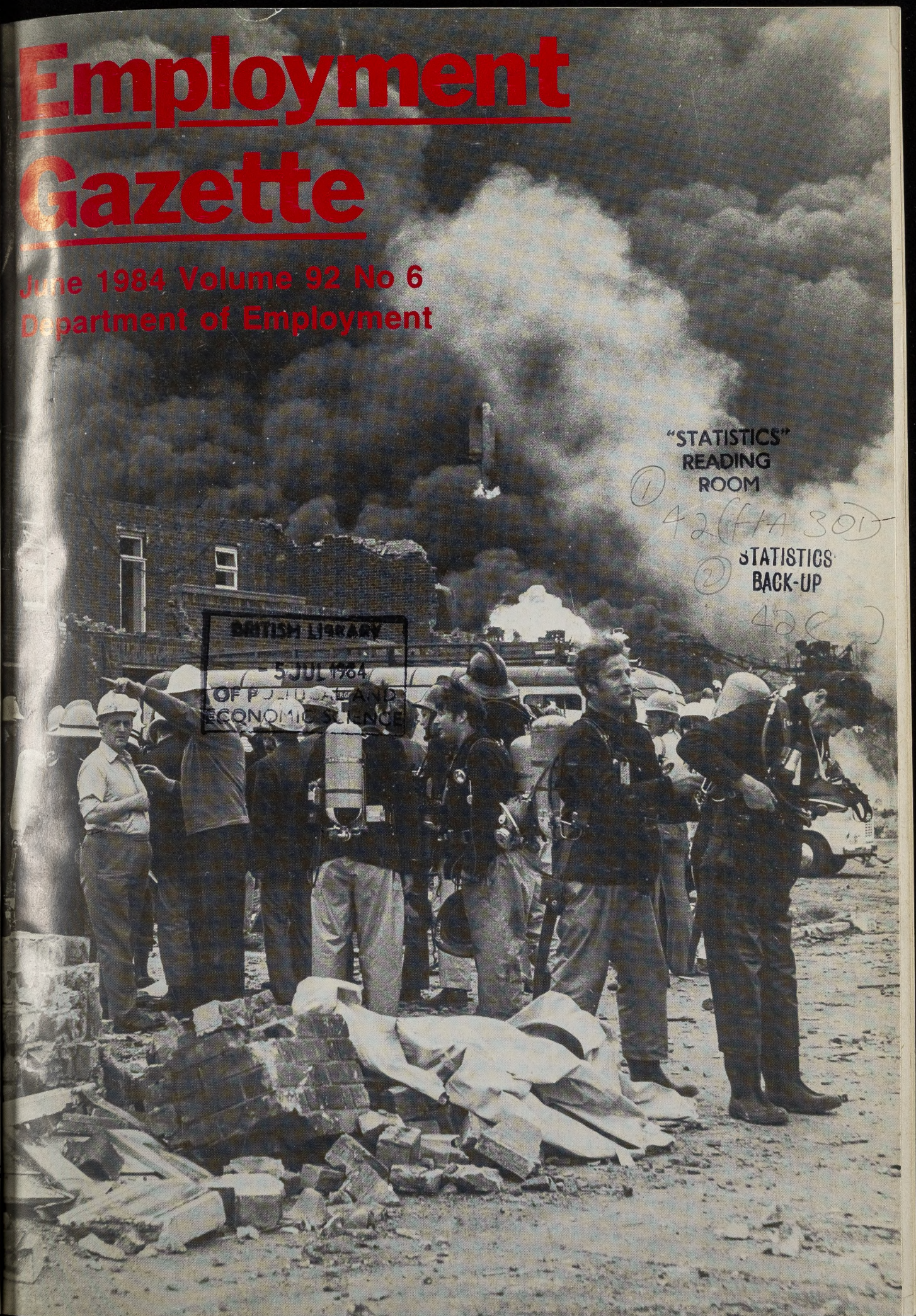


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June 1984 Volume 92 No 6
Department of Employment



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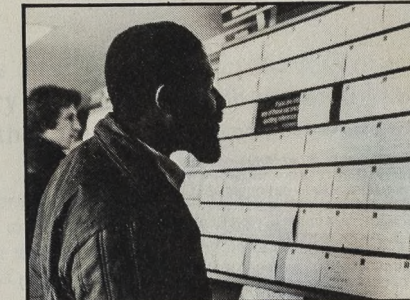
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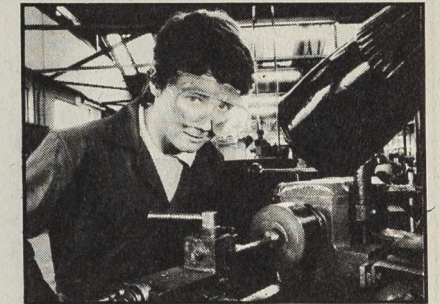
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Free Department of Employment leaflets

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

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

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

Overseas workers

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

Employment in the United Kingdom
A guide for workers from non-EC
countries OW17(1980)

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

Young people

The work of the Careers Service
A general guide PL669

Employing young people
Describes the help available to
employers from the Careers Service PL690

Help for handicapped young people
A guide to the specialist help
available from the Careers Service PL675

Quality of working life

Work Research Unit
Publicity leaflet PL722

*Work Research Unit—1982 Report of
the Tripartite Steering Group on Job
Satisfaction*
Meeting the challenge of change
Guidelines for the successful
implementation of changes in
organisations PL687

Meeting the challenge of change
Summaries of case study reports
produced as a result of monitoring
change programmes in 12 British
organisations PL688

Employers and employees covered by Wages Councils

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

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

Employment legislation

A series of leaflets giving guidance on current employ-
ment legislation

- 1 *Written statement of main terms and
conditions of employment* PL700
 - 2 *Procedure for handling redundancies* PL706
 - 3 *Employee's rights on insolvency of
employer* PL718
 - 4 *Employment rights for the expectant
mother* PL710
 - 5 *Suspension on medical grounds
under health and safety regulations* PL705
 - 6 *Facing redundancy? Time off for job
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 - 7 *Union membership rights and the
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 - 9 *Guarantee payments* PL724
 - 10 *Employment rights on the transfer of
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 - 12 *Time off for public duties* PL702
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 - 14 *Rights on termination of employment* PL707
 - 15 *Union secret ballots* PL701
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- Employment Acts 1980 and 1982—an
outline* PL709
- The law on unfair dismissal—guidance for
small firms* PL715
- Fair and unfair dismissal—a guide for
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- Individual rights of employees—a guide
for employers* PL716
- Recoupment of benefit from industrial
tribunal awards—a guide for employers* PL720
- Code of practice—picketing*
- Code of practice—closed shop
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Other wages legislation

The Fair Wages Resolution
Information for government contractors PL726

The Truck Acts
Describes the provisions of the Truck
Acts 1831-1940, which protect workers
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the payment of wages PL725

Payment of Wages Act 1960
Guide to the legislation on methods of
payment of wages for manual workers
(in particular those to whom the Truck
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Special employment measures

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For women aged 59, disabled men aged
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Part-time Job Release Scheme
For women aged 59, disabled men aged
60 to 64, and men aged 62 to 64 PL728

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

Job Splitting Scheme
What you should know about
working in a split job PL719

Just what your company needs PL732

Details of a new scheme which helps
employers to split existing jobs and open
up more part-time jobs PL723

Jobs, training and early retirement

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EMPLOYMENT BRIEF

'Competitiveness is the answer, not a shorter working week'

Europe's lack of competitiveness has directly resulted in the loss of millions of jobs, Mr Tom King, Secretary of State for Employment, told the Labour and Social Affairs Council of the European Community in Luxembourg this month.

And Europe is now facing a further deterioration in its relative competitiveness against the USA and Japan, he said. "For the sake of employment in the Community we must do nothing that makes this problem worse at a time when much effort has been made to reduce inflation in the Community in order to make the Community competitive again."

Rejecting the Council's Recommendation for the reduction and re-organisation of working time, he remarked: "We do not see our successful competitors rushing to cut working time."

"This Recommendation might end up by creating more jobs—but they will be jobs outside Europe. The signals that would clearly go out if we were to accept this Recommendation would lead to more unemployment, not less."

The number of registered unemployed in the EC in April this year was 12.56 million, approximately 10.8 per cent of the working population (Ireland and the Netherlands having the highest rates). Benefits payments account for seven per cent of the EC's gross domestic product.

Mr King made it plain that he was not opposed to changes in working practice and reorganisation of working time that had been agreed "in the established way

through collective bargaining and discussion"; but he cited independent evidence from the UK which showed that cuts in working time had not created any more employment. "Indeed some companies have actually chosen to reduce their workforce to achieve the higher productivity needed to pay for the reduction in working time."

● Employees who want to extend their working week, even though they are not paid for the extra hours, have been told by Taunton Dene Council that they must stop working unpaid overtime as it is bad both for them and their families. "It seems," said chief executive, Mr Peter Berman, "we have a lot of compulsive overtime workers."

Jobcentre test areas selected

Three areas have now been chosen by the Manpower Services Commission as locations to test out the proposals for restructuring the Jobcentre network (see last month's *Employment Gazette*). These are:

- North West: Bury, Prestwich, Radcliffe
- South West: Newton Abbot, Teignmouth, Ashburton, Bovey Tracey
- London: Wimbledon, Tooting, Balham, Mitcham, Morden

In each case the area will be looked at to see how Jobcentre services can best be developed in the light of local needs. Where appropriate a new small Jobcentre will be set up either in existing MSC premises or in other organisations' premises.

Detailed plans will be developed to mount the trials during the summer and proposals covering all regions will be put to the Commission in the autumn after consultation with staff, the trade unions, and other interested bodies.

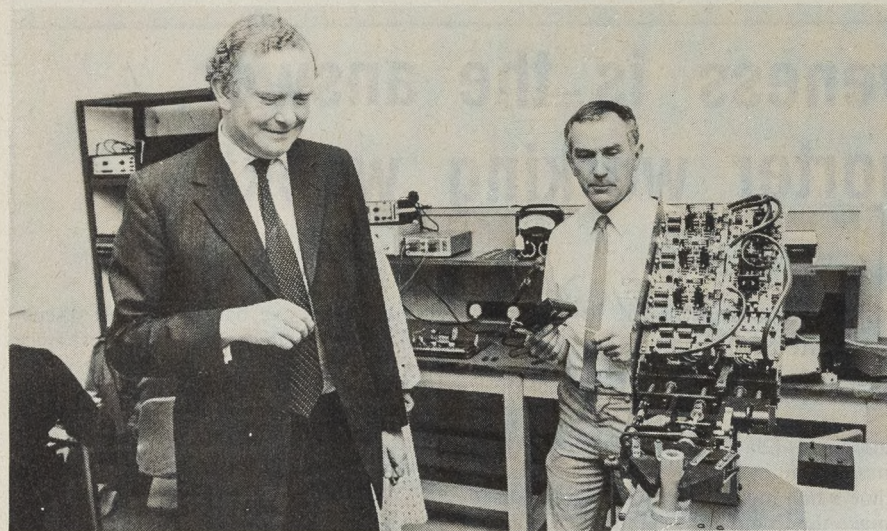
Community Programme 'trains' a prince



Prince Michael of Kent thanks driver Mr John Stanton after the inaugural journey on Amberley Chalk Pits Museum's new narrow gauge industrial passenger carrying railway. Built by the combined efforts of museum volunteers and workers on the Manpower Services Commission's Community Programme, the railway took 18 months to complete and runs for half a mile.

Amberley Museum exists to reflect the industrial heritage of Southern England. Its visitors will now have the opportunity to travel in a unique workmen's train and view the large collection of industrial locomotives and rolling stock in an authentic setting.

After travelling the new line—and even taking over the driving for a while—Prince Michael celebrated with a glass of "Railway Ale" specially brewed for the occasion by Heritage Brewery at Emsworth.



Instructor, Mr Graham Knott (right), demonstrates a robotic arm to Minister of State for Employment, Mr Peter Morrison, at Deptford New Technology Access Centre.

Access to new technology for both individuals and businesses

Nine centres have been opened throughout Great Britain to provide training in new technology. These New Technology Access Centres, situated in existing Skillcentres, can cater for courses ranging from a few days of familiarisation and learning basic operating skills to programmes of several weeks dealing with maintaining and testing complex equipment.

The teaching has been designed to be flexible, providing tailor-made courses to suit individuals and employers.

Skillcentres are already operating on a trading account basis and in the near future will be required to cover all their costs from fee income. Mr Peter Morrison, Minister of State for Employment, stressed this point when he opened Deptford New Technology Access Centre in London, saying:

"The extent to which they are able to attract business, both from new and existing customers, depends on how quickly they can move away from training in yesterday's skills and update their provision to meet the needs of the future. New Technology Access Centres are very much a move in this direction."

The beauty of NTACS, Mr Morrison explained, is that anyone can buy training from them: "Private individuals can buy courses on their own account; employers for their employees; and, not least, the Manpower Services Commission for its Training Opportunities Scheme trainees."

Training at the NTACS is practical and aims to remove the mystery from new technology. Employers can even go to the Centres to try out equipment before investing in it. Each one covers several main areas of new technology, such as electronic office equipment, commercial electronics, micro-computers, computer aided design and telecommunications.

TOPS courses at the NTACS will be full-time, probably lasting 6-13 weeks, and not more than 30 weeks, with trainees being paid a weekly allowance from the MSC of about £40-£60.



Mr Charles Thomas (left), telecommunications instructor at Birmingham New Technology Access Centre, demonstrates band width measurement for micro-wave links to trainee, Mr Avtar Singh Malhi.

Let the sun shine on everyone

There has been too much talk recently about sunrise and sunset industries, believes the Secretary of State for Employment, Mr Tom King. "People talk as though the only place to look for new jobs and exciting developments is in the newest technologies and the service industries. Yet there are now encouraging signs that some of our oldest industries, with good management leading a determined workforce, can look forward with confidence to the future."

At least 2,000 new jobs were created in footwear manufacturing in the last year, he pointed out, and there were 5,000 extra jobs in the clothing industry. "These are two of the industries which have had a particularly tough time in the recession, and nobody could pretend that it is easy now. But the encouraging thing is the obvious determination not to give up, but rather to fight as vigorously as possible for the future of their industry."

The key to new jobs, Mr King maintains, is competitiveness; and British manufacturing industry is now 20 per cent more competitive than it was at the beginning of 1981. The hard won combination of high growth and low inflation is beginning to feed through into new jobs. "About 200,000 new jobs were created in the last three quarters of 1983 and there is every sign that the trend is continuing," Mr King said.

Inroads

Despite this progress, he felt that British industry is still lagging behind its main competitors in Japan, West Germany and the USA, and so—if it is to make real inroads into the high levels of unemployment it must become even more competitive than it has become so far.

"We must maintain the downward pressure on labour costs, by constantly looking for ways of improving productivity and of keeping wage costs down. At the depths of the recession we seemed to have learned the lesson that if we paid ourselves too much, we should end up pricing ourselves out of jobs. If we now forget that lesson, as the recovery is under way, then there will be no new jobs for our unemployed."

Mr King also called for improved standards of product design and workmanship and for continuing investment in new technology: "The lessons of industries like the footwear industry is that investment in new technology ultimately preserves and creates more jobs than it destroys."

"If we can create new jobs in what some have termed the 'sunset industries' then there is real hope for future employment in Britain."

Schemes to help the disabled are reaching more people

Nearly 70,000 disabled people found work through Jobcentre services in 1983-84. Of these about 32,000 were placed in jobs either by the general Jobcentre staff or the Disability Resettlement Officer, an estimated 30,000 found jobs through self-service and about 8,000 were placed on the Community Programme.

People benefiting for the first time under the Manpower Services Commission's special schemes to support individual disabled people in work increased by 35 per cent over 1982-83, with 3,782 new beneficiaries. Benefits included special tools or employment aids being provided on free permanent loan to 1,268 disabled people—to help them compete on equal terms with their able-bodied

colleagues—and some 180 employers receiving grants of up to £6,000 to adapt premises or equipment to help them recruit, or re-train, a disabled person.

Introduction

A significant increase was also shown in the number helped by the Job Introduction Scheme—1,850 people, a rise of 42 per cent. This scheme pays £45 a week to employers as a contribution towards the wages of disabled people for a trial period of around six weeks where the employer has reservations about employing them.

Work was found in sheltered workshops for 2,700 severely disabled people—50 per

cent up on the previous year. The total number now employed in sheltered workshops is 14,750, of whom Remploi employed a record average of 8,750 people last year. A further 200 places are provided in Sheltered Industrial Groups, which enable small groups of severely disabled people to work in ordinary working conditions alongside able-bodied people.

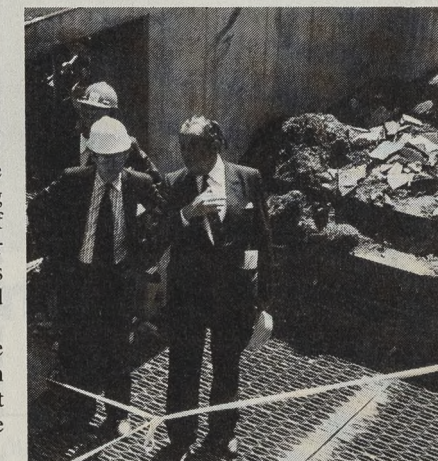
The cost of providing MSC's special services to disabled people in 1983-84 was £112.6m. Among the programme's other achievements were a total of 4,150 disabled people taking advantage of training opportunities; and 4,000 young disabled people entering the Youth Training Scheme in the period September-December 1983.

Computer skills for visually handicapped

Up till now visually handicapped people have been able to get useful work in typing and other keyboard skills, but the advent of the visual display unit has meant that their ability to compete with sighted employees in the new skills of computing and word processing have been reduced.

Now the Royal National College for the Blind has set up a new computer centre in Hereford which makes use of the latest technology to teach computer skills to the visually handicapped.

Opening it this month, Minister of State for Industry and Information Technology, Mr Kenneth Baker, congratulated the college for its initiative and predicted that, as a consequence, visually handicapped people will be able to seek jobs on an equal basis in a whole new range of opportunities in commerce and the service industries.



At the scene of the Abbeystead Water Treatment Plant disaster, Mr John Selwyn Gummer (left), Minister of State for Employment responsible for health and safety matters, discusses the official investigation into the explosion with Mr Bill Greville, North West area director of the Health and Safety Executive, who is heading the investigation.

New approach to recruitment

Professional and Executive Recruitment (PER) is reorganising its recruitment and advertising services by setting up a new management selection division to handle senior vacancies at the upper end of the market. And *Executive Post*, PER's weekly executive jobs newspaper, is to be separately managed and developed as a specialist medium open to all recruiters.

The new division, PER Management Selection, is being staffed by an experienced team of consultants. Initially with bases in London, Edinburgh, Bristol and Leicester, it will operate nationwide and is expected to have further regional bases by the end of the year.

Executive Post will continue to advertise all PER's current vacancies but from now on will also be marketed vigorously to employers and advertising agencies as a medium in its own right, through offices in London and Manchester.

The link between degrees and jobs

Mere possession of a degree is not enough to obtain a good job, warns a new guide to young people considering a degree. *Graduates and jobs*, published jointly by the Department of Employment and the Department of Education and Science, contains an analysis of the early experience of those who graduated in 1982.

The guide, which is being distributed free to all secondary schools (otherwise priced at £2.20 and available through HM Stationery Office), claims that for some people three years at work could be more beneficial for

the future than the same time spent in higher education. Some subjects may offer little help in finding a job and, in any case, the number of graduates seeking work is far in excess of the number of jobs that require specific degree skills.

The 1982 graduates most successful in finding jobs immediately had qualifications in medicine, accounting, electrical engineering (including electronics), civil engineering and mechanical engineering. Among the least successful were those who graduated in zoology and philosophy.

Price index review

The way housing costs are included in the Retail Prices Index is to be examined by the Retail Prices Index Advisory Committee. Mr Tom King, Secretary of State for Employment, announced this month that he intends to reconvene the Committee shortly to re-examine the treatment of housing costs in the retail prices index, to consider the possibility of rebasing the index and to consider certain points on its coverage and construction.



Princess Margaret takes a close look at the horticultural skills of trainees, with (right) Shropshire County Council's YTS co-ordinator, Mr Tim Derrick.

Shropshire shows off its schemes

Around 100 young people on Youth Training Schemes in Shropshire met Princess Margaret when she visited Brownlow Community Centre in Whitchurch. One thing she saw was the restoration work on the Centre. Constructed at the end of the last century, the building became very dilapi-

dated but YTS trainees have restored it and it has now become the home for 180 of them under the North Shropshire YTS scheme.

The Princess also saw horticulture, office skills, motor vehicle work, hairdressing, graphics, painting, catering and health and beauty work going on at the Centre.

'Tourism training is as important as the computer revolution'

Outside the hotel sector, standards of service in the tourist industry can be patchy, commented Minister of State for Industry, Mr Norman Lamont, in a speech to the Hotel Catering and Institutional Management Association. "The training given, in all aspects of the business," he said, "seems to warrant a new look."

He particularly praised the work of the English Tourist Board with the CBI Special Programmes Unit in establishing a Youth Training Scheme providing job experience for young people in tourism. This scheme, which is due to be piloted in two regions later this year, will offer trainees a wide range of experience geared towards the development of social skills but which will also include such things as food preparation, site maintenance, travel agency work, tourist information and information technology skills.

Glamour

Ensuring that training gaps are filled and that attitudes to tourism are revised may lack the glamour of preparing teenagers in Information Technology Centres for the computer revolution, said Mr Lamont, "but I believe that it is of comparable importance to our future as a trading nation, trading increasingly in services."

YTS—an extended interview

The whole attitude of industry towards the Youth Training Scheme is changing, Mr Tom King, Secretary of State for Employment, told the House of Commons Committee on Employment. Referring to the phrase used by one employer to describe the scheme—"the extended interview"—Mr King compared it to the old, conventional way in which in a quarter or half an hour an employer had to size someone up and decide if he or she would make a valuable employee.

"That is a very difficult exercise," he pointed out, "and a lot of employers are seeing the value of this 'extended interview', if only to firm up a better idea of their qualities and capabilities."

Skills training core is being developed

Work is now under way on identifying over 100 core skills to form an essential element of the Youth Training Scheme. These have been grouped by the Manpower Services Commission into four categories: number, communication, problem solving and practical.

Unlike previous education-based cores, this one cannot be taught or assessed as single subjects in the classroom, but only in the context of carrying out purposeful tasks both at work and outside work.

It may eventually provide a common framework for accrediting performance in vocational and pre-vocational education and training, according to Dr George Tolley, head of the MSC's Quality Branch; and it could also lead to the setting up of a work-based alternative to o-levels and CSE as a route into further education and employment.

"Fundamental to the development of the core," Dr Tolley explained, "is the concept of skill transfer.

"If two tasks have elements of skill in common, then learning how to perform one successfully should help the learning of the second. The process of transfer will be heightened if trainees gain some insight into the structure of the tasks, and the nature of the skills they are acquiring in carrying them out competently."

Since it derives from the structure of the task and work activity at all levels, the core is expected to be relevant to all ages and abilities, so it will also be applicable to adult training.

MSC changes emphasis

The corporate plan for 1984-88 for the Manpower Services Commission reflects a change of emphasis, noting particularly that the MSC will no longer be required to cope with the rapidly deteriorating unemployment position of recent years.

For the Youth Training Scheme, it sees its most important immediate task as being that of maintaining and improving the quality of offerings. And on the adult training front, it intends to develop by the end of 1984-86 two new programmes of job-related training and training specifically to help unemployed people.

It is also intended to increase the effectiveness of the Community Programme within its present framework.



The Youth Opportunities Programme in contrasting local areas

Research carried out for the Manpower Services Commission on the Youth Opportunities Programme in eight local areas of Great Britain shows that the impact of the programme varied widely depending on the structure of the local labour market and the development of the recession over time. In addition the studies, summarised by Kathleen Greaves, throw light on the role of the programme in helping groups of young people at high risk of unemployment and on the views held about their schemes by participants.

The Youth Opportunities Programme offered a wide variety of opportunities for 16-18 year olds which fell into two main categories: work experience and work preparation. Work experience comprised three types of scheme. Work Experience on Employer's Premises (WEEP) placed young people (approximately 66 per cent of all YOP clients) directly with employers in a wide range of industries, and the size of workplace and type of work done was very varied. Community Projects (CP) provided services of value to the community, for example personal services or environmental improvement schemes.

Training Workshops (TW) provided basic work skills training for young people as well as producing goods or articles of some kind. Work experience schemes had lengths of 26 to 52 weeks.

Work Preparation Courses were usually held at educational establishments, and skill centres although many of them included short placements with an employer. There were two main types, both lasting 13 weeks. Short Training Courses (STCs) aimed to equip young people for work at semi-skilled or operator level and Work Introduction Courses (WICs) aimed to help low achievers to acquire basic work, communication and numeracy skills.

Aims of the studies

The studies were undertaken as part of Special Programmes Division's research programme aimed at the evaluation of YOP. The main body of the evaluation research in that programme comprised the following surveys:

- (1) Quarterly postal follow-up studies of young people who had been on Work Experience Schemes. These were concerned mainly with the labour market experience of the young people and their views of the programme. (Dawes, 1982)
- (2) Biennial interview studies of entrants to both Work Preparation and Work Experience Schemes carried out in 1980 and 1982. The interview surveys covered the young people's labour market experience and their views of the programme and also provided details of the characteristics of entrants, for example ethnic origin and state of health. (Bedeman and Harvey, 1981 and Bedeman, 1983)
- (3) Regular postal follow-up surveys of the sponsors of work experience schemes. These were concerned with the costs and benefits to sponsors of running schemes and the extent to which the programme interfered with the normal operation of the labour market. (Hedges and Courtenay, 1983)

The samples in all the above studies were representative of YOP on a national basis.

The local studies summarised in this article examined the role of YOP in a range of contrasting youth labour markets by looking at the employment histories of whole groups of school-leavers. The local labour markets included a metropolitan area, large towns, semi-rural and remote rural areas, and the situation varied from very low to very high unemployment among young people. There was a wide time spread, from 1978 to 1982, which made it possible to illustrate the effects of the recession, and in two cases the same areas were studied twice at a two-year interval. Many of the same issues were examined as in the other evaluation studies, for example the experiences of YOP entrants in the labour market, the content of the programme and the views of young people of their schemes. However, the local studies were able to examine many issues which were not looked at by the national postal and interview studies.

Since the local studies followed whole groups of school leavers rather than YOP entrants only, it was possible to draw conclusions about the differing roles played by YOP in a variety of areas, by calculating the proportion of school leavers who entered, estimating the degree to which any of the target group were missed by the programme and describing the changes which took place in the labour market behaviour of young people in response to both rising unemployment and the introduction of YOP. It was also possible to make comparisons between the type of work carried out on YOP and that performed in jobs held by school leavers in the same labour market and to describe different patterns of provision by scheme type which developed in response to differing labour market structures and conditions. The studies also extend our knowledge of the way in which groups at special risk of high unemployment were served by the programme, eg people with health problems and those belonging to the ethnic minorities. The national studies looked at YOP entrants only and it was not possible to compare the entry rates to YOP of the "at risk" groups to those of other young people. The local studies extend the number of "at risk" groups studied, make it possible to estimate the proportions of these groups in school leaver populations who entered YOP and also indicate for some groups a degree of local variation in their employment histories after leaving the programme.

The studies

Most of the studies were carried out by research teams in universities and a range of methods was used including interviews, postal surveys and the study of careers service records. (See Appendix).

Studies in six areas examined complete groups of minimum age school leavers and these findings can, therefore, be used to draw conclusions about the role of YOP in these youth labour markets. The range of geographical area and industrial structure included was wide, giving examples of a variety of different types of labour market. The locations of the six studies were as follows:

- (1) A district of Outer Birmingham with a post-war history of prosperity based on the motor industry which has experienced very rapid economic decline since 1979.
- (2) The Rhondda Valley, a mining district of South Wales, whose industrial base was already very weak at the start of the current recession due to the decline of heavy industry in the area.
- (3) Five London boroughs, two in the outer and three in the inner city. The capital has been one of the last areas to be seriously affected by the recession.
- (4) A remote rural area of Mid-Wales, in the county of Dyfed with a narrow industrial base concentrated in the service and primary sectors.
- (5) Bradford, a large town with a traditional industry in decline.
- (6) West Somerset, a semi-rural area with a mixed industrial base.

The areas were classified by their levels of youth unemployment as follows:

Areas of low youth unemployment: London and Outer Birmingham in 1979-80.

Areas of medium to high youth unemployment: Dyfed (Mid Wales), West Somerset and Bradford, all studied in 1980-81.

Areas of very high youth unemployment: The Rhondda Valley in both 1979 and 1981 and Outer Birmingham in 1981.

(Two areas, Rhondda Valley and Outer Birmingham were studied twice, in 1979 and 1981 and fall into more than one grouping.)

The effect of industrial structure on unemployment is seen most clearly in these studies by the contrast of London and the Rhondda Valley at the same point in time in the development of the recession (1979-80). Unemployment was already a very serious problem for young people in the Rhondda, while in London it still affected only a very small minority. The steep decline in employment prospects for young people nationally is reflected broadly in the remainder of the studies over time but is seen most clearly in the extreme sample of the Outer Birmingham area where the situation moved from one of low to very high youth unemployment in two years.

In the remaining two studies, Fife and Leeds, the groups of young people who were studied were not fully representative of minimum age school leavers in those areas. The evidence from these studies is, therefore, difficult to use for the purpose of drawing conclusions about the role of YOP in these labour markets. Its main use is in contributing to the knowledge of YOP in relation to special groups at high risk of unemployment.

Impact of YOP in areas with differing levels of unemployment

Areas of low youth unemployment. London and Outer Birmingham; 1979 school leavers.

A small minority of young people entered YOP in these areas (up to 15 per cent) and almost all the school leavers had been in employment during the first year out of school. In Birmingham, about half the YOP entrants had worked before coming into the programme. Employment rates after YOP were quite good, this being influenced by the willingness of these school leaver groups to change jobs as well as by the less serious employment situation in these areas.

In Birmingham, YOP was known to have been successful in providing places for those young people who could not find jobs on leaving school, but seems to have missed a group of older young people who had taken jobs on leaving school but had become unemployed in their second year in the labour market (unemployment rose very steeply in this area in 1980). Many of this group had social or educational disadvantages.

YOP entrants in these areas of low unemployment were found to have either quite high levels of social or educational disadvantage, or to include a high proportion of West Indians. People with social and educational disadvantages found it more difficult to get work after YOP than others. There is some evidence to suggest that YOP may have helped redress employment disadvantage for West Indians when unemployment levels were still relatively low but that the success rate subsequently declined.

Areas of medium to high unemployment. West Somerset, Dyfed (Mid-Wales) and Bradford; all 1980 school leavers.

In these areas about one-third of the school leavers entered YOP in their first year out of school. The great majority of young people who became eligible for YOP during the period covered by the studies were found places on the programme. A substantial minority of the school leavers had never had a regular job during the first year out of school and very few YOP trainees had worked before entry.

The more serious employment situation in these areas led in two cases to a lower rate of success for YOP trainees in finding jobs after leaving their schemes. This was also affected by the fact that those who found jobs on leaving school were much less likely to change them than in areas of low unemployment. Longer-term unemployment among these school leaver groups was now serious and a much larger proportion of these people had been through YOP than was the case in 1979-80. The larger proportion of school leavers entering YOP in these three studies led to a situation in which the differences in qualifications between YOP entrants and non-entrants was much less marked than in Birmingham in 1979. However, on measures of ill-health and family problems YOP entrants were still clearly more disadvantaged than non-entrants. Employment prospects for the socially and educationally disadvantaged were poorer than for those without disadvantages. These findings on health and qualifications match closely those of the national surveys of YOP entrants (Bedeman & Harvey, 1981, and Bedeman, 1983).

Areas of very high youth unemployment. The Rhondda Valley school leavers in both 1979 and 1981 and Outer Birmingham in 1981.

The areas in this category were both studied at two points in time, in 1979-80 and 1981-82. The Rhondda fell into this category on both occasions, whereas Outer Birmingham declined in two years from a situation of low to very high unemployment. A very high proportion of the school leav-

ers entered YOP in these areas, with 65 per cent entering in Birmingham by May 1982 and 50 and 58 per cent entering by February 1980 and Christmas 1982 respectively in the Rhondda.

Very few people had worked before entry, for example in Birmingham the figure was one-tenth of YOP entrants in 1981-82 compared to half in 1979-80. In the latter area in 1981-82 only half the school leavers had been in a regular job by May 1980 and in the Rhondda the proportion was only one-sixth by Christmas 1981. In these conditions of very high demand for YOP places, the result was the development of a queue for entry and quite long periods of unemployment before taking up a YOP place became common. In Birmingham, people were much less successful than in 1979-80 in obtaining work on leaving their schemes.

As in the 1980 groups, there was very little difference between YOP and non-YOP entrants in terms of qualification levels. In the Rhondda in both 1979 and 1981 the girls, whose employment opportunities in the area were very restricted, had to wait much longer than the boys for entry to YOP. There is also evidence from Birmingham that those with low qualifications were also having to wait longer than the better qualified to enter the programme. In addition, there is evidence that the gap between the qualified and unqualified in obtaining work after YOP was wider than in areas of lower unemployment.

Type of job and industrial sector of work done on YOP

There was evidence that the work available on YOP was concentrated in a narrower band of job types and industrial sector than in local youth labour markets. For boys, the main difference was in the much smaller number of skilled opportunities on YOP, a situation which was appropriate when YOP catered mainly for the less qualified but which became less appropriate as many better qualified school leavers entered the programme.

In the case of the girls, the difference between YOP and jobs was more marked. Both the range of job and the industrial classification of jobs on YOP compared to jobs in the labour market was narrower. Examination of job types for girls shows a contrast with the boys in that YOP openings for girls tended to be concentrated in better quality jobs requiring some skills such as office work, and there was a shortage of semi-skilled manual work for girls on YOP. Although the YOP placements may have matched girls' aspirations, there is evidence that in some areas they found it more difficult to get work after YOP than boys. The national survey of YOP entrants found that in the earlier years of YOP girls were as successful in getting work after YOP as boys and that by 1981-82 they were slightly more successful than boys in this respect. It is therefore possible that the concentration of girls in certain jobs and sectors on YOP may have been to their disadvantage only in those areas where girls have serious difficulties in the labour market. Evidence from these studies also indicates that there was little attempt to broaden opportunities for girls in YOP into jobs outside the traditional female occupations. This was due in large part to the dependence of YOP on the provision of places by WEEP sponsors (some two-thirds of all places nationally). However, there was no evidence from the local studies of any attempt to introduce girls to non-traditional types of work in other types of scheme such as Community Projects or Training Workshops.

Impact of the varying balance of scheme type in different areas

The national YOP statistics (MSC 1979-82) show little variation by scheme type over the years 1979-82, with

about two-thirds of entrants in WEEP, 15 per cent in Community Projects and Short Training Courses respectively and about three per cent in Training Workshops. The local studies demonstrate that there was considerable variation in this pattern at local level with important implications for scheme entrants. In some areas, this affected the speed at which some groups of disadvantaged young people could be placed and also the suitability of the places they were found. For example, in rural areas the predominance of WEEP and the difficulty of organising schemes such as Training Workshops led to a shortage of places for the socially and educationally disadvantaged among the school leavers. Although this factor is unlikely to be the main cause of the lack of post-programme success of these groups in the labour market, it was clearly a contributing factor in some areas.

YOP in rural areas

In the rural areas of West Somerset and Dyfed the choice of placement was found to be restricted due to the predominance of WEEP and the special difficulties of rural labour markets. This led to a shortage of good placements for the disadvantaged among the young people. However, the remoteness of rural areas and the problems of travel to work presented the agencies organising YOP with serious problems and their achievements in finding places for the great majority of eligible young people was considerable. The quality of WEEP placements with small employers was found to be high with a wide variety of tasks and good working conditions. Access to further education was however a serious problem.

Levels of social disadvantage were quite high among young people in rural areas, contrary to the belief held by staff of the agencies running YOP that this was a problem mainly confined to urban areas. Young people with social disadvantages were much less successful than others after YOP and many were unemployed for long periods. Their problems were made worse by isolation and loneliness due to the remoteness of the area. However, YOP was found to have helped young people with poor social networks into jobs in rural areas.

Young people's views of the programme

The examination of the content of the programme and young people's views of it show that YOP was successful in meeting one of its original objectives, that of providing young people with opportunities suited to their abilities and interests. Overall levels of approval of the programme were high and young people saw the work they had carried out on their schemes as a relevant and useful experience which they believed would help them to find work afterwards. The main complaints were from a minority who expressed discontent with the low level of the YOP allowance and the belief that they were being used by employers as cheap labour. The large proportion who stressed the value of YOP in helping them gain confidence and get on with others demonstrates the value of work experience in assisting school leavers to mature socially.

These studies demonstrate that young people's views of the programme remained mainly positive in the face of a steep decline in their employment prospects. There was also very little variation by area in their reactions to YOP in the local studies. These findings match those of the national surveys of YOP entrants (Bedeman & Harvey, 1981 and Bedeman, 1983) on young people's attitudes.

Effect of participation in YOP on the mental health of young people

Results from the Leeds study indicate that unemployed

Appendix—the studies

- (1) **Outer Birmingham** These two studies were carried out by Pauline Jones, Howard Williamson, Joan Payne and George Smith at the University of Oxford. A full report of the 1979 cohort is available from msc entitled *Out of School*, msc Occasional Paper No. 4.
- (2) **Rhondda Valley** These two studies were carried out by a team led by Dr Charles Jackson at the University of Wales Institute of Science and Technology, Cardiff.
- (3) **London** This study was carried out by Dr Ray Richardson of the London School of Economics, and Gill Courtenay of SCPR.
- (4) **Dyfed, Mid-Wales** This study was carried out by a team by Kathleen McDermott at the University College of North Wales, Bangor. A full report is available from msc entitled *Youth Opportunities in a Rural Area*, msc Research and Development Series No. 14.
- (5) **Bradford** This study was carried out by Ivan Maxted, a researcher employed by Bradford Metropolitan District Education Authority.
- (6) **West Somerset** This study was carried out by Kevin Doogan at University College, Cardiff.
- (7) **Leeds** This study was carried out by a team led by Dr Michael Banks at the Medical Research Council's Social and Applied Psychology Unit, Sheffield University.
- (8) **Fife** This study was carried out by Roger Mullin of Glenrothes Technical College and Margaret McLeish of Fife Careers Service.

A report summarising the findings of these eight studies has been published and is available on request from msc. *The Youth Opportunities Programme in Contrasting Local Areas: a summary of research on YOP in eight local areas of Great Britain 1978-82* by Kathleen Greaves. msc Research and Development Series No. 16.

young people are at greater risk of minor psychiatric disturbance than those in employment, and that YOP, in spite of its temporary nature, has very similar effects on mental health as having a permanent job. However, YOP did not have any lasting effect in helping those trainees who did not get jobs afterwards to cope with unemployment better than others.

Impact of YOP in helping groups at high risk of unemployment

Several groups of young people held to be at high risk of unemployment were monitored in the local studies: those with low or no qualifications; people with poor school attendance records, family problems and poor health; those from West Indian families; people with poor social "networks" into employment; and the girls. In almost all cases, members of these "at risk" groups had higher unemployment rates than others, although girls' unemployment was found to vary considerably by area and qualifications were related to longer-term unemployment rather than unemployment immediately after leaving school.

People with poor health, family problems and poor school attendance records, were also much more likely to have poor or no qualifications. This evidence, therefore, points to a group of people with multiple disadvantages in the labour market. West Indians were not found to have higher levels of social or educational disadvantage than whites. They were as well qualified and had good school attendance and health records. Their problems appeared to be connected mainly to the operation of racial discrimination and to a lack of connections with informal employment networks. Girls were found to have similar patterns of social disadvantage to boys and were as well or rather better qualified than boys. Their problems in finding

employment, which were confined only to certain areas, were linked principally to the lack of local opportunities for girls.

The record of YOP in helping "at risk" groups was mixed. In almost all cases people at high risk of unemployment also had high rates of entry to the programme and this was particularly marked in the case of West Indians, people with health and family problems, truants from school and those in rural areas with poorly developed employment networks. In the two studies where multiple disadvantage was investigated, people with more than one problem also had very high entry rates to YOP. However, success in obtaining work after YOP was on the whole less good than for people without disadvantages. With the exception of West Indians in a situation of low unemployment and of young people with poor employment networks in the rural areas, young people with disadvantages in the labour market did less well after YOP than those without disadvantages. In this respect, the local studies were found to agree with national studies of YOP entrants. Success in employment after YOP was also shown to have declined over time for the "at risk" groups with the gap between them and the rest widening.

YOP may therefore appear at first sight to have had little or no success in compensating for the employment handicaps of these groups. However, such a judgment requires the record of YOP to be set in the context of the extremely rapid decline in employment prospects for young people since 1979. This has had the effect of pulling many more relatively advantaged school leavers into the programme and increasing the competition for jobs on leaving. There may have been compensatory effects for young people with various employment handicaps from being on YOP, in making their situation less bad than it would have been without the intervention of the programme, but these could not be measured.

However, the findings indicated that there were features of local YOP provision which could have been modified to make a small difference in favour of those with more serious employment difficulties. In a declining labour market it was clearly important for the more disadvantaged to enter the programme early, especially in view of the fact that they were more likely to be placed on the longer-stay schemes. However, there was some evidence to show that this did not always take place and that those with disadvantages sometimes had to wait longer for places than others. This seems to have been connected in some instances to the lack of suitable places or schemes for these young people.

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Unemployment and ethnic origin

This article examines unemployment rates for different ethnic groups, using data from the 1981 Labour Force Survey*. It finds that in the spring of 1981, the differing effect of factors such as age and level of qualification had an influence on the variation between the unemployment rates of the different groups, but that after allowing for these unemployment rates were in general appreciably higher among non-Whites than among Whites.

Unemployment rates were higher in the spring of 1981 among non-Whites than among Whites. While the high unemployment rates among minority groups were to some extent related to differences between the age distributions, the levels of qualifications and proportions of married women of the different ethnic groups, rates were generally appreciably higher for non-Whites than for Whites with similar characteristics.

The unemployment rates for each ethnic group are presented in table 1. The rates for West Indian men and Asian women were particularly high, at 20.6 and 17.9 per cent respectively, with the corresponding rates for White men and women of 9.7 and 8.7 per cent. The following sections

examine the effect on unemployment rates of some of the factors mentioned above.

