	103.7	..	115.2
1980 Q1	99.9	105.2	104.7	..	114.3	..	..	101.9	..	104.3	105.7	..	112.1	..	104.0	..	115.4
Q2	98.1	106.0	104.8	..	114.3	..	..	101.8	..	104.7	105.8	..	111.2	..	104.9	..	114.3
Q3	97.7	106.9	..	..	..	..	..	..	..	105.3	106.4	..	112.0	..	104.5	..	114.5
CIVILIAN EMPLOYMENT																	
1975	24,596	5,867	2,943	3,748	9,284	2,332	20,691	24,798	1,037	19,594	52,230	4,552	1,707	12,692	4,062	3,017	84,783
1979	24,792	6,064	3,051	3,711*	10,369	2,473*	21,114	25,017	1,033*	20,287	54,790	4,569*	1,872	11,706	4,180	2,943*	96,945
Civilian employment: proportions by sector																	
1979 Agriculture†	2.6	6.5	10.7	3.2*	5.7	8.7*	8.8	6.2	22.2*	14.8	11.2	6.2*	8.6	19.5	5.8	7.6*	3.6
Industry††	39.0	31.3	40.5	36.6*	28.9	30.3*	36.2	44.9	30.9*	37.7	34.9	32.5*	30.1	36.4	32.5	39.9*	31.4
Services	58.4	62.2	48.8	60.2*	65.4	61.0*	54.9	48.9	47.0*	47.5	53.9	61.3*	61.3	44.1	61.7	52.5*	65.1
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Manufacturing																	
1970	34.7	..	30.0	32.7	22.3	..	27.9	..	20.4	..	27.0	26.2	..	..	27.6	..	28.2
1971	34.0	..	29.7	32.3	21.8	..	28.1	..	20.4	..	27.0	25.7	..	..	27.3	..	25.4
1972	32.9	..	29.7	31.9	21.8	24.9	28.2	36.6	..	..	27.0	25.1	23.8	25.1	27.1	..	25.0
1973	32.3	..	..	31.8	22.0	24.7	28.4	36.4	20.7	..	27.4	24.7	23.5	25.6	27.5	..	25.6
1974	32.3	23.5	30.2	31.5	21.7	23.6	28.4	36.6	21.0	..	27.2	24.6	23.6	25.8	28.3	..	25.1
1975	30.9	21.6	30.1	30.1	20.2	22.7	27.9	35.8	20.3	..	25.8	23.9	24.1	26.7	28.0	..	23.6
1976	30.2	21.7	29.6	29.1	20.3	22.5	27.5	35.8	20.0	..	25.5	22.9	23.2	26.9	26.9	..	23.8
1977	30.3	21.3	29.8	28.1	19.6	21.6	27.2	35.7	20.5	27.6	25.1	22.3	22.4	26.9	25.9	..	23.7
1978	30.0	20.0	29.7	27.0	19.6	21.5	26.7	35.4	20.7	27.2	24.5	21.7	21.3	27.0	24.9	..	23.7

Source: OECD—Labour Force Statistics.
Eurostat—Employment and Unemployment 1972–1978.

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

(6) Annual figures relate to April.
(7) Employment in manufacturing includes mining and quarrying.
(8) Data in terms of man-years.
(9) Annual data relate to the 4th quarter.
(10) From 1976, Figures in employment in manufacturing include mining and quarrying (about 0.8 per cent).
* 1978.
† Including hunting, forestry and fishing.
†† 'Industry' includes manufacturing, construction, mining and quarrying, electricity, gas and water.

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 (millions)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Average per operative on short-time
1976	1,661	32.2	8.4	14.00	5	183	81	784	9.9	85	1.6	966	11.7	
1977 R	1,801	34.6	8.7	15.58	13	495	35	362	10.2	48	0.9	857	17.4	
1978 R	1,793	34.8	8.6	15.50	5	199	32	355	11.0	37	0.7	554	15.1	
1979 R	1,720	34.2	8.7	14.86	8	316	42	454	10.6	50	1.0	769	15.0	
1980 R	1,392	29.5	8.3	11.52	20	805	252	3,111	12.1	272	5.9	3,916	14.3	
Week ended														
1977 Jan 15	1,712	33.0	8.3	14.17	15.56	8	331	33	281	8.6	41	0.8	611	15.0
Feb 12	1,831	35.2	8.6	15.77	16.01	5	188	36	432	12.0	41	0.8	620	15.3
Mar 12	1,835	35.3	8.6	15.75	15.67	8	331	43	419	10.0	51	1.0	750	14.9
April 23	1,804	34.7	8.5	15.42	15.34	13	529	33	276	8.5	46	0.9	804	17.7
May 14	1,904	36.6	8.6	16.38	16.01	9	356	36	345	9.6	45	0.9	701	15.6
June 18	1,771	34.0	8.7	15.32	15.48	6	237	33	351	10.7	39	0.7	588	15.2
July 16	1,800	34.4	8.9	16.06	15.69	5	202	30	307	10.3	35	0.7	509	14.7
Aug 13	1,614	30.8	9.0	14.47	15.84	24	929	26	236	9.2	50	0.9	1,166	23.8
Sep 10	1,764	33.7	8.7	15.30	15.34	22	863	41	454	11.1	63	1.2	1,316	21.1
Oct 15	1,865	35.8	8.7	16.14	15.71	13	495	36	336	9.6	48	0.9	831	17.5
Nov 12	1,832	35.2	8.7	15.86	15.25	34	1,333	49	636	13.2	81	1.6	1,970	24.2
Dec 10	1,874	36.0	8.7	16.33	15.29	4	144	27	271	10.0	31	0.6	415	13.5
1978 Jan 14	1,737	33.6	8.4	14.60	15.98	4	175	43	569	13.5	47	0.9	745	16.0
Feb 11	1,812	35.0	8.6	15.58	15.71	4	170	41	520	12.9	45	0.9	688	15.4
Mar 11	1,848	35.7	8.7	16.10	15.82	4	144	36	394	11.0	40	0.8	540	13.7
April 15	1,839	35.7	8.7	15.97	15.84	3	122	36	377	10.5	39	0.8	500	12.8
May 13	1,861	36.2	8.5	15.88	15.54	3	98	33	331	10.2	35	0.7	430	12.3
June 10	1,766	34.3	8.5	15.00	15.11	3	127	33	316	9.6	36	0.7	443	12.3
July 8 R	1,799	34.8	8.8	15.86	15.45	12	494	22	200	9.3	34	0.7	694	20.6
Aug 12 R	1,556	30.1	8.8	13.65	15.09	3	125	21	214	10.1	25	0.5	340	13.9
Sep 16 R	1,781	34.4	8.7	15.54	15.69	9	356	22	194	9.1	31	0.6	550	18.1
Oct 14 R	1,812	35.5	8.7	15.80	15.51	4	172	28	276	10.1	32	0.6	447	14.1
Nov 11 R	1,829	35.8	8.6	15.76	15.18	7	263	35	438	12.6	42	0.8	699	17.0
Dec 9 R	1,871	36.7	8.7	16.25	15.23	4	137	35	431	12.5	38	0.7	569	15.0
1979 Jan 13 R	1,621	32.0	8.2	13.31	14.67	10	377	61	740	12.1	70	1.4	1,117	15.8
Feb 10 R	1,729	34.2	8.5	14.75	14.83	18	701	45	467	10.5	61	1.2	1,169	18.9
Mar 10 R	1,840	36.5	8.7	15.93	15.58	6	224	33	365	11.0	39	0.8	589	15.2
April 7 R	1,877	37.2	8.7	16.23	16.06	6	235	26	256	9.8	32	0.6	490	15.3
May 5 R	1,851	36.8	8.4	15.57	15.22	4	160	28	257	9.3	32	0.6	415	13.2
June 9 R	1,827	36.3	8.6	15.66	15.67	2	73	29	265	9.0	31	0.6	337	10.9
July 7 R	1,816	35.9	8.9	16.08	15.67	4	169	35	434	12.6	39	0.8	603	15.6
Aug 4 R	1,300	25.7	9.2	11.90	13.35	3	120	21	177	8.4	24	0.5	297	12.4
Sep 8 R	1,403	27.8	9.0	12.61	12.81	9	362	42	421	10.1	51	1.0	782	15.4
Oct 13 R	1,689	33.7	8.6	14.57	14.40	23	917	62	708	11.4	85	1.7	1,625	19.1
Nov 10 R	1,831	36.7	8.6	15.75	15.21	8	298	56	646	11.4	64	1.3	944	14.7
Dec 8 R	1,856	37.3	8.6	16.00	14.99	4	155	61	710	11.5	65	1.3	866	13.2
1980 Jan 12 R	1,625	33.0	8.3	13.43	14.73	5	182	80	995	12.4	85	1.7	1,177	13.8
Feb 16 R	1,697	34.7	8.4	14.24	14.31	13	537	106	1,194	11.2	119	2.4	1,731	14.5
Mar 15 R	1,638	33.7	8.4	13.72	13.34	22	871	153	1,857	12.2	175	3.6	2,727	15.6
April 19 R	1,525	31.7	8.3	12.65	12.43	13	524	143	1,579	11.0	157	3.3	2,102	13.4
May 17 R	1,527	31.8	8.3	12.72	12.40	16	650	154	1,690	11.0	171	3.5	2,340	13.8
June 14 R	1,501	31.4	8.3	12.47	12.43	14	546	192	2,218	11.6	206	4.3	2,763	13.5
July 12 R	1,363	28.7	8.5	11.53	11.11	11	437	211	2,509	11.9	222	4.7	2,946	13.3
Aug 16 R	1,168	24.9	8.4	9.79	11.27	19	770	245	3,002	12.3	264	5.6	3,772	14.3
Sep 13 R	1,202	25.9	8.2	9.90	10.11	33	1,304	336	4,081	12.1	369	8.0	5,385	14.6
Oct 11 R	1,167	26.0	8.1	9.43	9.33	38	1,514	431	5,694	13.2	468	10.4	7,207	15.4
Nov 15 R	1,143	25.8	8.1	9.21	8.66	26	1,053	503	6,373	12.7	529	12.0	7,425	14.0
Dec 13 R	1,152	26.3	7.9	9.12	8.10	32	1,276	470	6,139	13.1	502	11.4	7,415	14.8
1981 Jan 17	983	22.8	7.7	7.63	8.91	40	1,613	554	6,790	12.3	594	13.7	8,403	14.1

EMPLOYMENT 1.12

Hours of work

Operatives: manufacturing industries

1962 AVERAGE = 100

GREAT BRITAIN	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*						INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*					
	All manufacturing industries		Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufacturing industries		Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
	Actual	Seasonally adjusted					Actual	Seasonally adjusted				
1959	100.9		96.3	104.9	108.6	99.1	103.3		102.8	104.9	104.5	102.0
1960	103.9		99.4	107.9	110.1	100.1	102.4		101.7	101.7	104.8	101.7
1961	102.9		101.9	102.9	104.7	100.1	101.0		101.3	100.6	101.1	100.4
1962	100.0		100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0
1963	98.4		97.6	99.1	98.2	98.4	99.9		99.6	100.2	100.5	99.9
1964	100.7		101.7	99.1	98.8	97.3	100.7		100.7	100.8	101.4	99.9
1965	99.8		101.9	96.2	95.6	96.6	99.4		90.8	98.4	100.3	99.0
1966	97.3		101.0	91.5	91.7	95.2	97.8		97.4	95.7	98.5	98.1
1967	92.4		96.8	86.1	84.4	92.8	97.1		96.6	95.7	97.3	98.0
1968	91.5		94.6	87.0	83.3	90.4	97.9		96.8	96.9	98.3	98.3
1969	92.4		96.1	88.3	83.6	90.8	98.0		97.3	97.4	97.7	98.4
1970	90.2		94.3	86.7	78.3	89.3	97.0		96.1	95.4	96.9	97.5
1971	84.4		87.2	82.1	74.0	85.9	95.1		93.4	93.2	96.3	96.6
1972	81.3		82.7	79.8	71.7	84.5	94.7		92.6	92.8	95.6	96.7
1973	83.2		85.8	82.6	71.2	85.4	96.5		94.9	95.1	96.7	97.6
1974	81.0		84.7	79.3	66.1	87.2	93.8		92.4	91.8	94.8	96.8
1975	75.4		80.2	75.1	60.9	82.0	92.8		91.3	92.5	93.7	95.4
1976	73.8		76.5	74.3	58.8	79.8	93.1		91.1	93.7	93.8	95.1
1977 R	74.9		78.0	75.7	59.3	80.0	94.0		92.2	93.3	94.2	95.8
1978 R	74.1		77.9	76.1	57.6	77.6	93.8		92.0	93.4	94.0	95.6
1979 R	72.5		75.6	76.1	56.3	77.4	93.6		91.6	93.1	93.9	95.7
1980 R	65.1		67.9	68.4	48.1	73.1	91.1		89.5	89.5	90.4	95.0
Week ended												
1977 Jan 15	75.8	75.0	78.4	77.2	61.1	80.4	93.2	94.2	91.4	93.0	94.1	94.6
Feb 12	76.2	75.4	79.5	76.6	61.5	79.9	93.8	94.5	92.4	92.1	94.6	95.0
Mar 12	76.2	75.4	79.6	76.7	61.3	8						

2.1 UNEMPLOYMENT UK summary

THOUSAND

UNITED KINGDOM		MALE AND FEMALE										
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
		Number	Per cent	School leavers included in unem- ployed	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					
1975		977.6	4.1	48.6	929.0	3.9						
1976		1,359.4	5.7	85.9	1,273.5	5.3						
1977		1,483.6	6.2	105.4	1,378.2	5.7						
1978	Annual averages	1,475.0	6.1	99.4	1,375.7	5.7 R						
1979		1,390.5	5.8	83.2	1,307.3	5.4 R						
1980		1,794.7	7.4	127.1	1,667.6	6.8 R						
1976	Feb 12	1,304.4	5.5	30.1	1,274.3	5.1	31.3	32.8	220	960	124	
	Mar 11	1,284.9	5.4	23.4	1,261.5	5.2	15.7	25.7	199	962	124	
	Apr 8	1,281.1	5.4	22.7	1,258.4	5.3	14.7	20.6	217	940	124	
	May 13	1,271.8	5.3	37.8	1,234.1	5.3	12.6	14.3	194	954	124	
	June 10	1,331.8	5.6	122.9	1,208.9	5.4	7.7	11.7	279	928	125	
	July 8	1,463.5	6.1	208.5	1,255.0	5.4	2.9	7.7	370	968	125	
	Aug 12	1,502.0	6.3	203.4	1,298.6	5.4	11.0	7.2	267	1,107	128	
	Sep 9	1,455.7	6.1	149.8	1,305.9	5.4	5.2	6.4	246	1,082	128	
	Oct 14	1,377.1	5.8	82.7	1,294.4	5.4	-0.8	5.1	258	992	127	
	Nov 11e	1,366.5	5.7	58.0	1,308.5	5.5	10.6	5.0	...	...	...
	Dec 9e	1,371.0	5.7	51.0	1,320.0	5.5	10.0	6.6	...	...	...
1977	Jan 13	1,448.2	6.0	51.0	1,397.2	5.5	11.7	10.8	213	1,103	132	
	Feb 10	1,421.8	5.9	41.8	1,380.0	5.5	2.5	8.1	218	1,076	128	
	Mar 10	1,383.5	5.7	33.3	1,350.1	5.5	2.0	5.4	200	1,057	127	
	Apr 14	1,392.3	5.8	53.6	1,338.7	5.6	7.7	4.1	231	1,036	125	
	May 12	1,341.7	5.6	45.1	1,296.6	5.6	-3.9	1.9	203	1,016	122	
	June 9	1,450.1	6.0	149.0	1,301.1	5.7	41.1	15.0	299	1,030	122	
	July 14	1,622.4	6.7	253.4	1,369.0	5.8	14.4	17.2	404	1,099	120	
	Aug 11	1,635.8	6.8	231.4	1,404.4	5.8	0.2	18.6	277	1,237	122	
	Sep 8	1,609.1	6.7	175.6	1,433.5	5.9	20.8	11.8	251	1,231	127	
	Oct 13	1,518.3	6.3	98.6	1,419.7	5.9	5.7	8.9	261	1,130	127	
	Nov 10	1,499.1	6.2	73.5	1,425.6	5.9	5.2	10.6	237	1,135	127	
	Dec 8	1,480.8	6.2	58.4	1,422.4	5.9	-0.2	3.6	209	1,144	128	
1978	Jan 12	1,548.5	6.4	61.1	1,487.4	5.9 R	-4.4 R	0.2 R	206	1,211	132	
	Feb 9	1,508.7	6.3	49.7	1,459.0	5.8 R	-10.8 R	-5.1 R	210	1,167	131	
	Mar 9	1,461.0	6.1	40.2	1,420.7	5.8 R	-1.3 R	-5.5 R	196	1,135	130	
	Apr 13	1,451.8	6.0	60.8	1,391.0	5.8 R	-7.8 R	-6.6 R	229	1,094	129	
	May 11	1,386.8	5.8	48.2	1,338.6	5.8 R	-8.7 R	-5.9 R	191	1,069	127	
	June 8	1,446.1	6.0	145.6	1,300.5	5.7 R	-11.1 R	-9.2 R	286	1,035	125	
	July 6	1,585.8	6.6	243.3	1,342.5	5.7 R	-13.0 R	-10.9 R	383	1,078	125	
	Aug 10	1,608.3	6.7	222.1	1,386.2	5.7 R	-1.9 R	-7.4 R	260	1,222	127	
	Sep 14	1,517.7	6.3	139.2	1,378.5	5.6 R	-11.7 R	-7.6 R	229	1,161	128	
	Oct 12	1,429.5	5.9	82.0	1,347.5	5.6 R	-12.3 R	-7.4 R	243	1,060	127	
	Nov 9	1,392.0	5.8	57.1	1,334.9	5.5 R	-13.4 R	-12.5 R	210	1,056	126	
	Dec 7	1,364.3	5.7	43.2	1,321.1	5.5 R	-7.9 R	-11.2 R	199	1,040	126	
1979	Jan 11	1,455.3	6.0	47.4	1,407.8	5.5 R	11.4 R	-3.3 R	208	1,117	130	
	Feb 8	1,451.9	6.0	39.4	1,412.5	5.6 R	22.3 R	8.6 R	207	1,115	130	
	Mar 8	1,402.3	5.8	31.2	1,371.1	5.6 R	-3.2 R	10.2 R	183	1,090	129	
	Apr 5	1,340.6	5.5	25.8	1,314.8	5.5 R	-35.0 R	-5.3 R	172	1,042	127	
	May 10	1,299.3	5.4	39.3	1,260.0	5.4 R	-7.7 R	-15.3 R	167	1,008	124	
	June 14	1,343.9	5.6	143.8	1,200.1	5.3 R	-28.1 R	-23.6 R	277	947	120	
	July 12	1,464.0	6.1	215.4	1,248.6	5.3 R	-7.8 R	-14.5 R	351	994	119	
	Aug 9	1,455.5	6.0	183.5	1,272.0	5.2 R	-16.0 R	-17.3 R	241	1,095	120	
	Sep 13	1,394.5	5.8	114.3	1,280.2	5.2 R	4.2 R	-6.5 R	221	1,053	121	
	Oct 11†	1,367.6	5.7	69.4	1,298.3	5.3 R	13.0 R	0.4 R	239	1,007	120	
	Nov 8	1,355.2	5.6	49.7	1,305.5	5.3 R	6.1 R	7.8 R	212	1,021	122	
	Dec 6	1,355.5	5.6	39.2	1,316.3	5.4 R	17.3 R	12.1 R	206	1,027	123	
1980	Jan 10	1,470.6	6.1	45.9	1,424.7	5.5 R	33.3 R	18.9 R	209	1,135	127	
	Feb 14	1,488.9	6.2	38.2	1,450.8	5.7 R	42.8 R	31.1 R	220	1,142	127	
	Mar 13e	1,478.0	6.1	31.8	1,446.2	5.8 R	34.2 R	36.8 R	207	1,143	128	
	Apr 10	1,522.9	6.3	53.7	1,469.2	6.0 R	45.2 R	40.7 R	240	1,153	130	
	May 8	1,509.2	6.2	49.4	1,459.8	6.2 R	39.1 R	39.5 R	208	1,173	128	
	June 12	1,659.7	6.9	186.4	1,473.3	6.4 R	46.4 R	43.6 R	352	1,180	128	
	July 10	1,896.6	7.8	295.5	1,601.1	6.7 R	67.5 R	51.0 R	451	1,313	132	
	Aug 14	2,001.2	8.3	264.9	1,736.3	7.0 R	87.6 R	67.2 R	311	1,548	142	
	Sep 11	2,039.5	8.4	207.3	1,832.1	7.4 R	94.3 R	83.1 R	304	1,591	144	
	Oct 9	2,062.9	8.5	145.8	1,917.1	7.8 R	101.8 R	94.6 R	341	1,575	147	
	Nov 13	2,162.9	8.9	110.7	2,052.1	8.4 R	137.1 R	111.1 R	319	1,686	158	
	Dec 11	2,244.2	9.3	95.4	2,148.8	8.8 R	106.6 R	115.2 R	293	1,787	164	
1981	Jan 15	2,419.5	10.0	102.3	2,317.1	9.2 R	91.7 R	111.8 R	292	1,955	173	
	Feb 12	2,463.3	10.2	90.1	2,373.2	9.5	75.8	91.4	290	1,999	175	

Note: The seasonally adjusted series from January 1978 onwards have been calculated as described on page 154 of this issue of *Employment Gazette*.
 * For those months where a full age analysis is not available, the division by age is estimated.
 † Fortnightly payment of benefit: from October 1979 seasonally adjusted figures have been adjusted by deducting the estimated increase arising from the introduction of fortnightly payment; see p 1151 of the November 1979 issue of *Employment Gazette*.

UNEMPLOYMENT 2.1 UK summary

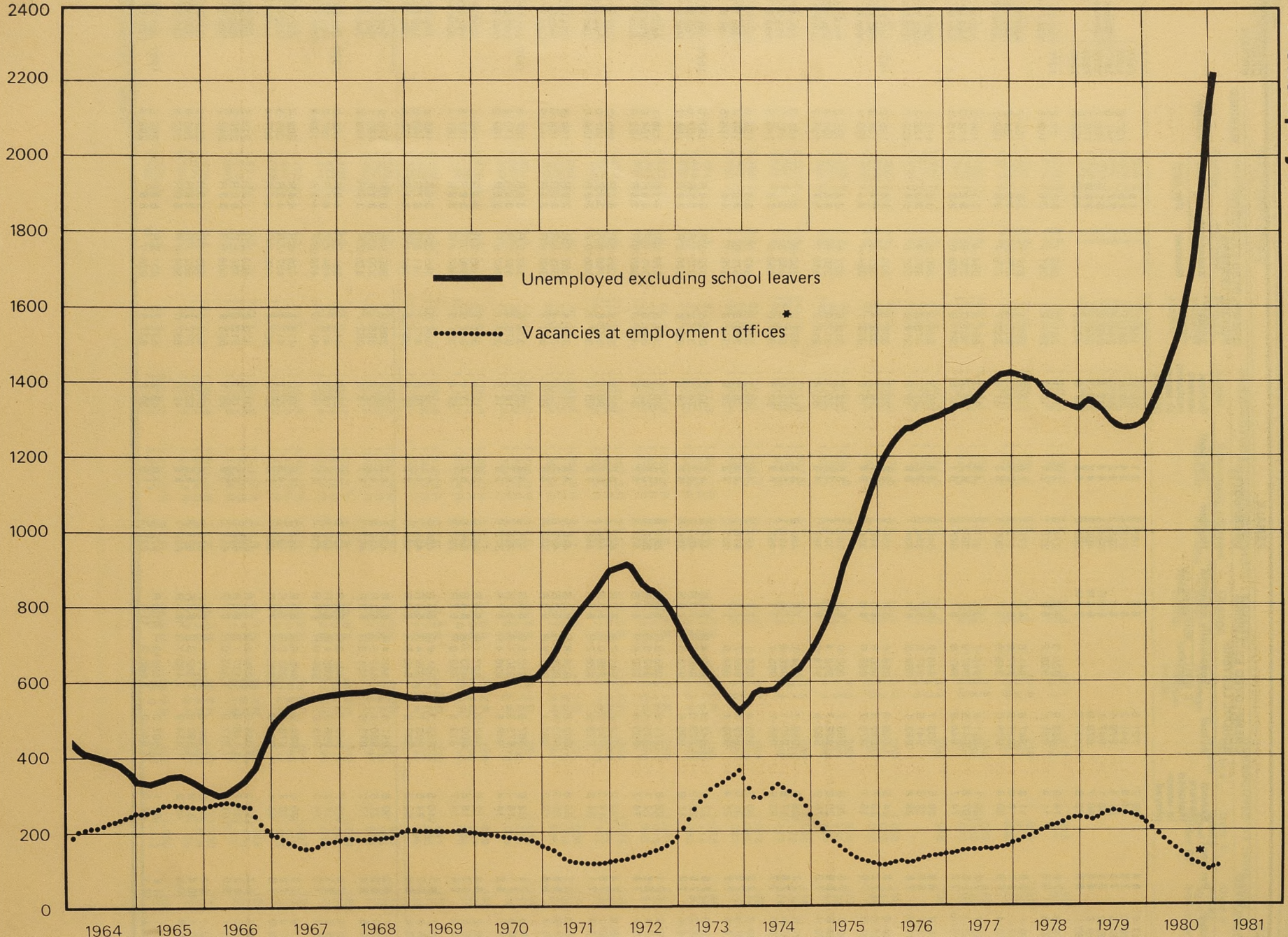
THOUSAND

UNITED KINGDOM		MALE AND FEMALE										
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
		Number	Per cent	School leavers included in unem- ployed	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					
1975		777.1	5.5	27.5	749.5	5.3						
1976		1,023.5	7.1	147.0	976.5	6.8						
1977		1,069.2	7.4	54.4	1,014.8	7.0						
1978	Annual averages	1,040.2	7.2	51.3	988.9	6.9 R						
1979		963.9	6.8	43.7	920.2	6.4 R						
1980		1,233.6	8.7	66.9	1,166.7	8.1 R						
1976	Feb 12	1,014.6	7.0	16.0	998.6	6.7	959.9	6.7	289.8	3.1	14.1	
	Mar 11	997.7	6.9	12.4	985.4	6.7	967.2	6.7	287.2	3.0	11.0	
	Apr 8	994.2	6.9	12.1	982.1	6.8	975.7	6.8	287.0	3.0	10.6	
	May 13	982.9	6.8	21.2	961.7	6.8	982.0	6.8	288.9	3.0	16.6	
	June 10	1,009.4	7.0	69.1	940.4	6.8	984.3	6.8	322.4	3.4	53.8	
	July 8	1,071.2	7.4	113.8	957.4	6.8	981.4	6.8	392.2	4.1	94.6	
	Aug 12	1,092.2	7.6	112.4	980.7	6.8	983.8	6.8	408.8	4.3	91.0	
	Sep 9	1,059.8	7.4	78.7	981.1	6.8	983.7	6.8	395.9	4.2	71.1	
	Oct 14	1,010.0	7.0	40.9	969.0	6.8	980.3	6.8	367.1	3.9	41.7	
	Nov 11e	1,011.6	7.0	34.5	977.1	6.8	984.1	6.8	354.9	3.7	23.5	
	Dec 9e	1,019.5	7.1	30.4	989.1	6.9	988.8	6.9	351.5	3.7	20.6	
1977	Jan 13	1,074.1	7.5	25.9	1,048.2	6.9	993.9	6.9	374.1	3.9	25.0	
	Feb 10	1,055.5	7.3	21.0	1,034.5	6.9	994.0	6.9	366.3	3.8	20.8	
	Mar 10	1,028.5	7.1	16.9	1,011.6	6.9	993.2	6.9	355.0	3.7	16.4	
	Apr 14	1,032.4	7.2	28.8	1,003.6	6.9	997.6	6.9	359.9	3.7	24.8	
	May 12	994.3	6.9	23.8	970.5	6.9	990.6	6.9	347.4	3.6	21.3	
	June 9	1,050.8	7.3	80.4	970.4	7.1	1,016.9	7.1	399.2	4.1	68.6	
	July 14	1,132.7	7.9	134.7	998.1	7.1	1,023.3	7.1	489.6	5.1	118.7	
	Aug 11	1,143.5	7.9	123.7	1,019.9	7.1	1,023.1	7.1	492.3	5.1	107.8	
	Sep 8	1,124.3	7.8	89.0	1,035.3	7.2						

THOUSAND

Three-month moving average: seasonally adjusted

C1 UNEMPLOYMENT
Unemployed and vacancies: United Kingdom



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

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted			Male	Female	
									Number	Per cent	Change since previous month			Average change over 3 months ended
SOUTH EAST														
1976	316.3	245.0	71.3	14.7	4.2	5.5	2.3	301.6		4.0			236.7	64.8
1977	342.9	256.4	86.5	17.1	4.5	5.7	2.8	325.8		4.3			247.3	78.4
1978	318.8	234.3	84.4	13.8	4.2	5.3	2.7	304.9		4.0 R			227.0 R	77.9 R
1979†	282.2	205.6	76.6	10.8	3.7	4.7	2.4	271.4		3.6 R			198.8 R	71.1 R
1980	363.1	260.9	102.2	19.8	4.8	5.9	3.2	343.4		4.5 R			245.9 R	91.4 R
1980 Feb 14	296.8	216.2	80.5	3.4	3.9	4.9	2.5	293.3	276.1 R	3.6 R	9.0 R	5.9 R	200.8 R	75.3 R
Mar 13 e	292.4	213.4	79.0	2.8	3.9	4.8	2.5	289.7	282.1 R	3.7 R	6.0 R	7.0 R	204.9 R	77.2 R
April 10	299.0	218.8	80.2	6.3	3.9	5.0	2.5	292.7	289.1 R	3.8 R	7.0 R	7.3 R	210.1 R	79.0 R
May 8	297.9	218.0	79.4	6.5	3.9	4.9	2.5	291.0	297.9 R	3.9 R	8.8 R	7.3 R	216.9 R	81.0 R
June 12	322.1	232.2	90.0	28.6	4.3	5.3	2.9	293.6	309.0 R	4.1 R	11.1 R	9.0 R	225.0 R	84.0 R
July 10	376.8	264.2	112.6	49.8	5.0	6.0	3.6	327.0	327.4 R	4.3 R	18.4 R	12.8 R	238.5 R	88.9 R
Aug 14	410.0	287.8	122.1	46.3	5.4	6.5	3.9	363.7	349.9 R	4.6 R	22.5 R	17.3 R	254.9 R	95.0 R
Sep 11	421.7	296.5	125.2	35.3	5.6	6.7	4.0	386.5	372.4 R	4.9 R	22.5 R	21.1 R	271.3 R	101.1 R
Oct 9	425.6	302.3	123.3	23.5	5.6	6.8	3.9	402.1	394.7 R	5.2 R	22.3 R	22.4 R	287.4 R	107.3 R
Nov 13	451.6	324.9	126.8	16.9	6.0	7.4	4.0	434.8	429.1 R	5.7 R	34.4 R	26.4 R	314.0 R	115.1 R
Dec 11	469.7	342.3	127.4	14.0	6.2	7.7	4.0	455.7	453.5 R	6.0 R	24.4 R	27.0 R	333.2 R	120.3 R
1981 Jan 15	513.2	375.3	137.9	13.9	6.8	8.5	4.4	499.3	476.0 R	6.3 R	22.5 R	27.1 R	349.9 R	126.1 R
Feb 12	526.6	386.9	139.7	12.2	7.0	8.8	4.4	514.5	497.4	6.6	21.4	22.8	366.8	130.6
GREATER LONDON (included in South East)														
1976	153.0	121.8	32.2	5.5	4.0	5.3	2.1	148.4		3.8			118.6	29.8
1977	164.7	126.0	38.7	6.6	4.3	5.5	2.5	158.1		4.1			122.4	35.6
1978	153.8	116.3	37.5	5.4	4.1	5.2	2.5	148.4		3.9 R			113.2	35.1 R
1979†	138.7	104.1	34.6	4.6	3.7	4.7	2.3	134.1		3.6 R			101.0	32.3 R
1980	175.5	128.5	47.0	8.1	4.7	5.8	3.1	167.4		4.4 R			121.9	42.7 R
1979 Feb 14	144.6	107.7	36.9	1.7	3.9	4.9	2.4	142.9	136.1 R	3.6 R	4.5 R	2.9 R	101.4 R	34.7 R
Mar 13 e	144.5	107.7	36.8	1.4	3.9	4.9	2.4	143.1	140.1 R	3.7 R	4.0 R	3.8 R	104.4 R	35.7 R
April 10	147.5	110.2	37.4	2.8	3.9	5.0	2.4	144.7	142.8 R	3.8 R	2.7 R	3.7 R	106.1 R	36.7 R
May 8	148.5	111.0	37.5	3.1	4.0	5.0	2.4	145.4	147.3 R	3.9 R	4.5 R	3.7 R	109.5 R	37.8 R
June 12	154.8	115.0	39.8	8.0	4.1	5.2	2.6	146.8	152.0 R	4.1 R	4.7 R	4.0 R	113.0 R	39.0 R
July 10	179.3	129.3	50.0	18.5	4.8	5.8	3.3	160.9	160.3 R	4.3 R	8.3 R	5.8 R	118.8 R	41.5 R
Aug 14	196.3	140.4	55.9	18.9	5.2	6.4	3.6	177.4	170.4 R	4.6 R	10.1 R	7.7 R	126.0 R	44.4 R
Sep 11	204.8	146.4	58.4	15.5	5.5	6.6	3.8	189.3	181.1 R	4.8 R	10.7 R	9.7 R	133.5 R	47.6 R
Oct 9	205.4	147.9	57.5	10.8	5.5	6.7	3.8	194.6	191.1 R	5.1 R	10.0 R	10.3 R	140.6 R	50.5 R
Nov 13	214.7	156.4	58.3	8.0	5.7	7.1	3.8	206.7	205.4 R	5.5 R	14.3 R	11.7 R	151.3 R	54.1 R
Dec 11	222.2	163.0	59.2	6.6	5.9	7.4	3.9	215.7	216.9 R	5.8 R	11.5 R	11.9 R	159.8 R	57.1 R
1981 Jan 15	242.4	178.4	64.0	6.4	6.5	8.1	4.2	236.0	225.9 R	6.0 R	9.0 R	11.6 R	167.3 R	58.6 R
Feb 12	248.9	184.1	64.9	5.9	6.7	8.3	4.2	243.0	236.2	6.3	10.3	10.3	175.4	60.8
EAST ANGLIA														
1976	33.9	26.1	7.8	1.6	4.8	6.1	2.8	32.2		4.6			25.2	7.0
1977	37.7	28.2	9.5	2.1	5.3	6.4	3.4	35.6		5.0			27.1	8.5
1978	35.9	26.1	9.8	1.8	5.0	6.0	3.4	34.1		4.7 R			25.2 R	8.9 R
1979†	32.4	23.1	9.3	1.3	4.5	5.4	3.2	31.1		4.3 R			22.4 R	8.6 R
1980	41.4	29.2	12.2	2.5	5.7	6.8	4.2	39.0		5.3 R			27.5 R	10.8 R
1979 Feb 14	34.8	24.8	10.0	0.4	4.8	5.8	3.4	34.4	31.3 R	4.3 R	0.4 R	0.5 R	21.9 R	9.4 R
Mar 13	34.6	24.6	10.0	0.4	4.8	5.7	3.4	34.2	32.0 R	4.4 R	0.7 R	0.8 R	22.5 R	9.5 R
April 10	35.6	25.2	10.4	1.0	4.9	5.9	3.6	34.6	33.0 R	4.6 R	1.0 R	0.7 R	23.1 R	9.9 R
May 8	35.0	24.9	10.1	0.9	4.8	5.8	3.5	34.1	34.1 R	4.7 R	1.1 R	0.9 R	24.1 R	10.0 R
June 12	37.2	26.1	11.1	4.0	5.2	6.1	3.8	33.2	35.0 R	4.8 R	0.9 R	1.0 R	25.0 R	10.0 R
July 10	42.3	28.9	13.5	6.2	5.9	6.7	4.6	36.1	37.3 R	5.2 R	2.3 R	1.4 R	26.8 R	10.5 R
Aug 14	45.4	31.3	14.1	5.6	6.3	7.3	4.8	39.8	39.8 R	5.5 R	2.5 R	1.9 R	28.7 R	11.1 R
Sep 11	46.4	32.2	14.2	4.3	6.4	7.5	4.9	42.1	42.2 R	5.8 R	2.4 R	2.4 R	30.6 R	11.6 R
Oct 9	47.6	33.5	14.1	2.8	6.6	7.8	4.8	44.8	44.9 R	6.2 R	2.7 R	2.5 R	32.7 R	12.2 R
Nov 13	50.7	36.3	14.4	2.0	7.0	8.4	4.9	48.6	48.3 R	6.7 R	3.4 R	2.8 R	35.3 R	13.0 R
Dec 11	53.5	39.0	14.5	1.7	7.4	9.1	5.0	51.8	51.3 R	7.1 R	3.0 R	3.0 R	37.8 R	13.5 R
1981 Jan 15	58.4	42.9	15.5	1.7	8.1	10.0	5.3	56.7	54.0 R	7.5 R	2.7 R	3.0 R	39.8 R	14.2 R
Feb 12	60.9	45.0	15.9	1.5	8.4	10.5	5.4	59.4	56.3	7.8	2.3	2.7	41.5	14.8

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Seasonally adjusted				Male	Female	
								Actual	Number	Per cent	Change since previous month			Average change over 3 months ended
SOUTH WEST														
1976	102.9	78.3	5.3	24.7	6.4	8.1	3.8	97.6		6.1			75.3	22.3
1977	111.8	81.9	29.9	6.3	6.8	8.3	4.5	105.5		6.4			78.6	26.9
1978	107.3	76.3	31.0	5.9	6.5	7.7	4.6	101.5		6.1 R			73.3 R	28.2 R
1979†	95.4	66.2	29.3	4.5	5.7	6.8	4.3	90.9		5.4 R			63.5 R	27.0 R
1980	113.1	77.2	35.8	6.7	6.8	7.9	5.2	106.4		6.3 R			72.6 R	32.2 R
1980 Feb 14	100.6	68.6	32.0	1.5	6.0	7.0	4.7	99.1	90.3 R	5.4 R	2.1 R	1.2 R	61.9 R	28.4 R
Mar 13e	97.8	67.1	30.7	1.3	5.9	6.9	4.5	96.5	90.9 R	5.5 R	0.6 R	1.3 R	62.3 R	28.6 R
April 10	98.0	67.5	30.5	2.5	5.9	6.9	4.4	95.5	93.1 R	5.6 R	2.2 R	1.6 R	64.0 R	29.1 R
May 8	94.3	65.4	28.9	2.1	5.7	6.7	4.2	92.2	95.1 R	5.7 R	2.0 R	1.6 R	65.4 R	29.7 R
June 12	100.8	69.1	31.7	12.1	6.1	7.1	4.6	88.7	97.4 R	5.8 R	2.3 R	2.2 R	67.2 R	30.2 R
July 10	114.2	76.4	37.7	17.3	6.9	7.8	5.5	96.9	102.2 R	6.1 R	4.8 R	3.0 R	70.7 R	31.5 R
Aug 14	120.7	81.1	39.6	14.8	7.2	8.3	5.8	105.9	107.4 R	6.4 R	5.2 R	4.1 R	74.3 R	33.1 R
Sep 11	122.8	82.9	39.9	10.7	7.4	8.5	5.8	112.1	112.6 R	6.8 R	5.2 R	5.1 R	78.1 R	34.5 R
Oct 9	128.3	87.5	40.8	7.1	7.7	8.9	5.9	121.2	119.2 R	7.2 R	6.6 R	5.7 R	83.3 R	35.9 R
Nov 13	136.8	93.8	43.0	5.1	8.2	9.6	6.3	131.8	127.0 R	7.6 R	7.8 R	6.5 R	88.9 R	38.1 R
Dec 11	142.9	99.5	43.4	4.1	8.6	10.2	6.3	138.8	134.2 R	8.1 R	7.2 R	7.2 R	94.6 R	39.6 R
1981 Jan 15	152.3	106.4	46.0	4.1	9.1	10.9	6.7	148.2	138.3 R	8.3 R	4.1 R	6.4 R	97.6 R	40.7 R
Feb 12	154.6	108.3	46.3	3.7	9.3	11.1	6.7	150.9	142.2	8.5	3.9	5.1	100.5	41.7
WEST MIDLANDS														
1976	133.1	99.6	33.5	9.0	5.8	7.0	3.8	124.0		5.4			95.0	29.0
1977	134.3	95.1	39.2	10.6	5.8	6.7	4.3	123.6		5.3			90.2	33.4
1978	130.4	90.3	40.1	10.0	5.6	6.3	4.4	120.3		5.1 R			85.7 R	34.7 R
1979†	128.1	87.6	40.4	8.6	5.5	6.2	4.4	119.5		5.1 R			83.2 R	35.8 R
1980	181.6	123.2	58.4	14.2	7.8	8.8	6.3	167.4		7.1 R			114.9 R	50.8 R
1980 Feb 14	135.3	92.1	43.3	2.9	5.8	6.5	4.7	132.4	129.4 R	5.5 R	4.7 R	3.1 R	88.2 R	41.2 R
Mar 13e	136.9	93.1	43.8	2.6	5.9	6.6	4.7	134.3	133.8 R	5.7 R	4.4 R	4.0 R	91.0 R	42.8 R
April 10	143.0	97.4	45.6	5.1	6.1	6.9	4.9	137.9	138.6 R	5.9 R	4.8 R	4.6 R	94.5 R	44.1 R
May 8	145.4	98.9	46.5	5.0	6.2	7.0	5.0	140.4	144.1 R	6.2 R	5.5 R	4.9 R	98.3 R	45.8 R
June 12	159.1	107.3	51.8	13.4	6.8	7.6	5.6	145.7	150.6 R	6.5 R	6.5 R	5.6 R	103.0 R	47.6 R
July 10	196.0	128.6	67.4	35.3	8.4	9.1	7.3	160.7	159.1 R	6.8 R	8.5 R	6.8 R	109.6 R	49.5 R
Aug 14	211.1	138.9	72.2	32.4	9.0	9.9	7.8	178.7	172.3 R	7.4 R	13.2 R	9.4 R	118.9 R	53.4 R
Sep 11	219.4	145.8	73.5	26.1	9.4	10.4	7.9	193.3	185.8 R	8.0 R	13.5 R	11.7 R	129.3 R	56.5 R
Oct 9	221.9	150.3	71.6	18.3	9.5	10.7	7.7	203.6	199.6 R	8.6 R	13.8 R	13.5 R	139.5 R	60.1 R
Nov 13	234.4	163.0	71.3	13.7	10.0	11.6	7.7	220.7	218.6 R	9.4 R	19.0 R	15.4 R	155.5 R	63.1 R
Dec 11	243.7	172.2	71.5	11.8	10.4	12.2	7.7	231.9	231.4 R	9.9 R	12.8 R	15.2 R	165.7 R	65.7 R
1981 Jan 15	264.5	187.9	76.6	11.0	11.3	13.4	8.3	253.5	248.7 R	10.7 R	17.3 R	16.4 R	178.5 R	70.2 R
Feb 12	272.8	195.1	77.7	9.6	11.7	13.9	8.4	263.3	260.3	11.2	11.6	13.9	187.6	72.7
EAST MIDLANDS														
1976	73.6	55.7	17.9	4.2	4.7	5.8	2.9	69.4		4.4			53.5	16.0
1977	79.8	58.1	21.7	5.0	5.0	6.0	3.4	74.8		4.7			55.5	19.3
1978	80.2	57.3	22.9	4.5	5.0	6.0	3.6	75.7		4.7 R			55.0 R	20.7 R
1979†	75.3	53.6	21.8	3.7	4.7	5.6	3.4	71.6		4.4 R			51.5 R	19.9 R
1980	104.0	73.1	30.9	7.3	6.5	7.6	4.8	96.6		6.0 R			68.6 R	27.0 R
1980 Feb 14	82.1	59.0	23.2	1.0	5.1	6.1	3.6	81.1	76.8 R	4.8 R	3.0 R	2.0 R	54.7 R	22.1 R
Mar 13e	80.7	57.7	23.0	0.9	5.0	6.0	3.6	79.8	77.9 R	4.8 R	1.1 R	2.0 R	55.3 R	22.6 R
April 10	85.4	61.1	24.3	2.6	5.3	6.4	3.8	82.8	81.9 R	5.1 R	4.0 R	2.7 R	58.5 R	23.4 R
May 8	85.3	60.9	24.4	2.4	5.3	6.3	3.8	83.0	85.0 R	5.3 R	3.1 R	2.7 R	60.6 R	24.4 R
June 12	99.5	69.0	30.5	13.6	6.2	7.2	4.7	85.9	89.2 R	5.6 R	4.2 R	3.8 R	63.6 R	25.6 R
July 10	112.4	75.9	36.5	19.4	7.0	7.9	5.6	93.0	93.5 R	5.8 R	4.3 R	3.9 R	66.8 R	26.7 R
Aug 14	118.1	80.2	38.0	15.9	7.4	8.4	5.9	102.2	99.8 R	6.2 R	6.3 R	4.9 R	71.2 R	28.6 R
Sep 11	120.9	82.7	38.2	12.3	7.5	8.6	5.9	108.6	106.5 R	6.6 R	6.7 R	5.8 R	76.2 R	30.3 R
Oct 9	122.3	85.5	36.8	8.2	7.6	8.9	5.7	114.1	113.5 R	7.1 R	7.0 R	6.7 R	82.0 R	31.5 R
Nov 13	127.7	91.3	36.4	5.7	7.9	9.5	5.6	122.0	121.5 R	7.6 R	8.0 R	7.2 R	88.4 R	33.1 R
Dec 11	133.6	96.7	36.9	4.7	8.3	10.1	5.7	128.9	128.4 R	8.0 R	6.9 R	7.3 R	93.8 R	34.6 R
1981 Jan 15	143.9	104.4	39.5	4.5	9.0	10.9	6.1	139.4	134.8 R	8.4 R	6.4 R	7.1 R	98.3 R	36.5 R
Feb 12	147.8	107.6	40.2	3.9	9.2	11.2	6.2	143.9	139.5	8.7	4.7	6.0	101.8	37.7

UNEMPLOYMENT 2.3 Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Seasonally adjusted				Male	Female	
								Actual	Number	Per cent	Change since previous month			Average change over 3 months ended
YORKSHIRE AND HUMBERSIDE														
1976	114.0	86.5	27.5	8.1	5.5	6.8	3.4	105.9		5.1			82.3	23.6
1977	120.8	87.3	33.5	9.3	5.8	6.8	4.1	111.5		5.3			82.8	28.6
1978	125.8	89.0	36.8	9.2	6.0	7.0	4.4	116.6		5.5 R			84.5 R	32.1 R
1979†	121.1	83.7	37.4	8.1	5.7	6.6	4.4	113.0		5.3 R			79.7 R	32.9 R
1980	163.6	112.7	51.0	13.8	7.8	8.9	6.0	149.8		7.0 R			104.7 R	43.4 R
1980 Feb 14	130.5	90.9	39.7	2.9	6.2	7.2	4.7	127.6	121.0 R	5.7 R	4.5 R	3.4 R	84.2 R	36.8 R
Mar 13e	131.4	91.8	39.7	2.5	6.2	7.2	4.7	128.9	125.5 R	5.9 R	4.5 R	4.3 R	87.4 R	38.1 R
April 10	136.6	95.1	41.6	6.4	6.5	7.5	4.9	130.3	129.2 R	6.1 R	3.7 R	4.2 R	90.3 R	38.9 R
May 8	135.4	94.2	41.1	5.5	6.4	7.4	4.9	129.8	133.0 R	6.3 R	3.8 R	4.0 R	93.0 R	40.0 R
June 12	151.6	102.9	48.7	19.8	7.2	8.1	5.8	131.8	137.9 R	6.5 R	4.9 R	4.1 R	96.5 R	41.4 R
July 10	176.1	116.1	59.9	32.2	8.3	9.2	7.1	143.9	145.4 R	6.9 R	7.5 R	5.4 R	102.0 R	43.4 R
Aug 14	185.4	123.4	62.0	29.2	8.8	9.7	7.4	156.3	153.1 R	7.3 R	7.7 R	6.7 R	108.0 R	45.1 R
Sep 11	189.2	127.6	61.6	23.5	9.0	10.1	7.3	165.6	162.0 R	7.7 R	8.9 R	8.0 R	115.0 R	47.0 R
Oct 9	190.0	131.0	59.0	16.5	9.0	10.3	7.0	173.4	171.0 R	8.1 R	9.0 R	8.5 R	122.2 R	48.8 R
Nov 13	200.8	141.3	59.6	12.8	9.5	11.1	7.1	188.1	186.4 R	8.8 R	15.4 R	11.1 R	134.5 R	51.9 R
Dec 11	208.9	149.4	59.5	11.0	9.9	11.8	7.1	197.8	196.2 R	9.3 R	9.8 R	11.4 R	142.6 R	53.6 R
1981 Jan 15	224.5	161.9	62.6	10.9	10.6	12.8	7.4	213.6	205.8 R	9.7 R	9.6 R	11.6 R	150.4 R	55.4 R
Feb 12	228.1	165.5	62.6	9.2	10.8	13.1	7.4	218.9	212.2	10.1	6.4	8.6	155.5	56.7
NORTH WEST														
1976	197.0	159.4	46.6	14.4	6.9	8.9	4.1	182.6		6.4			142.3	40.2
1977	212.0	153.5	58.5	17.7	7.4	9.0	5.0	194.2		6.8			144.1	50.1
1978	213.5	150.5	63.1	16.8	7.5	8.9	5.4							