Age

There were significant differences between the age distributions of the various ethnic groups. For example, as can be seen from chart 2, there were relatively more young and fewer old people in the non-White ethnic groups, particu-

* A sample survey of some 80,000 private households (about 1/2 per cent) in Great Britain, interviewed between late April and early June 1981. The full report on the survey (Labour Force Survey 1981: opcs series LFS No. 3) was published in December 1982. It is also the subject of occasional articles in *Employment Gazette*, including "Ethnic origin and economic status" in the October 1983 issue (pp 424-430)

Chart 1 Unemployment rates by age and ethnic origin

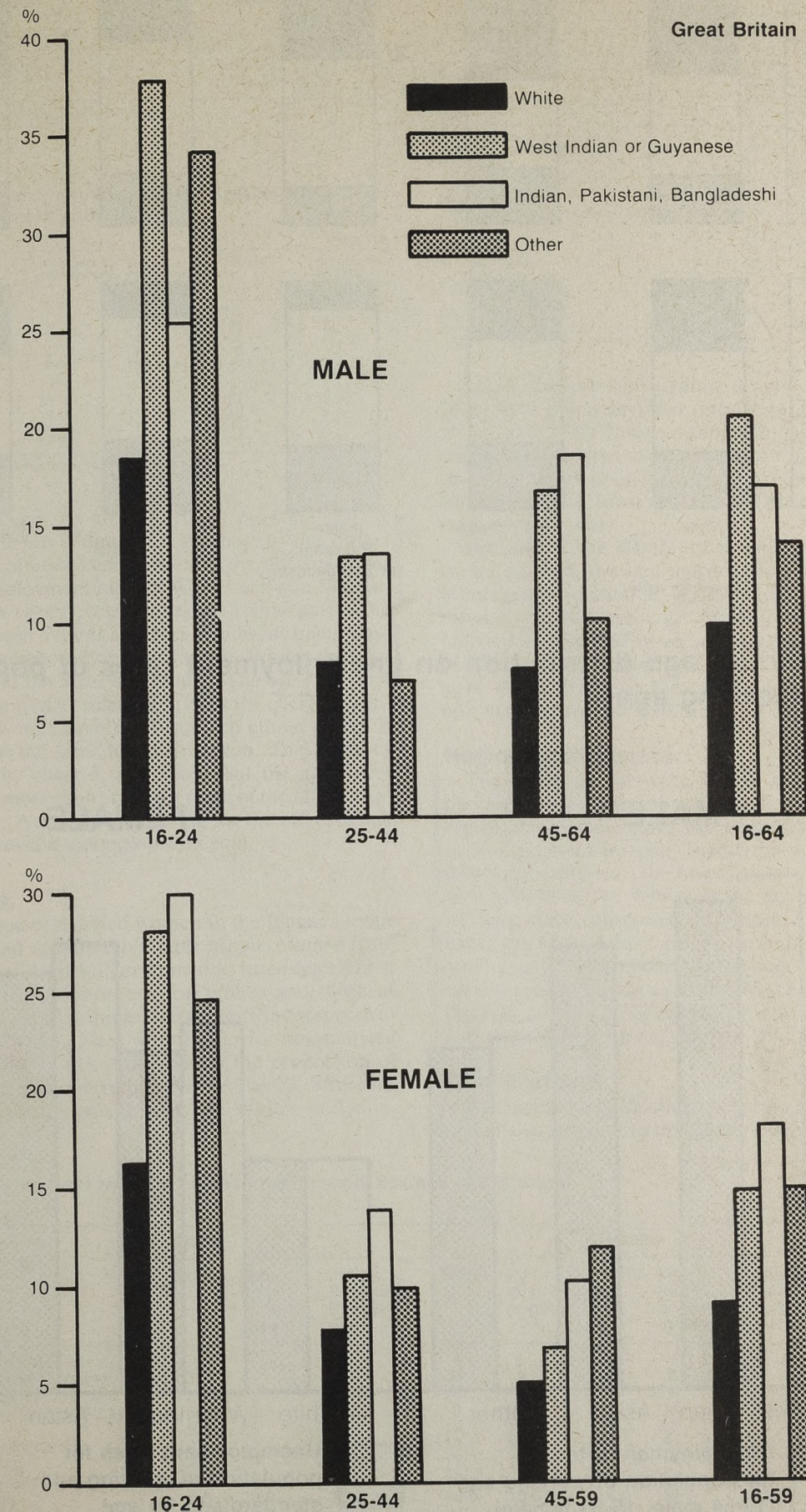
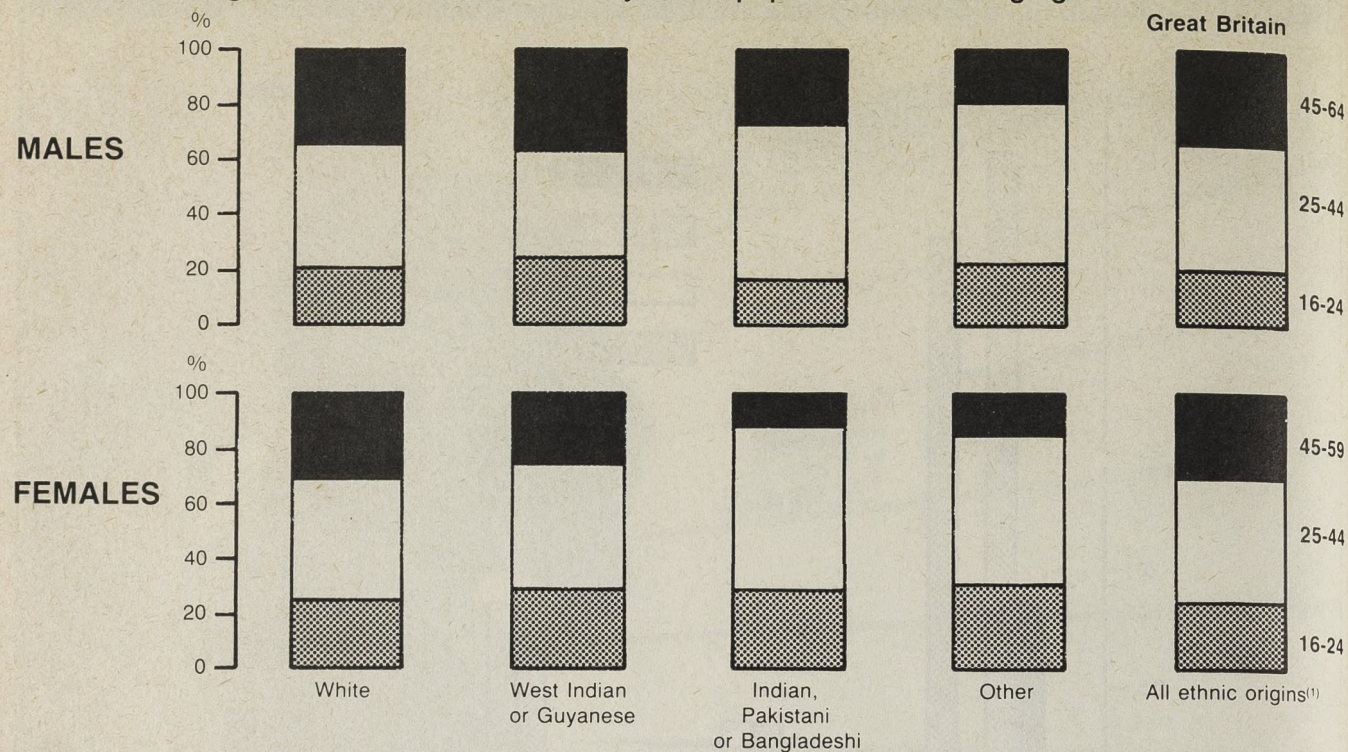


Chart 2 Age distribution of economically active population of working age



(1) Includes those whose ethnic origin was not stated

Chart 3 Effect of age distribution on unemployment rates of population of working age.

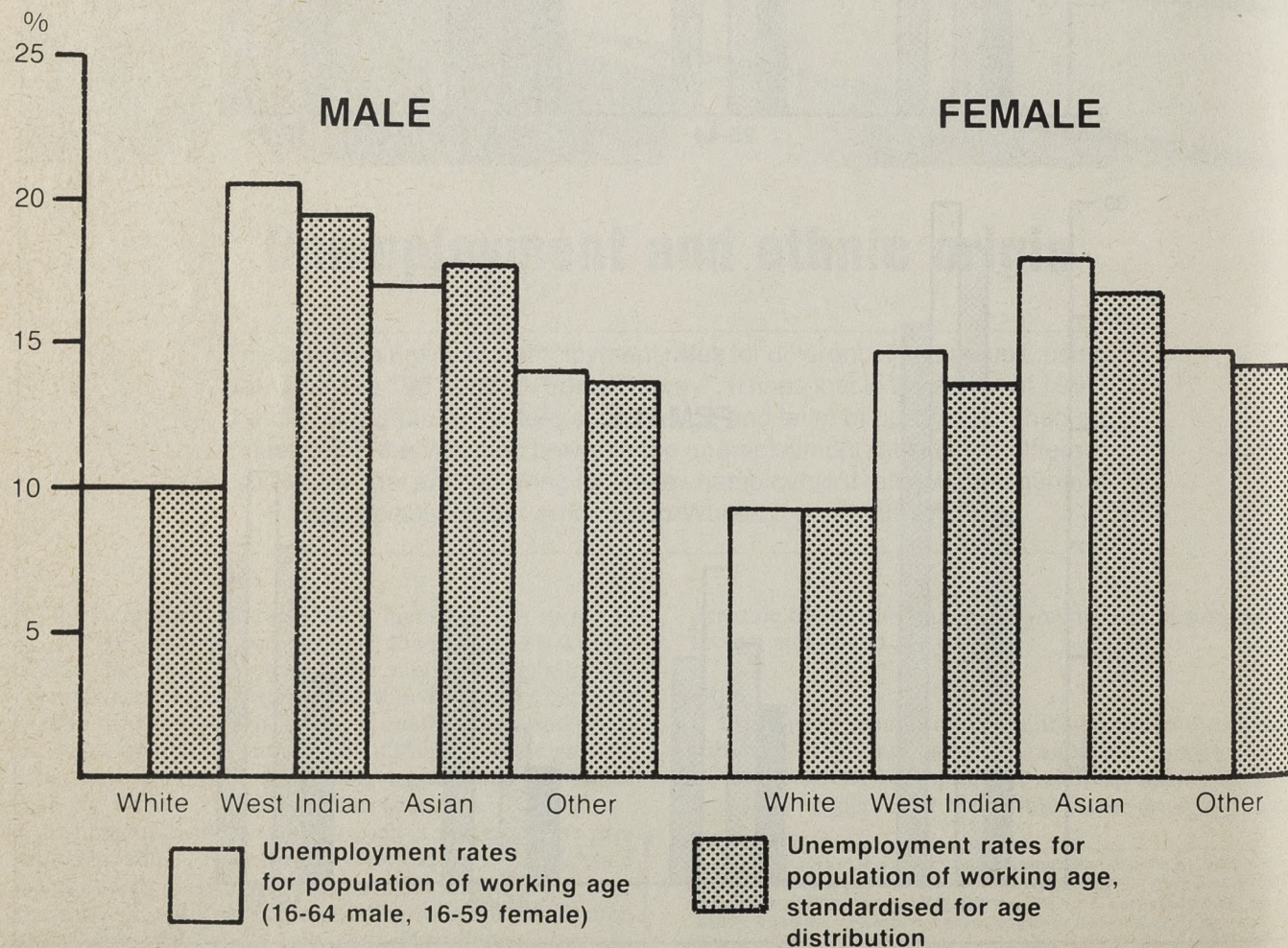


Table 1 Unemployment rates by ethnic origin Great Britain

	White	West Indian or Guyanese	Indian, Pakistani, Bangladeshi	Other	All ethnic origins*
Male	9.7	20.6	16.9	13.9	9.9
Female	8.7	14.5	17.9	14.7	8.9

* Includes those whose ethnic origin was not stated.

Table 2 Female unemployment rates by ethnic origin, age and marital status Great Britain

	White	West Indian or Guyanese	Indian, Pakistani, Bangladeshi	Other	All ethnic origins*
Married					
16-24	16	18	34	28	16.7
25-44	7	7	14	7	7.3
45-59	4	3	8	10	4.1
16-59	7.1	6.5	16.1	10.1	7.1
Non-married					
16-24	16	30	27	24	16.7
25-44	9	19	15	19	9.6
45-59	9	14	27	17	8.7
16-59	13.0	23.9	24.3	19.5	13.3

* Includes those whose ethnic origin was not stated.

larly among women. As unemployment rates are highest for young people—as is illustrated by chart 1—this difference of age distributions contributes to the difference between the unemployment rates of Whites and non-Whites.

However, this age effect explains only a small part of the difference between Whites and non-Whites, as unemployment rates were generally higher for non-Whites than for Whites in each of the three age groups. The age effect can be crudely quantified by calculating what the overall unemployment rate would have been for each ethnic group, if they had all had the same age distribution. These figures are illustrated by chart 3, and show that the age effect accounts for no more than around a tenth of the difference, and in one case (Asian men) allowing for the effect of age, actually increases the unemployment rate.

Marital status

The proportion of married women in the female labour force also varied considerably with ethnic origin—from about one half of West Indian women to three-quarters of Asian women (the proportions for Whites and those of Other origins were two-thirds and three-fifths respectively). As unemployment rates were higher for non-married women (see table 2) this difference in the proportion of married women also contributes to the overall difference between the unemployment rates of Whites and non-Whites.

Table 4 Unemployment rates by highest qualification, sex and ethnic origin Great Britain

Highest qualification	Males					Females				
	White	West Indian or Guyanese	Indian, Pakistani, Bangladeshi	Other	All ethnic origins*	White	West Indian or Guyanese	Indian, Pakistani, Bangladeshi	Other	All ethnic origins*
Degree, Memb. of Prof. Inst	3	—	6	1	3	6	—	12	9	6
HNC/HND, Teaching, Nursing	3	—	18	8	3	4	2	4	8	4
Trade apprenticeship	7	12	17	25	8	9	5	15	17	9
ONC/OND, City & Guilds, A Level	6	10	22	9	7	8	28	19	15	9
O level	9	25	18	19	10	8	23	18	8	9
CSE, Other qualifications	13	42	15	13	13	11	20	29	26	11
None, still studying	14	23	19	17	15	10	14	19	16	10
Not known/not stated	9	18	16	17	7	10	14	—	31	8
All qualifications	9.8	20.9	16.5	14.0	10.0	9.0	14.7	18.1	14.8	9.2

* Includes those whose ethnic origin was not stated.

Table 3 Unemployment rates for persons aged 16 and over in selected regions and metropolitan counties, by ethnic origin

Area of residence	Ethnic origin				All ethnic origins*
	White	West Indian or Guyanese	Indian, Pakistani or Bangladeshi	Other	
Yorkshire and Humberside	9	16	30	19	10
West Yorkshire Metropolitan County	9	15	29	21	10
North West	12	24	23	18	12
Greater Manchester	11	29	19	12	11
East Midlands	8	20	18	12	9
West Midlands	12	23	24	25	13
West Midlands Metropolitan County	13	24	26	26	14
South East	7	16	12	12	7
Greater London	7	16	12	11	8
Inner London	9	19	15	13	10
Outer London	6	11	11	10	6
Rest of South East	6	18	12	12	7
Great Britain	9	18	17	14	10

* Includes those whose ethnic origin was not stated.

Again, this can only explain a small part of the difference, since unemployment rates were, with the exception of married West Indian women, higher for non-Whites than for White women of the same marital status; for West Indians, the effect on the unemployment rate was around two per cent, while for Asians and Other women it was less than one per cent.

The size of the difference in unemployment rates between married and non-married women varied from one ethnic group to another. As can be seen from table 2, the difference was largest for West Indians, among whom married women had an unemployment rate similar to that of Whites. It also varied with age; it was largest for women aged 45-59, while in the 16-24 age group married and non-married women had the same unemployment rate.

Regional differences

The difference between White and non-White unemployment rates does not appear to vary significantly by region. Non-White rates are appreciably higher in most areas—as shown by table 3—and the size of the difference is broadly consistent; the rates for non-Whites were roughly double those for Whites in the areas shown.

There were substantial differences in the regional distributions of the ethnic groups, with the non-White groups much more heavily concentrated than Whites in particular areas—mainly London and the West Midlands. However, this had only a minimal effect on the difference between the national unemployment rates of Whites and non-Whites.

Qualifications

The level of qualifications held by a group in the population is also relevant to that group's unemployment rate as,

Table 5 Highest qualification held by sex and ethnic origin

Great Britain	Per cent				
	White	West Indian or Guyanese	Indian, Pakistani, Bangladeshi	Other	All ethnic origins
Male					
Degree	10	1	14	17	9.7
HNC	4	1	3	6	3.6
Apprentice	27	22	9	11	27.0
ONC	8	5	8	11	7.7
O-level	8	4	9	9	8.2
CSE	7	11	9	8	7.1
None	36	55	48	38	36.7
Female					
Degree	4	1	11	7	4.4
HNC	8	15	5	15	8.0
Apprentice	4	3	1	2	3.7
ONC	7	5	9	8	7.0
O-level	18	15	16	17	17.4
CSE	12	12	13	13	12.4
None	47	49	45	39	47.1

* Includes those whose ethnic origin was not stated.

particularly for men, unemployment rates were generally higher for those with lower qualifications. This too provides only a partial explanation of differences between the unemployment rates of the ethnic groups as the rates were—as can be seen from table 4—higher for non-Whites than for Whites with similar qualifications.

The fact that non-White men were on average less well qualified than their White counterparts tended to increase the difference between the unemployment rates of Whites and non-Whites, but by no more than one per cent. As both the effect of qualifications on unemployment rates and the difference between average levels of qualification of Whites and non-Whites were less for women, the qualification effect on the unemployment rates of women in different ethnic groups was even smaller than for men.

Statistical analysis

Previous sections of this article describe the effects on unemployment rates of various factors considered singly. This section considers* their effect in combination, and their relative importance in determining unemployment rates.

The analysis indicates that ethnic origin had a significant effect on unemployment rates, after allowing for the effects of all the other factors considered; but age and qualification each had a greater effect. Among young men, country of birth also had a small effect; those born outside the UK having a lower unemployment rate than similar men born within the UK.

For men, unemployment rates for non-Whites were roughly double those for Whites, after allowing for other factors, while for women the difference was slightly less, at around 1¾. For men, but not for women, the difference was greater for those with qualifications than for the unqualified—it was around 2½ times for those with qualifications, 1½ times for those without.

In this analysis, the factors considered were age, level of qualification, ethnic origin and birthplace. Consideration of sampling errors (see panel) precluded the use of very detailed classifications for all of these. Consequently, only two ethnic groups (White and non-White), two levels of qualification (qualified and unqualified) and two birthplaces (UK and non-UK) were identified. In addition, birthplace was identified only for those under 30, because of the very small numbers of older non-Whites born within the UK.

* The analysis on which this section is based was a generalised linear model, using a logit link and binomial error, and was carried out using Release 3 of GLIM. More details of the analysis are available on request from Dept. of Employment, Statistics C5, Level 3, Caxton House, Tothill St., London SW1H 9NF.

Annex A Definitions

Ethnic origin To determine the ethnic origin of each respondent in the 1981 LFS, each person interviewed was shown a card listing the groups below and asked: "To which of the groups listed on this card do you consider you belong."

White: West Indian or Guyanese: Indian: Pakistani: Bangladeshi: Chinese: African: Arab: Mixed origin (specify): Other (specify).

Because the numbers identified in some groups were very small, these ten groups have been amalgamated to four for the purposes of this article:

White
West Indian or Guyanese (usually referred to as "West Indian" for brevity)
Indian, Pakistani or Bangladeshi (usually referred to as "Asian")
Other (Chinese, African, Arab, Mixed origin, Other)

The term non-White refers to the last three groups taken together.

Unemployed in the context of this article means those identified in the LFS as without a job and either (i) actively seeking work, or (ii) waiting to take up a job already obtained, or (iii) prevented from seeking work because of temporary sickness or holiday; this is not the same as the monthly count. (See "The unemployed: survey estimates for 1981 compared with the monthly count", *Employment Gazette*, June 1983, pp 265-7.)

Economically active The economically active population comprises all those either working or unemployed.

Unemployment rate is the proportion (usually expressed as a percentage) of the economically active population who are unemployed.

Annex B Sampling errors

Results from the LFS are, like those from any sample survey, subject to sampling errors; the size of those errors in the LFS is discussed in section 2.3 of the 1981 LFS Report.

Sampling errors become particularly important when considering small subgroups of the population, such as the non-White ethnic groups; because the numbers of members of such groups in the sample is small, the associated sampling errors are correspondingly large. For example, the error associated with the West Indian male unemployment rate is much higher than that associated with the White male rate.

For this reason, analysis is generally confined to reasonably large subgroups; the population of working age is split into three broad age bands, rather than five or ten-year age bands, and only four broad ethnic groupings are used, rather than the ten identified in the survey questionnaire. Also, the number of factors which can be examined at one time is limited. For example, table 4 does not show unemployment rates by level of qualification for different age bands separately as this would have involved some very small subgroups.

Although one must beware of placing too great a reliance on individual figures taken out of context, significant patterns can often be found by looking at tables of results. A good example of this is table 4 which gives unemployment rates by level of qualification and ethnic origin. The figures for separate qualification levels within the non-White ethnic groups have large sampling errors, and their individual significance is debatable; but a clear pattern is indicated by the fact that in 39 cases out of 48, they are higher than the corresponding White rates.

SPECIAL FEATURE



Photo: Farmers Weekly

Agricultural workers in Great Britain

Earnings and hours in 1983

This article provides details relating to earnings and hours of agricultural workers in Great Britain. The results obtained are based on a regular series of investigations of statistically selected farms by officers of the agricultural departments.

□ Average gross weekly earnings of regular adult male workers (aged 20 and above) employed full-time in agriculture in Great Britain are estimated to have been £117.02 in 1983. Within this total, cash earnings are reckoned to have amounted to £114.17 and the weekly value of payments-in-kind to £2.86. Around this overall figure, average weekly earnings by occupation ranged from £101.47 for horticultural workers to £141.91 for dairy cowmen.

Youths and female regular full-time workers are estimated to have earned on average £76.02 and £87.70 respectively during 1983. Full details of the composition of weekly earnings by occupation in 1983 are given in table 1. The percentage distribution of regular full-time adult male workers by earnings band is shown in table 2 and in less detail in the chart. Around two-thirds of these workers are estimated to have earned £100 or more and some 15 per cent £150 or more per week in 1983.

Details of earnings by quarter are given in table 3. There is a pronounced seasonal movement in earnings with a peak being reached for most occupations in the third quarter. This is particularly noticeable for those occupations associated with the cultivation of crops and reflects significant fluctuations in hours worked per week as a result of the variations in agricultural activity through

the year. Table 4 shows average weekly hours worked by quarter according to occupation. In Great Britain as a whole regular full-time men completed an average of 46.7 hours per week, with dairy cowmen working the longest hours—an average of 52.1 hours per week. The shortest hours worked by regular full-time men were those of horticultural workers. On average these were employed for 42.8 hours per week. Taking all men together, basic hours were 39.9 and overtime hours 6.8 per week on average during 1983. Youths are estimated to have worked a weekly average of 45.5 hours in 1983, including 5.8 hours of overtime, and for females average weekly hours are reckoned to have been 42.6 of which 3.2 hours were overtime.

Table 5 shows average earnings and hours of full-time agricultural workers from 1981 to 1983 with percentage changes between 1982 and 1983. For full-time men the average rise in weekly earnings was 10.5 per cent with increases ranging from 5.2 per cent for horticultural workers to 11.6 per cent for tractor drivers. Taking all hired men together there was no change in the average hours worked per week, but changes according to type of worker ranged from -2.3 per cent for horticultural workers and foremen and grieves to +0.9 per cent for general farm workers. The combined effect of changes in

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

	Men							Youths	Women and girls
	General farm workers	Foremen and grieves	Dairy cowmen	All other stockmen	Tractor drivers	Horticultural workers	Average (all men)		
Year ended December 31, 1983									
Total cash earnings	104.34	137.23	138.35	114.89	116.92	100.81	114.17	70.64	84.22
Payments in kind	3.27	2.29	3.56	3.18	2.63	0.67	2.86	5.38	3.48
Total earnings	107.60	139.52	141.91	118.07	119.56	101.47	117.02	76.02	87.70
of which:									
Prescribed wage	97.30	115.73	121.74	103.67	108.55	89.04	104.03	72.35	81.18
Premium	10.31	23.83	20.17	14.40	11.01	12.44	12.99	3.67	6.52

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

Year ended December 31, 1983								All men
	General farm workers	Foremen and grieves	Dairy cowmen	All other stockmen	Tractor drivers	Horticultural workers		
£								Per cent
Under 70	0.6	—	0.5	0.3	—	1.0	0.4	
70.00-74.99	1.4	—	—	—	0.2	0.8	0.7	
75.00-77.49	6.2	0.3	0.2	0.3	0.7	10.5	3.3	
77.50-79.99	4.4	—	—	0.9	0.8	5.6	2.3	
80.00-82.49	4.0	—	—	1.3	0.8	6.0	2.3	
82.50-84.99	2.8	0.2	0.1	0.7	0.9	3.9	1.7	
85.00-87.49	5.3	0.2	0.5	1.9	3.0	5.0	3.4	
87.50-89.99	4.1	0.4	0.4	2.0	4.1	3.5	3.2	
90.00-92.49	5.1	0.4	0.6	2.7	4.5	6.4	4.0	
92.50-94.99	4.5	1.2	0.8	2.4	5.6	4.4	3.9	
95.00-99.99	7.8	4.7	2.4	8.4	10.2	11.3	8.0	
100.00-104.99	7.8	5.4	1.8	10.7	8.0	8.3	7.8	
105.00-109.99	6.8	5.9	2.3	8.3	7.9	8.0	6.9	
110.00-114.99	6.6	5.0	4.2	12.9	6.7	6.2	7.1	
115.00-119.99	5.4	5.3	3.4	7.3	7.2	3.2	5.7	
120.00-129.99	9.1	11.8	12.9	13.0	10.3	3.5	10.1	
130.00-139.99	5.5	11.3	16.8	10.4	8.0	3.7	8.0	
140.00-149.99	4.3	11.8	16.0	6.2	6.5	2.0	6.5	
150.00-159.99	3.0	9.6	13.7	4.0	4.3	3.2	4.9	
160.00-169.99	1.9	9.7	11.0	1.9	2.7	1.3	3.4	
170.00-179.99	1.1	6.0	4.6	2.2	2.3	1.0	2.2	
180.00 and over	2.2	10.9	8.0	2.3	5.3	1.1	4.1	
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	

weekly earnings and hours worked means that the increase in hourly earnings between 1982 and 1983 varied between 7.7 per cent for horticultural workers and 13.8 per cent for foremen and grieves. The hourly earnings of youths are estimated to have increased by 8.4 per cent and

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

Type of worker	Jan-Mar	April-June	July-Sept	Oct-Dec	Jan-Dec
Year ended December 31, 1983					
Men					
General farm workers	96.45	105.36	115.39	111.09	107.60
Foremen and grieves	129.03	135.71	148.15	145.23	139.52
Dairy cowmen	134.69	143.59	142.70	147.76	141.91
All other stockmen	110.87	118.58	121.76	119.02	118.07
Tractor drivers	103.31	114.64	138.82	119.11	119.57
Horticultural workers	94.05	100.65	107.01	103.55	101.47
All hired men	106.26	114.34	127.04	119.47	117.02
Youths	72.30	74.72	80.94	75.69	76.02
Women and girls	82.53	89.83	90.97	87.14	87.70

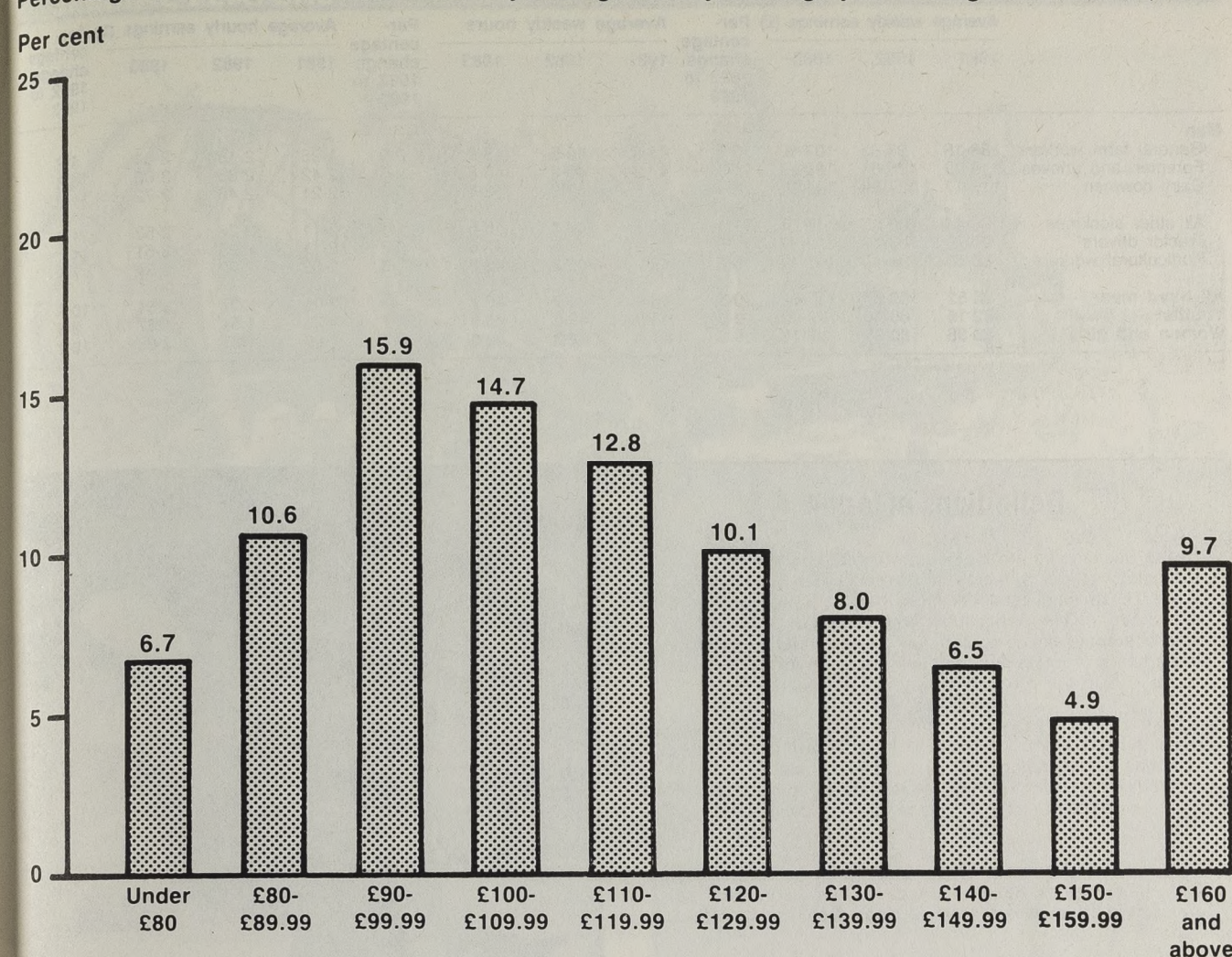
of females by 10.2 per cent between 1982 and 1983.

Information on workers receiving payments-in-kind is given in table 6. In England and Wales the proportion of men receiving part payment of their wages in-kind by provision of board and/or lodging in 1983 is estimated to have been 7.4 per cent. The proportion of men benefiting from the provision of a house or cottage in part payment of wages is similarly estimated at 46.9 per cent while 18.2 per cent are reckoned to have received milk and/or potatoes as payment in kind. In Scotland 3.7 per cent of men are estimated to have received board and/or lodging, 63.9 per cent a house and 35.2 per cent milk and/or potatoes.

Agricultural Wages Board

Under the Agricultural Wages Act minimum wages are determined by the Agricultural Wages Board. Wages Boards prescribe the weekly minimum wage and the standard number of hours to which it relates; they also define the hours of work which qualify for overtime

Percentage distribution of all hired men by average weekly earnings year ending December 31, 1983



payment, fix an hourly overtime rate for them and prescribe the holidays with pay to which workers are entitled. They also specify and evaluate payments-in-kind which may be reckoned as part-payment of wages.

In England and Wales the statutory minimum weekly wage for men and women (ordinary rate) was raised from £70.40 to £75.40 on January 20, 1983 and to £79.20 on September 1, 1983 for a standard 40-hour week. There were comparable increases from these dates in the pay rates of craftsmen, graded workers and youths and girls. In Scotland the statutory minimum weekly wage for adult workers was raised from £70.50 to £76.00 on February 7,

1983 and on September 5, 1983 to £79.20.

Enforcement

To ensure that Wages Board Orders are observed, officers of the Agriculture Departments are authorised to enter farms and obtain information from employers and workers on wages paid, hours worked and conditions of employment. In addition to the investigation of specific complaints of underpayment, the inspectors make test inspections on a number of farms with hired labour selected as a random sample. The size of the sample is currently about 4,000 farms per year in Great Britain and

Table 4 Average weekly hours of hired regular whole time agricultural workers in Great Britain by quarters year ended December 31, 1983

	Jan-Mar 1983			April-June 1983			July-Sep 1983			Oct-Dec 1983			Jan-Dec 1983		
	Basic hours	o/t hours	Total weekly hours	Basic hours	o/t hours	Total weekly hours	Basic hours	o/t hours	Total weekly hours	Basic hours	o/t hours	Total weekly hours	Basic hours	o/t hours	Total weekly hours
Men															
General farm workers	39.6	4.0	43.6	39.9	5.7	45.6	39.7	8.4	48.2	39.6	6.0	45.6	39.7	6.2	45.9
Foremen and grieves	39.7	4.5	44.2	40.1	6.5	46.6	39.8	7.7	47.5	39.6	6.1	45.7	39.8	6.0	45.8
Dairy cowmen	40.2	12.1	52.3	40.3	12.7	52.9	40.1	11.1	51.2	40.2	11.8	52.0	40.1	11.9	52.1
All other stockmen	40.9	5.2	46.0	40.9	5.8	46.7	40.6	6.7	47.2	40.9	5.0	45.9	40.8	5.7	46.6
Tractor drivers	39.5	3.8	43.3	39.9	6.9	46.9	40.0	13.4	53.4	39.4	6.7	46.2	39.8	7.9	47.6
Horticultural workers	39.2	2.0	41.2	39.5	4.7	44.2	39.6	3.1	42.7	39.3	2.8	42.0	39.4	3.4	42.8
All hired men	39.8	4.7	44.5	40.1	6.5	46.6	40.0	9.4	49.4	39.8	6.3	46.1	39.9	6.8	46.7
Youths	39.5	4.8	44.4	39.7	5.5	45.2	39.7	7.8	47.6	39.7	5.0	44.8	39.7	5.8	45.5
Women and girls	39.2	3.3	42.4	39.7	3.3	42.9	39.3	3.4	42.7	39.5	2.8	42.3	39.4	3.2	42.6

Table 5 Average earnings and hours of full-time agricultural workers: 1981 to 1983

	Average weekly earnings (£)			Per-centage change 1982 to 1983	Average weekly hours			Per-centage change 1982 to 1983	Average hourly earnings (£)			Per-centage change 1982 to 1983
	1981	1982	1983		1981	1982	1983		1981	1982	1983	
Men												
General farm workers	89.16	97.83	107.60	10.0	45.8	45.5	45.9	0.9	1.95	2.15	2.34	8.8
Foremen and grieves	113.99	125.61	139.52	11.1	47.2	46.9	45.8	-2.3	2.42	2.68	3.05	13.8
Dairy cowmen	117.17	127.38	141.91	11.4	53.1	52.0	52.1	0.2	2.21	2.45	2.72	11.0
All other stockmen	98.44	106.25	118.07	11.1	46.6	47.1	46.6	-1.1	2.11	2.26	2.53	11.9
Tractor drivers	97.79	107.12	119.57	11.6	46.4	47.5	47.6	0.2	2.11	2.26	2.51	11.1
Horticultural workers	86.50	96.47	101.47	5.2	42.7	43.8	42.8	-2.3	2.03	2.20	2.37	7.7
All hired men	96.52	105.87	117.02	10.5	46.9	46.7	46.7	—	2.06	2.27	2.51	10.6
Youths	62.15	69.40	76.02	9.5	44.9	45.0	45.5	1.1	1.38	1.54	1.67	8.4
Women and girls	70.35	80.35	87.70	9.1	41.7	42.9	42.6	-0.7	1.69	1.87	2.06	10.2

Definitions of terms

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

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

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

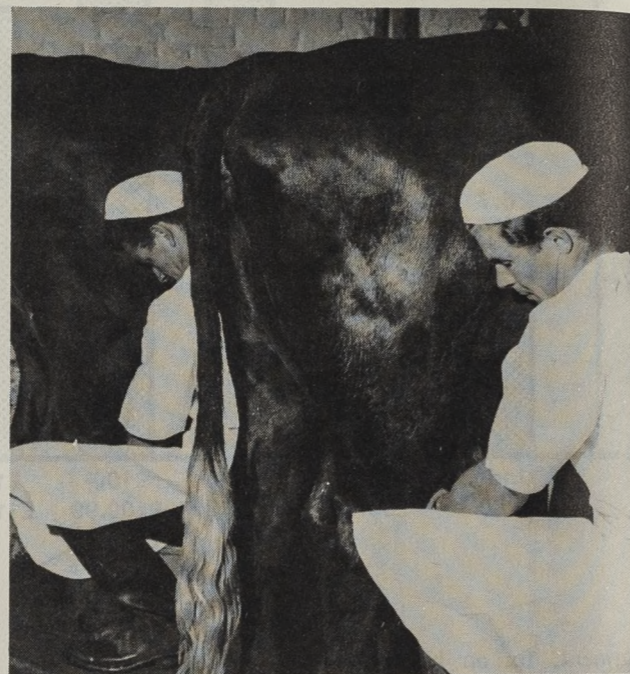


Photo: Farmers Weekly

Table 6 Analysis of payments-in-kind received by hired regular whole time men in agriculture in Great Britain

Type of payment-in-kind	Percent-age of workers receiving	Average weekly value (£)	
		Per worker receiving	All workers
Year ended December 31, 1983			
England and Wales			
Board and/or lodging	7.4	20.78	1.53
House	46.9	1.50	0.70
Milk and/or potatoes	18.2	0.52	0.10
Scotland			
Board and/or lodging	3.7	20.24	0.85
House	63.9	0.96	0.64
Milk and/or potatoes	35.2	3.32	1.25

The payments in kind detailed above are valued at rates specified by the appropriate Agricultural Wages Board. In 1983 these rates were as follows:

	England and Wales		Scotland	
	Jan 20, 1983	Sept 1, 1983	Feb 7, 1983	Sept 5, 1983
Board	£23.56	£24.75 (maximum)	£22.10	£23.03 (maximum)
Lodging	£4.72	£4.95 (maximum)	£3.23	£3.37 (maximum)
House	£1.50	£1.50	£1.00	£1.00 (maximum)
Milk	3p per pint	3p per pint	£1.28	£1.36 per gallon
Potatoes	Locally prevailing wholesale price	Locally prevailing wholesale price	£2.32	£2.21 per dressed cwt

the data contained in tables 1 to 6 are based on information collected by wages inspectors on those visits. It should be noted that in these tables analysis by occupation is based on the classification of individual workers according to the work on which they are primarily engaged. Since most farm workers carry out a variety of duties this classification is somewhat arbitrary and not all of those assigned to a single group will be doing exactly the same work.

Further information

Readers seeking more detailed information for England and Wales should refer to the booklet "Earnings and hours and numbers of agricultural workers, 1983—including the report of the Wages and Employment Enquiry" to be published shortly by the Ministry of Agriculture, Fisheries and Food, price £3 plus 50 pence postage and packing.

Copies can be obtained from: MAFF Publications, Lion House, Willowburn Estate, Alnwick, Northumberland NE66 2PF. Separate information for Scotland can be found in "Economic Report on Scottish Agriculture".

SPECIAL FEATURE



The control of major hazards

Mike Peters looks at the third and final report by the Advisory Committee on Major Hazards.*

Although society must always face risks, those posed by technological processes should not always be the dominant ones for workers or the public. Nor should they add significantly to risks from other sources, says the third report of the Advisory Committee on Major Hazards.

Set up in 1974 following the Flixborough disaster the Committee, under the chairmanship of Mr Brian Harvey (the then Deputy Director General of the Health and Safety Executive) makes 40 conclusions and recommendations in its 66-page report *The control of major hazards*.

Developing the main themes of its 1976 and 1979 reports, the Committee has continued its consideration of those installations which could present a major threat to the safety of employees or the public from explosion, the release of toxic substances or catastrophic fire.

It stresses the need to examine in more detail the major hazard aspects of transporting dangerous substances and, in certain situations says more information should be given to people living close to hazardous installations beyond that required by existing or statutory requirements.

The highest priority is attached to accident avoidance by inherently safer design and high reliability plant but mitigating measures should always be considered. Particularly, the need to keep major hazard plants away from centres of population and to plan for emergencies, should be considered says the Committee who also adds that continued research is needed into the factors affecting major hazards.

This final report from the Committee (its remit ended in December 1983) concentrates on the measures needed for the control of potential major hazards. Of prime importance, it emphasises, is the need for better understanding by the public of the nature of the risk imposed by major hazards and the methods taken to minimise them.

"We are all, throughout our lives, subject to risks. Some are perhaps inescapable and must, therefore, be accepted; others might be reduced in frequency or magnitude, sometimes at the cost of eliminating compensating benefits."

* *The control of major hazards: Advisory Committee on Major Hazards—Third Report*, HM Stationery Office, price £5.00. ISBN 0 11 883753 2.

But, says the report, in the view of the Committee the principle of balancing the efforts required to reduce risk against possible gains has been part of the concept of "reasonably practicable" in the Health and Safety at Work (HSW) Act. The same approach should be followed in the field of major hazards, says the report.

Reliability

The reliability of major hazard installations was a main concern of the Committee. The duty laid upon employers by the HSW Act requires them to secure, as far as is reasonably practicable, the health, safety and welfare of their employees. The Act also requires employers to conduct their undertakings in such a way as to ensure, again, so far as is reasonably practicable, that other people who may be affected are not exposed to risks to their health and safety.

It is believed that there is wide support for the propositions that the risk from hazardous installations to an individual employee or member of the public should not be significant when compared with other risks to which he or she is exposed, in everyday life. The risk from any hazardous installation should, whenever reasonably practicable, be reduced and where there is a risk, other hazardous developments should not add, significantly, to the existing risk.

If the possible harm from an incident is high, the risk that the incident might actually happen should be made very low indeed, concludes the Committee.

In dealing with risks the decision maker needs to take into account the different perceptions of risk and be mindful of the many facets of the problem. "It is not appropriate to treat particular figures as rigid limits of acceptability or to take too mechanistic approach."

Public information

The report deals firmly with the subject of information, to the public. "It seems inescapable to us that if the public are to be expected to live with risks from some industrial installations, however well controlled, they should be made aware of those risks." Acknowledging there are considerable practical problems in disseminating this information the Committee asks: what information should be given; who should be told; who should do the telling; and by no means least, for which installations should information be given?

The minimum information released should include the nature of the hazards which might affect people if control measures fail: the emergency arrangements which have been made in advance and what people should do in a major incident, says the Committee.

When it comes to deciding who should be told, there are three broad categories—employees and others on site; local planning authorities and emergency services; and the public which lives in the vicinity.

There are no difficulties in informing employees and others on site since they are covered by the HSW Act. Similarly there are no great difficulties with the second category since Section 28 of the Act allows HSE to pass on the information. The 1982 Notification of Installations Handling Hazardous Substances Regulations have helped in this respect.

The remainder of the answer to the question "who should be told" is less straightforward. The Committee believes the need to know should be the guiding principle

but it should be applied flexibly.

The withholding of information on a technicality might create a spurious air of secrecy which could be counter-productive. For appropriate sites the carrying out of safety assessments and the drawing up of emergency plans will effectively define the areas near the installation which might be affected and this would broadly indicate the public to be told.

The Committee has recommended that unless responses to the HSC Consultative document on the European Community Directive on Major Accident Hazards (issued last year) suggest otherwise, local authorities should devise systems to provide information to the public. This is chiefly because they are close to those concerned as the public's representatives in such matters.

In the first instance, says the Committee, the information should come from the manufacturer. Local liaison committees should be set up to bring together all concerned and voluntary arrangements for the supply of information, which go beyond what is needed for emergencies under the EC Directive, should be extended and encouraged by trade associations.

Forthcoming regulations

The report discusses the forthcoming regulations implementing the EC Directive and the Committee considered whether this provision should apply to all notifiable installations. It felt it would be "unreal" to suggest an across-the-board-application. Instead the report comments: "While an accident in any of them might well involve one or more of the emergency services the public's involvement may be negligible. We therefore think that the information requirements of the Directive should be applied to notifiable installations only when the authority charged with implementing the Directive (the HSE) thinks it appropriate to do so."

The highest priority, says the report, is attached to the avoidance of accidents by inherently safer design, high reliability plant and by learning the lessons from studying the "warning events" or "near miss" incidents which occur from time to time during the life of a major hazard plant. It is essential that there should be an "in-house" system for reporting and investigating them and for making sure that the lessons learned are applied.