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS								
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Change since previous month	Average change over 3 months ended	Male	Female	
								Number	Per cent	Number	Per cent					
WALES																
1976	78.1	58.6	19.5	5.7	7.3	8.8	4.9	72.4	6.8					55.6	16.9	
1977	86.3	61.1	25.2	7.0	8.0	9.2	6.1	79.3	7.4					57.6	21.8	
1978	91.5	63.1	28.4	7.3	8.4	9.5	6.7	84.2	7.8	R				59.6	24.7	
1979†	87.1	58.3	28.7	6.0	8.0	8.9	6.7	81.0	7.5	R				55.2	25.5	
1980	111.3	74.8	36.6	8.5	10.3	11.4	8.6	102.9	9.4	R				69.9	31.9	
1980 Feb 14	92.1	61.3	30.8	2.7	8.5	9.4	7.2	89.3	85.2	R	7.9	2.9	R	56.8	28.4	
Mar 13	92.0	61.6	30.4	2.5	8.5	9.4	7.1	89.5	87.5	R	8.1	2.3	R	58.7	28.8	
April 10	97.4	65.9	31.5	4.6	9.0	10.1	7.4	92.8	91.6	R	8.5	4.1	R	62.4	29.2	
May 8	97.0	65.4	31.6	5.0	9.0	10.0	7.4	92.0	92.9	R	8.6	1.3	R	62.9	30.0	
June 12	99.1	66.6	32.4	7.4	9.0	10.2	7.4	91.7	95.6	R	8.8	2.7	R	65.0	30.6	
July 10	116.8	75.9	41.0	19.3	10.8	11.6	9.6	97.6	99.5	R	9.2	3.9	R	67.9	31.6	
Aug 14	122.6	80.7	41.9	17.9	11.3	12.3	9.8	104.7	104.8	R	9.7	5.3	R	72.1	32.7	
Sep 11	126.9	84.8	42.1	14.1	11.7	13.0	9.8	112.8	111.5	R	10.3	6.7	R	77.5	34.0	
Oct 9	129.1	87.3	41.8	10.0	11.9	13.3	9.8	119.1	117.3	R	10.8	5.8	R	82.0	35.3	
Nov 13	134.3	91.9	42.3	7.9	12.4	14.0	9.9	126.4	124.0	R	11.4	6.7	R	87.3	36.7	
Dec 11	138.0	95.8	42.2	6.9	12.7	14.6	9.9	131.1	129.3	R	11.9	5.3	R	91.2	38.1	
1981 Jan 15	145.6	101.6	44.0	6.6	13.4	15.5	10.3	139.0	133.6	R	12.3	4.3	R	94.2	39.4	
Feb 12	146.4	102.4	43.9	5.8	13.5	15.6	10.3	140.6	136.5	R	12.6	2.9	R	96.2	40.3	
SCOTLAND																
1976	154.4	111.5	43.0	9.9	7.0	8.5	4.8	144.5	6.5					105.9	38.6	
1977	182.8	125.7	57.1	14.5	8.1	9.5	6.1	168.3	7.5					117.7	50.6	
1978	184.7	123.7	61.0	14.1	8.2	9.4	6.5	170.7	7.6	R				115.8	54.9	
1979†	181.5	118.7	62.8	12.5	8.0	9.1	6.6	168.9	7.4	R				111.1	57.1	
1980	225.7	147.1	78.6	16.5	9.0	11.3	8.2	209.2	9.1	R				136.6	70.1	
1980 Feb 14	203.8	133.0	70.8	10.8	9.0	10.2	7.4	193.0	181.6	R	8.0	5.7	R	118.2	63.4	
Mar 13 e	200.1	130.4	69.7	8.4	8.9	10.0	7.3	191.7	185.0	R	8.2	3.4	R	120.6	64.4	
April 10	201.1	131.7	69.4	7.5	8.9	10.1	7.3	193.5	190.9	R	8.4	5.9	R	124.9	66.0	
May 8	196.3	128.3	68.0	6.1	8.7	9.8	7.1	190.3	194.4	R	8.6	3.5	R	127.4	67.0	
June 12	223.2	142.7	80.5	29.7	9.9	10.9	8.5	193.4	199.1	R	8.8	4.7	R	130.7	68.4	
July 10	236.3	150.6	85.7	32.5	10.5	11.5	9.0	203.8	205.0	R	9.1	5.9	R	135.1	69.9	
Aug 14	241.3	154.6	86.7	27.7	10.7	11.8	9.1	213.6	211.8	R	9.4	6.8	R	139.6	72.2	
Sep 11	240.9	156.2	84.7	21.1	10.7	12.0	8.9	219.8	220.2	R	9.7	8.4	R	146.3	73.9	
Oct 9	246.1	161.1	85.1	16.5	10.9	12.3	8.9	229.7	229.4	R	10.2	9.2	R	153.4	76.0	
Nov 13	254.6	168.2	86.4	12.9	11.3	12.9	9.1	241.6	239.2	R	10.6	9.8	R	160.7	78.5	
Dec 11	261.8	175.8	86.0	11.6	11.6	13.5	9.0	250.2	247.1	R	10.9	7.9	R	167.3	79.8	
1981 Jan 15	286.6	192.7	93.9	20.1	12.7	14.8	9.8	266.5	252.5	R	11.2	5.4	R	170.9	81.6	
Feb 12	287.9	194.3	93.5	18.3	12.7	14.9	9.8	269.6	258.1	R	11.4	5.6	R	175.2	82.9	
NORTHERN IRELAND																
1976	54.9	37.5	17.4	4.3	10.0	11.4	8.0	50.5	9.3					35.2	15.4	
1977	60.9	41.8	19.2	5.6	11.0	12.7	8.5	55.3	10.0					38.8	16.6	
1978	65.4	45.0	20.4	5.7	11.5	13.5	8.7	59.7	10.5	R				41.8	17.9	
1979†	64.9	44.3	20.7	5.2	11.3	13.4	8.4	59.7	10.4	R				41.3	18.5	
1980	78.8	53.6	25.2	7.0	13.7	16.2	10.3	71.8	12.5	R				49.4	22.4	
1980 Feb 14	66.9	46.3	20.6	3.0	11.6	14.0	8.4	64.0	63.0	R	10.9	1.5	R	43.2	19.8	
Mar 13	66.3	45.8	20.4	2.5	11.5	13.8	8.3	63.8	64.0	R	11.1	1.0	R	43.8	20.2	
April 10	68.3	47.1	21.2	3.7	11.8	14.2	8.6	64.6	65.0	R	11.3	1.0	R	44.3	20.7	
May 8	67.8	46.7	21.1	3.7	11.8	14.1	8.6	64.2	66.1	R	11.5	1.1	R	45.1	21.0	
June 12	73.0	49.5	23.5	8.0	12.7	14.9	9.6	65.0	67.5	R	11.7	1.4	R	46.0	21.5	
July 10	84.7	55.3	29.3	13.4	14.7	16.7	12.0	71.3	69.7	R	12.1	2.2	R	47.7	22.0	
Aug 14	88.1	58.0	30.1	12.9	15.3	17.5	12.3	75.2	72.9	R	12.7	3.2	R	50.0	22.9	
Sep 11	89.3	59.7	29.7	11.0	15.5	18.0	12.1	78.3	76.5	R	13.3	3.6	R	52.8	23.7	
Oct 9	89.9	61.1	28.7	8.6	15.6	18.4	11.7	81.3	81.7	R	14.2	5.2	R	56.8	24.9	
Nov 13	91.7	62.8	28.9	7.3	15.9	18.9	11.8	84.4	85.6	R	14.9	3.9	R	59.5	26.1	
Dec 11	93.8	65.0	28.8	6.7	16.3	19.6	11.7	87.0	88.3	R	15.3	2.7	R	61.7	26.6	
1981 Jan 15	99.0	69.3	29.7	6.5	17.2	20.9	12.1	92.5	91.1	R	15.8	2.8	R	63.9	27.2	
Feb 12	99.8	70.3	29.5	6.1	17.3	21.2	12.1	93.7	92.8	R	16.1	1.7	R	65.2	27.6	

See footnotes to table 2.1

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status†, in certain employment office areas and in counties at Feb 12, 1981

ASSISTED REGIONS	Male		Female		All unemployed		Rate		per cent
	Number	Rate	Number	Rate	Number	Rate	per cent		
South West									
SDA	4,177	17.2	1,682	10.5	5,859	17.2			
Other DA	19,884	13.3	10,175	10.3	30,059	13.3			
IA	9,680	12.0	4,247	12.0	13,927	12.0			
Unassisted	74,588	8.3	30,159	8.3	104,747	8.3			
All	108,329	9.3	46,263	9.3	154,592	9.3			
West Midlands									
IA	1,054	10.5	387	10.5	1,441	10.5			
Unassisted	194,044	11.7	77,348	11.7	271,392	11.7			
All	195,098	11.7	77,735	11.7	272,833	11.7			
East Midlands									
SDA	—	—	—	—	—	—			
Other DA	5,080	21.5	1,717	21.5	6,797	21.5			
IA	19,731	10.3	7,114	10.3	26,845	10.3			
Unassisted	82,818	8.8	31,325	8.8	114,143	8.8			
All	107,629	9.2	40,156	9.2	147,785	9.2			
Yorkshire and Humberside									
SDA	—	—	—	—	—	—			
Other DA	40,873	13.1	14,132	13.1	55,005	13.1			
IA	124,657	10.3	48,400	10.3	173,057	10.3			
All	165,530	10.8	62,532	10.8	228,062	10.8			
North West									
SDA	78,124	15.8	31,363	15.8	109,487	15.8			
Other DA	12,955	14.1	6,628	14.1	19,583	14.1			
IA	154,031	10.9	66,645	10.9	220,676	10.9			
All	245,110	12.3	104,636	12.3	349,746	12.3			
North									
SDA	74,825	14.6	26,975	14.6	101,800	14.6			
Other DA	45,883	14.5	18,757	14.5	64,640	14.5			
IA	14,985	10.1	7,277	10.1	22,262	10.1			
All	135,693	13.6	53,009	13.6	188,702	13.6			
Wales									
SDA	31,230	16.0	13,349	16.0	44,579	16.0			
Other DA	51,354	13.2	21,689	13.2	73,043	13.2			
IA	19,844	11.8	8,902	11.8	28,746	11.8			
All	102,428	13.5	43,940	13.5	146,368	13.5			
Scotland									
SDA	124,755	15.1	59,882	15.1	184,637	15.1			
Other DA	27,163	12.9	14,674	12.9	41,837	12.9			
IA	42,430	8.7	18,971	8.7	61,401	8.7			
All	194,348	12.7	93,527	12.7	287,875	12.7			
UNASSISTED REGIONS									
South East									
East Anglia	386,947	8.4	139,662	8.4	526,609	8.4			
East Anglia	44,967	8.4	15,906	8.4	60,873	8.4			
GREAT BRITAIN									
SDA	313,111	15.3	133,251	15.3	446,362	15.3			

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status†, in certain employment office areas and in counties at Feb 12, 1981

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
				per cent					per cent
North					Isle of Wight	3,132	1,259	4,391	10.5
*Ainwick	912	468	1,380	12.8	Kent	34,691	13,211	47,902	9.1
*Carlisle	3,259	1,427	4,686	9.0	Oxfordshire	10,394	4,104	14,498	7.1
*Central Durham	5,700	2,636	8,336	12.0	Surrey	12,119	3,959	16,078	5.1
*Consett	6,005	1,538	7,543	23.8	West Sussex	10,306	3,659	13,965	5.7
*Darlington and S/West Durham	7,117	3,001	10,118	12.2	East Anglia				
*Furness	2,628	1,764	4,392	9.9	Cambridgeshire	12,832	4,740	17,572	7.8
*Hartlepool	5,737	2,023	7,760	17.8	Norfolk	19,264	6,498	25,762	9.8
*Morpeth	5,485	2,340	7,825	12.4	Suffolk	12,871	4,668	17,539	7.6
*North Tyneside	22,472	7,924	30,396	11.1	South West				
*Peterlee	2,660	1,269	3,929	14.4	Avon	26,081	9,362	35,443	8.6
*South Tyneside	20,878	7,218	28,096	15.5	Cornwall	13,717	6,596	20,313	14.8
*Teesside	27,287	9,716	37,003	16.4	Devon	25,929	11,674	37,603	11.3
*Wearside	17,073	7,003	24,076	17.1	Dorset	12,709	5,190	17,899	9.0
*Whitehaven	2,054	1,265	3,319	11.3	Gloucestershire	10,861	4,686	15,547	7.5
*Workington	2,712	1,702	4,414	14.1	Somerset	7,846	3,358	11,204	7.3
					Wiltshire	11,186	5,397	16,583	8.3
Wales					West Midlands				
*Bargoed	2,965	1,469	4,434	17.1	West Midlands Metropolitan	127,468	47,483	174,951	12.6
*Cardiff	17,324	5,982	23,306	11.7	Hereford and Worcester	16,063	6,890	22,953	10.1
*Ebbw Vale	3,515	1,621	5,136	17.9	Salop	11,840	4,822	16,662	12.5
*Llanelli	3,282	2,109	5,391	14.5	Staffordshire	28,926	13,204	42,130	10.7
*Neath	2,557	1,310	3,867	14.4	† Warwickshire	10,801	5,336	16,137	...
*Newport	8,487	3,137	11,624	12.9	East Midlands				
*Pontypool	4,530	2,238	6,768	13.4	Derbyshire	24,222	8,835	33,057	8.2
*Pontypridd	6,070	3,348	9,418	13.8	Leicestershire	22,289	9,485	31,774	8.8
*Port Talbot	7,807	3,481	11,288	13.9	Lincolnshire	15,706	6,004	21,710	10.7
*Shotton	5,693	2,085	7,778	16.0	Northamptonshire	16,120	6,094	22,214	10.5
*Swansea	9,440	4,412	13,852	12.9	Nottinghamshire	29,292	9,738	39,030	9.0
*Wrexham	5,843	2,021	7,864	17.4	Yorkshire and Humberside				
Scotland					South Yorkshire Metropolitan	48,369	19,203	67,572	11.4
*Aberdeen	5,628	2,224	7,852	6.0	West Yorkshire Metropolitan	70,081	26,866	96,947	10.5
*Ayr	4,528	1,885	6,413	13.9	Humberside	34,216	10,904	45,120	12.7
*Bathgate	4,965	2,896	7,861	15.8	North Yorkshire	12,864	5,559	18,423	7.9
*Dumbarton	3,351	1,946	5,297	17.5	North West				
*Dumfries	2,401	1,365	3,766	10.6	Greater Manchester Metropolitan	96,202	40,213	136,415	11.2
*Dundee	8,764	5,041	13,805	14.1	Merseyside Metropolitan	80,871	32,267	113,138	15.7
*Dunfermline	3,632	2,374	6,006	11.3	Cheshire	26,711	12,454	39,165	10.7
*Edinburgh	17,658	7,229	24,887	8.7	Lancashire	41,326	19,702	61,028	11.1
*Falkirk	5,714	3,071	8,785	12.6	North				
*Glasgow	59,435	24,629	84,064	14.2	Cleveland	33,024	11,739	44,763	16.6
*Greenock	5,134	2,572	7,706	15.0	Cumbria	12,669	7,070	19,739	10.0
*Irvine	5,906	2,741	8,647	21.1	Durham	24,571	9,889	34,460	14.0
*Kilmarnock	3,869	1,577	5,446	15.2	Northumberland	8,178	3,646	11,824	11.8
*Kirkcaldy	5,501	3,062	8,563	12.9	Tyne and Wear Metropolitan	57,251	20,665	77,916	13.9
*North Lanarkshire	17,425	10,250	27,675	18.3	Wales				
*Paisley	8,276	4,288	12,564	13.1	Clwyd	15,653	5,817	21,470	16.2
*Perth	2,400	991	3,391	8.8	Dyfed	9,430	4,767	14,197	12.7
*Stirling	3,670	1,845	5,515	11.4	Gwent	17,871	7,646	25,517	13.9
Northern Ireland					Gwynedd	7,787	3,130	10,917	14.2
*Armagh	1,645	667	2,312	18.2	Mid-Glamorgan	18,562	9,247	27,809	14.4
*Ballymena	5,782	2,630	8,412	17.8	Powys	2,010	812	2,822	9.4
*Belfast	28,163	13,724	41,887	13.7	South Glamorgan	15,246	5,120	20,366	11.7
*Coleraine	4,249	1,401	5,650	21.9	West Glamorgan	15,869	7,401	23,270	13.4
*Cookstown	1,426	554	1,980	32.6	Scotland				
*Craigavon	4,540	2,208	6,748	16.1	Borders	2,161	839	3,000	7.7
*Downpatrick	2,651	1,116	3,767	21.2	Central	9,384	4,916	14,300	12.1
*Dungannon	2,533	930	3,463	31.9	Dumfries and Galloway	4,393	2,475	6,868	12.3
*Enniskillen	2,810	1,039	3,849	23.7	Fife	10,174	6,067	16,241	11.9
*Londonderry	7,847	2,532	10,379	24.8	Grampian	9,545	4,295	13,840	7.4
*Newry	4,061	1,246	5,307	28.4	Highlands	5,723	3,196	8,919	11.3
*Omagh	2,063	842	2,905	22.6	Lothians	23,076	10,337	33,413	9.7
*Strabane	2,535	655	3,190	34.5	Orkneys	414	164	578	9.4
Counties (by region)					Shetlands	314	118	432	4.9
South East					Strathclyde	113,620	53,068	166,688	15.1
Bedfordshire	11,077	4,873	15,950	7.5	Tayside	14,258	7,711	21,969	12.7
Berkshire	13,678	5,045	18,723	5.9	Western Isles	1,286	341	1,627	19.6
Buckinghamshire	9,536	3,748	13,284	7.0					
East Sussex	15,352	4,907	20,259	9.2					
Essex	33,285	11,235	44,520	9.2					
Greater London (GLC area)	184,068	64,873	248,941	6.7					
Hampshire	31,859	12,589	44,448	7.7					
Hertfordshire	17,450	6,200	23,650	5.5					

Note: Unemployment rates are calculated for areas which are broadly self-contained labour markets. In some cases rates can be calculated for single employment office areas. Otherwise they are calculated for travel-to-work areas which comprise two or more employment office areas. For the assisted areas and counties the numbers unemployed are for employment office areas and the rates are generally for the best fit of complete travel-to-work areas. The denominators used to calculate the rates at sub-regional level are the mid-1977 estimates of employees in employment plus the unemployed. National and regional rates are based on mid-1979 estimates.

* Travel-to-work area.

† A proportion of the unemployed is in a travel-to-work area associated with another county for the purpose of calculating unemployment rate. For this reason a meaningful rate cannot be calculated.

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

UNEMPLOYMENT 2.5 Age and duration

THOUSAND

GREAT BRITAIN	Under 25				25-54				55 and over				All ages				
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	
MALE AND FEMALE																	
1978 Oct	395.6	71.2	55.8	522.7	331.2	108.7	171.5	611.5	84.6	40.5	105.7	230.8	811.4	220.4	333.1	1,364.9	
1979 Jan	358.5	87.1	53.9	499.5	366.0	115.2	174.1	655.3	85.4	44.1	106.8	236.4	809.9	246.5	334.8	1,391.2	
April	288.0	84.0	56.9	428.9	321.2	117.7	180.3	619.2	73.0	49.2	109.6	231.8	682.1	250.9	346.8	1,279.8	
July	490.2	68.1	57.2	615.4	282.0	100.8	173.9	556.7	67.8	42.7	109.5	220.0	839.9	211.6	340.5	1,392.0	
Oct*	377.0	62.8	54.4	494.3	317.3	94.7	169.5	581.5	77.3	36.7	113.1	227.1	771.6	194.2	337.0	1,302.8	
1980 Jan	379.8	79.5	52.4	511.7	380.3	104.9	169.6	654.7	85.3	39.6	113.0	238.0	845.4	223.9	335.1	1,404.4	
April	378.0	93.6	52.0	523.6	391.2	125.2	168.6	684.9	85.2	47.8	113.3	246.2	854.3	266.5	333.9	1,454.7	
July	689.5	95.0	57.5	842.0	410.8	133.4	172.7	717.0	92.7	47.0	113.3	253.0	1,193.0	275.4	346.8	1,811.9	
Oct	631.0	114.1	68.9	813.9	522.9	154.5	189.5	866.9	122.0	50.0	120.1	292.2	1,275.9	318.6	378.6	1,973.0	
1981 Jan	613.4	189.8	84.9	888.1	664.0	207.1	218.9	1,090.0	152.8	63.1	126.4	342.4	1,430.3	460.0	430.3	2,320.5	
MALE																	
1978 Oct	215.5	38.2	33.5	287.2	238.4	77.0	138.3	453.8	74.6	35.6	94.8	205.0	528.5	150.9	266.7	946.0	
1979 Jan	206.2	46.4	32.8	285.4	272.7	81.5	140.5	494.7	75.2	39.1	95.5	209.8	554.1	166.9	268.8	989.9	
April	166.8	45.6	34.6	247.0	235.9	83.3	144.7	463.8	64.2	43.6	97.6	205.4	466.9	172.5	276.9	916.2	
July	267.0	36.2	34.3	337.4	195.1	69.6	137.5	402.2	59.3	37.8	97.0	194.0	521.4	143.5	268.8	933.7	
Oct*	202.7	32.6	32.3	267.6	219.5	63.4	132.7	415.6	67.5	32.1	100.0	199.5	489.7	128.1	265.0	882.7	
1980 Jan	214.3	40.8	31.4	286.5	272.6	69.5	133.0	475.0	74.2	34.7	99.9	208.8	561.1	145.1	264.2	970.4	
April	218.2	50.0	31.4	299.6	278.8	84.7	131.5	494.9	74.3	42.1	100.0	216.4	571.3	176.8	262.9	1,011.0	
July	385.6	52.8	34.7	473.1	287.5	92.1	134.2	513.8	81.1	41.4	99.8	22					

2.7 UNEMPLOYMENT Age

GREAT BRITAIN		Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
Thousand										
MALE AND FEMALE										
1978	Oct	141.9	135.5	245.3	279.4	165.9	166.2	96.5	134.2	1,364.9
1979	Jan	107.8	132.7	259.0	304.5	179.0	171.9	101.1	135.3	1,391.2
	April	73.3	117.5	238.2	284.2	169.0	165.9	100.3	131.5	1,279.8
	July	258.7	131.1	225.5	254.0	151.0	151.6	95.9	124.1	1,392.0
	Oct*	123.8	128.3	242.1	268.5	156.4	156.6	100.0	127.1	1,302.8
1980	Jan	105.7	134.8	271.3	306.6	177.3	170.9	105.8	132.2	1,404.4
	April	108.7	136.9	277.9	319.1	186.4	179.5	110.3	135.9	1,454.7
	July	353.5	178.5	309.9	333.4	196.1	187.5	113.3	139.7	1,811.9
	Oct	224.9	207.2	381.7	406.8	237.9	222.2	133.4	158.7	1,973.0
1981	Jan	190.8	234.3	463.0	514.2	302.1	273.7	159.4	183.0	2,320.5
Per cent										
Proportion of number unemployed										
1978	Oct	10.4	9.9	18.0	20.5	12.2	12.2	7.1	9.8	100.0
1979	Jan	7.7	9.5	18.6	21.9	12.9	12.4	7.3	9.7	100.0
	April	5.7	9.2	18.6	22.2	13.2	13.0	7.8	10.3	100.0
	July	15.6	9.4	16.2	18.2	10.8	10.9	6.9	8.9	100.0
	Oct*	9.5	9.8	18.6	20.6	12.0	12.0	7.7	9.8	100.0
1980	Jan	7.5	9.6	19.3	21.8	12.6	12.2	7.5	9.4	100.0
	April	7.5	9.4	19.1	21.9	12.8	12.3	7.6	9.3	100.0
	July	19.5	9.9	17.1	18.4	10.8	10.3	6.3	7.7	100.0
	Oct	11.4	10.5	19.3	20.6	12.1	11.3	6.8	8.0	100.0
1981	Jan	8.2	10.1	20.0	22.2	13.0	11.8	6.9	7.9	100.0
Thousand										
MALE										
1978	Oct	71.1	70.7	145.4	201.1	129.5	123.2	72.2	132.9	946.0
1979	Jan	55.3	71.9	158.1	223.3	142.2	129.2	75.8	134.0	989.9
	April	38.2	64.3	144.5	206.0	133.4	124.4	75.2	130.3	916.2
	July	140.0	67.3	130.2	175.2	115.6	111.5	71.2	122.8	933.7
	Oct*	62.0	66.6	139.0	182.1	118.6	114.8	73.8	125.7	882.7
1980	Jan	53.4	72.4	160.6	212.8	136.1	126.1	78.0	130.8	970.4
	April	57.3	75.3	167.0	221.2	141.7	132.0	82.0	134.4	1,011.0
	July	189.7	96.5	187.0	229.5	147.1	137.1	84.3	138.1	1,209.3
	Oct	118.9	114.8	234.5	284.4	180.0	163.5	100.2	156.9	1,353.1
1981	Jan	103.7	134.1	294.8	372.2	234.1	205.5	121.6	181.2	1,647.1
Per cent										
Proportion of number unemployed										
1978	Oct	7.5	7.5	15.4	21.3	13.7	13.0	7.5	14.0	100.0
1979	Jan	5.6	7.3	16.0	22.6	14.4	13.1	7.7	13.5	100.0
	April	4.2	7.0	15.8	22.5	14.6	13.6	8.2	14.2	100.0
	July	15.0	7.2	13.9	10.8	12.4	11.9	7.5	13.2	100.0
	Oct*	7.0	7.5	15.7	20.6	13.4	13.0	8.4	14.2	100.0
1980	Jan	5.5	7.5	16.5	21.9	14.0	13.0	8.0	13.5	100.0
	April	5.7	7.4	16.5	21.9	14.0	13.1	8.1	13.3	100.0
	July	15.7	8.0	15.5	19.0	12.2	11.3	7.0	11.4	100.0
	Oct	8.8	8.5	17.3	21.0	13.3	12.1	7.4	11.6	100.0
1981	Jan	6.3	8.1	17.9	22.6	14.2	12.5	7.4	11.0	100.0
Thousand										
FEMALE										
1978	Oct	70.8	64.7	99.9	78.3	36.4	43.0	24.4	1.4	418.9
1979	Jan	52.5	60.7	100.9	81.1	36.8	42.7	25.3	1.3	401.3
	April	35.1	53.1	93.7	78.2	35.6	41.5	25.1	1.2	363.6
	July	118.7	63.9	95.3	78.8	35.5	40.1	24.7	1.3	458.3
	Oct*	61.8	61.7	103.1	86.3	37.8	41.8	26.2	1.4	420.1
1980	Jan	52.2	62.3	110.6	93.7	41.3	44.7	27.7	1.4	434.0
	April	51.4	61.6	110.9	97.9	44.6	47.5	28.3	1.5	443.7
	July	163.8	82.1	123.0	103.8	48.9	50.4	29.0	1.6	602.7
	Oct	106.1	92.5	147.2	122.4	57.9	58.7	33.3	1.8	619.9
1981	Jan	87.1	100.1	168.3	142.0	68.0	68.2	37.9	1.8	673.4
Per cent										
Proportion of number unemployed										
1978	Oct	16.9	15.4	23.8	18.7	8.7	10.3	5.8	0.3	100.0
1979	Jan	13.1	15.1	25.1	20.2	9.2	10.6	6.3	0.3	100.0
	April	9.7	14.6	25.8	21.5	9.8	11.4	6.9	0.3	100.0
	July	25.9	13.9	20.8	17.2	7.7	8.7	5.4	0.3	100.0
	Oct*	14.7	14.7	24.5	20.5	9.0	10.0	6.2	0.3	100.0
1980	Jan	12.0	14.4	25.5	21.6	9.5	10.3	6.4	0.3	100.0
	April	11.6	13.9	25.0	22.1	10.1	10.7	6.4	0.3	100.0
	July	27.2	13.6	20.4	17.2	8.1	8.4	4.8	0.3	100.0
	Oct	17.1	14.9	23.7	19.7	9.3	9.5	5.4	0.3	100.0
1981	Jan	12.9	14.9	25.0	21.1	10.1	10.1	5.6	0.3	100.0

* From October 1979, the figures are affected by the introduction of fortnightly payment of benefit (see page 1151 of the November 1979 issue of *Employment Gazette*).

UNEMPLOYMENT 2.8 Duration

GREAT BRITAIN		Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
Thousand									
MALE AND FEMALE									
1978	Oct	126.7	108.7	161.9	153.2	260.9	220.4	333.1	1,364.9
1979	Jan	121.7	79.8	173.1	169.6	265.8	246.5	334.8	1,391.2
	April	82.8	83.1	137.8	145.0	233.4	250.9	346.8	1,279.8
	July	164.3	170.4	204.3	112.0	188.9	211.6	340.5	1,392.0
	Oct*	121.8	109.7	164.7	145.1	230.4	194.2	337.0	1,302.8
1980	Jan	120.8	80.3	191.1	177.3	275.9	223.9	335.1	1,404.4
	April	125.9	104.9	176.8	174.7	272.0	266.5	333.9	1,454.7
	July	212.0	221.1	299.1	172.0	288.8	275.4	343.5	1,811.9
	Oct	170.3	158.7	263.0	252.0	431.8	318.6	378.6	1,973.0
1981	Jan	177.0	105.4	279.3	317.4	551.2	460.0	430.3	2,320.5
Per cent									
Proportion of number unemployed									
1978	Oct	9.3	8.0	11.9	11.2	19.1	16.1	24.4	100.0
1979	Jan	8.7	5.7	12.4	12.2	19.1	17.7	24.1	100.0
	April	6.5	6.5	10.8	11.3	18.2	19.6	27.1	100.0
	July	11.8	12.2	14.7	8.0	13.6	15.2	24.5	100.0
	Oct*	9.3	8.4	12.6	11.1	17.7	14.9	25.9	100.0
1980	Jan	8.6	5.7	13.6	12.6	19.6	15.9	23.9	100.0
	April	8.7	7.2	12.2	12.0	18.7	18.3	23.0	100.0
	July	11.7	12.2	16.5	9.5	15.9	15.2	19.0	100.0
	Oct	8.6	8.0	13.3	12.8	21.9	16.1	19.2	100.0
1981	Jan	7.6	4.5	12.0	13.7	23.8	19.8	18.5	100.0
Thousand									
MALE									
1978	Oct	84.3	71.2	104.9	100.2	167.9	150.9	266.7	946.0
1979	Jan	83.8	54.7	122.1	115.5	178.1	166.9	268.8	989.9
	April	57.1	56.7	93.1	97.2	162.7	172.5	276.9	916.2
	July	97.8	102.1	126.2	73.0	122.3	143.5	268.8	933.7
	Oct*	79.2	70.0	104.2	93.2	143.0	128.1	265.0	882.7
1980	Jan	77.5	54.4	130.6	118.6	179.9	145.1	264.2	970.4
	April	83.3	71.2	118.8	115.0	182.9	176.8	262.9	1,011.0
	July	129.0	134.0	185.8	113.9	191.6	186.3	268.7	1,209.3
	Oct	115.6	105.6	174.7	167.9	277.6	216.3	295.3	1,353.1
1981	Jan	116.3	73.0	199.5	224.0	384.0	313.4	337.0	1,647.1
Per cent									
Proportion of number unemployed									
1978	Oct	8.9	7.5	11.1	10.6	17.7	16.0	28.2	100.0
1979	Jan	8.5	5.5	12.3	11.7	18.0	16.9	27.2	100.0
	April	6.2	6.2	10.2	10.6	17.8	18.8	30.2	100.0
	July	10.5	10.9	13.5	7.8	13.1	15.4	28.8	100.0
	Oct*	9.0	7.9	11.8	10.6	16.2	14.5	30.0	100.0
1980	Jan	8.0	5.6	13.5	12.2	18.5	15.0	27.2	100.0
	April	8.2	7.0	11.8	11.4	18.1	17.5	26.0	100.0
	July	10.7	11.1	15.4	9.4	15.8	15.4	22.2	100.0
	Oct	8.5	7.8	12.9	12.4	20.5	16.0	21.8	100.0
1981	Jan	7.1	4.4	12.1	13.6	23.3	19.0	20.5	100.0
Thousand									
FEMALE									
1978	Oct	42.4	37.5	57.0	52.9	93.1	69.5	66.4	418.9
1979	Jan	37.8	25.1	51.0	54.1	87.8	79.6	66.0	401.3
	April	25.6	26.4	44.7	47.7	70.8	78.4	69.9	363.6
	July	66.6	68.3	78.0	39.0	66.7	68.0	71.7	458.3
	Oct*	42.6	39.7	60.5					

2.9 UNEMPLOYMENT Industry*: excluding school leavers

GREAT BRITAIN	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services	Public administration and defence	Others not classified by industry	Unemployed excluding school leavers
SIC 1968	I	II	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		
Number											
Thousand											
1976 Aug	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
1976 Nov	23.9	17.0	333.1	201.0	9.3	60.9	130.8	227.7	66.5	186.5	1,256.7
1977 Feb	26.7	17.0	342.3	227.4	9.6	64.1	141.0	234.9	70.0	192.6	1,325.8
1977 May	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
1977 Aug	23.1	21.1	342.3	196.0	9.4	58.2	137.7	223.2	73.5	202.4	1,348.6
1977 Nov	25.9	22.2	337.4	203.1	9.2	61.9	138.0	252.7	78.5	240.7	1,369.4
1978 Feb	28.8	22.7	344.8	221.8	8.9	64.2	145.9	249.8	80.2	232.0	1,399.2
1978 May	24.1	22.1	333.7	186.5	8.6	58.4	132.7	219.0	76.2	218.9	1,280.2
1978 Aug	22.3	24.1	337.2	168.3	8.5	54.9	132.8	218.2	76.4	280.6	1,323.6
1978 Nov	23.5	24.5	318.2	166.1	8.3	56.4	125.8	237.2	77.5	240.5	1,277.9
1979 Feb	27.2	24.7	331.4	205.0	8.7	61.0	137.9	241.8	79.8	233.4	1,350.9
1979 May	21.8	23.3	314.0	160.0	7.7	54.3	122.8	209.1	72.3	216.8	1,202.3
1979 Aug	19.6	24.1	310.9	139.2	7.3	50.8	122.0	209.3	69.9	257.8	1,210.8
1979 Nov †	21.3	24.5	317.9	152.2	7.4	55.0	124.8	239.5	74.7	229.4	1,246.8
1980 Feb	25.4	25.0	364.9	192.6	7.6	63.7	147.4	257.8	77.4	224.9	1,386.8
1980 May	22.7	24.8	399.7	189.6	7.6	63.4	146.7	245.0	77.0	219.0	1,395.6
1980 Aug	24.8	26.2	481.3	210.0	7.7	68.9	168.7	278.6	82.2	312.8	1,661.1
1980 Nov	31.7	28.9	592.5	274.3	8.5	85.3	192.7	353.0	94.8	306.0	1,967.8
1981 Feb	39.6	31.0	700.4	346.9	8.9	103.2	229.3	397.1	102.4	320.6	2,279.5
Rate											
Per cent											
1976 Aug	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	...	5.3
1976 Nov	5.9	4.7	4.5	13.7	2.6	4.0	4.7	3.2	4.1	...	5.4
1977 Feb	6.7	4.7	4.6	15.8	2.8	4.3	5.0	3.3	4.3	...	5.6
1977 May	5.9	4.4	4.4	14.2	2.7	4.0	4.7	2.9	4.2	...	5.3
1977 Aug	5.7	5.8	4.6	13.6	2.7	3.9	4.9	3.1	4.5	...	5.7
1977 Nov	6.4	6.1	4.5	14.1	2.6	4.1	4.9	3.5	4.8	...	5.8
1978 Feb	7.2	6.2	4.6	15.7	2.6	4.3	5.1	3.4	4.9	...	5.9
1978 May	6.1	6.1	4.5	13.2	2.5	3.9	4.7	3.0	4.6	...	5.4
1978 Aug	5.6	6.6	4.5	11.9	2.5	3.7	4.7	3.0	4.6	...	5.4
1978 Nov	5.9	6.7	4.3	11.8	2.4	3.8	4.4	3.3	4.7	...	5.4
1979 Feb	7.2	6.9	4.5	14.5	2.5	4.0	4.8	3.3	4.8	...	5.7
1979 May	5.8	6.5	4.3	11.3	2.2	3.6	4.3	2.8	4.4	...	5.1
1979 Aug	5.2	6.7	4.2	9.8	2.1	3.4	4.2	2.8	4.2	...	5.1
1979 Nov †	5.6	6.8	4.3	10.8	2.1	3.6	4.3	3.2	4.5	...	5.3
1980 Feb	6.7	7.0	5.0	13.6	2.2	4.2	5.1	3.5	4.7	...	5.9
1980 May	6.0	6.9	5.5	13.4	2.2	4.2	5.1	3.3	4.7	...	5.9
1980 Aug	6.6	7.3	6.8	14.8	2.2	4.5	5.9	3.8	5.0	...	7.0
1980 Nov	8.4	8.1	8.1	19.4	2.4	5.6	6.7	4.8	5.7	...	8.3
1981 Feb	10.5	8.6	9.6	24.5	2.5	6.8	8.0	5.3	6.2	...	9.7
Number, seasonally adjusted †											
Thousand											
1976 Aug	23.6	16.8	348.1	203.8	9.3	61.5	131.8	212.1	61.9	171.8	1,240.7
1976 Nov	23.9	16.7	340.6	207.0	9.3	61.0	133.7	217.5	65.2	180.3	1,255.2
1977 Feb	24.0	16.8	334.9	207.7	9.4	60.2	134.1	222.4	68.0	200.8	1,278.3
1977 May	24.5	17.5	332.7	206.3	9.4	60.6	134.7	224.7	70.6	202.2	1,283.2
1977 Aug	24.9	20.7	340.5	208.4	9.4	61.2	138.8	233.9	74.8	224.5	1,337.1
1977 Nov	25.9	21.8	343.9	208.9	9.2	61.9	140.9	241.2	77.3	236.7	1,367.7
1978 Feb	26.0	22.5	337.2	201.0	8.8	60.2	138.5	236.3	78.2	261.9	1,350.6
1978 May	25.0	23.0	338.3	189.7	8.7	59.5	136.1	233.8	78.3	259.0	1,331.4
1978 Aug	24.3	23.9	334.7	181.3	8.6	57.9	134.1	229.5	77.9	256.7	1,308.9
1978 Nov	23.3	24.0	322.6	170.8	8.3	56.3	128.5	224.3	75.9	260.1	1,274.1
1979 Feb	24.3	24.5	324.1	183.3	8.6	57.0	130.1	227.8	77.6	259.9	1,297.2
1979 May	22.9	24.2	320.3	164.0	7.8	55.5	126.7	224.9	74.5	251.6	1,252.4
1979 Aug	21.7	23.9	308.2	152.6	7.4	53.9	123.4	220.9	71.5	237.7	1,201.2
1979 Nov †	21.2	23.9	321.1	156.4	7.3	54.8	127.4	225.9	73.0	232.4	1,223.4
1980 Feb	22.4	24.8	358.0	170.7	7.5	59.7	139.7	243.7	75.4	231.9	1,313.8
1980 May	23.7	25.7	406.5	194.0	7.7	64.7	150.6	261.1	79.2	236.0	1,429.2
1980 August	26.9	26.1	478.5	223.4	7.8	72.0	170.1	290.3	83.9	264.9	1,623.9
1980 Nov	31.6	28.3	595.4	278.3	8.4	85.1	195.1	339.1	93.0	310.1	1,944.4
1981 Feb	36.6	30.8	693.7	324.9	8.8	99.2	221.5	383.0	100.3	332.5	2,211.3

* Classified by industry in which last employed.

† The series from January 1978 onwards have been calculated as described on page 154 of this issue of *Employment Gazette*.

‡ From November 1979 the figures are affected by the introduction of fortnightly payment of benefit. The all unemployed seasonally adjusted figures have been amended to take account of this.

UNEMPLOYMENT 2.10 Industry: Feb 12, 1981

NUMBER

SIC 1968	Order or MLH of sic	Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
All industries and services		1,686,079	677,366	2,363,445	1,756,384	706,910	2,463,294
Index of production industries	II-XXI	886,759	200,482	1,087,241	924,133	209,543	1,133,676
Manufacturing industries	III-XIX	509,533	190,888	700,421	522,627	199,491	722,118
Agriculture, forestry, fishing	I	33,533	6,094	39,627	36,245	6,214	42,459
Agriculture and horticulture	001	28,030	5,962	33,992	30,349	6,072	36,421
Forestry	002	1,036	57	1,093	1,196	57	1,253
Fishing	003	4,467	75	4,542	4,700	85	4,785
Mining and quarrying	II	30,322	637	30,959	30,778	649	31,427
Coal mining	101	25,278	632	25,600	25,290	322	25,612
Stone and slate quarrying and mining	102	1,066	65	1,131	1,403	70	1,473
Chalk, clay, sand and gravel extraction	103	978	54	1,032	1,033	58	1,091
Petroleum and natural gas	104	1,831	130	1,961	1,843	132	1,975
Other mining and quarrying	109	1,169	66	1,235	1,209	67	1,276
Food, drink and tobacco	III	45,042	24,850	69,892	47,475	25,861	73,336
Grain milling	211	1,198	303	1,501	1,273	315	1,588
Bread and flour confectionery	212	9,640	3,708	13,348	10,133	3,837	13,970
Biscuits	213	1,531	2,075	3,606	1,552	2,102	3,654
Bacon curing, meat and fish products	214	7,541	5,346	12,887	8,133	5,588	13,721
Milk and milk products	215	2,971	1,150	4,121	3,429	1,273	4,702
Sugar	216	2,276	377	2,653	2,277	377	2,654
Cocoa, chocolate and sugar confectionery	217	2,205	2,538	4,743	2,220	2,558	4,778
Fruit and vegetable products	218	3,736	3,658	7,394	3,832	3,720	7,552
Animal and poultry foods	219	2,412	535	2,947	2,601	578	3,179
Vegetable and animal oils and fats	221	530	125	655	537	128	665
Food industries n.e.s.	229	1,938	1,283	3,221	1,962	1,303	3,265
Brewing and malting	231	3,307	650	3,957	3,423	673	4,096
Soft drinks	232	3,299	1,080	4,379	3,452	1,115	4,567
Other drink industries	239	1,304	1,113	2,417	1,317	1,126	2,443
Tobacco	240	1,154	909	2,063	1,334	1,168	2,502
Coal and petroleum products	IV	2,869	357	3,226	2,903	373	3,276
Coke ovens and manufactured fuel	261	758	35	793	763	35	798
Mineral oil refining	262	1,871	281	2,152	1,895	287	2,182
Lubricating oils and greases	263	240	41	281	245	51	296
Chemicals and allied industries	V	22,135	8,454	30,589	22,422	8,528	30,950
General chemicals	271	8,206	1,713	9,919	8,335	1,738	10,074
Pharmaceutical chemicals and preparations	272	1,839	1,534	3,373	1,866	1,549	3,415
Toilet preparations	273	888	1,529	2,417	892	1,531	2,423
Paint	274	1,627	458	2,085	1,642	461	2,103
Soap and detergents	275	751	500	1,251	758	500	1,258
Synthetic resins and plastics materials and synthetic rubber	276	4,451	1,038	5,489	4,481	1,047	5,528
Dyestuffs and pigments	277	1,022	133	1,155	1,028	135	1,163
Fertilisers	278	590	89	679	641	93	734
Other chemical industries	279	2,761	1,460	4,221	2,778	1,	

2·10 UNEMPLOYMENT Industry: Feb 12, 1981

NUMBER

SIC 1968	Order or MLH of sic	Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
Vehicles	XI	46,789	6,816	53,605	47,239	6,896	54,135
Wheeled tractor manufacturing	380	1,980	161	2,141	1,985	161	2,146
Motor vehicle manufacturing	381	39,436	5,628	45,064	39,736	5,665	45,401
Motor cycle, tricycle and pedal cycle manufacturing	382	1,298	318	1,616	1,339	328	1,667
Aerospace equipment manufacturing and repairing	383	2,996	576	3,572	3,097	609	3,706
Locomotives and railway track equipment	384	505	74	579	505	74	579
Railway carriages and wagons and trams	385	574	59	633	577	59	636
Metal goods not elsewhere specified	XII	62,063	16,238	78,301	62,882	16,385	79,267
Engineers' small tools and gauges	390	3,771	652	4,423	3,815	664	4,479
Hand tools and implements	391	1,698	507	2,205	1,709	509	2,218
Cutlery, spoons, forks and plated tableware, etc	392	789	471	1,260	802	483	1,285
Bolts, nuts, screws, rivets, etc	393	2,421	679	3,100	2,425	681	3,106
Wire and wire manufactures	394	2,892	610	3,502	2,905	615	3,520
Cans and metal boxes	395	1,749	840	2,589	1,773	861	2,634
Jewellery and precious metals	396	1,331	772	2,103	1,335	776	2,111
Metal industries n.e.s.	399	47,412	11,707	59,119	48,118	11,796	59,914
Textiles	XIII	35,240	21,738	56,978	38,148	23,626	61,774
Production of man-made fibres	411	3,395	852	4,247	4,341	964	5,305
Spinning and doubling on the cotton and flax systems	412	5,481	2,674	8,155	6,250	3,118	9,368
Weaving of cotton, linen and man-made fibres	413	3,452	1,657	5,109	3,780	2,036	5,816
Woolen and worsted	414	6,956	3,367	10,323	7,057	3,483	10,540
Jute	415	1,076	452	1,528	1,081	457	1,538
Rope, twine and net	416	415	391	806	453	422	875
Hosiery and other knitted goods	417	3,492	5,951	9,443	3,665	6,224	9,889
Lace	418	257	200	457	257	203	460
Carpets	419	2,469	1,266	3,735	2,648	1,364	4,012
Narrow fabrics (not more than 30 cm wide)	421	808	744	1,552	840	785	1,625
Made-up textiles	422	1,118	1,524	2,642	1,185	1,811	2,996
Textile finishing	423	4,653	2,141	6,794	4,889	2,232	7,121
Other textile industries	429	1,668	519	2,187	1,702	527	2,229
Leather, leather goods and fur	XIV	2,969	1,801	4,770	3,022	1,820	4,842
Leather (tanning and dressing) and fellmongery	431	1,731	422	2,153	1,773	429	2,202
Leather goods	432	1,032	1,208	2,240	1,041	1,217	2,258
Fur	433	206	171	377	208	174	382
Clothing and footwear	XV	12,239	33,058	45,297	12,818	36,400	49,218
Weatherproof outerwear	441	586	1,553	2,139	596	1,590	2,186
Men's and boys' tailored outerwear	442	2,440	6,955	9,395	2,561	7,587	10,148
Women's and girls' tailored outerwear	443	2,284	4,269	6,553	2,290	4,336	6,626
Overalls and men's shirts, underwear, etc	444	893	4,661	5,554	1,146	6,338	7,484
Dresses, lingerie, infants' wear, etc	445	2,388	9,864	12,252	2,476	10,441	12,917
Hats, caps and millinery	446	132	321	453	133	328	461
Dress industries n.e.s.	449	628	1,715	2,343	688	1,935	2,623
Footwear	450	2,888	3,720	6,608	2,928	3,845	6,773
Bricks, pottery, glass, cement, etc	XVI	20,249	5,766	26,015	20,931	5,841	26,772
Bricks, fireclay and refractory goods	461	4,698	464	5,162	4,809	473	5,282
Pottery	462	3,589	2,943	6,532	3,610	2,954	6,564
Glass	463	6,875	1,801	8,676	6,967	1,823	8,790
Cement	464	440	78	518	529	85	614
Abrasives and building materials, etc. n.e.s.	469	4,647	480	5,127	5,016	506	5,522
Timber, furniture, etc	XVII	22,242	4,184	26,426	22,897	4,275	27,172
Timber	471	6,785	807	7,592	7,042	830	7,872
Furniture and upholstery	472	9,939	1,729	11,668	10,249	1,761	12,010
Bedding, etc	473	1,031	777	1,808	1,053	790	1,843
Shop and office fitting	474	1,544	289	1,833	1,582	294	1,876
Wooden containers and baskets	475	1,193	207	1,400	1,200	211	1,411
Miscellaneous wood and cork manufactures	479	1,750	375	2,125	1,771	389	2,160
Paper, printing and publishing	XVIII	24,390	11,307	35,697	24,800	11,614	36,414
Paper and board	481	6,689	1,233	7,922	6,748	1,282	8,030
Packaging products of paper, board and associated materials	482	3,333	2,333	5,666	3,680	2,437	6,117
Manufactured stationery	483	733	625	1,358	746	636	1,382
Manufactures of paper and board n.e.s.	484	1,379	733	2,112	1,391	735	2,126
Printing, publishing of newspapers	485	2,675	1,034	3,709	2,734	1,078	3,812
Printing, publishing of periodicals	486	1,891	1,040	2,931	1,913	1,055	2,968
Other printing, publishing, bookbinding, engraving, etc	489	7,451	4,309	11,760	7,588	4,391	11,979
Other manufacturing industries	XIX	25,107	12,063	37,170	25,704	12,243	37,947
Rubber	491	7,637	1,962	9,599	7,991	2,006	9,997
Linoleum, plastics floor-covering, leathercloth, etc	492	1,077	216	1,293	1,082	216	1,298
Brushes and brooms	493	355	339	694	365	356	721
Toys, games, children's carriages, and sports equipment	494	3,025	3,392	6,417	3,042	3,402	6,444
Miscellaneous stationers' goods	495	426	399	825	431	400	831
Plastics products n.e.s.	496	9,815	4,465	14,280	10,000	4,558	14,558
Miscellaneous manufacturing industries	499	2,772	1,290	4,062	2,793	1,305	4,098
Construction	500	339,711	7,217	346,928	363,283	7,611	370,894
Gas, electricity and water	XXI	7,193	1,740	8,933	7,445	1,792	9,237
Gas	601	2,178	663	2,841	2,223	670	2,893
Electricity	602	3,501	759	4,260	3,668	802	4,470
Water supply	603	1,514	318	1,832	1,554	320	1,874
Transport and communication	XXII	88,937	14,305	103,242	91,147	14,647	105,794
Railways	701	7,267	871	8,138	7,343	878	8,221
Road passenger transport	702	15,037	2,570	17,607	15,338	2,603	17,941
Road haulage contracting for general hire or reward	703	26,975	1,491	28,466	27,866	1,537	29,403
Other road haulage	704	2,787	338	3,125	2,871	342	3,213
Sea transport	705	8,650	967	9,617	8,871	991	9,862
Port and inland water transport	706	5,187	370	5,557	5,296	380	5,676
Air transport	707	4,124	1,131	5,255	4,152	1,145	5,297
Postal services and telecommunications	708	11,491	3,531	15,022	11,889	3,683	15,572
Miscellaneous transport services and storage	709	7,419	3,036	10,455	7,521	3,088	10,609

UNEMPLOYMENT 2·10 Industry: Feb 12, 1981

NUMBER

SIC 1968	Order or MLH of sic	Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
Distributive trades	XXIII	128,422	100,882	229,304	133,024	104,789	237,813
Wholesale distribution of food and drink	810	16,182	5,325	21,507	17,101	5,680	22,781
Wholesale distribution of petroleum products	811	943	216	1,159	972	219	1,191
Other wholesale distribution	812	17,456	8,820	26,276	17,930	9,073	27,003
Retail distribution of food and drink	820	25,162	23,076	48,238	25,993	24,029	50,022
Other retail distribution	821	47,840	60,111	107,951	49,254	62,315	111,569
Dealing in coal, oil, builders' materials, grain and agricultural supplies	831	6,151	1,145	7,296	6,554	1,223	7,777
Dealing in other industrial materials and machinery	832	14,688	2,189	16,877	15,220	2,250	17,470
Insurance, banking, finance and business services	XXIV	31,156	22,342	53,498	32,053	22,980	55,033
Insurance	860	5,761	4,153	9,914	6,002	4,321	10,323
Banking and bill discounting	861	4,053	3,564	7,617	4,105	3,739	7,844
Other financial institutions	862	1,781	1,925	3,706	1,817	2,002	3,819
Property owning and managing, etc	863	3,514	1,838	5,352	3,643	1,914	5,557
Advertising and market research	864	1,505	1,275	2,780	1,523	1,292	2,815
Other business services	865	14,237	9,299	23,536	14,657	9,420	24,077
Central offices not allocable elsewhere	866	305	288	593	306	292	598
Professional and scientific services	XXV	37,738	47,954	85,692	39,245	51,091	90,336
Accountancy services	871	1,411	1,335	2,746	1,445	1,397	2,842
Educational services	872	18,539	18,919	37,458	19,341	20,113	39,454
Legal services	873	1,094	3,046	4,140	1,116	3,170	4,286
Medical and dental services	874	9,730	21,579	31,309	10,223	23,234	33,457
Religious organisations	875	671	306	977	695	328	1,023
Research and development services	876	1,089	520	1,609	1,102	527	1,629
Other professional and scientific services	879	5,204	2,249	7,453	5,323	2,322	7,645
Miscellaneous services	XXVI	156,163	101,722	257,885	160,540	104,541	265,081
Cinemas, theatres, radio, etc	881	9,930	4,551	14,481	10,067	4,598	14,665
Sport and other recreations	882	8,034	3,043	11,077	8,218	3,098	11,316
Betting and gambling	883	5,076	3,903	8,979	5,275	3,999	9,274
Hotels and other residential establishments	884	35,924	31,615	67,539	36,503	32,238	68,741
Restaurants, cafes, snack bars	885	11,244	11,553	22,797	11,438	12,050	23,488
Public houses	886	10,521	7,493	18,014	11,093	7,701	18,794
Clubs	887	4,725	2,748	7,473	4,837	2,782	7,619
Catering contractors	888	2,893	3,294	6,187	2,938	3,399	6,337
Hairdressing and manicure	889	1,821	7,313	9,134	1,855	7,581	9,436
Private domestic service	891	1,439	4,257	5,696	1,467	4,437	5,904
Laundries	892	2,311	2,761	5,072	2,383	2,828	5,211
Dry cleaning, job dyeing, carpet beating, etc	893						

2.11 UNEMPLOYMENT

Occupation: registrations at employment offices

GREAT BRITAIN	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
							Thousand
MALE AND FEMALE							
1978 Sep	114.0	192.7	72.1	130.8	454.4	288.2	1,252.2
Dec	105.7	178.7	71.9	128.5	444.3	290.0	1,219.2
1979 Mar	103.7	179.3	75.6	145.5	460.1	307.5	1,271.7
June	92.3	165.1	66.0	115.5	413.5	258.0	1,110.3
Sep	109.7	185.5	69.4	110.5	424.1	262.4	1,161.6
Dec*	108.5	182.5	73.7	122.8	437.2	287.7	1,212.3
1980 Mar	107.3	193.7	84.7	148.5	479.4	326.5	1,340.2
June	100.1	194.3	83.8	155.7	494.6	334.2	1,362.8
Sep	145.0	240.7	100.0	199.9	576.3	409.2	1,671.1
Dec	171.5	260.2	117.3	276.2	649.8	509.8	1,984.9
							Per cent
Proportion of number unemployed							
1978 Sep	9.1	15.4	5.8	10.4	36.3	23.0	100.0
Dec	8.7	14.7	5.9	10.5	36.4	23.8	100.0
1979 Mar	8.2	14.1	5.9	11.4	36.2	24.2	100.0
June	8.3	14.9	5.9	10.4	37.2	23.2	100.0
Sep	9.4	16.0	6.0	9.5	36.5	22.6	100.0
Dec*	8.9	15.1	6.1	10.1	36.1	23.7	100.0
1980 Mar	8.0	14.4	6.3	11.1	35.8	24.4	100.0
June	7.3	14.3	6.2	11.4	36.3	24.5	100.0
Sep	8.7	14.4	6.0	12.0	34.5	24.5	100.0
Dec	8.6	13.1	5.9	13.9	32.7	25.7	100.0
							Thousand
MALE							
1978 Sep	75.1	80.5	25.1	120.9	379.2	214.2	895.1
Dec	70.8	75.1	24.6	119.5	372.3	215.7	878.0
1979 Mar	70.3	75.0	25.6	136.2	387.0	231.8	925.9
June	63.1	68.6	22.0	106.4	344.9	189.3	794.3
Sep	71.3	72.9	22.3	101.2	350.7	188.8	807.2
Dec*	71.1	70.4	23.5	112.7	364.2	208.9	850.7
1980 Mar	71.6	73.4	26.2	136.0	396.7	238.9	942.8
June	68.1	73.5	26.5	141.7	407.2	244.8	951.7
Sep	95.9	87.7	33.0	181.9	473.4	301.0	1,172.8
Dec	119.4	93.0	41.0	254.7	538.2	385.2	1,431.4
							Per cent
Proportion of number unemployed							
1978 Sep	8.4	9.0	2.8	13.5	42.4	23.9	100.0
Dec	8.1	8.6	2.8	13.6	42.4	24.6	100.0
1979 Mar	7.6	8.1	2.8	14.7	41.8	25.0	100.0
June	7.9	8.6	2.8	13.4	43.4	23.8	100.0
Sep	8.8	9.0	2.8	12.5	43.4	23.4	100.0
Dec*	8.4	8.3	2.8	13.2	42.8	24.6	100.0
1980 Mar	7.6	7.8	2.8	14.4	42.1	25.3	100.0
June	7.1	7.6	2.8	14.7	42.3	25.5	100.0
Sep	8.2	7.5	2.8	15.5	40.4	25.7	100.0
Dec	8.3	6.5	2.9	17.8	37.6	26.9	100.0
							Thousand
FEMALE							
1978 Sep	38.9	112.2	46.9	9.9	75.2	74.0	357.2
Dec	34.9	103.6	47.4	9.0	72.0	74.3	341.2
1979 Mar	33.5	104.3	50.0	9.3	73.1	75.7	345.8
June	29.3	96.5	44.0	9.0	68.6	68.6	316.0
Sep	38.5	112.6	47.1	9.2	73.4	73.6	354.4
Dec*	37.4	112.1	50.2	10.1	73.0	78.8	361.6
1980 Mar	35.8	120.3	58.5	12.5	82.8	87.6	397.4
June	32.0	120.9	57.3	14.1	87.4	89.5	401.1
Sep	49.1	153.0	67.0	18.0	102.9	108.2	498.3
Dec	52.1	167.2	76.3	21.5	111.6	124.6	553.4
							Per cent
Proportion of number unemployed							
1978 Sep	10.9	31.4	13.1	2.8	21.0	20.7	100.0
Dec	10.2	30.4	13.9	2.6	21.1	21.8	100.0
1979 Mar	9.7	30.2	14.4	2.7	21.1	21.9	100.0
June	9.3	30.5	13.9	2.9	21.7	21.7	100.0
Sep	10.9	31.8	13.3	2.6	20.7	20.8	100.0
Dec*	10.3	31.0	13.9	2.8	20.2	21.8	100.0
1980 Mar	9.0	30.3	14.7	3.1	20.8	22.0	100.0
June	8.0	30.1	14.3	3.5	21.8	22.3	100.0
Sep	9.9	30.7	13.4	3.6	20.7	21.7	100.0
Dec	9.4	30.2	13.8	3.9	20.2	22.5	100.0

* From October 1979, the figures are affected by the introduction of fortnightly payment of benefit (see page 1151 of the November 1979 issue of *Employment Gazette*).