Absolute safety, however, in any sphere of human endeavour is impossible. And it would be imprudent not to take account of the possibility of a major accident, however remote. Where there is potential for such an accident, says the report, mitigating circumstances should be adopted such as establishing separation distances between plants and surrounding houses, schools and so on, and by putting into action previously prepared emergency plans.

Important lesson

An important lesson drawn by engineers from the Flixborough disaster of 1974 was that a hazard potential may be limited by minimising the inventory of hazardous materials. However, limitation of inventory is but a particular example of the general principle of designing a plant or process so that it is inherently safer. This approach, to try to eliminate the hazard at source in a cost effective way, may in some cases require new technology but can often be achieved using established methods.

The Committee consider that it should be a specific design objective for a major hazard plant to make it inherently safer. "This is the classic route to ultimate safety. It is the direction in which the designer should always aim.

EC Directive on the major accident hazards of certain industrial activities: a brief outline

The EC Directive is concerned with the protection from major accidents of the health and safety of persons at work and others likely to be affected, and with the protection of the environment. It applies to industrial activities defined in two ways.

The first definition is in terms of a wide range of processes which cover most manufacturing or production activities involving certain dangerous substances. The relevant substances are set out in Annex III to the Directive with appropriate threshold quantities at and above which the various requirements apply.

The second definition of industrial activity is isolated storage involving some named dangerous substances at specified threshold quantities. These substances are set out in Annex II to the Directive.

There are two general requirements. The first requires the person in control of any industrial activity where a major accident might occur to be able to provide at any time evidence which shows that major accident hazards have been identified; that steps have been taken to prevent such accidents, and that persons working on site have been provided with the information, training and equipment necessary for their safety. This requirement supplements the general duties imposed on employers by the HSW Act.

The second general requirement requires manufacturers to inform the "competent authority", i.e. in the UK the HSE, immediately of any major accident. Further information will also be required on the effects of the accident, the emergency measures taken and of any steps taken to alleviate medium or long-term effects and to prevent a recurrence of the accident. This requirement is not linked to any threshold level. This information about major accidents will be passed on to the European Commission who are to establish a register of major accidents for the use of Member states.

Special requirements

There are major requirements applying to installations classified as presenting a special potential for a major accident. These fall mainly on the manufacturer who must

- produce a written report (or "safety case") on the hazards and their control,
- prepare an emergency plan for dealing with accidents and emergencies at his site and
- provide information to people who might be affected by an accident.

In addition a competent authority is required to draw up an emergency plan for dealing with the off-site effects of major accidents. The Directive requires people who are liable to be affected by a major accident to be informed of the safety measures and of the correct behaviour to adopt in the event of an accident.

Timescales

The Directive required that by January 8, 1984 the requirements should apply for new industrial activities. For existing industrial activities all the requirements are expected to apply from January 8, 1985 with the exception of the requirement for a written report which must be fulfilled by July 8, 1989 at the latest.

The evidence of recent years is that if a company makes inherently safer design an explicit objective and there is real effort to achieve it, designers are able to respond to the challenge and to effect improvements which are sometimes quite dramatic."

The report goes on: "Allowance should be made in the plant design for human error in operation. There appears to be a growing consensus both in engineering and in law that the engineer is not entitled to assume that there will be no such errors. We agree with this view. The design should seek both to reduce the frequency with which initial errors occur and to minimise the consequences of such errors by eliminating direct pathways from operator error to major accident. In particular, the design of control systems should take account of the principles of ergonomics to minimise the possibility of human error.

"We note with approval the examples we have been told about in which managerial control is being improved by modern management techniques and methods of communication, together with the recognition of safety as an essential management function."

Local authority

The Committee re-affirmed its belief that the decision whether or not to grant planning authority for a hazardous plant should continue to rest with the local planning authority.

"Decisions where safety is involved often present a

dilemma for planning authorities. In many cases the authorities have to weigh the advantages which the proposed development might bring against the disadvantage that more people might be at some risk. The decision is less difficult when this risk is very great or very small, but many cases fall between these extremes. In some cases the decision could mean refusing planning permission for a development which would have brought more jobs to the area in order to safeguard those already living in the area against a marginal increase in risk.

"It has been suggested that when safety is involved the planning decision should in effect be taken by HSE on the grounds that planning authorities are not experts in the assessment of risk. We rejected this in the past and continue to do so as we believe it is based on a misunderstanding of principles.

"When a planning application is being considered a balanced view should be taken of all aspects including social and economic factors and not just health and safety.

"Our view is the HSE ought to provide a clear assessment of the risks associated with the development and ensure that plant standards are appropriate for those risks. The decision on whether or not to grant planning permission for an installation which meets health and safety criteria should however rest with the local planning authority, who, on behalf of the local community attempts to come to a balanced decision, having taken all the factors into consideration. In some cases where an installation is of wider

regional or national significance the final decision may be taken by central government."

Safety awareness

The Committee gives the view that an enlightened attitude towards safety by senior management is the key to establishing the appropriate climate throughout the whole of any organisation. As such, industry should be willing to release staff to attend courses aimed at improving their safety awareness and performance and it is recommended that there should be more short courses available and that longer courses should have a modular structure.

Professional institutions should follow the example of the Institution of Chemical Engineers in the development of safety training, is another recommendation.

The transport of dangerous substances is a matter of growing concern, says the report, with evidence that it merits the same degree of attention paid to similar large quantities in static installations. Main points for further consideration include the need for hazard surveys, planning controls for transit depots, loading or unloading sites and for nearby developments, and the system of control and responsibilities for safety in ports and harbours handling major hazard quantities of hazardous substances.

The report represents "a further important contribution to work in the field of identifying and controlling large-scale industrial premises where potentially hazardous operations are carried out," comments Dr John Cullen, the

chairman of the Health and Safety Commission.

"Although the Committee has now completed its programme of work it has left us much food for thought. Its latest recommendations will be considered carefully by the Commission, although in the case of the transport of large quantities of dangerous substances we have already said we share the Committee's concern and have asked the Health and Safety Executive to examine how best to deal with the problem. Work on particular areas identified by the Committee will continue in our other specialist groups such as the Advisory Committee on Dangerous Substances," he said.

"Much of course has already stemmed from the deliberations of the Committee," added Dr Cullen. "This includes the setting up of a specialist unit within the Executive to deal with major hazards; regulations requiring the notification of hazardous installations; important changes in planning controls in relation to such sites and the implementation of the European Community Directive on Major Accident Hazards much of which was foreshadowed in the Committee's first two reports, particularly the requirement for hazard surveys at larger installations.

Included in the report are appendices and conclusions on the Committee's work in relation to a number of follow-up research projects identified in its earlier reports including the causes, behaviour and consequences of dust-explosions and catastrophic fires, including fireballs, fire storms and the so-called "domino effect".

LABOUR MARKET DATA

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NEW FROM THE DEPARTMENT OF EMPLOYMENT WOMEN AND EMPLOYMENT

Jean Martin and Ceridwen Roberts

In recent years there has been a significant rise in the number of women who do paid work. This report looks at the place of employment in women's lives. This report on data collected in 1980 in a national survey of women of working age commissioned by the Department of Employment and carried out jointly by the Department and the Office of Population, Censuses and Surveys.

The report includes information on: ● the amount of paid work women do over their lifetime. ● patterns of full and part-time working. ● occupational segregation. ● pay, employment conditions and trade union activity. ● reasons for doing paid work and attitudes to work. ● the share of domestic work between husbands and wives. ● women's experience of unemployment. ● occupational mobility. ● lone mothers and employment. ● how women look for jobs and job priorities.



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Summary

The underlying growth in the economy continues at an annual rate of about 3 per cent, although the effect of the miners' dispute had a dampening effect in the first quarter of this year when the output measure of Gross Domestic Product was only slightly above its level in the previous quarter. The latest cso cyclical indicators suggest that the upswing will continue into 1985. Growth in the OECD area is expected to be around 4 per cent in 1984, slowing down again in 1985.

There was a fall in energy output of some 4 per cent in the 3 months to April reflecting the impact of the miners' dispute, but output of production industries, other than coal and coke, was little changed overall compared with the previous 3 months.

Although consumers' expenditure fell in the first quarter, retail sales have since recovered. The available information suggests that capital expenditure has continued to rise in the first quarter, and high levels of investment are expected in 1984, especially by manufacturing industries. Together with improvements in exports, this points to a broadening of the basis of demand in recent months. The volume of imports, has, however, increased also—even if oil imports are excluded.

Employment in manufacturing

industries fell by 5,000 in April, following average monthly falls of 9,000 in the first quarter of 1984 and 5,000 in the previous quarter. Overtime working in April also improved slightly, rising once again to the level of the last quarter of 1984, while short-time working showed little change.

Unemployment (seasonally adjusted, excluding school leavers) increased by 18,000 in May, somewhat faster than in the previous two months but substantially below the large increases which occurred in January and February.

The underlying increase in average weekly earnings in the year to April was about 7¼ per cent, but the actual increase was depressed mainly by the effect of the coal dispute.

The rate of inflation as measured by the 12-month change in the retail prices index (RPI) was 5.1 per cent in May, compared with 5.2 per cent in both March and April.

Economic background

The underlying recovery in economic activity is continuing and recent forecasts generally predict output growth of around 3 per cent in 1984 as a whole. An exception is the National Institute of Economic and Social Research which, in May, forecast only 2 per cent

growth this year. Further growth in 1985 of over 2 per cent is generally expected.

The cso's cyclical indicators suggest that the current upswing in the business cycle will continue into 1985. Although the shorter-leading index has shown some hesitation between January and April, with recent downward pressure from consumer credit and new car registrations (partly offset by the balance of new orders reported by the cbi Quarterly Survey), both the longer-leading index and the coincident index have continued their broad upward movement.

The results of the May cbi Monthly Trends Enquiry suggest that the underlying upward trend in manufacturing output is expected to continue, at about the same rate as indicated by the survey results of the previous six months.

GDP (output), on preliminary estimates, rose very slightly in the first quarter of 1984, to a level some 3 per cent higher than a year earlier.

The first quarter outturn was adversely affected by the miners' dispute with the result that output of the production industries showed little change, a reduction in coal output offsetting an overall increase elsewhere.

Distribution output fell back slightly from its high fourth quarter level, but there was some further slow growth elsewhere within the service sector.

Output of the production industries other than the coal and coke industry was little different in the 3 months to April compared with the level of the previous 3 months, and about 5 per cent higher than a year earlier. Energy and water supply output fell, however, by 4 per cent, reflecting the impact of the miners' dispute, resulting in production industries output overall, provisionally estimated to have fallen by 1½ per cent in the 3 months to April. Manufacturing output was down by less than ½ per cent.

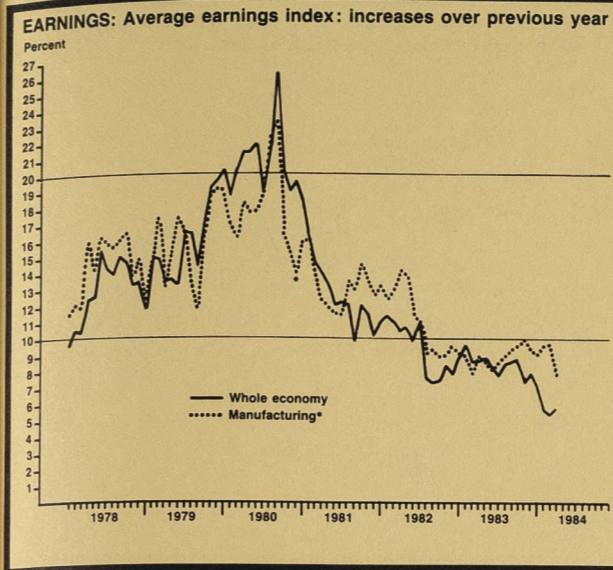
Consumers' expenditure fell by 1 per cent in the first quarter compared with the last quarter of 1983, though remaining 2½ per cent higher than a year earlier. This fall reflected a lower level of retail sales and a decline in new vehicle registrations. Since the first quarter, retail sales have recovered, reaching a record high in April and falling back only modestly (on provisional figures) in May.

The May cbi trends enquiry indicated that both home and export orders for manufactured goods remained at the improved level of recent months. Demand continued to be stronger for producers of consumer goods than for intermediate and capital goods industries.

The total volume of stocks in the economy rose by £0.7 billion in 1983, following three years of substantial destocking. Recent economic forecasts expect further stockbuilding of around £1½ billion in 1984 as a whole. In the first quarter, provisional estimates suggest manufacturers' stocks fell by £33 million, compared with an overall fall of £300 million in 1983. Stocks held by the distributive trades increased by £80 million in the first quarter, after remaining virtually unchanged last year.

Total fixed investment continues to rise. In the fourth quarter of 1983 investment was 3½ per cent higher than a year earlier. Within the total, manufacturing investment has begun to rise from its low point in the first quarter of last year. Provisional estimates suggest manufacturing investment rose by 1½ per cent in the first quarter this year to a level 11 per cent higher than a year ago. There has also been steady growth in capital expenditure by the construction, distribution and financial industries: investment by these sectors rose by 1 per cent in the first quarter and was some 12 per cent higher than in the same period a year earlier.

The May 1984 Survey of Investment Intentions, carried out by the



Department of Trade and Industry, indicated that manufacturing investment is likely to rise by some 12 per cent and investment by construction, distribution and selected service industries by 8 per cent in 1984, with further, though smaller, increases in 1985.

The current account of the balance of payments is estimated to have been in surplus by £0.8 billion in the first quarter, on revised estimates, compared with a surplus of £0.6 billion in the previous quarter, but there was a sharp deterioration in the balance on visibles in April. In the three months to April there was a deficit on visible trade of £0.6 billion, following a surplus of £0.1 billion in the previous three-month period: the surplus on trade in oil fell by a similar amount to the rise in the non-oil trade deficit.

The volume of exports was 3 per cent higher in the three months to April than in the previous three months. The underlying trend in non-oil export volume may have begun to level out in recent months following a sharp increase in the second half of the last year. Total import volume in the three months to April was 5½ per cent up on the previous three months, with particularly strong rises in the volume of fuel imports (27 per cent) and chemicals (6½ per cent). The underlying trend in non-oil import volumes continues to rise.

Sterling's effective exchange rate remained relatively steady during May, despite reaching an all time low against the dollar. In May the effective exchange rate averaged 79.6 (1975=100), similar to its level in April, but about 6 per cent lower than the peak in the third quarter last year.

Provisional estimates indicate that in the three months to May, M0 grew at an annualised rate of 4¼ per cent, near the bottom of its 1984-5 target range of 4-8 per cent, and sterling M3 grew at an

annual rate of 10½ per cent, just above the rate set in its target range of 6-10 per cent.

World prospects

Economic activity in the OECD area continues to pick up. In 1983 as a whole, OECD output was an estimated 2.2 per cent higher than in 1982, and industrial production grew by some 3.1 per cent.

Recovery has been led by the US, with strong growth of about 3½ per cent in 1983. Domestic activity in Japan only began to improve towards the end of the year, but output growth of 3 per cent was achieved based on a high level of export demand. In Europe domestic activity has generally been weak (average output growth rate of 1 per cent in 1983), although the UK recovered early and grew strongly in 1983.

Recent economic forecasts by the National Institute of Economic and Social Research and the London Business School both suggest that the likely rate of growth in the OECD area in 1984 will be around 4 per cent. The London Business School, however, predicts a more modest rate of growth (2¼ per cent) in 1985 than the National Institute forecast of 3 per cent.

The National Institute expects growth of about 6 per cent in the US this year, falling to a rate of 3 per cent in 1985, with domestic demand remaining the main impetus to growth. Growth of 4½ per cent in both 1984 and 1985 is expected in Japan, with the main stimulus from domestic sources, in contrast with 1983. Average growth of 2 per cent in 1984 is expected in Europe, followed by a slightly higher increase in 1985.

The overall OECD current account deficit is forecast to rise in 1984 by the National Institute,

but a small reduction in the deficit in 1985 is thought possible. The US deficit and Japanese surplus are likely to grow rapidly this year. As world trade improves, the West German current account surplus is also likely to increase. Policies in France aimed at eliminating the current account deficit are expected to lead to an improvement in the deficit this year, with a rough balance on current account likely to be achieved in 1985.

increase in average in manufacturing industries was about 9½ per cent, unchanged from March.

The actual increase in the year to April 1984 for production and manufacturing industries, 4.1 per cent and 7.8 per cent respectively, were significantly below the underlying increase for the reason's given above.

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

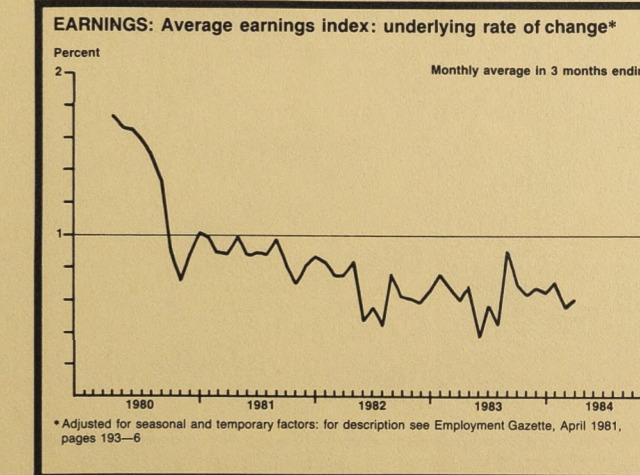
Retail prices

The rate of inflation, as measured by the 12-month change in the retail prices index (RPI) was 5.1 per cent in May compared with 5.2 per cent in both April and March. The increase between April and May was 0.4 per cent.

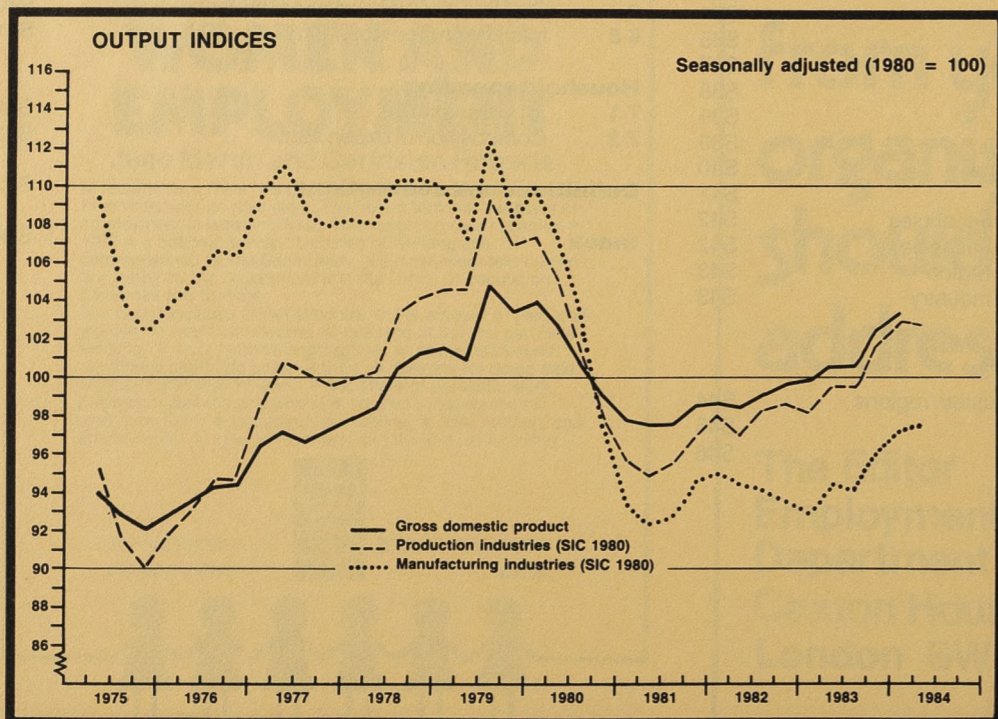
Prices of foodstuffs increased over the month, particularly for certain seasonal items. Average prices of most fresh vegetables were higher; that for tomatoes increased by 10p per lb and some cuts of home-killed lamb rose by 17p per lb. Further cigarette price increases were recorded this month following the increase in excise duty announced in the Budget. Other contributions to the "all items" increase came from higher motoring costs and higher prices for "meals out". However, housing costs were lower; average mortgage interest payments fell as the reduction in the interest rate announced in March, affected remaining mortgages, and a higher average level of rebates reduced the rents component.

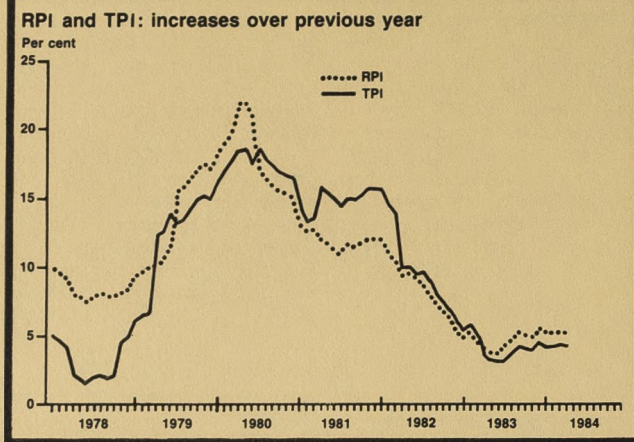
The rate of increase in the producer price indices slowed in May. The 12-month change for home sales of manufactured products was 7.3 per cent in May compared to 8.1 per cent in April.

Input prices (materials and fuel purchased by manufacturing industry) rose by 8.1 per cent over



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





the year to May compared to 8.6 per cent in April.

The 12-month increase in the tax and price index was 4.1 per cent, 1.0 percentage points below that in the RPI, the gap between the two measures having widened slightly in April (from 0.9 per cent) as a result of changes in income tax allowances and national insurance contributions.

The rate of increase in retail prices in the United Kingdom remains below the average for all OECD countries which was 5.7 per cent in April. The UK rate also compares favourably with the latest figure for the EC as a whole, which was 6.7 per cent in April. Germany and Japan had lower rates for April of 3.2 per cent and 2.4 per cent respectively, while Italy recently recorded an inflation rate of 11.9 per cent (March) and France 7.9 per cent (April). The rate of inflation in the USA was 4.5 per cent in April.

Unemployment and vacancies

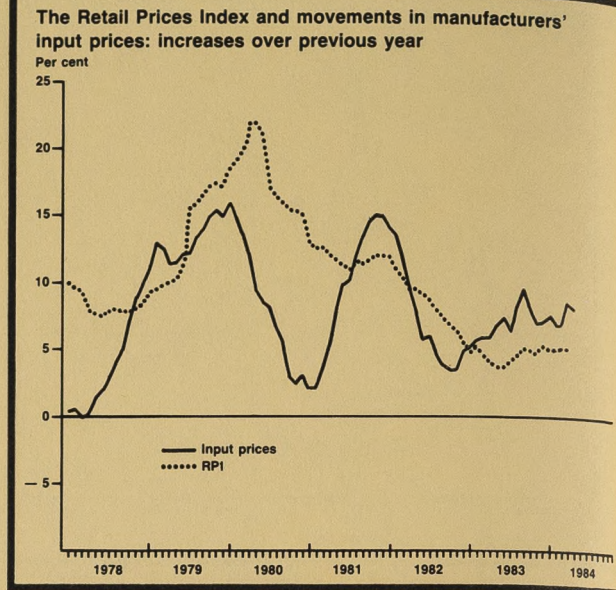
The seasonally-adjusted level of United Kingdom unemployment (excluding school leavers) in May was 3,029,000. The increase of 18,000 in this latest

month compares with a decrease of 1,000 in April and an increase of 7,000 in March. In the three months to May there was an average increase of 8,000 a month, compared with 22,000 in the previous three months. This brought the average rise over the six months to May to 15,000 a month, compared with 4,000 a month in the previous six months.

The recorded total in May decreased by 23,000 to 3,084,000 (12.9 per cent of all employees) reflecting, (a) a decrease of 60,000 from seasonal influences, (b) a seasonally-adjusted increase of 18,000 and (c) a rise of 19,000 in the number of school leavers.

Included in the May total were 104,000 school leavers aged under 18, compared with 85,000 in April and 126,000 in May 1983. The increase of 19,000 between April and May was due to young people leaving school at Easter; last year, Easter school leavers were included in the April count. Between March and May this year, there was an increase of 9,000 compared with 13,000 in the same months of 1983.

The number of people assisted by special employment measures at the end of April was 622,000, a net decrease of 23,000 on March. There were fewer people on the Youth Training Scheme, the



Young Workers Scheme, the Temporary Short-Time Working Compensation Scheme and the Job Release Scheme, but this was partially offset by a greater number on the Enterprise Allowance Scheme. It is estimated that as a direct effect of the measures, about 440,000 people were in jobs, training or early retirement instead of claiming unemployment benefit.

Female unemployment rose faster than male unemployment in the three months to May. The increase on the previous three months in the female seasonally adjusted percentage rate was 0.2 percentage points, compared with 0.1 for males.

The regional pattern in the three months to May compared with the previous three months, shows that the North (+0.4 percentage points) and East Anglia (no change) experienced a change significantly different from the national average (+0.2 percentage points).

International comparisons of unemployment indicate that seasonally-adjusted national unemployment rates (latest three months compared with the previous three months) increased in Italy (+0.8 percentage points), France (+0.7), Ireland (+0.6), the Netherlands, Belgium, Canada and the United Kingdom (all +0.2) and Germany and Japan (both +0.1). There were falls in a number of countries including the United States (-0.4).

The stock of vacancies (seasonally-adjusted) in May was 156,000, an increase of 8,000 on the April level, this was the third successive monthly rise but the total stock remained below the previous peak in November last year. In the three months to May the stock of vacancies averaged 150,000 a month, compared with 149,000 in the previous three months. The inflow of vacancies

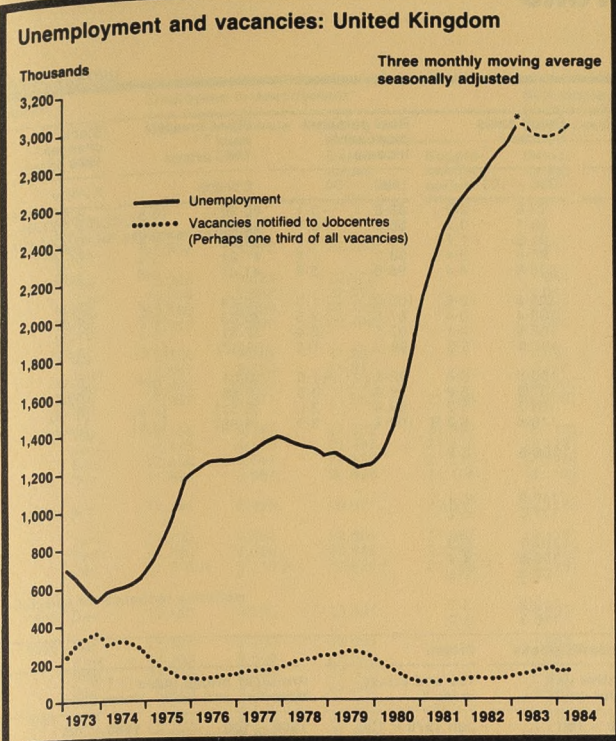
has returned to the high level of the end of last year: in the three months to May it averaged 195,000 a month, compared with 188,000 a month in the previous three months.

Employment

The number of employees in employment in manufacturing industries fell by 5,000 in April 1984 (seasonally adjusted). This follows average monthly decreases of 9,000 in the first quarter of 1984 and of 5,000 in the last quarter of 1983. Monthly changes have been erratic, but the trend seems to have levelled out at an average rate of decrease of between 5,000 and 10,000 employees a month, following the slowing of the rate of decline in 1983.

Some small revisions have been made to the estimates for the fourth quarter of 1984. During that quarter the total number of employees in employment in Great Britain increased by 81,000, compared with increases of 2,000 and 26,000 in the second and third quarters respectively. The employed labour force, which includes the self-employed and HM Forces as well as employees increased by 106,000 in the fourth quarter of 1983.

Overtime working, by operatives in manufacturing industries increased to 11.5 million hours a week (seasonally adjusted) in April. This follows a slight reduction from 11.4 million hours a week in the last quarter of 1983 to 11.1 million in the first quarter of 1984. Short-time working, at 0.5 million hours a week (seasonally adjusted) in April, was much the same as the average level over the previous six months, following a reduction in the earlier part of 1983.



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

The latest available information shows that in March 1984 there were about 82,000 apprentices in manufacturing industries (see table 1.14), some 20,000 fewer (20 per cent) than a year earlier. Part of this may be accounted for by progress towards reform of apprenticeships; some training schemes of long duration, previously classified as apprenticeships may now be classified as "other training". Total manufacturing employment fell in this period but less rapidly than apprenticeships, so the proportion of employees undergoing apprenticeships fell to 1.5 per cent in March 1984 from 1.8 per cent a year earlier. Numbers in manufacturing industries undergoing other formal training fell by 9,000 to 40,000 over the year to March 1984 representing a slightly smaller share (0.7 per cent) of employment than a year earlier. In the regions, the largest falls in numbers of apprentices were in

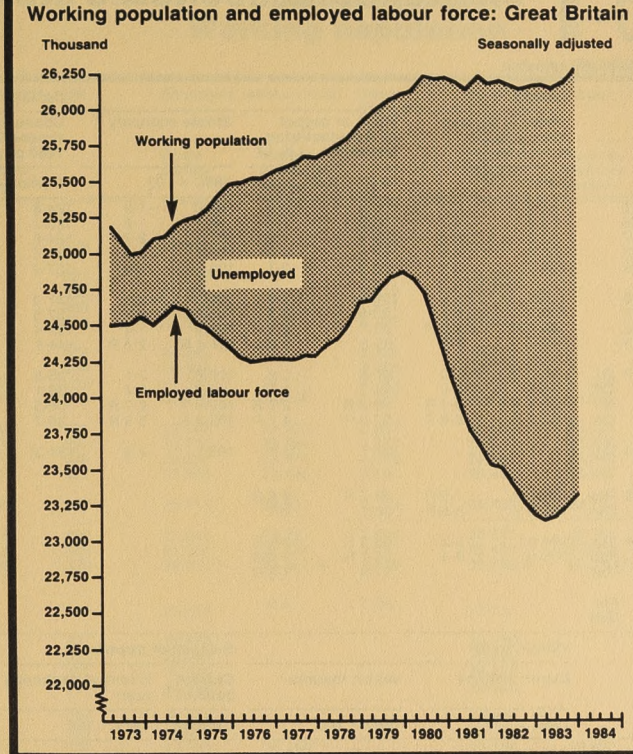
the South East and Scotland whilst East Anglia and Wales showed the least change.

The figures given in tables 1.14 and 1.15 do not show a complete picture of training because many of those receiving training under the Youth Training Scheme are not counted as employees and will not appear in these tables.

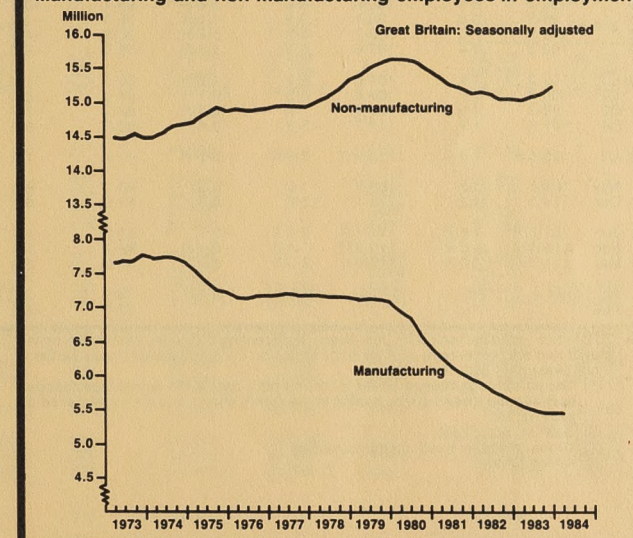
Industrial stoppages

The recent run of high figures continued in May, with a provisional total of 2,265,000 working days lost through stoppages of work due to industrial disputes. Within this total, 2 million days are estimated as resulting from the coal mining strike, the same as in April on revised figures; nearly one-third of the remainder stem from the series of stoppages by teachers.

The cumulative total of days



Manufacturing and non-manufacturing employees in employment



lost in the first five months of 1984 is 7.2 million. This compares with 2.1 million for the same period in 1983, and an average of 4.5 million for the comparable period in the ten years 1974-83.

Forthcoming statistical articles

The July issue of *Employment Gazette* will include statistical articles on the following subjects.

- **Labour force survey 1983: Preliminary results**
This article presents the first results for 1983 survey.
- **Stoppages caused by Industrial disputes in 1983**
Detailed statistics of stoppages of work arising from industrial disputes during 1983 will be presented, including tabulations by cause, region and industry and a record of all disputes resulting in 5,000 or more lost working days.

Statistical articles on the following subjects are also being prepared:

- **Revised estimates of employment**
This article will describe the revisions to the employment estimates in the light of results from the 1983 Labour Force Survey.
- **National Labour Force estimates for 1983**
- **Comparisons of unemployment estimates from the labour force survey and the count of unemployed claimants.**

0.1 BACKGROUND ECONOMIC INDICATORS *

Seasonally adjusted														UNITED KINGDOM																							
Output						Demand								Visible trade						Balance of payments						Competitiveness						Prices					
Index of production—OECD countries ¹		Index of output of manufacturing industries, U.K. ^{1,2}		Whole economy ³		Consumers' expenditure 1980 prices		Retail sales volume ¹		Real personal disposable income		Fixed investment ^{4,5} 1980 prices		Stock changes ⁵ 1980 prices		Export volume ¹		Import volume ¹		Current balance ⁶		Effective exchange rate ^{7,8}		Relative unit labour costs ^{9,1}		Tax and prices index ⁹		Producer prices index ^{2,9,10}		Materials and fuels		Home sales					
1980 = 100		1980 = 100		1980 = 100		£ billion		1980 = 100		1980 = 100		£ billion		£ billion		1980 = 100		1980 = 100		£ billion		1975 = 100		1980 = 100		Jan 1978 = 100		1980 = 100		1980 = 100		1980 = 100					
1975	81.7	-8.1	104.9	-6.9	93.0	-1.9	124.8	-0.6	93.5	-2.2	88.8	-0.1	40.30	-0.8	-2.90	77.8	-4.0	84.7	-8.6	-1.5	100.0	-7.7	72.7	3.0	72.2	29.4	54.9	11.8	52.4	23.0	68.4	24.6	60.9	16.2			
1976	88.8	8.7	106.9	-1.9	94.7	1.8	125.1	0.2	93.1	-0.4	88.2	-0.7	40.85	1.4	1.08	85.4	9.8	89.7	5.9	-0.8	85.7	-14.3	66.4	-8.7	85.6	18.6	68.4	24.6	60.9	16.2	60.9	16.2	60.9	16.2			
1977	92.2	3.8	108.9	1.9	97.3	2.7	124.6	0.4	91.5	-1.7	86.7	-1.7	39.85	-2.4	2.64	92.1	7.8	91.3	1.8	0.0	81.2	5.3	64.5	-2.9	98.1	14.6	78.9	15.4	72.0	18.2	72.0	18.2	72.0	18.2			
1978	95.8	3.9	109.6	0.6	100.4	3.2	131.5	4.9	96.4	5.4	93.1	7.4	41.21	3.4	2.09	94.5	2.0	95.5	4.6	1.2	81.5	0.4	69.7	8.1	101.1	3.1	81.6	3.4	79.1	9.9	79.1	9.9	79.1	9.9			
1979	100.7	5.1	109.4	-0.1	103.3	2.9	137.9	5.5	100.6	4.4	98.6	5.9	41.41	0.5	2.49	99.1	4.9	105.7	10.7	-0.6	87.3	7.1	81.4	16.8	113.2	12.0	92.2	12.9	87.7	10.9	87.7	10.9	87.7	10.9			
1980	100.2	-0.5	100.0	-8.6	100.0	-3.2	137.3	-0.4	100.0	-0.6	100.0	1.5	39.24	-5.3	-3.24	100.0	0.9	100.0	-5.4	3.6 R	96.1	10.1	100.0	22.9	132.8	17.3	100.0	8.5	100.0	14.0	100.0	14.0	100.0	14.0			
1981	100.3	0.1	93.6	-6.4	98.0	-2.0	137.6	0.2	100.4	0.4	97.5	-2.5	35.63	-9.2	-2.66	99.2	-0.8	96.1	-3.9	7.5 R	95.3	-1.2	105.8	5.8	152.5	14.8	109.2	9.2	109.5	9.5	109.5	9.5	109.5	9.5			
1982	96.4 R	-3.9 R	93.7	0.3	99.4	1.4	139.4	1.3	102.5	2.1	97.1	-0.4	37.81	6.1	-1.03	101.5	2.3	100.7	4.8	5.8 R	90.7	-4.8	101.3	-4.3	167.4	9.8	117.2	7.3	118.0	7.8	118.0	7.8	118.0	7.8			
1983	99.4	3.0	95.5	1.9	101.8 R	2.4 R	144.8	3.7	107.9	5.3	98.5	1.4	[39.47]	[4.4]	[0.69]	102.3	0.4	107.6	6.9	2.9 R	83.3	-8.2	...	...	174.1	4.0	125.4	7.0	124.5	5.5	124.5	5.5	124.5	5.5	
1983 Q1	96.2 R	-2.0	94.5	0.2	100.6	2.1	35.5	3.8	105.5	3.6	96.6	-1.0	10.01	6.4	0.59	102.3	0.4	107.6	6.9	2.9 R	83.3	-8.2	...	...	174.1	4.0	125.4	7.0	124.5	5.5	124.5	5.5	124.5	5.5	
1983 Q2	98.1	1.0	94.1	0.0	100.7	1.4	36.1	4.3	107.3	5.9	98.0	0.8	9.68	5.1	-0.05	100.3	-3.1	106.6	2.5	-0.1 R	84.3	-6.6	...	...	172.5	3.2	123.6	6.6	124.2	5.6	124.2	5.6	124.2	5.6	
1983 Q3	100.7 R	5.1 R	96.2 R	2.9 R	102.4 R	2.7 R	36.5	4.6	108.3	5.2	98.9	3.0	[9.81]	[2.6]	[-0.12]	99.3	0.0	106.6	7.9	0.8 R	84.9	-7.2	...	...	175.1	3.6	124.8	8.1	125.1	5.4	125.1	5.4	125.1	5.4	
1983 Q4	102.7 R	8.6 R	97.3 R	4.7 R	103.3 R	3.3 R	36.7	3.1	110.4	6.3 R	100.4	3.0	[9.98]	[3.6]	[-0.27]	107.4	4.2	112.7	13.3	0.6 R	83.2	-6.6	...	...	177.4	4.1	128.4	7.5	126.8	5.6	126.8	5.6	126.8	5.6	
1984 Q1	...	...	97.7	3.4	103.5	2.9	[36.3]	[2.5]	108.5	2.8	...	...	...	...	...	109.5 R	7.0 R	113.2 R	8.3 R	0.8 R	81.7	1.5	...	...	178.7	4.3	133.5	[7.1]	129.0	5.9	129.0	5.9	129.0	5.9
1983 Nov	103.1 R	7.5 R	96.7 R	3.6 R	...	...	...	...	110.9	6.4	...	...	...	...	...	104.8	0.2	108.2	11.5	0.2	83.7	-8.0	...	...	177.5	3.9	127.4	7.1	126.8	5.7	126.8	5.7	126.8	5.7
1983 Dec	103.3 R	8.6 R	98.7	4.7	...	...	...	...	111.0	6.2	...	...	...	...	...	114.3	4.2	112.1	13.3	0.5	82.5	-6.6	...	...	178.0	4.4	131.6	7.2	127.3	5.6	127.3	5.6	127.3	5.6
1984 Jan	104.8	9.2	98.5 R	4.4 R	...	...	...	...	107.7	5.3	...	...	...	...	...	115.4 R	9.0 R	110.2 R	7.4 R	-0.1 R	81.9	-4.4	...	...	177.9	4.2	133.5	7.6	128.0 R	5.6	128.0 R	5.6	128.0 R	5.6
1984 Feb	105.0	9.4	96.7 R	3.8 R	...	...	...	...	109.5	4.4	...	...	...	...	...	111.3 R	7.0 R	117.9 R	8.3 R	0.0	81.0	0.0	...	...	178.8	4.2	134.2	6.7	128.8 R	5.7	128.8 R	5.7	128.8 R	5.7
1984 Mar	...	...	97.9	3.4 R	...	...	...	...	108.3	2.8	...	...	...	...	...	111.3 R	7.0 R	117.9 R	8.3 R	0.0	81.0	0.0	...	...	179.4	4.4	132.9	7.2	[130.2]	[5.9]	[130.2]	[5.9]	[130.2]	[5.9]
1984 Apr	...	...	98.3	4.0	...	...	...	...	112.2	3.7	...	...	...	...	...	104.4	7.6	122.9	12.2	[0.6]	79.9	3.5	...	...	178.8	4.1 R	[133.7]	[7.5]	[131.6]	[6.2]	[131.6]	[6.2]	[131.6]	[6.2]
1984 May	110.3	3.2	179.6	4.1	133.8	7.9	132.2	6.4	132.2	6.4	132.2	6.4		

Notes: * For each indicator two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
 † not seasonally adjusted.
 (1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
 (2) GDP at factor cost.
 (3) Gross domestic fixed capital formation.
 (4) All industries.
 (5) No percentages change series is given as this is not meaningful for series taking positive and negative values.
 (6) Averages of daily rates.
 (7) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further details, see Economic Trends 304, February 1979, p.80.
 (8) Annual and quarterly figures are averages of monthly indices.
 (9) Replaces Wholesale Price Index.

Publication dates of main economic indicators 1984

□ The three main economic indicators published by the Department will be released on the following dates at 11.30 am.:

Unemployment	Retail Prices Index	Average Earnings Index
Friday, June 1	Friday, June 15	Wednesday, June 20
Thursday, July 5	Friday, July 13	Wednesday, July 18

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

Unemployment: 0923 28500 ext. 403 or 349.
Retail Prices Index: 0923 28500 ext. 456 (Ansafone Service).
Average Earnings Index: 0923 28500 ext. 408 or 412.