UNEMPLOYMENT 2.13

Adult students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1980 Feb 14	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mar 13	1	1	-	-	-	5	5	9	363	-	106	106	-	106
Apr 10	12,780	4,267	1,766	4,167	4,185	3,615	4,706	5,989	2,304	3,435	5,482	48,429	-	48,429
May 8	451	317	2	-	94	46	14	221	-	2	295	1,125	-	1,125
June 12	1,007	417	88	183	577	475	589	1,008	538	179	5,898	10,542	2,167	12,709
July 10	29,073	9,987	3,139	8,253	13,295	9,159	13,578	20,377	8,505	10,390	15,226	130,995	7,345	138,340
Aug 14	33,472	12,128	3,419	9,484	14,774	9,946	14,289	22,390	8,702	9,930	16,006	142,412	6,741	149,153
Sep 11	34,032	12,502	3,528	9,910	15,026	10,280	14,757	22,849	9,370	10,946	17,478	148,176	7,817	155,993
Oct 9	8,443	3,822	779	1,457	4,548	2,028	2,995	4,968	2,360	2,065	8,090	37,733	4,346	42,079
Nov 13	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dec 11	1,293	436	240	229	105	268	355	139	155	44	95	2,923	2	2,925
1981 Jan 15	3,524	1,476	400	305	812	348	320	1,035	339	531	844	8,458	2	8,460
Feb 12	4	4	-	10	19	27	-	-	-	-	78	138	-	138

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

Temporarily stopped: regions 2.14

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1980 Feb 14	1,339	870	825	992	12,347	1,952	7,073	1,311	2,762	4,060	2,537	35,198	1,089	36,287
Mar 13	2,978	1,421	1,873	1,108	6,835	3,697	4,501	2,248	3,193	4,240	3,432	34,105	828	34,933
Apr 10	2,452	846	1,307	1,056	2,427	1,335	3,042	2,434	2,068	2,947	3,342	22,410	1,127	23,537
May 8	1,570	686	259	662	1,065	530	676	1,523	651	364	1,518	8,818	647	9,465
June 12	1,225	635	151	527	1,717	431	1,013	1,553	1,078	292	1,555	9,542	710	10,252
July 10	1,284	531	236	336	3,075	628	1,028	3,961	409	349	2,225	13,531	716	14,247
Aug 14	1,376	647	217	587	2,660	408	632	1,304	429	247	1,984	9,844	672	10,516
Sep 11	1,597	584	245	747	5,148	934	1,260	1,401	768	298	1,438	13,836	707	14,543
Oct 9	2,134	859	318	946	5,361	708	1,779	1,514	2,965	703	2,135	18,563	856	19,419
Nov 13	4,712	951	434	1,065	2,794	916	2,407	1,468	1,062	512	1,847	17,217	884	18,101
Dec 11	2,989	1,091	409	1,364	2,932	1,303	2,005	1,858	1,202	665	1,799	16,526	807	17,333
1981 Jan 15	3,113	1,312	588	1,633	3,285	1,924	3,354	2,252	1,572	762	4,041	22,524	1,087	23,611
Feb 12	3,563	1,376	568	1,785	3,277	1,461	2,494	2,519	1,370	953	4,652	22,642	1,576	24,218

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

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UNEMPLOYMENT

Minority group workers: regions: Feb 12, 1981

	South East*	East Anglia	South West	West Midlands	East Midlands*	Yorks and Humber-side	North West*	North	Wales	Scotland	Great Britain*
All listed countries	40,518	680	1,394	23,948	7,935	8,677	10,446	780	488	703	95,569
Total expressed as percentage of all persons unemployed	7.7	1.1	0.9	8.8	5.4	3.8	3.0	0.4	0.3	0.2	4.0
Area of origin											
<i>East Africa</i>											
Male	2,852	71	39	743	1,520	150	473	13	47	16	5,924
Female	2,190	63	36	523	1,042	85	278	9	10	10	4,246
<i>Other Africa</i>											
Male	2,024	7	23	165	191	78	250	22	27	16	2,803
Female	762	6	11	76	56	44	109	8	11	3	1,086
<i>West Indies</i>											
Male	10,948	123	653	4,945	856	865	1,083	33	55	2	19,563
Female	4,018	35	175	2,110	328	290	422	7	13	1	7,399
<i>India</i>											
Male	5,568	73	144	5,982	1,968	1,305	2,340	97	45	163	17,685
Female	4,373	37	104	3,281	1,064	684	831	48	20	48	10,490
<i>Pakistan</i>											
Male	2,799	169	90	4,249	531	4,153	3,335	414	133	287	16,160
Female	768	23	20	523	110	407	501	37	18	71	2,478
<i>Bangladesh</i>											
Male	1,631	37	4	765	85	338	445	21	36	11	3,373
Female	119	1	1	50	4	12	39	2	8	9	245
<i>Other Commonwealth territories</i>											
Male	1,808	27	74	401	138	193	263	56	55	56	3,071
Female	658	8	20	135	42	73	77	13	10	10	1,046
<i>Persons born in UK of parents from listed countries (included in figures above)</i>											
Male	3,942	44	203	2,481	627	375	654	67	22	96	8,511
Female	1,933	16	108	1,436	312	201	358	38	19	45	4,466
All listed countries											
Nov 13, 1980	35,167	600	1,233	20,949	6,239	7,767	9,008	580	427	571	82,541
Aug 14, 1980	33,790	621	1,265	19,939	6,124	7,394	9,195	560	348	576	79,812
Aug 8, 1980	23,088	450	933	13,624	5,155	5,023	6,382	469	332	466	55,922
Feb 14, 1980	22,549	400	879	12,437	5,292	4,449	5,127	457	333	441	52,364
Nov 8, 1979	19,837	338	861	12,688	4,780	4,074	4,617	437	333	455	48,420

Region	Age										
	16-17		18		19-24		25-44		45 + over		All ages
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
South East*	1,938	1,121	1,330	822	6,687	3,969	10,939	5,094	6,736	1,882	40,518
East Anglia	35	23	16	9	114	58	195	63	147	20	680
South West	76	65	49	22	268	91	381	137	253	52	1,394
West Midlands	1,212	735	880	582	3,880	2,062	6,095	2,433	5,183	886	23,948
East Midlands	287	221	199	161	1,301	853	2,077	1,147	1,425	264	7,935
Yorkshire and Humber-side	282	173	221	120	1,522	527	2,827	585	2,230	190	8,677
North West*	288	208	238	146	1,715	883	3,598	772	2,350	248	10,446
North	37	17	14	13	120	43	304	39	181	12	780
Wales	11	14	6	4	74	31	168	35	139	6	488
Scotland	25	12	27	21	152	57	241	46	106	16	703
Great Britain*	4,191	2,589	2,980	1,900	15,833	8,574	26,825	10,351	18,750	3,576	95,569
Country of origin											
East Africa	155	130	183	154	1,627	1,550	2,451	1,995	1,508	417	10,170
Other Africa	75	59	63	42	557	354	1,436	523	672	108	3,889
West Indies	2,564	1,508	1,554	1,004	5,508	2,065	5,576	1,598	4,361	1,224	26,962
India	643	486	562	449	3,701	3,216	7,593	4,930	5,186	1,409	28,175
Pakistan	557	293	489	178	3,453	986	6,947	794	4,714	227	18,638
Bangladesh	73	49	53	18	385	74	1,335	74	1,527	30	3,618
Other Commonwealth territories	124	64	76	55	602	329	1,487	437	782	161	4,117

* Excluding figures for unemployed young persons in Liverpool and three other areas.

UNEMPLOYMENT

Selected countries: national definitions

	United Kingdom*†		Austra- lia*	Austria*	Bel- gium‡	Canada†	Den- mark§	France*	Germany (FR)*	Greece*	Irish Republic‡	Italy||	Japan¶	Nether- lands*	Norway*	Spain*	Sweden¶	Switzer- land*	United States¶	
	Incl. school leavers	Excl. school leavers																		
NUMBERS UNEMPLOYED																				
Annual averages																				
1976	1,359 e	1,274 e	282	55	229	727	126	933	1,060	28	84	1,182	1,080	211	19.9	376	66	20.7	7,288	
1977	1,484	1,378	345	51	264	850	164	1,073	1,030	28	82	1,382	1,100	204	16.1	540	75	12.0	6,856	
1978	1,475	1,376	406	59	282	911	190	1,167	993	31	75	1,529	1,240	206	20.0	817	94	10.5	6,047	
1979	1,390	1,307	428**	57	294	838	159	1,350	876	32	66	1,653	1,170	210	24.1	1,037	88	10.3	5,963	
1980	1,795	1,668	..	53	322	867	180	1,451	900	37	..	1,751 R	1,140	248	22.3	..	86**	6.2	7,449	
Quarterly averages																				
1979 Q4	1,359	1,307	407	60	307	764	146	1,474	809	38	63	1,671	1,100	211	22.0	1,117	76	8.4	5,798	
1980 Q1	1,479	1,441	462	77	307	955	178	1,448	968	57	66	1,767	1,160	223	25.2	1,195	84	9.1	6,947	
Q2	1,564	1,467	..	39	297	909	157	1,336	791	26	68	1,712	1,110	210	17.6	1,243	..	5.7	7,485	
Q3	1,979	1,723	..	31	319	817	169	1,408	847	21	75	1,724	1,120	260	20.5	1,278	87	4.7	7,962	
Q4	2,157	2,039	..	66	364	785	217	1,610	991	44	..	1,821 R	1,173	299	25.7	..	91	5.5	7,400	
Monthly																				
1980 July	1,897	1,602	424	30	313	852	153	1,330	853	21	72	1,681	1,120	248	17.4	1,254	80	4.7	8,410	
Aug	2,001	1,736	414	30	316	833	173	1,374	865	21	76	1,706	1,150	262	23.7	1,268	88	4.7	8,011	
Sep	2,040	1,832	..	34	327	765	181	1,519	823	22	78	1,785	1,090	269	20.4	1,313	92	4.6	7,464	
Oct	2,063	1,917	..	51	350	759	199	1,585	888	27	81	1,797	1,130	278	22.6	1,360	92	4.8	7,482	
Nov	2,163	2,052	..	66	365	787	217	1,613	968	47	86	1,810 R	1,210	297	24.4	1,402	96	5.5	7,486	
Dec	2,244	2,149	..	82	377	810	236	1,632	1,118	59	..	1,856 R	1,180	322	30.1	..	86	6.3	7,233	
1981 Jan	2,419	2,318	..	105	378	945	..	1,680	1,309	71	..	1,880	..	..	..	..	108	..	8,543
Feb	2,463	2,373	..	..	377	..	..	..	1,300	..	..	..	..	..	..	..	..	..	8,425
Percentage rate latest month																				
	10.2	..	..	3.7	13.7	8.3	9.0	8.9	5.6	4.4	12.1	8.6	2.1	8.1	1.6	10.7	2.5	0.2	8.0
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																				
Quarterly averages																				
1979 Q4	..	1,287	..	54	297	827	141	1,352	820	35	65	..	1,180	208	20.9	1,121	81	..	6,084	
1980 Q1	..	1,374 R	..	52	295	853	147	1,395	802	42	62	..	1,030	212	20.3	1,182	75	..	6,390	
Q2	..	1,498 R	..	49	308	886	161	1,457	863	33	68	..	1,110	227	20.6	1,249	..	..	7,808
Q3	..	1,699 R	..	51	332	873	182	1,458	929	32	78	..	1,180	256	23.5	1,302	82	..	8,018	
Q4	..	2,020 R	..	58	353	862	211	1,477	1,003	..	..	..	1,257	297	24.6	..	97	..	7,905
Monthly																				
1980 July	..	1,609 R	..	50	323	868	172	1,470	921	32	75	..	1,210	249	23.0	1,279	79	..	8,207	
Aug	..	1,697 R	..	51	330	885	182	1,457	930	32	77	..	1,190	254	24.9	1,288	74	..	8,019	
Sep	..	1,791 R	..	52	343	865	191	1,446	937	32	81	..	1,150	266	22.7	1,340	86	..	7,827	
Oct	..	1,893	..	56	354	877	201	1,442	959	35 e	85	..	1,220	279	24.2	1,378	92	..	8,005	
Nov	..	2,030 R	..	59	348	853	209	1,476	993	42 e	87 e	..	1,310	297	24.4	1,403	105	..	7,924	
Dec	..	2,137 R	..	60 R	356 R	856	222	1,514	1,057 R	47 e	..	..	1,240	314 R	25.3	..	95	..	7,785
1981 Jan	..	2,228 R	..	61	358 e	856	..	1,562	1,077 e	51 e	..	..	..	321 e	..	..	86	..	7,847
Feb	..	2,304	..	..	364 e	..	..	..	1,091 e	..	..	..	..	..	..	..	..	..	7,754
Percentage rate latest month																				
	9.5	..	..	2.1	13.4 e	7.3	8.4	8.3	4.7 e	3.2 e	..	..	2.2	7.6 e	1.4	10.7	2.0	..	7.3

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

(i) by counting registrations for employment at local offices;
 (ii) by conducting a labour force survey from a sample number of households.
 (2) Source: SOEC Statistical telegram for Italy, OECD Main Economic Indicators for remainder, except United Kingdom, supplemented by labour attaché reports. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.

* Numbers registered at employment offices. Rates are calculated as percentages of total employees.

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

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

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

** Average of 11 months.

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

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

2.19 UNEMPLOYMENT AND VACANCIES

Flows at employment offices: seasonally adjusted *

THOUSAND

GREAT BRITAIN Average of 3 months ended	UNEMPLOYMENT									VACANCIES		
	Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
	Male	Female	All	Male	Female	All	Male	Female	All			
1975 Dec 11	231	86	318	204	75	280	27	11	38	148	153	-5
1976 Jan 8	228	88	316	203	76	279	26	11	37	151	152	-1
Feb 12	226	87	313	205	76	282	21	11	31	154	153	1
Mar 11	224	88	312	210	77	287	14	11	25	160	157	3
April 8	223	88	310	211	77	288	12	11	22	163	161	2
May 13	224	89	313	213	79	292	11	10	21	164	166	-2
June 10	225	89	314	217	82	298	8	7	16	165	169	-4
July 8	223	90	313	217	82	300	5	8	13	170	169	1
Aug 12	217	89	306	217	83	300	0	6	6	177	171	5
Sep 9	213	88	301	215	82	297	-2	6	4	182	175	7
Oct 14	211	87	298	214	83	297	-4	4	0	182	180	3
Nov 11 e	212	88	300	214	84	298	-2	4	2	184	184	0
Dec 13 e	212	88	300	213	84	297	-1	5	4	185	186	-1
1977 Jan 13 e	212	88	300	212	84	296	0	5	4	189	189	0
Feb 10 e	211	89	300	210	84	294	1	5	6	193	191	1
Mar 10 e	210	88	298	212	84	295	-2	5	3	196	194	2
April 14	208	87	295	210	83	293	-2	4	2	196 e	195 e	2 e
May 12	206	86	292	208	83	291	-2	4	1	195	195	1
June 9	204	86	290	196	81	277	8	5	13	192	194	-1
July 14	203	87	290	195	81	277	8	6	14	189	188	1
Aug 11	203	88	291	195	83	278	7	5	13	189	188	1
Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
Oct 13	204	88	291	201	84	285	2	4	6	193	192	1
Nov 10	204	88	292	201	84	286	3	4	6	193	191	2
Dec 8	202	88	290	204	87	290	-2	2	0	197	191	6
1978 Jan 12	198	87	285	202	87	288	-4	0	-4	201	194	7
Feb 9	194	86	280	201	87	288	-7	-1	-8	208	199	9
Mar 9	192	87	279	200	88	287	-7	-1	-8	214	205	9
April 13	193	88	281	200	89	289	-7	-1	-8	217	210	7
May 11	192	88	280	199	88	287	-7	0	-7	217	213	4
June 8	191	89	280	198	88	286	-7	0	-7	221	216	5
July 6	190	89	279	197	88	286	-7	0	-7	225	221	4
Aug 10	189	89	278	196	88	284	-7	1	-6	227	223	4
Sep 14	187	89	276	196	89	285	-9	0	-9	229	225	4
Oct 12	186	90	277	195	90	285	-8	0	-8	232	226	6
Nov 9	186	91	277	195	93	288	-9	-2	-11	234	228	6
Dec 7	187	91	277	195	92	287	-8	-2	-10	233	230	3
1979 Jan 11	189	89	278	193	91	284	-4	-2	-6	225	225	0
Feb 8	190	88	278	185	88	273	5	0	5	219	220	-1
Mar 8	188	88	276	183	86	269	5	1	7	215	216	-1
April 5	181	87	268	184	87	270	-3	1	-2	223	220	3
May 10	174	86	261	190	87	277	-16	-1	-16	232	225	7
June 14	173	88	261	190	89	279	-17	-1	-18	238	231	7
July 12	174	89	263	187	89	276	-14	1	-13	238	236	2
Aug 9	175	92	267	186	90	276	-11	1	-10	236	239	-3
Sep 13	175	92	267	183	90	273	-8	2	-6	233	238	-5
Oct 11 †	177	93	270	178	91	269	-1	2	1	229	235	-6
Nov 8 †	178	94	272	174	91	265	4	3	7	226	231	-5
Dec 6 †	183	96	279	176	92	267	8	4	12	223	232	-9
1980 Jan 10	188	97	285	180	90	270	8	7	15	214	225	-11
Feb 14	192	100	293	177	90	267	15	10	25	207	220	-13
Mar 13	194	102	296	175	90	266	19	12	30	202	214	-11
April 10	197	104	301	172	93	266	24	11	35	199	210	-11
May 8	198	104	302	172	94	266	26	10	36	197	208	-11
June 12	200	106	306	169	95	264	32	11	42	188	201	-12
July 10	207	110	317	168	95	263	40	15	54	182	196	-15
Aug 14	215	112	327	169	95	264	45	18	63	171	184	-13
Sep 11	225	115	340	171	94	265	54	21	75	167	178	-10
Oct 9	234	115	349	173	95	268	61	20	81	161	170	-9
Nov 13	245	118	363	174	98	272	70	21	91	155	162	-7
Dec 11	250	118	368	175	99	274	75	19	94	148	152	-4
1981 Jan 15	248	118	366	182	98	280	66	20	86	154	153	1

* The flow statistics are described in *Employment Gazette*, June 1980, pp. 627-635. While the coverage of the flow statistics differs from the published totals of unemployed excluding school leavers, and of vacancies notified to employment offices, the movements in the respective series are closely related.
 † The October monthly figures for those leaving the register have been increased to allow for the effect of fortnightly payment of benefit. (See page 1151 of the November 1979 *Employment Gazette*).

VACANCIES 3.1

Regions: notified to employment offices: seasonally adjusted *

THOUSAND

	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1976 Jan 2	42.3	20.5	3.4	8.4	5.1	6.6	7.4	9.9	7.1	4.6	14.2	108.9	2.3	111.2
Feb 6	44.0	21.4	3.4	8.5	5.5	6.5	8.2	10.2	7.2	4.6	14.3	111.2	2.2	113.4
Mar 5	45.8	22.9	3.6	8.0	5.9	6.8	8.3	10.5	7.1	4.7	14.4	115.2	2.1	117.3
April 2	45.7	22.8	3.6	7.9	6.2	6.8	8.8	10.2	7.4	4.9	13.9	115.5	2.2	117.7
May 7	44.0	21.6	3.5	8.1	6.2	6.6	9.2	10.0	7.0	5.0	14.3	113.7	2.3	116.0
June 4	43.7	22.2	3.3	7.0	6.1	6.6	8.7	9.6	7.3	4.6	14.4	111.3	2.1	113.4
July 2	45.6	23.4	3.4	7.7	6.4	7.0	9.8	10.3	8.2	5.1	14.5	118.2	2.1	120.3
Aug 6	49.6	25.0	3.5	8.2	6.9	7.8	10.4	10.7	8.0	5.5	14.8	125.8	1.9	127.7
Sep 3	50.6	26.2	3.4	8.4	7.4	8.1	10.6	11.3	8.0	5.8	14.6	128.3	2.2	130.5
Oct 8	50.7	26.0	3.7	7.9	7.4	7.8	10.7	11.2	8.2	5.5	13.7	127.2	1.9	129.1
Nov 5 e	52.0	27.2	3.8	8.2	7.7	8.3	11.0	11.6	8.4	5.7	13.9	130.7	1.9	132.6
Dec 3 e	54.0	28.7	3.9	8.6	8.1	8.8	11.3	12.0	8.7	5.9	14.2	135.4	1.9	137.3
1977 Jan 7 e	56.0	30.3	4.0	8.8	8.6	9.3	11.5	12.3	9.0	6.1	14.5	139.7	2.1	141.8
Feb 4	60.0	32.1	4.1	9.1	9.1	9.8	11.9	12.7	9.2	6.2	14.8	146.0	1.8	147.8
Mar 4	61.7	33.2	3.9	9.3	9.5	10.1	12.1	12.7	9.0	6.0	15.1	149.3	1.8	151.1
April 6	62.3	33.7	4.1	8.8	9.2	10.6	11.8	12.4	8.8	6.0	15.8	149.6	1.8	151.4
May 6	64.6	36.3	4.0	8.4	9.4	10.5	12.7	12.5	9.2	5.9	15.4	152.9	1.7	154.6
June 1	63.2	35.8	4.3	8.2	9.2	10.3	12.5	12.4	8.6	6.0	16.3	151.1	1.9	153.0
July 8	62.9	35.2	4.8	8.3	9.4	10.7	12.5	13.2	8.7	6.1	16.6	153.4	2.0	155.4
Aug 5	64.2	34.8	4.9	8.7	9.9	10.5	12.3	12.6	8.8	6.1	16.7	154.9	2.1	157.0
Sep 2	60.6	33.2	4.9	8.3	9.9	10.1	12.1	12.0	9.0	5.9	16.9	149.7	2.0	151.7
Oct 7	64.7	35.1	4.6	9.0	10.4	10.5	12.6	12.8	9.2	6.4	17.7	157.6	2.1	159.7
Nov 4	68.2	37.1	4.9	9.5	10.1	10.2	12.7	12.8	9.3	6.6	15.9	160.8	2.0	162.8
Dec 2	70.9	38.2	5.4	10.1	10.9	10.7	12.8	13.6	9.2	7.0	17.7	168.3	2.0	170.3
1978 Jan 6 R	74.8	40.3	5.6	11.4	12.0	11.2	13.6	14.9	9.8	7.2	18.7	179.0	2.0	181.0
Feb 3 R	79.2	42.4	5.7	11.5	11.8	12.0	13.5	15.3	9.7	7.3	19.1	184.6	1.9	186.5
Mar 3 R	82.1	44.6	5.9	11.0	11.9	12.2	13.6	15.4	10.0	8.6	20.2	190.7	1.9	192.6
April 7 R	85.0	46.0	6.2	11.8	12.3	12.6	15.3	15.5	10.1	8.0	21.0	197.6	1.8	199.4
May 5 R	88.6	47.9	6.4	12.2	12.3	12.9	14.1	15.7	10.1	7.9	21.2	201.3	1.8	203.1
June 2 R	92.3	50.3	6.2	13.2	13.0	13.4	14.7	16.0	10.4	8.1	21.1	208.4	1.8	210.2
June 30 R	93.6	50.5	6.2	13.6	12.9	13.5	15.1	15.5	9.9	8.4	21.4	210.3	1.7	212.0
Aug 4 R	94.3	49.3	6.2	13.9	12.8	13.5	15.0	16.6	10.4	8.2	20.7	211.9	1.6	213.5
Sep 8 R	100.8	55.0	6.8	13.8	13.5	14.4	15.7	17.0	10.5	8.7	20.5	222.0	1.5	223.5
Oct 6 R	104.4	56.8	7.1	15.0	14.0	15.6	15.4	18.0	10.8	8.9	21.4	230.7	1.4	232.1
Nov 3 R	104.8	56.1	7.2	15.5	14.3	15.9	15.8	18.4	11.0	8.8	20.6	232.7	1.4	234.1
Dec 1 R	106.1	56.3	7.1	15.4	14.2	16.0	16.3	18.5	11.1	8.8	20.8	234.4	1.4	235.8
1979 Jan 5 R	107.1	55.7	7.1	15.8	14.2	16.3	16.4	18.7	10.5	8.3	21.2	235.4	1.3	236.7
Feb 2 R	106.7	56.1	6.9	15.2	13.2	14.8	15.3	17.9	10.2	8.7	20.7	229.4	1.2	230.6
Mar 2 R	108.9	57.1	6.8	14.7	13.6	14.								

3.2 VACANCIES Regions: notified to employment offices and career offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to employment offices														
1978 Dec 1	101.1	54.2	6.6	13.4	13.6	15.6	15.1	17.3	10.0	7.8	18.9	219.4	1.2	220.5
1979 Jan 5	98.4	51.8	6.2	13.0	13.6	15.4	14.9	16.9	9.6	7.3	18.1	213.6	1.1	214.7
Feb 2	100.7	53.9	6.1	13.4	12.9	14.6	14.2	16.8	9.6	7.9	18.6	214.8	1.2	216.0
Mar 2	104.8	55.2	6.4	14.5	13.6	14.6	15.1	18.3	10.4	8.8	19.7	226.1	1.2	227.3
Mar 30	111.6	58.2	7.8	17.4	15.5	16.4	16.6	20.8	10.9	9.8	21.7	248.6	1.5	250.1
May 4	118.5	60.6	8.5	19.6	16.1	16.8	18.2	21.8	11.5	11.6	23.9	266.4	1.6	267.9
June 8	122.4	61.9	9.6	21.3	16.2	16.4	18.7	22.5	12.1	11.9	24.3	275.4	1.5	277.0
July 6	116.5	58.4	9.3	18.7	15.2	15.6	17.4	20.8	11.8	10.9	22.6	258.9	1.4	260.3
Aug 3	108.0	52.8	8.9	17.4	15.5	15.2	16.9	20.6	11.0	10.2	22.5	246.3	1.3	247.6
Sep 7	111.5	54.5	8.9	18.1	15.4	15.4	16.6	21.3	10.7	9.9	23.7	251.5	1.4	252.9
Oct 5	111.7	56.3	8.6	17.2	14.5	15.3	16.1	20.0	10.1	9.6	22.4	245.4	1.3	246.7
Nov 2	105.1	53.4	8.2	15.1	13.9	14.8	14.7	18.3	9.3	8.7	21.4	229.5	1.2	230.7
Nov 30	94.0	48.1	7.2	13.6	12.5	12.3	12.2	15.7	8.4	7.9	19.2	203.0	1.1	204.1
1980 Jan 4	85.5	44.2	6.3	11.9	11.8	11.3	11.0	14.6	8.0	7.3	16.8	184.6	1.1	185.7
Feb 8	80.7	42.3	5.8	12.5	11.1	11.2	10.5	14.0	7.2	7.0	17.3	177.5	1.2	178.7
Mar 7	77.4	39.1	5.7	14.4	10.8	10.4	9.9	13.8	7.5	7.1	18.3	175.3	1.3	176.6
April 2	76.9	38.7	5.5	13.9	9.9	9.5	10.1	14.5	7.2	8.0	18.8	174.2	1.2	175.4
May 2	77.5	38.4	6.3	14.1	9.4	9.4	9.6	14.7	7.3	8.0	19.4	175.6	1.3	176.9
June 6	72.4	36.5	5.7	13.6	8.3	9.0	9.2	12.9	6.8	7.4	18.6	164.0	1.3	165.3
July 4	58.4	29.1	4.7	10.4	6.5	6.9	7.9	9.8	5.6	6.0	16.2	132.4	1.0	133.4
Aug 8	49.8	23.9	4.3	8.6	6.2	6.7	6.3	9.6	5.5	5.1	15.9	118.0	1.0	119.0
Sep 5	51.3	25.1	4.3	8.2	6.3	5.7	6.2	9.4	5.5	5.3	16.3	118.5	0.8	119.3
Oct 3	48.4	24.4	3.6	6.6	6.0	5.4	6.1	8.5	4.9	4.4	14.0	107.9	0.8	108.7
Nov 7	38.8	19.4	3.1	5.7	5.2	5.4	5.3	7.7	4.2	3.8	13.3	92.6	0.7	93.3
Dec 5	33.4	16.2	2.8	5.5	4.6	4.6	5.0	6.8	3.8	3.9	12.6	82.9	0.6	83.5
1981 Jan 9	33.7	16.4	2.9	5.3	4.5	4.6	4.7	7.0	3.7	3.9	10.9	81.2	0.6	81.8
Feb 6	31.4	15.1	2.8	6.5	4.6	4.8	4.8	7.7	3.7	4.6	11.8	82.8	0.6	83.4
Notified to careers offices														
1978 Dec 1	16.0	10.3	0.9	1.4	2.0	1.5	1.5	1.6	0.5	0.4	1.0	26.8	0.3	27.0
1979 Jan 5	14.9	9.5	0.8	1.3	2.0	1.4	1.5	1.5	0.5	0.4	1.0	25.2	0.2	25.4
Feb 2	13.0	7.5	0.8	1.2	2.1	1.4	1.4	1.6	0.5	0.4	0.9	23.2	0.3	23.4
Mar 2	15.0	8.1	1.1	1.4	2.6	1.6	2.1	1.9	0.5	0.4	1.0	27.5	0.3	27.7
Mar 30	17.8	9.8	1.5	1.9	3.1	2.3	2.9	2.2	0.6	0.7	1.1	34.0	0.3	34.2
May 4	19.7	10.1	1.7	2.2	4.7	2.7	4.3	2.6	0.7	0.8	1.6	41.0	0.3	41.3
June 8	19.3	10.6	1.6	1.8	4.6	2.3	2.9	1.8	0.6	0.8	1.6	37.2	0.2	37.5
July 6	18.3	10.5	1.4	1.7	3.6	2.1	2.6	1.8	0.5	0.7	1.3	34.0	0.3	34.2
Aug 3	16.3	8.8	1.1	1.7	3.4	2.2	1.9	1.8	0.5	0.7	1.2	31.0	0.3	31.3
Sep 7	17.0	9.2	1.3	1.8	2.6	2.2	2.0	1.8	0.7	0.7	1.1	31.2	0.3	31.5
Oct 5	16.3	9.0	1.2	1.5	2.2	1.8	1.6	1.7	0.6	0.6	1.0	28.4	0.3	28.7
Nov 2	14.0	7.9	0.9	1.3	1.9	1.6	1.3	1.5	0.5	0.6	0.9	24.5	0.2	24.7
Nov 30	12.6	7.3	0.7	1.0	1.5	1.4	1.1	1.3	0.4	0.4	0.9	21.3	0.2	21.5
1980 Jan 4	11.6	7.1	0.6	0.9	1.2	1.2	1.0	1.3	0.3	0.4	0.8	19.1	0.2	19.3
Feb 8	11.2	6.8	0.5	0.8	1.3	1.0	0.9	1.1	0.4	0.3	0.6	17.9	0.2	18.1
Mar 7	11.3	6.8	0.8	0.9	1.3	1.1	1.0	1.1	0.3	0.3	0.6	18.9	0.2	19.0
April 2	11.4	6.6	0.8	1.1	1.4	1.1	1.2	1.0	0.5	0.3	0.6	19.4	0.2	19.6
May 2	13.5	7.8	0.8	1.2	2.3	1.3	1.7	1.1	0.5	0.4	0.9	23.5	0.2	23.7
June 6	11.2	7.4	0.7	0.8	2.0	1.0	1.4	0.7	0.4	0.4	0.8	19.4	0.2	19.6
July 4	9.4	6.7	0.5	0.6	1.5	0.7	1.1	0.6	0.3	0.2	0.6	15.5	0.1	15.6
Aug 8	6.9	4.4	0.3	0.4	1.2	0.5	0.8	0.6	0.4	0.2	0.6	11.8	0.1	12.0
Sep 5	4.6	2.6	0.3	0.5	0.9	0.5	0.6	0.5	0.4	0.2	0.4	8.9	0.2	9.1
Oct 3	4.6	2.9	0.2	0.4	0.7	0.3	0.4	0.4	0.2	0.2	0.4	7.8	0.1	7.9
Nov 7	2.8	1.7	0.1	0.2	0.5	0.2	0.3	0.2	0.1	0.1	0.3	4.9	0.1	5.0
Dec 5	1.9	1.1	0.1	0.2	0.3	0.2	0.2	0.2	0.1	0.1	0.2	3.6	0.1	3.6
1981 Jan 9	2.3	1.5	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	4.0	0.1	4.0
Feb 6	1.9	1.1	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	3.7	0.1	3.7

Notes: About one-third of all vacancies are notified to employment offices. These could include some that are suitable for young persons and similarly vacancies notified to career 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.

Notified to employment offices and career offices on February 6, 1981: Industry group

GREAT BRITAIN SIC 1968	At employment offices*	At careers offices*	GREAT BRITAIN SIC 1968	At employment offices*	At careers offices*
All industries and services	82,769	3,657	Clothing and footwear	1,932	125
Index of production industries	23,311	1,155	Bricks, pottery, glass, cement, etc.	377	32
All manufacturing industries	17,768	935	Timber, furniture, etc.	802	61
Agriculture, forestry, fishing	742	77	Paper, printing and publishing	1,050	107
Mining and quarrying	168	2	Paper, cardboard and paper goods	298	44
Coal mining	38	2	Printing and publishing	752	63
Food, drink and tobacco	1,277	89	Other manufacturing industries	811	74
Coal and petroleum products	84	1	Construction	4,888	175
Chemicals and allied industries	1,100	33	Gas, electricity and water	487	43
Metal manufacture	338	13	Transport and communication	2,322	134
Mechanical engineering	2,625	95	Distributive trades	13,489	774
Instrument engineering	622	21	Insurance, banking, finance and business services	6,419	248
Electrical engineering	2,944	106	Professional and scientific services	10,742	336
Shipbuilding and marine engineering	254	5	Miscellaneous services	17,992	560
Vehicles	1,090	18	Entertainments, sports, etc.	1,380	82
Metal goods not elsewhere specified	1,353	65	Catering (MLH 884-888)	8,067	125
Textiles	971	76	Laundries, dry-cleaning, etc.	331	24
Cotton linen and man-made fibres (spinning and weaving)	68	7	Public administration	7,752	373
Woolen and worsted	189	3	National government service	3,173	250
Leather, leather goods and fur	138	14	Local government service	4,579	123

* See footnote to table 3.2.

Occupation: notified to employment offices

GREAT BRITAIN	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc.	General labourers	Other manual occupations	All occupations
1978 Sep	19.2	32.8	21.0	61.8	11.1	85.2	231.2
Dec	20.5	30.9	21.2	57.1	10.2	79.5	219.4
1979 Mar	22.3	34.9	19.1	55.3	10.7	83.7	226.1
June	22.5	38.3	23.3	66.1	14.8	110.5	275.4
Sep	22.1	32.7	22.7	67.0	13.0	93.9	251.5
Dec	19.6	27.0	19.6	52.3	8.8	75.6	203.0
1980 Mar	19.4	27.8	17.2	38.9	6.7	65.3	175.3
June	19.1	27.2	17.4	31.9	5.4	63.0	164.0
Sep	16.4	18.1	15.4	21.1	3.6	43.8	118.5
Dec	14.3	13.6	12.1	11.6	2.0	29.2	82.9
Proportion of vacancies in all occupations							
1978 Sep	8.3	14.2	9.1	26.7	4.8	36.9	100.0
Dec	9.3	14.1	9.7	26.0	4.7	36.2	100.0
1979 Mar	9.9	15.4	8.5	24.4	4.7	37.0	100.0
June	8.2	13.9	8.4	24.0	5.4	40.1	100.0
Sep	8.8	13.0	9.0	26.6	5.2	37.3	100.0
Dec	9.6	13.3	9.7	25.8	4.4	37.2	100.0
1980 Mar	11.0	15.9	9.8	22.2	3.8	37.2	100.0
June	11.7	16.6	10.6	19.4	3.3	38.4	100.0
Sep	13.8	15.3	13.0	17.8	3.0	37.0	100.0
Dec	17.2	16.4	14.6	14.0	2.4	35.2	100.0

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

4.1 INDUSTRIAL DISPUTES

Stoppages of work*

The provisional number of stoppages in progress known to the Department in February totalled 102. Of these, 75 stoppages began in February, and the remaining 27 began earlier and were still in progress at the beginning of the month.

The number of workers involved at the establishments where stoppages were in progress is provisionally estimated at 107,100. This figure includes 80,600 who were involved in new stoppages which commenced in February and 26,400 involved in stoppages which began in earlier months.

Of the 80,600 workers involved in stoppages which began in February, 74,400 were directly involved and 6,200 indirectly involved.

The aggregate of 453,000 working days lost in February includes 198,000 working days lost through stoppages which had continued from the previous 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.

Note: The figures exclude an estimated 10,000 fishermen mainly from Scotland and the North of England who laid up their vessels for various periods between February 3 and 20 in protest against lack of government control over the import of cheap fish.

Causes of stoppages

Principal cause	Beginning in February 1981		Beginning in the first two months of 1981	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay—wage-rates and earnings levels	30	12,800	88	43,400
—extra-wage and fringe benefits	1	200	3	300
Duration and pattern of hours worked	1	†	4	200
Redundancy questions	14	55,600	38	59,700
Trade union matters	6	1,300	8	1,400
Working conditions and supervision	6	1,300	11	3,500
Manning and work allocation	8	400	21	6,100
Dismissal and other disciplinary measures	9	2,700	19	5,100
All causes	75	74,400	192	119,600

Summary

SIC 1968	Stoppages		Workers (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		Mining and quarrying	Metals, engineering, shipbuilding and vehicles	Textiles, clothing and footwear	Construction	Transport and communication	All other industries and services
	No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent	No.	No.	No.	No.	No.	No.
1976	2,016	69	3.4	2,034	666	46	668	3,284	472	14.4	78	1,977	65	570	132	461
1977	2,703	79	2.9	2,737	1,155	205	1,166	10,142	2,512	24.8	97	6,133	264	297	301	3,050
1978	2,471	90	3.6	2,498	1,001	123	1,041	9,405	4,052	43.1	201	5,985	179	416	266	2,264
1979	2,080	82	3.9	2,125	4,583	3,648	4,608	29,474	23,512	79.8	128	20,390	109	834	1,419	6,594
1980	1,262	†		1,279	785		789	11,910	†		156	10,224	44	222	240	1,024
1979 Jan	206	14	6.8	2,034	666	46	668	3,284	472	14.4	78	1,977	65	570	132	461
Feb	206	6	2.9	2,737	1,155	205	1,166	10,142	2,512	24.8	97	6,133	264	297	301	3,050
Mar	224	8	3.6	2,498	1,001	123	1,041	9,405	4,052	43.1	201	5,985	179	416	266	2,264
Apr	165	3	1.8	2,125	4,583	3,648	4,608	29,474	23,512	79.8	128	20,390	109	834	1,419	6,594
May	139	5	3.6	1,279	785		789	11,910	†		156	10,224	44	222	240	1,024
Jun	185	8	4.3													
Jul	185	7	3.8													
Aug	218	9	4.1													
Sep	172	7	4.1													
Oct	196	9	4.6													
Nov	131	2	1.5													
Dec	53	4	7.5													
1980 Jan	155	10	6.5													
Feb	117	6	5.1													
Mar	149	12	8.1													
Apr	156	10	6.4													
May	128	5	3.9													
Jun	136	10	7.4													
Jul	67	3	4.5													
Aug	63	4	6.3													
Sep	93	11	11.1													
Oct	99	6	6.1													
Nov	73	7	9.6													
Dec	20	†														
1981 Jan	117	†														
Feb	75	†														

* See page of "Definitions and Conventions" for notes on coverage. Figures from 1980 are provisional.
 † Figures of stoppages known to have been official are compiled in arrears and this table does not include those for the last three months.
 ‡ Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.