EMPLOYMENT Working population 1.1

THOUSAND

Quarter	Employees in employment*			Self-employed persons (with or without employees)†		HM Forces‡	Employed labour force†		Unemployed**	Working population†	
	Male	Female	All	Basic series	Supplementary series*		Basic series†	Supplementary series†		Basic series†	Supplementary series†
A. UNITED KINGDOM											
Unadjusted for seasonal variation											
1979 Dec	13,472	9,772	23,244	1,957		319	25,520	1,261		26,781	
1980 Mar	13,325	9,629	22,953	1,984		321	25,258	1,376		26,634	
1980 June	13,306	9,666	22,972	2,011		323	25,306	1,513		26,819	
1980 Sep	13,180	9,569	22,749	2,037		332	25,118	1,891		27,009	
1980 Dec	12,919	9,490	22,409	2,064		334	24,807	2,100		26,907	
1981 Mar	12,656	9,301	21,957	2,091		334	24,382	2,334		26,716	
1981 June	12,547	9,324	21,871	2,118		334	24,323	2,395		26,718	
1981 Sep	12,496	9,303	21,799	[2,118]	[2,143]	335	24,252	2,749		27,001	
1981 Dec	12,297	9,271	21,568	[2,118]	[2,168]	332	24,018	2,764		26,782	27,026
1982 Mar	12,156	9,147	21,302	[2,118]	[2,193]	328	23,748	2,821		26,569	26,724
1982 June	12,115	9,183	21,298	[2,118]	[2,218]	324	23,740	2,770		26,510	26,730
1982 Sep	12,059	9,091	21,150	[2,118]	[2,243]	323	23,591	3,066		26,657	26,942
1982 Dec	11,892	9,064	20,956	[2,118]	[2,268]	321	23,395	3,097		26,492	26,842
1983 Mar	11,747	8,929	20,677	[2,118]	[2,293]	321	23,116	3,172		26,288	26,703
1983 June	11,750	9,051	20,801	[2,118]	[2,318]	322	23,241	2,984		26,225	26,705
1983 Sep	11,790	9,058	20,848	[2,118]	[2,343]	325	23,291	3,167		26,458	27,003
1983 Dec	11,710 R	9,119 R	20,828 R	[2,118]	[2,368]	325	23,271 R	3,079		26,350 R	26,960 R
Adjusted for seasonal variation											
1979 Dec	13,463	9,728	23,191	1,957		319	25,467			26,736	
1980 Mar	13,391	9,700	23,091	1,984		321	25,396			26,766	
1980 June	13,303	9,646	22,950	2,011		323	25,284			26,869	
1980 Sep	13,115	9,556	22,672	2,037		332	25,041			26,870	
1980 Dec	12,915	9,450	22,366	2,064		334	24,764			26,865	
1981 Mar	12,722	9,373	22,095	2,091		334	24,520			26,840	
1981 June	12,543	9,302	21,845	2,118		334	24,297			26,781	
1981 Sep	12,429	9,289	21,718	[2,118]	[2,143]	335	24,171			26,856	
1981 Dec	12,298	9,234	21,532	[2,118]	[2,168]	332	23,982			26,741	26,831
1982 Mar	12,220	9,219	21,439	[2,118]	[2,193]	328	23,885			26,687	26,842
1982 June	12,111	9,160	21,270	[2,118]	[2,218]	324	23,712			26,583	26,803
1982 Sep	11,989	9,075	21,064	[2,118]	[2,243]	323	23,505			26,505	26,790
1982 Dec	11,896	9,031	20,926	[2,118]	[2,268]	321	23,365			26,453	26,803
1983 Mar	11,810	9,001	20,812	[2,118]	[2,293]	321	23,251			26,401	26,816
1983 June	11,746	9,028	20,774	[2,118]	[2,318]	322	23,214			26,306	26,786
1983 Sep	11,720										

1.2 EMPLOYMENT

Employees in employment*: industry

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services		Production and construction		Production industries		Manufacturing industries		Service industries														
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments						
Divisions or Classes	0-9		1-5		1-4		2-4		6-9		01-03	11-14	15-17	21-24	25-26	32	33-34 37						
1971 June	21,648	21,640	9,867	9,882	8,699	8,717	7,910	7,927	11,361	11,334	421	400	388	822	436	1,125	1,018						
1972 June	21,650	21,644	9,592	9,607	8,390	8,408	7,640	7,657	11,641	11,614	416	383	366	787	424	1,048	983						
1973 June	22,182	22,182	9,692	9,707	8,414	8,432	7,693	7,710	12,069	12,042	421	368	353	789	426	1,040	1,000						
1974 June	22,297	22,297	9,675	9,690	8,442	8,460	7,737	7,754	12,217	12,190	404	352	354	782	438	1,053	1,035						
1975 June	22,213	22,213	9,297	9,312	8,081	8,099	7,365	7,382	12,524	12,497	388	356	360	753	429	1,042	964						
1976 June	22,048	22,028	9,054	9,069	7,841	7,859	7,131	7,148	12,604	12,577	382	350	360	716	421	1,012	917						
1977 June	22,126	22,113	9,067	9,082	7,890	7,908	7,183	7,200	12,679	12,652	378	353	355	728	428	1,012	932						
1978 June	22,274	22,259	9,024	9,037	7,853	7,870	7,147	7,163	12,877	12,848	373	358	348	707	431	1,025	934						
1979 June	22,639	22,620	9,041	9,052	7,825	7,839	7,113	7,127	13,239	13,205	359	356	356	683	427	1,011	946						
1979 Sep	22,728	22,658	9,069	9,033	7,843	7,816	7,129	7,102	13,277	13,260	383	355	359	682	428	1,015	951						
Dec	22,724	22,672	9,004	8,990	7,786	7,770	7,069	7,053	13,357	13,319	364	358	359	672	425	1,010	953						
1980 Mar	22,438	22,576	8,851	8,884	7,641	7,664	6,923	6,945	13,239	13,331	349	359	359	660	421	998	938						
June	22,458	22,436	8,737	8,746	7,520	7,533	6,804	6,816	13,370	13,331	352	357	360	637	414	986	931						
Sep	22,240	22,163	8,562	8,522	7,349	7,320	6,631	6,603	13,296	13,277	382	356	363	616	406	967	914						
Dec	21,910	21,866	8,302	8,293	7,132	7,121 R	6,420	6,408	13,249	13,216	358	352	361	582	395	937	892						
1981 Mar	21,466	21,603	8,059	8,092	6,928	6,949	6,222	6,243	13,057	13,151	349	347	358	558	386	909	871						
June	21,386	21,359	7,910	7,918	6,799	6,809	6,100	6,109	13,132	13,089	343	344	355	543	379	889	857						
Sep	21,314	21,233	7,842	7,800	6,753	6,722	6,057	6,028	13,101	13,080	371	341	355	534	377	889	851						
Oct			7,793	7,762	6,719	6,696	6,026	6,004				340	353	531	376	882	847						
Nov			7,736	7,717	6,677	6,661	5,987	5,971				338	352	527	372	877	840						
Dec	21,083	21,048	7,679	7,674	6,636	6,627	5,948	5,940	13,049	13,021	355	336	351	522	371	869	836						
	21,123	21,088	7,683	7,678	6,639	6,631	5,952	5,944	13,085	13,057													
1982 Jan			7,607	7,641	6,571	6,599	5,886	5,914				335	350	517	367	861	828						
Feb			7,583	7,618	6,554	6,579	5,872	5,897				334	348	517	369	857	824						
Mar	20,824	20,960	7,564	7,596	6,542	6,562	5,862	5,882	12,919	13,012	341	333	348	515	367	859	826						
	20,904	21,040	7,572	7,604	6,550	6,570	5,870	5,890	12,991	13,084													
April			7,523	7,559	6,500	6,525	5,822	5,846				331	347	513	364	852	821						
May			7,504	7,526	6,479	6,497	5,804	5,820				330	346	512	363	846	820						
June	20,825	20,797	7,478	7,486	6,451	6,461	5,778	5,786	13,002	12,957	345	329	344	509	363	838	815						
	20,945	20,917	7,490	7,498	6,463	6,473	5,790	5,798	13,110	13,065													
July			7,469	7,443	6,442	6,424	5,771	5,752				328	343	506	362	835	817						
Aug			7,449	7,408	6,423	6,392	5,752	5,721				327	344	501	358	831	818						
Sep	20,678	20,592	7,422	7,378	6,395	6,364	5,726	5,696	12,884	12,861	371	326	343	499	357	825	819						
	20,838	20,752	7,438	7,394	6,411	6,380	5,742	5,712	13,028	13,005													
Oct			7,379	7,348	6,359	6,337	5,693	5,671				325	342	492	356	818	814						
Nov			7,326	7,307	6,314	6,297	5,650	5,634				324	340	487	354	806	814						
Dec	20,486	20,456	7,279	7,277	6,273	6,268	5,612	5,607	12,845	12,820	362	323	339	484	350	801	811						
	20,686	20,656	7,299	7,297	6,293	6,288	5,632	5,627	13,025	13,000													
1983 Jan			7,203	7,238	6,206	6,235	5,546	5,576				322	338	479	344	790	804						
Feb			7,180	7,215	6,191	6,216	5,534	5,559				320	337	476	344	785	802						
Mar	20,211	20,346 R	7,154	7,185	6,174	6,193	5,519	5,538	12,718	12,811	339	319	336	474	346	780	800						
	20,451	20,586 R	7,178	7,209	6,198	6,217	5,543	5,562	12,934	13,027													
April			7,131	7,164	6,151	6,175	5,500	5,523				317	334	469	340	778	801						
May			7,110	7,131	6,131	6,148	5,484	5,499				315	333	467	341	768	798						
June	20,335	20,308	7,102	7,110	6,123	6,134	5,478	5,487	12,894	12,849	339	313	333	466	340	768	795						
	20,615	20,588	7,130	7,138	6,151	6,162	5,506	5,515	13,146	13,101													
July			7,118	7,093	6,135	6,119	5,491	5,474				311	333	464	341	764	799						
Aug			7,126	7,084	6,139	6,108	5,497	5,466				309	333	463	343	769	799						
Sep	20,382	20,294 R	7,109	7,065	6,118	6,086	5,478	5,448	12,906	12,882	366	307	333	463	340	762	798						
	20,702	20,614 R	7,141	7,097	6,150	6,118	5,510	5,480	13,194	13,170													
Oct			7,082	7,050	6,094	6,071	5,457	5,435				305	333	461	338	757	798						
Nov			7,077	7,057	6,093	6,076	5,459	5,443				303	332	460	338	757	797						
Dec	20,361 R	20,335 R	7,047	7,046	6,066	6,062	5,433	5,430	12,966 R	12,944 R	348	302	331	458	336	755	798						
	20,721 R	20,695 R	7,083	7,082	6,102	6,098	5,469	5,466	13,290 R	13,268 R													
1984 Jan			6,998	7,034	6,017	6,047	5,388	5,418				300	330	456	333	749	794						
Feb			6,986	7,022	6,005	6,031	5,378	5,404				298	329	455	333	746	793						
Mar			6,987	7,018	6,007	6,025	5,381	5,400				296	329	456	333	744	796						
			7,027	7,058	6,047	6,065	5,421	5,440															
April			6,975	7,008	5,995	6,018	5,371	5,394				[296]	[327]	457	333	743	792						

Estimates of employees in employment have been based on the final 1981 Census of Employment results. Quarterly supplementary series including an allowance for underestimation are shown in italics for major industry groupings.

EMPLOYMENT 1.2

Employees in employment*: industry

THOUSAND

SIC 1980	Motor vehicles and parts		Other transport equipment		Metal goods n.e.s.		Food, drink and tobacco		Textiles, leather, footwear and clothing		Timber, wooden furniture rubber, plastics, etc.		Paper products, printing and publishing		Construction		Wholesale distribution and repairs		Retail distribution		Hotels and catering		Transport		Postal services and telecommunications		Banking, finance, insurance		Public administration etc.†		Education		Medical and other health services: veterinary services		Other services †	
	35	36	31	41/42	43-45	46-48-49	47	50	61-63 67	64/65	66	71-77	79	81-85	91-92	93	95	94 96-98																		
1971 June	503	433	576	774	1,016	614	593	1,167	964	1,951	691	1,092	435	1,318	1,733	1,260	939	979																		
1972 June	489	412	549	761	992	618	576	1,202	983	1,983	733	1,069	434	1,345	1,790	1,315	976	1,013																		
1973 June	509	407	562	759	981	647	571	1,278	1,021	2,063	795	1,047	436	1,422	1,839	1,387	1,002	1,054																		
1974 June	496	411	565	771	952	648	586	1,232	1,023	2,048	808	1,031	434	1,473	1,865	1,450	1,028	1,057																		
1975 June	456	410	532	733	881	603	562	1,217	1,024	2,048	830	1,038	439	1,468	1,941	1,520	1,108	1,110																		
1976 June	447	404	505	721	846	602	539	1,212	1,014	2,023	854	1,012	422	1,472	1,939	1,567	1,137	1,163																		
1977 June	463	391	516	721	854	602	534	1,177	1,034	2,050	867	1,017	411	1,496	1,938	1,548	1,146	1,172																		
1978 June	470	388	520	714	824	598	538	1,171	1,061	2,061	887	1,036	406	1,548	1,947	1,554	1,167	1,209																		
1979 June	433	432	516	715	809	595	547	1,216	1,102	2,133	938	1,039	413	1,638	1,947	1,591	1,186	1,251																		
Sep	434	432	515	725	799	597	551	1,225	1,117	2,149	940	1,046	421	1,676	1,928	1,547	1,188	1,264																		
Dec	430	425	511	723	780	587	552	1,218	1,130	2,212	893	1,042	423	1,694	1,911	1,601	1,197	1,255																		
1980 Mar	422	415																																		

1.3 EMPLOYMENT Employees in employment*: index of production and construction industries

GREAT BRITAIN SIC 1980	Division class or group	THOUSAND											
		April 1983			Feb 1984			Mar 1984			[April 1984]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Production and construction industries	1-5	5,356.6	1,774.0	7,130.6	5,226.2	1,759.7	6,985.9	5,221.2	1,766.2	6,987.5	5,215.1	1,760.2	6,975.2
Production industries	1-4	4,493.4	1,657.8	6,151.2	4,361.9	1,643.5	6,005.4	4,356.9	1,650.0	6,006.9	4,350.7	1,644.0	5,994.7
All manufacturing industries	2-4	3,927.7	1,572.1	5,499.8	3,819.4	1,558.9	5,378.3	3,815.9	1,565.4	5,381.3	3,811.2	1,599.7	5,370.9
Energy and water supply	1	565.7	85.7	651.4	542.4	84.6	627.1	541.0	84.6	625.7	539.5	84.3	623.9
Coal extraction and solid fuels	111	247.4	11.4	258.8	226.4	11.4	237.8	224.8	11.4	236.2	224.8	11.4	236.2
Electricity	161	126.6	29.4	156.0	123.8	29.1	152.9	123.8	29.1	152.9	122.8	28.9	151.7
Gas	162	74.4	25.2	99.6	72.1	24.5	96.6	72.1	24.5	96.6	71.7	24.4	96.1
Water supply	170	52.3	9.9	62.2	53.3	9.7	63.0	53.7	9.7	63.4	53.6	9.8	63.4
Other mineral and ore extraction and processing	2	638.5	170.8	809.4	618.7	169.3	788.0	620.0	169.3	789.3	621.1	169.0	790.1
Metal manufacturing	22	198.9	27.1	226.0	186.7	25.7	212.4	186.3	25.6	211.9	187.3	25.4	212.6
Iron and steel	221	92.3	7.8	100.1	86.4	7.2	93.6	86.3	7.1	93.4	86.0	7.0	93.0
Steel tubes, drawing, cold rolling and forming	222/223	49.2	8.9	58.0	45.6	8.3	53.9	45.5	8.4	53.9	46.6	8.2	54.8
Non-ferrous metals	224	57.4	10.5	67.9	54.6	10.2	64.9	54.5	10.1	64.7	54.7	10.2	64.9
Extraction of metals, ores and minerals n.e.s.	21/23	37.3	3.9	41.3	37.3	3.9	41.3	37.3	3.9	41.3	37.3	3.9	41.3
Non-metallic mineral products	24	159.4	42.7	202.1	156.8	44.5	201.4	158.4	44.4	202.8	158.3	44.4	202.7
Building products of concrete, cement etc	243	34.6	5.1	39.7	35.4	5.3	40.7	35.8	5.1	40.9	35.7	5.1	40.9
Chemical industry	25	276.5	102.1	378.6	271.0	100.2	371.2	271.6	100.3	371.9	272.0	100.7	372.6
Basic industrial chemicals	251	100.0	19.8	119.8	97.3	19.5	116.8	97.0	19.5	116.5	97.0	19.4	116.4
Pharmaceutical products	257	44.6	35.3	79.8	45.0	34.8	79.8	44.8	34.8	79.5	44.7	34.6	79.3
Soap and toilet preparations	258	19.4	16.6	36.0	18.4	16.0	34.4	18.6	16.2	34.8	18.6	16.1	34.6
Metal goods, engineering and vehicles	3	2,050.0	531.7	2,581.7	1,985.1	523.1	2,508.2	1,979.5	526.6	2,506.1	1,974.8	523.9	2,498.7
Metal goods n.e.s.	31	283.1	86.3	369.4	278.4	83.7	362.1	279.0	83.7	362.6	279.5	82.7	362.2
Foundries	311	61.5	8.6	70.1	60.0	8.1	68.2	59.3	8.3	67.6	58.8	7.8	66.6
Bolts, nuts, springs etc	313	34.8	11.8	46.5	32.3	11.1	43.4	33.3	11.2	44.5	32.8	11.7	44.5
Hand tools and finished metal goods	316	150.7	57.2	207.9	149.9	55.7	205.6	150.5	55.5	206.0	151.0	54.8	205.9
Mechanical engineering	32	658.9	119.5	778.3	629.6	116.5	746.1	626.2	117.4	743.6	626.3	116.6	742.9
Industrial plant and steelwork	320	67.2	8.3	75.5	63.0	8.2	71.3	62.7	8.4	71.0	60.9	8.1	69.0
Machinery for agriculture, food, chemical industries etc	321/324	67.7	10.8	78.5	66.5	11.9	78.3	66.5	12.0	78.5	68.9	11.3	80.2
Metal working machine tools etc	322	64.4	13.5	77.8	62.2	12.3	74.5	61.9	12.7	74.6	61.7	12.2	73.9
Mining machinery, construction equipment etc	325	77.5	9.9	87.4	70.0	9.8	79.8	69.3	9.7	79.0	69.5	9.8	79.3
Mechanical power transmission equipment	326	25.9	5.2	31.1	23.0	4.5	27.4	22.9	4.4	27.3	22.9	4.4	27.4
Other machinery and mechanical equipment	328	305.9	57.7	363.6	295.4	55.4	350.8	293.6	55.8	349.3	292.7	56.4	349.2
Office machinery and data processing equipment	33	55.1	18.7	73.8	51.3	16.9	68.2	51.1	17.6	68.7	50.9	17.5	68.4
Electrical and electronic equipment	34	419.1	203.2	622.3	416.5	204.3	620.8	416.3	205.9	622.2	414.5	204.9	619.4
Basic electrical equipment	342	88.5	26.6	115.0	84.7	26.3	111.0	84.6	26.2	110.8	84.3	26.2	110.5
Industrial equipment, batteries etc	343	61.5	29.0	90.6	60.6	28.1	88.7	61.1	28.4	89.5	60.9	27.9	88.9
Telecommunications equipment	344	131.2	62.1	193.3	130.9	62.2	193.1	130.7	62.4	193.1	129.7	61.8	191.4
Other electronic equipment	345	68.3	52.6	120.9	70.5	55.3	125.8	70.3	55.4	125.8	70.5	55.7	126.3
Domestic-type electric appliances	346	27.7	13.3	41.0	28.9	13.9	42.9	28.8	14.1	43.0	28.3	14.1	42.4
Motor vehicles and parts	35	272.6	34.8	307.4	263.0	34.5	297.5	263.0	34.6	297.5	261.8	34.7	296.5
Motor vehicles and engines	351	100.0	9.2	109.2	97.1	9.2	106.3	96.9	9.2	106.1	97.1	9.2	106.3
Parts	353	119.3	21.2	140.5	115.7	21.2	136.9	115.6	21.4	136.9	115.2	21.4	136.6
Other transport equipment	36	290.7	34.8	325.5	276.3	33.2	309.4	273.5	33.1	306.6	271.9	33.2	305.1
Shipbuilding and repairing	361	105.6	9.1	114.8	99.4	8.6	108.0	96.2	8.6	104.8	95.4	8.8	104.2
Railway and tramway vehicles	362	35.2	1.7	36.9	32.0	1.6	33.6	32.4	1.5	33.9	31.3	1.5	32.8
Aerospace equipment	364	142.7	21.4	164.1	138.0	20.6	158.6	138.2	20.6	158.8	138.3	20.6	158.9
Instrument engineering	37	70.6	34.4	105.0	70.1	34.0	104.1	70.4	34.4	104.8	69.8	34.3	104.2
Other manufacturing industries	4	1,239.2	869.6	2,108.8	1,215.6	866.5	2,082.1	1,216.4	869.5	2,085.8	1,215.3	866.8	2,082.1
Food drink and tobacco	41/42	366.1	243.5	609.6	352.3	238.1	590.3	352.1	239.5	591.6	351.3	238.1	589.4
Slaughtering, meat, meat products and organic oils and fats	411/412	60.6	39.6	100.2	59.0	40.1	99.2	58.7	38.7	97.4	58.8	38.1	96.9
Milk and milk products	413	30.7	10.6	41.3	31.0	10.7	41.8	31.1	10.6	41.7	31.3	10.9	42.2
Fruit and vegetable processing	414	16.5	16.5	33.0	16.7	16.8	33.5	16.5	16.5	33.0	16.2	15.9	32.1
Grain milling, starch, bread, biscuits and flour confectionery	416/418/419	77.4	64.7	142.1	72.9	63.1	136.1	74.0	64.7	138.7	75.1	65.8	141.0
Cocoa, chocolate, sugar confectionery etc	421	30.6	30.8	61.4	29.6	29.8	59.3	30.2	30.9	61.1	29.7	30.7	60.5
Animal feeding stuffs and miscellaneous foods	422/423	45.4	32.5	77.9	42.7	30.9	73.6	42.6	31.3	73.9	42.0	30.6	72.7
Spirit distilling, wines, brewing and malting	424/426/427	61.9	19.9	81.7	59.2	18.7	77.9	58.7	18.8	77.6	59.2	18.7	77.8
Textiles	43	127.9	122.9	250.8	128.2	124.0	252.2	128.0	122.4	250.4	128.2	123.1	251.3
Woolen and worsted	431	27.6	18.8	46.4	27.1	18.3	45.4	27.1	18.2	45.3	27.0	18.4	45.4
Cotton and silk	432	23.4	17.0	40.4	24.8	17.6	42.4	25.4	17.4	42.8	25.1	18.0	43.1
Hosiery and other knitted goods	436	26.2	61.8	88.0	26.6	62.8	89.4	26.2	62.1	88.3	26.5	62.3	88.8
Textile finishing etc	433/434/435/437	25.3	9.6	34.9	24.7	9.5	34.2	24.3	9.6	33.9	24.6	9.7	34.2
Footwear and clothing	45	76.0	213.3	289.3	75.8	219.4	295.2	75.6	220.5	296.0	75.5	220.2	295.7
Footwear	451	24.2	28.3	52.4	24.2	29.1	53.3	24.4	29.4	53.8	24.8	30.0	54.8
Clothing, hats and gloves and fur goods	453/456	40.5	168.7	209.1	40.5	172.1	212.6	40.3	173.2	213.5	39.6	172.3	211.9
Timber and wooden furniture	46	164.1	39.3	203.4	164.5	40.0	204.5	165.5	40.4	205.9	166.0	40.0	206.0
Wood, sawmilling, planing etc, semi-manufacture, builders carpentry and joinery	461/462/463	60.7	9.5	70.2	61.0	9.9	70.9	60.8	9.9	70.7	60.7	9.8	70.4
Wooden and upholstered furniture etc	467	83.9	21.8	105.7	83.1	21.3	104.4	84.1	21.8	105.9	85.2	21.6	106.8
Paper, paper products, printing and publishing	47	323.2	153.6	476.8	314.2	151.0	465.2	313.7	151.0	464.7	312.1	150.2	462.2
Pulp, paper and board	471	31.8	6.5	38.3	31.0	6.6	37.6	30.3	6.7	37.0	30.0	6.7	36.7
Conversion of paper and board	472	65.6	38.5	104.2	63.8	37.6	101.4	63.3	37.4	100.9	63.0	37.0	100.0
Printing and publishing	475	225.8	108.6	334.3	219.4	106.7	326						

1.4 EMPLOYMENT Employees in employment*: March 1984

THOUSAND

GREAT BRITAIN	Division Class or Group	Mar 1983			Dec 1983			Mar 1984			THOUSAND		
		Male	Female	All	Male	Female	All	Male	Female	All			
												All	Part-time
SIC 1980													
Food, drink and tobacco	41/42	368.9	245.0	86.5	613.9	361.9	248.4	88.9	610.3	352.1	239.5	86.9	581.6
Meat and meat products, organic oils and fats	411/412	60.6	39.7	11.1	100.3	59.5	40.4	11.4	99.9	58.7	38.7	10.5	97.4
Milk and milk products	413	31.0	10.6	3.0	41.6	31.1	10.8	2.6	41.9	31.1	10.6	2.8	41.7
Fruit and vegetable processing	414	15.5	16.7	5.6	33.2	17.2	17.8	5.0	35.0	16.5	16.5	5.2	33.0
Fish processing	415	5.0	8.2	3.9	13.2	4.7	8.4	3.9	13.1	4.6	8.6	3.8	13.2
Bread, biscuits and flour confectionery	419	69.3	63.3	31.7	132.6	67.2	66.1	34.5	133.3	65.2	62.9	34.0	128.1
Sugar and sugar by-products	420	6.7	2.0	0.4	8.7	8.2	2.3	0.4	10.4	6.3	1.9	0.4	8.2
Cocoa, chocolate, sugar confectionery etc	421	30.6	31.3	14.5	62.0	30.3	31.3	14.5	61.7	30.2	30.9	14.6	61.1
Animal feeding stuffs and miscellaneous food	416/418/422/423	54.8	34.2	10.3	89.0	52.3	33.9	10.3	86.2	51.4	33.1	10.1	84.4
Spirit distilling and compounding	424	14.7	8.5	0.8	23.2	13.9	8.1	0.7	22.0	13.4	8.0	0.7	21.4
Brewing and malting, cider and perry	426/427	48.1	11.7	2.0	59.8	46.7	11.1	2.3	57.7	45.4	10.8	2.0	56.2
Soft drinks	428	16.5	6.3	1.6	22.9	16.9	6.8	1.9	23.7	16.1	6.4	1.6	22.5
Tobacco	429	15.0	12.4	1.6	27.4	14.0	11.5	1.4	25.5	13.4	11.1	1.3	24.5
Textiles	43	129.1	123.7	22.6	252.8	129.1	124.5	23.4	253.6	128.0	122.4	23.3	250.4
Woolen and worsted	431	27.7	19.2	4.1	46.9	27.1	18.7	4.6	45.9	27.1	18.2	4.2	45.3
Cotton and silk	432	23.6	17.0	3.0	40.7	24.9	17.7	3.1	42.5	25.4	17.4	3.2	42.7
Hosiery and other knitted goods	436	26.5	61.9	10.9	88.4	26.8	62.8	11.3	89.5	26.2	62.1	11.0	88.3
Textile finishing	437	21.8	7.8	1.3	29.6	21.5	7.9	1.4	29.4	20.7	7.8	1.8	28.5
Carpets etc	438	12.7	5.6	0.8	18.3	12.4	5.5	0.7	17.9	12.3	5.4	0.7	17.7
Other textiles	433,434,435/439	16.8	12.2	2.5	29.0	16.4	12.0	2.3	28.4	16.3	11.5	2.4	27.8
Leather and leather goods	44	15.2	10.8	3.0	26.0	15.8	10.7	3.1	26.5	15.8	10.5	2.9	26.3
Footwear and clothing	45	75.4	214.2	37.9	289.6	75.5	219.4	37.8	294.9	75.6	220.5	37.6	296.0
Footwear	451	24.0	28.6	3.9	52.6	24.5	29.5	3.4	54.0	24.4	29.4	3.1	53.8
Clothing, hats, gloves and fur goods	453,456	40.1	168.1	28.3	208.2	40.7	172.3	28.3	213.0	40.3	173.2	27.6	213.5
Household textiles etc	455	11.4	17.5	5.7	28.9	10.4	17.5	6.1	27.9	10.9	17.9	6.9	28.8
Timber and wooden furniture	46	164.8	39.4	11.2	204.2	165.9	40.8	12.4	206.7	165.5	40.4	12.2	205.9
Saw-milling, planing, semi-finished wood products	461/462	25.7	3.7	1.3	29.4	26.8	3.8	1.5	30.5	26.9	3.7	1.7	30.5
Builders carpentry and joinery	463	33.9	5.5	1.9	39.4	34.5	6.3	2.4	40.8	33.9	6.2	2.3	40.1
Articles of wood, cork etc	464/465/466	20.4	8.3	2.2	28.7	20.5	8.8	2.6	29.3	20.6	8.8	2.5	29.4
Wooden and upholstered furniture etc	467	84.8	21.9	5.8	106.7	84.1	22.0	5.9	106.1	84.1	21.8	5.7	105.9
Paper, printing and publishing	47	323.3	154.5	36.3	477.8	315.0	151.5	36.2	466.5	313.7	151.0	35.9	464.7
Pulp, paper and board	471	32.4	6.6	1.2	39.0	30.7	6.5	1.1	37.3	30.3	6.7	1.3	37.0
Conversion of paper and board	472	65.5	38.7	8.1	104.1	64.1	37.9	7.5	102.0	63.5	37.4	7.4	100.9
Printing and publishing	475	225.4	109.2	27.0	334.7	220.1	107.1	27.5	327.2	220.0	106.8	27.2	326.8
Rubber and plastics	48	126.6	49.6	12.5	176.2	126.5	49.6	11.6	176.1	126.7	49.4	11.8	176.1
Rubber products, tyre repair etc	481,482	51.2	15.5	2.8	66.7	49.8	15.0	2.9	64.7	49.6	14.8	2.8	64.4
Processing of plastics	483	75.5	34.1	9.8	109.5	76.7	34.7	8.7	111.4	77.1	34.6	9.0	111.7
Other manufacturing	49	39.2	37.0	8.7	76.2	39.0	35.9	8.9	74.8	39.0	35.8	8.1	74.8
Jewellery and coins	491	9.3	5.5	1.8	14.8	8.7	5.8	1.9	14.5	8.5	5.6	1.7	14.1
Photo/cinematographic processing	493	6.5	7.5	2.0	14.1	5.7	7.0	1.4	12.7	6.5	7.0	1.5	13.4
Toys and sports goods	494	11.1	13.6	3.0	24.7	12.1	13.6	4.0	25.6	11.8	13.7	3.4	25.5
Other manufacturing nes	492,495	12.2	10.4	1.8	22.7	12.5	9.5	1.6	22.0	12.2	9.5	1.5	21.7
Construction	5	863.8	116.2	49.2	979.9	864.4	116.2	49.2	980.5	864.4	116.2	49.2	980.5
Construction and repair of buildings, demolition work	500/501	486.6	62.8	27.7	549.3	481.5	62.8	27.7	544.2	481.5	62.8	27.7	544.2
Civil engineering	502	155.8	21.5	5.6	177.3	155.3	21.5	5.6	176.8	155.3	21.5	5.6	176.8
Installation of fixtures and fittings	503	139.9	21.1	10.2	161.0	143.8	21.1	10.2	164.9	143.8	21.1	10.2	164.9
Building completion	504	81.5	10.8	5.7	92.3	83.8	10.8	5.7	94.6	83.8	10.8	5.7	94.6
Distribution, hotels, catering, repairs	6	1,775.4	2,071.1	1,181.7	3,846.5	1,841.1	2,191.9	1,309.2	4,033.0	1,822.0	2,117.5	1,260.3	3,939.5
Wholesale distribution	61	577.5	263.2	83.2	840.7	586.0	265.4	84.4	851.5	585.9	263.7	85.9	849.6
Agricultural and textile raw materials etc	611	21.1	8.5	3.1	29.7	20.2	8.1	3.1	28.3	20.3	8.1	3.2	28.4
Fuels, ores, metals etc	612	75.0	24.3	6.3	99.3	75.1	24.3	6.0	99.4	77.1	24.5	6.6	101.7
Timber and building materials	613	91.7	28.8	9.0	120.5	93.0	28.7	9.4	121.7	95.4	29.1	9.5	124.5
Machinery, industrial equipment, vehicles	614	97.6	36.4	9.5	133.9	100.3	37.0	8.4	137.3	98.0	37.4	8.8	135.4
Household goods, hardware, ironmongery	615	32.7	18.3	5.7	51.0	33.6	18.7	5.8	52.3	33.5	18.5	5.7	52.0
Textiles, clothing, footwear etc	616	19.5	17.7	5.7	37.2	20.0	18.0	4.8	38.0	19.9	17.5	5.5	37.5
Food, drink and tobacco	617	160.4	74.3	27.2	234.6	162.9	74.4	27.8	237.3	160.6	73.0	28.2	233.5
Pharmaceutical and medical goods	618	15.0	13.7	3.4	28.7	15.2	14.7	3.9	29.9	14.6	13.8	3.8	29.4
Other wholesale distribution	619	64.5	41.2	13.4	105.8	65.7	41.6	15.2	107.3	66.6	41.8	14.6	108.3
Dealing in scrap and waste materials	62	15.1	3.0	1.4	18.1	15.7	3.0	1.9	18.7	16.0	3.1	2.0	19.1
Commission agents	63	10.7	6.7	2.6	17.4	10.7	6.2	2.3	16.9	10.5	6.2	2.3	16.7
Retail distribution	64/65	741.3	1,209.7	682.2	1,951.0	774.6	1,301.1	770.3	2,075.7	763.2	1,239.0	730.5	2,002.2
Food	641	199.5	344.2	217.2	543.8	209.1	365.4	244.6	574.5	207.1	354.9	236.0	561.9
Confectioners, tobacconists etc	642	48.3	101.5	71.9	149.8	50.8	104.0	74.2	154.8	51.5	100.8	72.3	152.4
Dispensing and other chemists	643	16.3	102.8	43.3	119.9	17.4	113.5	48.1	130.9	16.8	103.8	44.3	120.6
Clothing	645	32.4	112.0	62.9	144.4	34.4	121.9	72.2	156.3	33.5	115.8	68.6	149.3
Footwear and leather goods	646	9.8	46.5	29.8	56.2	11.2	54.4	38.3	65.6	10.1	51.0	35.9	61.1
Furnishing fabrics etc	647	11.6	10.9	6.5	22.5	10.8	11.7	6.9	22.5	10.8	12.0	7.7	22.9
Household goods, hardware, ironmongery	648	91.5	77.1	42.7	168.6	95.7	82.4	47.6	178.0	94.5	83.0	47.9	177.5
Motor vehicles and parts	651	136.9	41.5	15.2	178.3	140.4	42.7	15.7	183.2	140.1	42.8	15.5	182.9
Filling stations	652	53.2	22.9	10.3	76.1	52.7	25.3	14.4	78.0	51.9	25.2	14.1	77.1
Books, stationery, office supplies	653	25.0	39.6	25.9	64.6	26.8	42.4	26.6	69.2	26.3	40.2	25.8	66.5
Other specialised distribution	654	41.5	53.6	23.3	95.2	45.4	59.4	29.9	104.8	45.4	54.7	27.0	100.1
Mixed retail businesses	656	75.3	257.2	133.2	332.5	80.0	277.9	152.1	357.9	75.1	254.7	135.4	329.8
Hotels and catering	66	280.3	548.3	395.2	828.6	302.5	575.0	432.9	877.5	295.8	563.6	421.9	859.5
Restaurants, snack bars, cafes etc	661	59.5	96.9	65.8	156.4	64.1	108.7	77.8	172.8	62.7	106.9	75.7	169.6
Public houses and bars	662	60.8	155.0	136.2	215.8	68.3	157.6	142.3	225.9	65.8	153.3	137.2	219.2
Night clubs and licensed clubs	663	51.1	82.7	71.7	133.8	55.6	85.7	75.9	141.2	53.8	85.8	77.3	139.6
Canteens and messes	664	25.4	81.1	47.7	106.5	28.5	80.0	49.2	108.5	28.9	80.5	49.7	109.4
Hotel trade	665	74.5	124.8	69.2	199.3	77.6	136.8	84.3	214.4	75.8	129.2	78.0	205.0
Other tourist etc accommodation	667	9.0	7.8	4.6	16.9	8.3	6.2	3.4	14.5	8.8	7.8	4.0	16.6
Repair of consumer goods and vehicles	67	150.5	40.										

1.7 EMPLOYMENT Manpower in the local authorities

TABLE A England-	Sep 11, 1982			Dec 11, 1982			[Mar 12, 1983]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Service									
Education—Lecturers and teachers	483,195	90,822	506,640	483,291	150,575	513,309	485,293	150,836	516,217
—Others	173,637	426,977	358,386	172,643	437,400	362,459	172,666	442,838	364,850
Construction	108,110	471	108,317	107,564	468	107,771	107,993	479	108,205
Transport	18,277	358	18,434	17,835	363	17,994	17,861	333	18,007
Social Services	130,753	163,446	199,608	131,073	165,317	200,735	132,575	165,844	202,488
Public libraries and museums	23,160	16,173	31,135	23,086	15,939	30,954	23,132	16,300	31,184
Recreation, parks and baths	64,468	19,833	73,043	60,829	19,091	69,093	60,873	19,071	69,149
Environmental health	19,517	1,575	20,193	19,080	1,516	19,733	19,090	1,518	19,744
Refuse collection and disposal	43,026	321	43,164	41,586	325	41,725	41,294	311	41,427
Housing	44,410	12,678	50,002	45,256	12,876	50,933	46,204	12,911	51,896
Town and country planning	19,415	569	19,706	19,368	576	19,663	19,408	584	19,707
Fire Service—Regular	33,764	3	33,766	33,895	4	33,897	33,836	2	33,837
—Others (a)	4,013	1,944	4,846	4,028	1,951	4,865	4,027	1,946	4,863
Miscellaneous services	213,824	41,818	232,143	213,750	41,609	231,969	214,668	41,509	232,859
All above	1,379,569	776,988	1,699,383	1,373,284	848,010	1,705,100	1,378,920	854,482	1,714,433
Police service—Police (all ranks)	114,206	—	114,206	114,324	—	114,324	114,559	—	114,559
—Others (b)	37,976	6,356	40,719	38,247	6,360	40,992	38,307	6,283	41,018
Probation, magistrates' courts and agency staff	16,970	4,927	19,375	17,148	4,932	19,560	17,248	5,107	19,746
All (excluding special employment and training measures)	1,548,721	788,271	1,873,684	1,543,003	859,302	1,879,976	1,549,034	865,872	1,889,756

TABLE B Wales	Sep 11, 1982			Dec 11, 1982			[Mar 12, 1983]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Service									
Education—Lecturers and teachers	32,038	2,796	32,684	31,984	5,182	32,893	32,079	5,190	33,031
—Others	10,345	26,469	21,486	10,491	27,575	22,163	10,566	27,886	22,390
Construction	8,846	10	8,850	8,962	9	8,966	8,928	10	8,932
Transport	1,853	33	1,867	1,808	35	1,823	1,795	38	1,811
Social Services	8,142	9,707	12,188	8,148	9,928	12,285	8,430	9,953	12,578
Public libraries and museums	1,126	782	1,509	1,129	780	1,510	1,129	809	1,523
Recreation, parks and baths	4,650	1,748	5,393	4,240	1,711	4,968	4,209	1,671	4,921
Environmental health	1,170	240	1,269	1,142	248	1,245	1,139	239	1,238
Refuse collection and disposal	2,078	6	2,080	2,008	6	2,010	2,026	8	2,029
Housing	1,811	516	2,047	1,786	525	2,026	1,796	509	2,029
Town and country planning	1,384	26	1,396	1,399	25	1,411	1,404	24	1,415
Fire Service—Regular	1,790	1	1,791	1,798	—	1,798	1,796	—	1,796
—Others (a)	244	127	297	243	130	297	253	148	315
Miscellaneous services	18,989	3,429	20,436	18,811	3,386	20,241	18,838	3,411	20,279
All above	94,466	45,890	113,293	93,949	49,540	113,636	94,388	49,896	114,287
Police service—Police (all ranks)	6,385	—	6,385	6,384	—	6,384	6,387	—	6,387
—Others (b)	1,657	333	1,801	1,708	332	1,851	1,704	342	1,852
Probation, magistrates' courts and agency staff	1,004	223	1,107	1,015	218	1,116	1,019	223	1,124
All (excluding special employment and training measures)	103,512	46,446	122,586	103,056	50,090	122,987	103,498	50,461	123,650

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

EMPLOYMENT 1.7 Manpower in the local authorities

TABLE A England (continued)	[June 11, 1983]			[Sep 10, 1983]			[Dec 10, 1983]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Service									
Education—Lecturers and teachers	485,440	137,931	514,933	479,454	92,532	503,698	480,386	156,431	511,659
—Others	171,416	439,281	362,105	170,999	426,488	355,795	171,070	438,370	361,479
Construction	106,940	474	107,151	107,048	522	107,281	106,490	518	106,721
Transport	18,127	337	18,275	18,329	338	18,478	17,731	336	17,879
Social Services	132,932	166,483	203,145	134,262	167,529	204,935	134,494	170,461	206,447
Public libraries and museums	23,202	16,442	31,318	23,459	16,627	31,668	23,308	16,516	31,473
Recreation, parks and baths	65,299	20,657	74,253	65,596	20,889	74,651	61,356	19,939	70,025
Environmental health	19,474	1,533	20,134	19,707	1,530	20,367	19,192	1,492	19,838
Refuse collection and disposal	40,252	319	40,389	40,600	310	40,732	39,544	299	39,672
Housing	46,990	12,886	52,677	47,635	12,970	53,365	48,260	13,042	54,017
Town and country planning	19,464	562	19,753	19,528	528	19,800	19,563	541	19,843
Fire Service—Regular	33,973	2	33,974	34,094	2	34,095	34,138	2	34,139
—Others (a)	4,003	1,928	4,831	4,015	1,916	4,838	4,041	1,909	4,860
Miscellaneous services	215,672	41,798	234,017	217,575	41,562	235,802	217,238	41,067	235,246
All above	1,383,184	840,533	1,716,955	1,382,301	783,743	1,705,506	1,376,811	860,923	1,713,298
Police service—Police (all ranks)	114,660	—	114,660	115,122	—	115,122	114,852	—	114,852
—Others (b)	38,394	6,232	41,084	38,376	6,159	41,035	38,682	6,123	41,325
Probation, magistrates' courts and agency staff	17,335	5,019	19,785	17,520	5,115	20,014	17,551	5,077	20,032
All (excluding special employment and training measures)	1,553,573	851,784	1,892,484	1,553,319	795,017	1,881,676	1,547,896	872,123	1,889,507

TABLE B Wales (continued)	[June 11, 1983]			[Sep 10, 1983]			[Dec 10, 1983]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Service									
Education—Lecturers and teachers	31,827	4,364	32,688	31,925	3,369	32,662	32,114	5,227	33,055
—Others	10,679	27,310	22,232	10,576	26,930	21,937	10,668	28,074	22,574
Construction	8,753	12	8,758	8,667	11	8,672	8,436	15	8,443
Transport	1,802	38	1,818	1,803	35	1,818	1,800	31	1,813
Social Services	8,522	10,095	12,728	8,660	10,265	12,948	8,498	10,659	12,950
Public libraries and museums	1,149	809	1,545	1,154	822	1,557	1,127	792	1,516
Recreation, parks and baths	4,742	1,883	5,543	4,657	1,817	5,435	4,202	1,603	4,889
Environmental health	1,187	241	1,286	1,180	251	1,283	1,157	231	1,252
Refuse collection and disposal	1,990	9	1,994	1,974	11	1,979	1,907	11	1,912
Housing	1,800	515	2,036	1,857	503	2,090	1,863	492	2,089
Town and country planning	1,413	26	1,425	1,417	27	1,431	1,427	28	1,441
Fire Service—Regular	1,786	—	1,786	1,791	—	1,791	1,803	—	1,803
—Others (a)	256	148	318	257	154	321	255	150	317
Miscellaneous services	19,011	3,481	20,480	18,941	3,426	20,388	18,569	3,419	20,013
All above	94,917	48,931	114,637	94,859	47,621	114,312	93,826	50,732	114,067
Police service—Police (all ranks)	6,390	—	6,390	6,388	—	6,388	6,368	—	6,368
—Others (b)	1,705	342	1,853	1,725	340	1,872	1,742	342	1,890
Probation, magistrates' courts and agency staff	1,024	244	1,137	1,038	243	1,152	1,048	248	1,165
All (excluding special employment and training measures)	104,036	49,517	124,017	104,010	48,204	123,724	102,984	51,322	123,490

1.7 EMPLOYMENT Manpower in the local authorities

Service	Sep 11, 1982			Dec 11, 1982			Mar 12, 1983		
	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	60,098	3,667	61,565	60,242	4,663	62,107	60,395	4,988	62,390
—Others (e)	24,335	36,046	40,969	23,661	37,161	40,829	22,936	38,061	40,571
Construction	19,009	70	19,041	20,207	153	20,278	19,967	66	19,998
Transport	8,350	73	8,384	8,308	72	8,341	8,222	72	8,256
Social Services	20,304	21,988	30,424	20,013	22,004	30,147	19,754	22,413	30,064
Public libraries and museums	3,112	1,479	3,887	3,034	1,471	3,806	3,045	1,473	3,811
Recreation, leisure and tourism	12,449	2,690	13,710	11,178	2,409	12,309	11,155	2,460	12,307
Environmental health	2,205	544	2,452	2,142	427	2,337	2,172	389	2,349
Cleansing	9,975	202	10,066	9,631	194	9,719	9,546	209	9,641
Housing	4,784	416	4,984	4,778	406	4,973	4,852	393	5,040
Physical planning	1,583	21	1,594	1,554	17	1,563	1,570	20	1,581
Fire Service—Regular	4,486	—	4,486	4,479	—	4,479	4,501	—	4,501
—Others (a)	503	107	552	511	107	560	460	157	531
Miscellaneous services	32,695	3,018	34,151	31,381	2,901	32,782	31,652	2,929	33,056
All above	203,888	70,321	236,265	201,119	71,985	234,230	200,227	73,630	234,096
Police service—Police (all ranks)	13,183	—	13,183	13,185	—	13,185	13,201	—	13,201
—Others (b)	3,333	2,480	4,455	3,330	2,451	4,439	3,323	2,443	4,426
Administration of District Courts	92	12	98	93	11	99	96	10	101
All (excluding special employment and training measures)	220,496	72,813	254,001	217,727	74,447	251,953	216,847	76,083	251,824

Service	June 11, 1983			Sep 10, 1983			Dec 10, 1983		
	Full-time	Part-time	FT (f)* equivalent	Full-time	Part-time	FT (f)* equivalent	Full-time	Part-time	FT (f)* equivalent
Education—Lecturers and teachers (d)	60,085	4,785	61,999	59,410	4,022	61,019	59,734	4,789	61,650
—Others (e)	22,576	37,812	40,126	22,392	37,864	39,968	22,412	38,605	40,332
Construction	19,626	67	19,658	19,080	77	19,116	18,960	69	18,992
Transport	8,173	77	8,209	8,190	78	8,227	8,151	75	8,187
Social Services	20,177	22,031	30,314	19,256	23,347	30,010	20,036	23,899	31,060
Public libraries and museums	3,083	1,480	3,854	3,167	1,511	3,953	3,091	1,552	3,899
Recreation, leisure and tourism	12,356	2,763	13,642	12,471	2,690	13,721	11,183	2,367	12,286
Environmental health	2,233	483	2,453	2,248	492	2,471	2,189	406	2,374
Cleansing	9,786	208	9,880	9,832	198	9,922	9,454	185	9,538
Housing	5,057	395	5,245	5,202	414	5,401	5,233	383	5,416
Physical planning	1,646	63	1,680	1,648	74	1,687	1,627	60	1,660
Fire Service—Regular	4,507	—	4,507	4,499	—	4,499	4,501	—	4,501
—Others (a)	464	157	535	466	152	535	468	153	538
Miscellaneous services	31,674	3,015	33,125	32,553	3,053	34,025	32,549	3,026	34,007
All above	201,443	73,336	235,227	200,414	73,972	234,554	199,588	75,569	234,440
Police service—Police (all ranks)	13,174	—	13,174	13,176	—	13,176	13,200	—	13,200
—Others (b)	3,334	2,446	4,438	3,361	2,428	4,457	3,293	2,437	4,394
Administration of District Courts	99	10	104	100	10	105	105	11	111
All (excluding special employment and training measures)	218,050	75,792	252,943	217,051	76,410	252,292	216,186	78,017	252,145

Notes: (d) Includes only those part-time staff employed in vocation FE.
(e) Includes school-crossing patrols.
(f) Based on the following factors to convert part-time employees to approximate full-time equivalents; lecturers and teachers 0.40; non-manual staff excluding Police, Teachers and Firemen 0.59; * (0.58); 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.