EARNINGS 5.1

Average earnings index: all employees: main industrial sectors

JAN 1976 = 100

GREAT BRITAIN	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
SIC 1968									
1976 Annual	106.0		106.2		106.2				
1977 Annual	115.6		117.2		117.1				
1978 Annual	130.6		134.3		134.0				
1979 Annual	150.9		154.9		154.9				
1980 Annual	182.1		183.9		182.5				
1976 Jan	100.0	100.7	100.0	100.6	100.0	100.2			
Feb	100.6	101.6	100.7	101.4	100.7	101.2			
Mar	102.2	102.3	103.1	102.7	102.8	102.5			
Apr	103.3	103.5	103.1	102.9	103.1	102.7			
May	105.5	104.8	105.8	104.5	106.2	104.7			
Jun	106.7	105.8	106.7	105.9	106.8	106.0			
Jul	107.8	106.6	107.9	107.0	107.7	107.1			
Aug	107.8	108.2	107.0	108.7	106.9	108.8			
Sep	108.3	108.6	108.2	109.3	107.8	109.3			
Oct	108.5	109.0	109.4	109.8	109.3	110.0			
Nov	110.6	110.6	111.3	110.8	111.3	110.7			
Dec	111.3	110.9	111.7	111.6	111.7	111.3			
1977 Jan	110.9	111.7	112.2	112.7	112.4	112.5	10.9	12.1	12.4
Feb	111.0	112.0	112.7	113.4	112.7	113.2	10.2	11.9	11.9
Mar	113.3	113.3	115.3	114.9	114.6	114.3	10.8	11.8	11.5
Apr	113.1	113.3	114.6	114.4	114.5	114.1	9.4	11.1	11.1
May	114.9	114.1	116.8	115.3	116.9	115.2	9.0	10.4	10.0
Jun	115.4	114.5	116.6	115.6	116.2	115.3	8.2	9.2	8.8
Jul	117.0	115.6	117.5	116.5	117.3	116.6	8.5	8.8	8.9
Aug	115.7	115.8	115.8	117.6	115.6	117.6	7.4	8.2	8.1
Sep	116.6	116.9	117.8	119.1	117.3	119.0	7.7	8.9	8.8
Oct	117.9	118.4	119.9	120.3	119.6	120.4	8.6	9.6	9.5
Nov	120.1	120.0	123.4	122.8	123.8	123.1	8.6	10.8	11.2
Dec	121.7	121.3	123.9	123.6	124.3	123.8	9.3	10.8	11.2
1978 Jan	121.5	122.3	124.2	124.9	125.1	125.3	9.6	10.8	11.3
Feb	122.7	123.8	125.8	126.7	126.2	126.8	10.5	11.7	12.0
Mar	125.0	125.1	128.1	127.7	128.2	127.9	10.4	11.1	11.9
Apr	127.2	127.4	131.7	131.5	132.2	131.8	12.4	14.9	15.5
May	129.4	128.6	134.2	132.6	133.6	131.7	12.6	14.9	14.3
Jun	133.1	132.1	136.1	135.0	135.1	134.1	15.4	16.7	16.3
Jul	133.6	132.0	136.6	135.4	135.9	135.1	14.2	16.2	15.9
Aug	131.7	132.3	134.4	136.4	133.5	135.8	13.9	16.0	15.5
Sep	134.2	134.5	137.1	138.6	135.9	137.8	15.0	16.4	15.8
Oct	135.2	135.7	139.7	140.2	139.1	140.0	14.7	16.5	16.3
Nov	136.0	136.0	141.1	140.3	140.6	139.8	13.3	14.3	13.5
Dec	138.0	137.5	142.8	142.4	142.8	142.1	13.4	15.2	14.8
1979 Jan	135.7	136.7	139.8	140.6	140.3	140.6	11.7	12.6	12.2
Feb	141.1	142.5	143.7	144.6	144.6	145.4	15.0	14.3	14.6
Mar	143.7	143.8	149.9	149.5	150.2	149.9	14.9	17.1	17.2
Apr	144.3	144.6	149.5	149.2	149.7	149.1	13.5	13.5	13.2
May	146.9	146.0	153.0	151.1	154.3	152.1	13.5	14.0	15.5
Jun	150.9	149.8	157.9	156.6	158.6	157.4	13.4	16.0	17.4
Jul	155.6	153.8	158.2	158.8	158.2	157.2	16.5	15.8	16.4
Aug	153.3	154.1	153.5	155.9	151.5	154.2	16.5	14.3	13.5
Sep	153.6	153.9	153.7	155.4	151.9	154.1	14.4	12.2	11.8
Oct	158.1	158.7	162.6	163.2	161.8	162.9	16.9	16.4	16.4
Nov	162.1	162.1	167.2	166.3	167.1	166.2	19.2	18.5	18.9
Dec	165.1	164.5	170.2	169.8	170.3	169.5	19.7	19.2	19.3
1980 Jan	163.0	164.2	167.2	168.2	166.8	167.1	20.2	19.6	18.9
Feb	167.3	169.0	170.0	171.2	168.8	169.7	18.6	18.3	16.7
Mar	172.8	172.9	177.2	176.8	174.4	174.1	20.3	18.2	16.1
Apr	175.0	175.3	178.4	178.0	176.9	176.2	21.3	19.3	18.2
May	178.1	177.0	181.6	181.4	181.4	178.8	21.3	18.7	17.6
Jun	183.7	182.3	187.0	185.5	186.7	185.3	21.7	18.4	17.7
Jul	185.1	182.8	189.6	188.0	188.2	187.0	18.9	19.9	18.9
Aug	185.6	187.6	186.6	186.6	185.3	188.7			

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN	Agriculture*	Mining and quarrying	Food, drink and tobacco	Coal and petroleum	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrumental engineering	Electrical engineering	Ship-building and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	SIC 1968	
															JAN 1976 = 100	
1976	111.5	105.9	106.6	105.7	105.7	108.3	105.7	105.9	106.7	105.9	105.7	106.6	106.1	101.6	Annual averages	
1977	120.7	114.5	117.5	114.8	116.2	119.2	117.6	118.0	116.4	114.6	113.9	119.1	116.9	114.4		
1978	135.6	141.0	134.4	133.6	132.3	136.5	135.3	137.6	132.9	133.9	129.7	135.8	132.9	128.2		
1979	153.2	165.7	157.3	155.5	156.3		155.0	160.1	152.1	147.9	148.4	156.5	151.2	147.0		
1980	189.9	201.5	187.5	194.5	187.4		183.7	189.4	183.7	175.1	176.0	182.9	173.6	170.9		
1976 Jan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		1976
Feb	105.5	100.1	99.4	100.1	100.0	103.3	99.8	100.5	100.7	102.7	101.6	100.1	100.4	97.4		
Mar	110.3	107.5	107.8	103.9	101.1	103.6	101.8	103.6	103.4	103.6	101.2	102.6	102.3	97.7		
Apr	112.6	106.7	103.4	104.5	101.9	106.9	102.6	102.7	104.4	102.7	101.4	103.4	100.9	96.9		
May	109.2	104.8	106.8	105.7	104.1	109.5	105.7	104.3	107.0	105.6	106.8	106.1	107.1	99.0		
June	114.1	105.4	106.4	105.8	107.7	107.6	106.0	105.7	107.8	105.5	106.8	107.0	107.3	99.2		
July	118.5	106.3	107.3	108.1	107.3	112.5	107.5	106.9	107.9	103.4	108.1	108.0	107.6	103.9			1977
Aug	121.8	105.5	108.0	105.8	106.9	108.1	106.5	106.8	107.6	106.9	106.3	106.9	107.4	102.3		
Sep	112.4	107.2	107.5	106.5	107.4	109.3	107.1	108.1	108.6	109.0	107.0	108.1	107.8	103.9		
Oct	110.1	108.2	107.5	107.5	108.0	112.4	108.8	108.8	109.4	108.3	109.5	110.6	109.8	104.1		
Nov	110.7	109.2	111.3	109.9	112.8	113.4	110.7	111.5	111.3	111.3	109.5	113.4	111.2	106.1		
Dec	112.9	110.3	113.3	110.9	111.7	113.3	111.7	111.4	112.2	111.4	109.8	113.0	111.5	108.5		
Jan	109.3	111.0	111.5	110.5	110.4	115.3	111.9	112.8	111.7	113.7	111.0	113.6	113.1	112.6	1978	
Feb	114.3	110.8	111.1	110.4	110.9	117.2	112.8	113.8	112.3	112.8	108.2	114.3	113.7	109.8		
Mar	118.1	114.8	120.0	113.4	111.7	116.6	114.1	117.1	114.9	112.9	109.7	116.3	114.4	111.5		
Apr	120.6	113.4	113.2	112.7	111.9	116.0	115.2	114.4	114.8	113.2	111.3	116.2	114.8	112.5		
May	118.7	111.9	117.5	115.5	114.0	119.7	117.5	116.0	115.6	115.6	115.6	117.3	117.1	112.2		
June	119.6	112.7	115.9	115.1	115.8	117.6	116.6	116.5	114.5	115.5	114.6	116.9	116.4	112.2		
July	124.3	114.2	116.1	118.0	114.6	126.0	117.9	116.9	115.1	115.4	114.1	119.7	116.8	114.4		1979
Aug	123.9	114.1	114.2	115.9	113.5	116.9	116.4	117.3	116.0	113.5	113.5	117.2	116.2	113.6		
Sep	134.2	115.0	117.4	114.1	115.5	119.9	118.0	117.6	116.1	114.6	111.4	121.3	117.4	114.4		
Oct	126.6	116.4	120.5	114.1	118.9	121.5	120.7	121.4	117.9	112.9	114.3	123.5	121.4	119.4		
Nov	119.4	116.8	126.9	117.1	128.2	120.4	123.9	124.5	125.6	119.9	119.9	126.2	119.1	120.0		
Dec	119.6	118.8	125.5	120.6	129.2	123.6	126.1	127.8	122.5	116.2	122.7	126.8	122.7	119.6		
Jan	116.6	118.7	125.2	124.1	125.1	124.2	126.1	127.8	124.1	120.9	123.1	128.4	124.5	124.6	1980	
Feb	125.4	129.5	125.5	125.7	124.9	126.6	127.4	128.9	124.6	118.6	124.6	128.8	125.8	122.3		
Mar	133.2	142.8	128.6	132.9	127.3	133.1	129.0	130.3	128.3	125.6	123.9	129.8	124.7	122.9		
Apr	134.6	140.4	131.2	135.3	126.5	141.2	132.9	136.0	130.7	141.5	128.1	134.0	128.5	124.4		
May	132.8	137.8	133.9	130.4	128.4	140.1	133.9	137.8	133.1	131.7	130.8	134.7	132.1	124.3		
June	136.5	142.0	135.1	130.6	134.7	138.7	135.1	136.6	135.3	129.2	132.2	136.1	135.3	125.9		
July	133.0	143.8	135.4	137.2	133.8	145.2	136.7	142.1	134.2	130.9	131.3	137.4	135.2	131.1		1981
Aug	141.4	142.3	134.4	135.3	132.7	130.1	136.5	137.8	132.4	125.8	129.0	135.0	135.1	130.7		
Sep	148.2	144.6	136.0	135.4	136.2	138.1	137.2	139.0	134.1	134.8	128.8	137.7	136.0	133.3		
Oct	151.9	148.3	137.1	135.8	135.0	139.8	139.6	141.4	138.4	169.8	132.6	140.4	137.8	133.4		
Nov	139.3	148.8	142.8	138.2	138.7	138.4	143.7	145.2	139.9	146.9	132.4	143.9	139.5	133.0		
Dec	134.8	153.4	146.5	142.5	144.5	142.0	145.7	147.7	140.1	131.2	139.1	143.1	139.8	132.5		
Jan	132.5	152.1	140.6	143.0	136.5	134.4	143.3	146.4	139.9	136.3	138.1	142.2	138.8	136.3	1982	
Feb	139.7	153.8	145.0	150.4	139.4	143.9	145.7	152.3	142.6	137.6	145.4	146.3	140.1	141.3		
Mar	144.8	166.3	150.3	147.9	149.4	147.4	150.1	155.9	149.6	156.9	148.9	152.3	147.2	141.1		
Apr	148.8	166.5	148.6	149.7	146.6	154.6	151.4	155.5	147.1	144.7	144.9	152.3	144.7	147.4		
May	144.8	162.3	156.2	150.0	145.4	165.6	154.4	158.0	151.2	151.8	150.8	154.9	150.7	142.3		
June	152.2	164.0	158.4	152.9	156.3	162.4	160.0	158.9	154.5	148.6	158.0	160.7	154.2	145.9		
July	158.5	166.7	158.9	161.2	156.9	166.8	160.0	162.3	153.3	147.9	152.6	159.4	153.2	147.3		1983
Aug	163.9	166.2	156.7	159.0	157.9	151.18	147.98	137.98	144.78	139.98	130.88	150.58	154.3	146.6		
Sep	174.0	169.5	162.3	156.4	172.9	151.38	141.68	156.68	146.78	149.98	126.88	148.88	155.6	149.4		
Oct	167.8	171.0	163.1	158.7	169.3	158.3	163.4	169.0	160.1	150.0	150.5	166.1	156.2	151.9		
Nov	156.3	172.6	172.8	166.9	170.0	165.5	168.5	172.8	168.3	156.9	171.1	171.6	159.2	156.0		
Dec	155.4	177.2	174.4	169.6	174.6	165.5	173.2	175.4	167.4	154.4	170.2	173.0	159.9	158.2		
Jan	161.2	189.5	171.3	179.6	170.5	171.4	171.4	174.2	167.6	158.7	170.9	176.4	160.6	161.3	1984	
Feb	174.7	190.0	173.5	189.2	171.9	171.9	174.6	177.9	170.1	159.6	171.1	175.0	164.4	163.9		
Mar	179.8	207.2	183.8	185.0	177.9	177.9	177.9	180.7	177.2	215.1	173.5	173.9	168.7	165.1		
Apr	190.2	202.2	179.2	188.9	174.5	170.4	179.7	180.4	178.8	165.1	174.3	179.9	168.9	167.6		
May	189.0	195.6	184.4	190.3	176.7	197.5	182.2	184.6	180.7	165.3	173.3	181.9	171.6	167.6		
June	191.1	201.6	189.2	199.7	194.3	189.4	186.9	187.2	185.6	169.9	179.9	185.7	176.1	172.4		
July	189.5	205.7	189.6	202.0	194.6	197.7	186.1	191.1	190.7	178.5	179.3	186.4	176.6	172.9		1985
Aug	200.0	201.6	189.2	201.3	191.4	184.6	186.8	189.3	187.0	176.7	174.6	184.3	173.9	171.3		
Sep	212.2	204.9	190.6	196.7	193.8	183.8	187.3	194.7	189.0	170.1	176.2	185.4	177.2	174.1		
Oct	206.2	206.6	193.7	197.3	192.3	179.8	188.3	198.5	191.8	177.1	176.2	185.5	179.1	176.6		
Nov	193.7	206.4	199.4	198.1	204.9	189.9	189.9	208.9	192.8	183.9	181.9	190.6	182.4	178.0		
Dec	191.1	206.3	205.5	206.1	205.6	193.2	192.7	205.7	192.7	181.1	180.5	190.0	183.6	180.0		
1981 [Jan]		227.0	201.8	209.7	195.8	197.0	190.8	203.8	193.9	181.8	181.1	192.5	184.5	180.8		
Average earnings index (older series): all employees: by industry (See ¶ footnote)															JAN 1970 = 100	
1980 Nov	530.5	553.3	512.5	497.4	524.4	458.1	461.8	509.9	484.7	440.5	425.5	464.3	456.9	441.4	1980	
Dec	523.6	553.1	528.0	517.4	526.2	465.9	468.7	502.2	484.4	431.9	422.2	462.7	459.9	446.3		

* England and Wales only
 † Excluding sea transport.
 ‡ For these industries the older series indices have narrower coverage than the new series.
 § Educational and health services only.
 ¶ Excluding private domestic and personal services.
 † Excluding postal services.
 ‡ Because of a dispute in the steel industry, reliable averages for "metal manufacture" for 1979 and 1980 cannot be calculated.

EARNINGS 5.3

Average earnings index: all employees: by industry

(not seasonally adjusted)

Clothing and footwear	Bricks, pottery, glass, cement etc	Timber, furniture etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication †	Distributive
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5.4 EARNINGS AND HOURS

Average earnings and hours: manual workers: by industry

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, leather goods and fur
October												
MALE												
Weekly earnings												
Full-time men (21 years and over)												
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	£ 61.91
1978	83.91	95.65	90.78	91.93	83.39	76.41	80.35	88.64	84.88	81.69	75.96	71.20
1979	99.79	116.51	107.95	103.58	96.39	90.34	92.34	95.46	98.01	93.92	87.35	80.82
Full-time males on adult rates*												
1980	115.61	136.07	123.36	118.20	109.34	101.95	107.41	109.63	109.41	103.05	97.90	92.74
Hours worked												
Full-time men (21 years and over)												
1977	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9
1978	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.6	43.4
1979	46.3	44.4	44.5	43.0	42.5	42.3	42.3	43.7	41.5	42.7	43.1	43.0
Full-time males on adult rates*												
1980	45.5	44.2	42.9	41.6	41.5	41.9	41.6	41.8	40.1	41.1	42.2	42.5
Hourly earnings												
Full-time men (21 years and over)												
1977	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	pence 144.3
1978	181.6	222.4	203.5	210.4	193.9	179.8	187.3	202.4	205.0	189.5	174.2	164.1
1979	215.5	262.6	242.6	240.6	226.8	213.6	218.3	218.4	236.2	220.0	202.7	188.0
Full-time females on adult rates*												
1980	254.1	307.9	287.6	284.1	263.5	243.3	258.2	262.3	272.8	250.7	232.0	218.2
FEMALE												
Weekly earnings												
Full-time women (18 years and over)												
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	£ 36.90
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03
1979	62.86	68.37	64.44	63.27	64.02	62.12	62.55	61.00	69.52	60.12	52.44	49.62
Full-time females on adult rates*												
1980	74.60	86.29	77.68	73.64	75.29	72.41	73.98	71.57	80.71	69.61	61.06	61.02
Hours worked												
Full-time women (18 years and over)												
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7
Full-time females on adult rates*												
1980	37.9	38.4	38.9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37.1	37.4
Hourly earnings												
Full-time women (18 years and over)												
1977	124.7	148.5	127.3	126.6	135.3	120.7	124.4	130.1	141.3	122.4	112.5	pence 101.9
1978	142.1	153.9	143.6	143.7	149.8	135.9	142.4	149.3	161.8	139.9	125.4	114.5
1979	165.0	176.7	167.4	166.5	170.3	160.5	166.4	154.4	184.9	161.6	144.1	135.2
Full-time females on adult rates*												
1980	196.8	224.7	199.7	193.8	199.2	189.1	196.2	201.0	214.1	188.6	164.6	163.2

* An article on page 103 of *Employment Gazette* comments on the effects of the change of definition.

EARNINGS AND HOURS 5.4

Average earnings and hours: manual workers: by industry

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication †	Certain miscellaneous services **	Public administration	All industries covered
61.61	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04	£ 72.89
67.50	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15	83.50
80.37	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	83.52	76.92	96.94
90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	103.88	96.60	113.06
41.3	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9	44.2
41.3	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	42.9	44.2
41.0	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	43.1	43.1	44.0
40.1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1	42.1	42.7	43.0
149.2	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6	pence 164.9
163.4	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	155.4	188.9
196.0	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	193.8	178.5	220.3
226.0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8	246.7	226.2	262.9
38.08	45.59	46.20	48.87	43.44	44.45	..	39.14	47.94	53.25	35.16	46.41	£ 44.31
41.94	52.12	53.62	55.33	49.15	50.08	..	42.97	58.10	63.79	40.11	52.98	50.03
50.43	60.06	61.84	67.15	56.08	58.44	..	48.23	70.29	72.38	46.40	57.04	58.24
58.62	71.01	74.01	82.15	64.95	68.40	..	61.45	81.75	92.14	56.76	76.18	68.73
36.1	36.8	37.2	38.5	37.5	37.2	..	37.9	36.0	41.3	38.3	39.4	37.4
36.1	36.7	37.5	38.1	37.0	37.2	..	38.5	36.8	43.5	38.4	40.3	37.4
36.0	36.8	36.7	38.3	37.4	37.2	..	37.2	37.6	43.3	38.3	40.5	37.4
36.4	37.3	36.8	38.2	37.3	37.3	..	38.5	37.0	42.3	38.4	39.8	37.5
105.5	123.9	124.2	126.9	115.8	119.5	..	103.3	133.2	128.9	91.8	117.8	pence 118.5
116.2	142.0	143.0	145.2	132.8	134.6	..	111.6	157.9	146.6	104.5	131.5	133.8
140.1	163.2	168.5	175.3	149.9	157.1	..	129.7	186.9	167.2	121.1	140.8	155.7
161.0	190.4	201.1	215.1	174.1	183.4	..	159.6	220.9	217.8	147.8	191.4	183.3

5.5 Average earnings by level of skill: adult male manual workers: selected industries

GREAT BRITAIN	ENGINEERING INDUSTRIES *									SHIPBUILDING AND SHIP REPAIRING †			All workers
	Skilled workers			Semi-skilled workers			Labourers			Skilled workers			
	Time workers	PBR workers	All	Time workers	PBR workers	All	Time workers	PBR workers	All	Time workers	PBR workers	All	
June													
ADULT MALES													
Weekly earnings (including overtime)													
1975	57.48	57.78	57.60	53.61	50.92	52.44	43.63	45.21	43.97	54.33	55.50	67.98	£ 64.71
1976	66.22	66.37	66.28	64.24	59.34	62.10	52.17	52.42	52.23	63.55	68.43	77.19	75.38
1977	72.78	73.78	73.17	68.71	66.25	67.71	57.11	57.38	57.17	69.67	75.81	79.14	77.81
1978	82.77	83.51	83.06	76.73	74.42	75.76	64.56	66.26	65.00	78.63	85.14	88.41	86.77
1979	96.91	97.28	97.05	88.58	85.27	87.20	75.09	76.55	75.45	91.29	100.37	100.71	100.53
1980	113.50	113.25	113.41	98.20	97.78	98.03	85.73	88.25	86.29	104.85	111.71	112.71	112.24
per cent													
Increase 1978-9	17.1	16.5	16.8	15.4	14.6	15.1	16.3	15.5	16.1	16.1	17.9	13.9	15.9
Increase 1979-80	17.1	16.4	16.9	10.9	14.7	12.4	14.2	15.3	14.4	14.9	11.3	11.9	11.6
Hourly earnings (excluding overtime)													
1975	129.7	135.8	132.1	122.8	122.3	122.6	98.4	103.1	99.4	125.6	121.9	146.1	pence 139.8
1976	148.5	157.4	152.1	142.0	141.8	141.9	115.7	120.2	116.8	145.3	147.5	164.3	160.8
1977	159.8	171.2	164.1	151.5	154.8	152.8	124.7	128.7	125.6	156.5	162.2	172.3	168.3
1978	183.8	195.5	188.2	171.6	176.7	173.7	142.2	147.4	143.5	178.8	182.0	190.6	186.3
1979	213.4	226.8	218.3	195.1	200.5	197.3	164.3	172.5	166.3	205.6	213.9	225.1	219.0
1980	254.8	268.0	259.6	229.0	236.9	232.2	195.6	202.3	197.1	243.6	246.6	247.5	247.1
per cent													
Increase 1978-9	16.1	16.0	16.0	13.7	13.5	13.6	15.5	17.0	15.9	15.0	17.5	18.1	17.6
Increase 1979-80	19.4	18.2	18.9	17.4	18.2	17.7	19.1	17.3	18.5	18.5	15.3	10.0	12.8

The industries covered comprise the following Minimum List Headings of the Standard Industrial Classification 1968:

* 331-349; 361; 363-369; 370-2; 380-385; 390-391; 393; 399.

† 370-1.

‡ 271-273; 276-278.

§ Except sea transport.

** Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.

Average earnings by level of skill: adult male manual workers: selected industries 5.5

SHIP REPAIRING †						CHEMICAL MANUFACTURE ‡							
Semi-skilled workers			Labourers			All workers	Craftsmen			General workers			All workers
Time workers	PBR workers	All	Time workers	PBR workers	All		Time workers	PBR workers	All	Time workers	PBR workers	All	
49.73	58.42	55.53	52.10	57.33	55.84	61.44	58.75	60.10	58.96	55.66	53.81	55.35	£ 56.26
63.07	68.39	66.85	63.76	63.01	63.23	72.02	76.10	74.53	75.98	70.28	70.27	70.28	71.74
68.60	70.96	69.71	62.67	66.54	65.30	74.38	81.58	82.33	81.63	76.16	74.44	75.95	77.32
76.66	75.95	76.33	78.73	80.00	79.35	83							

5.8 WAGE RATES AND HOURS

Indices of basic national wage-rates and normal weekly hours: manual workers: by industry

UNITED KINGDOM	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	UNITED KINGDOM	
SIC 1968	I	II	III	IV and V	VI-XII	XIII	XIV	XV	XVI	XVII	SIC 1968	
JULY 1972 = 100												
Basic weekly wage rates												
Weights												
1977	247	225	228	294	2,953	366	29	217	236	186	Annual averages	1977 1978 1979 1980
1978	273	247	250	218	271	232	220	232	218	213		
1979	310	276	285	240	314	254	243	255	242	248		
1980	371	328	325	265	369	330	318	355	321	335		
1979	308	249	269	249	304	265	270	281	258	276	Jan Feb Mar	1979
1979	310	275	269	250	304	265	270	281	258	277		
1979	310	275	272	250	304	265	270	291	264	277		
1979	310	276	273	250	305	267	270	300	273	280		
1979	310	276	273	252	305	295	270	303	273	280	April May June	1979
1979	310	276	288	275	305	297	270	303	275	280		
1979	310	276	288	275	305	297	270	303	275	280		
1979	310	276	288	275	305	297	270	303	275	280		
1979	310	276	288	275	305	297	270	303	275	280	July Aug Sep	1979
1979	310	276	293	275	307	298	290	303	275	280		
1979	310	276	294	276	308	300	290	307	280	280		
1979	310	276	294	276	308	300	290	307	280	280		
1979	310	276	297	276	308	300	290	307	280	280	Oct Nov Dec	1979
1979	310	276	297	275	358*	300	290	307	297	280		
1979	316	301	309	275	358	302	290	307	297	280		
1979	316	301	309	275	358	302	290	307	297	280		
1980	367	301	319	279	361	306	304	339	297	334	Jan Feb Mar	1980
1980	370	326	319	283	361	306	304	339	297	334		
1980	370	326	319	283	361	307	304	345	307	334		
1980	370	326	319	283	361	307	304	345	307	334		
1980	370	337	320	283	363	308	304	354	321	336	April May June	1980
1980	370	337	320	323	366	338	304	354	324	336		
1980	373	337	320	351	366	341	304	354	324	336		
1980	373	337	320	351	366	341	304	354	324	336		
1980	373	337	321	351	366	341	331	359	324	336	July Aug Sep	1980
1980	373	337	326	348	366	341	331	359	324	336		
1980	373	337	326	348	366	344	331	359	324	336		
1980	373	337	326	348	366	344	331	359	324	336		
1980	373	337	326	348	366	344	331	359	324	336	Oct Nov Dec	1980
1980	373	337	343	348	366	344	331	359	324	336		
1980	373	337	343	348	366	345	331	359	324	336		
1980	373	337	343	348	366	345	331	359	324	336		
1981	404	366	346	350	392	348	342	392	338	362	Jan Feb	1981
1981	411	366	346	350	392	348	342	392	338	362		
Hours												
1977	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0	Annual averages	1977 1978 1979 1980
1978	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0		
1979	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0		
1980	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	39.5		
1981	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	39.1	Feb	1981
JULY 1972 = 100												
Basic wage rates adjusted for changes in normal weekly hours												
1977	259	225	229	218	218	232	220	232	218	213	Annual averages	1977 1978 1979 1980
1978	286	247	251	240	271	254	243	255	243	248		
1979	326	276	286	265	314	288	280	300	276	279		
1980	390	328	326	324	369	380	318	355	321	340		
1979	323	249	270	249	304	265	270	281	259	276	Jan Feb Mar	1979
1979	325	275	270	250	304	265	270	281	259	277		
1979	325	275	273	250	304	265	270	291	265	277		
1979	325	276	274	250	305	267	270	300	274	280		
1979	325	276	274	252	305	295	270	303	274	280	April May June	1979
1979	325	276	289	275	305	297	270	303	275	280		
1979	325	276	289	275	305	297	270	303	275	280		
1979	325	276	289	275	305	297	270	303	275	280		
1979	325	276	289	275	305	297	270	303	275	280	July Aug Sep	1979
1979	325	276	289	275	305	297	270	303	275	280		
1979	325	276	289	275	305	297	270	303	275	280		
1979	325	276	289	275	305	297	270	303	275	280		
1979	325	276	289	275	305	297	270	303	275	280	Oct Nov Dec	1979
1979	325	276	289	275	305	297	270	303	275	280		
1979	325	276	289	275	305	297	270	303	275	280		
1979	325	276	289	275	305	297	270	303	275	280		
1980	386	301	320	279	361	306	304	339	298	338	Jan Feb Mar	1980
1980	389	326	320	283	361	306	304	339	298	338		
1980	389	326	320	283	361	307	304	345	308	339		
1980	389	326	320	283	361	307	304	345	308	339		
1980	389	337	321	283	363	308	304	354	322	340	April May June	1980
1980	389	337	321	323	366	338	304	354	324	340		
1980	391	337	321	351	366	341	304	354	324	340		
1980	391	337	321	351	366	341	304	354	324	340		
1980	391	337	322	351	366	341	331	359	324	340	July Aug Sep	1980
1980	391	337	327	348	366	341	331	359	324	340		
1980	391	337	327	348	366	344	331	359	324	340		
1980	391	337	327	348	366	344	331	359	324	340		
1980	391	337	327	348	366	344	331	359	324	340	Oct Nov Dec	1980
1980	391	337	327	348	366	344	331	359	324	340		
1980	391	337	327	348	366	344	331	359	324	340		
1980	391	337	327	348	366	344	331	359	324	340		
1981	425	366	347	350	392	348	342	392	339	371	Jan Feb	1981
1981	432	366	347	350	392	348	342	392	339	371		

* The figures for November 1979 include the effects of the delayed agreement for engineering workers.
† The indices will reflect delays in making new national agreements or the situation where a national agreement is initially in abeyance. Industry groups in which agreements remain outstanding more than 6 months after their normal settlement date are indicated from the earliest month affected.

WAGE RATES AND HOURS 5.8

Indices of basic national wage rates and normal weekly hours: manual workers: by industry

Paper, printing and publishing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration XXV and XXVII	Miscellaneous services	Manufacturing industries	All industries and services	UNITED KINGDOM	
XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	XIX		SIC 1968	
JULY 1972 = 100										
Basic weekly wage rates										
Weights										
403	970	209	1,034	802	756	576	5,138	10,000	Annual averages	1977 1978 1979 1980
209	268	214	213	243	230	233	218.9	227.3		
232	290	261	232	272	252	253	258.8	259.3		
270	321	301	266	320	281	319	297.5	298.1		
310	374	383	318	379	328	386	348.2	351.3	Jan Feb Mar	1979
243	302	275	255	301	269	302	283.7	283.1		
247	302	275	255	303	274	311	284.7	285.2		
247	302	290	259	303	274	311	285.1	286.5		
270	302	299	266	304	274	311	288.6	289.2	April May June	1979
275	302	299	266	311	274	311	291.2	291.2		
275	302	299	266	312	274	321	294.0	296.2		
275	302	299	266	312	274	321	294.0	296.2		
277	333	307	272	325	278	321	294.6	298.7	July Aug Sep	1979
282	334	307	272	325	282	321	296.7	300.2		
282	334	308	272	325	282	321	297.7	300.8		
282	334	308	272	325	282	321	297.7	300.8		
282	334	318	272	338	282	334	298.4	303.1	Oct Nov Dec	1979
282	334	318	272	341	297	335	327.3*	319.4*		
282	334	323	272	351	314	339	328.5	323.4		
282	334	323	272	351						

EARNINGS

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

	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
Annual averages																		
1970	47.8	47.8	53.3	46	60	45.1	50.4	63	46	41	41.4	43.7	52	53	42.3	58.4	70	70
1971	53.1	53.2	60.6	52	65	51.7	56.0	69	50	47	47.0	49.8	58	59	44.4	63.0	74	74
1972	60.0	58.3	67.6	59	70	58.2	62.4	76	55	54	51.9	57.6	66	64	52.0	72.3	79	79
1973	67.7	65.8	76.2	69	76	69.1	71.5	84	64	65	64.5	71.1	74	71	61.8	78.4	81.8	85
1974	79.3	83.8	88.2	83	86	83.9	85.3	92	80	78	78.9	89.7	88	83	77.8	87.1	93.1	92
1975	100.0	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100
1976	116.5	114.7	109.0	111	114	112.7	114.1	107	129	117	120.9	112.3	109	117	130.3	117.9	101.6	108
1977	128.5	127.6	118.4	121	126	124.3	128.5	114	156	135	154.6	121.9	117	129	169.8	125.8	103.3	118
1978	147.3	136.6	125.1	130	135	137.2	145.2	120	193	155	179.6	129.1	123	139	214.2	136.6	106.9	128
1979	170.2	147.1 R	132.4	140	147	152.6	164.1	127	232	178	213.7	138.7	128	143	264.8	147.2	109.2	139
Quarterly averages																		
1979 Q3	170.4	149.2	132.9	139	149	153.4	163.7	128	232	186	220.0	140.8	130	143	269.7	147.9	109.3	140
Q4	182.4	150.6	135.9	146	152	161.8	169.7	128	251	191	231.1	141.4	130	143	283.6	149.7	109.4	143
1980 Q1	187.3	158.7	139.5	146	156	163.8	175.4	129	278	203	241.5	143.9	133	146	285.0	153.6	114.9	145
Q2	197.8	159.4	140.3	150	159	168.6	181.9	135	291	211	253.9	148.5	133	151	314.7	156.6	113.8	148
Q3	207.1	166.8	141.2	..	164 R	171.0	189.3	137	..	..	269.6 R	152.2	135	166	325.4	160.7	114.7	152
Q4	..	..	..	..	..	..	195.5	..	..	..	..	..	135	..	..	..	..	157
Monthly																		
1980 July	205.6	166.7	145.4	..	162	173.4	189.3	137	..	..	263.0	151.8	135	..	310.3	158.5	..	151
Aug	207.5	166.8	136.5	..	163	167.3	..	..	..	..	272.7	155.1	135	..	336.1	159.9	..	151
Sep	208.5	166.8	141.6	..	166 R	172.2	..	..	..	..	273.0 R	149.7	135	..	329.8	163.8	..	154
Oct	207.7	167.3	151.8	..	167	173.4	195.5	..	..	..	273.0	150.9	135	..	..	165.3 R	..	155
Nov	210.6 R	..	..	..	..	175.2	..	..	..	..	285.9	152.0	135	..	..	167.9	..	157
Dec	212.0 P	..	..	..	..	..	..	..	..	..	..	..	135	..	..	..	..	159
Increases on a year earlier																		
Annual averages																		
1971	11	11	14	13	8	15	11	10	9	15	14	14	12	11	5	8	..	6
1972	13	10	12	13	8	13	11	10	10	15	10	16	14	8	17	15	..	7
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8	..	8
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9
1978	15	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8
1979	16	8	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9
Quarterly averages																		
1979 Q3	14	9	5	8	10	11	12	5	16	18	20	9	5	1	23	7	2	9
Q4	18	7	6	8	9	13	13	5	22	18	22	7	4	1	21	8	2	8
1980 Q1	17	10	7	9	10	13	14	4	29	23	22	8	5	3	17	8	5	7
Q2	18	9	8	8	10	12	15	6	27	23	23	9	5	4	19	5	5	8
Q3	21	12	6	..	10 R	11	16	7	..	..	23	8	4	16	21	9	5	9
Q4	..	..	..	..	..	..	15	..	..	..	..	..	4	..	..	..	..	10
Monthly																		
1980 July	19	12	10	..	9	13	16	7	..	..	24	10	4	..	17	6	..	8
Aug	22	12	2	..	9	13	..	..	..	..	22	7	4	..	26	10	..	9
Sep	23	12	7	..	11 R	9	..	..	..	..	22 R	7	4	..	19	10	..	9
Oct	16	12	8	..	11	9	15	..	..	..	22	7	4	..	..	12	..	10
Nov	15	..	..	..	..	9	..	..	..	..	22	8	4	..	..	13	..	10
Dec	14	..	..	..	..	..	..	..	..	..	..	..	4	..	..	..	..	11

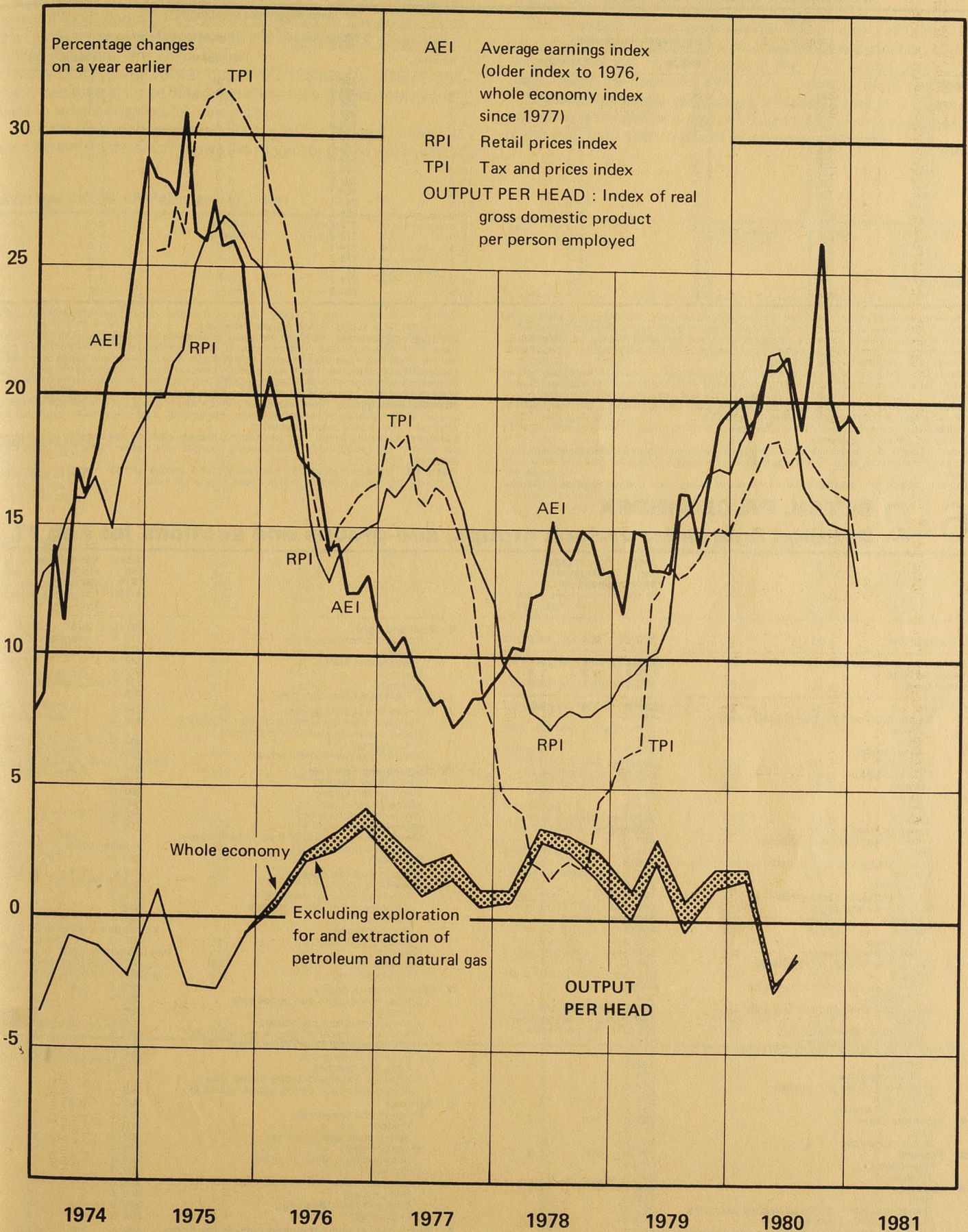
Source: OECD—Main Economic Indicators.

Notes: 1 Wages and salaries on a weekly basis (all employees).
 2 Seasonally adjusted.
 3 Males only.
 4 Hourly wage rates.
 5 Monthly earnings.

6 Including mining.
 7 Including mining and transport.
 8 Hourly earnings.
 9 All industries.
 10 Production workers.

EARNINGS C2

Earnings, prices, output per head



6.1 RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal foods for Feb 17

	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
1979 July	229.1	4.3	10.6	15.6	230.1	4.9	11.0	
Aug	230.9	0.8	10.5	15.8	232.1	0.9	11.0	
Sep	233.2	1.0	10.7	16.5	234.6	1.1	11.4	
Oct	235.6	1.0	10.0	17.2	237.0	1.0	10.7	
Nov	237.7	0.9	10.1	17.4	238.0	0.8	10.7	
Dec	239.4	0.7	9.0	17.2	240.5	0.7	9.6	
1980 Jan	245.3	2.5	7.1	18.4	246.2	2.4	7.0	
Feb	248.8	1.4	7.8	19.1	249.8	1.5	7.6	
Mar	252.2	1.4	8.1	19.8	253.2	1.4	7.9	
April	260.8	3.4	10.7	21.8	262.0	3.5	10.5	
May	263.2	0.9	10.7	21.9	264.7	1.0	10.8	
June	265.7	0.9	11.0	21.0	267.1	0.9	11.1	
July	267.9	0.8	9.2	16.9	269.3	0.8	9.4	
Aug	268.5	0.2	7.9	16.3	270.5	0.4	8.3	
Sep	270.2	0.6	7.1	15.9	272.3	0.7	7.5	
Oct	271.9	0.6	4.3	15.4	274.1	0.7	4.6	
Nov	274.1	0.8	4.1	15.3	276.3	0.8	4.4	
Dec	275.6	0.5	3.7	15.1	277.6	0.5	3.9	
1981 Jan	277.3	0.6	3.5	13.0	279.3	0.6	3.7	
Feb	279.8	0.9	4.2	12.5	281.8	0.9	4.2	

The index rose in February because of increased prices of alcoholic drink, cigarettes, petrol and oil, furniture and household appliances. Costs of purchase, insurance and maintenance of motor vehicles also rose. Many items of food increased in price including cakes, beef, mutton and lamb. Sales predominated in shops selling footwear and ladies outerwear where price reductions were recorded.

Food: The food index rose by rather less than one per cent. Price rises were recorded on many items the most significant being cakes, beef, mutton and lamb, sweets and chocolates and vegetables. The price of seasonal foods also rose by the same margin.

Alcoholic drink: Price rises were recorded for both beer and spirits which resulted in almost a two per cent increase in the group index.

Tobacco: There was a rise of almost four per cent in the tobacco index caused mainly by increased prices of cigarettes.

Fuel and light: A rise in the price of heating oil mainly contributed to the rise in this group index of 1/2 of one per cent. There was also smaller rises in prices for coal and smokeless fuels.

Durable household goods: Most items in this group were subject to price increases.

Overall there was a rise of nearly 1/2 per cent in the index. Furniture and household appliances were subject to the highest increases.

Clothing and footwear: Although the group index fell by a little less than 1/2 of one per cent there were some significant price movements. Men's and children's outerwear rose in price but the effect was more than offset by sale reductions of footwear and ladies outerwear.

Transport and vehicles: There was a rise in petrol and oil prices during the month. Also increases were recorded in maintenance costs, purchase and insurance for motor vehicles.

Miscellaneous goods: There was a rise in this index of about 1/2 of one per cent. This was caused by small rises in almost all items. Periodicals, medicines, toilet requisites and stationery showed the most movement.

Services: Increased postal rates were mainly responsible for a rise of a little less than one per cent in the group index. Hairdressing charges rose rather more than most other services.

Meals out: Increased prices for sandwiches and snacks and for meals in restaurants increased the group index by a little over 1/2 of one per cent.

6.2 RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for Feb 17

	Index Jan 1974 = 100	Percentage change over (months)		Index Jan 1974 = 100	Percentage change over (months)	
		1	12		1	12
		All items	279.8		0.9	12.5
All items excluding food	282.8	0.9	13.4			
Seasonal food	227.7	0.8	1.2			
Other food	276.9	0.8	10.3			
I Food	268.9	0.8	9.0			
Bread, flour, cereals, biscuits and cakes	284.7	11				
Bread	276.4	11				
Flour	240.4	8				
Other cereals	313.4	14				
Biscuits	284.1	9				
Meat and bacon	221.1	6				
Beef	261.0	8				
Lamb	219.2	10				
Pork	203.7	3				
Bacon	200.1	3				
Ham (cooked)	195.6	3				
Other meat and meat products	207.0	4				
Fish	231.2	7				
Butter, margarine, lard and other cooking fats	288.5	3				
Butter	368.2	6				
Margarine	211.8	1				
Lard and other cooking fats	192.6	-1				
Milk, cheese and eggs	277.3	17				
Cheese	309.5	10				
Eggs	152.7	6				
Milk, fresh	333.3	23				
Milk, canned, dried etc	336.1	12				
Tea, coffee, cocoa, soft drinks etc	306.8	7				
Tea	312.3	10				
Coffee, cocoa, proprietary drinks	331.7	-5				
Soft drinks	304.7	14				
Sugar, preserves and confectionery	376.6	12				
Sugar	344.1	11				
Jam, marmalade and syrup	352.0	9				
Sweets and chocolates	378.6	12				
Vegetables, fresh, canned and frozen	277.6	2				
Potatoes	302.5	-7				
Other vegetables	256.2	8				
Fruit, fresh, dried and canned	234.0	5				
Other foods	292.0	15				
Food for animals	267.1	15				
II Alcoholic drink	283.0	1.9	15.7			
Beer	317.1	17				
Spirits, wines etc	236.6	13				
III Tobacco	307.9	3.8	14.2			
Cigarettes	308.5	14				
Tobacco	301.4	13				
IV Housing	284.7	-0.1	17.8			
Rent	228.7	23				
Owner-occupiers' mortgage interest payments	297.5	9				
Rates and water charges	314.4	27				
Materials and charges for repairs and maintenance	315.1	16				
V Fuel and light	357.4	0.5	28.5			
Coal and smokeless fuels	398.8	32				
Coal	403.0	31				
Smokeless fuels	389.2	36				
Gas	243.2	28				
Electricity	407.7	30				
Oil and other fuel and light	465.4	20				
VI Durable household goods	234.2	1.4	6.3			
Furniture, floor coverings and soft furnishings	246.2	6				
Radio, television and other household appliances	204.2	4				
Pottery, glassware and hardware	289.7	12				
VII Clothing and footwear	207.0	-0.2	3.6			
Men's outer clothing	230.8	6				
Men's underclothing	290.2	11				
Women's outer clothing	160.0	-1				
Women's underclothing	245.9	5				
Children's clothing	218.7	4				
Other clothing, including hose, haberdashery, hats and materials	213.2	1				
Footwear	220.2	5				
VIII Transport and vehicles	303.6	1.4	10.6			
Motoring and cycling	293.7	10				
Purchase of motor vehicles	273.2	6				
Maintenance of motor vehicles	337.2	13				
Petrol and oil	324.9	10				
Motor licences	238.8	20				
Motor insurance	290.0	18				
Fares	371.9	18				
Rail transport	397.8	22				
Road transport	358.7	15				
IX Miscellaneous goods	295.3	0.6	12.3			
Books, newspapers and periodicals	352.7	24				
Books	338.5	19				
Newspapers and periodicals	356.5	26				
Medicines, surgical etc goods and toiletries	282.8	14				
Soap, detergents, polishes, matches, etc	314.0	9				
Soap and detergents	273.2	8				
Soda and polishes	370.6	11				
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	269.1	8				
X Services	291.4	0.8	16.1			
Postage and telephones	322.5	24				
Postage	410.6	19				
Telephones, telegrams, etc	299.9	26				
Entertainment	235.9	12				
Entertainment (other than TV)	326.8	22				
Other services	337.7	15				
Domestic help	356.6	16				
Hairdressing	340.1	14				
Boot and shoe repairing	346.9	15				
Laundry	304.5	14				
XI Meals bought and consumed outside the home	309.2	0.6	13.1			

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

RETAIL PRICES 6.3

Average retail prices of items of food

Average retail prices on February 13, 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 230 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 new stratification scheme described in the article "Technical improvements in the retail prices index" on page 148 of the February 1978 issue of *Employment Gazette*.

The average prices are subject to sampling error, and some indication of the potential size of this error was given on page S57 of the February 1981 issue of *Employment Gazette*.

Average prices on February 17, 1981

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
Beef: home-killed		p	p	Fresh vegetables		p	p
Chuck (braising steak)	747	133.1	118-146	Potatoes, old loose			
Shinloin (without bone)	672	233.8	174-280	White	483	5.8	5-7
Silverside (without bone)†	732	177.1	162-192	Red	341	6.6	6-8
Best beef mince	684	95.9	78-122	Potatoes, new loose			
Fore ribs (with bone)	570	118.7	98-148	Tomatoes	708	48.9	40-58
Brisket (without bone)	698	115.2	94-140	Cabbage, greens	549	13.7	9-20
Rump steak†	737	236.3	198-270	Cabbage, hearted	608	12.1	8-17
Stewing steak	703	117.6	98-138	Cauliflower	475	26.9	15-38
				Brussels sprouts	666	13.9	10-19
Lamb: home-killed				Carrots	721	11.4	8-16
Loin (with bone)	579	148.0	120-171	Onions	721	13.5	10-18
Breast†	551	43.4	32-60	Mushrooms, per lb	663	24.1	20-27
Best end of neck	507	100.9	60-140	Fresh fruit			
Shoulder (with bone)	555	94.4	78-118	Apples, cooking	696	16.7	12-20
Leg (with bone)	592	141.1	122-162	Apples, dessert	734	21.5	17-28
				Pears, dessert	667	22.5	18-28
Lamb: imported				Oranges	587	22.0	16-28
Loin (with bone)	457	111.1	96-128	Bananas	711	27.4	24-30
Breast†	440	33.2	25-44	Bacon			
Best end of neck	404	85.9	58-110	Collart	387	88.3	70-108
Shoulder (with bone)	466	73.7	60-88	Gammon†	460	129.4	100-156
Leg (with bone)	479	118.5	104-128	Middle cut, smoked†	382	107.3	90-122
				Back, smoked	320	126.3	112-144
Pork: home-killed				Back, unsmoked	442	122.9	106-144
Leg (foot off)	674	91.8	76-120	Streaky, smoked	284	85.7	74-104
Belly†	707	67.4	60-78	Ham (not shoulder)	621	165.5	126-201
Loin (with bone)	737	113.9	100-134	Pork luncheon meat, 12 oz can			

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	UNITED KINGDOM		
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations			Items mainly manufactured in the United Kingdom	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 1969	1,000	254	44 0-45 5	208 5-210 0	38 8-39 9	64 3-64 7	103 1-104 6	51 4	54 0	746	954 5-956 0		
1970	1,000	255	46 0-47 5	207 5-209 0	38 5-39 5	64 6-65 1	103 1-104 6	48 7	55 7	745	952 5-954 0		
1971	1,000	250	41 7-43 2	206 8-208 3	41 0-42 0	63 8-64 3	104 8-106 3	47 5	54 5	750	956 8-958 3		
1972	1,000	251	39 6-41 1	209 6-211 4	39 9-41 1	61 7-62 3	101 6-103 4	50 3	57 7	749	958 6-960 4		
1973	1,000	248	41 3-42 5	205 5-206 7	38 0-38 9	58 9-59 2	96 9-98 1	53 3	55 3	752	957 5-958 7		
1974	1,000	253	47 5-48 8	204 2-205 5	39 2-40 0	57 1-57 6	96 3-97 6	48 7	59 2	747	951 2-952 5		
1975	1,000	232	33 7-38 1	193 9-198 3	40 4-41 6	66 0-66 6	106 4-108 2	42 3-45 3	42 9-46 1	768	961 9-966 3		
1976	1,000	228	39 2-42 0	186 0-188 8	35 9-36 9	56 9-57 3	92 8-94 2	50 7	42 1-43 9	772	958 0-960 8		
1977	1,000	247	44 2-46 7	200 3-202 8	38 0-39 0	62 0-62 2	100 0-101 2	53 0	47 0-48 7	753	953 3-955 8		
1978	1,000	233	30 4-33 5	199 5-202 6	38 5-39 7	63 3-63 9	101 8-103 6	51 4	46 1-48 0	767	966 5-969 6		
1979	1,000	232	33 4-36 0	196 0-198 6	37 7-38 9	60 9-61 5	98 6-100 4	52 5	44 7-46 2	768	964 0-966 6		
1980	1,000	214	30 4-33 2	180 9-183 6	34 5-35 9	59 1-59 7	93 6-95 6	48 0	38 8-40 6	786	966 8-969 6		
1981	1,000	207	[29 6]	[177 4]	[35 2]	[57 1]	[92 3]	48 4	[36 7]	793	[970 4]		
Jan 16, 1962 = 100													
1969		131 8	131 0	136 2	130 1	126 0	133 0	130 5	136 8	123 8	132 2	131 7	
1970		140 2	140 1	142 5	139 9	136 2	143 4	140 8	145 6	133 3	140 3	140 2	
1971	Annual averages	153 4	155 6	155 4	156 0	150 7	156 2	154 3	167 3	149 8	152 8	153 5	
1972		164 3	169 4	171 0	169 5	163 9	165 6	165 2	181 5	167 2	162 7	164 1	
1973		179 4	194 9	224 1	189 7	178 0	171 1	174 2	213 6	198 0	174 5	177 7	
1974		208 2	230 0	262 0	224 2	220 0	221 2	221 1	212 5	238 4	201 2	206 1	
1969	Jan 14	129 1	126 1	124 6	126 7	121 7	129 6	126 7	133 4	121 1	130 2	129 3	1969
1970	Jan 20	135 5	134 7	136 8	134 5	130 6	137 6	135 1	140 6	128 2	135 8	135 5	1970
1971	Jan 19	147 0	147 0	145 2	147 8	146 2	151 6	149 7	153 4	139 3	147 0	147 1	1971
1972	Jan 18	159 0	163 9	158 5	165 4	158 8	163 2	161 8	176 1	163 1	157 4	159 1	1972
1973	Jan 16	171 3	180 4	187 1	179 5	170 8	168 8	170 0	205 0	176 0	168 4	170 8	1973
1974	Jan 15	191 8	216 7	254 4	209 8	196 9	191 9	193 7	224 5	227 0	184 0	189 4	1974
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	140 7	156 8	150 2	116 9	120 9	135 2	135 1	
1976	Annual averages	157 1	159 9	177 7	156 8	161 4	171 6	167 4	147 7	142 9	156 4	156 5	
1977		182 0	190 3	197 0	189 1	192 4	208 2	201 8	175 0	179 7	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	265 3	
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	1975
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	1976
1977	Jan 18	172 4	183 2	214 8	177 1	178 7	189 7	185 2	169 6	165 7	169 3	170 9	1977
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	1978
	July 18	198 1	206 1	185 5	210 0	211 9	232 1	224 0	200 3	189 2	195 9	198 7	1978
	Aug 15	199 4	206 2	177 9	211 7	212 5	235 0	225 9	201 2	191 0	197 6	200 4	1978
	Sep 12	200 2	206 3	173 1	212 6	212 9	236 5	227 0	202 1	191 9	198 6	201 4	1978
	Oct 17	201 1	205 6	168 2	212 7	215 0	236 0	227 5	202 1	191 3	199 8	202 4	1978
	Nov 14	202 5	207 9	171 4	214 7	216 4	236 8	228 6	207 9	191 1	201 1	203 8	1978
	Dec 12	204 2	210 5	183 0	215 8	217 2	238 0	229 6	209 0	191 9	202 4	205 1	1978
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	1979
	Feb 13	208 9	218 7	208 2	220 8	220 1	241 6	233 7	213 0	199 7	206 2	209 1	1979
	Mar 13	210 6	220 2	215 3	221 3	222 6	242 2	234 2	212 9	200 7	207 9	210 6	1979
	April 10	214 2	221 6	221 6	221 9	223 8	243 3	235 4	213 0	200 6	212 1	214 0	1979
	May 15	215 9	224 0	222 1	224 6	225 0	248 0	238 7	215 4	202 7	213 7	215 9	1979
	June 12	219 6	230 0	229 3	230 3	225 9	252 7	241 8	228 6	204 7	216 7	219 4	1979
	July 17	229 1	231 2	208 0	235 8	236 2	261 1	251 1	231 8	205 9	228 6	230 1	1979
	Aug 14	230 9	231 8	201 0	237 9	239 8	263 6	254 0	232 3	208 1	230 6	232 1	1979
	Sep 18	233 2	232 6	199 1	239 2	241 1	265 2	255 4	233 2	209 2	233 4	234 6	1979
	Oct 16	235 6	234 8	200 5	241 4	245 5	268 0	258 9	233 6	211 2	235 9	237 0	1979
	Nov 13	237 7	237 0	207 1	242 7	246 0	270 3	260 5	233 7	213 3	238 0	238 9	1979
	Dec 11	239 4	239 9	212 9	245 1	248 1	274 1	263 6	234 7	215 7	239 3	240 5	1979
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	1980
	Feb 12	248 8	246 7	225 1	251 0	257 8	281 0	271 6	237 4	220 5	249 4	249 8	1980
	Mar 18	252 2	251 1	229 3	255 4	262 2	283 8	275 1	246 5	221 6	252 5	253 2	1980
	April 15	260 8	254 1	233 0	258 3	264 7	287 0	278 0	250 0	223 8	262 7	262 0	1980
	May 13	263 2	255 7	227 6	261 3	267 5	292 1	282 2	251 6	226 0	265 3	264 7	1980
	June 17	265 7	257 9	232 0	263 0	269 6	294 7	284 6	252 4	227 1	267 9	267 1	1980
	July 15	267 9	259 9	234 0	265 1	274 5	298 1	288 6	252 6	227 7	270 1	269 3	1980
	Aug 12	268 5	259 0	218 9	267 0	275 5	300 6	290 5	255 0	229 0	271 2	270 5	1980
	Sep 16	270 2	259 0	214 9	267 7	277 2	301 6	291 8	254 2	230 4	273 3	272 3	1980
	Oct 14	271 9	259 3	215 2	267 9	280 2	301 2	292 7	253 5	230 2	275 4	274 1	1980
	Nov 18	274 1	260 0	216 8	268 3	282 3	301 8	293 9	252 9	230 4	278 0	276 3	1980
	Dec 16	275 6	262 7	223 6	270 2	284 5	303 9	296 0	255 5	230 9	279 2	277 6	1980
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	1981
	Feb 17	279 8	268 9	227 7	276 9	291 2	310 7	302 8	265 6	233 2	282 8	281 8	1981

* See article on page 127 of March 1981 *Employment Gazette*.
 † The items included in the various sub-divisions are given on page 191 of the March 1975 issue of *Employment Gazette*.
 ‡ These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.

RETAIL PRICES 6.4

General * index of retail prices

UNITED KINGDOM	Goods and services mainly produced by 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												
													93	64	68	118	61	60	86	124	66	57	42	1969
													92	66	64	119	61	60	86	126	65	55	43	1970
91	65	59	119	60	61	87	136	65	54	44	1971													
89	73	49	126	58	58	89	135	65	52	46	1972													
80	70	43	124	52	64	91	135	63	54	51	1974													
77	82	46	108	53	70	89	149	71	52	48	1975													
90	81	46	112	56	75	84	140	74	57	47	1976													
89	83	46	112	58	63	82	139	71	54	45	1977													
93	85	48	113	60	64	80	140	70	56	51	1978													
89	77	44	120	59	64	82	143																	

6.5 RETAIL PRICES

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

UNITED KINGDOM		All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries
1971	Jan 19	8	9	6	2	9	5	8	7	13	11	9	10	10
1972	Jan 18	8	11	2	0	9	10	4	6	8	10	9	10	12
1973	Jan 16	8	10	6	2	14	6	4	7	5	2	9	10	6
1974	Jan 15	12	18	2	0	10	6	10	13	10	7	12	21	5
1975	Jan 14	20	18	18	24	10	25	18	19	30	25	16	19	20
1976	Jan 13	23	25	26	31	22	35	19	11	20	22	33	23	44
1977	Jan 18	17	23	17	19	14	18	12	13	14	16	8	18	15
1978	Jan 17	10	7	9	15	7	11	12	10	11	13	12	16	11
1979	Jan 16	9	11	5	4	16	6	7	8	10	9	8	10	7
	July 17	16	12	14	14	23	9	14	12	22	17	13	18	7
	Aug 14	16	12	15	13	21	12	13	12	23	18	13	18	8
	Sep 18	16	13	16	16	21	14	14	11	23	18	14	21	11
	Oct 16	17	14	16	16	22	15	14	11	23	19	15	22	13
	Nov 13	17	14	17	16	22	17	15	12	23	19	15	22	12
	Dec 11	17	14	18	16	20	18	15	11	22	19	16	22	14
1980	Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
	Feb 12	19	13	22	17	26	19	16	12	24	20	24	24	18
	Mar 18	20	14	21	19	27	19	16	13	24	20	24	25	20
	April 15	22	15	25	26	32	22	16	13	27	21	26	25	23
	May 13	22	14	24	27	32	26	16	13	26	21	26	27	26
	June 17	21	12	25	27	30	31	15	13	24	21	26	26	29
	July 15	17	12	18	15	29	28	10	8	16	15	22	20	27
	Aug 12	16	12	17	16	29	26	9	8	14	14	21	19	26
	Sep 16	16	11	19	13	29	26	9	8	13	14	20	17	25
	Oct 14	15	10	19	11	29	27	9	7	13	14	20	16	26
	Nov 18	15	10	18	11	30	28	8	7	12	14	23	16	29
	Dec 16	15	10	18	11	29	27	8	6	14	14	21	16	30
1981	Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	27
	Feb 17	12	9	16	14	18	28	6	4	11	12	16	13	26

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

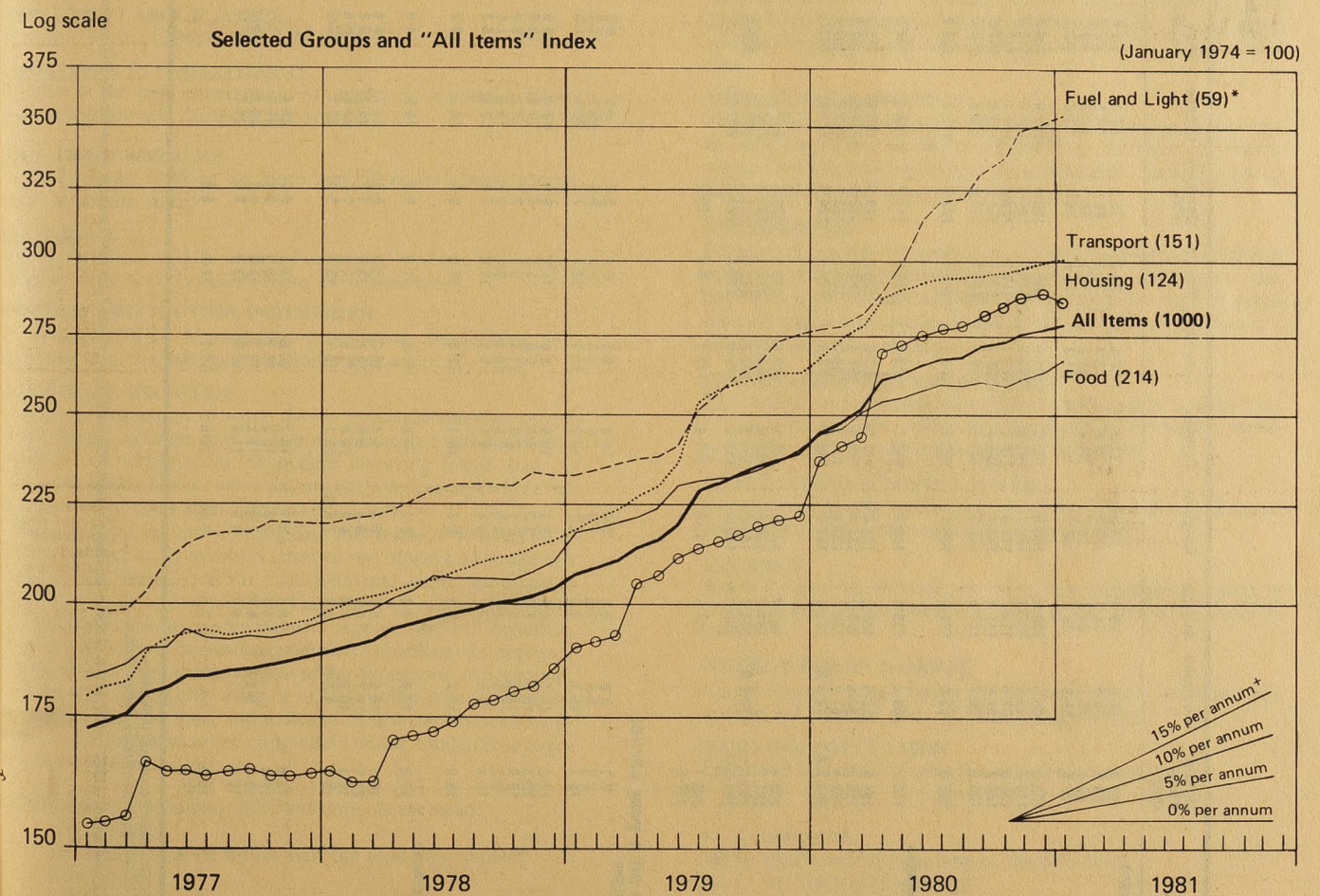
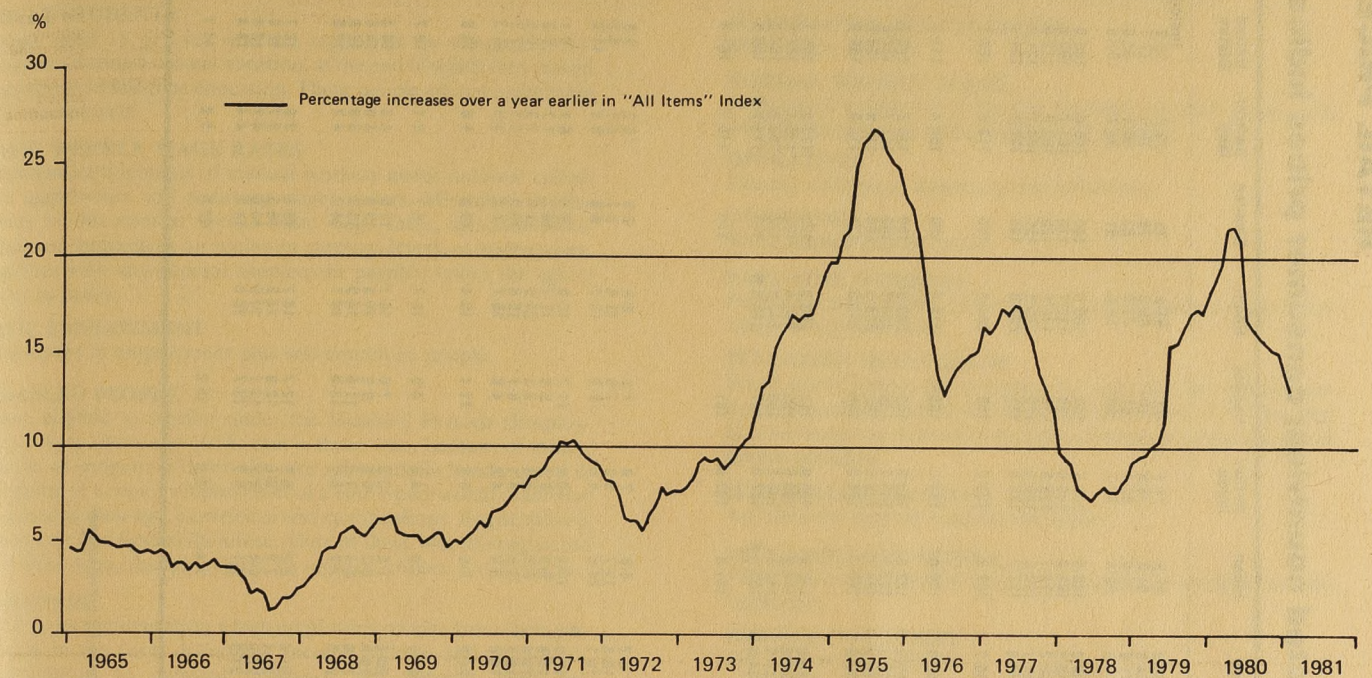
Index for UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices							
	Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4	
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9	JAN 16, 1962 = 100			
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	170.3	157.4	159.5	162.4	165.5				
1973	175.3	180.8	182.5	190.3	175.2	181.1	183.0	190.6	168.7	173.8	176.6	182.6				
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1				
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	JAN 15, 1974 = 100			
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7				
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0				
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8				
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3				
1979	214.9	220.6	231.9	239.8	213.4	219.3	233.1	238.5	211.3	217.7	233.1	239.8				
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8				

6.7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6
1978	203.1	199.6	197.9	226.3	224.8	184.8	168.3	228.0	221.3	185.3	209.8
1979	226.8	222.4	219.0	247.8	251.2	205.0	186.6	262.0	250.6	206.0	243.9
1980	264.2	248.1	263.8	290.5	316.9	230.6	206.1	322.5	298.4	248.8	288.3
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
1978	201.6	196.9	199.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8
1979	225.6	220.0	221.5	247.8	252.8	206.3	191.7	246.0	246.1	210.3	243.9
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3
GENERAL INDEX OF RETAIL PRICES											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	133.1
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	185.7
1978	200.4	203.8	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	207.8
1979	225.5	228.3	217.1	247.6	250.5	201.9	187.2	243.1	236.4	213.9	239.9
1980	262.5	255.9	261.8	290.1	313.2	226.3	205.4	288.7	276.9	262.7	290.0

RETAIL PRICES C3

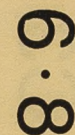
Index of retail prices



* Figures in brackets are the 1980 group weights + Annual growth rate

RETAIL PRICES

Selected countries: consumer prices indices



	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
Annual averages																				Indices 1975 = 100
1971	59.3	65.2	73.6	69.8	72.2	67.9	69.0	78.2	57.7	58.4	61.3	61.5	71.1	71	61.3	73	73.6	75.3	70.2	
1972	63.6	68.9	78.3	73.6	75.7	72.4	73.3	82.5	60.1	63.5	64.8	64.3	76.6	76	66.3	78	78.5	77.7	73.5	
1973	69.4	75.5	84.2	78.7	81.4	79.2	78.7	88.2	69.5	70.7	71.8	71.9	82.7	81	73.9	83	85.4	82.5	79.2	
1974	80.5	86.9	92.2	88.7	90.3	91.3	89.5	94.4	88.2	82.7	85.5	89.4	90.7	90	85.5	91	93.7	91.6	89.8	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1976	116.5	113.5	107.3	109.2	107.5	109.0	109.6	104.5	113.3	118.0	116.8	109.3	108.8	109	117.7	110	101.7	105.8	108.6	
1977	135.0	127.5	113.2	116.9	116.1	121.1	119.9	108.4	127.1	134.1	138.3	118.1	115.8	119	146.5	123	103.0	112.6	118.3	
1978	146.2	137.6	117.3	122.1	126.5	133.2	130.8	111.3	143.0	144.3	155.1	122.6	120.5	129	175.4	135	104.1	121.2	127.7	
1979	165.8	150.1	121.6	127.6	138.1	146.1	144.8	115.9	170.2	163.5	178.0	127.0	125.6	135	203.0	145	107.9	134.9	140.2	
1980	195.6	165.4	129.3	136.1	152.1	164.1	164.1	122.3	212.3	193.2	215.7	137.2	133.8	150	234.3	165	112.2	153.1	158.2	
Quarterly averages																				
1979 Q4	176.2	156.2	123.5	130.2	142.7	153.5	150.9	117.7	183.4	172.5	190.1	130.0	128.2	138	213.8	150	109.4	141.2	146.2	
1980 Q1	184.6	159.6	126.5	133.3	145.8	157.3	156.7	119.9	196.2	179.0	202.4	132.8	130.2	142	223.9	159	110.2	146.7	151.6	
Q2	195.3	164.0	128.5	134.4	149.9	162.1	161.6	122.1	210.0	192.2	210.3	137.1	133.1	146	229.7	162	111.7	152.0	156.8	
Q3	199.4	167.1	130.7	136.8	154.1	166.8	166.8	123.0	213.7	197.8	219.2	138.7	135.0	152	238.3	166	113.0	154.8	160.2	
Q4	203.2 R	170.6 R	131.6	139.9	158.5	170.0	171.4	124.0	229.4	203.9	230.9	140.1	136.8	156	245.3	173	114.0	158.9	164.1	
Monthly																				
1980 Sep	200.4	..	130.7	137.5	155.5	167.6	168.3	123.0	217.0	..	223.0	140.0	135.9	153	240.8	169	113.3	156.1	161.5	
Oct	201.7	..	131.2	138.8	156.9	168.7	170.1	123.2	222.8	..	226.8	140.2	136.5	155	242.4	172	113.1	157.5	162.8	
Nov	203.3	170.6 R	131.3	140.2	158.8	170.4	171.3	124.0	230.4	203.9	231.5	140.5	136.8	156	244.9	173	114.2	158.9	164.2	
Dec	204.5 R	..	132.3 R	140.6	159.8	171.0	172.8	124.7	235.0 R	..	234.5 R	139.6 R	137.0	157	248.5 R	173	114.6 R	160.3	165.3	
1981 Jan	205.7	..	134.4	141.8	161.8	172.1	174.8	125.7	..	..	..	141.3	137.9	161	..	176	115.7	161.6	166.9
Feb	207.6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																				Per cent
Annual averages																				
1972	7.1	5.8	6.3	5.4	4.8	6.6	6.2	5.5	4.3	8.7	5.7	4.5	7.8	7.2	8.3	6.0	6.7	3.3	4.7	
1973	9.2	9.5	7.6	7.0	7.6	9.3	7.3	6.9	15.5	11.4	10.8	11.7	8.0	7.5	11.4	6.7	8.7	6.2	7.8	
1974	16.1	15.1	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.1	24.5	9.6	9.4	15.7	9.9	9.8	11.0	13.5	
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.5	7.3	9.2	7.5	9.0	9.6	4.5	13.3	18.0	16.8	9.3	8.8	9.0	17.7	10.3	1.7	5.8	8.6	
1977	15.8	12.3	5.5	7.1	8.0	11.1	9.4	3.7	12.1	13.6	18.4	8.1	6.4	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	9.0	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	7.9	
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	6.3	6.7	10.1	12.3	13.3	5.5	24.7	18.2	21.2	8.0	6.5	11.1	15.4	13.8	4.0	13.5	12.8	
Quarterly averages																				
1979 Q4	17.3	10.0	4.4	5.1	9.5	11.6	11.5	5.3	23.2	16.0	17.7	4.9	4.6	4.5	15.7	8.7	5.1	12.7	11.2	
1980 Q1	19.1	10.5	5.3	6.3	9.4	13.3	13.3	5.5	23.7	15.6	20.6	7.5	5.8	7.6	16.7	13.6	4.3	14.3	13.1	
Q2	21.5	10.7	6.5	6.4	9.6	13.8	13.6	5.9	25.7	20.2	20.9	8.3	6.6	9.0	15.6	13.3	3.9	14.5	13.5	
Q3	16.4	10.2	7.0	6.5	10.5	11.5	13.6	5.4	24.5	18.8	21.8	8.4	7.0	11.8	14.9	13.7	3.8	12.9	12.6	
Q4	15.3	9.2 R	6.4	7.5 R	11.1	10.7	13.6	5.4	25.1	18.2	21.5	7.8	6.7	13.0	14.7	14.7	4.2	12.5	12.2	
Monthly																				
1980 Sep	15.9	..	6.9	6.7	10.7	10.6	13.6	5.2	24.4	..	21.4	8.9	6.9	12.7	14.7	15.0	3.8	12.7	12.5	
Oct	15.4	..	6.7	7.0	10.9	10.7	13.5	5.1	24.2	..	21.1	7.8	6.6	12.9	14.2	15.5	3.7	12.6	12.3	
Nov	15.3	9.2 R	6.3	7.6	11.2	10.7	13.5	5.3	26.2	18.2	22.0	8.4	6.7	13.1	14.9	14.6	4.2	12.6	12.4	
Dec	15.1	..	6.7	7.5	11.2	10.9	13.6	5.5	24.7	..	21.3	7.1	6.7	13.7	15.0	14.1	4.4	12.4	12.1	
1981 Jan	13.0	..	7.0	7.0	12.0	10.7	12.8	5.8	..	..	..	7.4	6.9	15.2	..	12.5	5.2	11.7	11.5
Feb	12.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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

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

DEFINITIONS

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

ADULT STUDENTS

People aged 18 or over who are registered for temporary employment during a current vacation, at the end of which they intend to continue in full-time education. These people are not included in the unemployed.

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.

CIVIL EMPLOYMENT

Employees in employment plus self-employed people.

DISABLED PEOPLE

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

EARNINGS

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

EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

HM FORCES

Serving members of UK armed Forces and Women's Services, wherever stationed, including those on release leave.

INDEX OF PRODUCTION INDUSTRIES

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

INDUSTRIAL DISPUTES

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

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

Conventions The following standard symbols are used:

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

MANUAL WORKERS

Employees, other than administrative technical and clerical employees, in industries covered by earnings enquiries.

MANUFACTURING INDUSTRIES

SIC Orders III-XIX

NORMAL WEEKLY HOURS

Recognised weekly hours fixed in national collective agreements and statutory wages orders for manual workers.

OPERATIVES

Manual workers in manufacturing industries.

OVERTIME

Work outside regular hours.

PART-TIME WORKERS

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

PENSIONER HOUSEHOLDS

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

SEASONALLY ADJUSTED

Adjusted for normal seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

SIC Orders XXII-XXVII.

SHORT-TIME WORKING

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED PERCENTAGE RATE

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

A job notified by an employer to a local employment office or careers service office which is unfilled at the date of the monthly 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 registered unemployed.

e estimated

MLH Minimum List Heading of the SIC 1968

n.e.s. not elsewhere specified

SIC UK Standard Industrial Classification (1968)

EC European Community

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

Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Working population: GB and UK Quarterly series	M	Mar 81:	1-1	<i>Production industries and some services (older series) index</i>	M	Mar 81:	5-2
Employees in employment Industry: GB	Q	Jan 81:	1-4	<i>Manual workers: by occupation in certain manufacturing industries; indices</i>	M	Mar 81:	5-5
All industries: by MLH : time series, by order group numbers and indices	M	Mar 81:	1-2	<i>Non-manual workers: production industries</i>	A	Apr 80:	387
Manufacturing: by MLH	M	Mar 81:	1-3	<i>New Earnings Survey (April estimates)</i>	A	Oct 80:	1089
<i>Occupation</i>				<i>Latest key results</i>	M	Mar 81:	5-6
Administrative, technical and clerical in manufacturing	A	Dec 80:	1-10	<i>Average weekly and hourly earnings and hours worked (manual workers)</i>			
Local authorities manpower	Q	Mar 81:	1-7	<i>Manufacturing and certain other industries</i>	M	Mar 81:	5-4
Occupations in engineering	A	June 80:	636	<i>October survey (latest)</i>	A	Feb 80:	136
<i>Region: GB</i>				<i>Manufacturing: indices of hours</i>	M	Mar 81:	1-12
Sector: numbers and indices, quarterly	Q	Jan 81:	1-5	<i>Aerospace</i>	A	Aug 80:	877
<i>Census of Employment</i>				<i>Agriculture</i>	Six-monthly	Nov 80	281
Key results, June 1977	A	Feb 81:	61	<i>Chemical industries</i>	A	Oct 80:	1081
GB regions by industry MLH, June 1977	A	Mar 81:	141	<i>Coal mining</i>	A	Mar 81:	156
UK by industry MLH	A	Mar 81:	141	<i>Engineering</i>	A	Oct 80:	1081
<i>International comparisons</i>				<i>Shipbuilding</i>	A	Oct 80:	1081
<i>Accidents at work</i>	Q	Sep 80:	1008	<i>Basic wage rates and normal hours of work (manual workers)</i>			
<i>Disabled in the public sector</i>	A	Nov 80:	1161	<i>Changes in rates of wages and hours</i>	A	May 80:	519
<i>Exemption orders from restrictions to hours worked: women and young persons</i>	M	Mar 81:	155	<i>Changes in rates of wages and hours</i>	M	Mar 81:	5-8
<i>Labour turnover in manufacturing</i>	Q	Feb 81:	1-6	<i>International comparisons</i>	M	Mar 81:	5-9
<i>Trade union membership</i>	A	Jan 81:	22	<i>Overtime and short-time: operatives in manufacturing</i>			
<i>Work permits issued</i>	A	July 80:	742	<i>Latest figures</i>	M	Mar 81:	1-11
<i>Output per head</i>				<i>Time series</i>	M	Mar 81:	1-11
Output per head: quarterly and annual indices	M	Mar 81:	1-8	<i>Region: summary</i>	M	Mar 81:	1-13
Wages and salaries per unit of output	M	Mar 81:	5-7	<i>Labour costs</i>			
Manufacturing index, time series	M	Mar 81:	5-7	<i>Survey results</i>	Triennial	Sep 80:	956
Quarterly and annual indices	M	Mar 81:	5-7	<i>Indices: per unit of output</i>	M	Mar 81:	5-7
<i>Unemployment and vacancies</i>				<i>Prices and expenditure</i>			
<i>Unemployment</i>				<i>Retail prices</i>			
<i>Summary: UK, GB</i>	M	Mar 81:	2-1	<i>General index (RPI)</i>			
<i>Age and duration</i>				<i>Latest figures: detailed indices</i>	M	Mar 81:	6-2
<i>Broad category: GB, UK</i>	M	Mar 81:	2-2	<i>percentage changes</i>	M	Mar 81:	6-2
<i>Detailed category: GB, UK</i>	Q	Feb 81:	2-6	<i>Recent movements and the index excluding seasonal foods</i>	M	Mar 81:	6-1
<i>Region: summary</i>	Q	Feb 81:	2-6	<i>Main components: time series and weights</i>	M	Mar 81:	6-4
<i>Age time series quarterly (six-monthly prior to July 1978)</i>	M	Mar 81:	2-7	<i>Changes on a year earlier: time series</i>	M	Mar 81:	6-5
<i>estimated rates</i>	Q	Jan 81:	2-15	<i>Annual summary</i>	A	Apr 80:	373
<i>Duration: time series, quarterly</i>	M	Mar 81:	2-8	<i>Revision of weights</i>	A	Mar 81:	137
<i>Region and area</i>				<i>Pensioner household indices</i>			
<i>Time series summary: by region</i>	M	Mar 81:	2-3	<i>All items excluding housing; quarterly</i>	M	Mar 81:	6-6
<i>assisted areas, counties, local areas</i>	M	Mar 81:	2-4	<i>Group indices: annual averages</i>	M	Mar 81:	6-7
<i>Occupation</i>	Q	Feb 81:	2-12	<i>Revision of weights</i>	A	Apr 80:	381
<i>Age and duration: summary</i>	Q	Feb 81:	2-6	<i>Food prices</i>	M	Mar 81:	6-3
<i>Industry</i>				<i>London weighting: cost indices</i>	A	June 80:	644
<i>Latest figures: GB UK</i>	Q	Mar 81:	2-10	<i>Family Expenditure Survey</i>			
<i>Number unemployed and percentage rates: GB</i>	M	Mar 81:	2-9	<i>Quarterly summary</i>	Q	June 80:	634
<i>Occupation:</i>				<i>Annual: preliminary figures</i>	A	July 80:	749
<i>Broad category: time series quarterly</i>	M	Mar 81:	2-11	<i>final detailed figures</i>	A	Nov 80:	1155
<i>Flows GB, time series</i>	M	Mar 81:	2-19	<i>FES and RPI weights</i>	A	Mar 81:	
<i>Adult students: by region</i>	M	Mar 81:	2-13	<i>International comparisons</i>	M	Mar 81:	6-8
<i>Minority group workers: by region</i>	Q	Mar 81:	2-17	<i>Industrial disputes</i>			
<i>Disabled workers: GB</i>	M	Mar 81:	2-16	<i>Stoppages of work</i>			
<i>Non-claimants: GB</i>	M	Mar 81:	2-16	<i>Summary: latest figures</i>	M	Mar 81:	4-1
<i>International comparisons</i>	M	Mar 81:	2-18	<i>time series</i>	Q	Jan 81:	4-2
<i>Temporarily stopped: GB</i>				<i>Latest year and annual series</i>	A	Aug 80:	865
<i>Latest figures: by region</i>	M	Mar 81:	2-14	<i>Industry</i>			
<i>Vacancies (remaining unfilled)</i>				<i>Monthly</i>			
<i>Region</i>				<i>Broad sector: time series</i>	M	Mar 81:	4-1
<i>Time series: seasonally adjusted</i>	M	Mar 81:	3-1	<i>Annual</i>			
<i>unadjusted</i>	M	Mar 81:	3-2	<i>Provisional</i>	A	Jan 81:	25
<i>Industry: GB</i>	Q	Mar 81:	3-3	<i>Detailed</i>	A	Aug 80:	865
<i>Occupation: by broad sector and unit groups: GB</i>	M	Mar 81:	3-4	<i>Prominent stoppages</i>	A	Aug 80:	867
<i>Region summary</i>	Q	Feb 81:	2-12	<i>Main causes of stoppage</i>			
<i>Flows: GB, time series</i>	M	Mar 81:	2-19	<i>Cumulative</i>	M	Mar 81:	4-1
<i>Unemployment and vacancy flows: GB</i>	M	Mar 81:	2-19	<i>Latest year for main industries</i>	A	Aug 80:	865
<i>Skill shortage indicators</i>	Q	Jan 81:	34	<i>Size of stoppages</i>			
<i>Earnings and hours</i>				<i>Stoppages beginning in latest year</i>	A	Aug 80:	873
<i>Average earnings</i>				<i>Aggregate days lost</i>	A	Aug 80:	873
<i>Whole economy (new series) index</i>				<i>Number of workers involved</i>	A	Aug 80:	874
<i>Main industrial sectors</i>	M	Mar 81:	5-1	<i>Days lost per 1,000 employees in recent years by industry</i>	A	Aug 80:	875
<i>Industry</i>	M	Mar 81:	5-3	<i>International comparisons</i>	A	Feb 80:	161

SPECIAL FEATURE

Furthering their chances of a job

by Len Dawes

Manpower Intelligence and Planning Division, MSC

Experience shows that a young person's employability can be enhanced through work experience which offers something more in the way of training and education outside the sponsoring employer's premises. But how extensive is it?

One important way of improving the chances of people on work experience schemes finding satisfactory jobs rapidly is the provision of off-the-job training or some form of further education. Job-related skills or social skills concerned with "job-getting" are particularly high on the list of useful additions to a sponsoring employer's work experience place.

A survey of young people on four Youth Opportunities Programme work experience schemes, work experience on employers' premises (WEEP), project based work experience (PBWE), community service (CS) and training workshops (TW), was carried out in March 1979, again in 1980, and a third is currently under way. The main aim was to estimate the number of people in the various schemes who were receiving off-the-job training or further education through the sponsoring employers.

Off-the-job training/education

Respondents were asked if they received any off-the-job training or instruction as part of their scheme, where they received it, and how much time they normally spent on it. An explanation of what was meant by the phrase "off the job training or instruction" was given in the introductory letter, as follows: "any training or instruction away from the job you normally do, even if it is in the same place where you usually work".

Overall, 37 per cent of participants on work experience schemes in 1979-80 seem to be receiving some form of off-the-job training or further education, although some schemes attempt to disguise their training so that the participants do not recognise it, and where this device has been successful the training cannot be included in these results. In 1978-9, some 25 per cent of participants on work experience schemes were estimated to be receiving such training or education.

Each type of work experience scheme has particular features and table 1 shows how the likelihood of training or education being received varies by scheme-type, as does the place where it is given.

Compared with the 1979 survey, the proportion of WEEP participants receiving education or training in a college of further education has doubled, while the proportion of CS participants receiving this kind of education or training has decreased by a third. Because WEEP is by far the largest type of scheme operating there is bound to be an overall increase in the proportion of work experience participants receiving college training or education as the other two scheme-types show very similar results for both years. The other notable difference is that the proportion of people receiving education or training at their normal workplace has increased considerably in all types of scheme.

The kind of sponsor running the work experience scheme appears to have some effect on the likelihood of the participants receiving off-the-job training or education, as illustrated in table 2.

Within the private sector there is some variation in the proportion of participants getting off-the-job training or education, according to the sponsor's industry, as shown in table 3.

The size of scheme does not appear to be a significant factor affecting whether or not participants receive off-the-job training or education, but the size of the sponsoring organisation (measured by the number of employees) shows an interesting pattern demonstrated in table 4.

It seems that the chances of participants' getting training increase, up to the size of 1,000 employees; after that it falls again. Small sponsors appear to be particularly bad at providing training, so it may be concluded that medium-sized sponsors are best at providing off-the-job training or education.

Amount of time spent on off-the-job training/education

While the proportion of participants receiving training or education has increased since the 1979 survey, there has also been an increase in the proportion of those getting such training who receive half a day per week rather than a full day, or more. Looking at the categories of (1) training given in a college of further education, (2) training in a skillcentre and (3) training given at the workplace the following table shows this change over the year.

Other notable changes from 1979 to 1980 are in college training of more than one day per week, where there seems to be a drop in the number of participants receiving such training; and in college training of one day per week where there is a large increase.

What is done on off-the-job training

Looking only at those respondents who received some form of off-the-job training or education its content is described in table 6.

How helpful is off-the-job training thought to be?

Table 7 shows the proportions of survey respondents who consider the particular things they are doing will help them to get a job.

In some categories the 1980 results look comparatively pessimistic, possibly reflecting the participants' view of the labour market as a whole.

How helpful is the scheme overall thought to be?

Respondents were asked "How helpful do you think your time on the scheme will be for finding a job afterwards?"

Table 1 Training received by scheme-type 1980

	Per cent				Weighted total
	WEEP	PBWE	TW	CS	
College of further education	18.5	16.4	20.6	18.5	18.4
Youth Community centre	2.3	5.5	7.9	14.8	4.2
Skillcentre	0.8	0.5	4.9	2.6	1.1
Normal workplace	12.2	19.7	21.7	17.4	13.8
No training/other	66.2	57.9	44.9	46.7	62.5
All	100	100	100	100	100

Table 2 Participants receiving training by sponsor type 1980

Sponsor type	% of participants receiving training
Education authority	55
Voluntary/charity organisation	50
Local authority	37
Private sector	34
Health authority	19

Table 3 Participants receiving training by sponsor industry 1980

Sponsor's industry	% of participants receiving training
Agriculture, forestry, fishing	47
Engineering, metal industries	40
Other manufacturing industries	37
Distributive trades	37
Construction, mining	29
Miscellaneous services	29
Financial, professional	24

Table 4 Participants receiving training by sponsor size 1980

Size of sponsor (number of employees)	% of participants receiving training
1-20	29
21-100	41
101-500	45
501-1,000	48
1,001-5,000	31
5,000+	37

Table 5 Amount of time spent by place of training

	% of all participants in each category					
	CFE		SC		Workplace	
	1980	1979	1980	1979	1980	1979
Half-day	3.3	2.2	0.1	0.3	8.2	2.8
One day	14.0	10.0	0.6	0.3	2.8	1.8
More	1.1	3.4	0.4	0.8	2.8	2.4

Of participants who had left their scheme at the time of the 1980 survey 71.6 per cent felt the scheme to be "very" or "fairly" helpful as against 88.4 per cent of those still on their scheme. It is not possible to tell whether this difference in attitude is due to experience in the labour market, after the scheme or because those for whom the scheme is not beneficial tend to leave early.

The 1979 survey found very similar results on overall helpfulness, but many of those who replied to the 1979 survey were contacted about nine months later (roughly six months after leaving their schemes) and asked the same question about overall helpfulness. In all 1,838 respondents answered this question at both contacts, and there

Table 6 Things done in off-the-job training

	% of those receiving training who do this:	
	1980	1979
Learn about looking for jobs	53.3	39.5
Practise writing letters for jobs	40.8	38.6
Practise job interviews	42.4	34.7
Maths or arithmetic	30.8	29.0
English	30.5	31.4
Safety at work/first aid	40.3	n/k
Learn how to use machines	32.2	31.8
Learn about tools and materials	37.7	35.7
Typing	14.7	n/k
Something else	10.8	33.1

Note: this table is not based on weighted data.

Table 7 Helpfulness of off-the-job training

	% of those who do it and think it will help	
	1980	1979
Learn about looking for jobs	69.6	89.1
Practise writing letters for jobs	73.8	75.9
Practise job interviews	77.7	77.4
Maths or arithmetic	59.4	77.6
English	62.5	86.7
Safety at work/first aid	47.7	n/k
Learn how to use machines	73.9	79.9
Learn about tools and materials	66.8	72.7
Typing	70.8	n/k
Something else	63.4	70.1

Note: this table is not based on weighted data.

Table 8 How helpful by scheme-type—1980

	Per cent				Weighted total
	WEEP	PBWE	TW	CS	
Very helpful	48.3	37.4	37.9	41.1	46.1
Fairly helpful	39.0	43.1	43.2	43.8	40.1
Not very helpful	8.8	12.9	11.4	9.8	9.4
Not at all helpful	3.8	6.6	7.6	5.4	4.4
All	100	100	100	100	100

Table 9 Attitude towards schemes over time 1979

	After three months on scheme		After scheme finished	
	Count	%	Count	%
Very helpful	824	(44.8%)	785	(42.8%)
Fairly helpful	739	(40.2%)	677	(36.8%)
Not very helpful	180	(9.8%)	221	(12.0%)
Not at all helpful	95	(5.2%)	155	(8.4%)
All	1,838	(100%)	1,838	(100%)

Note: this table is not based on weighted data.

was a slight worsening in attitude of these respondents over time (table 9).

Thus taking "very helpful" and "fairly helpful" together, and "not very helpful" and "not at all helpful" together, the 85 per cent who felt the scheme to be helpful after three months dropped to 79.6 per cent, and consequently the 15 per cent who felt that the schemes were not helpful increased to 20.4 per cent.

Overall, the likelihood of work experience participants receiving off-the-job education or training has increased considerably from 1979 to 1980, and the majority of participants feel that the scheme is beneficial to them.

SPECIAL FEATURE

Retail prices in 1980

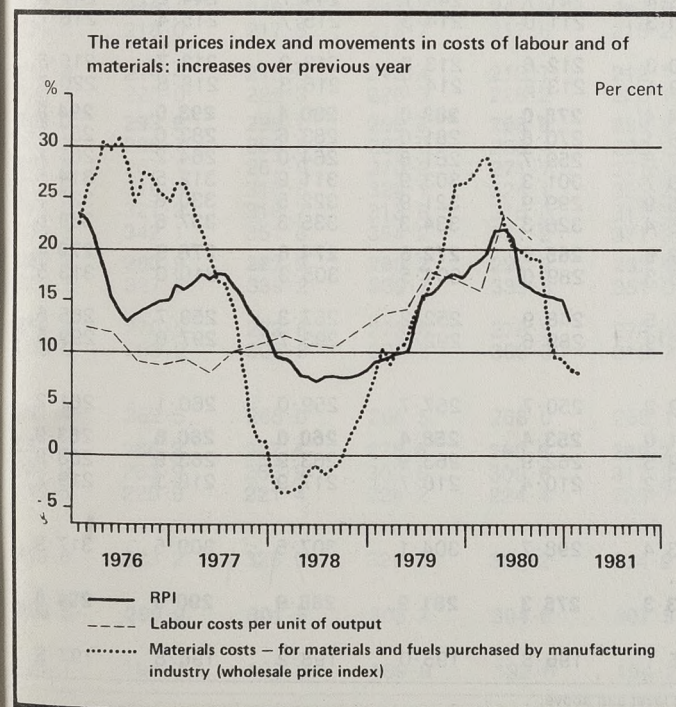
Employment Gazette looks at general influences on prices in 1980, at the different changes in the broad groups and the monthly contributions to the increase in prices; and gives details of the changes in prices group by group and month by month during the year.

The rate of inflation, as measured by the Retail Prices Index (RPI), decelerated in the latter part of 1980, reversing the rising trend which started in 1979 and continued in the first quarter. The annual rate of increase rose from 18.4 per cent in January to a peak of 21.9 per cent in May and then fell progressively to 13.0 per cent in January 1981.

The increase in prices in the year commencing January 1980, of 13.0 per cent, compares with 18.4 per cent in 1979, 9.3 per cent in 1978 and 9.9 per cent in 1977. The year on year figures for April, May and June were unusually high in that the 12-month period included the immediate effects of two budgets, for March 1980 and for June 1979, the latter raising the VAT rate substantially. There was a record fall in the 12 months' increase from 21.0 per cent in June to 16.9 per cent in July, as the main direct effect of the 1979 Budget dropped out of the 12 month period.

The monthly rate of increase also declined sharply during the year. Excluding the temporary effects of seasonal food prices, the monthly increase fell from 2.4, 1.5 and 1.4 per cent respectively in January, February and March to an average of about 0.6 per cent in the second half of the year. The usual falls in seasonal food prices in this period further restricted the rate of increase of the all items index.

Chart 1



During the year, the prices of potatoes, coffee, tomatoes and some clothing items fell and there were only small increases (under 6 per cent) in the prices of margarine and cooking fats, most meats, fish, fresh fruits, TVs, radios and other household items, many types of clothing, TV rentals and the TV licence (no change). Among the larger increases were State school meals (by about a half), telephone charges (29 per cent), fuel and light (28 per cent), rates and water charges (27 per cent) and newspapers and periodicals (27 per cent).

General influences on prices in 1980

Five main influences were:

- the strong growth of labour costs,
- a stabilising of industry's materials and fuel costs ending the strong rise during 1979,
- a reduction in profit margins in the face of very competitive market conditions,
- a further appreciation in the sterling exchange rate,
- a number of factors affecting the nationalised industries' products.

Unit labour costs increased strongly as weekly earnings

Table 1 Changes between Jan 1980 and Jan 1981

Expenditure group	Percentage increase in group index	Weight of group in RPI	Contribution of increase in group index to percentage increase in "all items" index
Food	8.9	214	1.9
Alcoholic drink	15.0	82	1.2
Tobacco	10.0	40	0.4
Housing	20.1	124	2.5
Fuel and light	28.4	59	1.7
Durable household goods	6.9	69	0.5
Clothing and footwear	5.3	84	0.4
Transport and vehicles	11.6	151	1.7
Miscellaneous goods	13.4	74	1.0
Services	17.1	62	1.1
Meals bought and consumed outside the home	14.8	41	0.6
All items	13.0	1,000	13.0
Nationalised industries' output	27.0	94	2.5
All items excluding food, housing and the nationalised industries' output	10.9	574	6.3

Table 2 Indices and weights for "all items", groups and sub-groups from January 1980 to January 1981

	Group and sub-group weights	1980						
		Jan 15	Feb 12	Mar 18	April 15	May 13	June 17	July 15
All items	1,000	245.3	248.8	252.2	260.8	263.2	265.7	267.9
All items other than food	786	245.5	249.4	252.5	262.7	265.3	267.9	270.1
Food	214	244.8	246.7	251.1	254.1	225.7	257.9	259.9
Bread, flour, cereals, biscuits and cakes	28	255.7	256.8	258.0	258.4	266.4	269.3	271.9
Meat and bacon	57	208.0	209.2	210.6	215.0	217.2	218.3	219.0
Fish	7	216.8	215.9	218.5	219.7	219.7	220.2	220.4
Butter, margarine, lard and other cooking fats†	9	275.6	279.3	281.3	283.8	287.0	286.7	287.8
Milk, cheese and eggs	30	235.6	236.7	250.5	251.5	252.6	253.0	252.7
Tea, coffee, cocoa, soft drinks, etc	12	281.7	287.1	289.5	292.0	294.0	294.7	292.2
Sugar, preserves and confectionery	21	331.2	337.1	340.9	344.6	346.5	349.7	356.1
Vegetables, fresh, canned and frozen	22	269.8	272.3	279.0	278.9	266.2	269.6	267.3
Fruit, fresh, dried and canned	10	221.0	222.2	225.6	234.7	239.9	248.7	270.0
Other foods	18	250.8	253.0	257.9	263.8	268.3	271.7	275.1
Alcoholic drink	82	241.4	244.7	247.7	259.4	260.4	261.7	265.1
Beer	49	268.0	270.7	274.2	287.8	288.6	291.1	291.9
Spirits, wines, etc	33	204.8	208.6	211.0	220.1	221.4	221.4	227.5
Tobacco	40	269.7	269.7	275.2	292.9	294.3	294.3	294.3
Housing (including owner occupiers' dwelling insurance premiums and ground rent)	124	237.4	241.7	243.8	269.8	272.1	275.1	277.0
Rent	28	186.0	186.1	186.7	211.4	212.4	217.4	218.0
Owner-occupiers' mortgage interest payments	38	260.8	273.3	276.6	279.0	282.7	286.3	290.4
Rates and water charges	31	248.0	248.0	248.0	314.3	314.4	314.4	314.4
Materials and charges for repairs and maintenance	24	268.9	272.5	277.8	291.2	296.4	299.0	302.1
Fuel and light	59	277.1	278.2	282.3	289.1	300.5	315.3	322.8
Coal and smokeless fuels	9	301.7	303.2	331.0	331.0	331.0	331.0	344.3
Gas	16	190.4	190.6	190.6	195.5	205.1	217.1	221.9
Electricity	29	314.2	314.3	314.3	323.3	340.8	361.7	369.4
Oil and other fuel and light	5	374.7	386.9	390.9	406.9	406.9	422.9	428.2
Durable household goods	69	216.1	220.4	223.1	224.9	226.0	225.9	226.4
Furniture, floor coverings and soft furnishings	31	226.2	232.1	236.1	237.2	238.9	238.3	238.4
Radio, television and other household appliances	27	193.7	196.0	197.4	198.7	199.1	199.0	198.4
Pottery, glassware and hardware	11	253.7	258.6	262.1	267.2	268.5	270.4	275.8
Clothing and footwear	84	197.1	199.8	203.1	204.6	205.5	206.7	207.5
Men's outer clothing	16	214.2	217.8	219.4	219.8	222.3	223.9	224.9
Men's underclothing	5	257.4	260.3	264.6	271.2	273.2	274.5	278.9
Women's outer clothing	22	159.5	161.5	165.4	166.1	165.9	167.0	165.8
Women's underclothing	4	233.9	233.4	241.7	244.7	244.7	244.2	247.5
Children's clothing	11	204.5	210.3	211.0	214.3	215.7	215.4	216.7
Other clothing, including hose, haberdashery, hats and materials	8	206.4	210.3	212.6	213.8	213.3	213.7	215.6
Footwear	18	207.7	209.1	213.9	214.7	216.3	218.8	220.8
Transport and vehicles	151	268.4	274.4	278.0	288.0	290.4	293.0	294.0
Motoring and cycling	131	262.3	268.1	270.8	281.0	283.6	283.6	287.3
Purchase of motor vehicles	54	255.3	257.5	259.7	261.8	264.0	264.2	267.1
Maintenance of motor vehicles	16	281.2	298.7	301.3	303.9	311.9	312.5	314.5
Petrol and oil	43	288.9	295.9	299.9	321.9	322.5	330.8	327.7
Fares	20	308.3	316.4	326.3	334.3	335.3	337.6	338.6
Miscellaneous goods	74	258.8	262.9	265.3	272.6	274.6	276.9	279.4
Books, newspapers and periodicals	14	280.6	283.3	289.0	304.5	305.3	310.0	313.5
Medicines, surgical, etc, goods and toiletries	12	238.7	247.5	248.9	252.2	257.3	259.7	265.6
Soap, detergents, polishes, matches, etc	10	248.8	286.9	289.6	292.5	293.7	297.6	299.5
Stationery, travel and sports goods, toys, photographic and optical goods, plants, etc	38	245.9	249.2	250.7	257.7	259.0	260.1	261.2
Services	62	246.9	251.0	253.4	258.4	260.0	260.8	263.9
Postage, telephones and telegrams	14	246.6	259.5	262.9	263.9	263.9	263.9	263.9
Entertainment	26	210.0	210.2	210.4	216.7	217.9	218.3	219.2
Other services, including domestic help, hairdressing, boot and shoe repairing and laundering	22	289.9	293.4	298.7	304.1	307.5	309.5	317.9
Meals bought and consumed outside the home	41	267.8	273.3	276.3	281.9	288.9	290.9	294.8
† Lard and other cooking fats (revised indices)	—	193.6	195.1	196.8	195.0	198.2	196.8	197.5

* Due to rounding the sum of the constituent items may not agree exactly with the effect at group level and above.

Table 2 (continued)

January 15, 1974 = 100

	1981					Change during year per cent	Effect of change on "all items" index per cent*
	Aug 12	Sept 16	Oct 14	Nov 18	Dec 16		
All items	268.5	270.2	271.9	274.1	275.6	13.0	13.0
All items other than food	271.2	273.3	275.4	278.0	279.2	14.2	11.2
Food	259.0	259.0	259.3	260.0	262.7	8.9	1.9
Bread, flour, cereals, biscuits and cakes	271.9	272.4	272.9	274.8	279.0	10	0.3
Meat and bacon	218.2	216.9	216.4	214.9	218.0	5	0.3
Fish	220.3	221.3	223.9	223.0	226.2	5	0.0
Butter, margarine, lard and other cooking fats*	288.6	287.7	286.8	285.7	287.0	5	0.0
Milk, cheese and eggs	258.0	258.6	259.3	261.8	263.3	18	0.5
Tea, coffee, cocoa, soft drinks, etc	295.2	300.1	301.9	302.3	299.7	8	0.1
Sugar, preserves and confectionery	362.6	366.6	364.7	365.6	367.3	13	0.3
Vegetables, fresh, canned and frozen	240.2	252.1	258.9	265.2	272.5	2	0.0
Fruit, fresh, dried and canned	274.7	246.1	232.5	229.7	230.1	5	0.1
Other foods	277.4	278.0	282.3	284.2	285.5	15	0.3
Alcoholic drink	265.2	272.3	274.6	274.6	274.6	15.0	1.2
Beer	292.1	305.3	305.5	305.5	305.5	16	0.8
Spirits, wines, etc	227.5	227.5	232.0	232.0	232.0	14	0.5
Tobacco	298.4	298.4	297.9	297.9	297.9	10.0	0.4
Housing (including owner occupiers' dwelling insurance premiums and ground rent)	278.8	280.3	283.7	286.4	287.4	20.1	2.5
Rent	219.1	219.4	223.2	228.0	227.8	23	0.6
Owner-occupiers' mortgage interest payments	294.2	298.0	302.2	306.2	309.9	15	0.6
Rates and water charges	314.4	314.4	314.4	314.4	314.4	27	0.8
Materials and charges for repairs and maintenance	304.2	305.6	311.7	312.3	312.1	16	0.4
Fuel and light	324.1	330.8	337.4	348.8	351.4	28.4	1.7
Coal and smokeless fuels	344.3	344.3	344.3	376.9	376.9	31	0.3
Gas	221.9	221.9	225.1	233.3	239.8	28	0.4
Electricity	372.6	387.9	399.7	407.7	407.7	30	0.9
Oil and other fuel and light	428.2	429.0	432.1	434.3	434.7	18	0.1
Durable household goods	227.8	229.2	230.8	232.4	232.5	6.9	0.5
Furniture, floor coverings and soft furnishings	239.4	240.8	242.1	243.7	243.8	7	0.2
Radio, television and other household appliances	200.0	201.1	201.6	203.3	203.2	4	0.1
Pottery, glassware and hardware	277.7	279.8	285.8	287.3	288.0	13	0.1
Clothing and footwear	207.3	208.4	208.4	208.8	208.1	5.3	0.4
Men's outer clothing	225.5	225.0	226.1	226.4	226.4	6	0.1
Men's underclothing	279.8	280.2	285.2	284.0	286.0	12	0.1
Women's outer clothing	164.6	165.7	163.8	164.6	162.5	1	0.0
Women's underclothing	245.2	246.1	246.8	247.7	247.9	6	0.0
Children's clothing	216.3	218.0	217.5	218.7	217.6	5	0.1
Other clothing, including hose, haberdashery, hats and materials	212.8	214.4	215.6	213.4	213.7	3	0.0
Footwear	222.6	225.0	225.3	226.3	226.2	9	0.2
Transport and vehicles	295.0	293.9	295.1	295.8	298.8	11.6	1.7
Motoring and cycling	288.3	286.7	286.8	287.2	288.4	10	1.3
Purchase of motor vehicles	267.8	267.1	267.8	270.2	271.7	7	0.4
Maintenance of motor vehicles	318.6	318.6	318.6	324.1	324.1	16	0.3
Petrol and oil	326.0	321.3	318.7	313.8	315.0	10	0.4
Fares	339.3	342.1	351.6	354.2	371.2	20	0.4
Miscellaneous goods	280.3	283.9	287.9	289.2	291.0	13.4	1.0
Books, newspapers and periodicals	315.1	327.5	339.2	339.7	339.8	25	0.4
Medicines, surgical, etc, goods and toiletries	268.3	270.5	272.6	273.6	278.8	17	0.2
Soap, detergents, polishes, matches, etc	300.0	303.9	305.8	307.5	308.3	9	0.1
Stationery, travel and sports goods, toys, photographic and optical goods, plants, etc	261.4	262.5	265.0	266.5	268.0	9	0.3
Services	264.5	266.2	267.4	278.6	280.8	17.1	1.1
Postage, telephones and telegrams	263.9	263.9	263.9	302.8	309.8	29	0.4
Entertainment	219.6	220.9	221.4	224.2	224.4	12	0.3
Other services, including domestic help, hairdressing, boot and shoe repairing and laundering	319.6	323.2	326.0	329.5	331.2	16	0.4
Meals bought and consumed outside the home	296.5	299.9	301.5	303.7	304.6	14.8	0.6
* Lard and other cooking fats (revised indices)	196.7	194.7	193.8	189.9	192.6	—	—

accelerated in the first half year and output per head fell slightly. The increase in labour costs per unit of output (whole economy) reached 21.1 per cent over a year earlier in the third quarter (the latest data available) compared with 17.9 per cent in the same quarter in 1979 and 10.6 per cent in 1978.