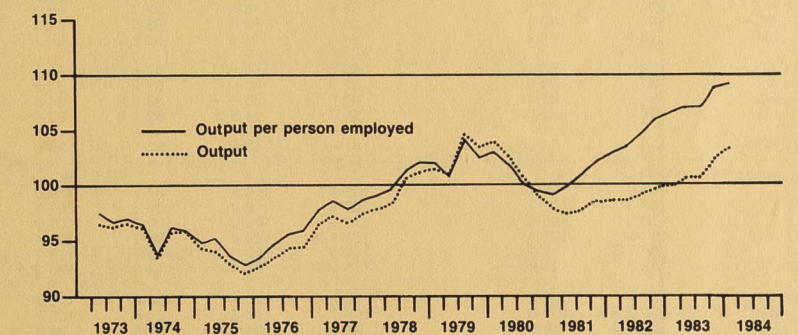
EMPLOYMENT 1.8 Indices † of output, employment and productivity

seasonally adjusted (1980 = 100)

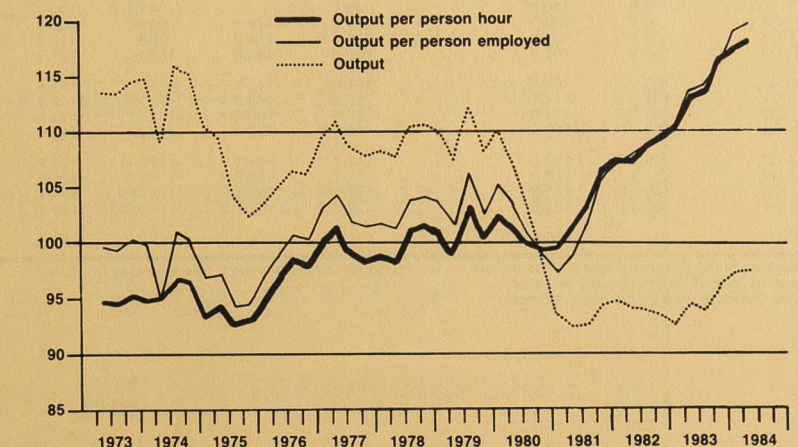
UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1978	100.4	99.4	101.1	103.1	104.8	98.4	109.6	106.1	103.4	100.8
1979	103.3	100.7	102.6	107.0	104.2	102.7	109.4	105.3	103.9	101.3
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	98.0	96.6	101.5	96.3	91.5	105.4	93.6	91.0	103.0	104.3
1982	99.4	94.9	104.7	98.0	86.7	113.2	93.7	86.1	108.9	109.0
1983	101.8 R	94.3	108.0 R	100.9	82.8	121.9	95.5	82.4	116.0	115.3
1978 Q1	98.4	98.9	99.5	100.3	105.1	95.5	108.0	106.4	101.5	98.8
Q2	100.5	99.2	101.3	103.3	104.8	98.6	110.3	106.2	104.0	101.4
Q3	101.3	99.5	101.8	104.2	104.6	99.6	110.3	106.0	104.1	101.6
Q4	101.6	100.0	101.7	104.6	104.6	100.0	109.9	105.9	103.8	101.2
1979 Q1	101.0	100.3	100.8	104.6	104.5	100.1	107.3	105.7	101.6	99.0
Q2	104.8	100.6	104.2	109.3	104.4	104.7	112.2	105.6	106.3	103.5
Q3	103.4	100.9	102.5	106.9	104.2	102.6	108.0	105.4	102.5	100.4
Q4	103.9	101.1	102.8	107.3	103.7	103.5	110.0	104.7	105.1	102.5
1980 Q1	102.7	101.0	101.7	105.1	102.8	102.3	106.8	103.5	103.3	101.2
Q2	100.7	100.6	100.2	101.3	101.4	100.0	102.3	101.6	100.7	99.9
Q3	98.9	99.8	99.1	97.8	99.2	98.6	97.4	98.9	98.5	99.2
Q4	97.7	98.7	99.0	95.7	96.6	99.1	93.5	95.9	97.5	99.7
1981 Q1	97.4	97.7	99.8	94.9	94.2	100.8	92.4	93.5	98.9	101.5
Q2	97.6	96.8	100.8	95.5	92.1	103.7	92.7	91.5	101.3	103.0
Q3	98.5	96.2	102.4	96.9	90.5	107.1	94.6	90.0	105.2	105.8
Q4	98.5	95.8	102.9	98.0	89.3	109.8	94.9	88.9	106.8	107.1
1982 Q1	98.5	95.5	103.2	97.0	88.3	109.9	94.3	87.9	107.4	107.4
Q2	99.3	95.2	104.3	98.3	87.3	112.6	94.1	86.8	108.6	108.6
Q3	99.7	94.7	105.3	98.6	86.1	114.6	93.5	85.5	109.5	109.7
Q4	100.0	94.3	106.1	98.2	84.9	115.6	92.9	84.3	110.2	110.2
1983 Q1	100.6	94.1	106.9	99.5	83.8	118.8	94.5	83.2	113.6	113.3
Q2	100.7	94.1	107.1	99.5	83.0	119.9	94.1	82.5	114.1	113.8
Q3	102.4 R	94.2	108.8 R	101.6	82.4	123.3	96.1	82.0	117.2	116.5
Q4	103.3 R	94.6	109.2 R	102.9	82.0	125.6	97.2	81.7	119.0	117.5
1984 Q1	103.5	—	—	102.8	81.6	126.0	97.4	81.4	119.7	118.1

‡ Gross domestic product for whole economy.
* Estimates of the employed labour force include an allowance for underestimation. See footnotes on table 1-1.

Output and productivity
Whole economy



Manufacturing industries (SIC 1980)



Seasonally adjusted
(1980 = 100)

1.8 EMPLOYMENT

Indices of output† employment and output per person employed

1980 = 100

Class	Whole economy	Total production industries	Manufacturing industries							Construction	
			Total manufacturing	Metals	Other minerals and mineral products	Chemicals and man-made fibres	Engineering and allied industries	Food, drink and tobacco	Textiles, clothing & leather		Other manufacturing
		DIV 1-4	DIV 2-4	21-22	23-24	25-26	31-37	41-42	43-45	46-49	DIV 5
Output‡											
1978	100.4	103.1	109.6	126.8	114.2	108.5	109.6	99.4	119.4	109.2	105.0
1979	103.3	107.0	109.4	132.1	111.8	111.2	107.2	100.9	117.9	111.7	105.6
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	98.0	96.3	93.6	107.0	89.5	99.8	91.1	97.8	91.5	93.2	89.9
1982	99.4 R	98.0	93.7	105.2	95.0	99.9	92.2	98.9	88.4	89.5	91.6
1983	101.8	100.9 R	95.5 R	104.4 R	94.4 R	106.3 R	93.6 R	100.5 R	90.1 R	91.2 R	95.3
1980 Q1	102.7	105.1	106.8	81.7	110.0	111.4	108.0	101.3	108.9	108.6	105.0
Q2	100.7	101.3	102.3	116.2	104.3	101.8	102.5	99.6	103.2	100.4	101.6
Q3	98.9	97.8	97.4	104.6	95.7	93.4	97.4	99.6	97.3	97.3	100.5
Q4	97.7	95.7	93.5	97.5	90.0	93.4	92.1	99.5	90.6	93.7	92.9
1981 Q1	97.4 R	94.9	92.4	100.3	88.7	97.1	89.3	98.6	90.3	93.7	92.5
Q2	97.6 R	95.5	92.7	104.9	87.9	98.8	89.9	96.5	91.1	93.1	89.6
Q3	98.5	96.9	94.6	108.1	90.4	102.6	92.5	97.5	91.6	93.4	90.9
Q4	98.5 R	98.0	94.9	114.5	90.9	100.9	92.6	98.6	92.9	92.7	86.8
1982 Q1	98.5	97.0	94.3	111.8	91.7	100.1	93.4	98.4	89.5	89.8	89.2
Q2	99.3 R	98.3	94.1	109.9	94.2	100.1	92.7	99.0	88.8	89.7	90.1
Q3	99.7	98.6	93.5	103.6	97.5	100.0	91.7	99.3	88.1	89.3	92.6
Q4	100.0 R	98.2	92.9	95.7	96.6	99.4	91.3	99.1	87.3	89.1	94.3
1983 Q1	100.6 R	99.5	94.5 R	99.9 R	92.7	103.7 R	93.2 R	99.7 R	88.8 R	90.5	93.9
Q2	100.7	99.5	94.1	104.0 R	91.0 R	105.7	92.2 R	98.5	88.8 R	90.2 R	91.4
Q3	102.4 R	101.6 R	96.1 R	105.2 R	97.2	108.5 R	93.9 R	101.4 R	90.4 R	91.3 R	97.8 R
Q4	103.3	102.9 R	97.2 R	108.3 R	96.8 R	107.5 R	95.1 R	102.3 R	92.4 R	93.0 R	98.1
1984 Q1	103.5	102.8	97.4	112.6	95.0	112.7	95.2	100.7	90.6	92.5	—
Employed labour force*		R				R	R	R	R	R	
1978	99.4	104.8	106.1	115.4	106.1	104.4	104.9	101.6	115.2	104.3	95.3
1979	100.7	104.2	105.4	110.4	105.5	104.0	104.4	101.7	112.0	104.0	99.0
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	96.6	91.5	91.0	82.6	91.3	92.3	90.8	95.0	87.0	94.4	94.7
1982	94.9	86.7	86.1	74.8	86.1	88.0	85.7	91.7	80.8	90.5	90.8
1983	94.3	82.8	82.4	66.5	82.3	84.3	81.9	88.7	76.8	88.1	89.6
1980 Q1	101.0	102.8	103.5	107.1	101.9	102.7	103.0	101.8	106.4	102.5	100.4
Q2	100.6	101.4	101.6 R	103.0	99.8	101.2	101.7	100.9	102.6	101.1	100.5
Q3	99.8	99.2	98.9 R	97.7	99.2	99.2	99.2	99.3	97.9	99.2	100.1
Q4	98.7	96.6	95.9	92.2	99.0	96.9	96.1	98.0	93.1	97.2	99.0
1981 Q1	97.7	94.2	93.5	87.2	93.9	94.6	93.9	96.8	90.2	96.1	97.5
Q2	96.8	92.1	91.5	83.6	91.1	92.6	91.6	95.4	87.8	94.9	95.6
Q3	96.2	90.5	90.0	80.8	90.6	91.4	89.6	94.5	85.8	93.7	93.7
Q4	95.8	89.3	88.9	78.6	89.5	90.4	88.2	93.4	84.2	92.8	91.9
1982 Q1	95.5	88.3	87.9	77.7	87.6	89.6	87.4	92.9	82.9	91.8	91.1
Q2	95.2	87.3	86.8	76.2	87.3	88.8	86.4	92.4	81.6	90.7	91.0
Q3	94.7	86.1	85.5	73.8	85.8	87.4	85.2	91.4	80.0	90.1	90.7
Q4	94.3	84.9	84.3	71.4	83.8	86.1	83.9	90.2	78.6	89.3	90.4
1983 Q1	94.1	83.8	83.2	69.0 R	82.8 R	85.2	82.8	89.7	77.6	88.5	90.0
Q2	94.1	83.0	82.5	67.4 R	81.9 R	84.5	82.1	88.9	76.5	88.3	89.4 R
Q3	94.2	82.4	82.0	65.4	82.2 R	84.0	81.4	88.3	76.4	87.9	89.3
Q4	94.6	82.0	81.7	64.3 R	82.1 R	83.6	81.1	88.0	76.5	87.6	89.6
1984 Q1	—	81.6	81.4	63.5	82.1	83.3	80.8	87.5	76.1	87.5	—
Output per person employed*		R				R	R	R	R	R	
1978	101.1	98.4	103.4	109.5	107.7	104.0	104.7	97.8	103.8	104.8	110.2
1979	102.6	102.7	103.9	119.2	106.1	107.1	102.8	99.3	105.4	107.5	106.8
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	101.5	105.4	103.1 R	129.4	98.1	108.4	100.5	102.9	105.3	98.9	95.0
1982	104.7	113.2	108.9	140.0	110.4	113.7	107.7	107.9	109.6	99.0	100.9
1983	108.0	121.9	116.0 R	156.4 R	114.9 R	126.3	114.5	113.2	117.5	103.7	106.4
1980 Q1	101.7	102.3	103.3	75.9	108.0	108.6	104.9	99.5	102.4	106.1	104.6
Q2	100.2 R	100.0	100.7	112.3	104.5	100.7	100.9	98.7	100.7	99.4	101.1
Q3	99.1 R	98.6	98.5	106.5	96.5	94.2	98.3	100.3	99.5	98.1	100.5
Q4	99.0	99.1	97.5	105.3	90.9	96.2	95.9	101.5	97.4	96.5	93.9
1981 Q1	99.8	100.8	98.9	114.5	94.5	102.7	95.2	101.8	100.2	97.5	94.9
Q2	100.8	103.7	101.3	124.9	96.6	106.8	98.3	101.1	103.8	98.2	93.7
Q3	102.4	107.1	105.2 R	133.2	99.8	112.3	103.3	103.2	106.8	99.7	97.1
Q4	102.9	109.8	106.8	145.0	101.6	111.7	105.1	105.6	110.4	100.0	94.4
1982 Q1	103.2	109.9	107.4	143.2	104.7	111.8	106.9	105.9	108.0	97.9	98.0
Q2	104.3 R	112.6	108.6 R	143.6	107.9	112.8	107.4	107.1	108.9	99.0	99.0
Q3	105.3 R	114.6	109.5	139.7	113.6	114.5	107.7	108.6	110.2	99.2	102.1
Q4	106.1 R	115.6	110.2 R	133.4	115.3	115.5	108.9	109.9	111.2	99.8	104.4
1983 Q1	106.9 R	118.8	113.6 R	144.1 R	112.0 R	121.8	112.6	111.1	114.6	102.3	104.3
Q2	107.1	119.9	114.1	153.6 R	111.2	125.2	112.4	110.7	116.2	102.2	102.2
Q3	108.8 R	123.3	117.2 R	160.1 R	118.3 R	129.7	115.4	114.8	118.4	103.9	109.5 R
Q4	109.2	125.6	119.0 R	167.7 R	117.9 R	128.8	117.4	116.2	120.9	106.2	109.5
1984 Q1	—	126.0	119.7	176.5	115.7	135.5	117.9	115.0	119.2	105.7	—

* Estimates of the employed labour force include an allowance for underestimation. See footnotes on table 1-1.

† 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)	France	Germany (FR) (2)	Italy (2)	Japan (2) (5)	Netherlands (7)	Norway (2) (5)	Spain (5) (8)	Sweden (2)	Switzerland (2)	United States (2)	Indices: 1980 = 100
CIVILIAN EMPLOYMENT																
Years																
1980	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
1981	96.0	102.0	100.7	97.8	102.8	99.2	99.2	100.4	100.8	99.8	100.9	97.1	99.8	101.3	101.1	101.1
1982	93.7	102.1	103.9	..	99.4	99.3	97.4	100.0	101.8	..	101.7	96.6	99.7	100.6	100.2	100.2
1983	92.8	100.6	..	..	100.2	..	95.6	100.0	103.6	..	102.2	96.0	99.8	99.2	101.5	101.5
Quarters																
1980 Q1	99.5	99.0	100.1	..	99.4	..	99.9	99.1	99.4	..	99.6	102.6	99.9	99.1	100.6	100.6
Q2	99.1	99.7	100.3	..	99.4	..	100.0	99.7	99.8	..	99.4	101.3	100.5	99.8	99.7	99.7
Q3	98.1	100.4	99.0	..	99.9	..	100.1	100.5	100.5	..	99.9	100.9	100.1	100.3	99.6	99.6
Q4	97.0	100.9	100.6	..	101.3	99.8	100.0	100.6	100.4	..	101.0	100.0	99.9	100.0	100.2	100.2
1981 Q1	96.0	101.4	100.4	..	102.6	..	99.7	101.1	100.6	..	101.8	98.8	100.4	100.8	101.0	101.0
Q2	95.1	102.0	100.5	..	103.1	..	99.4	100.2	100.6	..	100.3	98.0	99.3	101.1	101.6	101.6
Q3	94.6	102.1	100.9	..	103.0	..	99.1	99.9	100.9	..	100.9	97.9	100.1	101.5	101.2	101.2
Q4	94.1	102.2	100.9	..	102.5	98.8	98.5	100.2	101.2	..	100.8	97.1	99.4	101.2	100.7	100.7
1982 Q1	94.0	102.7	104.3	..	101.3	..	98.0	100.1	101.6	..	101.5	96.8	99.5	101.0	100.4	100.4
Q2	93.6	102.4	103.5	..	99.9	..	97.7	100.6	101.6	..	102.4	96.8	99.7	100.6	100.5	100.5
Q3	93.1	102.0	104.1	..	98.6	..	97.3	99.6	101.7	..	101.7	96.7	99.8	100.0	100.2	100.2
Q4	92.8	101.4	103.7	..	98.0	99.4	96.6	99.6	102.6	..	101.2	96.6	99.8	100.0	99.7	99.7
1983 Q1	92.6	100.4	102.3	..	98.5	..	95.8	99.8	103.4	..	100.5	95.6	99.8	99.6	99.9	99.9
Q2	92.7	100.1	102.8	..	99.9	..	95.6	100.2	103.4	..	102.6	96.2	99.8	99.1	100.7	100.7
Q3	92.9	100.2	103.0	..	101.1	..	95.6	99.9	103.7	..	102.7	96.4	99.8	98.9	102.2	102.2
Q4	93.4 R	101.8	..	..	101.5	..	95.5	100.1	103.8	..	103.2	96.0	99.9	99.2	103.2	103.2
CIVILIAN EMPLOYMENT																
Thousand																
1980	25,218	6,242	3,071	3,751	10,708	21,051	25,771	20,551	55,360	4,932	1,914	11,254	4,235	3,016	99,303	99,303
1981	24,214	6,364	3,091	3,669	11,006	20,950	25,566	20,623	55,810	4,922	1,932	10,931	4,225	3,054	100,397	100,397
1982	23,637	6,376	3,189	..	10,644	20,984	25,100	20,542	56,380	..	1,946	10,876	4,219	3,033	99,526	99,526
1983	23,398	6,281	..	..	10,734	..	24,649	20,557	57,330	..	1,957	10,805	4,224	2,992	100,834	100,834
Civilian employment: proportions by sector																
Per cent																
1982 Agriculture†	2.7	6.6	10.0**	3.0*	5.5	8.3**	5.6	12.4	9.3	5.0*	7.5	18.0	5.4	7.1	3.5	3.5
Industry††	33.6	28.5	39.9**	33.4*	29.5	34.6**	42.0	36.0	34.8	30.2*	28.1	33.5	29.9	37.5	28.0	28.0
Services	63.7	64.9	50.0**	63.6*	69.0	57.2**	52.4	51.6	56.0	64.8*	64.3	48.4	64.7	55.4	68.5	68.5
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
Manufacturing																
Per cent																
1972	32.9	25.5	29.7	31.9	21.8	28.1	36.8	..	27.0	..	23.8	25.1	27.1	35.5	24.3	24.3
1973	32.3	25.6	..	31.8	22.0	28.3	36.7	..	27.4	..	23.5	25.6	27.5	35.0	24.8	24.8
1974	32.4	25.2	30.2	31.5	21.7	28.4	36.4	..	27.2	..	23.6	25.8	28.3	34.8	24.2	24.2
1975	30.9	23.4	30.1	30.1	20.2	27.9	35.6	..	25.8	25.0	24.1	26.7	28.0	33.7	22.7	22.7
1976	30.2	23.5	29.6	29.1	20.3	27.4	35.1	..	25.5	23.8	23.2	24.0	26.9	32.8	22.8	22.8
1977	30.3	23.1	29.8	28.1	19.6	27.1	35.1	27.5	25.1	23.2	22.4	24.1	25.9	32.7	22.7	22.7
1978	30.0	21.8	29.7	27.0	19.6	26.6	34.8	27.1	24.5	23.0	21.3	24.1	24.9	32.6	22.7	22.7
1979	29.5	20.2	29.5	25.9	20.0	26.1	34.5	26.7	24.3	22.3	20.5	23.7	24.5	32.3	22.7	22.7
1980	28.4	19.8	29.5	25.4	19.8	25.8	34.3	26.7	24.7	21.6	20.3	26.5	24.2	32.2	22.1	22.1
1981	..	19.4	29.7	24.7	19.4	25.1	33.6	26.1	24.8	21.1	20.2	25.7	23.3	32.0	21.7	21.7

Main Source: OECD—Labour Force Statistics.

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

- [7] Data in terms of man-years.
 [8] Annual data relate to the 4th quarter.
 * 1981
 ** 1982.
 † Including hunting, forestry and fishing.
 †† 'Industry' includes manufacturing, construction, mining and quarrying, electricity, gas and water.
 — Break in series

1.11 EMPLOYMENT

Overtime and short-time operatives in manufacturing industries *

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Operatives (Thou)	Percent- age 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 over-time	Actual (million)	Season- ally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percent- age of all operatives	Hours lost (Thou)	Average per operative on short-time
1978	1,806	34.8	8.6	15.61		5	200	32	358	11.0	38	0.7	558	15.1
1979	1,744	34.2	8.7	15.07		8	320	42	460	10.6	51	1.0	781	15.0
1980	1,422	29.5	8.3	11.76		21	823	258	3,183	12.1	279	5.9	4,006	14.3
1981	1,137	26.6	8.2	9.37		16	621	320	3,720	11.4	335	7.8	4,352	12.6
1982	1,198	29.8	8.3	9.98		8	320	134	1,438	10.7	142	3.5	1,789	12.4
1983	1,209	31.5	8.5	10.30		6	244	71	741	10.2	77	2.0	985	12.9
Week ended														
1980 April 19	1,554	31.7	8.3	12.89	12.75	14	534	146	1,609	11.0	160	3.3	2,143	13.4
May 17	1,559	31.8	8.3	12.98	12.69	17	664	157	1,726	11.0	173	3.5	2,389	13.8
June 14	1,533	31.4	8.3	12.73	12.54	14	557	196	2,265	11.6	210	4.3	2,822	13.5
July 12	1,393	28.7	8.5	11.79	11.43	11	443	215	2,563	11.9	227	4.7	3,010	13.3
Aug 16	1,193	24.9	8.4	10.01	11.02	20	788	250	3,069	12.3	270	5.6	3,856	14.3
Sep 13	1,231	25.9	8.2	10.13	10.29	34	1,334	344	4,177	12.1	378	8.0	5,512	14.6
Oct 11	1,195	26.0	8.1	9.66	9.55	39	1,550	441	5,831	13.2	480	10.4	7,381	15.4
Nov 15	1,171	25.8	8.1	9.43	9.01	27	1,079	515	6,528	12.7	542	12.0	7,607	14.0
Dec 13	1,183	26.3	7.9	9.36	8.66	33	1,311	482	6,304	13.1	515	11.4	7,615	14.8
1981 Jan 17	1,016	23.0	7.7	7.86	9.05	42	1,668	568	7,009	12.4	610	13.7	8,678	14.2
Feb 14	1,076	24.5	7.9	8.55	8.61	31	1,205	566	6,995	12.4	596	13.6	8,200	13.8
Mar 14	1,075	24.7	8.1	8.68	8.48	20	766	504	6,179	12.3	524	12.0	6,965	13.3
April 11	1,126	26.1	8.3	9.34	9.32	19	740	429	5,085	11.9	447	10.3	5,825	13.0
May 16	1,126	26.2	8.0	9.11	8.82	18	718	345	3,903	11.4	363	8.4	4,621	12.7
June 13	1,156	27.1	8.1	9.42	9.15	10	398	299	3,347	11.2	309	7.2	3,744	12.1
July 11	1,134	26.6	8.3	9.51	9.22	9	371	208	2,342	11.3	218	5.1	2,713	12.5
Aug 15	1,062	24.9	8.7	9.18	10.03	9	338	194	2,083	10.7	203	4.8	2,421	11.9
Sep 12	1,150	27.6	8.5	9.74	9.86	9	364	194	2,060	10.6	203	4.9	2,424	11.9
Oct 10	1,192	28.3	8.5	10.02	9.88	8	301	185	1,989	10.7	193	4.5	2,335	11.8
Nov 14	1,266	30.2	8.2	10.41	10.03	8	272	191	2,005	10.6	197	4.7	2,368	11.4
Dec 12	1,265	30.3	8.4	10.61	10.02	7	285	153	1,643	10.8	160	3.8	1,928	12.1
1982 Jan 16	1,106	26.8	8.1	8.99	10.14	8	304	167	1,904	11.5	174	4.2	2,300	12.6
Feb 13	1,219	29.5	8.4	10.29	10.32	14	556	163	1,741	10.6	177	4.3	2,343	13.0
Mar 20	1,265	30.7	8.2	10.41	10.25	11	439	156	1,663	10.6	167	4.1	2,102	12.6
April 24	1,203	29.4	8.1	9.79	9.85	7	296	145	1,568	10.8	153	3.7	1,864	12.3
May 22	1,238	30.5	8.5	10.55	10.23	8	300	130	1,388	10.6	138	3.4	1,688	12.2
June 19	1,243	30.7	8.4	10.50	10.22	6	220	123	1,342	10.9	128	3.2	1,562	12.2
July 17	1,195	29.6	8.5	10.12	9.89	5	182	89	912	10.2	93	2.3	1,094	11.7
Aug 14	1,094	27.2	8.4	9.26	9.96	6	219	97	1,024	10.5	103	2.5	1,243	12.0
Sep 11	1,167	29.5	8.3	9.66	9.75	7	289	109	1,159	10.6	116	2.9	1,448	12.4
Oct 16	1,228	31.3	8.2	10.11	9.89	9	376	129	1,425	11.2	139	3.5	1,801	13.0
Nov 13	1,207	31.3	8.3	9.97	9.64	9	359	154	1,690	11.0	163	4.1	2,048	12.5
Dec 11	1,209	31.2	8.4	10.13	9.66	7	294	140	1,443	10.3	147	3.8	1,737	11.8
1983 Jan 15	1,068	28.2	7.8	8.35	9.45	6	242	139	1,488	10.8	145	3.8	1,731	11.9
Feb 12	1,147	30.2	8.2	9.49	9.51	11	434	127	1,378	10.9	138	3.7	1,812	13.2
Mar 12	1,189	31.3	8.2	9.80	9.68	6	238	119	1,260	10.6	125	3.3	1,498	12.0
April 16	1,139	30.0	8.1	9.34	9.45	9	365	96	1,048	11.0	105	2.8	1,414	13.5
May 14	1,234	32.7	8.3	10.28	9.94	6	256	77	774	10.1	83	2.2	1,030	12.3
June 11	1,168	30.9	8.4	9.85	9.60	7	297	69	714	10.4	76	2.0	1,011	13.3
July 16	1,201	31.4	8.7	10.47	10.29	7	267	44	477	10.9	51	1.3	743	15.1
Aug 13	1,122	29.0	8.8	9.88	10.51	4	142	38	368	9.8	41	1.1	510	12.6
Sep 10	1,238	31.9	8.9	10.98	11.03	5	199	39	372	9.6	44	1.1	571	13.0
Oct 15	1,326	33.7	8.9	11.74	11.45	4	152	36	325	9.0	40	0.9	477	12.0
Nov 12	1,345	34.5	8.7	11.68	11.38	5	180	37	341	9.2	42	1.1	521	12.5
Dec 10	1,327	34.5	8.9	11.78	11.36	4	161	35	341	9.9	39	1.0	502	13.0
1984 Jan 14	1,185	31.1	8.4	9.89	10.97	6	245	42	493	11.9	48	1.3	738	15.5
Feb 11	1,305	34.3	8.7	11.24	11.25	8	306	44	437	9.9	51	1.4	742	14.5
Mar 10	1,294	34.0	8.7	11.21	11.11	4	174	47	528	11.2	52	1.4	702	13.6
April 14	1,309	34.5	8.7	11.33	11.47	4	146	43	386	8.9	41	1.3	531	11.4

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

EMPLOYMENT 1.12

Hours of work—Operatives: manufacturing industries

Seasonally adjusted
1980 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manu- facturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food, drink, tobacco	All manu- facturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes	21-49			43-45	41, 42	21-49			43-45	41, 42
1976	113.2	113.7	112.1	125.7	111.3	103.0	103.2	106.9	104.2	100.6
1977	114.2	115.6	114.7	125.7	109.6	103.8	103.8	107.1	104.4	101.1
1978	112.6	113.5	115.0	122.8	106.1	103.5	106.1	106.0	104.4	101.1
1979	110.4	110.2	114.0	119.7	104.5	103.4	103.3	106.6	104.2	101.4
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	89.1	89.2	86.8	89.5	93.8	98.7	98.9	98.9	101.5	99.1
1982	84.2	84.0	80.9	85.8	90.0	100.5	100.9	100.9	103.9	99.6
1983	81.8	81.9	76.5	86.5	88.0	101.5	102.0	103.1	105.5	100.2
Week ended										
1979 Dec 8	109.3	110.0	114.8	115.2	104.6	103.5	104.2	108.2	103.4	101.2
1980 Jan 12	108.6					103.3				
Feb 16	107.4					102.9				
Mar 18	105.5	106.7	108.7	109.2	102.4	102.1	102.9	104.4	102.0	100.5
April 19	104.1					101.5				
May 17	102.9					101.2				
June 14	101.8	103.8	104.7	103.2	101.4	100.7	101.5	102.3	100.4	100.4
July 12	99.8					99.8				
Aug 16	98.1					99.3				
Sep 13	95.9	97.5	96.8	96.0	98.7	98.3	98.9	98.7	98.9	99.7
Oct 11	93.4					97.3				
Nov 15	92.1					96.9				
Dec 13	91.2	92.1	89.7	91.8	97.6	96.8	96.8	94.8	98.6	99.3
1981 Jan 17	90.3					96.7				
Feb 14	89.5					96.5				
Mar 14	89.3	89.8	87.8	89.7	96.0	96.8	96.5	95.6	98.9	98.9
April 11	89.6					97.8				
May 16	89.2					98.1				
June 13	89.0	89.2	87.0	89.5	94.4	98.6	98.2	98.2	101.4	98.7
July 11	89.0					99.1				
Aug 15	89.5					99.8				
Sep 12	89.2	90.2	87.0	89.8	92.7	100.2	100.5	100.6	102.5	99.0
Oct 10	88.9					100.3				
Nov 14	88.1					100.0				
Dec 12	87.4	87.6	85.2	88.8	92.2	100.2	100.3	101.0	103.2	99.6
1982 Jan 16	87.0					100.3				
Feb 13	86.8					100.6				
Mar 20	86.3	87.1	84.1	87.8	91.3	100.7	101.1	101.8	103.4	99.5
April 24	85.4					100.3				
May 22	85.1					100.5				
June 19	84.3	84.4	80.7	85.6	90.9	100.6	100.7	100.7	103.5	99.5
July 17	83.5					100.3				
Aug 14	83.1					100.4				
Sep 11	82.6	82.6	80.1	84.8	89.6	100.4	100.6	100.4	104.1	99.5
Oct 16	82.8					100.7				
Nov 13	82.2					100.7				
Dec 11	81.9	81.8	78.8	84.8	8					

2.1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE										
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		UNITED KINGDOM
	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers †	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	
Number						Per cent	Change since previous month					Average change over 3 months ended
1978	1,382.9	5.7	83.9	1,299.1	5.5						Annual averages
1979	1,295.7	5.3	68.3	1,227.3	5.1						
1980	1,664.9	6.8	104.1	1,560.8	6.4						
1981	2,520.4	10.4 R	100.6	2,419.8	9.9 R						
1982	2,916.9	12.1 R	123.5	2,793.4	11.5 R						
1983††	3,104.7	12.9 R	134.9	2,969.7	12.3 R						
1979	May 10	1,218.9	5.0	29.3	1,189.6	1,253.5	5.1	0.1	-13.4		1979
	June 14	1,234.5	5.1	114.8	1,119.7	1,232.7	5.1	-20.8	-18.9		May 10
	July 12	1,347.3	5.5	186.4	1,160.9	1,227.0	5.0	-5.7	-8.8		June 14
	Aug 9	1,344.9	5.5	158.2	1,186.7	1,213.9	5.0	-13.1	-13.2		July 12
	Sep 13	1,292.3	5.3	96.7	1,195.6	1,211.8	5.0	-2.1	-7.0		Aug 9
	Oct 11†	1,267.5	5.2	56.5	1,211.0	1,222.3	5.0	10.5	-1.6		Sep 13
	Nov 8	1,258.7	5.2	39.8	1,219.0	1,215.8	5.0	-6.5	0.6		Oct 11†
	Dec 6	1,260.9	5.2	30.5	1,230.4	1,224.2	5.0	8.4	4.1		Nov 8
1980	Jan 10	1,373.7	5.6	34.6	1,339.1	1,249.4	5.1	25.2	9.0		Dec 6
	Feb 14	1,388.6	5.7	28.2	1,360.3	1,289.7	5.3	40.3	24.6		Jan 10
	Mar 13	1,375.6	5.6	22.7	1,353.0	1,321.2	5.4	31.5	32.3		Feb 14
	Apr 10	1,418.1	5.8	39.3	1,378.8	1,367.5	5.6	46.3	39.4		Mar 13
	May 8	1,404.4	5.8	36.3	1,368.1	1,413.5	5.8	46.0	41.3		Apr 10
	June 12	1,513.0	6.2	142.8	1,370.1	1,468.8	6.0	55.3	49.2		May 8
	July 10	1,736.5	7.1	251.0	1,485.6	1,535.2	6.3	66.4	55.9		June 12
	Aug 14	1,846.1	7.6	227.4	1,618.8	1,631.3	6.7	96.1	72.6		July 10
	Sep 11	1,890.6	7.8	176.7	1,714.0	1,713.1	7.0	81.8	81.4		Aug 14
	Oct 9	1,916.4	7.9	121.9	1,794.5	1,806.7	7.4	93.6	90.5		Sep 11
	Nov 13	2,016.0	8.3	91.5	1,924.5	1,918.9	7.9	112.2	95.9		Oct 9
	Dec 11	2,099.9	8.6	77.1	2,022.8	2,014.4	8.3	95.5	100.4		Nov 13
1981	Jan 15	2,271.1	9.4	80.5	2,190.6	2,094.0	8.6 R	79.6	95.8		Dec 11
	Feb 12	2,312.4	9.5 R	8.9	2,243.5	2,166.0	8.9 R	72.0	82.4		Jan 15
	Mar 12	2,333.5	9.6 R	58.1	2,275.4	2,238.1	9.2 R	72.1	74.6		Feb 12
	Apr 9	2,372.7	9.8	53.3	2,319.4	2,301.1	9.5	63.0	69.0		Mar 12
	May 14	2,407.4	9.9 R	82.7	2,324.7	2,368.0	9.8	66.9	67.3		Apr 9
	June 11	2,395.2	9.9	77.5	2,317.7	2,417.4	10.0	49.4	59.8		May 14
	July 9§	2,511.8	10.4	76.5	2,435.3	2,476.5	10.2 R	59.1	58.5		June 11
	Aug 13§	2,586.3	10.7	85.5	2,500.8	2,514.2	10.4	37.7	48.7		July 9§
	Sep 10§	2,748.6	11.3 R	178.8	2,569.9	2,554.6	10.5 R	40.4	45.7		Aug 13§
	Oct 8§	2,771.6	11.4 R	179.4	2,592.2	2,582.8	10.6 R	28.2	35.4		Sep 10§
	Nov 12	2,769.5	11.4 R	143.8	2,625.8	2,615.5	10.8 R	32.7	33.8		Oct 8§
	Dec 10	2,764.1	11.4 R	122.2	2,642.0	2,629.0	10.8 R	13.5	24.8		Nov 12
1982	Jan 14	2,896.3	12.0 R	127.3	2,769.0	2,670.5	11.0 R	41.5	29.2		Dec 10
	Feb 11	2,870.2	11.9 R	111.3	2,758.9	2,679.8	11.1 R	9.3	21.4		Jan 14
	Mar 11	2,820.8	11.7 R	94.9	2,725.9	2,687.9	11.1 R	8.1	19.6		Feb 11
	Apr 15	2,818.5	11.7 R	86.9	2,731.6	2,715.1	11.2 R	27.2	14.9		Mar 11
	May 13	2,800.5	11.6 R	104.5	2,695.9	2,739.8	11.3 R	24.7	20.0		Apr 15
	June 10	2,769.6	11.5 R	99.0	2,670.6	2,772.7	11.5 R	32.9	28.3		May 13
	July 8	2,852.5	11.8 R	99.4	2,753.2	2,813.8	11.6 R	41.1	32.9		June 10
	Aug 12	2,898.8	12.0 R	102.5	2,796.3	2,832.4	11.7 R	18.6	30.9		July 8
	Sep 9	3,066.2	12.7 R	203.8	2,862.3	2,866.4	11.9 R	34.0	31.2		Aug 12
	Oct 14	3,049.0	12.6 R	174.2	2,874.6	2,885.4	11.9 R	19.0	23.9	362	Sep 9
	Nov 11	3,063.0	12.7 R	147.5	2,915.6	2,905.5	12.0 R	20.1	24.4	253	Oct 14
	Dec 9	3,097.0	12.8 R	130.6	2,966.4	2,948.8	12.2 R	43.3	27.5	299	Nov 11
1983	Jan 13	3,225.2	13.4 R	137.8	3,087.4	2,982.7	12.4 R	33.9	32.4	311	Dec 9
	Feb 10	3,199.4	13.3 R	123.8	3,075.6	3,000.6	12.5 R	17.9	31.7	296	Jan 13
	Mar 10	3,172.4	13.2 R	112.2	3,060.2	3,025.7	12.6 R	25.1	25.6	272	Feb 10
	Apr 14††	3,169.9	13.2 R	134.5	3,035.4	3,021.1	12.6 R	-4.6(24.8)	12.8(22.6)	275	Mar 10
	May 12	3,049.4	12.7 R	125.6	2,923.7	2,969.9	12.3 R	-51.2(23.0)	-10.2(24.3)	266	Apr 14††
	June 9	2,983.9	12.4 R	118.9	2,865.0	2,967.7	12.3 R	-2.2(26.7)	-19.3(24.8)	266	May 12
	July 14	3,020.6	12.6 R	115.5	2,905.0	2,957.3	12.3 R	-10.4(9.8)	-21.3(19.8)	352	June 9
	Aug 11	3,009.9	12.5 R	112.1	2,897.8	2,940.9	12.2 R	-16.4(-7.3)	-9.7(9.7)	304	July 14
	Sep 8	3,167.4	13.2 R	214.6	2,952.8	2,951.3	12.3 R	10.4	-5.5(4.3)	461	Aug 11
	Oct 13	3,094.0	12.9 R	168.1	2,925.9	2,941.0	12.2 R	-10.3	-5.4(-2.4)	361	Sep 8
	Nov 10	3,084.4	12.8 R	137.7	2,946.7	2,938.5	12.2 R	-2.5	-0.8	317	Oct 13
	Dec 8	3,079.4	12.8 R	118.1	2,961.3	2,946.1	12.2 R	7.6	-1.7	291	Nov 10
1984	Jan 12	3,199.7	13.3 R	116.8	3,082.9	2,976.0	12.4 R	29.9	11.7	308	Dec 8
	Feb 9	3,186.4	13.2 R	105.5	3,080.9	3,005.1	12.5 R	29.1	22.2	295	Jan 12
	Mar 8	3,142.8	13.1 R	94.8	3,048.0	3,011.6 R	12.5 R	6.5	21.8	260	Feb 9
	Apr 5	3,107.7	12.9 R	85.3	3,022.4	3,010.9 R	12.5 R	-0.7	11.6	272	Mar 8
	May 10	3,084.5	12.8	104.2	2,980.3	3,028.6	12.6	17.7	7.8	277	Apr 5

Note: The national and regional unemployment series are seasonally adjusted using to a large degree estimated data for persons before mid 1982. For a while there will be an element of uncertainty in these figures until experience of seasonal movement is gained. As a result, the latest figures for national and regional seasonally adjusted unemployment are provisional and subject to revision, mainly in the following month. The figures for Great Britain prior to May 1982 and for Northern Ireland prior to November 1982 are estimates. See article on page S20 of Employment Gazette December 1982. The unemployment rates incorporate the mid 1983 estimates of employees (employed and unemployed) and revisions to earlier mid year figures. † Fortnightly payment of benefit, prior to October 1979 seasonally adjusted figures have been adjusted by the estimated effect arising from the introduction of fortnightly payment.