Manufacturing industries' materials' costs stabilised from about April following the very sharp rise in the previous year or so, caused to a considerable extent by the increase in crude oil prices. In the eight months since April, the increase in the wholesale price index for materials and fuels purchased by manufacturing industry was under two per cent. The increase over a year earlier was 9.3 per cent in December 1980, compared with 26.5 per cent in December 1979 and 5.4 per cent in 1978. Movements in unit labour costs and in manufacturers' materials costs are compared with those in the RPI in chart 1.

As in 1979, the increase in materials' costs has been much lower for food manufacturing industries, with an increase of only three per cent in the year to December 1980 compared with 13.5 per cent for industries other than food, drink and tobacco.

The increase in retail prices was mitigated by a further appreciation of 12 per cent in the sterling exchange rate, which kept imported prices lower than they would otherwise have been. This affected the prices of manufacturers' imported materials and fuels and other purchases and also

the prices of finished imported goods. The prices of foods covered by the Common Agricultural Policy are affected not by the sterling exchange rate but by the Green Pound exchange rate which was unchanged during the year.

The sterling effective exchange rate rose from 89.6 in December 1979 (with the average for 1975 as 100) to 100.2 in December 1980. Import prices of finished manufactures (excluding erratic items such as aircraft and ships) rose by only three per cent in the year up to the fourth quarter, including an increase of six per cent for passenger cars and no change for other consumer items.

It is likely that there was a reduction in profit margins, helping to hold price increases below what otherwise might have been expected in view of the sharp rise in manufacturers' and distributors' unit labour costs. Very competitive retail markets developed during the year partly because the prices of imported goods were rising very slowly and partly because manufacturers and distributors, faced with very high interest rates and subdued consumer demand, sought to reduce their stocks which had reached very high levels by the end of 1979.

Retail stocks, at constant 1975 prices, were at a level of 129 in fourth quarter compared with 116 in 1978 and 106 in 1977 (seasonally adjusted, with the fourth quarter of 1974 as 100), while the volume of retail spending (food and other retail goods, including about half by weight of the goods and services covered in the RPI) levelled off, showing

Chart 2 Contributions of the main groups of goods and services to the increase in the "all items" index in 1980
The area of each bar (weight × price increase) shows the amount each group contributed to the overall increase for the year (13.0 per cent, see table 1)

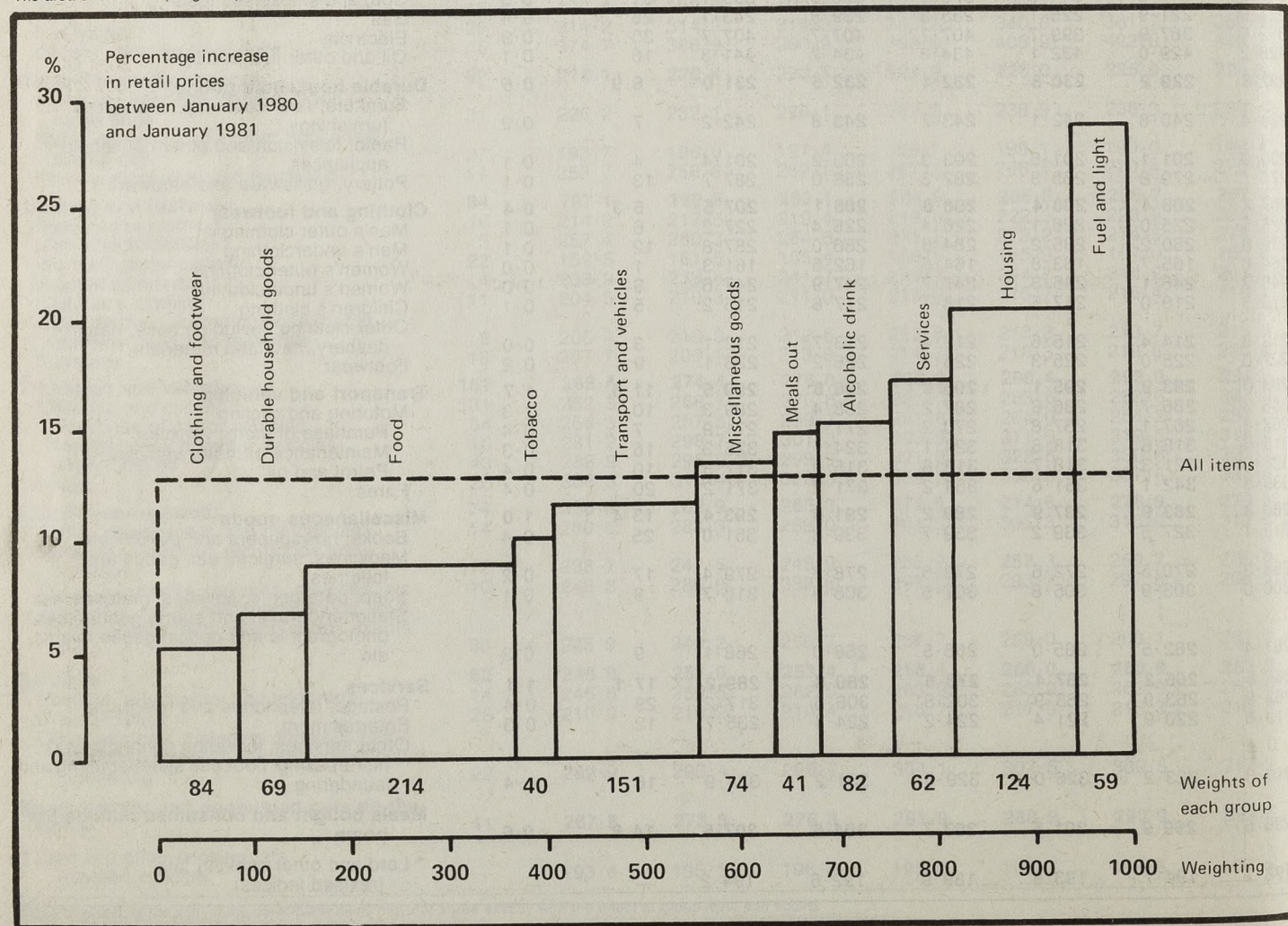


Chart 3 Principal contributions to the increase in retail prices (excluding seasonal food)

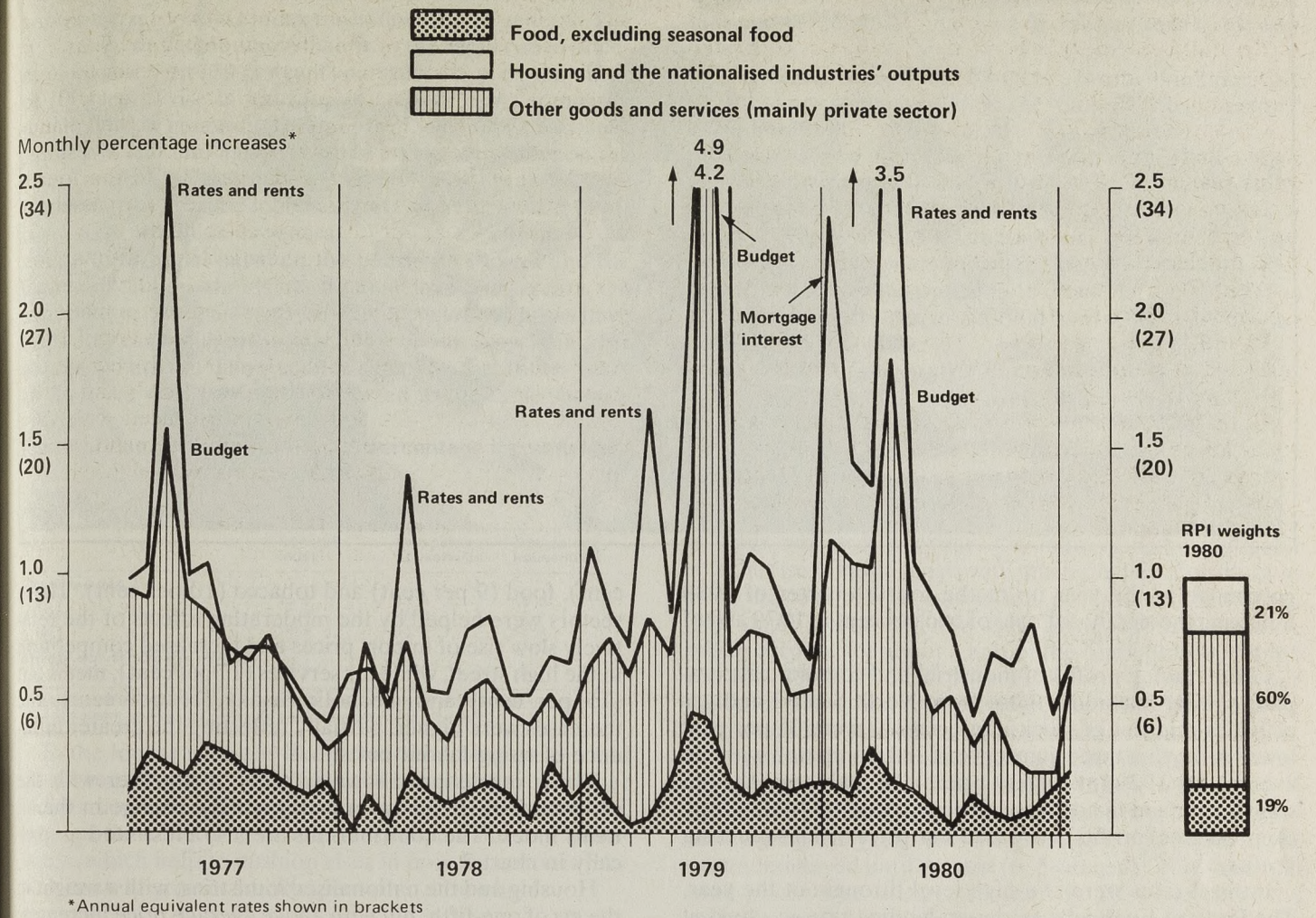
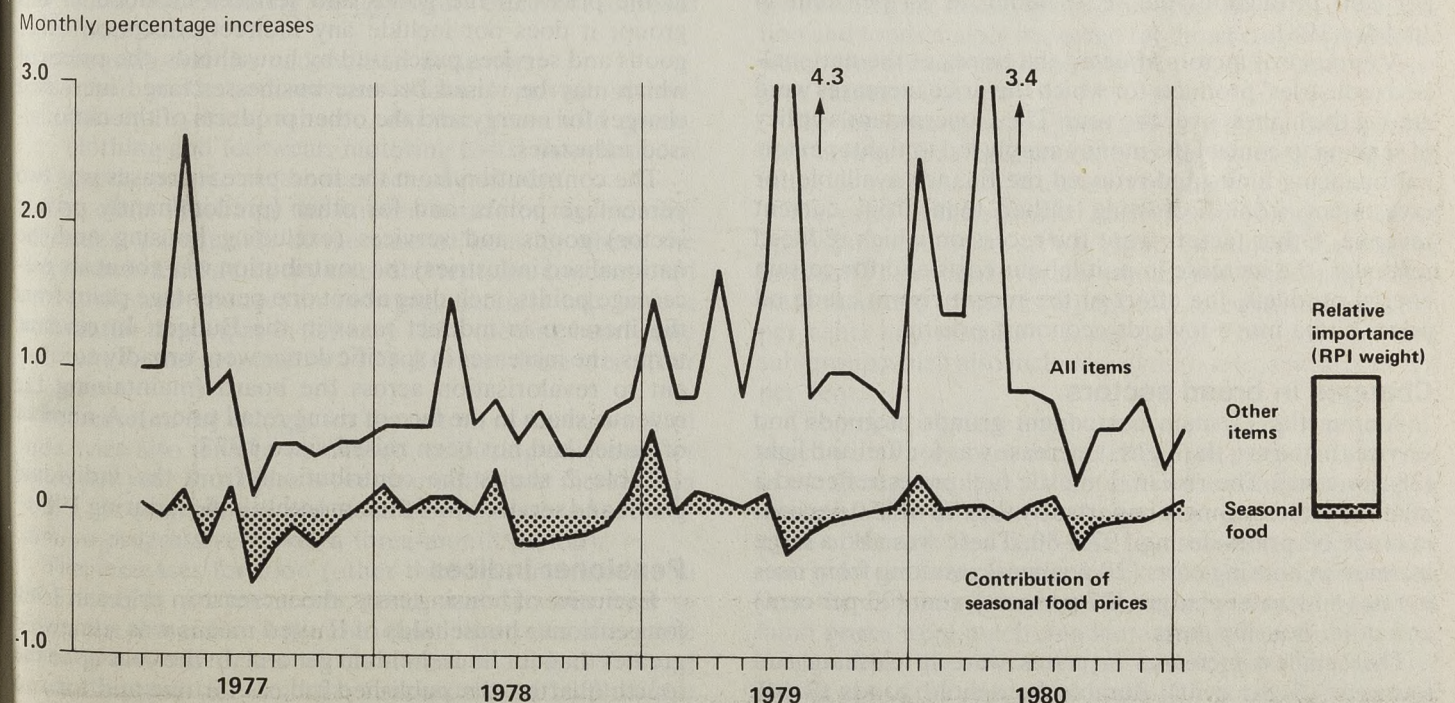


Chart 4 Contribution of seasonal food prices to the general increase in prices (RPI)





no change in the year up to the fourth quarter of 1980 following the significant rises of two per cent in 1979 and of six per cent in 1978.

Gross trading profits of industrial and commercial companies, after excluding those from North Sea oil and gas activities and net of stock appreciation, were 3½ per cent lower in the first three quarters of 1980, compared with the average for 1979 (at current prices); in real terms the fall was steeper and in addition interest payments (which are a claim on gross profits) increased sharply, further squeezing profits.

Interest rates were at a high level throughout the year. The Bank of England's minimum lending rate was held at 17 per cent, before falling to 16 per cent in July and to 14 per cent in November. The only direct effect of interest rates on the RPI is the mortgage interest rate, which was 15 per cent throughout the year, falling to 14 per cent in January 1981.

A number of factors affected the prices of the nationalised industries' products for which the price increases were among the highest over the year. The Government's policy of seeking to control the money supply led to tighter external financing limits and reduced the finance available for investment from borrowing rather than from current revenue. Other factors were the recession which reduced revenues, the increase in unit labour costs and for certain energy products, the effect of the recent rise in crude oil prices and a move towards economic pricing.

Changes in broad sectors

Among the 11 main component groups of goods and services in the RPI, the highest increase was for fuel and light (28 per cent). The rise in domestic fuel prices reflected a number of factors, most importantly the rise of 150 per cent in crude oil prices during 1979-80. There was also a large increase in housing costs (20 per cent) resulting from rises in rates and water charges (27 per cent), rent (23 per cent) and other housing costs.

The smallest increases in prices were in clothing and footwear (5 per cent), durable household goods (7 per

cent), food (9 per cent) and tobacco (10 per cent). These sectors were helped by the moderating effects of the relatively slow rise of import prices and increased competition in the high street, while for services (17 per cent), meals out (15 per cent) and alcoholic drinks (15 per cent), the increases were higher, partially reflecting the greater influence of rising labour costs.

These results are shown in table 1, together with the contributions of the main groups to the change in the all items index. The contributions are also illustrated graphically in chart 2.

Housing and the nationalised industries, with a weight in the RPI of one-fifth, but with above average price increases, contributed about two-fifths (five percentage points) to the overall increase in prices of 13 per cent over the year. This is a measure only of the direct effect through the increases in the prices of the goods and services included in this group; it does not include any indirect effects on other goods and services purchased by households, the prices of which may be raised because businesses faced increased charges for energy and the other products of the nationalised industries.

The contribution from the food price increases was two percentage points, and for other (predominantly private sector) goods and services (excluding housing and the nationalised industries) the contribution was about six percentage points, including about one percentage point from the increase in indirect taxes in the Budget. In revenue terms, the increases in specific duties were broadly equivalent to revalorisation across the board (maintaining the revenue share in the face of rising retail prices). A number of duties had not been raised since 1977.

Table 2 shows the contributions from the individual goods and services, and their monthly indices during 1980.

Pensioner indices

Exclusive of housing costs, the increase in prices in 1980 for pensioner households of limited means was somewhat greater than for households in general. In the year up to the fourth quarter, the published indices for one and for two

person pensioner households rose by 14.7 per cent and 14.0 per cent respectively, compared with 13.3 per cent for the corresponding index for households in general. The difference was attributable mainly to the rapid rise in prices for fuel and light (29 per cent) partially offset by the effect of the slower rise in food prices (10 per cent) compared with prices in general (13.3 per cent, excluding housing). Food and fuel and light prices have a greater effect on the rise in prices for pensioner households of limited means because they spend proportionately more on these items than do households in general.

The differential between the pensioner indices and the index for all households has fluctuated over the years. On average over the past ten years, the pensioner indices have been increasing slightly faster, by about ½ per cent per annum, than the general index but in the three years 1977-9, the differential was reversed as the table shows.

Retail prices, excluding housing: percentage increase over a year earlier

Pensioners of limited means*

	General index	One person households	Two person households
(Fourth quarter)			
1977	13.6	13.4	13.0
1978	7.6	6.6	7.1
1979	16.8	15.8	15.8
1980	13.3	14.7	14.0
Average annual increase, 1970 Q4 to 1980 Q4	13.7	14.2	14.1

* Defined as those who derive at least three-quarters of their income from national insurance retirement and similar pensions and/or supplementary benefits.

In the longer run, it is likely that if housing costs could have been included, the differential between the pensioner indices and the general index would have narrowed, because the effect of rent and rates rebates and rent allowances, which help to cushion rises in housing costs, is proportionately greater for the pensioner households.

Monthly contributions

Chart 3 shows broad contributions to the monthly increases in prices over the past four years:

- food, but excluding the temporary effects of seasonal food prices,
- housing and the nationalised industries,
- other goods and services—"mainly private sector" (alcoholic drink, tobacco, durable household goods, clothing and footwear, motoring costs, miscellaneous goods, private sector services, meals out).

The chart illustrates the uneven nature of the monthly increases, particularly in the case of housing where the increases in local authority rates and rents are concentrated on April, and changes in mortgage interest can have a substantial impact, as in January 1980 (adding nearly one per cent to the RPI) and in 1977-8 when there were four decreases.

Increases in the charges for the output of the nationalised industries also tend to be uneven, occurring only once or twice per year (but there is some smoothing of increases in some, for example gas and electricity increases affect consumers progressively over a three-month period).

The increases for food (other than seasonal food) and other mainly private sector goods and services tend to fluctuate somewhat less. The chart illustrates the more rapid growth of prices which started in early 1979 and peaked in mid-1979 and the first quarter of 1980 before

falling markedly during the remainder of 1980. Their contribution fell from over one per cent per month in the first quarter to about one-third of one per cent in the last quarter.

The direct effects of Budgets (through indirect tax changes) are concentrated on the "mainly private sector" excluding food.

Seasonal food can make a significant contribution tending to raise the growth of prices in the early months of the year and reduce it in the second half; this is illustrated in chart 4. In 1980, the fluctuation was somewhat smaller than in the earlier years shown. In addition, the net contribution over the year was to hold down the general rise in prices, because the rise in seasonal food prices was only one per cent.

The details of the contributions to the monthly increases in prices in 1980 are given in the following section.

Movements of prices within the major groups

Group I: Food (Weight 214) Food prices as a whole rose by 8.9 per cent over the year. The main contributory factor was the rise in labour costs with much smaller contributions from the costs of fuel, agricultural produce and packaging. The small increase in the costs of agricultural produce, which account for about a half of the retail price, reflected the low 1980 EC farm price settlement (about five per cent), and for non-CAP produce, low world commodity prices and the substantial appreciation of sterling.

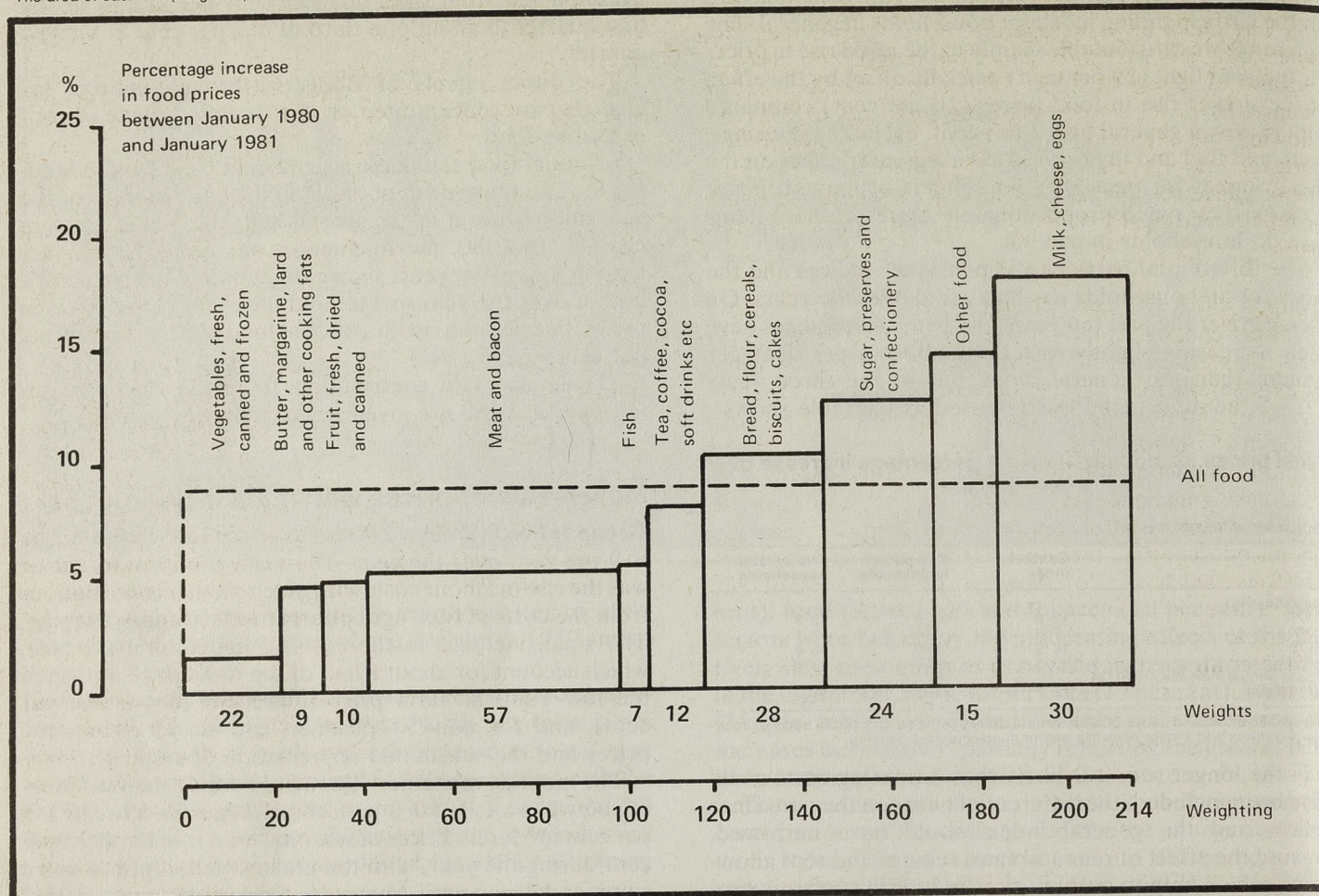
The monthly movement fluctuated during the year ranging between a fall of 0.3 per cent in August to a rise of 1.8 per cent in March. Prices of seasonal food rose by only 1 per cent during the year, with the greatest fall in prices in the summer delayed until August (6.5 per cent). Non-seasonal food prices rose during the year by 10.4 per cent; the monthly rate of increase declined in the second half of the year but rose in December and January. A similar monthly pattern was reflected in the price movements of foods which are mainly manufactured in the United Kingdom, foods which are mainly home produced for direct consumption and foods mainly imported for direct consumption, for which the annual increases were 11.3, 11.7 and 6.3 per cent respectively.

The movements in the food sub-groups are discussed in turn below. Their contributions to the increase in the food index as a whole are illustrated in chart 4.

The price of the standard loaf rose on average by about 2p in June and by a further 1½p in December making the increase 11 per cent over the whole year. Similar increases were recorded for flour (9 per cent), breakfast cereals (13 per cent) and biscuits (11 per cent). The index for this sub-group which also includes cakes rose by a little over ten per cent.

The prices of meat and bacon rose by 5½ per cent compared with 11 per cent during 1979. The price for beef rose in the spring and after a slight fall in the autumn rose again to show a rise of about seven per cent over the year. The price of home killed lamb rose to a seasonal peak in June, nearly 14 per cent over the January price; at the end of the year the annual increase was about six per cent. Imported lamb prices were much steadier and reached their peak in August when they were ten per cent higher than January. By the end of the year prices had fallen to a level 4½ per cent

Chart 5 Contributions of food subgroups to the increase in the food index in 1980
The area of each bar (weight × price increase) shows the amount each group contributed to the overall increase for the year (8.9 per cent, see table 2)



higher. Pork prices were fairly stable rising by 2¼ per cent over the whole year.

Fresh vegetables varied in price very much according to season but most prices at the end of the year were on the whole about ten per cent higher than the prices prevailing in January. Two exceptions were tomatoes, with a fall of 12 per cent, and potatoes; prices fell with the new crop in mid-year and by the end of the year were still one-sixth lower than in January (excluding potato products). Canned and frozen vegetables rose by about 11 per cent. Fresh fruit prices moved very much in line with seasonal expectations and most finished the year about five per cent above the January prices. Prices for canned fruit moved slowly upwards during the year also finishing about five per cent higher.

The price of fresh milk rose by 1½p per pint in February and ½p in August. When the 1½p per pint price increase on January 4, 1981 is taken into account there was a rise of 23¼ per cent over the year. The price of butter and cheese rose steadily throughout the year; butter by seven per cent and cheese by 11½ per cent. Egg prices showed little change until November when there was a seasonal rise of 5½ per cent and by January the increase over the year was 7½ per cent.

Prices for fresh fish rose very slowly and at the end of the year were up to five per cent higher than the January prices.

Frozen fish however rose more steeply finishing the year

nine per cent higher. The price of tea rose by 11½ per cent over the year. Coffee prices remained relatively stable until August but sharp falls in the last quarter brought the price down five per cent below the January level.

Significant price rises over the year were also recorded for sugar (13 per cent), sweets and chocolates (13 per cent), ice cream (18 per cent), jams (8¼ per cent), soft drinks (15 per cent and pet foods (16 per cent).

Group II—Alcoholic drink (Weight 82) Prices of alcoholic drinks rose by 15 per cent during the year compared with 21½ per cent during the previous year. Beer prices rose during the year by 16 per cent, including an increase of five per cent between March and April following the budget which put about 2p on a pint. The price of wines and spirits rose by 13½ per cent over the year, including a rise of 4½ per cent after the Budget when the duty on spirits increased by 50p per bottle and on wine by 8p per bottle.

Group III—Tobacco (Weight 40) The prices of tobacco and cigarettes remained fairly stable throughout the year. The overall rise was 10 per cent of which 6½ per cent followed the Budget which added 5p for a packet of 20 cigarettes and 4p for 25 grammes of tobacco.

Group IV—Housing (Weight 124) Overall the group index rose by 20 per cent compared with 25 per cent during the previous year. Rents rose sharply in April and again in the

fourth quarter and over the year rose by 22½ per cent. Rates and water charges rose in April by an average of 27 per cent. The index for mortgage interest payments made by owner occupiers rose throughout the year as house prices rose and in December was 19 per cent higher than in January. However there was a fall of about four per cent following the reduction from 15 to 14 per cent in the mortgage interest rate introduced for about two-thirds of all mortgagees on January 1, 1981. Materials and charges for repairs and maintenance rose by 16 per cent over the year.

Group V—Fuel and light (Weight 59) The group index rose by 28½ per cent over the year compared with 19 per cent in 1979. Domestic fuel prices rose much faster than retail prices generally for a number of reasons, most importantly the rise of 150 per cent in crude oil prices in an 18 month period in 1979–80. Other fuel prices rose both because of the direct impact on the fuel industries' costs and because of increasing demand. At the same time the Government decided to remove constraints on domestic fuel pricing and announced financial targets for the gas and electricity industries which would allow prices to rise gradually towards an economic level. For electricity, the main factor in last year's price increases, of 30 per cent over the year, was the rising cost of primary fuel (accounting for about half the final cost of electricity). For gas, the rise was 27½ per cent, a reversal of the underpricing during the 1970s when its price in real terms fell by about a third. Coal and smokeless fuel prices rose by 31 per cent and heating oil and other fuels by 18 per cent.

Group VI—Durable household goods (Weight 69) Prices rose more strongly early in the year but were almost flat in the fourth quarter; over the year the rise was seven per cent. Many items followed this pattern though the overall rise varied with 13–14 per cent for china, glassware, hardware and ironmongery, 6–8 per cent for furniture, soft furnishings, floor coverings and electrical household appliances and, continuing the lower trend in earlier years, there was no change for radios, tv sets and gramophones. There was evidence of increased competition with price cuts and extended sales.

Group VII—Clothing and footwear (Weight 84) Prices rose steadily during the first half year but for most items they changed little or fell in the latter half. As with durable household goods, there was evidence of more price cuts and extended sales. The rise over the year was 5¼ per cent. The largest increases were for men's footwear and underclothing (12 per cent), followed by hose (8 per cent), children's under clothing (7 per cent), men's and children's underclothing and women's underclothing and footwear (5–6 per cent). There was little change for women's outer-clothing and, up to the January sales when there was a sharp fall, for clothing materials.

Group VIII—Transport and vehicles (Weight 151) The group index rose by 11½ per cent over the year but there was a divergence between the movements for different items. Prices for cars and other motor vehicles rose by only 6½ per cent and cycles by only five per cent while the price of

engine oil rose by a third. The cost of maintaining a motor vehicle rose by 16 per cent over the year and motor licences and insurance by 20 per cent. Petrol prices rose in the first six months by 14 per cent including an increase of 10p per gallon (8 per cent) in the Budget. They then fell by six per cent until November when prices began to rise to stand nine per cent higher in January than a year earlier.

Increases by London Underground in March and September resulted in a seven per cent rise in the cost of rail transport. British Rail increased their fares in November and the rail transport index rose by 21½ per cent over the January index. The index for bus fares rose by 20 per cent over the year.

Group IX—Miscellaneous goods (Weight 74) The movement of most items in this group followed the 13½ per cent rise in the group index. Medicines etc rose by 25 per cent over the year including an increase of 122 per cent in the prescription charge to £1. An annual increase of 27 per cent was recorded for newspapers and periodicals but only seven per cent for soap and detergents and for travel, sports and leather goods. Other rises in this group were books (18½ per cent), stationery (13½ per cent), toilet requisites (13 per cent), polishes etc (12 per cent) and toys (9 per cent).

Group X—Services (Weight 62) The index for postage and telephones rose by 28½ per cent compared with 20 per cent in 1979. Admission charges for cinemas, dance halls, bingo clubs, sporting events and places of interest rose by an average of 22½ per cent. Charges for services such as domestic help, hairdressing, shoe repairing and laundering rose by an average of 15½ per cent. The group index rose by 17 per cent.

Group XI—Meals bought and consumed outside the home (Weight 41) The increase in the group index was 15 per cent compared with 22½ per cent in 1979. The prices of meals eaten in canteens and in restaurants and the prices of sandwiches and snacks all rose by about 12 per cent. There was a change in the legislation affecting school meals. Local education authorities were empowered to determine the type of food provided and the charge, while at the same time the subsidy for school meals was reduced. The price of school meals rose by about a half during the year.

Month-by-month changes

The principal factors contributing to the monthly increases in the RPI during the year were as follows:

January–February (1.4 per cent). Increases in the prices of petrol and other motoring costs, in the level of mortgage interest payments (the residual effect of the increase in January to 15 per cent in the mortgage interest rate), in charges for postal and telephone services, school meals, bus fares, clothing, alcoholic drinks, and household and other goods. Most food prices showed an increase.

February–March (1.4 per cent). Increases in the price of fresh milk, vegetables and many other foods, clothing and footwear, alcoholic drinks, cigarettes, coal and petrol, in bus fares and in many other items.

March–April (3.4 per cent). This was the largest monthly percentage increase in the RPI during 1980. It is estimated that increased duties, announced in the Budget on March 26, on petrol, alcoholic drinks, tobacco, vehicle licences and heating oils caused the Index to rise by about 1.1 per cent. There were also increases in domestic rates, sewerage and water charges, local authority rents and the costs of maintenance and materials for repair (together contributing about 1½ per cent), in average charges for electricity and gas, entertainments and other services, in the price of meat and other foods, some newspapers and periodicals and in fares on the London Underground and provincial buses.

April–May (0.9 per cent). Increased average charges for electricity and gas and increases in motoring and housing costs, higher prices for bread and meat and some other food items, and for meals bought and consumed outside the home.

May–June (0.9 per cent). Increases in average charges for electricity and gas, in the price of foods and petrol and in housing costs.

June–July (0.8 per cent). Increases in average charges for electricity, gas and coal; in the prices of fruit and some other foods, alcoholic drinks and meals bought and consumed outside the home. They were partially offset by reduced prices for some articles of clothing and some household goods in the summer sales and by lower prices for petrol.

July–August (0.2 per cent). Falls in the prices of seasonal foods, particularly vegetables, and of petrol and lower prices, mainly in the summer sales, for some items of clothing and household goods helped to produce the lowest monthly percentage increase in the Index during 1980. There were many smaller price rises spread over a wide range of goods and services including fresh milk and other non-seasonal foods and cigarettes.

August–September (0.6 per cent). Increases in the prices of beer, some vegetables and other foods, newspapers and periodicals and in average charges for electricity. The prices of apples, pears, lamb, beef and coffee and of petrol fell.

September–October (0.6 per cent). Increased charges for electricity supplies, fares, rents and the prices of spirits, newspapers, books and a range of other items. Lower prices were again recorded for petrol and fresh fruit.

October–November (0.8 per cent). Increased charges for telephones, gas and electricity and higher coal prices and rents. Lower petrol prices restricted the overall increase.

November–December (0.5 per cent). Higher rail fares, food prices and average charges for gas and telephones.

There was a small rise in petrol prices which rose for the first time since June and a fall in the price of women's outer clothing. Among the food prices to rise were beef, lamb, vegetables and bread.

December–January (0.6 per cent). The fall in the mortgage interest rate for owner occupiers partially offset the effect of increased prices for milk and other foods, beer and coal. Further price rises were recorded over a wide range of goods and services. The prices of some items of clothing and household goods were lowered as a result of "sale offers".

Note on excluding alcoholic drink or tobacco from the Retail Prices Index

From time to time the question is raised as to whether certain items should be excluded from the Retail Prices Index. Recently it has been suggested for example that alcohol and tobacco should be taken out since they are not an essential part of the "cost of living".

In compiling the index, the Department of Employment follows the principle that the RPI is not an index of essentials or of basic requirements needed to live. The purpose of the index is to cover all the goods and services purchased by households in general and to provide for these an overall measure of the changes from month to month in their prices. The weights given to the various items of goods and services are determined by the annual Family Expenditure Survey. The issue of whether the index should relate only to "necessaries" or cover all purchases, as far as practicable, has been examined by the RPI Advisory Committee, which is responsible for advising the Secretary of State for Employment on matters concerning the RPI. It put forward the principle of comprehensive rather than restricted coverage when reporting in 1956* and reaffirmed it in 1968†. The definition of the RPI is also broadly in line with definitions used in other countries where the indices aim at comprehensive rather than restricted coverage.

The RPI provides a measure of changes in the amount of money it costs to buy a broad-based basket of goods and services. As such

* Report on proposals for a new index of retail prices by the Cost of Living Advisory Committee, March 1956, Cmnd. 9710 (paras 22–4).

† A report of the Cost of Living Advisory Committee, July 1968, Cmnd. 3677 (para 79).

Table 5 Retail prices: exclusion of alcoholic drinks and tobacco

	Percentage increase over a year earlier				
	Tobacco	Alcoholic drinks	All items	All items excluding tobacco	All items excluding alcoholic drinks
(January)					
1971	2	6	8.5	8.9	8.7
1972	0	2	8.2	8.7	8.6
1973	2	6	7.7	8.1	7.9
1974	0	2	12.0	12.5	12.7
1975	24	18	19.9	19.7	20.0
1976	31	26	23.4	23.1	23.2
1977	19	17	16.6	16.4	16.6
1978	15	13	9.9	9.6	10.0
1979	4	5	9.3	9.6	9.7
1980	17	21	18.4	18.5	18.2
1981	10	15	13.0	13.2	12.9
Average annual increase, Jan 1970–Jan 1981	10.9	11.2	13.2	13.4	13.4

it meets one of its most important functions which is to provide a general measure of price inflation as it affects consumers purchasing power.

Separate information is published for the components of the RPI however and it is a straightforward matter to calculate the effects of excluding from the index alcohol and tobacco for example. The results shown in the table have been calculated by the Department of Employment. Whether an index excluding tobacco, for example, rises faster or slower than the RPI depends on how tobacco prices move in relation to the prices of the remaining goods and services in the index. If tobacco prices rise by less than the general average in the index then excluding them will mean that the rise in the general average becomes higher, and vice versa.

The table shows that over an 11 year period there has been a very slight divergence between the increase in the RPI and that in an index excluding alcoholic drinks or tobacco. The average annual divergence is 0.2 per cent and the biggest in any one year is 0.7 per cent. The divergence is small mainly because there is a tendency for prices of drink and tobacco to move to some extent in line with other items in the longer term, though the rate of increase was slower than for prices in general particularly in the

SPECIAL FEATURE

Retail prices indices—annual revision of the weights

Every year, the various components of the retail prices index (RPI) are adjusted to take account of the latest Family Expenditure Survey. This article discusses this year's changes to the RPI.



The Retail Prices Index (RPI) measures the change in the cost of a representative basket of goods and services. The composition of this basket—that is the relative importance, or "weight", attached to the various goods and services it contains—is brought up to date at the beginning of each year by reference to the latest available results of the Family Expenditure Survey (FES).

Data from the FES for the year ending June 1980 have now been used as a basis for calculating the weights of the RPI to be used in 1981. In presenting the revised weights this article describes some broad features of the RPI, with special reference to the weights used. The weights for the General Index of Retail Prices are given below but those for the retail prices indices for "pensioner" households will be published in the April issue of *Employment Gazette*.

An account of the construction of the RPI was given in "The unstatistical reader's guide to the Retail Prices Index" which appeared in *Employment Gazette* for October 1975, and a fuller account of the FES was given in the article "Family expenditure: a plain man's guide to the family expenditure survey", in the February 1978 issue of *Employment Gazette*.

General index

The main RPI has, as its full title, the General Index of Retail Prices, the word "general" being used because of

early 1970s. The divergence also tends to be small because the weights of these items in the index, though substantial, are a relatively small proportion of the total—8.2 per cent for alcoholic drinks in 1980 and four per cent for tobacco—and large differences in the relative price change would be required for there to be a marked effect from including or excluding them.

If their prices increase at precisely the same rates, the exclusion of drink and tobacco would have no effect on the overall index. The percentage divergence (for increases between successive Januaries) in the case, for example, of tobacco may be calculated as the product of:

- the weight for tobacco (40 out of a total weight of 1,000 or 0.04 out of 1.00)
- the difference between the percentage price increase for tobacco and for all other items.

For example, in the year to January 1981, the increase in the index for tobacco was 10 per cent, compared with 13 per cent for all items. The index excluding tobacco therefore showed a divergence from the all-items increase of 0.12 per cent (0.04 × (13 – 10)).

the index's wide representativeness of many households and to distinguish it from the separate indices which are compiled for low income "pensioner" households. The general index covers all households with the exception of (a) "pensioner" households as described below and (b) those households in which the head has an income above a certain limit which in the second half of 1979 was £195 per week and in the first half of 1980 £230 per week. This income limit is set so as to exclude some four per cent of households. This group and the "pensioner" households are excluded because they have patterns of expenditure which differ markedly from that of the great majority of households (see chart).

With these households excluded, the general index covers the expenditure of virtually all households headed by manual workers and most of those headed by non-manual workers.

'Pensioner' households

The "pensioner" households covered by the special price indices are those of limited means. A "pensioner" household is defined as one in which at least three-quarters of the total income of the household is derived from national insurance retirement and similar pensions, including benefits paid in supplement to, or instead of, such pensions. "Pensioner" households amount to about 11¼ per cent of all households.

This definition excludes most households in which there is a retired person in receipt of a sizeable occupational pension in addition to NI retirement or similar pensions;

Table 1 General Index of Retail Prices: annual revision of weights

Weights to be used in 1981 (all items weight = 1,000)		Weights to be used in 1981 (all items weight = 1,000)		Weights to be used in 1981 (all items weight = 1,000)	
FOOD	207	HOUSING	135	TRANSPORT AND VEHICLES	152
Bread	12	Rent	30	Purchase of motor vehicles	56
Flour	1	Owner-occupiers' mortgage interest payments	42	Maintenance of motor vehicles	15
Other cereals	3	Owner-occupiers' dwelling insurance premiums and ground rent	3	Petrol and oil	40
Biscuits	6	Rates and water charges	36	Motor licences	7
Cakes, buns, pastries, etc	6			Motor insurance	10
Beef	16	Charges for repairs, maintenance, etc	8	Cycles and other vehicles	4
Lamb	6	Materials for home repairs, decorations, etc	16	Rail transport	8
Pork	6			Road transport	12
Bacon	6	FUEL AND LIGHT	62	MISCELLANEOUS GOODS	75
Ham (cooked)	2	Coal	7	Books	4
Other meat and meat products	17	Smokeless fuels	7	Newspapers and periodicals	13
Fish	7	Gas	18	Writing paper and other stationers' goods	5
Butter	5	Electricity	31	Medicine surgical, etc goods	4
Margarine	2	Oil and other fuel and light	4	Toiletries	8
Lard and other cooking fats	1			Soap and detergents	5
Cheese	5	DURABLE HOUSEHOLD GOODS	65	Soda and polishes	3
Eggs	5	Furniture	16	Other household goods	2
Milk, fresh	19	Radio, television, etc	8	Travel and sports goods, leather goods, jewellery, etc	17
Milk, canned, dried, etc	3	Other household appliances	15	Photographic and optical goods	5
Tea	3	Floor coverings	7	Toys	5
Coffee, cocoa, proprietary drinks	3	Soft furnishings	7	Plants, flowers, horticultural goods, etc	4
Soft drinks	5	Chinaware, glassware, etc	2		
Sugar	3	Hardware, ironmongery, etc	10	SERVICES	66
Jam, marmalade and syrup	1			Postage	2
Potatoes	7	CLOTHING AND FOOTWEAR	81	Telephones and telegrams	16
Other vegetables, fresh, canned and frozen	13	Men's outer clothing	14	Television licences and set rentals	12
Fruit, fresh, dried and canned	10	Men's underclothing	5	Other entertainment	14
Sweets and chocolates	16	Women's outer clothing	24	Domestic help	2
Ice cream	2	Women's underclothing	3	Hairdressing	7
Other foods	10	Children's outer clothing	9	Boot and shoe repairing	1
Food for animals	6	Children's underclothing	2	Laundering	1
		Hose	3	Miscellaneous services	11
ALCOHOLIC DRINK	79	Gloves, haberdashery, hats, etc	3		
Beer	49	Clothing materials	1	MEALS BOUGHT AND CONSUMED OUTSIDE THE HOME	42
Spirits, wines, etc	30	Men's footwear	6	ALL ITEMS	1,000
		Women's footwear	7		
TOBACCO	36	Children's footwear	4		
Cigarettes	33				
Tobacco	3				

also any household in which there is significant earned income. In fact, the number of retired persons (men 65 and over, women 60 and over, not working) in the survey was 2,691 of whom only 1,076 were located in "pensioner" households as defined for the retail prices index. Most of the remainder were part of general index households, some 945, or just over 16 per cent, of such households having a retired head. Of the 817 "pensioner" households in the survey, 498 consisted of one person, and 309 of two persons, leaving 10 larger "pensioner" households.

Although the patterns of expenditure of the "pensioner" households differ appreciably from those of the general index households, "pensioner" price indices move fairly closely in line with the general index over several years.

Weights for retail prices indices

Since January 1975 most of the weights for the general index have been based upon FES expenditure data over the one-year period ending in the June previous to the year in question. There are a few exceptions where weights based on expenditure in one year would be subject to excessive sampling variation; these are furniture, floor coverings, repair and maintenance of dwellings, and for these the weights are based upon three years' expenditure. This is explained in a report of the Retail Prices Index Advisory Committee in February 1975*. The weights for the General Index for 1980 are shown in table 1. They are based upon FES expenditure for the period ended June 1980 shown in table 2 and will take effect as from the index for February 1981.

Weights for the indices for one-person and two-person

"pensioner" households are also revised each January but are based upon three-year expenditure patterns from the survey. As already mentioned, they will be published in the April 1980 issue of *Employment Gazette*.

A few categories of expenditure given in table 2 are excluded from the calculation of weights for the retail prices indices. Some, such as life assurance premiums and payments into pension funds, are regarded as savings or deferred expenditure. Others are excluded largely because of the variable and non-measurable nature of the services acquired in return for the payments made and because of the difficulty or impossibility of identifying a "unit" to be priced from month to month. Examples are medical fees, educational fees and expenditure at hotels, etc.

Expenditure on sweets and chocolates is under-recorded in the FES because, for example, expenditure by children under 16 is not allocated to separate items, but included under miscellaneous household expenditure. For alcoholic drink, tobacco and cigarettes, grossed-up FES results fall short of the estimated aggregate consumers' expenditure on these groups, and FES information is replaced by data from alternative sources such as that used in the National Accounts, H.M. Customs and Excise, or sales information from manufacturers. Such data are utilised in the limited areas where they are known to be more reliable by making adjustments to the FES expenditure figures prior to calculating the weights for the general index.

Under-recording is believed to be a much less serious

* Housing costs, weighting and other matters affecting the retail prices index (Cmd 5905) HMSO, 1975.

Spending patterns of General Index, pensioner and high income households



Table 2 Average weekly household expenditure (£) grouped by type of household in the year ended June 1980

Commodity or service	One-person "pensioner households"	Two-person "pensioner households"	"General index" households	All households in survey	Standard error as percentage of the estimated all households mean
Housing	6.50	5.46	13.20	13.04	0.9
Fuel, light and power	3.58	5.26	5.63	5.60	0.7
Food	8.15	15.37	24.86	23.81	1.8
Alcoholic drink	0.47	1.42	5.44	5.01	1.6
Tobacco	0.55	1.81	3.54	3.20	1.6
Clothing and footwear	1.59	3.11	9.10	8.61	3.0
Durable household goods	0.93	1.92	7.39	7.13	1.6
Other goods	1.91	3.55	8.33	8.08	2.0
Transport and vehicles	0.46	2.75	16.06	15.16	2.6
Services	2.59	4.28	10.74	10.83	6.3
Miscellaneous	0.02	0.04	0.79	0.76	...
All above expenditure	26.74	44.97	105.08	101.22	...

Table 3 Household characteristics by type of household in the year ended June 1980

	One-person "pensioner households"	Two-person "pensioner households"	"General index" households	"High income" households	All households in survey
Number of households	498	309	5,839	297	6,953
Percentage of persons that are adults	100.0	100.0	69.8	63.6	71.3
Percentage of persons that are retired	97.4	95.6	9.3	3.3	14.2
Average number of persons per household	1.00	2.00	2.87	3.41	2.72
All persons	0.16	0.95	1.40	1.77	1.31
Males	0.84	1.05	1.47	1.64	1.41
Females	1.00	2.00	2.00	2.17	1.94
Adults	—	—	0.87	1.24	0.78
Children	0.03	0.05	1.52	1.75	1.36
Persons working	0.97	1.95	1.34	1.66	1.36
Persons not working	—	—	—	—	—
Men 65 and over, women 60 and over	0.97	1.91	0.27	0.11	0.39
Others	—	0.04	1.08	1.55	0.97
Average age of head of household	74	73	47	44	50
Percentage distribution of households by type of housing tenure					
Rented unfurnished	86.5	67.0	37.9	4.4	41.3
Local authority	68.5	52.8	31.8	2.4	34.2
Other	18.0	14.2	6.1	2.0	7.1
Rented furnished	0.4	0.6	2.8	1.7	2.5
Rent-free	0.6	1.3	2.6	0.7	2.3
Owner-occupied	12.5	31.1	56.7	93.2	53.9
In process of purchase	0.2	2.0	35.1	76.1	32.8
Owned outright	12.3	29.1	21.6	17.1	21.1

matter in the case of "pensioner" households and as there is little firm information on which to base adjustments none are made.

An adjustment is also made to the housing expenditure figures recorded in the FES whereby, for owner-occupiers, mortgage interest net of tax relief is introduced in place of the rental equivalent.

A further adjustment to the figures is necessary before the weights can be calculated. The expenditure recorded in the FES was spread over the complete 12 months ending in June 1980 and is, therefore, at the prices prevailing at the various times of recording. These figures have to be revalued to a common time-point if they are to be put onto a comparable basis. The time chosen is January 1981. This is because the Retail Prices Index each year measures the change in prices since January, with the results for successive years being "chained" together using the values of the RPI in January. After the adjustment for under-recording, the expenditure data in table 2 are re-valued quarter by quarter to January prices in some considerable detail using the component series of the RPI. The general index weights

shown in table 1 are those re-valued expenditures expressed in relative terms as a proportion of 1,000.

The household characteristics of the groups covered by the price indices

Table 3 shows some of the characteristics of the household groups which have been discussed in relation to the price indices, with the "all households" figures shown alongside for comparison. The "pensioner" households differ markedly from the others in consisting wholly of adults, whereas in other households about one-third of the members are children. About 84 per cent of the one-person "pensioner" households are female.

Among households as a whole, about 41 per cent are in rented unfurnished accommodation while the proportion who are owner-occupiers is 54 per cent. For two-person "pensioner" households the proportion who are owner-occupiers is 31 per cent while for high income households it is just over 93 per cent.

SPECIAL FEATURE

1978 census of employment: further results

This article gives further results of the June 1978 census of employment, including a regional analysis by industry for Great Britain, and on industrial analysis for the United Kingdom.

First results for Great Britain of the 1978 Census of Employment, mainly analyses by industry, were published in *Employment Gazette*, February 1981. This article gives results for standard regions of Great Britain and also figures for the United Kingdom. The censuses of employment are taken by the Department of Employment in Great Britain and by the Department of Manpower Services in Northern Ireland.

An industry analysis within each region, at Minimum List Heading detail, of numbers of employees in employ-

ment is given in table 1. Table 2 gives changes in employment between June 1977 and June 1978 by industry order group for each region. An industry analyses for the United Kingdom, at MLH detail, is given in table 3.

Because of a realignment of boundaries (announced in *Employment Gazette*, July 1978, p. 816) the June 1978 figures for Wales include about 6,000 employees in the Broughton area of Clwyd who were previously included in the North West region. For the purpose of calculating changes in employment in the year to June 1978 (table 2),

(Continued on p. 148)

Monthly employment estimates for manufacturing industries

As part of the Department of Employment's contribution to reductions in Government expenditure and also in order to reduce the form-filling burden on employers, the sample of establishments in manufacturing industries required to complete monthly employment returns was reduced in January. Returns will now be made by the full sample of about 12,000 establishments only every third or quarter month (that is in March, June, September and December) to coincide with the corresponding figures for non-manufacturing industries. In all other months, only half of these 12,000 establishments will be asked to make returns. This reduction will particularly benefit small firms, which make up the bulk of those no longer required to complete monthly returns.

Because of this change, the coverage and reliability of the estimates for certain months are reduced and some changes in the presentation of the results are necessary. Initial estimates of the numbers of employees in employment will be published for the first two months of each quarter based on the reduced sample after adjustment to take account of the differences between the full and reduced samples in the previous quarter month. When full sample information becomes available for the subsequent quarter month, the initial estimates for the previous two months will be amended so that they are consistent with the full sample figures. Estimates for smaller industries (those with fewer than 30,000 employees) for the first two months of each quarter will no longer be reliable enough for publication and consequently will be given for quarter months only based on the full sample.

Hence, in table 1.2 of the *Labour Market Data* section of *Employment Gazette*, initial estimates of the numbers of employees in particular manufacturing industry groups (Orders of the 1968 Standard Industrial Classification) will be published for January, February, April, May, July, August, October and November. When March, June, September or December figures become available based on the

full sample, the initial estimates for the previous two months will be amended to take account of these more comprehensive figures. Table 1.3 of the *Labour Market Data* section, which in the past has given estimates for the latest available month for each individual manufacturing industry Minimum List Heading in the SIC, will in future only give figures for those MLHs with more than 30,000 employees in January 1981. It will, however, also give figures for the previous two months and the equivalent month a year earlier. Again, as with table 1.2, the initial estimates will be revised when subsequent quarterly information based on the full sample is produced. Estimates for small MLHs will be published quarterly in table 1.4.

Figures of overtime and short-time working amongst operatives in all manufacturing industries combined (table 1.11 of the *Labour Market Data* section) will continue to be published monthly. However, as with the employment estimates, they will be initially published for the first two months of each quarter based on the reduced sample amended as necessary for the differences between the full and reduced samples in the previous quarter month and will then be subject to revision when further full sample information becomes available for the subsequent quarter month. The industrial and regional analyses of overtime and short-time will be published only quarterly based on the full sample (tables 1.11 and 1.13). The indices of operative hours (table 1.12) will be similarly affected with the figures for the four industry groups in that table only being published quarterly.

A further change is that the annual questions about the numbers of apprentices and other trainees and about the numbers of administrative, technical and clerical employees will be included in the March and September returns respectively (instead of in May and October). This will ensure these questions are still addressed to the full sample of establishments completing quarterly returns.

NEWS RELEASES AND PICTURES

from your organisation should be addressed to

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Employment Gazette
Department of Employment
Caxton House Tothill Street
London SW1H 9NA
01-213 7483

Table 1 Employees in employment at June 1978 by region

Thousand

SIC 1968	Region												
	South East			East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain
	Greater London	Rest of South East	All South East										
All industries and services*													
Male and female	3,679.8	3,612.1	7,291.9	683.1	1,565.6	2,214.5	1,535.1	1,987.4	2,650.8	1,242.0	1,015.7	2,067.2	22,253.3
Full-time	3,038.8	2,785.8	5,824.6	542.9	1,225.0	1,795.1	1,231.3	1,580.4	2,123.8	1,013.0	838.2	1,695.6	17,869.8
Part-time	641.0	826.3	1,467.3	140.2	340.5	419.5	303.8	407.0	527.0	229.0	177.5	371.7	4,383.5
Male	2,160.5	2,074.9	4,235.4	411.6	914.7	1,331.3	911.1	1,186.9	1,541.5	748.9	614.5	1,200.0	13,095.8
Full-time	2,037.2	1,935.4	3,972.5	386.2	856.5	1,270.7	861.4	1,131.3	1,465.6	716.2	589.0	1,142.1	12,391.6
Part-time	123.4	139.5	262.9	25.4	58.2	60.6	49.7	55.5	75.9	32.6	25.5	57.9	704.1
Female	1,519.3	1,537.2	3,056.5	271.5	650.8	883.2	624.1	800.5	1,109.3	493.1	401.2	867.3	9,157.6
Full-time	1,001.7	850.4	1,852.1	156.7	368.5	524.3	370.0	449.1	658.2	296.8	249.2	553.4	5,478.2
Part-time	517.6	686.8	1,204.4	114.8	282.3	358.9	254.1	351.5	451.1	196.4	152.0	313.8	3,679.4
Agriculture, forestry, fishing†	1.8	76.2	78.0	43.1	48.3	31.5	34.2	31.9	17.0	16.2	24.1	48.3	372.6
Index of Production industries	996.3	1,336.7	2,333.0	254.8	554.5	1,147.3	770.0	934.0	1,185.9	576.7	435.8	831.3	9,023.1
Manufacturing industries	769.3	1,091.9	1,861.2	200.8	427.0	988.9	599.7	707.6	998.4	418.5	311.5	603.6	7,117.1
Service industries*	2,681.7	2,199.2	4,880.9	385.3	962.8	1,035.8	731.0	1,021.5	1,447.8	649.1	555.8	1,187.7	12,857.6
Agriculture, forestry, fishing†	1.8	76.2	78.0	43.1	48.3	31.5	34.2	31.9	17.0	16.2	24.1	48.3	372.6
Agriculture and horticulture†	1.7	73.6	75.4	41.3	47.0	31.0	33.9	28.7	16.5	15.1	23.0	41.5	353.2
Forestry	...	...	...	0.7	...	...	...	...	...	0.8	...	4.7	12.1
Fishing	...	...	...	1.1	...	...	...	...	...	0.4	...	2.1	7.3
Mining and quarrying	4.7	8.1	12.8	2.5	10.9	25.5	74.0	82.6	14.2	49.5	39.7	39.3	350.9
Coal mining	...	...	5.4	...	...	23.1	68.0	79.4	11.7	44.8	36.1	26.4	295.0
Stone and slate quarrying and mining	...	...	...	...	3.6	1.0	2.8	1.3	...	1.5	2.8	1.9	15.9
Chalk, clay, sand and gravel extraction	0.5	3.6	4.2	1.3	6.0	1.4	1.4	1.5	1.0	0.3	...	...	18.4
Petroleum and natural gas	2.2	0.3	2.5	1.1	...	...	...	...	...	...	...	10.2	15.2
Other mining and quarrying	...	...	...	...	1.4	...	...	...	0.8	...	...	...	6.5
Food, drink and tobacco	81.4	70.2	151.6	41.0	55.6	52.6	50.4	85.4	105.4	30.9	18.3	90.6	681.8
Grain milling	3.6	3.6	7.2	0.9	1.4	...	2.7	1.3	4.5	0.6	...	1.2	20.8
Bread and flour confectionery	9.9	10.2	20.1	2.1	6.2	9.2	5.0	10.7	15.9	6.0	3.7	11.5	90.3
Biscuits	7.7	2.1	9.8	...	1.9	...	2.5	3.9	14.7	...	...	6.3	44.6
Bacon curing, meat and fish products	5.9	9.6	15.5	12.0	9.5	6.9	9.8	16.2	13.0	4.1	1.9	16.9	105.6
Milk and milk products	7.3	4.5	11.8	1.1	10.1	4.8	3.4	4.3	4.3	3.1	3.8	4.8	51.4
Sugar	3.4	0.5	3.9	...	...	...	...	...	...	...	...	...	11.8
Cocoa, chocolate and sugar confectionery	6.1	7.1	13.2	2.8	4.8	10.5	2.8	23.3	8.5	1.8	2.6	3.5	73.7
Fruit and vegetable products	6.0	4.9	10.9	9.8	1.4	3.0	6.7	9.9	8.1	1.6	0.4	5.0	56.8
Animal and poultry foods	1.2	2.7	3.9	2.8	3.5	1.3	4.3	2.7	3.1	0.7	0.3	2.6	25.1
Vegetable and animal oils and fats	0.9	0.4	1.3	...	0.2	0.4	...	1.8	3.2	...	...	0.3	7.5
Food industries not elsewhere specified	6.5	8.8	15.3	2.3	1.2	1.3	1.7	1.5	9.4	...	...	2.4	36.5
Brewing and malting	12.5	6.5	19.0	2.6	4.6	9.5	2.7	6.6	9.2	4.7	1.8	4.6	65.3
Soft drinks	5.4	3.0	8.4	0.7	1.7	2.3	1.4	2.1	3.5	1.9	0.9	4.0	26.7
Other drink industries	3.4	2.0	5.3	...	1.9	...	...	...	0.9	...	...	23.6	33.8
Tobacco	1.6	4.2	5.8	...	...	...	...	...	...	...	...	...	31.8
Coal and petroleum products	4.3	8.1	12.4	...	0.4	1.5	2.3	4.3	8.0	2.6	5.3	2.8	39.7
Coke ovens and manufactured fuel	...	...	...	...	...	...	...	...	...	...	...	...	10.4
Mineral oil refining	2.8	7.5	10.3	...	...	...	...	...	...	2.7	2.4	...	22.3
Lubricating oils and greases	1.5	0.5	2.1	...	...	0.9	...	0.7	2.2	0.2	...	...	7.0
Chemicals and allied industries	50.7	76.7	127.4	10.1	16.7	21.5	26.0	34.5	99.3	52.7	17.5	32.3	438.0
General chemicals	10.6	12.9	23.5	1.2	5.2	7.3	4.0	9.7	42.9	34.0	5.9	8.5	142.2
Pharmaceutical chemicals and preparations	12.3	22.9	35.3	1.2	...	...	8.0	2.2	13.1	5.1	1.9	4.3	72.3
Toilet preparations	5.0	10.8	15.8	0.7	1.8	...	2.2	2.0	0.8	...	2.0	...	25.7
Paint	7.7	3.5	11.2	1.2	0.6	2.5	0.8	1.9	5.4	1.9	0.5	0.9	26.8
Soap and detergents	1.9	1.5	3.5	...	0.4	2.2	0.4	0.4	8.7	1.5	...	0.4	17.2
Synthetic resins and rubber and plastics materials	3.2	8.7	11.9	1.9	3.7	5.5	3.0	1.8	11.5	7.2	3.5	3.5	53.6
Dyestuffs and pigments	1.1	0.4	1.5	...	...	...	0.5	8.8	4.9	1.6	...	1.2	21.7
Fertilisers	0.4	0.9	1.3	1.6	2.5	0.2	0.6	2.3	1.7	...	...	10.5	11.6
Other chemical industries	8.4	15.0	23.4	2.3	2.1	3.7	4.8	5.4	10.2	0.9	3.5	10.5	66.7
Metal manufacture	15.0	18.5	33.5	2.2	7.9	120.5	36.2	85.6	20.7	41.4	73.7	36.8	458.3
Iron and steel (general)	1.8	3.2	4.9	0.2	1.4	25.8	4.0	64.4	5.6	30.9	58.1	19.5	215.0
Steel tubes	0.9	1.9	2.7	...	0.9	17.9	14.9	0.7	0.7	2.9	2.1	5.7	49.2
Iron castings, etc	1.1	4.3	5.4	0.4	2.6	27.5	14.4	9.5	3.1	3.0	2.8	6.2	75.1
Aluminium and aluminium alloys	4.5	5.6	10.1	...	1.4	19.1	1.4	...	3.6	2.7	8.3	3.7	52.5
Copper, brass and other copper alloys	1.3	1.3	2.6	...	0.9	24.0	...	6.9	5.1	1.2	0.4	1.1	43.1
Other base metals	5.4	2.3	7.7	...	0.8	6.0	...	2.3	2.5	0.6	1.9	0.6	23.4
Mechanical engineering	77.7	153.8	231.5	30.3	66.6	120.8	88.7	95.4	117.0	58.3	27.5	86.8	923.1
Agricultural machinery (except tractors)	...	...	5.6	6.8	2.9	3.7	1.8	2.5	1.4	0.7	0.7	3.8	30.1
Metal-working machine tools	3.9	10.3	14.2	1.5	3.9	16.7	6.4	10.4	4.7	3.5	1.0	2.8	65.0
Pumps, valves and compressors	4.3	18.1	22.4	3.4	13.3	10.5	4.5	9.2	8.9	2.5	2.1	11.0	88.0
Industrial engines	0.3	4.2	4.5	...	5.5	4.5	7.2	1.9	5.3	...	...	...	32.0
Textile machinery and accessories	...	...	0.7	...	...	0.8	4.3	5.3	9.3	0.7	...	1.0	23.3
Construction and earth-moving equipment	1.1	3.9	5.0	2.0	3.2	4.4	9.0	1.7	5.6	3.3	2.1	6.0	42.2
Mechanical handling equipment	6.5	11.9	18.4	0.5	3.5	8.0	7.4	5.0	7.6	3.8	1.2	5.6	61.0
Office machinery	5.9	6.2	12.1	...	1.3	...	...	...	0.5	0.2	4.1	...	20.8
Other machinery	24.9	39.1	64.0	8.0	13.9	17.9	20.2	23.3	30.8	12.5	5.5	16.3	212.4
Industrial (including process) plant and steelwork	14.2	15.2	29.3	2.8	4.8	22.8	7.0	12.8	18.9	15.1	7.6	23.7	145.1
Ordnance and small arms	...	...	2.9	...	...	5.3	...	...	...	...	...	...	26.1
Other mechanical engineering not elsewhere specified	14.6	37.9	52.4	3.8	14.8	24.6	17.7	19.3	17.7	9.8	6.4	10.5	177.2

Table 1 Employees in employment at June 1978 by region (continued)

Thousand

SIC 1968	Region												
	South East			East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain
	Greater London	Rest of South East	All South East										
Instrument engineering	26.3	45.0	71.3	6.4	18.2	7.4	5.8	5.3	10.5	4.7	3.3	15.9	148.8
Photographic and document copying equipment	1.7	4.4	6.2	0.5	4.7	...	...	...	...	...	...	...	12.3
Watches and clocks	2.0	0.3	2.3	0.6	...	...	...	...	...	...	...	...	11.9
Surgical instruments and appliances	6.3	7.7	14.0	...	1.7	2.5	1.2	2.6	1.8	0.6	1.2	...	26.9
Scientific and industrial instruments and systems	16.3	32.5	48.8	4.9	11.2	4.5	4.5	2.5	8.4	3.1	1.6	8.3	97.7
Electrical engineering	128.2	170.9	299.1	18.2	41.3	103.3	39.2	26.0	95.9	44.6	33.1	48.0	748.7
Electrical machinery	7.2	17.1	24.3	4.0	10.6	31.0	12.6	11.1	20.1	11.4	2.8	7.2	135.2
Insulated wires and cables	8.2	6.2	14.4	...	0.6	3.9	1.6	...	18.1	2.0	2.0	0.4	43.4
Telegraph and telephone apparatus and equipment	12.8	6.8	19.5	...	1.0	13.0	7.5	...	11.6	6.2	5.2	2.7	67.7
Radio and electronic components	20.3	35.8	56.1	6.0	12.1	8.4	6.6	2.4	12.4	7.6	6.3	10.1	128.1
Broadcast receiving and sound reproducing equipment	15.8	13.4	29.2	2.9	4.3	4.9	1.0	2.6	1.5	...	...	0.7	50.9
Electronic computers	6.2	17.0	23.1	...	1.2	3.0	0.1	0.2	6.6	...	...	...	8.1
Radio, radar and electronic capital goods	23.2	44.4	67.5	0.6	4.8	2.6	3.3	1.2	4.3	1.5	1.9	7.4	95.2
Electric appliances primarily for domestic use	8.2	11.9	20.1	3.0	2.6	6.6	0.8	3.0	5.4	5.3	8.3	6.8	61.8
Other electrical goods	26.4	18.4	44.8	1.4	4.0	30.0	5.6	4.5	15.9	8.2	3.9	4.7	123.1
Shipbuilding and marine engineering	3.6	35.9	39.5	3.7	19.9	3.2	1.8	5.4	9.5	47.6	1.2	40.7	172.7
Vehicles	55.3	147.9	203.2	20.7	56.1	181.2	48.0	40.6	117.5	12.2	29.2	35.5	744.1
Wheeled tractor manufacturing	...	...	6.3	...	...	7.0	...	...	2.1	...	...	...	35.7
Motor vehicle manufacturing	44.4	95.0	139.4	9.5	14.0	151.1	10.8	16.1	74.1	8.5	22.5	22.5	468.6
Motor cycle, tricycle and pedal cycle manufacturing	...												

Table 1 Employees in employment at June 1978 by region (continued)

Thousand

SIC 1968	Region												
	South East			East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain
	Greater London	Rest of South East	All South East										
Timber, furniture, etc	37.7	52.0	89.7	9.3	18.8	17.7	17.6	26.3	33.3	10.3	8.8	19.6	251.4
Timber	8.1	15.5	23.5	3.6	8.7	6.2	6.0	9.7	7.6	4.6	2.9	8.9	81.6
Furniture and upholstery	15.2	23.7	39.0	3.4	3.7	4.8	6.1	8.7	12.7	2.9	3.7	3.8	88.8
Bedding, etc	3.0	1.8	4.7	0.6	1.9	1.2	1.4	2.2	5.0	1.0	0.6	1.3	20.0
Shop and office fitting	6.9	4.5	11.4	0.6	1.6	2.5	1.4	2.6	4.2	0.7	0.4	1.8	27.2
Wooden containers and baskets	1.6	2.9	4.5	0.3	0.7	1.4	1.1	1.3	1.6	0.4	0.6	1.9	13.7
Miscellaneous wood and cork manufactures	3.0	3.7	6.6	0.8	2.2	1.6	1.6	1.9	2.3	0.7	0.6	1.9	20.1
Paper, printing and publishing	118.7	115.4	234.2	18.6	36.6	30.7	30.2	33.5	72.4	21.6	13.0	43.3	534.1
Paper and board	2.6	21.6	24.3	0.9	4.5	1.8	1.1	2.9	13.7	2.8	3.9	9.2	65.0
Packaging products of paper, board and associated materials	6.9	15.1	22.0	2.8	9.9	5.0	7.2	4.6	16.4	3.4	1.9	6.7	79.8
Manufactured stationery	5.6	4.2	9.8	1.3	1.3	4.1	1.9	2.7	3.5	0.7	0.4	3.4	29.1
Manufactures of paper and board nes	1.9	4.5	6.4	1.3	1.3	0.5	1.1	1.9	6.2	2.7	...	...	22.8
Printing, publishing of newspapers	35.2	7.7	42.9	1.9	4.1	5.1	2.4	5.2	13.4	3.6	2.1	6.4	87.2
Printing, publishing of periodicals	19.7	14.7	34.5	1.3	2.0	2.1	1.8	0.8	3.3	0.4	...	...	50.6
Other printing, publishing, book-binding, engraving, etc	46.8	47.6	94.4	9.2	13.4	12.0	14.8	15.4	16.0	8.0	3.4	12.9	199.6
Other manufacturing industries	37.7	58.1	95.9	13.5	23.8	47.7	24.6	19.4	44.2	14.8	20.9	16.1	321.0
Rubber	9.1	11.2	20.4	1.8	8.9	25.8	5.9	3.2	18.8	3.7	4.3	6.5	99.3
Linoleum, plastics floor-covering, leathercloth, etc	0.3	0.9	1.2	...	...	...	...	...	5.7	...	...	...	13.3
Brushes and brooms	1.2	2.0	3.1	1.0	0.6	0.9	...	0.6	0.7	...	1.2	...	8.9
Toys, games, children's carriages and sports equipment	8.0	9.0	16.9	1.8	1.6	2.3	4.5	4.5	2.6	0.6	5.6	2.2	42.6
Miscellaneous stationers' goods	1.6	2.7	4.3	0.6	...	...	0.5	...	0.3	0.5	...	0.4	7.8
Plastics products not elsewhere specified	11.5	27.2	38.7	7.7	10.2	16.5	10.8	9.0	14.3	5.2	6.2	4.1	122.6
Miscellaneous manufacturing industries	6.2	5.1	11.2	0.7	1.5	1.9	2.6	2.0	1.8	1.8	1.5	1.4	26.5
Construction	175.5	184.2	359.7	41.2	86.3	103.8	72.8	111.1	135.7	89.2	65.2	160.0	1,225.1
Gas, electricity and water	46.7	52.6	99.3	10.3	30.2	29.0	23.5	32.7	37.7	19.5	19.4	28.4	330.0
Gas	19.4	17.0	36.3	2.3	6.5	8.2	6.9	9.8	12.1	6.6	4.4	7.2	100.5
Electricity	22.3	27.4	49.7	6.0	17.5	14.8	12.2	17.1	19.0	8.9	10.9	18.1	174.1
Water supply	5.1	8.2	13.3	2.0	6.2	6.1	4.4	5.9	6.5	4.0	4.0	3.1	55.4
Transport and communication	392.5	224.4	616.8	42.0	86.1	97.6	75.3	111.1	172.1	67.2	58.4	135.2	1,461.6
Railways	61.6	24.4	86.0	5.3	10.3	10.5	12.9	20.1	21.5	11.6	10.3	19.1	207.5
Road passenger transport	34.5	27.2	61.8	4.1	12.9	17.2	11.8	23.2	29.0	16.0	9.7	24.6	210.4
Road haulage contracting for general hire or reward	23.6	28.7	52.4	8.3	12.7	19.9	16.8	19.6	26.9	11.1	9.2	21.6	198.6
Other road haulage	2.7	3.0	5.7	1.3	2.3	2.4	1.2	2.5	2.9	0.9	0.9	2.0	22.2
Sea transport	24.2	21.5	45.7	2.2	2.7	...	...	1.5	11.6	2.9	3.0	8.7	78.7
Port and inland water transport	9.2	13.1	22.3	2.7	4.5	...	...	8.4	14.7	3.8	4.2	5.7	67.4
Air transport	56.1	14.7	70.8	0.5	1.0	1.0	1.1	0.3	4.3	0.7	0.8	5.0	85.5
Postal services and telecommunications	121.1	60.3	181.4	11.3	30.6	34.0	20.3	24.6	40.4	13.7	16.3	34.0	406.5
Miscellaneous transport services and storage	59.5	31.3	90.8	6.2	9.1	11.8	10.4	11.0	20.7	6.5	3.9	14.4	184.9
Distributive trades	499.2	484.7	983.9	88.9	212.0	235.6	168.3	230.8	318.8	142.4	104.1	239.0	2,723.8
Wholesale distribution of food and drink	40.8	34.5	75.3	9.1	20.8	18.4	13.4	20.4	25.7	11.7	9.5	19.2	223.5
Wholesale distribution of petroleum products	9.2	5.4	14.6	0.7	3.3	2.0	1.0	1.7	1.8	0.9	1.4	3.2	30.6
Other wholesale distribution	82.3	46.6	128.9	5.0	15.8	24.6	20.4	20.0	42.2	7.7	7.7	18.0	290.4
Retail distribution of food and drink	87.8	117.7	205.5	19.2	49.9	51.1	36.8	53.1	65.5	36.0	26.2	65.1	608.4
Other retail distribution	230.6	227.6	458.1	40.7	97.0	103.0	74.7	107.9	152.3	72.2	46.3	111.3	1,263.6
Dealing in coal, oil, builders' materials, grain and agricultural supplies	12.0	25.2	37.2	7.4	13.1	8.9	9.2	8.7	9.6	5.5	6.6	8.9	115.1
Dealing in other industrial materials and machinery	36.6	27.8	64.4	6.9	12.1	27.6	12.9	18.9	21.7	8.4	6.4	13.1	192.4
Insurance, banking, finance and business services	437.7	188.9	626.6	29.8	74.6	84.2	45.8	67.7	113.6	34.2	27.2	77.9	1,181.6
Insurance	81.2	44.6	125.8	11.8	19.8	17.9	9.5	15.1	28.4	8.1	6.0	20.9	263.3
Banking and bill discounting	124.0	44.2	168.2	6.7	22.1	19.2	14.5	19.6	34.5	11.7	10.0	24.9	331.4
Other financial institutions	41.7	15.8	57.5	1.9	7.2	9.0	4.9	10.3	8.7	3.8	3.3	5.9	112.6
Property owning and managing, etc	24.4	16.8	41.1	2.9	9.3	6.7	3.5	4.5	8.0	3.1	2.6	7.0	88.6
Advertising and market research	19.9	4.7	24.6	0.3	1.1	1.9	0.6	1.2	2.4	0.5	0.2	1.2	19.2
Other business services	106.1	52.6	158.7	5.1	13.6	25.8	10.3	14.1	25.6	6.7	4.9	14.4	279.2
Central offices not allocable elsewhere	40.4	10.1	50.6	1.1	1.6	3.7	2.5	2.8	5.9	0.4	0.2	3.7	172.5
Professional and scientific services	584.2	659.8	1,244.0	113.1	272.7	303.4	224.1	301.2	409.7	184.0	174.3	350.8	3,577.2
Accountancy services	28.4	10.9	39.3	2.3	5.9	7.3	4.4	7.0	9.3	3.1	2.9	7.0	88.4
Educational services	249.5	348.0	597.5	59.7	141.9	167.0	130.0	163.0	216.5	96.1	89.2	158.6	1,819.6
Legal services	29.1	18.3	47.4	3.4	9.5	8.3	5.4	8.0	11.3	4.1	4.3	11.1	112.7
Medical and dental services	212.5	202.7	415.2	36.1	94.9	104.2	73.3	110.4	147.3	65.6	70.3	145.9	1,263.1
Religious organisations	6.7	4.5	11.2	0.6	1.9	1.8	1.3	2.0	3.3	0.9	1.4	6.0	30.5
Research and development services	10.9	49.9	60.7	6.7	10.1	5.0	4.7	4.3	10.5	7.5	2.1	8.1	119.7
Other professional and scientific services	47.1	25.6	72.7	4.2	8.4	9.7	4.9	6.5	11.7	6.7	4.2	14.2	143.2

Table 1 Employees in employment at June 1978 by region (continued)

Thousand

SIC 1968	Region												
	South East			East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain
	Greater London	Rest of South East	All South East										
Miscellaneous services*	433.1	394.2	827.3	74.6	202.4	184.7	125.1	200.2	266.4	132.0	106.7	240.5	2,360.0
Cinemas, theatres, radio, etc	45.6	14.2	59.7	1.9	4.4	5.8	2.8	5.4	7.5	4.2	4.1	6.5	102.3
Sport and other recreations	13.9	19.9	33.8	4.1	7.7	7.7	5.9	9.2	13.9	6.2	5.2	12.3	106.0
Betting and gambling	20.0	8.7	28.6	1.6	4.4	6.3	4.1	8.2	19.6	6.5	4.5	10.0	94.0
Hotels and other residential establishments	44.5	38.6	83.1	9.9	42.7	12.5	9.8	15.1	20.1	12.4	17.0	47.3	269.8
Restaurants, cafes, snack bars	36.0	28.3	64.3	5.5	16.2	10.7	8.6	15.2	17.0	7.7	8.3	17.6	170.9
Public houses	29.8	36.6	66.3	4.9	15.9	32.5	15.9	26.3	38.0	19.9	9.3	22.3	251.2
Clubs	8.7	10.4	19.1	1.8	6.0	10.6	7.3	13.8	16.0	15.6	8.7	10.3	109.3
Catering contractors	16.6	13.3	29.9	1.2	5.1	7.4	3.8	4.2	7.2	2.6	2.3	8.0	71.7
Hairdressing and manucure	14.5	19.5	34.0	3.5	8.7	8.5	6.4	8.1	10.6	5.0	3.3	8.5	98.7
Laundries	10.3	10.0	20.3	1.6	3.9	3.4	2.4	4.6	4.5	2.3	1.3	3.6	47.9
Dry cleaning, job dyeing, carpet beating, etc	4.7	4.7	9.4	0.6	1.8	2.7	1.9	2.0	2.6	0.9	0.9	2.4	25.0
Motor repairers, distributors, garages and filling stations	61.8	89.6	151.4	18.1	40.1	45.0	35.9	42.6	47.0	21.8	18.8	40.0	460.7
Repair of boots and shoes	0.8	0.9	1.7	0.1	0.4	0.4	0.3	0.5	0.7	0.3	0.1	0.5	5.0
Other services	126.0	99.7	225.7	19.7	45.2	31.1	20.1	45.1	61.8	26.6	22.9	51.3	549.4
Public administration and defence	335.0	247.2	582.3	36.9	115.0	130.4	9						

Table 3 Employees in employment at June 1978

United Kingdom SIC 1968	Order or MLH of SIC	Thousand						All
		Male			Female			
		Full-time	Part-time	All	Full-time	Part-time	All	
All industries and services*		12,661	723	13,385	5,624	3,748	9,372	22,757
Agriculture, forestry, fishing†	I	255.9	33.9	289.8	59.3	33.1	92.3	382.2
Index of Production industries	II-XXI	6,789.3	98.0	6,887.3	1,781.7	544.7	2,326.4	9,213.7
Manufacturing industries	III-XIX	5,039.4	84.0	5,123.4	1,647.9	486.0	2,133.8	7,257.3
Service industries*	XXII-XXVII	5,616.1	591.3	6,207.4	3,782.6	3,170.7	6,953.3	13,160.7
Agriculture, forestry, fishing†	I	255.9	33.9	289.8	59.3	33.1	92.3	382.2
Agriculture and horticulture†	001	237.3	33.5	270.8	57.9	32.3	90.2	361.0
Forestry	002	11.5	0.2	11.8	1.1	0.6	1.6	13.4
Fishing	003	7.1	0.2	7.3	0.3	0.2	0.5	7.8
Mining and quarrying	II	335.8	0.7	336.5	12.8	3.7	16.5	353.0
Coal mining	101	283.9	0.2	284.1	8.1	2.7	10.8	295.0
Stone and slate quarrying and mining	102	16.2	0.2	16.3	1.0	0.3	1.4	17.7
Chalk, clay, sand and gravel extraction	103	16.4	0.2	16.6	1.6	0.4	2.0	18.6
Petroleum and natural gas	104	13.2	0.1	13.3	1.8	0.1	1.9	15.2
Other mining and quarrying	109	6.1	—	6.1	0.3	0.1	0.4	6.5
Food, drink and tobacco	III	407.9	12.0	419.9	185.1	99.2	284.3	704.2
Grain milling	211	16.3	0.2	16.5	3.9	0.9	4.8	21.3
Bread and flour confectionery	212	55.5	3.9	59.3	17.9	16.4	34.3	93.6
Biscuits	213	16.1	0.5	16.6	13.0	15.1	28.2	44.8
Bacon curing, meat and fish products	214	55.1	1.8	57.0	34.7	17.9	52.6	109.6
Milk and milk products	215	40.0	1.0	40.9	11.1	3.2	14.3	55.2
Sugar	216	8.7	—	8.8	2.5	0.5	3.1	11.8
Cocoa, chocolate and sugar confectionery	217	32.8	0.7	33.6	20.1	20.2	40.3	73.8
Fruit and vegetable products	218	26.9	0.8	27.6	20.3	9.3	29.5	57.2
Animal and poultry foods	219	21.6	0.4	22.0	3.9	1.3	5.2	27.2
Vegetable and animal oils and fats	221	5.9	0.1	6.0	1.2	0.5	1.7	7.7
Food industries not elsewhere specified	222	20.6	1.0	21.6	10.1	5.0	15.1	36.6
Brewing and malting	231	52.9	0.8	53.7	9.8	2.3	12.1	65.7
Soft drinks	232	17.1	0.7	17.8	7.0	2.7	9.7	27.5
Other drink industries	239	20.4	0.2	20.6	12.2	1.2	13.4	34.0
Tobacco	240	17.9	—	17.9	17.5	2.8	20.2	38.1
Coal and petroleum products	IV	34.9	0.1	35.0	4.1	0.7	4.8	39.8
Coke ovens and manufactured fuel	261	9.9	—	9.9	0.4	0.1	0.5	10.4
Mineral oil refining	262	19.6	—	19.6	2.6	0.3	2.8	22.4
Lubricating oils and greases	263	5.4	0.1	5.5	1.2	0.3	1.5	7.0
Chemicals and allied industries	V	310.2	2.4	312.6	101.7	26.0	127.7	440.3
General chemicals	271	117.8	0.5	118.3	19.9	4.6	24.5	142.8
Pharmaceutical chemicals and preparations	272	39.7	0.4	40.1	26.1	6.2	32.3	72.4
Toilet preparations	273	9.7	0.1	9.8	13.1	2.8	15.9	25.7
Paint	274	19.3	0.3	19.6	5.6	1.7	7.3	26.9
Soap and detergents	275	10.5	0.2	10.6	4.9	1.8	6.6	17.3
Synthetic resins and rubber and plastics materials	276	44.3	0.4	44.7	7.6	2.2	9.7	54.4
Dyestuffs and pigments	277	18.3	0.1	18.3	2.8	0.6	3.4	21.8
Fertilisers	278	10.5	0.1	10.5	1.4	0.3	1.7	12.2
Other chemical industries	279	40.2	0.3	40.5	20.4	5.9	26.2	66.8
Metal manufacture	VI	402.4	2.9	405.3	41.9	11.4	53.4	458.6
Iron and steel (general)	311	196.5	0.7	197.2	14.7	3.1	17.8	215.0
Steel tubes	312	42.3	0.3	42.5	5.2	1.5	6.7	49.2
Iron castings, etc	313	66.6	0.9	67.5	5.9	1.9	7.8	75.3
Aluminium and aluminium alloys	321	43.8	0.4	44.2	6.6	1.8	8.3	52.5
Copper, brass and other copper alloys	322	34.6	0.4	35.0	5.9	2.3	8.1	43.1
Other base metals	323	18.6	0.2	18.8	3.7	0.9	4.6	23.4
Mechanical engineering	VII	776.8	8.6	785.4	117.6	29.8	147.4	932.8
Agricultural machinery (except tractors)	331	25.9	0.3	26.2	3.2	0.9	4.2	30.4
Metal-working machine tools	332	54.8	0.6	55.4	7.5	2.1	9.6	65.1
Pumps, valves and compressors	333	72.1	0.6	72.8	13.3	2.5	15.8	88.6
Industrial engines	334	27.7	—	27.8	3.8	0.5	4.3	32.1
Textile machinery and accessories	335	21.9	0.5	22.4	3.3	0.9	4.2	26.6
Construction and earth-moving equipment	336	37.7	0.2	37.9	3.8	0.8	4.6	42.5
Mechanical handling equipment	337	52.5	0.4	52.9	6.5	2.2	8.7	61.6
Office machinery	338	15.1	—	15.2	5.4	0.6	6.0	21.2
Other machinery	339	176.7	1.9	178.6	28.6	7.5	36.2	214.8
Industrial (including process) plant and steelwork	341	128.6	1.3	130.0	12.3	3.6	15.9	145.8
Ordnance and small arms	342	20.4	0.1	20.5	4.8	0.8	5.6	26.1
Other mechanical engineering not elsewhere specified	349	143.3	2.5	145.8	25.2	7.3	32.4	178.2
Instrument engineering	VIII	93.6	2.0	95.6	42.9	11.8	54.6	150.2
Photographic and document copying equipment	351	9.0	0.1	9.1	2.7	0.5	3.2	12.3
Watches and clocks	352	5.5	0.1	5.5	5.3	1.2	6.4	11.9
Surgical instruments and appliances	353	15.5	0.7	16.1	8.6	3.5	12.1	28.2
Scientific and industrial instruments and systems	354	63.7	1.1	64.9	26.4	6.6	32.9	97.8
Electrical engineering	IX	474.5	4.6	479.1	223.4	55.3	278.7	757.8
Electrical machinery	361	102.4	1.2	103.6	28.3	5.2	33.5	137.1
Insulated wires and cables	362	31.0	0.5	31.5	10.4	1.8	12.3	43.8
Telegraph and telephone apparatus and equipment	363	44.3	0.2	44.5	23.4	2.8	26.2	70.7
Radio and electronic components	364	63.4	0.7	64.1	48.5	16.1	64.7	128.8
Broadcast receiving and sound reproducing equipment	365	25.1	0.3	25.4	19.9	6.8	26.7	52.1
Electronic computers	366	32.1	0.1	32.2	9.8	1.5	11.2	43.4
Radio, radar and electronic capital goods	367	68.6	0.6	69.1	21.8	4.4	26.2	95.3
Electric appliances primarily for domestic use	368	41.0	0.2	41.2	18.6	3.3	21.9	63.1
Other electrical goods	369	66.7	0.8	67.5	42.6	13.4	56.0	123.5
Shipbuilding and marine engineering	370	167.7	0.7	168.4	10.0	3.2	13.2	181.6
Vehicles	XI	660.1	2.6	662.7	79.6	11.1	90.7	753.4
Wheeled tractor manufacturing	380	33.0	—	33.1	2.4	0.3	2.6	35.7
Motor vehicle manufacturing	381	413.2	1.9	415.2	49.2	7.0	56.1	471.3
Motor cycle, tricycle and pedal cycle manufacturing	382	9.7	0.1	9.8	2.6	0.7	3.3	13.1
Aerospace equipment manufacturing and repairing	383	163.5	0.4	164.0	23.6	2.9	26.5	190.5
Locomotives and railway track equipment	384	16.2	—	16.2	0.8	0.2	1.0	17.2
Railway carriages and wagons and trams	385	24.4	—	24.5	1.0	0.2	1.2	25.6

Table 3 (continued) Employees in employment at June 1978

United Kingdom SIC 1968	Order or MLH of SIC	Thousand						All
		Male			Female			
		Full-time	Part-time	All	Full-time	Part-time	All	
Metal goods not elsewhere specified	XII	385.8	8.3	394.1	110.9	37.3	148.2	542.3
Engineers' small tools and gauges	390	49.5	1.0	50.5	9.3	3.4	12.7	63.2
Hand tools and implements	391	12.2	0.3	12.6	4.8	1.3	6.1	18.7
Cutlery, spoons, forks and plated tableware, etc	392	6.8	0.3	7.0	3.6	1.4	5.0	12.1
Bolts, nuts, screws, rivets, etc	393	21.1	0.3	21.4	7.1	2.0	9.1	30.5
Wire and wire manufactures	394	29.0	0.5	29.5	6.1	1.7	7.8	37.3
Cans and metal boxes	395	18.4	0.3	18.8	8.0	4.4	12.4	23.2
Jewellery and precious metals	396	14.2	0.4	14.6	6.6	2.0	8.6	23.2
Metal industries not elsewhere specified	399	234.6	5.2	239.7	65.4	21.0	86.4	326.2
Textiles	XIII	261.6	7.0	268.7	174.9	46.3	221.2	489.9
Production of man-made fibres	411	32.8	0.1	32.8	4.1	0.7	4.9	37.7
Spinning and doubling on the cotton and flax systems	412	27.1	0.8	27.9	17.5	4.9	22.3	50.2
Weaving of cotton, linen and man-made fibres	413	23.5	0.9	24.4	14.1	3.4	17.5	41.9
Woollen and worsted	414	42.6	1.4	44.0	26.5	8.5	35.0	79.0
Jute	415	4.3	0.4	4.7	1.7	0.3	2.0	6.0
Rope, twine and net	416	3.0	0.2	3.1	2.2	0.7	2.9	6.7
Hosiery and other knitted goods	417	37.8	1.4	39.2	62.0	15.5	77.5	116.7
Lace	418	2.3	0.2	2.4	2.2	0.8	2.9	5.3
Carpets	419	22.8	0.2	22.9	9.7	2.0	11.6	34.5
Narrow fabrics (not more than 30 cm wide)	421	6.2	0.4	6.6	5.9	1.8	7.7	14.4
Made-up textiles	422	8.1	0.4	8.5	12.4	3.3	15.7	24.2
Textile finishing	423	32.7	0.7	33.4	11.9	3.3	15.2	48.6
Other textile industries	429	18.5	0.1	18.6	4.8	1.1	5.9	24.5
Leather, leather goods and fur	XIV	20.0	1.0	21.0	12.8	4.6	17.4	38.4
Leather (tanning and dressing) and fellmongery	431	12.7	0.5	13.2	3.2	1.1	4.3	17.5
Leather goods	432	5.6	0.4	5.9	8.3	2.9	11.3	17.2
Fur	433	1.8	0.1	1.9	1.2	0.6	1.8	3.7
Clothing and footwear	XV	82.5	5.2	87.6	236.2	53.6	289.8	377.5
Weatherproof outerwear	441	3.2	0.2	3.4	11.6	2.6	14.2	17.5
Men's and boys' tailored outerwear	442	14.4	1.0	15.3	43.9	9.5	53.4	68.7
Women's and girls' tailored								

Table 3 (continued) Employees in employment at June 1978

United Kingdom SIC 1968	Order or MLH of SIC	Male			Female			All	Thousand
		Full-time	Part-time	All	Full-time	Part-time	All		
Insurance, banking, finance and business services	XXIV	533.0	37.8	570.7	435.2	193.5	628.7	1,199.5	
Insurance	860	141.9	3.8	145.8	96.9	24.6	121.5	267.2	
Banking and bill discounting	861	148.4	2.7	151.1	159.6	26.6	186.2	337.3	
Other financial institutions	862	51.1	2.2	53.3	50.2	10.6	60.8	114.1	
Property owning and managing, etc	863	41.3	6.2	47.5	26.2	18.4	44.6	92.1	
Advertising and market research	864	18.5	0.7	19.2	12.1	2.9	15.0	34.2	
Other business services	865	89.5	20.6	110.1	66.0	105.9	171.9	282.0	
Central offices not allocable elsewhere	866	42.2	1.6	43.8	24.3	4.5	28.8	72.6	
Professional and scientific services	XXV	1,025.0	148.9	1,173.9	1,319.0	1,186.7	2,505.7	3,679.6	
Accountancy services	871	46.8	1.7	48.5	28.3	13.1	41.4	89.9	
Educational services	872	489.2	98.6	587.8	580.2	706.1	1,286.3	1,874.1	
Legal services	873	29.7	3.1	32.7	59.1	22.9	82.0	114.7	
Medical and dental services	874	267.4	36.1	303.5	585.2	414.8	1,000.1	1,303.6	
Religious organisations	875	12.5	5.9	18.4	4.3	8.6	13.0	31.4	
Research and development services	876	88.1	0.6	88.7	25.7	5.9	31.6	120.3	
Other professional and scientific services	879	91.4	2.9	94.3	36.1	15.2	51.4	145.6	
Miscellaneous services	XXVI	831.6	186.5	1,018.1	587.6	808.4	1,396.1	2,414.2	
Cinemas, theatres, radio, etc	881	52.7	5.7	58.4	26.5	18.7	45.2	103.6	
Sport and other recreations	882	45.5	17.3	62.8	16.2	29.5	45.8	108.5	
Betting and gambling	883	23.1	11.4	34.5	24.9	35.6	60.5	95.0	
Hotels and other residential establishments	884	86.3	18.6	105.0	87.6	80.2	167.8	272.7	
Restaurants, cafes, snack bars	885	48.3	12.9	61.3	37.9	74.6	112.5	173.8	
Public houses	886	35.1	42.1	77.1	32.6	144.4	176.9	254.1	
Clubs	887	17.3	23.8	41.1	13.3	55.9	69.2	110.3	
Catering contractors	888	18.2	2.1	20.3	31.5	21.1	52.6	72.9	
Hairdressing and manicure	889	10.6	1.0	11.6	61.4	25.0	86.4	98.0	
Laundries	892	13.1	1.4	14.4	20.8	14.2	35.0	49.4	
Dry cleaning, job dyeing, carpet beating, etc	893	5.5	0.5	6.0	9.3	10.1	19.4	25.5	
Motor repairers, distributors, garages and filling stations	894	337.7	26.0	363.7	69.1	38.7	107.8	471.4	
Repair of boots and shoes	895	2.9	0.2	3.2	0.9	1.0	2.0	5.1	
Other services	899	135.3	23.5	158.8	155.4	259.5	414.9	573.7	
Public administration and defence	XXVII	941.6	44.8	986.3	463.4	155.2	618.6	1,605.0	
National government service	901	347.1	4.0	351.1	261.3	29.4	290.7	641.8	
Local government service	906	594.5	40.8	635.3	202.1	125.9	328.0	963.2	

See notes to tables on page 141.

(Continued from p. 141)

the June 1977 figures for Wales and for the North West were adjusted to relate to the realigned regional boundaries.

Summary of changes in the year to June 1978 (table 2)

The overall increase in the numbers employed between June 1977 and June 1978 was fairly widely spread among regions; only in the North and in Scotland was there a fall. In all regions, employment in the service industries increased. Employment in the Index of Production industries showed a fall in all but three of the regions; relatively large decreases were recorded in the North, Scotland and Yorkshire and Humberside with smaller decreases in the North West, Wales, the West Midlands, East Anglia and also in Greater London but a relatively large increase was recorded in the rest of the South East. There were small increases in the South West and the East Midlands.

Regional figures for earlier years

The August 1976 issue of *Employment Gazette* included an article which described changes affecting the continuity of the employment series at regional level and gave consistent regional estimates of employees in employment by industry order groups for the years 1965 to 1975. Regional results for June 1976 and for June 1977 were published in the December 1977 and March 1980 issues respectively, and these together with those now published for June 1978 are consistent with the figures given in August 1976.

Latest regional figures

Regional figures of employment are compiled and published quarterly, showing regional totals and an analysis by broad industry groups (see table 1.5 in the January

Employment Gazette). Revised figures taking into account the 1978 census will appear in the April issue.

Notes to the tables

1 Definitions and conventions can be found on page S63.

2 When changes of business activity are notified by employers the industrial classification of the appropriate units in the census of employment is amended where necessary. These amendments can affect changes in the level of employment by industry between censuses.

* Excludes private domestic service.

† Estimates for agriculture are taken from the June censuses of agriculture. Because there are minor differences in analysis the full-time and part-time categories are not strictly comparable with those for other industries. A small number of employees of agricultural machinery contractors are excluded.

‡ National and local government employees engaged in, for example, building, education and health are included under the industries appropriate to those activities. HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published quarterly in *Employment Gazette*—("Labour Market Data"—table 1.7).

†† Includes some 3,500 employees of British Rail Scottish Region not reported in the 1977 census.

** Indicates a negligible number of employees or that the figure has been suppressed to avoid disclosure, directly or indirectly, of information concerning an individual firm.

SPECIAL FEATURE

Employees in employment: revised GB estimates

Each census of employment provides a benchmark for current estimates of employees in employment. The 1978 results have now been used to update figures since 1977, and this article gives the details.

First results of the June 1978 census of employment were published in last month's issue of *Employment Gazette* (pp. 61 to 68). As the census provides the accurate "benchmark" figures to which the Department of Employment realigns the industrial and regional employment estimates obtained from the monthly and quarterly sample inquiries, the June 1978 census figures have replaced the earlier estimates for that date in the monthly and quarterly series and revisions have been made to the estimates for other dates subsequent to June 1977. The article in the February issue included a comparison of the census and the provisional quarterly results for June 1978 for the main employment aggregates.

Full revisions for industry groups (Orders of the Standard Industrial Classification) for males and females combined are included in table 1.2 in the *Labour Market Data* section of this issue. Revised figures for individual industries (Minimum List Headings of the SIC) are given for June 1979 and June 1980 for men and women separately in the following table. Detailed revisions at MLH level and the industry group figures for males and females separately for other dates can be obtained from: Mr L. Vickery, Statistics Division CI, Department of Employment, Orphanage Road,

Watford, Herts WD1 1PJ (tel: Watford 28500 ext. 468).

Publication of the quarterly series estimates of the numbers of female part-time employees is being resumed, beginning with those for June 1979 and June 1980 given in the following table. The quarterly enquiry obtains information on the numbers of such workers from employers in the sample but earlier estimates derived from this information were found to be unreliable and publication was discontinued. New estimating procedures have now been developed and comparisons with the results of the census indicate that the new method is proving satisfactory. Later figures will be given in table 1.4 which appears quarterly in the *Labour Market Data* section of *Employment Gazette*.

Revised figures for regions by broad industry group for June 1978, June 1979 and June 1980 will be included in table 1.5 of the *Labour Market Data* section in next month's issue of *Employment Gazette*. Estimates of the total numbers of female part-time workers in each region will also be given. Requests for the other revisions to these quarterly figures should also be made to Mr Vickery.

Tables 1.1, 1.8, 1.9, 1.11 and 1.12 of the *Labour Market Data* section of this issue have been amended to take account of the revised figures.