UNEMPLOYMENT 2.1 UK summary

THOUSAND

MALE	FEMALE										UNITED KINGDOM	
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			UNITED KINGDOM
	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers †	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over		
Number						Per cent	Change since previous month				Average change over 3 months ended	
1,009.5	7.0	43.4		966.2	6.8						Annual averages	
930.1	6.5	36.0		894.2	6.3							
1,180.6	8.3	55.0		1,125.6	7.9							
1,843.3	12.9 R	55.6		1,787.8	12.4 R							
2,133.2	15.0 R	70.1		2,063.2	14.5 R							
2,218.6	15.9 R	77.2		2,141.4	15.3							
895.1	6.2	15.6		879.5	913.9	6.4	323.8	3.2	13.8		1979	
888.3	6.2	62.9		825.4	894.3	6.2	346.2	3.5	51.9		May 10	
935.8	6.5	100.8		835.0	886.8	6.2	411.5	4.1	85.6		June 14	
933.1	6.5	86.7		846.4	877.1	6.1	411.8	4.1	71.5		July 12	
899.0	6.3	49.0		850.0	874.8	6.1	393.3	3.9	47.7		Aug 9	
890.2	6.2	27.4		862.8	881.7	6.1	377.3	3.8	29.1		Sep 13	
890.5	6.2	19.2		871.3	875.9	6.1	368.2	3.7	20.6		Oct 11†	
900.6	6.3	15.0		885.5	879.2	6.1	360.4	3.6	15.5		Nov 8	
980.1	6.9	17.1		963.0	895.0	6.3	393.7	3.9	17.5		Dec 6	
994.6	7.0	14.0		980.6	923.7	6.5	394.0	3.9	14.2		Jan 10	
986.5	7.0	11.2		975.2	944.0	6.6	389.2	3.9	11.5		Feb 14	
1,017.0	7.2	20.9		996.1	979.1	6.8	401.1	4.0	18.5		Mar 13	
1,008.0	7.1	19.3		988.7	1,010.4	7.1	396.4	3.9	17.1		Apr 10	
1,071.5	7.5	77.5		994.1	1,053.1	7.4	441.4	4.4	65.4		May 8	
1,197.9	8.4	134.2		1,063.7	1,104.7	7.7	538.6	5.4	116.8		June 12	
1,277.2	8.9	123.3		1,153.9	1,176.2	8.2	568.9	5.7	104.1		July 10	
1,317.1	9.2	91.9		1,225.2	1,240.5	8.7	573.5	5.7	84.7		Aug 14	
1,352.7	9.5	62.8		1,289.9	1,309.7	9.2	563.7	5.6	59.1		Sep 11	
1,443.0	10.1	47.4		1,395.6	1,398.5	9.8	573.0	5.7	44.2		Oct 9	
1												

2.2 UNEMPLOYMENT GB summary

THOUSAND

GREAT BRITAIN	MALE AND FEMALE												
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION				
	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	
1978	1,320.7	5.6	78.6	..	1,242.0	5.4							..
1979	1,233.9	5.2	63.6	..	1,170.3	5.0		..	..	..	..	..
1980	1,590.5	6.7	97.8	..	1,492.7	6.3		..	..	..	..	..
1981	2,422.4	10.2 R	94.0	..	2,328.4	9.8 R		..	..	..	..	..
1982	2,808.5	11.9 R	117.3	..	2,691.3	11.4 R		..	..	..	..	..
1983††	2,987.6	12.7 R	130.7	..	2,856.8	12.2 R		..	..	..	..	..
1979	May 10	1,160.8	4.9	26.4	..	1,134.4	1,196.4	5.0	-0.5	-13.2	..	..	..
	June 14	1,174.9	4.9	108.8	..	1,066.1	1,176.6	5.0	-19.8	-18.4	..	..	..
	July 12	1,279.0	5.4	176.1	..	1,102.9	1,169.9	4.9	-6.7	-9.0	..	..	..
	Aug 9	1,276.9	5.4	148.7	..	1,128.2	1,156.9	4.9	-13.0	-13.2	..	..	..
	Sep 13	1,226.3	5.2	89.1	..	1,137.2	1,154.7	4.9	-2.2	-7.3	..	..	..
	Oct 11†	1,206.0	5.1	51.7	..	1,154.4	1,165.2	4.9	10.5	-1.6	..	..	..
	Nov 8	1,199.1	5.0	35.9	..	1,163.1	1,159.0	4.9	-6.2	0.7	..	..	..
	Dec 6	1,200.7	5.1	27.3	..	1,173.4	1,166.4	4.9	7.4	3.9	..	..	..
1980	Jan 10	1,310.8	5.5	31.6	..	1,279.2	1,191.4	5.0	25.0	8.7	..	..	..
	Feb 14	1,325.1	5.7	25.5	..	1,299.5	1,230.3	5.2	38.9	23.8	..	..	..
	Mar 13	1,312.9	5.5	20.4	..	1,292.5	1,261.0	5.3	30.7	31.5	..	..	..
	April 10	1,353.4	5.7	36.0	..	1,317.4	1,305.8	5.5	44.8	38.1	..	..	..
	May 8	1,340.3	5.6	32.9	..	1,307.3	1,350.8	5.7	45.0	40.2	..	..	..
	June 12	1,444.3	6.1	135.8	..	1,308.5	1,404.6	5.9	53.8	47.9	..	..	..
	July 10	1,656.9	7.0	238.9	..	1,417.9	1,468.1	6.2	63.5	54.1	..	..	..
	Aug 14	1,763.2	7.4	215.7	..	1,547.5	1,561.0	6.6	92.9	70.1	..	..	..
	Sep 11	1,806.4	7.6	166.7	..	1,639.8	1,639.9	6.9	78.9	78.4	..	..	..
	Oct 9	1,831.6	7.7	114.1	..	1,717.5	1,729.6	7.3	89.7	87.2	..	..	..
	Nov 13	1,929.4	8.1	84.8	..	1,844.7	1,838.3	7.7	108.7	92.4	..	..	..
	Dec 11	2,011.3	8.5	70.8	..	1,940.5	1,931.3	8.1	93.0	97.1	..	..	..
1981	Jan 15	2,177.5	9.2 R	74.5	..	2,103.1	2,008.6	8.5	77.3	93.0	..	..	..
	Feb 12	2,218.1	9.4	63.2	..	2,154.9	2,079.0	8.8	70.4	80.2	..	..	..
	Mar 12	2,239.1	9.5	53.1	..	2,186.0	2,149.1	9.1	70.1	72.6	..	..	..
	April 9	2,279.2	9.6 R	48.9	..	2,230.3	2,211.7	9.3 R	62.6	67.7	..	..	..
	May 14	2,311.5	9.8	76.5	..	2,235.1	2,276.3	9.6 R	64.6	65.8	..	..	..
	June 11	2,299.3	9.7 R	71.5	..	2,227.8	2,324.8	9.8 R	48.5	58.6	..	..	..
	July 9§	2,413.9	10.2 R	70.8	..	2,343.1	2,383.4	10.1	58.6	57.2	..	..	..
	Aug 13§	2,488.3	10.5 R	80.2	..	2,408.2	2,421.0	10.2 R	37.6	48.2	..	..	..
	Sep 10§	2,643.2	11.2	167.8	..	2,475.4	2,460.9	10.4 R	39.9	45.4	..	..	..
	Oct 8§	2,667.7	11.3	169.9	..	2,497.8	2,488.5	10.5 R	27.6	35.0	..	..	..
	Nov 12	2,667.7	11.3	136.1	..	2,531.6	2,520.7	10.6 R	32.2	33.2	..	..	..
	Dec 10	2,663.0	11.2 R	115.3	..	2,547.6	2,534.1	10.7 R	13.4	24.4	..	..	..
1982	Jan 14	2,790.5	11.8 R	120.7	..	2,669.8	2,573.7	10.9 R	39.6	28.4	..	..	..
	Feb 11	2,765.5	11.7 R	105.2	..	2,660.3	2,582.9	10.9 R	9.2	20.7	..	..	..
	Mar 11	2,717.6	11.5 R	89.9	..	2,627.7	2,590.1	11.0 R	7.2	18.7	..	..	..
	April 15	2,714.3	11.5 R	81.9	..	2,632.4	2,615.6	11.1 R	25.5	14.0	..	..	..
	May 13	2,695.3	11.4 R	98.4	..	2,596.9	2,638.8	11.2 R	23.2	18.6	291	203	..
	June 10	2,663.8	11.3 R	93.1	117.4	2,570.6	2,670.0	11.3 R	31.2	26.6	264	205	..
	July 8	2,744.4	11.6 R	93.5	192.2	2,650.8	2,710.8	11.5 R	40.8	31.7	344	210	..
	Aug 12	2,789.7	11.8 R	97.0	187.6	2,692.7	2,728.7	11.6 R	17.9	30.0	298	210	..
	Sep 9	2,950.3	12.5 R	193.3	..	2,757.0	2,761.8	11.7 R	33.1	30.6	429	214	..
	Oct 14	2,935.3	12.4 R	166.5	..	2,768.7	2,779.6	11.8 R	17.8	22.9	354	223	..
	Nov 11	2,950.8	12.5 R	141.7	..	2,809.1	2,798.5	11.9 R	18.9	23.3	322	226	..
	Dec 9	2,984.7	12.6 R	125.8	..	2,858.9	2,840.7	12.0 R	42.2	26.3	291	231	..
1983	Jan 13	3,109.0	13.2 R	133.4	..	2,975.6	2,873.4	12.2 R	32.7	31.0	303	257	..
	Feb 10	3,084.7	13.1 R	119.8	..	2,964.8	2,891.1	12.3 R	17.7	30.9	288	236	..
	Mar 10	3,058.7	13.0 R	108.8	..	2,950.0	2,915.7	12.4 R	24.6	25.0	264	242	..
	April 14 ††	3,053.3	13.0 R	129.8	..	2,923.7	2,909.2	12.4 R	-6.5(22.9)	11.9(21.7)	312	256	215
	May 12	2,934.4	12.5 R	121.6	..	2,812.8	2,857.3	12.2 R	-51.9(22.3)	-11.3(23.3)	267	252	145
	June 9	2,870.5	12.2 R	115.3	125.6	2,755.2	2,855.4	12.2 R	-1.9(25.9)	-20.1(23.7)	258	2,493	120
	July 14	2,903.5	12.4 R	112.2	206.6	2,791.3	2,843.3	12.1 R	-12.1(7.8)	-22.0(18.7)	343	2,458	102
	Aug 11	2,892.9	12.3 R	109.0	206.1	2,783.9	2,826.4	12.0 R	-16.9(-7.9)	-10.3(8.6)	295	2,504	93
	Sept 8	3,043.7	13.0 R	208.5	..	2,835.2	2,834.6	12.1 R	8.2	-6.9(2.7)	447	2,505	92
	Oct 13	2,974.2	12.7 R	162.8	..	2,811.4	2,826.5	12.0 R	-8.1	-5.6(-2.6)	351	2,534	89
	Nov 10	2,964.7	12.6 R	133.1	..	2,831.6	2,822.8	12.0 R	-3.7	-1.2	308	2,571	86
	Dec 8	2,960.9	12.6 R	114.3	..	2,846.7	2,830.7	12.1	7.9	-1.3	283	2,594	84
1984	Jan 12	3,077.4	13.1 R	113.2	..	2,964.3	2,859.8	12.2 R	29.1	11.1	299	2,692	86
	Feb 9	3,063.8	13.0 R	102.2	..	2,961.7	2,887.1	12.3 R	27.3	21.4	286	2,697	81
	Mar 8	3,021.9	12.9 R	91.9	..	2,930.0	2,893.6 R	12.3 R	6.5	21.0	252	2,689	80
	April 5	2,987.6	12.7 R	82.7	..	2,904.9	2,893.0 R	12.3 R	-0.6	11.1	264	2,645	79
	May 10	2,963.9	12.6	100.6	..	2,863.3	2,910.0	12.4	17.0	7.6	268	2,619	76

See footnotes to table 2.1.

2.2 UNEMPLOYMENT GB summary

THOUSAND

GREAT BRITAIN	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1978	965.7	6.9	40.4	..	925.3	6.7						
1979	887.2	6.3	33.1	..	854.1	6.2		..	..	..	..	..
1980	1,129.1	8.1	51.2	..	1,077.9	7.7		..	..	..	..	..
1981	1,773.3	12.7 R	51.4	..	1,721.9	12.3 R		..	..	..	..	..
1982	2,055.9	14.8 R	66.2	..	1,989.7	14.4 R		..	..	..	..	..
1983††	2,133.5	15.6	74.6	..	2,059.0	15.1 R		..	..	..	..	..
1979	853.6	6.1	13.7	..	839.9	873.4	6.2	..	..	..	..	..
	846.7	6.0	59.3	..	787.5	855.0	6.1	..	..	..	..	..
	890.6	6.4	95.1	..	795.5	847.0	6.0	..	..	..	..	..
	887.9	6.3	81.3	..	806.7	837.5	6.0	..	..	..	..	..
	854.8	6.1	44.4	..	810.4	835.2	6.0	..	..	..	..	..
	848.6	6.1	24.5	..	824.1	842.2	6.0	..	..	..	..	..
	849.5	6.1	16.8	..	832.7	836.4	6.0	..	..	..	..	..
	858.5	6.1	13.0	..	845.5	838.7	6.0	..	..	..	..	..
	935.9	6.7	15.3	..	920.6	854.4	6.1	..	..	..	..	..
	949.8	6.8	12.3	..	937.5	882.2	6.3	..	..	..	..	..
	942.2	6.7	9.9	..	932.3	902.0	6.5	..	..	..	..	..
	971.6	7.0	18.8	..	952.8	936.2	6.7	..	..	..	..	..
	962.9	6.9	17.1	..	945.							

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual			Seasonally adjusted		Male	Female	
								Number	Per cent	Change since previous month	Number	Per cent			Average change over 3 months ended
SOUTH EAST															
1979+	257.7	192.3	65.4	7.8	3.4	4.3	2.0	249.9	3.3				191.2	63.1	
1980	328.1	241.0	87.1	14.6	4.2	5.4	2.8	313.5	4.1				233.1	80.5	
1981	547.6	407.5	140.1	16.5	7.0 R	9.0 R	4.3	531.0	6.8 R				398.1	132.9	
1982	664.6	490.8	173.8	22.4	8.5 R	10.9 R	5.3 R	642.3	8.3 R				477.9	164.2	
1983++	721.4	514.5	206.9	24.5	9.3 R	11.6	6.3 R	696.9	9.0 R				500.7	196.4	
1983 May 12	704.8	509.6	195.2	22.5	9.1 R	11.5	5.9 R	682.3	8.9 R	-13.0(4.7)	-2.1(5.9)		500.5	193.1	
June 9	689.8	496.4	193.4	21.2	8.9 R	11.2	5.8 R	668.6	8.9 R	0.3(7.6)	-4.9(5.5)		498.5	195.4	
July 14	702.3	497.3	205.0	20.3	9.1 R	11.2	6.2 R	682.1	8.9 R	-1.9(3.2)	-4.9(5.2)		493.0	199.0	
Aug 11	706.1	495.4	210.7	19.2	9.1 R	11.1 R	6.4 R	686.9	8.9 R	-1.2(0.6)	-0.9(3.8)		490.7	200.1	
Sep 8	735.1	509.4	225.8	37.2	9.5 R	11.4 R	6.8 R	697.9	8.9 R	3.4	0.1(2.4)		490.9	203.3	
Oct 13	726.2	503.3	223.0	32.7	9.4 R	11.3 R	6.7 R	693.6	8.9 R	-0.5	0.6(1.2)		488.9	204.8	
Nov 10	725.4	502.9	222.5	26.7	9.4 R	11.3 R	6.7 R	698.6	9.0 R	3.3	2.1		489.8	207.2	
Dec 8	723.5	504.1	219.3	22.8	9.3 R	11.3 R	6.6 R	700.6	9.0 R	3.7	2.2		490.6	210.1	
1984 Jan 12	750.9	522.0	228.9	20.9	9.7 R	11.7 R	6.9 R	730.0	9.1 R	7.1	4.7		492.9	214.9	
Feb 9	748.7	519.3	229.4	18.8	9.7 R	11.7	6.9 R	729.8	9.2 R	5.6	5.5		495.5	217.9	
Mar 8	740.1	513.0	227.1	16.9	9.5 R	11.5 R	6.9 R	723.2	9.2 R	2.3	5.0		495.7 R	220.0 R	
April 5	732.6	507.2	225.4	15.0	9.4 R	11.4 R	6.8 R	717.6	9.2 R	0.1	2.7		494.4 R	221.4 R	
May 10	725.4	500.3	225.1	17.8	9.4	11.2	6.8	707.6	9.3	3.9	2.1		495.0	224.7	
GREATER LONDON (included in South East)															
1979+	126.0	96.1	29.9	3.4	3.4	4.3	1.9	122.6	3.3				95.9	29.0	
1980	157.5	117.1	40.4	6.0	4.2	5.4	2.6	151.5	4.1				114.0	37.6	
1981	263.5	195.8	67.6	9.0	6.9 R	8.7 R	4.3 R	254.5	6.7				190.4	64.0	
1982	323.3	238.5	84.8	10.7	8.5 R	10.6 R	5.4 R	312.6	8.2 R				232.3	80.3	
1983++	359.9	258.8	101.1	12.0	9.5 R	11.8 R	6.3 R	347.9	9.2 R				251.8	96.1	
1983 May 12	353.4	257.1	96.3	11.0	9.3 R	11.7 R	6.0 R	342.4	9.1 R	-3.6(3.0)	1.4(4.5)		250.9	94.7	
June 9	348.6	253.0	95.5	10.5	9.2 R	11.5 R	6.0 R	338.1	9.2 R	1.6(4.4)	0.3(4.3)		251.6	95.6	
July 14	355.8	255.0	100.8	10.2	9.4 R	11.6 R	6.3 R	345.7	9.2 R	-0.5(0.2)	0.1(3.8)		251.2	97.6	
Aug 11	359.2	255.3	103.8	9.5	9.5 R	11.6 R	6.5 R	349.6	9.2 R	0.9(2.9)	0.9(2.9)		250.4	97.9	
Sep 8	370.9	261.0	109.9	16.6	9.8 R	11.9 R	6.9 R	354.3	9.2 R	1.5	0.9(1.9)		250.7	99.1	
Oct 13	367.8	258.9	108.9	16.2	9.7 R	11.8 R	6.8 R	351.6	9.3 R	1.7	0.9(1.1)		251.2	100.3	
Nov 10	367.3	258.6	108.7	13.7	9.7 R	11.8 R	6.8 R	353.5	9.3 R	2.2	1.8		252.0	101.7	
Dec 8	366.0	258.7	107.3	11.9	9.6 R	11.8 R	6.7 R	354.0	9.4 R	2.7	2.2		253.3	103.1	
1984 Jan 12	375.6	264.7	110.9	10.9	9.9 R	12.0	7.0 R	364.7	9.5 R	2.5	2.5		253.8	105.1	
Feb 9	375.5	264.2	111.3	9.8	9.9 R	12.0	7.0 R	365.7	9.5 R	2.7	2.6		255.2	106.4	
Mar 8	373.5	263.0	110.6	9.0	9.8 R	12.0 R	6.9 R	364.6	9.6 R	1.8	2.3		256.0 R	107.4 R	
April 5	371.9	261.8	110.0	7.9	9.8 R	11.9 R	6.9 R	363.9	9.6 R	0.5	1.7		256.0 R	107.9 R	
May 10	370.5	260.2	110.3	8.9	9.8	11.8	6.9	361.6	9.6	1.0	1.1		255.7	109.2	
EAST ANGLIA															
1979+	30.8	22.7	8.1	1.1	4.2	5.2	2.8	32.6	4.1				22.4	7.7	
1980	39.2	28.5	10.7	2.0	5.3	6.5	3.6	37.2	5.0				27.5	9.7	
1981	61.4	45.9	15.5	2.0	8.3 R	10.3 R	5.2 R	59.4	8.0 R				44.9	14.5	
1982	72.2	53.2	19.0	2.4	9.7 R	12.0 R	6.3 R	69.8	9.4 R				51.9	17.9	
1983++	77.5	54.8	22.6	2.7	10.2 R	12.3 R	7.2 R	74.7	9.9 R				53.4	21.4	
1983 May 12	77.3	55.3	22.0	2.6	10.2 R	12.4 R	7.0 R	74.7	9.9 R	-2.1(-0.1)	-0.6(0.3)		53.8	21.3	
June 9	73.6	52.3	21.3	2.4	9.7 R	11.7 R	6.8 R	71.1	9.8 R	-0.8(-0.3)	-1.0(0.3)		52.9	21.4	
July 14	73.2	51.4	21.8	2.3	9.6 R	11.5 R	7.0 R	70.9	9.7 R	-0.8(-)	-1.2(0.1)		52.1	21.4	
Aug 11	72.4	50.5	21.9	2.2	9.5 R	11.3 R	7.0 R	70.3	9.6 R	-0.4(-0.1)	-0.7(-0.1)		51.6	21.5	
Sep 8	76.0	52.0	23.9	4.4	10.0 R	11.7 R	7.6 R	71.5	9.7 R	0.4	-0.3(0.1)		51.6	21.9	
Oct 13	76.2	52.0	24.1	3.5	10.0 R	11.7 R	7.7 R	72.6	9.7 R	-	-0.1		51.4	22.1	
Nov 10	75.6	51.7	23.9	2.8	10.0 R	11.6 R	7.6 R	72.8	9.6 R	-0.4	-		50.7	22.4	
Dec 8	76.2	52.5	23.7	2.5	10.0 R	11.8 R	7.5 R	73.7	9.6 R	-0.1	-0.2		50.5	22.5	
1984 Jan 12	80.0	54.9	25.0	2.3	10.5 R	12.3 R	8.0 R	77.7	9.7 R	1.0	0.2		50.9	23.1	
Feb 9	80.7	55.6	25.1	2.0	10.6 R	12.5 R	8.0 R	78.6	9.9 R	0.9	0.6		51.5	23.4	
Mar 8	79.1	54.4	24.7	1.8	10.4 R	12.2 R	7.9 R	77.2	9.8 R	-0.5	0.5		51.0 R	23.4 R	
April 5	77.5	53.1	24.4	1.6	10.2 R	11.9 R	7.8 R	75.8	9.7 R	-0.4	-		50.6	23.4 R	
May 10	76.1	51.7	24.4	2.1	10.0	11.6	7.8	74.0	9.8	0.5	0.1		50.7	23.8	
SOUTH WEST															
1979+	90.5	64.9	25.6	3.6	5.4	6.6	3.7	86.9	5.2				63.9	24.2	
1980	106.9	75.3	31.6	5.5	6.4	7.7	4.5	101.5	6.0				72.4	29.1	
1981	155.6	112.0	43.6	4.4	9.2 R	11.3 R	6.3	151.2	9.0 R				109.7	41.5	
1982	179.0	128.0	51.0	5.7	10.6 R	13.1 R	7.2 R	173.3	10.2 R				124.8	48.4	
1983++	188.6	129.3	59.3	6.2	11.2 R	13.4	8.3 R	182.3	10.8 R				125.9	56.5	
1983 May 12	182.4	126.5	55.9	5.8	10.8 R	13.1	7.8 R	176.6	10.7 R	-5.5(1.7)	-2.6(0.8)		124.9	55.4	
June 9	174.1	120.4	53.6	5.4	10.3 R	12.5	7.5 R	168.7	10.7 R	0.1(2.8)	-2.9(1.4)		124.1	56.3	
July 14	175.9	119.7	56.2	5.2	10.4 R	12.4	7.8 R	170.8	10.6 R	-1.4(0.3)	-2.3(1.6)		121.8	57.3	
Aug 11	175.7	118.6	57.0	5.1	10.4 R	12.3	7.9 R	170.6	10.6 R	-1.2(-0.6)	-0.8(0.8)		120.8	57.0	
Sep 8	186.4	124.1	62.3	10.1	11.1 R	12.8	8.7 R	176.3	10.7 R	2.3	-0.1(-0.7)		122.0	58.1	
Oct 13	187.8	124.1	63.7	8.0	11.1 R	12.8	8.9 R	179.8	10.7 R	-0.1	0.3(0.5)		120.9	59.1	
Nov 10	190.0	125.1	64.8	6.4	11.3 R	12.9	9.0 R	183.5	10.7 R	-0.1	0.7		120.3	59.6	
Dec 8	191.2	126.8	64.4	5.5	11.4 R	13.1	9.0 R	185.8	10.7 R	0.9	0.2		120.7	60.1	
1984 Jan 12	199.3	132.1	67.2	5.1	11.8 R	13.7	9.4 R	194.3	10.9 R	2.0	0.9		121.5	61.3	
Feb 9	198.6	131.3	67.3	4.6	11.8 R	13.6	9.4 R	194.0	11.0 R	2.3	1.7		122.8	62.3	
Mar 8	195.1	129.0	66.0	4.0	11.6 R	13.3	9.2 R	191.0	11.0 R	0.4	1.6		122.9 R	62.6	
April 5	191.2	126.5	64.7	3.6	11.3 R	13.1	9.0 R	187.6	11.0 R	0.1	0.9		122.6 R	63.0	
May 10	185.7	123.0	62.7	4.5	11.0	12.7	8.7	181.3	11.0	0.1	0.2		122.7	63.0	

See footnotes to table 2-1.

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual			Seasonally adjusted		Male	Female	
								Number	Per cent	Change since previous month	Number	Per cent			Average change over 3 months ended
WEST MIDLANDS															
1979+	120.2	85.4	34.9	7.2	5.2	6.1	3.8	113.0	4.9				82.7	31.6	
1980	170.1	119.4	50.7	12.2	7.3	8.5	5.4	157.9	6.8				113.3	44.6	
1981	290.6	213.9	76.6	12.3	12.5 R										

2.3 UNEMPLOYMENT Regions

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						THOUSAND
	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			
NORTH														
1979†	113.7	81.0	32.6	7.1	8.3	9.9	6.0	106.5	7.9	77.6	29.6			
1980	140.8	99.9	40.8	9.8	10.4	12.3	7.6	130.9	9.7	94.8	36.2			
1981	192.0	141.0	50.9	8.9	14.7 R	17.9	9.9 R	183.0	14.0	136.2	46.8			
1982	214.6	158.8	55.8	10.9 R	16.5	20.3	10.9 R	203.9	15.7 R	152.6	51.3			
1983††	225.7	164.7	61.0	11.8	17.7 R	21.6 R	11.9 R	213.9	16.8 R	157.7	56.0			
1983 May 12	222.4	163.6	58.8	11.0	17.4 R	21.4 R	11.5 R	211.4	214.9	16.9 R	58.9			
June 9	218.6	160.3	58.3	10.4	17.1 R	21.0 R	11.4 R	208.2	215.3	16.9 R	56.4			
July 14	218.4	158.7	59.7	10.2	17.1 R	20.8 R	11.7 R	208.2	212.0	16.6 R	56.2			
Aug 11	216.5	156.6	59.9	10.3	17.0 R	20.5 R	11.7 R	206.2	210.1	16.5 R	56.1			
Sep 8	234.1	165.9	68.2	21.2	18.4 R	21.7 R	13.3 R	212.9	211.4	16.6 R	56.9			
Oct 13	225.2	161.5	63.6	14.6	17.7 R	21.2 R	12.4 R	210.5	210.9	16.5 R	56.9			
Nov 10	224.7	161.5	63.2	11.9	17.6 R	21.2 R	12.4 R	212.9	212.2	16.6 R	57.5			
Dec 8	224.2	162.1	62.1	10.2	17.6 R	21.2 R	12.1 R	214.0	212.5	16.7 R	58.0			
1984 Jan 12	230.9	166.8	64.1	9.3	18.1 R	21.9 R	12.5 R	221.5	213.0	16.7 R	58.5			
Feb 9	228.8	165.5	63.3	8.4	17.9 R	21.7 R	12.4 R	220.5	215.4	16.9	58.5			
Mar 8	226.8	164.4	62.3	7.6	17.8 R	21.5 R	12.2 R	219.2	218.6 R	17.1 R	59.4 R			
April 5	225.6	163.9	61.7	6.9	17.7 R	21.5 R	12.1 R	218.7	218.6 R	17.1 R	59.5 R			
May 10	226.7	164.4	62.3	8.8	17.8	21.5	12.2	217.9	221.3	17.4	60.3			
WALES														
1979†	80.5	57.1	23.4	5.3	7.3	8.5	5.4	78.4	6.9	55.0	21.1			
1980	102.7	72.0	30.7	7.4	9.4	10.9	7.1	95.3	8.7	68.3	27.0			
1981	145.9	106.8	39.1	6.5	13.5 R	16.3 R	9.2	139.4	12.9 R	103.3	36.1			
1982	164.8	120.9	43.8	7.7	15.4 R	18.8 R	10.3 R	157.1	14.7 R	116.5	40.5			
1983††	170.4	122.9	47.5	8.3	15.9 R	19.4 R	10.9 R	162.1	15.2 R	118.2	43.9			
1983 May 12	167.5	121.5	46.0	8.0	15.7 R	19.2 R	10.6 R	159.5	163.1	15.3 R	44.1			
June 9	162.2	117.6	44.5	7.3	15.2 R	18.6 R	10.2 R	154.9	161.6	15.1 R	44.2			
July 14	162.9	117.2	45.7	6.9	15.2 R	18.5 R	10.5 R	156.0	160.0	15.0 R	44.0			
Aug 11	161.2	115.3	46.0	6.8	15.1 R	18.2 R	10.5 R	154.5	158.7	14.8 R	44.0			
Sep 8	173.8	121.8	52.1	14.7	16.3 R	19.2 R	11.9 R	159.1	159.0	14.9 R	44.6			
Oct 13	169.1	119.5	49.7	10.3	15.8 R	18.9 R	11.4 R	158.9	159.0	14.9 R	44.8			
Nov 10	168.5	119.4	49.0	8.2	15.8 R	18.9 R	11.2 R	160.2	158.3	14.8 R	44.7			
Dec 8	168.7	120.1	48.6	7.0	15.8 R	19.0 R	11.1 R	161.7	159.1	14.9 R	45.0			
1984 Jan 12	174.7	124.5	50.2	6.5	16.3 R	19.7 R	11.5 R	168.2	160.8	15.0 R	45.5			
Feb 9	173.9	124.3	49.6	5.8	16.3 R	19.7 R	11.4 R	168.1	163.2	15.3 R	45.9			
Mar 8	171.6	122.7	48.9	5.2	16.1 R	19.4 R	11.2 R	166.5	163.9 R	15.3 R	46.1 R			
April 5	169.6	121.5	48.1	4.6	15.9 R	19.2 R	11.0 R	165.0	164.1 R	15.4 R	46.1 R			
May 10	168.8	121.0	47.8	6.6	15.8	19.1	10.9	162.2	165.6	15.5	46.4			
SCOTLAND														
1979†	168.3	114.4	53.9	10.1	7.4	8.7	5.7	158.2	7.1	110.0	50.2			
1980	207.9	140.3	67.6	13.2	9.1	10.7	7.1	194.7	8.6	133.2	61.6			
1981	282.8	197.6	85.2	14.6	12.4 R	15.0 R	8.9 R	288.2	11.8 R	189.4	78.7			
1982	318.0	223.9	94.1	17.8	14.0 R	17.1 R	9.8 R	300.2	13.2 R	213.7	86.4			
1983††	335.6	232.1	103.4	20.6	14.9 R	18.0 R	10.7 R	315.0	14.0 R	220.3	94.7			
1983 May 12	326.3	226.9	99.4	17.9	14.5 R	17.6 R	10.3 R	308.4	315.2	14.0 R	94.3			
June 9	323.9	224.2	99.7	17.7	14.4 R	17.4 R	10.3 R	306.1	315.8	14.0 R	95.3			
July 14	330.3	225.8	104.6	18.0	14.7 R	17.5	10.8 R	312.3	315.0	14.0 R	96.2			
Aug 11	328.7	224.8	103.9	17.6	14.6 R	17.5 R	10.8 R	311.1	313.0	13.9 R	95.9			
Sep 8	339.8	230.8	109.0	28.9	15.1 R	17.9 R	11.3 R	310.9	313.2	13.9 R	96.3			
Oct 13	333.3	228.0	105.2	23.3	14.8 R	17.7 R	10.9 R	310.0	312.1	13.8 R	95.7			
Nov 10	333.2	228.6	104.6	19.5	14.8 R	17.8 R	10.8 R	313.7	312.3	13.9 R	95.8			
Dec 8	332.5	230.0	102.6	17.1	14.8 R	17.9 R	10.6 R	315.4	312.7	13.9 R	95.7			
1984 Jan 12	353.4	243.1	110.3	23.6	15.7 R	18.9 R	11.4 R	329.8	318.6	14.1 R	98.0			
Feb 9	351.1	242.3	108.8	21.2	15.6 R	18.8 R	11.3 R	329.9	322.3	14.3 R	98.3			
Mar 8	343.3	236.3	107.0	19.2	15.2 R	18.4 R	11.1 R	324.1	321.7 R	14.3 R	98.2 R			
April 5	337.2	232.4	104.9	17.3	15.0 R	18.1 R	10.9 R	320.0	319.7 R	14.2 R	97.9 R			
May 10	331.6	230.0	101.6	16.0	14.7	17.9	10.5	315.6	323.0	14.3	97.5			
NORTHERN IRELAND														
1979†	61.8	43.0	18.9	4.8	10.7 R	12.8 R	7.7 R	57.0	9.8 R	40.1	16.9			
1980	74.5	51.5	22.9	6.4	12.8 R	15.3 R	9.3	68.1	11.7 R	47.7	20.4			
1981	98.0	70.0	27.9	6.6	16.8 R	20.7 R	11.5 R	91.4	15.7 R	66.0	25.6			
1982	108.3	77.3	31.0	6.2	18.7 R	23.2 R	12.6 R	102.1	17.7 R	73.5	28.7			
1983††	117.1	85.1	32.0	4.2	20.2 R	25.5 R	13.0 R	112.9	19.5 R	82.5	30.5			
1983 May 12	115.0	84.4	30.6	4.0	19.9 R	25.3 R	12.4 R	110.9	112.6	19.4 R	30.1			
June 9††	113.4	82.9	30.5	3.6	19.6 R	24.9 R	12.4 R	109.8	112.3	19.4 R	30.3			
July 14	117.1	84.6	32.6	3.3	20.2 R	25.4 R	13.2 R	113.8	114.0	19.7 R	30.9			
Aug 11	117.0	84.5	32.5	3.1	20.2 R	25.4 R	13.2 R	113.9	114.5	19.8 R	31.0			
Sep 8	123.7	88.3	35.4	6.1	21.4 R	26.5 R	14.4 R	117.6	116.7	20.2 R	31.8			
Oct 13	119.8	85.5	33.4	5.4	20.7 R	26.0 R	13.6 R	114.5	114.5	19.8 R	30.6			
Nov 10	119.7	86.6	33.2	4.6	20.7 R	26.0 R	13.5 R	115.1	115.7	20.0 R	31.6			
Dec 8	118.4	86.2	32.2	3.8	20.5 R	25.9 R	13.1 R	114.6	115.4	19.9 R	31.4			
1984 Jan 12	122.5	88.8	33.5	3.6	21.1 R	26.7 R	13.6 R	118.7	116.2	20.1 R	31.6			
Feb 9	122.5	89.5	33.0	3.3	21.2 R	26.9 R	13.4 R	119.2	118.0	20.4 R	32.0			
Mar 8	120.9	88.4	32.4	2.9	20.9 R	26.6 R	13.2 R	118.0	118.0	20.4 R	32.0			
April 5	120.1	87.6	32.5	2.6	20.7 R	26.3 R	13.2 R	117.5	117.9	20.4 R	32.2			
May 10	120.6	87.7	32.8	3.6	20.8	26.4	13.4	117.0	118.6	20.5	32.5			

See footnotes to table 2-1.

UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status†, in travel-to-work areas and in counties at May 10, 1984

	Male		Female		All unemployed		Rate	
	Number	Per cent	Number	Per cent	Number	Per cent	Rate	per cent
ASSISTED REGIONS								
South West								
SDA	4,221	17.5	5,975	17.6	10,196	17.6	10.9	6.2
Other DA	21,341	33.071	33,071	14.4	54,412	14.4	5.821	10.9
IA	10,543	5,384	15,927	14.3	26,510	14.3	5,802	6.9
Unassisted	86,886	43,867	130,753	10.1	211,639	10.1	6,137	7.1
ALL	122,991	62,735	185,726	11.0	308,717	11.0	8,885	8.6
East Midlands								
SDA	3,717	1,437	5,154	17.1	8,871	17.1	2,031	7.2
Other DA	3,628	1,514	5,142	17.8	8,742	17.8	5,068	5.7
IA	124,552	54,518	179,070	11.4	303,622	11.4	1,439	17.4
Unassisted	131,897	57,469	189,366	11.9	321,263	11.9	1,206	14.3
ALL	263,394	113,938	377,332	12.5	640,726	12.5	1,033	9.4
Yorkshire and Humberside								
SDA	49,315	18,687	68,002	16.5	117,317	16.5	956	9.6
Other DA								

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status[‡], in travel-to-work areas and in counties at May 10, 1984

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate					
per cent														
Shrewsbury	3,100	1,438	4,538	10.8	North									
*Stafford	2,750	1,639	4,389	8.4	*Alnwick	1,016	606	1,622	15.9					
*Stoke-on-Trent	16,109	7,930	24,039	12.0	Barnard Castle	265	149	414	9.2					
Stratford on Avon	1,140	674	1,814	9.4	Berwick on Tweed	554	333	887	10.9					
Uttoxeter	400	207	607	8.0	Carlisle	3,376	1,909	5,285	10.4					
*Walsall	20,329	8,150	28,479	16.8	*Central Durham	6,745	2,775	9,520	13.7					
Whitchurch	529	251	780	14.4	*Consett	5,717	2,015	7,732	24.3					
*Wolverhampton	17,862	6,520	24,382	16.5	*Darlington and S/West									
*Worcester	6,258	2,753	9,011	12.4	Durham	9,370	3,435	12,805	15.4					
East Midlands														
Alfreton	2,146	854	3,000	14.0	*Furness	2,373	1,805	4,178	9.6					
Boston	2,086	1,067	3,153	12.6	Haltwhistle	221	152	373	14.2					
Buxton	1,351	834	2,185	9.7	Hartlepool	7,425	2,439	9,864	23.3					
*Chesterfield	8,156	3,499	11,655	13.5	Hexham	595	306	901	8.6					
*Coalville	3,738	1,851	5,589	11.9	*Kendal	800	420	1,220	5.3					
Corby	3,717	1,437	5,154	17.1	Keswick	148	68	216	7.7					
*Derby	11,873	4,520	16,393	11.1	*Morpeth	6,341	2,981	9,322	14.6					
Gainsborough	1,353	609	1,962	15.2	*North Tyne	28,510	10,158	38,668	14.2					
Grantham	1,665	873	2,538	11.7	Penrith	576	452	1,028	7.9					
Hinckley	1,847	1,028	2,875	11.1	*Peterlee	3,597	1,388	4,985	19.1					
Holbeach	655	249	904	14.7	*South Tyne	25,087	8,728	33,815	18.8					
Horncastle	248	108	356	11.4	*Teesside	34,469	11,472	45,941	20.3					
Keettering	2,341	1,110	3,451	11.2	*Weardside	21,739	7,775	29,514	21.2					
*Leicester	18,220	7,644	25,864	10.8	*Whitehaven	2,178	1,264	3,442	11.8					
Lincoln	5,939	2,435	8,374	12.9	*Workington	3,341	1,652	4,993	16.1					
Loughborough	2,379	1,152	3,531	7.7	Wales									
Louth	588	291	879	10.7	Aberdare	2,917	1,134	4,051	18.5					
Mablethorpe	629	254	883	22.8	Aberystwyth	766	374	1,140	9.9					
Mansfield	5,196	2,217	7,413	11.9	*Bargoed	3,985	1,397	5,382	20.2					
Market Harborough	318	194	512	5.3	Barmouth	353	159	512	13.7					
*Matlock	841	446	1,287	7.2	Blaenau-ffestiniog	222	122	344	14.6					
Melton Mowbray	948	516	1,464	10.9	Brecon	419	202	621	8.7					
Newark	2,194	1,149	3,343	14.9	*Caernarvon	2,806	949	3,755	15.4					
*Northampton	7,671	3,441	11,112	9.9	*Cardiff	20,721	7,289	28,010	14.0					
*Nottingham	29,984	11,858	41,842	12.2	Cardigan	483	247	730	20.3					
Retford	893	592	1,485	9.4	Carmarthen	811	369	1,180	6.7					
Rushden	731	443	1,174	6.8	Denbigh	478	248	726	10.6					
Skegness	1,646	651	2,297	19.0	*Ebbw Vale	4,113	1,558	5,671	21.1					
Steafor	583	370	953	10.3	Fishguard	250	108	358	11.8					
Spalding	1,073	605	1,678	10.9	*Holyhead	3,028	1,233	4,261	22.2					
*Stamford	1,773	1,107	2,880	12.9	*Lampeter	1,106	398	1,504	26.0					
Sutton-in-Ashfield	2,674	1,080	3,754	10.9	Llandeilo	332	148	480	15.0					
Wellingborough	2,236	1,122	3,358	13.6	*Llandrindod Wells	584	351	935	12.4					
Worksop	2,769	1,220	3,989	13.8	*Llandudno	2,501	1,199	3,700	13.6					
Yorkshire and Humberside														
*Barnsley	9,100	4,226	13,326	16.1	*Llanelli	4,082	1,697	5,779	15.4					
*Bradford	18,683	6,452	25,135	14.8	Llangollen	512	223	735	15.3					
Bridlington	1,269	609	1,878	17.7	Llanrwst	188	92	280	10.7					
*Castleford	6,188	2,944	9,132	14.1	Machynlleth	188	70	258	14.8					
*Dewsbury	6,844	2,706	9,550	14.3	*Merthyr Tydfil	3,021	1,131	4,152	14.4					
*Doncaster	12,834	6,122	18,956	16.8	Norfolk	2,908	1,137	4,045	17.8					
Driffield	415	251	666	10.1	Monmouth	429	219	648	15.5					
Filey	288	134	422	10.4	*Neath	2,753	1,289	4,042	15.0					
Gooile	1,477	633	2,110	16.3	*Newport	9,376	3,535	12,911	14.4					
Grimsby	8,611	2,997	11,608	15.1	Newtown	767	248	1,015	13.0					
*Halifax	6,286	2,455	8,741	11.5	Pembroke Dock	1,230	365	1,595	26.3					
Harrogate	1,824	961	2,785	7.6	*Pontypool	4,908	2,259	7,167	14.0					
Huddersfield	6,768	3,549	10,317	11.6	*Pontypridd	8,276	3,202	11,478	16.0					
*Hull	20,538	7,889	28,427	15.7	*Port Talbot	8,531	3,334	11,865	14.8					
Keighley	2,667	1,178	3,845	13.4	*Pwllheli	801	427	1,228	13.2					
*Leeds	28,378	11,548	39,926	11.7	Rhyl	2,526	1,157	3,683	19.6					
Malby	1,171	595	1,766	18.6	*Shotton	5,559	2,407	7,966	17.0					
Malton	330	178	508	6.8	*Swansea	12,492	4,627	17,119	15.5					
*Mexborough	4,524	1,787	6,311	23.0	Tenby	550	250	800	24.4					
Northallerton	791	512	1,303	8.3	Tywyn	125	53	178	18.3					
Pickering	283	165	448	5.4	*Welshpool	532	252	784	12.4					
Richmond	631	604	1,235	13.1	*Wrexham	5,388	2,323	7,711	17.1					
Ripon	390	236	626	8.9	Scotland									
Rotherham	8,229	3,374	11,603	19.3	*Aberdeen	5,686	3,240	8,926	6.7					
Scarborough	2,211	1,054	3,265	12.4	Anstruther	247	138	385	21.5					
*Scunthorpe	7,413	2,640	10,053	15.2	Arbroath	1,348	827	2,175	21.1					
Selby	729	586	1,315	10.7	*Ayr	5,139	2,270	7,409	15.8					
*Sheffield	29,607	11,397	41,004	13.8	Banff	458	216	674	9.0					
Skipton	655	426	1,081	7.0	*Bathgate	6,775	3,106	9,881	19.2					
Thirsk	412	270	682	8.9	Blairgowrie	519	242	761	15.6					
Todmorden	802	448	1,250	12.8	Buckle	258	198	456	14.1					
*Wakefield	6,009	2,625	8,634	11.7	Campbeltown	600	283	883	17.9					
Whitby	830	312	1,142	20.2	Castle Douglas	558	306	864	12.4					
York	4,661	2,660	7,321	8.7	Cummock	2,046	884	2,930	18.5					
North West														
*Accrington	2,784	1,302	4,086	14.0	Cupar	483	350	833	9.9					
*Ashton-Under-Lyne	10,369	4,548	14,917	15.7	*Dingwall	1,895	710	2,605	19.5					
Barnoldswick	445	292	737	10.1	Dumbarton	4,025	2,195	6,220	20.1					
*Birkenhead	22,209	9,114	31,323	19.5	Dumfries	2,562	1,489	4,051	11.7					
*Blackburn	6,715	2,681	9,396	13.0	Dundee	10,377	5,242	15,619	15.9					
*Blackpool	11,316	5,336	16,652	14.9	*Dunfermline	4,678	2,510	7,188	13.7					
*Bolton	12,151	5,074	17,225	15.7	Dunoon	388	203	591	13.0					
*Burnley	4,033	1,909	5,942	12.6	*Edinburgh	21,822	9,955	31,777	11.0					
Chester	6,124	2,890	9,014	13.6	Elgin	1,353	842	2,195	12.0					
Clitheroe	402	293	695	6.3	Evermouth	201	154	355	10.5					
*Crewe	4,168	2,358	6,526	9.4	*Falkirk	7,149	3,634	10,783	16.8					
*Lancaster	4,546	2,159	6,705	14.1	Forfar	663	483	1,146	11.5					
*Leigh	4,749	2,178	6,927	15.5	Forres	420	316	736	22.3					
*Liverpool	66,621	23,480	90,101	18.9	Fort William	892	444	1,336	17.2					
Macclesfield	1,648	952	2,600	9.0	Fraserburgh	689	315	1,004	12.6					
*Manchester	70,273	25,283	95,556	13.3	Galashiels	622	380	1,002	7.0					
*Nelson	2,442	1,212	3,654	13.4	Girvan	566	268	834	18.5					
*Northwich	3,835	1,888	5,723	15.2	*Glasgow	69,455	25,505	94,960	16.3					
*Oldham	8,906	3,795	12,701	13.7	Greenock	6,366	2,358	8,724	18.0					
*Ormskirk	4,971	1,968	6,939	21.6	Haddington	384	233	617	8.1					
Rochdale	11,900	5,812	17,712	11.9	Hawick	585	304	889	7.8					
*Rossendale	1,664	803	2,467	12.1	Huntly	175	109	284	10.2					
Southport	3,865	1,941	5,806	17.2	Inverness	2,807	1,296	4,103	11.6					
St Helens	8,217	3,231	11,448	16.9	*Irvine	6,792	2,624	9,416	22.3					
*Warrington	8,106	3,503	11,609	14.3	Kelso	345	221	566	10.3					
*Widnes	8,447	3,174	11,621	20.7	Kilmarnock	3,943	1,658	5,601	16.2					
*Wigan	9,223	4,359	13,582	18.6	Kirkcaldy	6,062	3,226	9,288	13.9					
					Kirkwall	495	195	690	10.8					
					*Lanark	1,627	915	2,542	18.6					
					Lerwick	458	247	705	6.0					
					Lochgilthead	233	117	350	11.4					
					Montrose	783	588	1,371	10.7					
					Nairn	339	138	477	16.8					

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status[‡], in travel-to-work areas and in counties at May 10, 1984

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
per cent									
Newton Stewart	380	243	623	16.6	West Midlands				
*North Lanarkshire	22,003	9,372	31,375	20.1	Hereford and Worcester	20,416	10,033	30,449	13.0
Oban	484	307	791	11.0	Shropshire	14,965	6,550	21,515	15.8
*Paisley									

2.5 UNEMPLOYMENT Age and duration

UNITED KINGDOM		THOUSAND															
		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
1981	Jan	638.5	201.4	91.1	931.0	688.0	216.1	234.1	1,138.2	155.7	64.4	130.1	350.2	1,482.2	481.8	455.4	2,419.5
	Apr	562.6	241.8	112.7	917.2	672.4	291.4	266.1	1,229.9	153.8	87.2	137.2	378.2	1,388.9	620.4	515.9	2,525.2
	July	769.5	245.8	155.0	1,170.2	618.6	339.8	320.6	1,279.1	149.5	102.0	151.2	402.8	1,537.6	687.6	626.9	2,852.1
	Oct	752.0	238.9	204.1	1,195.0	611.0	344.4	401.3	1,356.7	151.5	106.3	179.2	437.0	1,514.5	689.5	784.6	2,988.6
1982	Jan	662.0	255.8	235.8	1,153.6	655.4	333.2	478.2	1,466.8	149.7	109.4	191.1	450.2	1,467.1	698.5	905.1	3,070.6
	Apr	564.4	283.0	256.6	1,104.1	595.7	327.8	530.3	1,453.8	133.0	109.5	207.5	450.0	1,293.1	720.3	994.4	3,007.8
	July	760.9	257.3	278.8	1,297.0	560.7	315.8	566.7	1,443.3	122.5	102.8	225.1	450.4	1,444.1	676.0	1,070.5	3,190.6
	Oct	758.0	233.1	312.0	1,303.1	603.9	305.5	611.0	1,520.5	130.8	94.3	246.5	471.6	1,492.7	632.9	1,169.6	3,295.1
	Oct*	721.6	217.5	257.6	1,196.3	587.3	293.3	494.7	1,375.3	138.9	101.2	237.5	477.5	1,447.7	612.1	989.3	3,049.0
1983	Jan	691.6	248.8	285.5	1,226.0	643.5	293.2	557.4	1,494.1	145.5	95.8	263.9	505.2	1,480.6	637.8	1,106.8	3,225.2
	Apr†	583.0	307.7	301.1	1,191.8	589.3	313.0	591.6	1,493.8	135.3	98.2	250.8	484.3	1,307.6	718.8	1,143.4	3,169.9
	July	602.8	272.6	321.0	1,196.4	548.7	297.3	618.0	1,463.9	114.8	81.8	163.6	360.2	1,266.3	651.7	1,102.6	3,020.6
	Oct	701.3	221.0	339.0	1,261.3	561.4	273.6	638.9	1,473.9	117.0	76.8	165.0	358.8	1,379.7	571.4	1,142.9	3,094.0
1984	Jan	674.9	237.7	347.1	1,259.7	625.6	277.3	670.2	1,573.0	121.3	74.9	170.7	366.9	1,421.7	589.9	1,188.0	3,199.7
	Apr	530.2	300.9	349.4	1,180.5	574.5	296.0	690.4	1,560.9	108.9	78.9	178.4	366.3	1,213.7	675.8	1,218.2	3,107.7
MALE																	
1981	Jan	383.0	117.9	58.5	559.4	510.5	152.8	184.3	847.6	138.0	56.7	114.7	309.3	1,031.4	327.4	357.6	1,716.4
	Apr	342.0	148.6	74.3	564.9	495.5	213.0	211.2	919.7	136.8	77.2	121.0	335.1	974.4	438.9	406.5	1,819.6
	July	442.8	155.3	102.6	700.7	444.3	254.2	254.4	952.8	132.9	90.8	133.6	357.3	1,020.0	500.2	490.6	2,010.6
	Oct	428.7	150.1	137.5	716.4	431.4	252.4	319.1	1,002.9	133.8	94.8	158.5	387.1	993.9	497.3	615.1	2,106.4
1982	Jan	388.6	156.6	162.8	708.0	471.1	240.2	385.9	1,097.1	132.0	97.9	168.3	398.2	991.8	494.6	716.9	2,203.3
	Apr	334.5	170.3	178.9	683.7	418.7	233.4	428.5	1,080.6	117.3	97.3	183.0	397.6	870.5	501.1	790.4	2,162.0
	July	434.6	155.9	193.0	783.5	386.3	223.0	456.6	1,065.9	107.6	91.4	198.7	397.7	928.5	470.2	848.4	2,247.1
	Oct	433.2	142.1	212.5	787.8	415.5	211.2	488.3	1,115.1	114.6	83.7	217.5	415.7	963.4	437.0	918.3	2,318.7
	Oct*	418.1	135.5	182.5	735.8	419.1	212.2	417.0	1,047.9	122.6	90.3	211.2	424.0	959.4	438.0	810.2	2,207.4
1983	Jan	405.3	154.4	202.9	762.6	464.3	208.5	470.1	1,143.0	128.8	85.1	235.3	449.2	998.4	448.1	908.4	2,354.9
	Apr†	344.2	187.1	213.4	744.5	415.1	222.5	496.5	1,134.1	120.0	86.5	220.9	427.5	879.4	496.1	930.8	2,306.4
	July	351.4	163.5	225.6	740.5	373.7	209.1	516.4	1,099.3	100.5	70.6	133.1	304.2	825.6	443.2	875.2	2,144.0
	Oct	400.3	131.7	233.7	765.7	379.2	186.2	531.2	1,096.6	101.7	66.5	131.9	300.1	881.2	384.4	896.8	2,162.4
1984	Jan	390.2	142.4	238.2	770.8	428.5	185.1	555.2	1,168.8	105.3	64.8	135.7	305.8	924.0	392.2	929.1	2,245.4
	Apr	310.8	176.0	238.8	725.7	387.1	195.4	569.1	1,151.6	94.5	67.7	140.6	302.8	792.5	439.1	948.5	2,180.1
FEMALE																	
1981	Jan	255.5	83.5	32.6	371.6	177.5	63.3	49.8	290.6	17.8	7.7	15.4	40.9	450.8	154.4	97.8	703.1
	Apr	220.6	93.2	38.4	352.2	176.9	78.3	54.9	310.2	17.0	10.0	16.1	43.1	414.5	181.5	109.5	705.5
	July	326.6	90.5	52.4	469.5	174.4	85.7	66.2	326.2	16.7	11.3	17.6	45.6	517.6	187.4	136.2	841.3
	Oct	323.3	88.7	66.5	478.6	179.6	92.0	82.2	353.8	17.8	11.4	20.7	49.9	520.6	192.2	169.5	882.3
1982	Jan	273.3	99.2	73.0	445.6	184.3	93.1	92.4	369.7	17.7	11.6	22.8	52.1	475.3	203.8	188.2	867.3
	Apr	229.9	112.7	77.8	420.4	177.0	94.4	101.7	373.1	15.6	12.2	24.5	52.3	422.6	219.2	204.0	845.8
	July	326.3	101.4	85.7	513.5	174.4	92.8	110.1	377.4	14.9	11.5	26.3	52.7	515.7	205.7	222.1	943.6
	Oct	324.8	91.0	99.5	515.3	188.4	94.3	122.7	405.4	16.2	10.6	29.1	55.9	529.3	195.9	251.2	976.5
	Oct*	303.5	82.1	75.1	460.5	168.5	81.2	77.7	327.4	16.3	11.0	26.3	53.5	488.3	174.1	179.1	841.6
1983	Jan	286.4	94.4	82.5	463.3	179.1	84.7	87.3	351.1	16.7	10.7	28.6	55.9	482.2	189.7	198.4	870.4
	Apr†	238.8	120.5	87.7	447.0	174.1	90.5	95.1	359.7	15.3	11.7	29.9	56.9	428.2	222.7	212.6	863.5
	July	251.4	109.1	95.4	455.9	175.0	88.1	101.6	364.7	14.3	11.2	30.6	56.1	440.7	208.5	227.5	876.6
	Oct	301.1	89.3	105.3	495.7	182.1	87.4	107.7	377.3	15.3	10.4	33.0	58.7	498.5	187.0	246.1	931.6
1984	Jan	284.6	95.4	108.9	489.0	197.0	92.2	115.0	404.3	16.1	10.1	35.0	61.1	497.7	197.7	258.9	954.3
	Apr	219.4	124.9	110.5	454.9	187.4	100.6	121.3	409.3	14.4	11.2	37.8	63.5	421.2	236.8	269.7	927.6

Note: The figures prior to October 1982 are not comparable with the figures after October 1982 due to the changed system of counting the unemployed from registrations to claimants. See also footnotes to table 2.1.

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

† Affected by provisions announced in the 1983 Budget. See footnotes †† to table 2.1. By April 1983 the numbers affected in the over 52 weeks category were 25,000; the total effect over all groups was 29,000. Between April and July 1983, a further 94,000 and 123,000 respectively were affected; between July and October 1983 a further 6,000 and 9,000 respectively were affected.

UNEMPLOYMENT 2.6 Age and duration: April 5, 1984††

UNITED KINGDOM		Age groups																																																																																																		
		Under 18	18	19	20-24	25-29	30-34	35-44	45-49	50-54	55-59	60-64	65 and over	All																																																																																						
		Duration of unemployment in weeks	1 and up to 2	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98
1981	Jan	3,966	2,891	3,048	12,204	7,573	5,746	8,860	3,559	3,723	4,891	4,263	8	60,732																																																																																						
	Apr	3,306	2,270	2,462	9,487	5,666	4,269	6,122	2,467	2,127	2,377	1,676	3	42,232																																																																																						
	July	6,005	4,223	4,183	16,839	10,207	7,674	11,463	4,334	3,847	4,160	2,875	9	75,819																																																																																						
	Oct	5,332	4,012	3,934	15,226	9,517	7,255	10,985	4,294	4,036	4,496	3,436	4	72,627																																																																																						
	Oct*	4,692	3,680	3,396	13,443	8,372	6,226	9,177	3,377	3,437	3,830	2,564	8	62,202																																																																																						
1982	Jan	12,394	9,681	9,027	33,847	20,469	15,528	22,892	8,632	8,368	10,126	6,888	16	157,868																																																																																						
	Apr	18,510	18,864	17,551	66,359	41,453	31,137	46,639	18,607	19,006	24,720	18,158	29	321,033																																																																																						
	July	20,823	22,150	18,828	51,913	30,604	22,492	34,086	13,483	14,577	21,905	15,569	33	266,463																																																																																						
	Oct	7,654	11,307	9,396	33,928	20,447	15,921	23,448	9,667	10,646	16,571	13,585	31	172,601																																																																																						
1983	Jan	3,621	8,253	7,323	22,864	15,936																																																																																														

2.8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
Thousand								
MALE AND FEMALE								
1982 Jan	146.6	118.1	281.7	312.8	607.8	698.5	905.1	3,070.6
April	130.2	137.0	242.0	260.9	522.9	720.3	994.4	3,007.8
July	201.1	188.1	324.3	241.9	488.8	676.0	1,070.5	3,190.6
Oct	157.0	163.7	363.6	271.5	537.0	632.9	1,169.6	3,295.1
Oct *	196.1	166.3	350.3	242.4	492.5	612.1†	989.3‡	3,049.0
1983 Jan	195.7	115.3	259.7	297.2	612.7	637.8	1,106.8	3,225.2
April †	184.6	138.0	224.6	245.5	514.9	718.8	1,143.4	3,169.9
July	194.5	157.7	219.3	223.7	471.1	651.7	1,102.6	3,020.6
Oct	196.8	164.4	344.2	228.9	445.3	571.4	1,142.9	3,094.0
1984 Jan	192.9	115.4	248.3	275.5	589.6	589.9	1,188.0	3,199.7
Apr	156.9	116.4	206.8	248.3	485.3	675.8	1,218.2	3,107.7
Per cent								
Proportion of number unemployed								
1982 Jan	4.8	3.8	9.2	10.2	19.8	22.7	29.5	100.0
April	4.3	4.6	8.0	8.7	17.4	23.9	33.1	100.0
July	6.3	5.9	10.2	7.6	15.3	21.2	33.6	100.0
Oct	4.8	5.0	11.0	8.2	16.3	19.2	35.5	100.0
Oct	6.4	5.5	11.5	8.0	16.2	20.1†	32.4‡	100.0
1983 Jan	6.1	3.6	8.1	9.2	19.0	19.8	34.3	100.0
April †	5.8	4.4	7.1	7.7	16.2	22.7	36.1	100.0
July	6.4	5.2	7.3	7.4	15.6	21.6	36.5	100.0
Oct	6.4	5.3	11.1	7.4	14.4	18.5	36.9	100.0
1984 Jan	6.0	3.6	7.8	8.6	18.4	18.4	37.1	100.0
Apr	5.0	3.7	6.7	8.0	15.6	21.7	39.2	100.0
Thousand								
MALE								
1982 Jan	94.4	81.0	196.6	211.7	408.1	494.6	716.9	2,203.3
April	85.9	92.0	161.0	171.3	360.3	501.1	790.4	2,162.0
July	120.1	114.8	205.8	160.3	327.5	470.2	848.4	2,247.1
Oct	103.6	105.5	224.5	179.5	350.4	437.0	918.3	2,318.7
Oct *	131.1	108.9	217.6	165.9	336.0	438.0†	810.2‡	2,207.4
1983 Jan	122.2	77.1	180.5	205.4	413.1	448.1	908.4	2,354.9
April †	120.3	92.0	150.9	163.8	352.4	496.1	930.8	2,306.4
July	121.6	99.6	144.3	147.6	312.6	443.2	875.2	2,144.0
Oct	127.7	103.8	207.3	150.3	292.0	338.4	896.8	2,162.4
1984 Jan	118.5	75.5	168.2	183.0	378.8	392.2	929.1	2,245.4
Apr	103.0	75.8	134.8	157.9	321.0	439.1	948.5	2,180.1
Per cent								
Proportion of number unemployed								
1982 Jan	4.3	3.7	8.9	9.6	18.5	22.4	32.5	100.0
April	4.0	4.3	7.4	7.9	16.7	25.2	36.6	100.0
July	5.3	5.1	9.2	7.1	14.6	20.9	37.8	100.0
Oct	4.5	4.5	9.7	7.7	15.1	18.8	39.6	100.0
Oct	5.9	4.9	9.9	7.5	15.2	19.8†	36.7‡	100.0
1983 Jan	5.2	3.3	7.7	8.7	17.5	19.0	38.6	100.0
April †	5.2	4.0	6.5	7.1	15.3	21.5	40.4	100.0
July	5.7	4.6	6.7	6.9	14.6	20.7	40.8	100.0
Oct	5.9	4.8	9.6	7.0	13.5	17.8	41.5	100.0
1984 Jan	5.3	3.4	7.5	8.2	16.9	17.5	41.4	100.0
Apr	4.7	3.5	6.2	7.2	14.7	20.1	43.5	100.0
Thousand								
FEMALE								
1982 Jan	52.2	37.1	85.2	101.0	199.8	203.8	188.2	867.3
April	44.3	45.0	81.0	89.6	162.6	219.2	204.0	845.8
July	80.9	73.3	118.5	81.6	161.3	205.7	222.1	943.6
Oct	53.4	58.2	139.1	92.0	186.6	195.9	251.2	976.5
Oct *	65.0	57.5	132.7	76.6	156.5	174.1†	179.1‡	841.6
1983 Jan	73.5	38.2	79.2	91.7	199.6	189.7	198.4	870.4
April †	64.3	45.9	73.8	81.7	162.6	222.7	212.6	863.5
July	72.8	58.2	75.0	76.1	158.5	208.5	227.5	876.6
Oct	69.1	60.6	136.9	78.6	153.3	187.0	246.1	931.6
1984 Jan	74.4	40.0	80.1	92.5	210.8	197.7	258.9	954.3
Apr	53.9	40.6	72.0	90.4	164.3	236.8	269.7	927.6
Per cent								
Proportion of number unemployed								
1982 Jan	6.0	4.3	9.8	11.6	23.0	23.5	21.7	100.0
April	5.2	5.3	9.6	10.6	19.2	25.9	24.1	100.0
July	8.6	7.8	12.6	8.6	17.1	21.8	23.5	100.0
Oct	5.5	6.0	14.2	9.4	19.1	20.1	25.7	100.0
Oct	7.7	6.8	15.8	9.1	18.6	20.7†	21.3‡	100.0
1983 Jan	8.4	4.4	9.1	10.5	22.9	21.8	22.8	100.0
April †	7.4	5.3	8.5	9.5	18.8	25.8	24.6	100.0
July	8.3	6.6	8.6	8.7	18.1	23.8	25.9	100.0
Oct	7.4	6.5	14.7	8.4	16.5	20.1	26.4	100.0
1984 Jan	7.8	4.2	8.4	9.7	22.1	20.7	27.1	100.0
Apr	5.8	4.4	7.8	9.7	17.7	25.5	29.1	100.0

See footnotes to tables 2.1 and 2.5.
* See footnotes to table 2.5.
† See footnotes to table 2.5.

UNEMPLOYMENT Students: regions 2.13

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Thousand														
MALE AND FEMALE														
1983 May 12	3,480	1,391	103	612	1,198	1,080	661	1,914	252	321	994	10,615	—	10,615
June 9	1,728	923	151	410	794	388	1,012	1,014	423	365	4,975	11,260	2,686	13,946
July 14	46,027	18,647	4,658	11,815	16,427	10,520	17,207	23,256	9,394	10,885	22,962	173,151	8,925	182,076
Aug 11	50,436	21,689	4,604	12,255	16,863	10,897	17,068	24,208	9,308	11,145	23,110	179,894	8,842	188,736
Sep 8	58,207	24,505	5,446	14,785	20,218	13,563	20,166	29,836	11,676	13,789	26,294	213,980	9,761	223,741
Oct 13	8,512	3,920	555	1,692	2,083	1,175	1,867	2,928	926	1,228	3,509	24,475	2,168	26,643
Nov 10	1,869	1,036	87	319	255	120	181	352	70	141	312	3,706	—	3,706
Dec 8	1,398	573	457	157	176	101	157	230	259	127	201	3,263	10	3,273
1984 Jan 12	8,939	3,415	719	3,166	2,211	1,936	3,304	3,730	806	1,129	958	26,898	618	27,516
Feb 9	814	327	44	184	121	173	135	193	67	102	297	2,130	—	2,130
Mar 8	421	216	31	106	104	79	109	153	74	86	155	1,298	—	1,298
April 5	14,571	5,643	1,631	2,697	2,034	2,561	3,909	3,540	1,092	2,615	4,358	39,008	552	39,560
May 10	1,870	1,116	131	526	534	507	878	958	299	256	918	6,877	—	6,877

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

Temporarily stopped: regions 2.14

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Thousand														
MALE AND FEMALE														
1983 May 12	1,067	458	304	1,142	3,010	2,651	1,935	1,145	521	382	2,756	14,913	1,082	15,995
June 9	1,161	556	212	771	2,651	1,711	1,128	1,003	384	349	1,564	10,934	997	11,931
July 14	1,611	1,076	194	324	4,515	1,031	912	962	541	175	2,062	12,327	874	13,201
Aug 11	759	271	115	319	1,289	1,367	1,087	754	276	187	1,760	7,913	740	8,653
Sep 8	821	265	160	375	1,347	820	1,072	797	409	264	1,633	7,698	820	8,518
Oct 13	748	169	167	693	1,505	1,111	1,509	878	510	358	1,739	9,218	827	10,045
Nov 10	812	161	86	478	1,035	1,047	1,023	1,963	439	355	1,324	8,562	933	9,495
Dec 8	911	119	168	245	1,137	1,324	1,221	1,161	429	408	1,437	8,441	1,018	9,459
1984 Jan 12	913	176	130	721	1,363	1,410	1,463	1,316	460	483	3,228	11,487	1,213	12,700
Feb 9	947	199	161	683	1,481	1,768	2,473	1,680	1,650	666	4,737	16,246	1,728	17,974
Mar 8	892	224	176	400	1,615	1,769	1,676	1,262	650	511	1,722	10,673	1,385	12,058
April 5	877	246	210	379	1,759	1,764	4,514	1,253	945	1,346	1,691	14,738	1,129	15,867
May 10	727	208	108	327	1,672	920	5,226	905	905	965	2,524	14,279	1,048	15,327

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

2.15 UNEMPLOYMENT Rates by age

UNITED KINGDOM		Under 18	18-19	20-24	25-34	35-44	45-54	55-59	60 and over	All ages
MALE AND FEMALE		R	R	R	R	R	R	R	R	R
1980	Jan	13.1	10.9	9.1	5.9	3.8	3.8	4.9	8.4	6.0
	April	13.3	11.0	9.3	6.1	4.0	4.0	5.1	8.7	6.2
	July	33.6	14.1	10.4	6.4	4.2	4.2	5.2	8.9	7.7
	Oct	24.5	16.2	12.8	7.8	5.1	5.0	6.1	10.1	8.4
1981	Jan	21.7	18.1	14.9	9.6	6.4	6.1	7.6	11.2	9.9
	April	17.8	18.7	15.6	10.4	6.9	6.6	8.3	11.9	10.3
	July	33.7	20.1	16.3	10.8	7.2	7.0	8.9	12.6	11.6
	Oct	29.4	22.6	17.8	11.4	7.6	7.4	9.6	13.7	12.2
1982	Jan	24.6	22.7	18.6	12.5	8.4	8.0	10.3	13.9	12.5
	April	21.6	22.7	18.3	12.3	8.4	8.0	10.4	13.7	12.3
	July	34.6	23.7	18.3	12.1	8.3	8.1	10.5	13.7	13.0
	Oct	28.2	26.3	19.9	12.7	8.8	8.5	11.0	14.3	13.5
	Oct	26.6	24.7	18.5	11.5	8.1	7.8	11.1	14.4	12.6
1983	Jan	24.2	25.8	19.2	12.5	8.9	8.4	11.8	16.6	13.4
	April ^{††}	23.1	25.4	19.0	12.4	8.9	8.5	11.8	15.3	13.2
	July	21.6	25.3	19.8	12.2	8.7	8.3	11.5	7.5	12.6
Oct	26.9	26.8	19.0	12.2	8.7	8.5	12.0	6.7	12.9	
1984	Jan	23.0	27.2	20.1	13.1	9.3	8.9	12.6	6.4	13.3
	Apr	19.0	26.0	19.7	13.0	9.2	8.9	12.9	6.0	12.9
MALE										
1980	Jan	12.5	11.3	9.6	6.6	5.2	5.1	6.0	11.7	7.0
	April	13.3	11.7	10.0	6.8	5.4	5.3	6.3	12.1	7.3
	July	33.7	14.7	11.2	7.1	5.6	5.5	6.5	12.4	8.8
	Oct	24.5	17.3	14.0	8.8	6.8	6.5	7.7	14.1	9.8
1981	Jan	22.3	19.8	16.7	11.1	8.6	8.2	9.6	15.7	11.9
	April	18.9	21.0	17.8	12.0	9.4	8.9	10.6	16.7	12.6
	July	34.6	22.3	18.6	12.4	9.7	9.4	11.4	17.8	13.9
	Oct	30.5	24.7	20.2	13.0	10.2	9.8	12.3	19.3	14.6
1982	Jan	25.9	25.4	21.4	14.5	11.5	10.9	13.3	19.6	15.4
	April	23.3	25.6	21.1	14.2	11.3	10.8	13.5	19.3	15.1
	July	36.0	26.6	21.0	13.9	11.2	10.8	13.5	19.3	15.7
	Oct	29.7	29.1	22.7	14.6	11.7	11.3	14.2	20.1	16.2
Oct	28.3	27.6	21.4	13.6	11.2	10.6	14.4	20.4	15.5	
1983	Jan	25.7	29.2	22.8	14.9	12.5	11.7	15.6	24.5	16.8
	April ^{††}	25.0	28.8	22.4	14.7	12.4	11.7	15.5	22.5	16.5
	July	23.6	28.7	22.8	14.3	12.0	11.3	15.0	11.0	15.3
Oct	28.9	29.6	21.8	14.1	12.0	11.4	15.6	9.9	15.5	
1984	Jan	24.8	30.3	23.2	15.1	12.9	12.0	16.4	9.4	16.1
	April	20.7	29.2	22.7	14.8	12.7	12.0	16.7	8.8	15.6
FEMALE										
1980	Jan	13.7	10.4	8.5	4.8	2.0	2.2	3.2	0.3	4.5
	April	13.4	10.3	8.5	5.0	2.2	2.4	3.2	0.3	4.6
	July	33.1	13.4	9.5	5.3	2.4	2.5	3.3	0.4	6.2
	Oct	24.4	14.9	11.2	6.2	2.9	2.9	3.8	0.4	6.4
1981	Jan	21.0	16.1	12.5	7.2	3.4	3.5	4.5	0.4	7.0
	April	16.6	16.2	12.7	7.6	3.6	3.7	4.8	0.4	7.0
	July	32.8	17.6	13.3	8.1	3.8	3.9	5.0	0.5	8.3
	Oct	28.1	20.2	14.8	8.7	4.2	4.2	5.5	0.5	8.7
1982	Jan	23.1	19.8	15.0	9.1	4.4	4.5	5.8	0.5	8.6
	April	19.7	19.4	14.7	9.0	4.5	4.6	5.8	0.5	8.3
	July	33.1	20.6	14.7	9.1	4.6	4.7	5.8	0.5	9.3
	Oct	26.5	23.3	16.7	9.7	4.9	5.0	6.2	0.6	9.6
Oct	24.8	21.6	14.6	8.1	3.8	4.2	6.1	0.2	8.4	
1983	Jan	22.1	22.2	14.7	8.5	4.1	4.4	6.4	0.2	8.6
	April	21.0	21.6	14.6	8.6	4.2	4.6	6.4	0.2	8.6
	July	19.3	21.6	15.9	8.8	4.2	4.6	6.4	0.2	8.7
Oct	24.6	23.7	15.4	9.2	4.3	4.8	6.7	0.1	9.2	
1984	Jan	21.0	23.8	16.3	9.9	4.6	5.0	7.0	0.1	9.5
	Apr	17.2	22.5	16.0	10.0	4.7	5.1	7.2	0.2	9.2

†† See footnote to table 2.1.

Notes: 1. All percentage rates by age are estimated.

2. While the figures are presented to one decimal place they should not be regarded as implying precision to that degree. The figures for those aged under 20 are subject to the widest errors.

3. The rates prior to October 1982 are not comparable with the rates after October 1982 due to the changed system of counting the unemployed from registrations to claimants. See 'Unemployment rates by age' in *Employment Topics* on p.411 in the September 1983 issue of *Employment Gazette*.

UNEMPLOYMENT

Selected countries: national definitions

THOUSAND

	United Kingdom†	Australia xx	Austria*	Belgium‡	Canada xx	Denmark§	France*	Germany (FR)*	Greece*	Irish Republic*	Italy||	Japan¶	Netherlands*	Norway*	Spain*	Sweden*	Switzerland	United Statesxx	
	Incl. school leavers	Excl. school leavers																	
NUMBERS UNEMPLOYED																			
Annual averages																			
1979	1,296	1,227	408	57	294	838	159	1,350	876	32	90	1,653	1,170	281	24.1	1,037	88	10.3	5,963
1980	1,665	1,561	409	53	322	867	180	1,451	900	37	101	1,776	1,140	325	22.3	1,277	86**	6.2	7,449
1981	2,520	2,420	394	69	392	898	241	1,773	1,296	42	128	1,993	1,260	480	28.4	1,566	108	5.9	8,211
1982	2,917	2,793	495	105	457	1,305	258	2,008	1,855	51	157	2,379	1,360	655	41.4	1,873	137	13.2	10,678
1983	3,105	2,970	697	127	505	1,436	281	2,042	2,264	62	193	2,707	1,560	801	63.6	2,207	151	24.1	10,717
Quarterly averages																			
1983 Q1	3,199	3,074	726	171	504	1,614	310	2,076	2,470	84	188	2,731	1,660	774	67.4	2,192	150	27.2	12,259
Q2	3,068	2,941	708	111	496	1,505	275	1,913	2,177	53	188	2,672	1,590	768	58.3	2,147	138	25.8	11,123
Q3	3,066	2,919	698	90	511	1,344	256	1,972	2,177	40	193	2,630	1,530	822	63.6	2,188	170	23.9	10,316
Q4	3,086	2,945	656	137	509	1,280	281	2,205	2,230	69	201	2,797	1,460	839	64.9	2,302	146	28.3	9,168
1984 Q1	3,176	3,071	719	179	520	1,497		2,252	2,490	84	215	2,992	1,710	852	75.6	2,443	145	34.2	9,406
Monthly																			
1983 July	3,021	2,905	687	89	511	1,409	241	1,893	2,202	40	192	2,597	1,440	810	60.6	2,156	154	23.4	10,707
Aug	3,010	2,898	687	88	511	1,365	260	1,934	2,196	39	194	2,605	1,580	828	68.7	2,187	179	23.9	10,411
Sept	3,167	2,953	721	93	511	1,257	268	2,087	2,134	42	193	2,690	1,570	827	61.4	2,222	177	24.5	9,830
Oct	3,094	2,926	653	114	512	1,238	277	2,165	2,148	49	196	2,755	1,490	825	60.2	2,266	149	25.4	9,383
Nov	3,084	2,947	625	136	508	1,281	280	2,223	2,193	71	200	2,805	1,470	837	62.6	2,298	142	29.0	9,129
Dec	3,079	2,961	690	160	508	1,321	286	2,227	2,349	88	208	2,960	1,650	863	79.7	2,433	167	34.5	8,992
1984 Jan	3,200	3,083	719	191	523	1,473	329	2,252	2,539	92	216	3,003 R	1,710	858	76.9	2,453	139	34.6	9,407
Feb	3,186	3,081	738	189	523	1,476	320	2,258	2,537	84	216	3,012	1,780	835	70.3	2,442	134	33.5	9,057
Mar	3,143	3,048	701	158	515	1,541		2,247	2,393	77	214	3,014			69.0		137		8,525
Apr	3,108	3,022	677	133	509	1,468		2,235	2,253	68	214								8,154
May	3,084	2,980						2,133		208									
Percentage rate latest month																			
	12.9		9.5	4.7	18.5	12.1	12.2	11.7	8.6	4.1 e	16.4	13.3	3.1	17.9	3.4 e	18.5	3.2	1.1	7.2
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages																			
1983 Q1		3,003	669	117	490	1,498	273	2,018	2,206	63	184	2,245	1,580	756	62.3	2,156	145		11,486
Q2		2,987	718	144	507	1,497	282	2,024	2,298	61	190	2,428	1,540	796	61.6	2,158	150		11,240
Q3		2,950	724	148	517	1,421	280	2,034	2,315	56	196	2,116	1,590	818	66.1	2,237	161		10,529
Q4		2,941	680	123	508	1,348	278	2,084	2,247	67	201		1,520	828	64.1	2,280	149		9,507
1984 Q1		2,998	633	122	505	1,389		2,191	2,226	63	210		1,610 e	838	70.6	2,383	140 e		8,866
Monthly																			
1983 July		2,957	724	149	513	1,460	276	2,033	2,318	55	194	2,116	1,470	807	65.3	2,204	154		10,600
Aug		2,941	719	151	519	1,429	281	2,035	2,319	56	195		1,640	822	68.4	2,254	165		10,633
Sept		2,951	730	144	520	1,373	282	2,033	2,309	58	198		1,660	825	64.7	2,253	163		10,353
Oct		2,941	697	129	516	1,346	281	2,035	2,271	61	200	2,343	1,540	825	62.0	2,258	149		9,896
Nov		2,939	679	123	511	1,347	278	2,097	2,240	66	201		1,520	830	62.8	2,266	146		9,429
Dec		2,946	664	118	496	1,352	276	2,119	2,229	66	204		1,510	829	67.5	2,316	152		9,195
1984 Jan		2,976	667	111	503	1,374	277	2,136	2,208	66	208		1,610	834	72.3	2,370	142		9,026
Feb		3,005	661	119	503	1,395	282	2,193	2,219	61	211		1,620 e	838	71.8	2,380	137		8,801
Mar		3,012 R	662	135	510	1,399		2,244	2,250	62	211		1,590 e	841	67.8	2,398	140 e		8,772
Apr		3,011 R	679	137 e	512 e	1,397		2,296	2,270	66 e	213				67.6		150 e		8,843
May		3,029						2,279		211									8,514
Percentage rate:																			
latest month		12.7	9.5	4.8 e	18.6 e	11.4	10.7	12.0	9.2	3.9 e	16.6	10.1	2.7 e	18.0	3.3 e	18.2	3.5 e		7.5
latest three months																			
change on previous		+0.2	-0.1	+0.5	+0.2	+0.2	-0.1	+0.7	+0.2	-0.3	+0.3	+0.8	+0.1	+0.2	+0.1	-0.2	-0.1		-0.3
three months																			

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

(i) by counts based on registration or insurance systems.

(ii) by conducting a labour force survey from a sample number of households.

(2) Source: SOEC Statistical telegram for Italy, OECD Main Economic Indicators for remainder, except United Kingdom, supplemented by labour attaché reports. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.

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

* See footnotes to table 2.1.

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

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

** Average of 11 months.

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

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

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

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

2.19 UNEMPLOYMENT

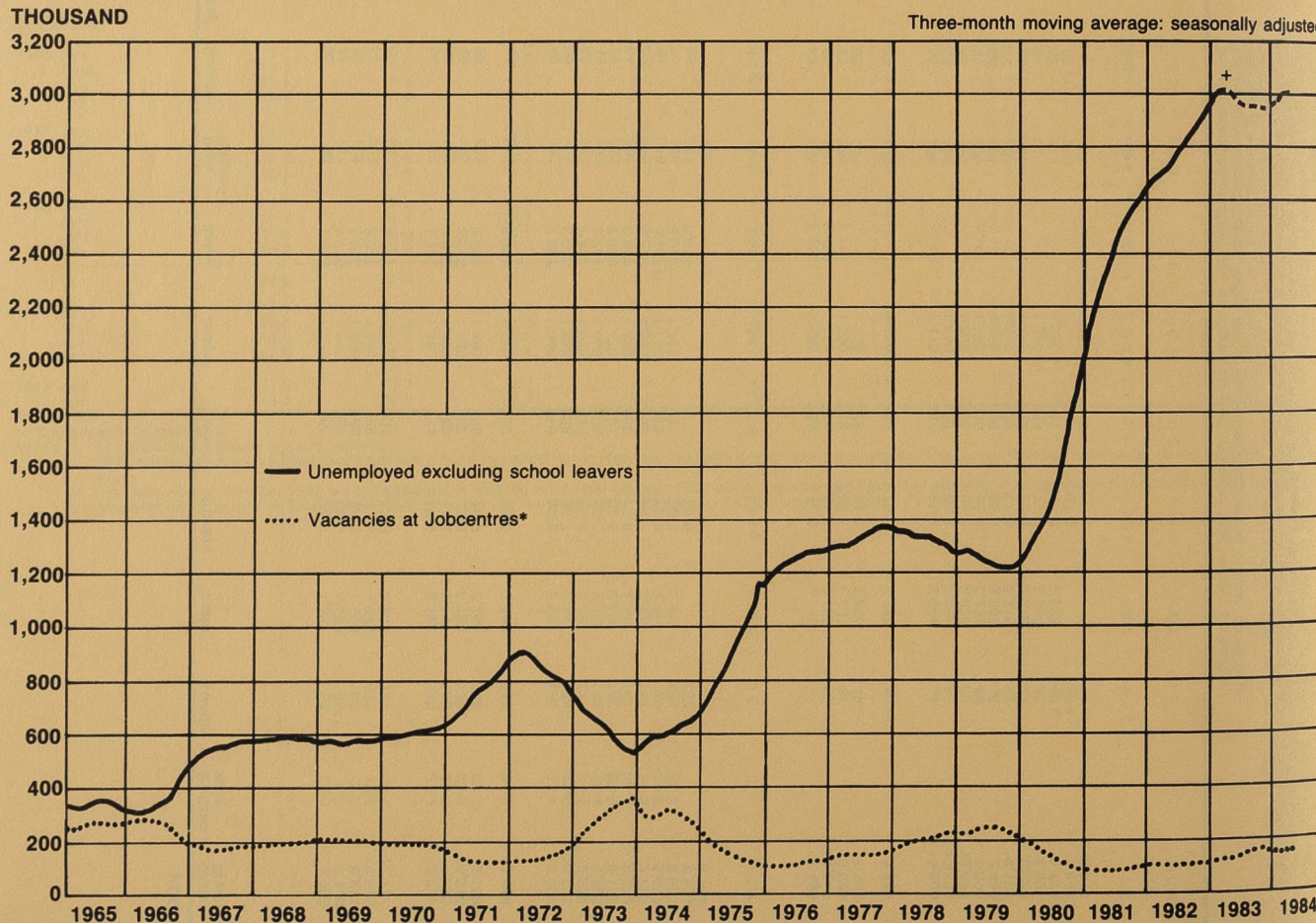
Flows: standardised, not seasonally adjusted*

UNITED KINGDOM † Month ending	INFLOW							OUTFLOW						
	Male and female		Male		Female			Male and female		Male		Female		
	All	School leavers ‡	All	School leavers ‡	All	Married	School leavers ‡	All	School leavers ‡	All	School leavers ‡	All	Married	School leavers ‡
	THOUSAND													
1983 Jan 13	356.0	30.5	230.1	16.4	125.9	44.3	14.1	244.9	18.3	154.8	9.9	90.1	33.7	8.4
Feb 10	362.6	25.0	236.9	13.7	125.7	47.9	11.3	390.6	32.5	256.7	17.3	133.9	47.6	15.2
Mar 10	333.9	19.3	222.0	10.8	111.9	45.0	8.5	363.1	24.6	240.6	13.4	122.5	44.7	11.2
Apr 14 †	362.6	41.9	238.8	24.0	123.8	46.2	17.8	394.8	17.6	250.2	9.4	114.6	42.8	8.2
May 12 †	334.2	22.1	220.5	13.0	113.6	46.3	9.1	464.7	23.2	336.4	13.3	128.4	47.3	9.9
June 9 †	319.5	16.2	211.4	9.3	108.1	43.6	6.8	389.2	16.7	269.4	9.5	119.7	44.6	7.2
July 14 †	400.1	18.3	253.5	10.3	146.6	47.1	8.0	368.0	14.5	253.9	7.9	114.1	43.4	6.6
Aug 11 †	368.0	17.5	236.5	10.3	131.6	50.3	7.2	379.5	14.0	256.8	7.6	122.6	42.9	6.4
Sep 8 †	521.1	121.5	314.8	66.6	206.3	50.5	54.9	350.5	15.8	228.6	8.9	121.9	46.0	7.0
Oct 13	468.4	49.9	294.7	27.6	174.2	54.5	22.2	532.5	72.4	331.3	40.0	201.2	53.0	32.5
Nov 10	388.4	16.2	250.8	9.2	137.6	52.6	7.1	398.8	39.6	254.5	21.8	144.3	48.8	17.7
Dec 8	351.8	12.2	233.6	6.9	118.2	48.4	5.2	357.3	25.2	225.0	13.8	132.2	45.1	11.4
1984 Jan 12	354.3	17.4	225.2	9.5	129.1	49.3	7.9	250.1	11.9	157.3	6.6	92.8	36.0	5.2
Feb 9	362.3	14.8	234.9	8.3	127.4	52.2	6.4	376.2	19.2	244.1	10.7	132.6	51.1	8.4
Mar 8	318.5	10.6	206.8	6.1	111.6	48.8	4.4	365.7	15.0	241.3	8.5	124.4	47.8	6.5
Apr 5 †	328.7	9.0	215.2	5.2	113.5	50.3	3.7	366.8	12.3	242.3	6.8	124.5	48.6	5.5
May 10 †	336.3	31.1	215.4	18.1	120.8	50.9	13.0	356.4	10.2	231.8	5.9	124.6	49.3	4.3

* The unemployment flow statistics on the new basis (claimants) are described in *Employment Gazette*, August 1983, pp 351-358. They exclude a minority still covered by clerical counts in Unemployment Benefit Offices. A seasonally adjusted series cannot yet be estimated. The figures on the old basis (registrations) have now been discontinued. They were included for the last time in the issue for October 1983. Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month. † Adjustments have been made in the outflows for April to August 1983 to allow for the effects of the provisions announced in the 1983 Budget for certain older men—see footnote ** to table 2.1. ‡ The change in the count of school leavers between one month and the next reflects some of them reaching the age of 18 as well as the excess of their inflow over their outflow. † Now including Northern Ireland. This table has previously been provided showing figures for Great Britain only (cf table 2.19 in *Employment Gazette*, March 1984).