Quarterly estimates of employees in employment

GREAT BRITAIN SIC 1968	Order or MLH of SIC	(June 1979)			(June 1980)			Thousand	
		Male	Female	All	Male	Female	All		
									All	Part-time	All	Part-time
All industries and services*		13,092	9,314	3,776	22,406	12,831	9,178	3,765	22,008
Agriculture, forestry and fishing	I	269.2	89.0	31.6	358.2	269.0	91.5	32.0	360.5
Index of Production industries	II-XXI	6,709.2	2,260.2	527.3	8,969.4	6,460.1	2,126.9	492.1	8,587.1
of which, manufacturing industries	III-XIX	4,967.3	2,069.0	469.0	7,036.3	4,743.6	1,935.4	434.0	6,678.9
Service industries*	XXII-XXVII	6,113.2	6,965.4	3,216.8	13,078.5	6,101.7	6,959.1	3,240.7	13,060.7
Agriculture, forestry and fishing	I	269.2	89.0	31.6	358.2	269.0	91.5	32.0	360.5
Agriculture and horticulture	001	251.9	86.9	30.9	338.8	251.7	89.4	31.2	341.1
Mining and quarrying	II	327.1	16.4	3.7	343.5	325.8	16.4	3.7	342.2
Coal mining	101	276.7	10.8	2.7	287.6	275.5	10.8	2.7	286.3
Food, drink and tobacco	III	400.0	275.2	95.2	675.1	395.5	264.0	91.5	659.5
Grain milling	211	16.0	4.7	0.8	20.7	15.6	4.7	0.7	20.3
Bread and flour confectionery	212	55.2	34.8	15.4	90.0	56.1	33.0	15.5	89.1
Biscuits	213	16.3	28.3	14.8	44.6	15.7	26.5	14.0	42.1
Bacon curing, meat and fish products	214	52.6	51.1	15.6	103.7	53.0	51.2	17.3	104.2
Milk and milk products	215	38.1	13.8	3.1	51.9	37.7	13.5	3.0	51.2
Sugar	216	8.4	2.8	0.6	11.3	8.2	2.7	0.6	10.9
Cocoa, chocolate and sugar confectionery	217	33.7	39.8	21.3	73.4	32.1	36.5	18.1	68.6
Fruit and vegetable products	218	26.6	28.5	8.5	55.1	26.1	27.5	8.3	53.6
Animal and poultry foods	219	20.3	4.9	1.4	25.2	19.9	4.9	1.4	24.9
Vegetable and animal oils and fats	221	5.9	1.9	0.5	7.8	5.7	1.8	0.4	7.5
Food industries nes	229	21.2	14.3	4.5	35.6	20.1	13.5	4.5	33.6
Brewing and malting	231	52.9	11.7	2.2	64.6	52.1	11.7	2.4	63.7
Soft drinks	232	16.8	9.3	2.9	26.1	17.3	8.2	2.3	25.5
Other drink industries	239	20.9	13.8	1.1	34.8	21.2	13.5	0.9	34.7
Tobacco	240	15.0	15.4	2.3	30.4	14.7	14.8	2.1	29.5
Coal and petroleum products	IV	34.7	4.7	0.6	39.4	34.3	4.5	0.5	38.8
Coke ovens and manufactured fuel	261	10.1	0.5	0.1	10.6	10.0	0.5	0.1	10.5
Mineral oil refining	262	19.1	2.7	0.2	21.8	18.8	2.6	0.2	21.4
Lubricating oils and greases	263	5.5	1.5	0.3	7.0	5.5	1.4	0.2	6.9

Quarterly estimates of employees in employment (continued)

Thousand

GREAT BRITAIN	Order or MLH of SIC	(June 1979)			(June 1980)			All	All
		Male	Female	All	Male	Female	All		
SIC 1968									
Electrical engineering	IX	471.9	270.2	51.4	742.1	462.7	256.0	47.6	718.7
361		101.4	32.9	5.7	134.3	95.3	30.6	4.7	125.9
362		31.0	11.8	1.7	42.9	29.8	10.5	1.5	40.3
363		41.8	24.7	2.8	66.4	42.3	25.6	2.9	67.9
364		64.1	64.0	16.0	128.0	62.3	58.3	13.3	120.6
365		23.2	23.3	4.7	46.5	22.0	21.1	3.8	43.1
366		33.6	11.2	1.2	44.8	33.8	10.5	1.1	44.3
367		70.5	26.4	4.1	97.0	74.1	27.2	4.1	101.4
368		39.4	21.5	3.1	60.9	38.0	20.9	3.4	58.9
369		67.0	54.4	12.0	121.4	65.1	51.3	12.8	116.4
Shipbuilding and marine engineering	X	152.2	12.8	3.2	165.1	137.1	11.7	2.9	148.8
Vehicles	XI	649.6	89.6	10.9	739.2	626.0	85.0	9.5	711.0
380		32.5	2.5	0.2	35.0	31.1	2.4	0.2	33.5
381		401.8	55.0	6.9	456.7	374.0	50.0	5.6	424.0
382		9.4	3.0	0.7	12.3	8.8	2.8	0.7	11.6
383		164.5	27.1	2.8	191.6	170.2	27.8	2.6	198.0
384		16.5	1.0	0.2	17.4	16.7	1.0	0.2	17.7
385		25.0	1.2	0.2	26.2	25.1	1.1	0.2	26.2
Metal goods not elsewhere specified	XII	385.3	143.0	35.5	528.3	372.2	133.3	33.4	505.4
390		50.3	12.6	3.6	62.8	49.4	12.3	3.2	61.7
391		12.2	6.1	1.1	18.3	11.6	5.3	1.1	16.9
392		6.3	4.4	1.3	10.7	5.3	4.2	1.2	9.5
393		20.8	8.5	1.8	29.4	20.2	8.0	1.8	28.2
394		28.7	7.8	2.0	36.5	27.0	7.4	1.6	34.4
395		18.0	11.4	4.0	29.4	17.6	10.4	3.9	28.0
396		14.2	7.9	2.2	22.0	14.0	7.1	2.4	21.1
399		234.8	84.3	19.3	319.1	227.2	78.5	18.2	305.7
Textiles	XIII	242.5	205.1	42.3	447.7	214.2	184.6	35.9	398.9
411		25.4	4.3	0.7	29.7	21.5	3.8	0.6	25.3
412		22.6	18.5	3.7	41.1	20.3	16.5	3.2	36.9
413		21.3	15.3	3.0	36.6	18.5	13.3	2.6	31.9
414		41.8	32.7	7.5	74.5	36.6	28.3	5.7	64.8
415		4.8	2.0	0.3	6.8	4.5	2.6	0.5	5.0
416		2.9	2.8	0.6	5.7	2.5	2.6	0.5	5.0
417		36.7	74.3	14.6	111.0	33.1	69.2	13.7	102.3
418		2.4	2.8	0.7	5.2	2.2	2.5	0.5	4.8
419		21.0	10.8	1.7	31.9	17.3	8.4	1.2	25.7
421		6.3	7.5	1.6	13.8	5.8	6.8	1.4	12.5
422		7.8	13.9	3.2	21.7	7.5	12.5	2.5	20.0
423		31.3	14.6	3.2	45.9	28.0	14.2	2.8	42.2
429		18.2	5.6	1.2	23.8	16.7	4.9	1.0	21.7
Chemicals and allied industries	V	313.2	127.1	25.1	440.3	308.0	120.9	22.4	428.8
271		118.9	24.5	4.1	143.4	118.4	23.8	3.8	142.2
272		40.7	32.5	6.2	73.3	39.9	30.8	5.5	70.7
273		10.3	16.0	2.9	26.2	10.2	15.2	1.9	25.4
274		19.6	7.1	1.4	26.7	19.5	6.9	1.4	26.4
275		10.9	6.8	1.8	17.7	10.4	6.3	1.4	16.7
276		44.2	9.6	2.0	53.8	42.7	8.9	1.8	51.6
277		17.8	3.2	0.6	21.0	17.0	2.8	0.5	19.8
278		10.2	1.7	0.3	11.9	9.9	1.8	0.3	11.7
279		40.6	25.8	5.7	66.4	40.0	24.4	5.8	64.4
Metal manufacture	VI	391.4	51.9	11.5	443.3	354.5	46.6	10.5	401.0
311		188.9	17.2	2.9	206.1	165.1	15.0	2.7	180.1
312		40.6	6.3	1.5	46.9	33.8	5.7	1.4	39.5
313		64.5	7.9	2.0	72.4	61.8	7.1	1.9	69.2
321		43.8	8.0	2.0	51.8	41.8	7.1	1.6	48.9
322		35.0	8.0	2.3	43.0	33.8	7.3	2.1	41.1
323		18.6	4.5	0.9	23.1	18.3	4.1	0.8	22.3
Mechanical engineering	VII	762.0	142.2	30.3	904.1	723.1	133.9	28.6	857.0
331		24.9	4.1	0.9	29.0	23.3	4.0	1.0	27.3
332		54.1	9.4	2.0	63.5	52.5	8.7	1.8	61.2
333		71.5	15.3	2.4	86.8	68.6	14.5	2.3	83.1
334		25.2	3.6	0.6	28.8	23.1	3.2	0.5	26.3
335		18.8	3.5	0.9	22.3	17.2	3.2	0.8	20.4
336		37.2	4.4	0.7	41.6	35.0	4.0	0.7	39.1
337		51.9	8.4	2.1	60.3	49.8	8.0	2.0	57.8
338		15.0	6.1	0.6	21.0	14.3	5.5	0.5	19.8
339		174.5	35.5	7.7	209.9	165.9	33.2	7.4	199.2
341		129.2	15.3	3.5	144.4	120.7	14.3	3.3	135.0
342		18.9	5.4	0.6	24.3	18.2	5.3	0.8	23.5
349		140.9	31.2	8.1	172.2	134.6	29.9	7.6	164.4
Instrument engineering	VIII	94.8	54.4	11.4	149.2	89.6	51.1	11.3	140.7
351		8.9	3.1	0.5	12.0	8.3	2.9	0.5	11.1
352		5.4	6.5	0.3	11.9	4.3	4.9	0.7	9.2
353		15.2	11.7	3.8	26.9	15.0	11.1	3.7	26.1
354		65.4	33.1	6.8	98.5	62.1	32.2	6.5	94.3
Leather, leather goods and fur	XIV	20.0	17.0	4.9	37.1	18.5	15.7	5.2	34.2
431		12.7	4.5	1.0	17.1	11.9	4.2	1.0	16.1
432		5.6	10.9	3.2	16.5	4.8	9.8	3.1	14.6
433		1.7	1.7	0.8	3.4	1.8	1.8	1.1	3.6
Clothing and footwear	XV	85.5	277.7	51.7	363.2	79.9	257.2	47.2	337.1
441		3.2	13.5	2.4	16.7	3.0	13.0	2.2	16.0
442		14.6	52.7	9.0	67.3	12.9	47.0	7.7	59.9
443		9.7	29.2	6.1	38.9	9.2	26.5	6.4	35.7
444		6.6	31.7	5.3	38.3	6.1	29.9	4.8	36.1
445		14.1	81.6	17.9	95.7	13.0	74.9	15.6	87.9
446		1.3	3.1	0.9	4.3	1.3	2.7	0.7	4.0
449		5.8	26.6	4.7	32.4	5.6	25.7	4.3	30.8
450		30.1	39.4	5.5	69.5	28.8	37.9	5.5	66.7

Quarterly estimates of employees in employment (continued)

Thousand

GREAT BRITAIN	Order of MLH of SIC	(June 1979)			(June 1980)			All	All
		Male	Female	All	Male	Female	All		
SIC 1968									
Bricks, pottery, glass, cement, etc	XVI	199.2	57.6	10.7	256.8	190.2	52.8	9.9	243.0
461		35.5	4.6	1.1	40.1	33.0	4.2	0.9	37.2
462		27.8	24.9	3.0	52.7	26.4	22.8	2.9	49.1
463		54.4	16.0	3.6	70.4	51.1	14.1	3.2	65.2
464		12.3	1.4	0.2	13.7	12.6	1.4	0.2	14.0
469		69.2	10.7	2.7	80.0	67.1	10.2	2.6	77.4
Timber, furniture etc	XVII	202.6	50.6	11.6	253.2	193.2	47.2	11.2	240.5
471		70.2	11.5	2.9	81.8	67.9	11.2	2.9	79.1
472		71.5	17.5	3.3	89.0	67.1	16.3	3.0	83.4
473		10.7	10.2	1.5	20.9	10.2	8.9	1.4	19.1
474		23.4	4.1	1.4	27.5	23.7	4.3	1.5	28.0
475		10.9	3.1	1.2	13.9	9.8	2.9	1.3	12.7
479		15.9	4.2	1.2	20.1	14.6	3.7	1.0	18.2
Paper, printing and publishing	XVIII	363.0	173.3	38.4	536.3	356.1	167.9	37.9	523.9
481		52.5	11.0	2.4	63.5	50.6	10.3	2.2	60.9
482		51.1	29.3	6.4	80.4	49.6	26.9	5.8	76.4
483		16.6	13.0	2.4	29.6	16.3	12.4	2.1	28.7
484		13.3	8.5	1.5	21.8	12.8	8.1	1.5	20.9
485		68.2	19.7	5.9	87.9	68.7	20.6	6.0	89.3
486		32.8	18.2	3.2	51.0	32.7	18.7	3.6	51.4
489		128.5	73.5	16.7	202.0	125.4	70.9	16.8	196.3
Other manufacturing industries	XIX	199.2	116.6	34.2</					

Questions in Parliament



Youth Opportunities Programme

Mr Tony Marlow (Northampton North) asked the Secretary of State for Employment if he would make a statement on the progress of the Youth Opportunities Programme.

Mr Morrison: In 1978-80, some 216,400 young people entered the Youth Opportunities Programme.

In the first nine months of this financial year, some 230,000 young people had entered YOP and over 320,000 are expected to have entered by the end of March.

It is too early to say whether the two undertakings to young people will be met. However every effort is being made to satisfy those young people who have yet to receive an offer of a place on the Programme.

(February 24)*



Young people

Mr Raymond Powell (Ogmore) asked the Secretary of State for Employment what proportion of school leavers in Wales had entered apprenticeships in each year since 1970; and what had been the proportions in the other regions of the United Kingdom.

Mr Morrison: Information for all years since 1970 is not available. The table below gives the percentage of school leavers entering employment receiving apprenticeship or similar training in each region of Great Britain for 1970, 1974 and 1979. Information for Northern Ireland is not available.

(February 24)

Percentage of young people entering employment receiving apprenticeship or similar training

Region*	1970 †	1974 ‡	1979 ‡
Wales	21.8	23.6	21.9
South East	20.2	20.7	21.4
East Anglia	25.1	27.8	22.3
South West	22.9	24.2	21.4
West Midlands	26.4	25.0	21.9
East Midlands		27.8	21.8
Yorkshire and Humberside	30.0	30.6	26.0
North West	28.6	29.0	26.6
North	27.4	28.4	27.7
Scotland	27.3	31.5	NA
Great Britain	25.6	26.1	NA

* Some regional boundaries were changed in 1974.
† Relates to 15, 16 and 17 year-olds.
‡ Relates to 16 and 17 year-olds.

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between February 20 and March 3 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.

Mr Alfred Dubs (Wandsworth, Battersea South) asked the Secretary of State for Employment what was his latest estimate of the number of young people who had never had a full-time job since completing their education.

Mr Prior: At February 12, the provisional number of unemployed young people under 18 years of age in the United Kingdom who had not been in employment since completing full-time education was 90,075. This is the group of young people which the Youth Opportunities Programme is designed to help, and in 1981-82 the Programme will provide 440,000 opportunities for training and work experience.

(February 24)*

Department of Employment Ministers

Secretary of State: **James Prior**

Minister of State: **Earl of Gowrie**

Parliamentary Under-Secretaries of State: **Peter Morrison**
David Waddington

Training

Mr Albert McQuarrie (East Aberdeenshire) asked the Secretary of State for Employment if he had any plans to set up training centres for persons over 40 years of age who are at present unemployed in order to fit them for work in the new technological industries.

Mr Morrison: The Manpower Services Commission makes provision for the training of unemployed adults in a broad range of skills including those needed in new technological industries. At the end of 1980 some 13 per cent of trainees under the Training Opportunities Scheme were aged 40 years and over.

The Government is considering with the Commission how opportunities for adults to undertake training or retraining may be improved and hopes to publish proposals shortly as a basis for consultation.

(February 24)

Mr Tony Durant (Reading North) asked the Secretary of State for Employment if he would increase the use by his department of private training organisations for industrial training and re-training where these organisations provide courses at costs equal to or less than Skillcentres.

Mr Morrison: It is already the policy of the Manpower Services Commission to use private training organisations as opposed to Skillcentres for craft training where the standard of training, the comparative costs and the demand for skills justifies it.

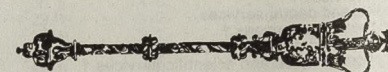
(February 24)

Union ballots

Mr Michael Brotherton (Louth) asked the Secretary of State for Employment, what steps were being taken to ensure the widespread availability of the leaflet entitled *Funds for Trade Union Ballots*.

Mr Waddington: My Department has so far distributed some 190,000 copies of its leaflet entitled *Union Secret Ballots* which explains the scheme. It is available throughout the country from my department's offices, from MSC Jobcentres and the Regional Offices of the Advisory Conciliation and Arbitration Service. The separate leaflet entitled *Funds for Trade Union Ballots*, prepared by the Certification Officer who is responsible for the administration of the scheme, explains the scheme for those seeking refunds under it. Copies are therefore available only from his office.

(March 3)



Married women

Mr Alex Pollock (Moray and Nairn) asked the Secretary of State for Employment what was the number of married women who came on to the labour market during the 1970s.

Mr Morrison: Estimates of the numbers of married women entering the labour market are not available, but the net increase in married women in the labour force in Great Britain between 1971 and 1979 is estimated to have been about 900,000.

(February 24)

Benefit service

Mr David Madel (South Bedfordshire) asked the Secretary of State for Employment, how many staff were currently employed in the Unemployment Benefit Service, what was the ratio of staff to claimants, and whether this ratio had improved in recent years.

Mr Prior: There are currently about 21,000 staff working in the Unemployment Benefit Service. The ratio of staff to claimants was 1 to 85 in 1979-80 compared with 1 to 55 in 1973-74. This improvement arises mainly from computerisation and the introduction of fortnightly signing. If the ratio of staff to claimants had remained at the 1973-74 level the number of staff in the Unemployment Benefit Service would, at current levels of unemployment, be over 30,000 rather than 21,000. This indicates the considerable advances which have been made in increasing the efficient operation of the service and I am grateful to the staff for their continuing efforts at a time of high unemployment to ensure that benefits are paid to claimants efficiently and on time.

(March 2)

Disablement resettlement officers

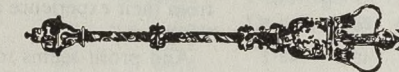
Mr Lewis Carter-Jones (Eccles) asked the Secretary of State for Employment what cuts in disablement resettlement officers had been recommended in the Manpower Services Commission's corporate plan.

Mr Morrison: The Manpower Services Commission's corporate plan proposes a reduction of 120 posts in the provision of resettlement services for disabled people (including those administering the provisions of the "quota" scheme) over the period 1981-85.

The resettlement services for disabled people are provided by a range of staff and I am informed by the MSC that it is not possible to determine at this stage how such a reduction in staff would be apportioned between different categories of staff.

We are concerned to maintain the level of service to disabled people and are still considering the commission's proposals.

(March 3)



Unfair dismissal claims

Mr Alec Woodall (Hemsworth) asked the Secretary of State for Employment how many unfair dismissal claims were made between January 1, 1980, and January 1, 1981, for the most recent period of one year for which he had the figures; how many of the claims had been settled by the Advisory, Conciliation and Arbitration Service; what had been the outcome, namely, settled in the

employees'-employers' favour, compensation—reinstatement; what had been the outcome of cases dealt with by industrial tribunals; and what had been the compensation levels awarded by the tribunals.

Mr Waddington: In 1979, the most recent year for which detailed figures are available, 35,253 unfair dismissal applications were registered at the Central Offices of the Industrial Tribunals and 33,383 cases (including some cases registered in the previous year) were completed, ie either heard before a tribunal or disposed of without a hearing. Almost two-thirds of completed cases (21,678) were disposed of without a hearing after conciliation by ACAS, being either settled (11,422) or withdrawn (10,256). Re-employment was agreed in 400 of the settled cases, compensation in 10,851 and another remedy in 171.

Of the total 11,705 cases which reached a tribunal hearing, 3,187 complaints were upheld, that is dismissal was found to be unfair. In 99 cases the tribunals made orders for employees to be reinstated or re-engaged and a further 2,388 applicants were awarded compensation. Almost half the awards were less than £400 each and almost three-quarters were less than £750. About 2 per cent of awards were over £4,000. In the remaining 700 upheld complaints, 153 applicants were found to be entitled to a redundancy payment and 547 were awarded some other remedy.

(February 20)

NEWS RELEASES AND PICTURES

from your organisation should be addressed to

The Editor Employment Gazette Department of Employment
Caxton House Tothill Street London SW1H 9NA 01-213 7483

Employment topics

Earnings in agriculture

Information about farm workers' pay is collected from regular inquiries conducted by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland. Separate details are given for men (20 years and over), youths (under 20 years) and for women and girls combined.

The average earnings of regular full-time agricultural workers in Great Britain are shown here: total earnings are shown, including overtime, piecework, bonuses, premiums and perquisites valued, where applicable, in accordance with the Agricultural Wages Orders. The figures given are averages of earnings over a complete year or half-year, including weeks when earnings are lower on account of sickness, holidays or other absences.

Average weekly hours of hired regular full-time agricultural workers in Great Britain are set out below. The figures of average

Average weekly earnings

Date	£ per week		
	Men (20 years and over)	Youths (under 20 years)	Women and girls
Half-yearly periods			
1979 Apr-1979 Sep	74.54	48.71	55.52
1979 Oct-1980 Mar	75.90	50.56	59.54
1980 Apr-1980 Sep	89.64	58.07	66.32
Yearly period			
1979 Apr-1980 Mar	75.21	49.64	57.47

New Earnings Survey

The *New Earnings Survey*, carried out each April, is a principal source of information on earnings in the UK. The results are widely used inside and outside government.

This year, employers will be asked to provide information on earnings for the pay period including April 29, 1981, for a one per cent sample of employees selected by National Insurance number.

The basic core of questions remains unchanged, covering:—the employee's gross earnings and the principal components (overtime pay, payments-by-results and similar incentive pay, shift premium pay);—hours worked, both basic and overtime;—the collective agreement which

weekly hours are defined as all hours actually worked plus hours paid for in respect of statutory holidays and they exclude time lost from any other cause.

For details of earnings and hours for earlier dates see the February 1979 and March 1980 issues of *Employment Gazette*.

Average hours worked

Date	Men (20 years and over)	Youths (under 20 years)	Women and girls
Half-yearly periods			
1979 Apr-1979 Sep	47.7	45.4	42.9
1979 Oct-1980 Mar	44.9	43.5	40.2
1980 Apr-1980 Sep	46.8	45.1	42.1
Yearly period			
1979 Apr-1980 Mar	46.2	44.4	41.6

Average hourly earnings

Date	pence per hour		
	Men (20 years and over)	Youths (under 20 years)	Women and girls
Half-yearly periods			
1979 Apr-1979 Sep	156.3	107.3	129.5
1979 Oct-1980 Mar	169.5	116.3	148.5
1980 Apr-1980 Sep	191.5	129.0	157.5
Yearly period			
1979 Apr-1980 Mar	163.0	111.8	138.7

determines pay and conditions;—the employee's age, sex, occupation, industry and location of work.

This year there will also be a question on the employee's holiday entitlement, similar to the one in the 1974 survey. Also the section on principal components of earnings has been rearranged to clarify the treatment of periodical bonuses.

Last year's questions on adult rates and delayed settlements have not been repeated.

The results of the survey will be published in a series of booklets to appear at monthly intervals beginning in mid-October. Some of the key results will also appear in the October issue of *Employment Gazette*.

Women in management

Last year the Food, Drink, and Tobacco industry training board launched a grant scheme for companies in their field to promote women into managerial positions who otherwise would not have had such an opportunity.

A total of 24 grants, each worth £500, were awarded and this year the figure has risen to 40. But says Rennie Fritchie, the board's training for women co-ordinator, "the grant has become of secondary importance. Many companies who have got to know about the scheme are now coming to the board asking to be put in touch with other companies in the same sector to profit from their experience regardless of the grant."

And profit seems to be the key motive, because what is selling the idea to companies is the fact that they can often supply their own management needs from within the organisation from amongst their own resources without the expense of having to buy in a trained and proven manager from outside.

As Rennie Fritchie points out: "It is no good my trying to persuade companies to do something because it is nice for women. But companies are always looking at their capital resources to see if they can be better used and they need to look at their personnel resources in the same way."

She advises companies to carry out a personnel audit to discover what their own employment patterns are rather than relying on general assumptions about women at work. "What is true for the country generally is not necessarily true for one company. Some firms find that in fact their women employees stay longer than men and are more loyal to the company. Or they may leave to start families but eventually return to their old company rather

than finding a new career."

The training for women grant scheme run by the Food, Drink and Tobacco industry training board sets out to encourage the development of better training opportunities in managerial and "significant" supervisory posts.

Candidates would normally be over 30 years of age, who are judged to have management potential but are not normally considered suitable for development. This might be because of a lack of appropriate qualifications or experience, or because they are employed in a job not normally considered a source for managers or supervisors. Alternatively they could be women who are returning to work after a long period at home—usually five years.

For some companies the scheme has turned up unsuspected talent. One firm in Devon was able to give a quality control supervisor's job to a woman who had been a part-time kitchen assistant for the previous 13 years, and in a large baking company a woman whose career path had included tea girl and working in the post room became a company accountant as a result of the grant initiative.

Another aspect of the "women in management" project is a series of "Career/Life Planning Workshops" for women who have embarked on or would like to take up management careers.

The workshops are being run in conjunction with Bristol Polytechnic and deal in part with the problem of career gaps caused by women leaving to start families. In some cases women continue to receive company information and briefing while at home and return for part-time or holiday relief work as a prelude to resuming their careers on a permanent basis.

Unemployment and vacancies

Figures for unemployment and unfilled vacancies analysed by six broad occupational groups are published monthly in the Labour Market Data section of *Employment Gazette*, in tables 2.11 and 3.4, respectively.

More detailed analyses are published quarterly in table 2.12 (for example, page S34 of the February 1981 issue). Table 2.12 analyses unemployment and vacancies, nationally and regionally, by 18

occupational groups and also provides a summary for the six broad groups.

In the interests of economy, the very detailed occupational analysis which last appeared at pp. 1219-1229 of the December 1980 issue will no longer be published in this form. However, figures will be available on request from Department of Employment, Statistics Division (C1), Orphanage Road, Watford WD1 1PJ.

Special exemption orders

The Factories Act 1961 and related legislation restrict 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 exemptions may be continued by further orders granted in response to renewed applications.

The number of women and young people covered by special exemption orders* current on December 31, 1980, and the distribution of these workers by 14 main industry groups were:

Industry group	Females (18 years and over)	Young people aged 16 and 17		Total
		Males	Females	
Food, drink and tobacco	64,599	1,873	2,526	68,998
Coal and petroleum products and chemicals and allied industries	9,406	362	307	10,075
Metal manufacture	2,413	706	65	3,184
Mechanical, instrument and electrical engineering	44,613	1,247	808	46,668
Metal goods not elsewhere specified	12,102	534	161	12,797
Hosiery and other knitted goods	2,551	242	150	2,943
Cotton, linen and lace	7,336	745	630	8,711
Wool and worsted	5,922	338	358	6,618
Other textiles	5,996	542	387	6,925
Clothing and footwear, leather goods and fur	9,911	159	1,308	11,378
Bricks, pottery, glass, cement, etc	5,628	187	146	5,961
Timber, furniture, etc.	749	182	108	1,039
Paper, printing and publishing	17,956	1,112	729	19,797
Other manufacturing industries and miscellaneous services	25,279	1,193	970	27,442
Total	214,461	9,422	8,653	232,536

The number of Special Exemption Orders issued during the calendar year ended on December 31, 1980, were:

Period of validity	Number of new orders	Number of renewal orders
Over 6 months and up to 12 months	818	3,393
Over 3 months and up to 6 months	59	34
Three months or less	35	19
Total	912	3,446

The number of women and young people covered by special Exemption Orders current on January 31, 1981, according to the type of employment permitted:†

Type of employment permitted by the orders	Women 18 years and over	Male young persons of 16 but under 18	Female young persons of 16 but under 18	Total
Extended hours‡	21,362	944	1,430	23,736
Double day shifts||	33,869	2,971	2,248	39,088
Long spells	12,170	480	1,254	13,904
Night shifts	63,810	2,650	896	67,356
Part-time work¶	12,161	128	258	12,547
Saturday afternoon work	4,949	222	207	5,378
Sunday work	50,170	1,246	1,652	53,068
Miscellaneous	5,560	336	310	6,206
Total	204,051	8,977	8,255	221,283

* See page 83 of the February 1981 issue of *Employment Gazette* for analyses according to type of employment permitted by these orders.

† Corresponding information for December 31, 1979, was published on page 396 of the April 1980 issue of *Employment Gazette*.

‡ The numbers shown are those stated by employers in their applications. The actual numbers of workers employed on condition permitted by the orders may, however, vary from time to time.

§ "Extended hours" are those worked in excess of the limitations imposed by the Factories Act in respect of daily hours of overtime.

|| Includes 12,609 persons employed on shift systems involving work on Sundays, or on Saturday afternoon, but not included under those headings.

¶ Part-time work outside the hours of employment allowed by the Factories Act.

Disabled people

At April 21, 1980, the number of people registered under the Disabled Persons (Employment) Acts, 1944 and 1958, was 470,588. Registration is voluntary and many people choose not to register. The table below, therefore, relates to both registered disabled people, and those people who, although

eligible, choose not to register. Section 1 classifies those disabled people suitable for ordinary or open employment, while section 2 classifies those unlikely to obtain employment other than under sheltered conditions. Only registered disabled people can be placed in sheltered employment.

Returns of unemployed disabled people at Jan 15, 1981

	Male	Female	All
Section 1			
Registered	53,830	8,694	62,524
Unregistered	75,854	20,611	96,465
Section 2			
Registered	6,277	1,542	7,819
Unregistered	2,862	992	3,854

Placings of disabled people in employment from Dec 8, 1980, to Jan 9, 1981

		Male	Female	All
Registered	Open	773	210	983
disabled people	Sheltered	78	33	111
Unregistered	Open	611	259	870
disabled people		1,462	502	1,964

Seasonal adjustment

It is difficult to assess the trend in unemployment from the simple monthly count of the unemployed because the raw figures reflect seasonal influences such as the weather, holidays, school terms and Christmas.

The numbers tend to be higher early in the year and lower around the middle.

While the timing and strength of these influences varies from year to year, their effects tend to form a broad pattern. To help judge underlying trends, calculations are made to produce a series as free from "seasonality" as possible.

Seasonally adjusted unemployment and vacancies figures have now been recalculated using an extra year's data, a normal feature of the seasonal adjustment procedure. Revisions have been made to the seasonally adjusted figures from January 1978 onwards; they have had only a small effect.

A method evolved by the US Bureau of the Census and known as the Census Method II, Variant X-11 is used. The additive version is used for all the vacancy series and for the regional unemployment series (including Northern Ireland).

This method is used in respect of the main part of the Great Britain unemployment total. However, there has been a rapid change in

seasonality in the summer months in recent years which can be attributed to school and student leavers aged 18 and over.

To deal with this, the group is separately treated, using the multiplicative version of the X-11 program. Because of this variation, which is only used for the national aggregates, small differences occur between the sum of the seasonally-adjusted series for the regions and the total for Great Britain as a whole.

Various possibilities have been looked at for adjusting the regional series so that, if possible, national and regional series could be dealt with by the same method. For practical and technical reasons, it was concluded that the additive model remains the most suitable for the regional series.

Unemployment benefit

In the quarter ending September 30, 1980, spending on unemployment benefit (excluding cost of administration) in Great Britain was about £265,419,000.

During the quarter ending June 30, 1980, the corresponding figure was £220,641,000 and during the quarter ending September 30, 1979, the corresponding figure was £141,387,000.

Careers advice

□ The idea that bright school pupils should keep their sights firmly set on academic goals without worrying about careers advice and guidance comes in for particular criticism in *The Careers Service 1979-1980*, the annual report from DE Careers Service Branch.

A previous report drew attention to the continuing belief in schools that brighter pupils did not need careers advice and guidance and referred to the relatively slow progress in developing services to students in colleges of further and higher education. "It is clear from the reports of careers service inspectors and principal careers officers that these are both areas of continued weakness though some good work is being done," says this year's report.

Modified

It continues: "The annual statistics of work in schools and colleges returned by careers services to DE were modified in 1979 to provide separate analyses of the work done with pupils in each school year from the third year in secondary education onwards. A succession of these returns can be used to examine the extent of contact between the careers service and pupils in a particular school year.

"The statistics indicate that the overwhelming majority of those pupils who were in their fourth year in 1977 received one or more guidance interviews at some time during their school careers. By the end of the fifth year, around 90 per cent had been interviewed; the majority of this year group then left school.

Into sixth form

"Significantly, of those who went on into the sixth form around 28 per cent had not previously been interviewed. Although the statistics suggest that they largely did then receive interviews in either the lower or the upper sixth, their contacts with the careers service came late in their school careers.

"There is no evidence that this difference in approach to brighter pupils was in general based upon an assessment of their individual needs... It seems rather to reflect a general bias towards those pupils who seem likely to leave school at age 16.

"To some extent this may be attributable to the policies of particular careers services but it is clear also that the attitudes of schools are very influential in this area. In many schools, the decisions taken by

academically more able pupils in the fifth year have continued to be determined essentially by their aspirations in relation to higher education, which is often seen as an end in itself; A-level choices have thus been influenced only marginally, if at all, by questions of career choice or vocational eligibility.

Above average

"A number of fifth - and sixth-form teachers apparently consider that pupils of above average ability need not concern themselves about future employment but should concentrate on academic achievement. Others believe that more able pupils are well-organised in their personal lives, do their own careers research and will, in due course, create their own career opportunities.

"Some schools have accordingly virtually excluded their able fifth- and sixth-form pupils from properly programmed contacts with the careers service (although pupils of course have individual rights of access to the careers service outside school).

"In fact, where well-developed services to the academically more able exist, it has been evident that they need careers education and guidance no less than other pupils. An inspector's report on one such service indicated that, at the time of their first interview, able young people's careers aspirations were often vague and interviews tended to concentrate on the implications of different combinations of A-level subjects and upon identifying broad groups of careers for further investigation.

"In this authority, where schools encouraged further interviews in the sixth form, the number of subsequent interviews exceeded the number of initial interviews, clearly indicating pupils' need for continued help. Elsewhere, careers officers found that at second interviews in the sixth form young people had often changed their minds about what work would interest them, were more demanding in their questions and were sometimes now revealed as having serious career choice problems.

Assumption

"Particular difficulties can of course arise where planning has been based solely on an assumption that examination results at O- or A-level will be satisfactory. It appears that careers officers have increasingly become involved in advising young people whose results have proved disappointing on alternatives to sixth-form or university entry.

"Difficulties cannot be avoided altogether but it seems probable that much of the present 'crisis' character of sixth-form interviewing could be removed if more able pupils enjoyed greater access to careers education and guidance programmes. This would enable them to consider specific alternative careers choices within preferred broad bands of occupations and

to plan fall-back positions at each stage of their progress through school.

"It is to be hoped therefore that more schools will recognise the dangers inherent in allowing their brighter pupils to adopt a purely educational perspective, and careers service staff have an important part to play in advocating the necessary in-school provision."

Earnings in coal mining

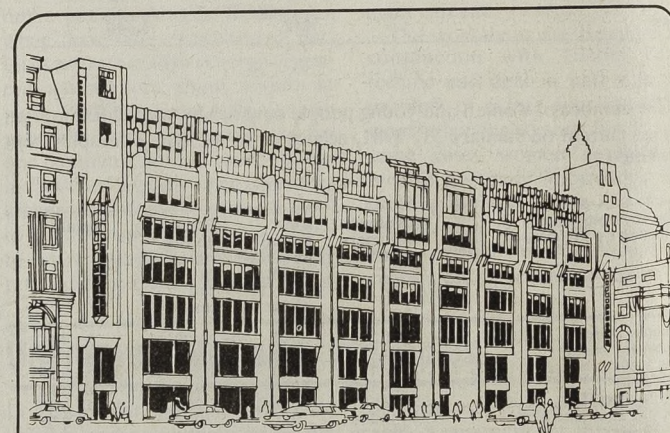
□ Coal mining is not covered by the Department of Employment's regular October survey of earnings and hours of manual workers. However, the National Coal Board provides some information for an October pay-week for some male manual workers employed by the Board. Since this information is compiled on a different basis, it is not directly comparable with the results of the Department's survey.

The NCB information relates to male workers aged 18 and over and only to those employed in coal-mining activities. In addition to their average cash earnings for a

specific pay week, information is also supplied on the estimated cost of paid holidays and rest days per working man/week in the current financial year, and of the average weekly value of the actual cost of sickness pay and allowances in kind per working man/week during October. The allowances in kind consist mainly of the value of concessionary fuel valued at pithead prices, but there is also an element of concessionary rents.

The information for October 1980, with comparable information for previous years, is shown in the following table:

	Week ended				£ per week
	Oct 8 1977	Oct 7 1978	Oct 13 1979	Oct 11 1980	
Cash earnings	76.54	97.11	112.41	138.06	
Other items					
Provisions for paid holidays and rest days	11.17	12.36	13.23	15.96	
Sickness pay	2.00	2.52	2.45	2.73	
Allowances in kind	5.82	6.32	7.31	9.32	



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Ill-health on the line: sorting myth from fact

by Donald Broadbent and Dennis Gath

Psychology and psychiatry departments, Oxford University

□ The three so-called evils of assembly line work—repetition, pacing, and short-cycle-time—often accused of harming workers' health.

But because there is no clear evidence, and because the three factors are usually lumped together and condemned out of hand, the Department of Employment and Employment Medical Advisory Service commissioned new studies in this area through the Medical Research Council.

At a large car factory, various groups of workers were compared and the effects of individual factors studied.

Briefly, the results seem to show that:

- repetition goes with dislike of the job, but not necessarily with being unhealthy;
- paced work is connected with anxiety, but not with dislike of the job;
- excessively meticulous workers suffer more anxiety in paced jobs, although they are no less satisfied than other people;
- a slightly higher proportion of paced workers may need psychiatric help than other people; and
- short cycle-times (under a minute) are not connected with ill-health or dissatisfaction when compared with cycles of up to half-an-hour.

Of course, there is always the chance that certain types of jobs attract certain people, so the results should be applied cautiously.

But it does seem that pacing rather than short cycle-time is a hazard, and that people can become stressed without being dissatisfied.

And it is clear that the type of person being employed matters.

The study

Medical records from a large car factory showed that cases from the assembly line showed a higher proportion diagnosed as "anxious" than those from elsewhere in the plant.

This might have meant that the doctors involved were unconsciously biased by the man's work, but it did suggest that standardised questions given to workers with different types of jobs could discern different forms of ill-health.

A standard interview was devised which included questions of a type known to produce different answers in healthy people and hospital patients. And it was decided to give the interview to groups of workers with known degrees of pacing, cycle-time, and repetition in their tasks.

Each interview started with questions about the person's job. These covered the extent of repetition, pacing and cycle-time; and also the physical effort involved, the degree of concentration or diffusion of attention, the risk of error, how the work was seen to fit a general purpose, and so on.

Questions were also asked about the work environment, distance travelled to work, motives for working, family responsibilities, and degree of dissatisfaction with the job.

Then followed questions to measure anxiety (feelings of tension and worry), depression (lethargy and inability to make an effort), somatic symptoms (stomach upsets, giddiness and similar sensations that increase when mental health is bad) and *obsessional problems*.

Obsessional questions fell into two sets; people who scored highly

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on one usually did not score highly on the other. One set concerned recent failures of control ("unwanted thoughts"), called *obsessional symptoms*; the other set concerned long-lasting habits of thought (conscientiousness or perfectionism) and were called *obsessional personality*.

The third section of the interview asked about *cognitive failures*, minor slips of the memory or attention in everyday life.

The last section asked about the use of health services (such as visits to the doctor), medicines, and leisure.

Approaches to people selected for interview were made by the man's own supervisors or shop stewards, which made it clear that the research was fully backed by unions and management.

Similar factors

It was essential to compare people whose jobs differed, but who were as similar as possible in other factors such as pay, home neighbourhood and so on. In fact, many of the interview questions were designed to confirm that no unsuspected difference had crept into the comparison.

All the workers studied were men employed by the same motor vehicle manufacturer. Two plants were examined: plant A, producing bodies "in white" (before final painting), and plant B, conducting final car assembly using the painted body, engine, transmissions, and so on.

Comparisons were made within each plant since each contained relatively paced and unpaced work; this was designed to eliminate local factors such as plant morale and quality of environment.

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The company paid all direct production workers equally, with no individual incentive payments, so this factor was eliminated within plants. The skilled toolroom workers in plant A were paid *very* slightly less than production workers.

In plant A, it was hoped to compare men working on assembly with those working presses, because press work was thought to be unpaced. This was misguided, because a worker on one press in the middle of a series producing a large component had to finish his task on each item before the next arrived; so he regarded himself as paced.

Press workers in this plant also changed what they did from day to day depending on production needs.

Not homogenous

Conversely, the group of assembly workers was not homogenous; some had to complete a task—say, welding a doorpost into a body on the conveyor—within a rigidly-defined time. But other workers could perform similar tasks very much at their own speed because they were producing a stock of assemblies for some later stage.

Therefore, a man welding pieces of metal to form doorposts could, by speeding up slightly, get ahead and then relax for a period.

Ultimately, 19 such unpaced assembly non-line (AN) men were compared with 23 paced assembly line (AL) workers; 48 press workers were regarded as semi-paced or intermediate (PR).

Plant A also employed skilled toolroom workers (fitters and machinists) whose jobs were non-repetitive. They produced new or replacement dies and jigs.

For an individual fitter, each task might take several weeks and involve a number of different processes. Machinists stayed by a single machine capable of, for example, cutting a final version in metal from an original pattern; again each task would be different.

There were two toolrooms, differing in age and therefore quality of

Table 1 Differences in satisfaction between repetitive and non-repetitive workers; differences in anxiety between paced and unpaced workers

	Dissatisfaction (maximum 3)	Anxiety (maximum 14)
PLANT A		
Non-repetitive		
Toolroom workers	1.18	2.10
Repetitive		
Paced assembly workers (AL)	1.56	3.13
Semi-paced press workers (PR)	1.50	2.5
Unpaced assemblers (AN)	1.53	1.58
Statistical significance:	Repetitive different from non-repetitive. Pacing no effect	Repetitive not different from average of non-repetitive. Paced different from unpaced
PLANT B		
Non-repetitive unpaced rectifiers (NUB)	0.54	1.0
Repetitive paced assemblers (RPA)	1.58	2.31
Statistical significance	Difference clearly established	Difference borderline one-tail significant

environment. In toolroom one, 38 fitters and 27 machinists were interviewed, and in toolroom two, 27 fitters and 23 machinists.

Nine of the toolroom one fitters worked on jigs rather than dies, and appeared rather different from those on other types of work; they were kept separate in some of the analyses.

In plant B it was not possible to compare paced and unpaced workers within the assembly process. Although a few men produced a stock of work, they were closely coupled to the flow of cars and could not win breathing space.

The actual assembly process did not use a mechanical conveyor; each car was pushed from one position to the next by hand after each operation. However, any man who failed to complete his task before those before and after him would hold up the entire flow, and this produced considerable pressure to keep up as among the press workers of plant A.

These men were regarded as paced; 45 were interviewed and were called *repetitive paced assemblers* (RPA).

For an unpaced comparison, it was necessary to go outside assem-

bly to 11 men engaged in rectification and tuning of cars needing major attention. Each man largely controlled the speed of his work, though the job tended to change day to day, so the group was called *non-repetitive unpaced* (NUB).

There were two intermediate groups in plant B who could not be easily described as paced or unpaced. One group of 12 were relief workers and rectifiers working on the assembly line, whose work was sometimes paced depending on the job; they were described as *line reliefs and rectifiers* (LRR).

The second group of 12 men carried out mixed but repetitive jobs such as paint spraying. They were not tied to the line but were unable to create breathing space; they were termed *repetitive mixed* (RM).

And so 285 men were interviewed, although the main interest centred on the 68 who were unequivocally paced and the 30 who were reasonably comparable but unpaced.

It is easiest to explain the results by first looking at plant A to illustrate the findings, and then showing that

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these were similar for plant B. In each case, the results had to be larger than the random differences between people if they were to be accepted.

Plant A

First, the effect of *repetitive work*. The 155 skilled workers and the 90 production workers could be compared; and the production workers clearly felt less satisfied (table 1).

The difference was comfortably larger than possible chance differences and was chiefly due to boredom. The non-repetitive workers attributed any dissatisfaction largely to frustration and difficulties in getting things done.

However, there was no evidence that the repetitive workers were any less healthy overall than the non-repetitive, skilled workers. The differences in anxiety, somatic symptoms, obsessional symptoms, and depression were all less than possible random differences.

So repetition seems to go with being unhappy, but not necessarily with being unhealthy.

Secondly, the *differences of paced and unpaced repetitive work*. Here, there was a marked contrast in the results. The paced and unpaced assemblers, AL and AN, appeared equally dissatisfied; any difference was much smaller than any chance variation.

But there was a difference in symptoms of anxiety (table 1), the paced workers showing a higher level; the semi-paced workers were intermediate in terms of anxiety.

Therefore, paced work seems to be connected with symptoms of anxiety, even where there is no difference in happiness with the job.

Thirdly, there was the *effect of cycle-time in repetitive work*.

Here, there was a surprising, negative result; there was no evidence that short cycle-times were associated with either dissatisfaction or ill health when they are compared with repetitive jobs with cycle-times up to 30 minutes or so.

The press workers, whose cycle-

Table 2 Relation of pacing to personality

		anxiety scores	
		Meticulous personalities (see text)	Relaxed personalities (see text)
Plant A	Paced assemblers (AL)	3.31	2.71
	Unpaced assemblers (AN)	1.0	2.0
Plant B	Paced assemblers (RPA)	2.85	2.06
	Non-repetitive unpaced (NUB)	1.1	(Too few to score)
Statistical significance:		Plant A: paced different from unpaced	No significant difference
		Plant B: one-tail significant	

time was typically under a minute, were not particularly dissatisfied or high in symptoms compared with paced assemblers with longer cycle-times.

Within the two groups of assemblers, the people with the shortest cycles gave only random differences from those with the longest. If anything they were healthier and happier, but this was probably due to chance.

Plant A showed a few results not confirmed in plant B. Paced assemblers AL had more obsessional symptoms than the unpaced AN group, but this disappeared in plant B and was probably caused by a local factor.

The two groups also showed an ominous difference in depression, though it was too small to be seen as more than chance, but this also vanished in plant B.

Plant B

On the main findings, there was good agreement between the plants.

On *pacing*, the paced assemblers RPAS, though less anxious than those in plant A, still showed more anxiety than the unpaced comparison NUB. The difference alone might not have proved a relationship between pacing and anxiety, but it was acceptable to confirm the earlier findings. (In statisticians's terms, it was one-tail significant.)

Like the press workers in plant A, the partly-paced plant B groups LRR and RM showed quite high levels of anxiety, though not as clearly greater than chance as the RPAS.

Job satisfaction: The unpaced and

non-repetitive group NUB was the least fed-up of all, and clearly happier than the assemblers who were as dissatisfied as the assemblers from plant A.

Once again, the assemblers complained of boredom while the comparison group, if fed-up, attributed it to frustration. Group RM, whose work remained the same from day to day, resembled the assemblers in dissatisfaction while LRR was intermediate; in fact, LRR included some who did the same job each day and were as dissatisfied as the assemblers.

The rest changed jobs each day and were about as happy as NUB.

So there still seems to be a connection between repetitive work and dissatisfaction.

Cycle-time: once again, there was no significant relationship between cycle-time and either symptoms or dissatisfaction. But even the longest cycle-time was only 12 minutes, so it would be dangerous to draw major conclusions.

However, there is still no positive evidence that the effects of short cycle-times are any different from long ones, given that the job is repetitive.

Relationship to personality: There are many relationships in the data worth further analysis, for example, the score of obsessional personality mentioned earlier.

If the repetitive workers were divided up into those with low and high scores, the high scorers were meticulous, conscientious and pre-

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cise. These men were termed *meticulous*, and the remainder *relaxed*.

The meticulous tended to say they looked for satisfaction in their job, whereas the relaxed were more likely to say they were looking for money. The relationship between pacing and anxiety was mainly due to the meticulous workers (table 2).

Although the numbers looked at become smaller, the anxiety difference in plant A between the paced and unpaced meticulous workers was safely bigger than the chance variation; and in plant B it was one-tail significant again.

But for the relaxed workers, the differences were so small they could have been due to chance. The paced workers in plant B had less anxiety than those in plant A because they included rather fewer meticulous personalities.

So it seems that there is a type of personality particularly unsuited to paced work; and it certainly seems reasonable that a man who likes to check his work may be especially likely to become anxious if he has no control over the speed of his operations.

On the other hand, the relaxed personalities became just as fed up with their jobs as the meticulous, and there was no difference between the two kinds of men in the effect of repetitive work on job satisfaction.

It only matters whether a person is meticulous or relaxed when pacing and its relationship with anxiety is considered.

Meaning of results

These findings seem to be an advance on the state of knowledge when the work was started. By comparing people in the same workplace, the research has improved the evidence that differences in health and satisfaction are linked to the job itself and not just to social factors.

There is also a strong suggestion that there is a split between the effects of repetition (which mostly goes with discontent) and those of pacing and lack of control over speed of work (which mostly goes

with anxiety). On the other hand, the common suspicion of short cycle-times is not supported.

Does the higher level of anxiety matter? Perhaps the best answer is to compare the levels in this study with those of psychiatric patients. The patients' anxiety scores are generally higher than those of the car workers, but there is some overlap, of course, between the lowest scores.

The best way to show if a problem exists is if a score of 5 (out of 14) is taken as a sign that a man was in some difficulty. That is also the point above which psychiatric patients show a proportionately higher score than the normal population.

Using this measure, the unpaced groups showed only five per cent of workers in plant A and none in plant B as scoring sufficiently high to arouse concern. But among the paced groups, the figures were 22 per cent and 16 per cent respectively.

Increased risk

Of course, most men on the assembly line manage their lives quite satisfactorily, and it might even be counter-productive to try to eliminate anxiety. There is, however, a slightly increased risk that paced workers will need help.

The major snag in a study of this sort is the danger that certain jobs attract certain kinds of people; that paced work does not increase the anxiety of any one person, but only anxious men stay in such a job.

Some details of the results argue against this; the relationships between anxiety and length of service; or between age, being meticulous, and anxiety; are what would be expected to be if the job created the anxiety rather than merely selecting anxious people.

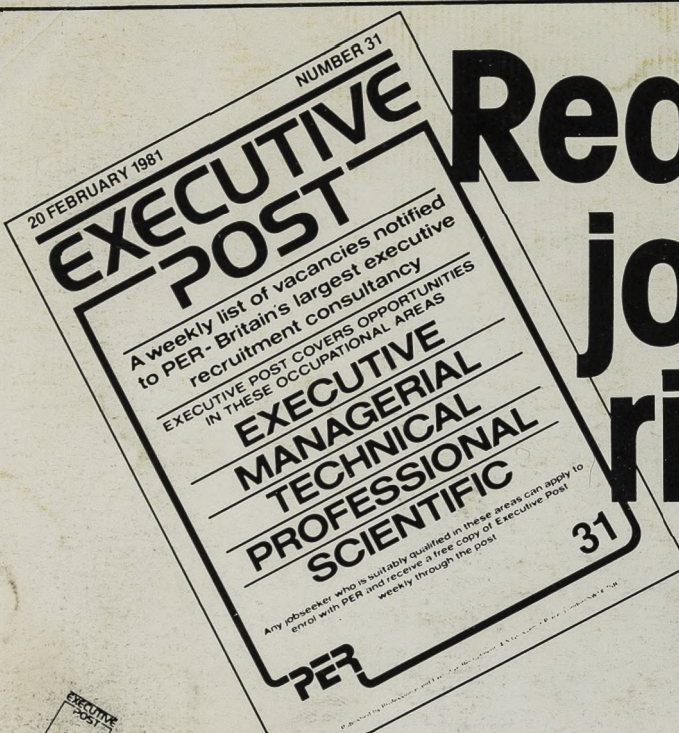
However, the argument cannot be watertight until the same people have been studied before they start such a job, and again after some time doing it.

Lastly, the range of technologies studied was small, and it is already clear that it matters what kind of person is being employed. A job

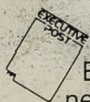
with a different type of pacing, or with workers who are relaxed and "working to live, rather than living to work" might give different results.

Practical people should be cautious in applying the results, but may find them useful in drawing attention to pacing rather than short cycle-time as a possible hazard, and that people may be stressed without feeling any more dissatisfied. ■

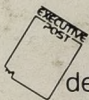
● A full account of this research will be found in *Proceedings of the International Conference on Man-Machine Pacing and Occupational Stress*, edited by G Salvendy, and to be published by Taylor and Francis.



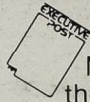
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