C1 UNEMPLOYMENT

Unemployment and vacancies: United Kingdom 1965-1984



* Vacancies at Jobcentres are only about a third of total vacancies. † Figures affected by Budget provisions for men aged 60 and over.

CONFIRMED REDUNDANCIES* 2.20

Region

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Great Britain
1977	24,510	7,602	2,866	12,651	6,135	5,658	13,258	31,736	18,840	115,654	11,931	30,775	158,360
1978	25,741	9,183	4,405	11,968	10,006	6,346	15,150	37,617	18,648	129,881	18,914	23,768	172,563
1979	26,798	15,179	2,981	11,031	19,320	8,449	17,838	40,705	14,985	142,107	11,663	33,014	186,784
1980	70,015	33,951	7,554	26,598	69,436	40,957	50,879	92,596	33,276	391,311	45,215	57,240	493,766
1981	105,878	54,998	11,463	30,998	59,556	33,720	63,102	91,739	40,103	436,559	36,432	59,039	532,030
1982	80,300	49,396	6,471	24,898	40,229	29,429	45,957	67,117	32,424	326,825	24,647	48,944	400,416
1983	58,345	34,078	4,165	23,777	40,413	23,259	36,807	51,019	30,274	268,059	16,041	41,538	325,638
1982 Q3	19,172	12,503	1,614	5,800	10,620	7,986	10,210	15,648	7,306	78,356	4,973	13,240	96,569
Q4	18,522	10,819	2,563	6,995	13,702	10,361	15,580	16,461	9,449	93,633	7,839	11,758	113,230
1983 Q1	15,432	8,803	1,420	7,058	12,135	6,705	10,685	13,387	7,087	73,909	4,541	10,955	89,405
Q2	13,413	9,167	1,080	4,612	10,352	5,349	8,920	13,938	7,952	65,616	3,730	10,160	79,506
Q3	14,175	7,512	732	4,940	10,322	5,191	7,624	11,700	7,824	62,508	3,271	11,975	77,754
Q4	15,325	8,596	933	7,167	7,604	6,014	9,578	11,994	7,411	66,026	4,499	8,448	78,973
1984 Q1	8,458	4,106	814	3,286	3,915	4,244	7,830	10,138	5,721	44,406	3,031	6,707	54,144
1983 Sep	4,394	2,066	154	1,798	4,284	1,996	2,221	4,671	2,502	22,020	1,369	3,379	26,768
Oct	6,598	3,684	658	2,148	2,129	1,495	2,748	3,337	2,492	21,605	1,192	2,359	25,156
Nov	3,445	2,161	188	2,575	1,879	1,975	2,301	3,425	2,157	17,925	1,265	3,081	22,271
Dec	5,282	2,751	107	2,444	3,596	2,544	4,529	5,232	2,762	26,496	2,042	3,008	31,546
1984 Jan	2,839	1,758	197	980	979	977	2,241	3,459	1,702	13,374	1,014	2,616	17,004
Feb	2,445	1,228	419	854	1,236	1,172	2,731	2,451	1,946	13,254	948	1,854	16,056
Mar	3,174	1,120	198	1,452	1,700	2,095	2,858	4,228	2,073	17,778	1,069	2,237	21,084
Apr †	(4,761)	(1,802)	(165)	(1,088)	(1,346)	(1,378)	(1,559)	(2,269)	(2,982)	(15,548)	(760)	(4,069)	(20,377)
May †	(2,419)	(843)	(72)	(1,075)	(1,234)	(1,007)	(862)	(1,644)	(2,336)	(10,649)	(649)	(1,351)	(12,649)

CONFIRMED REDUNDANCIES* 2.21

Industry

SIC 1980	Division	Class group	1984					
			Q1	Jan	Feb	Mar	Apr †	May *
		01-03	70	32	11	27	(24)	(1)
	Agriculture, forestry and fishing		70	32	11	27	(24)	(1)
		11-12	2,794	1,098	778	918	(774)	(629)
	Coal extraction and coke							
	Mineral oil and natural extraction	13	95	24	58	13	(0)	(0)
	Mineral oil processing	14	122	31	48	43	(31)	(38)
	Nuclear fuel production	15	0	0	0	0	(0)	(0)
	Gas, electricity and water	16-17	252	82	57	113	(224)	(11)
	Energy and water supply industries		3,263	1,235	941	1,087	(1,029)	(678)
		21-23	49	0	20	29	(0)	(11)
	Extraction of other minerals and ores							
	Metal manufacture	22	2,034	461	528	1,045	(384)	(1,065)
	Manufacture of non-metallic products	24	1,386	402	333	651	(344)	(199)
	Chemical industry	25	1,493	604	450	439	(236)	(197)
	Production of man-made fibres	26	90	30	30	30	(0)	(0)
	Extraction of minerals and ores other than fuel: manufacture of metal mineral products and chemicals		5,052	1,497	1,361	2,194	(964)	(1,472)
		30	3,167	541	2,297	329	(521)	(123)
	Shipbuilding and repairing	31	1,669	465	674	530	(626)	(447)
	Manufacture of metal goods	32	6,189	2,381	1,393	2,415	(3,538)	(1,720)
	Mechanical engineering							
	Manufacture of office machinery and department equipment	33	373	209	132	32	(53)	(162)
	Electrical and electronic engineering	34	3,002	698	967	1,337	(800)	(1,415)
	Manufacture of motor vehicles	35	2,337	815	574	948	(1,007)	(470)
	Manufacture of aerospace and other transport equipment	36	1,720	586	506	628	(1,188)	(1,249)
	Instrument engineering	37	387	161	88	138	(63)	(0)
	Metal goods and engineering and vehicles industries		18,844	5,856	6,631	6,357	7,796	(5,586)
		41-42	3,710	899	1,038	1,773	(2,519)	(652)
	Food, drink and tobacco	43	1,364	198	275	891	(327)	(469)
	Textiles	44-45	1,632	464	366	802	(926)	(229)
	Leather, footwear and clothing	46	636	149	244	243	(119)	(157)
	Timber and furniture	47	1,288	372	519	397	(297)	(122)
	Paper, printing and publishing	48-49	1,780	1,052	348	380	(292)	(255)
	Other manufacturing		10,410	3,134	2,790	4,486	(4,480)	(1,884)
	Other manufacturing industries							
	Construction	50	5,042	1,265	1,506	2,271	(1,938)	(1,128)
	Construction		5,042	1,265	1,506	2,271	(1,938)	(1,128)
		61-63	2,012	720	637	655	(559)	(241)
	Wholesale distribution	64-65	2,798	1,327	520	951	(939)	(495)
	Retail distribution	66	680	238	192	250	(259)	(261)
	Hotel and catering	67	236	128	48	60	(60)	(11)
	Repair of consumer goods and vehicles		5,726	2,413	1,397	1,916	(1,817)	(1,008)
	Distribution, hotels and catering, repairs							
	Transport	71-77	1,429	474	409	546	(320)	(168)
	Telecommunications	79	143	72	41	30	(51)	(42)
	Transport and communication		1,572	546	450	576	(371)	(210)
		81-85	1,023	346	307	370	(331)	(188)
	Insurance, banking, finance and business services		1,023	346	307	370	(331)	(188)
	Banking, finance, insurance business services and leasing							
	Public administration and defence	91-94	1,8					

3.1 VACANCIES Regions: notified to Jobcentres: seasonally adjusted *

THOUSAND

	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1979 May 4	112.9	58.2	7.9	17.5	15.7	16.2	17.3	20.4	10.9	10.4	22.1	251.1	1.4	252.5
June 8	115.1	58.4	8.9	18.3	15.9	16.0	17.4	21.1	11.4	10.7	22.5	257.4	1.3	258.7
July 6	114.3	57.8	8.8	17.7	15.6	15.8	16.7	20.7	11.6	10.4	22.1	253.6	1.4	255.0
Aug 3	109.3	54.7	8.6	17.1	15.5	15.4	16.8	20.5	10.7	10.2	22.3	247.5	1.3	248.8
Sep 7	108.5	53.9	8.3	17.7	14.9	15.4	16.1	20.6	10.3	9.7	22.5	244.0	1.3	245.3
Oct 5	106.5	53.0	8.3	17.5	14.0	14.7	15.7	19.5	10.0	9.8	21.9	237.8	1.3	239.1
Nov 2	105.0	52.6	8.3	16.5	14.0	14.3	14.9	18.7	9.7	9.5	21.8	232.9	1.3	234.2
Nov 30	99.4	50.4	7.8	15.8	13.2	12.9	13.2	17.2	9.4	9.0	21.0	218.6	1.3	219.9
1980 Jan 4	92.8	47.2	7.1	14.5	12.4	12.1	12.3	16.2	8.7	8.4	19.8	203.9	1.2	205.1
Feb 8	86.7	44.4	6.6	14.0	11.5	11.5	11.5	15.1	7.8	7.7	19.2	191.6	1.2	192.8
Mar 7	81.1	40.8	6.2	14.3	10.8	10.6	10.5	14.2	7.4	7.3	18.5	180.4	1.3	181.7
April 2	76.2	38.6	5.6	12.6	9.7	9.4	9.8	13.7	6.9	6.9	17.6	168.0	1.2	169.2
May 2	71.5	35.8	5.6	12.0	9.0	8.8	8.8	13.1	6.7	6.7	17.5	159.5	1.2	160.7
June 6	65.0	33.0	5.0	10.4	8.0	8.5	7.9	11.6	6.1	6.1	16.8	145.8	1.1	146.9
July 4	56.4	28.6	4.3	9.5	6.9	7.1	7.2	9.8	5.4	5.5	15.7	127.9	1.0	128.9
Aug 8	51.5	26.0	4.1	8.4	6.2	6.9	6.2	9.4	5.3	5.1	15.6	119.7	1.0	120.7
Sep 5	48.3	24.4	3.8	7.8	5.8	5.7	5.7	8.8	5.1	5.2	15.1	111.4	0.8	112.2
Oct 3	43.3	21.2	3.4	7.0	5.6	4.9	5.6	8.0	4.7	4.7	13.6	100.9	0.8	101.7
Nov 6	38.9	18.7	3.2	7.1	5.2	4.9	5.6	8.1	4.6	4.6	13.7	96.0	0.7	96.7
Dec 5	38.7	18.4	3.3	7.6	5.3	5.1	6.1	8.4	4.7	5.0	14.3	98.3	0.8	99.1
1981 Jan 9	40.1	19.1	3.5	7.7	5.2	5.4	5.7	8.4	4.5	4.7	13.7	98.9	0.7	99.6
Feb 6	36.6	17.1	3.3	7.9	5.1	5.2	5.5	8.7	4.3	5.1	13.7	95.4	0.6	96.0
March 6	36.5	17.3	3.5	7.4	5.6	5.3	5.4	8.9	4.1	4.9	13.2	94.6	0.6	95.2
April 3	35.1	16.5	3.3	7.6	5.8	5.4	5.1	8.6	4.1	4.5	12.8	92.2	0.7	92.9
May 8	33.9	16.2	3.3	7.0	5.9	6.0	5.0	8.4	4.2	4.8	12.5	91.1	0.7	91.8
June 5	32.8	15.6	3.1	5.6	5.5	5.7	5.2	8.1	4.0	4.3	12.1	85.8	0.6	86.4
July 3	34.9	16.8	3.0	6.9	6.0	6.6	5.3	8.7	4.2	4.1	12.8	92.6	0.7	93.3
Aug 7	37.3	18.1	3.3	8.0	6.3	6.0	5.8	8.7	4.2	4.9	12.4	97.2	0.7	97.9
Sep 4	38.3	18.7	3.6	8.2	6.4	5.8	6.1	8.6	4.4	4.7	12.8	99.1	0.8	99.9
Oct 2	37.9	18.0	3.6	8.2	6.5	5.7	6.5	9.3	4.6	5.0	13.1	100.4	0.8	101.2
Nov 6	38.6	18.4	4.2	8.8	6.6	5.8	6.4	9.3	4.7	5.3	13.6	103.3	0.9	104.2
Dec 4	39.3	18.5	4.4	8.8	6.6	6.1	6.6	9.5	4.7	5.3	13.4	104.8	0.9	105.7
1982 Jan 8	39.9	19.1	4.4	9.2	6.8	6.4	6.8	9.7	4.8	5.4	13.6	106.9	0.9	107.8
Feb 5	41.1	19.4	4.7	9.1	6.7	6.5	6.8	9.7	5.5	5.4	13.5	108.9	0.9	109.8
Mar 5	41.4	19.7	4.1	9.4	6.5	6.6	7.1	9.5	5.4	5.6	12.7	108.2	0.9	109.1
Apr 2	40.9	20.1	4.4	9.1	6.4	6.9	7.0	9.9	5.5	5.8	12.4	107.8	0.9	108.7
May 7	40.4	19.9	3.9	9.5	6.7	7.0	7.2	10.1	5.0	5.6	12.7	108.1	0.9	109.0
June 4	40.1	19.9	4.0	9.6	6.7	6.9	7.1	9.9	5.2	5.8	13.1	107.6	0.9	108.5
July 2	42.3	20.1	4.0	10.2	6.8	6.8	7.0	10.0	4.9	5.8	13.3	111.1	1.0	112.1
Aug 6	42.7	20.8	4.0	9.9	7.0	6.9	7.0	10.2	5.0	5.7	13.6	112.0	1.0	113.0
Sep 3	40.7	19.9	3.9	10.0	6.8	7.3	7.0	10.0	4.9	5.7	13.1	109.6	1.1	110.7
Oct 8	41.7	20.9	4.0	11.0	7.4	7.2	6.5	11.0	5.3	6.1	13.6	114.2	1.2	115.4
Nov 5	42.0	20.1	3.9	11.0	7.3	7.3	6.8	11.3	5.3	5.9	13.4	114.1	1.1	115.2
Dec 3	42.3	20.1	4.0	10.6	7.3	7.3	7.2	11.7	5.4	5.8	13.8	115.4	1.1	116.5
1983 Jan 7	42.2	19.6	4.1	10.7	7.7	7.4	7.8	11.6	5.4	6.0	14.3	117.2	1.1	118.3
Feb 4	44.1	20.2	4.2	10.7	8.2	7.1	8.3	11.7	5.5	5.7	14.4	120.1	1.2	121.3
Mar 4	44.0	20.0	4.6	10.9	8.6	8.0	8.4	12.7	5.5	6.0	15.0	123.7	1.2	124.9
Apr 8	45.9	20.2	4.4	11.5	9.9	8.2	8.8	14.1	6.3	6.6	16.5	132.5	1.1	133.7
May 6	45.7	20.1	4.3	11.8	10.2	7.6	9.3	14.2	6.5	6.7	16.5	132.8	1.2	134.0
Jun 3	49.2	22.2	4.6	12.3	11.6	7.9	9.5	15.3	7.4	7.1	17.7	142.0	1.3	143.3
July 8	52.3	23.2	5.2	13.1	12.5	8.8	10.6	16.2	8.4	8.0	17.6	152.6	1.3	153.9
Aug 5	55.1	24.1	5.3	14.1	13.4	8.9	11.4	16.9	8.7	8.2	17.3	159.2	1.3	160.5
Sep 2	56.5	24.2	5.3	14.5	14.1	9.4	12.3	18.2	9.1	8.9	17.3	165.7	1.3	167.0
Oct 7	57.6	24.9	5.7	14.3	13.5	9.5	12.8	18.3	9.5	8.4	17.5	166.9	1.2	168.1
Nov 4	57.3	25.4	5.4	14.0	13.3	9.2	12.1	17.2	8.9	7.8	16.8	162.1	1.1	163.2
Dec 2	55.5	24.4	5.1	13.1	12.4	8.9	10.5	15.5	8.0	7.4	15.6	152.1	1.2	153.3
1984 Jan 6	55.2	24.3	4.9	12.7	11.6	8.2	10.0	14.6	7.2	7.1	15.1	146.4	1.2	147.6
Feb 3	54.7	24.4	5.1	12.7	10.8	8.0	9.6	14.7	6.9	7.0	14.6	144.2	1.2	145.4
Mar 2	54.8	24.5	5.4	12.9	10.3	8.3	9.8	15.3	7.5	7.1	15.0	146.0	1.3	147.3
Mar 30	54.7	25.3	5.3	12.7	10.7	8.6	9.3	14.8	7.6	6.9	15.8	146.6	1.3	147.9
May 4	57.8	25.7	5.7	14.5	11.0	8.0	9.8	16.1	8.0	7.6	15.7	154.2	1.5	155.7

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

VACANCIES 3.2 Regions: notified to Jobcentres and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to Jobcentres														
1982 May 7	45.2	21.8	4.3	11.5	7.2	8.0	7.9	11.7	5.5	6.9	14.2	122.4	0.9	123.3
June 4	45.8	21.4	4.4	12.0	6.9	7.6	8.0	11.2	5.4	6.7	14.7	122.7	1.0	123.7
July 2	44.1	20.6	4.2	10.6	6.6	6.6	7.3	10.2	5.0	6.0	13.7	114.3	1.0	115.3
Aug 6	42.1	19.6	4.0	9.9	7.0	6.8	6.9	10.0	5.0	5.5	13.9	111.0	1.1	112.0
Sep 3	43.3	20.8	4.1	10.2	7.2	7.3	7.2	9.9	5.0	5.6	13.8	113.5	1.1	114.6
Oct 8	46.0	24.0	4.0	10.6	7.8	7.6	6.9	11.1	5.4	5.8	13.8	119.1	1.2	120.3
Nov 5	41.0	20.5	3.7	9.8	7.4	7.3	6.6	10.7	5.1	5.3	13.3	110.0	1.1	111.1
Dec 3	36.7	17.6	3.6	8.8	6.8	6.7	6.3	10.4	4.8	4.9	12.7	101.5	1.0	102.5
1983 Jan 7	36.6	17.2	3.8	8.6	7.0	6.6	7.0	10.3	4.8	5.0	12.2	101.8	1.0	102.9
Feb 4	39.3	18.3	3.9	9.5	7.6	6.8	7.7	10.8	5.1	5.1	13.0	108.7	1.0	109.8
Mar 4	41.2	18.5	4.4	11.2	8.5	8.0	8.2	12.6	5.6	6.0	14.4	119.9	1.2	121.1
Apr 8	47.4	20.5	4.6	12.8	10.1	8.4	9.1	15.4	6.8	7.8	17.1	139.6	1.2	140.8
May 6	50.3	21.9	4.7	13.8	10.8	8.7	9.9	15.8	6.9	7.9	17.8	146.6	1.2	147.8
June 3	54.5	24.4	4.9	14.6	11.8	8.6	10.3	16.5	7.9	8.0	19.3	156.4	1.4	157.7
July 8	54.0	23.6	5.4	13.5	12.3	8.6	10.9	16.5	8.4	8.2	18.1	156.0	1.4	157.3
Aug 5	54.8	23.2	5.2	14.2	13.4	8.8	11.3	16.6	8.8	8.1	17.6	158.8	1.3	160.2
Sep 2	59.1	25.2												

The industrial analysis of vacancies for May 1984 (table 3.3) will be published in the July *Employment Gazette*. Figures for November 1983 and February 1984 were published in table 3.3 of the April *Employment Gazette*.

3.5 VACANCIES Flows at Jobcentres: seasonally adjusted*

GREAT BRITAIN	Average of 3 months ended											
	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
Inflow												
1978	202	208	213	217	217	221	225	227	229	232	234	234
1979	226	219	215	223	231	238	238	236	232	228	225	224
1980	214	207	202	201	197	188	181	171	167	160	154	149
1981	152	150	147	142	142	144	144	147	151	155	157	157
1982	160	162	164	164	165	164	164	164	163	162	162	164
1983	166	170	171	172	172	178	185	198	201	203	200	200
1984	193	188	184	191	195							
Outflow												
1978	195	200	205	211	213	216	219	222	224	225	228	230
1979	227	222	217	221	225	230	234	238	237	234	230	233
1980	227	222	215	212	208	199	194	183	176	168	161	152
1981	152	150	148	144	143	147	145	145	146	152	155	155
1982	157	160	163	164	165	164	164	163	163	161	162	163
1983	165	167	167	170	172	176	180	189	194	198	200	205
1984	199	192	185	189	191							
Excess inflow over outflow												
1978	7	9	8	6	4	5	5	5	5	7	6	4
1979	-1	-3	-3	2	7	8	4	-2	-4	-6	-5	-9
1980	-13	-15	-14	-11	-11	-11	-13	-11	-10	-8	-7	-4
1981	0	0	-1	-2	-1	-3	-1	2	5	3	2	2
1982	3	2	1	0	0	0	0	1	0	1	0	1
1983	1	3	4	2	0	2	5	9	7	5	0	-5
1984	-6	-4	-1	2	4							

* The vacancy 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 vacancies notified to Jobcentres, the movements in the respective series are closely related. Flow figures are collected for four or five-week periods between count dates: the figures in this table are converted to a standard 4 1/3 week month.

Stoppages—Industry

United Kingdom	Jan to May 1984			Jan to May 1983				
	Stop-pages beginning in period	Stoppages in progress	Workers involved	Working days lost	Stop-pages beginning in period	Stoppages in progress	Workers involved	Working days lost
SIC 1980								
Agriculture, forestry and fishing	1	300	1,000	1	100	—	—	—
Coal extraction	69	267,400	5,853,000	158	44,700	260,000	—	—
Coke, mineral oil and natural gas	—	—	—	3	400	2,000	—	—
Electricity, gas, other energy and water	8	4,400	25,000	8	36,900	771,000	—	—
Metal processing and manufacture	11	2,300	10,000	15	12,600	104,000	—	—
Mineral processing and manufacture	16	2,700	17,000	8	1,700	14,000	—	—
Chemicals and man-made fibres	17	11,800	46,000	6	1,600	5,000	—	—
Metal goods not elsewhere specified	22	2,600	13,000	12	2,000	15,000	—	—
Engineering	68	50,300	225,000	74	26,200	170,000	—	—
Motor vehicles	52	54,800	125,000	46	72,300	423,000	—	—
Other transport equipment	16	21,100	84,000	19	11,400	75,000	—	—
Food, drink and tobacco	33	13,900	114,000	17	4,300	16,000	—	—
Textiles	11	3,200	10,000	7	800	7,000	—	—
Footwear and clothing	7	5,500	41,000	6	2,000	6,000	—	—
Timber and wooden furniture	6	1,200	18,000	4	500	3,000	—	—
Paper, printing and publishing	22	8,700	49,000	26	3,400	23,000	—	—
Other manufacturing industries	15	4,300	32,000	16	6,200	26,000	—	—
Construction	12	5,300	31,000	18	2,400	24,000	—	—
Distribution, hotels and catering repairs	17	1,100	9,000	15	2,700	9,000	—	—
Transport, services and communications	68	73,600	115,000	39	15,900	29,000	—	—
Supporting and miscellaneous transport services	11	11,900	9,000	21	5,300	86,000	—	—
Banking, finance, insurance, business services and leasing	4	10,800	18,000	4	200	2,000	—	—
Public administration, education and health services	46	319,800	321,000	46	20,300	49,000	—	—
Other services	15	3,800	49,000	6	3,600	4,000	—	—
All industries and services	545	880,900	7,215,000	575	277,500	2,124,000		

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

INDUSTRIAL DISPUTES Stoppages of work* 4.1

Stoppages: May 1984

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages: in progress in month of which:	97	241,900	2,265,000
beginning in month continuing from earlier months	68	31,400†	111,000
	29	210,500‡	2,154,000

† Includes 25,200 workers directly involved.
‡ Includes 69,300 involved for the first time in the month.

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

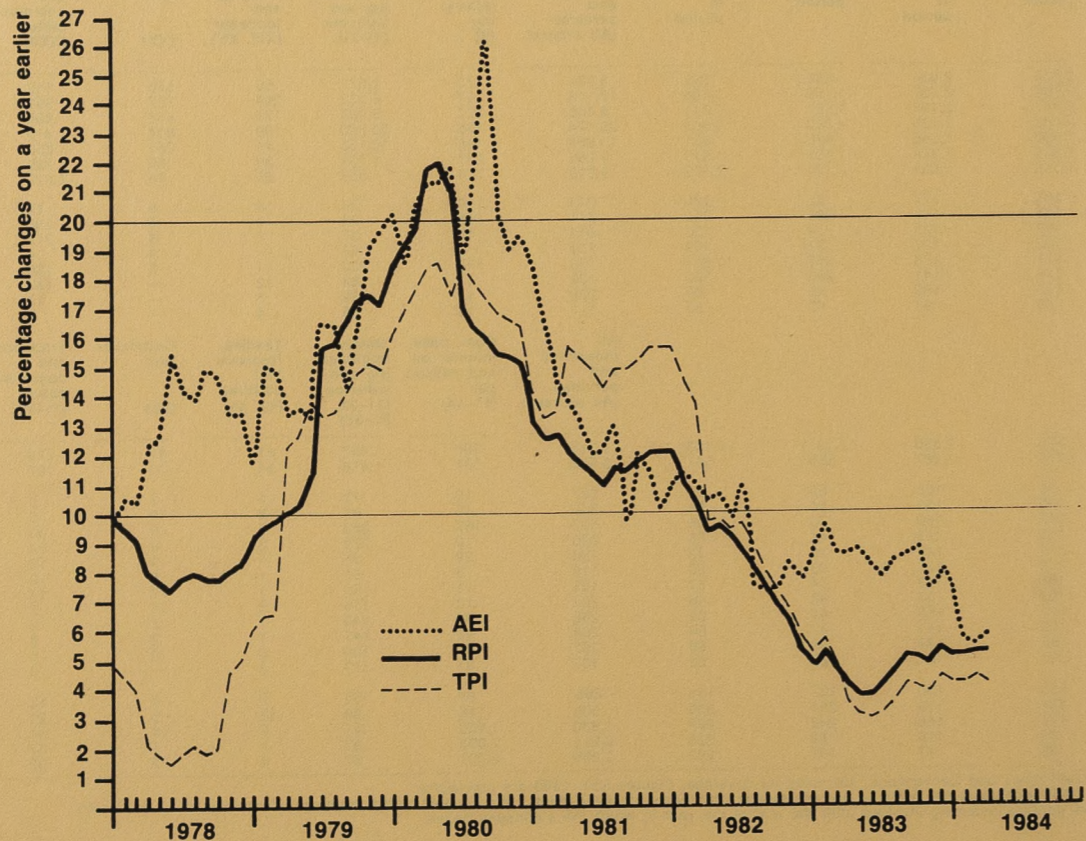
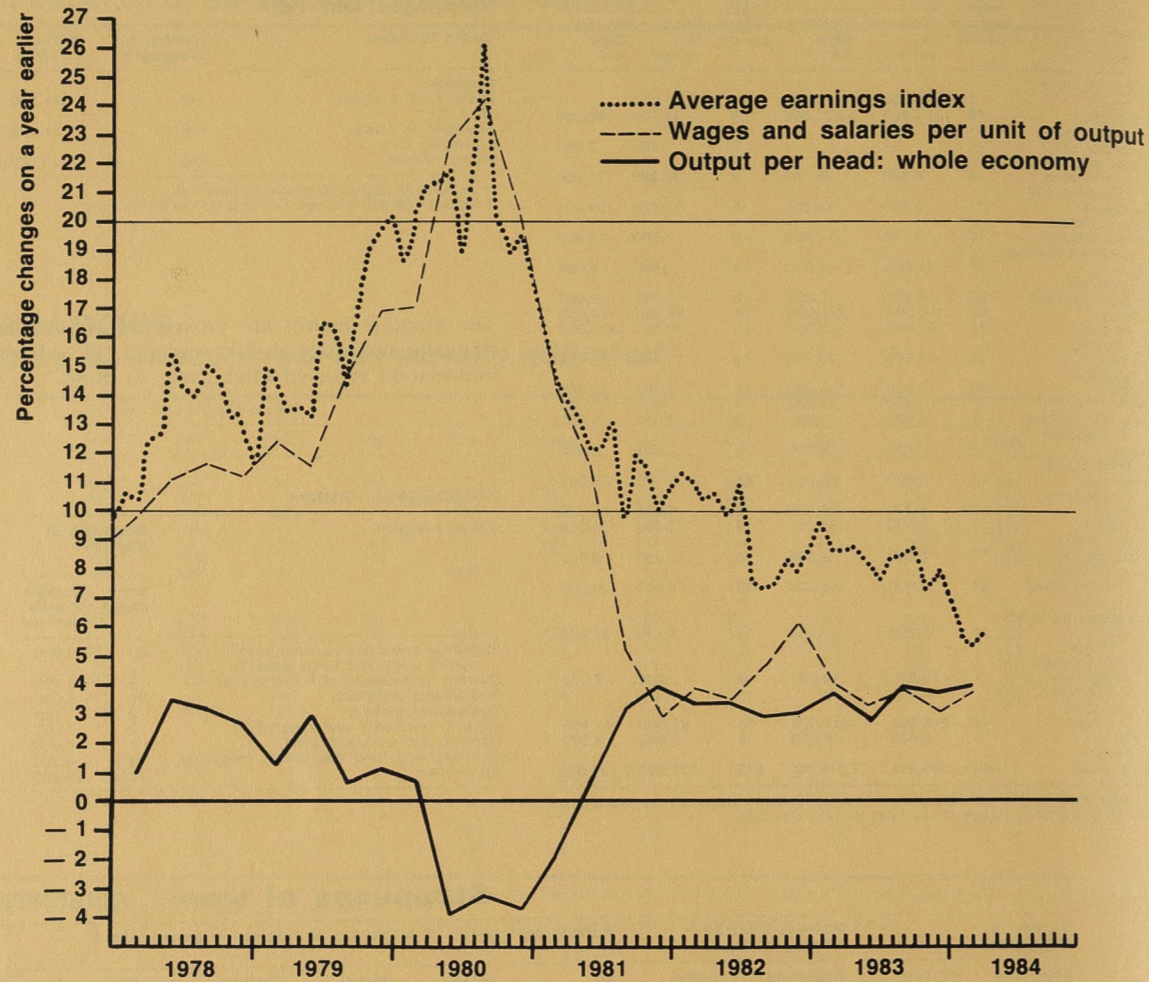
Stoppages: cause

United Kingdom	Beginning in May 1984		Beginning in the first five months of 1984	
	Stop-pages	Workers directly involved	Stop-pages	Workers directly involved
Pay—wage-rates and earnings levels—extra-wage and fringe benefits	30	10,000	246	249,200
Duration and pattern of hours worked	5	2,400	19	4,200
Redundancy questions	10	6,000	27	9,000
Trade union matters	2	100	57	221,000
Working conditions and supervision	2	100	27	235,400
Manning and work allocation	5	2,400	36	16,100
Dismissal and other disciplinary measures	14	4,300	63	12,800
All causes	68	25,200	545	769,100

Stoppages of work*: summary 4.2

United Kingdom	Number of stoppages		Workers involved in stoppages (Thou)		Working days lost in all stoppages in progress in period (Thou)						
	Beginning in period	In progress in period	Beginning in period†	In progress in period	All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services (All other orders)
SIC 1968											
1976	2,016	2,034	666	668	3,284	78	1,977	65	570	132	461
1977	2,703	2,737	1,155	1,166	10,142	97	6,133	264	297	301	3,050
1978	2,471	2,498	1,001	1,041	9,405	201	5,985	179	416	360	2,264
1979	2,080	2,125	4,583	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830	834	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,499	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101	2,103	5,313	374	1,458	66	44	1,675	1,697
1982 May	133	177	82	120	273	20	74	8	6	12	152
June	135	168	285	358	611	108	94	8	6	190	206
July	93	123	74	150	444	18	37	2	4	213	170
Aug	102	127	52	122	219	2	219	—	4	4	165
Sep	111	136	856	1,024	753	118	222	1	3	100	309
Oct	116	141	283	322	428	11	84	12	—	141	180
Nov	133	163	45	69	239	11	132	6	—	13	77
Dec	73	93	52	55	111	10	15	4	—	3	79
SIC 1980											
1982	1,528	1,538	2,101	2,103	5,313	380	1,457	61	41	1,675	1,699
1983	1,255	1,267	538	541	3,593	581	1,418	34	70	1,675	1,322
1983 Jan	96	108	69	70	327	10	73	1	2	6	236
Feb	100	130	56	96	746	46	93	2	10	5	590
Mar	147	180	76	96	527	167	283	5	6	30	35
Apr	118	153	41	65	385	10	278	3	4	54	36
May	114	149	36	43	138	29	61	1	3	19	25
June	119	137	28	30	118	3	61	1	5	12	37
July	105	143	34	47	183	11	59	7	17	14	76
Aug	107	137	40	46	202	13	140	1	2	16	53
Sep	111	155	41	59	298	90	116	1	2	9	56
Oct	108	141	42	64	264	63	141	1	2	8	50
Nov	95	139	55	69	297	107	100	6	5	5	74
Dec	35	61	22	52	107	31	13	3	—	3	56
1984 Jan	143	158	127	156	298	96	65	3	5	12	117
Feb	134	179	291	358	508	148	68	32	3	21	236
Mar	115	158	242	259	1,930	1,606	141	9	14	41	118
Apr	85	116	89	225	2,214	2,002	97	2	7	17	90
May	68	97	101	242	2,265	2,001	87	4	2	33	139

See page of "Definitions and Conventions" for notes on coverage. Figures from 1983 are provisional. Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated. Figures exclude workers becoming involved after the end of the year in which the stoppages began.



GREAT BRITAIN	Whole economy (Divisions 0-9)			Manufacturing industries (Revised definition) (Divisions 2-4)			Production industries (Revised definition) (Divisions 1-4)			
	Actual	Seasonally adjusted		Actual	Seasonally adjusted		Actual	Seasonally adjusted		
		% change over previous 12 months	Underlying % change over previous 12 months†		% change over previous 12 months	Underlying % change over previous 12 months†		% change over previous 12 months	Underlying % change over previous 12 months†	
SIC 1980										Jan 1980 = 100
1980 Annual	111.4			109.1			109.4			
1981 Annual	125.8			123.6			124.1			
1982 Annual	137.6			137.4			138.2			
1983 Annual	149.2			149.7			150.0			
1980 Jan*	100.0	101.1		100.0	100.5		100.0	100.6		
Feb*	102.6	103.7		101.2	101.9		101.1	101.8		
Mar*	105.9	105.9		104.4	104.3		105.5	105.1		
April	107.1	107.7		105.7	106.1		106.1	106.3		
May	109.2	109.2		108.3	107.3		108.6	107.5		
June	112.5	111.4		111.6	110.0		111.7	110.2		
July	113.3	112.2		112.5	111.5		112.7	111.6		
Aug	114.0	114.1		110.8	111.9		111.1	112.1		
Sep	117.9	118.0		111.7	112.8		111.9	113.1		
Oct	116.0	116.2		112.2	113.0		112.5	113.4		
Nov	117.8	117.3		115.2	114.5		115.2	114.5		
Dec	120.8	119.6		116.1	115.5		115.9	115.5		
1981 Jan	118.2	119.7	18.4	115.7	116.5	15.9	116.4	117.3	16.6	15
Feb	119.3	120.7	16.4	117.3	118.2	16.0	117.8	118.7	16.6	14½
Mar	121.2	121.3	14.5	118.9	118.9	14.0	119.9	119.4	13.6	14½
April	121.9	122.6	13.8	118.4	119.2	12.3	119.1	119.7	12.6	14½
May	123.5	123.6	13.2	121.0	120.0	11.8	121.5	120.5	12.1	14
June	126.0	124.8	12.0	124.5	122.6	11.5	125.2	123.5	12.1	14
July	126.9	125.8	12.1	125.4	124.2	11.4	126.2	124.8	11.8	14
Aug	129.0	128.9	13.0	126.0	126.9	13.4	126.3	127.3	13.6	13¾
Sep	129.4	129.5	9.7	126.2	127.4	12.9	126.6	127.9	13.1	13¾
Oct	130.0	130.2	12.0	128.6	129.4	14.5	128.9	129.9	14.6	13¾
Nov	131.4	130.8	11.5	130.8	129.9	13.4	130.9	130.0	13.5	13½
Dec	133.1	131.7	10.1	130.8	130.2	12.7	130.9	130.5	13.0	13
1982 Jan	131.2	132.8	10.9	131.1	132.0	13.3	131.6	132.6	13.0	13
Feb	132.8	134.3	11.3	131.8	132.8	12.4	133.7	134.7	13.5	12¼
Mar	134.6	134.7	11.0	134.4	134.4	13.0	135.2	134.6	12.7	12
April	134.5	135.4	10.4	134.8	136.0	14.1	135.2	136.1	13.7	11¾
May	136.5	136.7	10.6	137.5	136.5	13.8	137.8	136.9	13.6	11¾
June	138.3	137.0	9.8	138.8	136.7	11.5	139.6	137.6	11.4	11
July	140.7	139.5	10.9	139.2	137.8	11.0	140.1	138.5	11.0	11
Aug	138.8	138.6	7.5	137.6	138.4	9.1	138.4	139.3	9.4	9½
Sep	138.7	138.9	7.3	137.9	139.3	9.3	138.7	140.2	9.6	9½
Oct	139.6	139.8	7.4	140.0	140.9	8.9	139.9	141.1	8.6	9½
Nov	142.4	141.7	8.3	142.5	141.6	9.0	143.7	142.8	9.8	9¼
Dec	143.6	142.0	7.8	143.2	142.7	9.6	144.0	143.8	10.2	9
1983 Jan	142.6	144.5	8.8	142.9	144.0	9.1	143.5	144.6	9.0	8¾
Feb	145.4	147.2	9.6	143.7	144.8	9.0	144.1	145.2	7.8	8¾
Mar	146.1	146.3	8.6	145.1	145.0	7.9	145.9	145.3	7.9	8½
April	146.0	147.0	8.6	146.7	148.1	8.9	147.4	148.5	9.1	8½
May	148.3	148.6	8.7	149.2	148.2	8.6	149.3	148.4	8.4	8½
June	149.7	148.2	8.2	150.2	147.8	8.1	150.4	148.2	7.7	8
July	151.7	150.3	7.7	151.2	149.7	8.6	151.8	150.0	8.3	8½
Aug	150.4	150.2	8.4	149.9	150.8	9.0	150.4	151.3	8.6	8½
Sep	150.5	150.7	8.5	150.9	152.4	9.4	151.4	153.0	9.1	9
Oct	151.7	152.0	8.7	153.3	154.4	9.6	154.1	155.4	10.1	9¼
Nov	152.8	152.1	7.3	156.5	155.6	9.9	155.7	154.7	8.3	9¼
Dec	155.1	153.4	8.0	157.0	156.6	9.7	155.9	155.8	8.3	9¼
1984 Jan	152.7	154.7	7.1	155.9	157.0	9.0	154.9	156.0	7.9	9
Feb	153.8	155.6	5.7	157.5	158.7	9.6	156.5	157.8	8.7	9
Mar	154.2	154.4	5.5	159.3	159.2	9.8	154.3	153.7	5.8	9
[April]	154.4	155.5	5.8	158.2	159.7	7.8	153.5	154.6	4.1	9

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

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN	Agri- culture and forestry	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing **	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical and electronic engineering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco	Textiles
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)	(43)
JAN 1980 = 100														
1980 Annual averages	117.7	106.1	104.4	116.2	**	109.2	109.8	106.9	109.0	100.5	111.4	103.7	109.0	107.3
1981	131.8	118.6	119.8	133.5	124.9	121.6	124.8	117.3	123.4	111.4	124.0	116.8	123.8	120.2
1982	144.2	131.1	135.8	147.8	137.3	136.8	138.9	130.6	139.2	125.3	137.3	129.3	136.7	131.7
1983	157.5	134.7	147.8	159.2	150.7	148.5	152.0	142.3	152.9	138.6	143.2	140.3	149.6	143.5
1980 Jan	100.0	100.0	100.0	100.0	**	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1980 Feb	108.3	100.1	106.4	100.2	**	101.6	100.6	101.9	101.2	99.2	103.2	99.4	101.1	102.7
1980 Mar	111.4	109.5	100.8	120.7	**	102.0	104.5	104.0	105.2	99.9	121.5	99.2	107.0	104.2
1980 April	117.9	106.9	100.5	112.1	100.0	106.0	102.5	104.9	105.8	98.7	108.8	101.3	104.2	105.0
1980 May	117.2	103.0	99.8	117.8	117.1	108.9	103.3	106.1	107.4	99.5	106.8	103.0	106.7	105.9
1980 June	118.5	106.0	105.0	119.4	112.5	114.3	114.5	107.8	109.8	103.6	111.5	104.3	109.9	109.2
1980 July	117.5	107.9	105.6	121.6	117.9	111.8	113.7	108.5	112.6	102.6	113.5	105.3	109.6	109.0
1980 Aug	124.0	106.1	105.9	119.6	109.4	110.3	111.9	108.3	110.9	98.3	113.0	103.7	110.2	107.2
1980 Sep	131.6	107.6	104.8	119.7	109.5	111.8	113.4	108.9	111.6	99.3	111.5	104.8	110.7	109.3
1980 Oct	127.9	108.8	106.2	121.8	107.2	111.7	111.9	109.5	113.3	98.9	114.5	105.5	112.9	111.0
1980 Nov	120.1	108.8	106.9	121.6	114.1	114.0	119.2	110.5	114.8	103.0	117.2	108.9	116.3	113.2
1980 Dec	118.5	108.5	110.4	119.5	115.0	116.7	121.9	112.3	115.5	102.4	115.2	108.6	119.4	111.0
1981 Jan	118.1	120.5	114.0	120.4	110.1	113.3	114.8	111.3	115.8	102.8	116.3	109.7	117.4	114.4
1981 Feb	119.9	118.5	116.7	121.9	116.6	113.4	115.8	112.3	116.6	109.5	118.9	110.8	116.8	116.8
1981 Mar	125.9	120.7	116.4	130.5	118.4	116.0	119.2	114.0	119.6	109.7	118.4	113.3	117.3	117.1
1981 April	132.9	117.0	116.9	128.9	118.3	116.0	117.4	113.7	118.9	108.2	119.5	111.1	118.7	112.8
1981 May	130.2	113.7	120.2	132.4	121.6	119.7	120.9	115.7	121.7	101.9	124.0	112.7	121.7	118.0
1981 June	131.7	116.3	117.9	140.7	123.0	125.3	124.3	117.0	123.9	112.1	123.8	116.3	126.0	122.6
1981 July	130.0	118.8	123.3	140.6	131.8	123.7	123.7	117.0	126.5	114.6	126.7	116.7	125.2	122.4
1981 Aug	143.8	117.5	121.0	135.5	128.4	124.1	134.4	117.7	124.5	112.3	129.2	117.7	125.9	127.7
1981 Sep	147.7	118.4	121.1	136.7	131.3	123.9	126.9	119.9	125.3	112.2	123.5	119.7	126.1	122.5
1981 Oct	143.0	120.3	121.1	138.1	133.8	125.0	131.0	127.8	121.1	113.7	133.9	121.1	126.9	124.8
1981 Nov	131.4	121.0	123.0	138.5	133.9	127.2	132.2	122.9	129.3	121.4	126.4	131.6	131.6	126.1
1981 Dec	126.5	120.2	126.2	138.3	132.2	131.9	135.6	123.8	131.3	117.8	126.1	132.6	126.6	122.6
1982 Jan	125.1	120.6	133.8	141.7	136.4	126.7	132.5	123.9	131.8	120.4	130.2	123.2	129.9	127.2
1982 Feb	134.6	146.6	131.7	142.0	134.3	130.4	131.1	125.7	132.5	121.4	131.0	125.2	129.9	127.5
1982 Mar	138.9	132.7	132.7	140.7	134.6	134.6	133.0	128.0	136.7	123.7	133.4	128.6	131.5	130.0
1982 April	144.2	128.8	132.0	139.3	137.4	134.8	134.4	127.7	136.9	119.7	137.4	127.3	133.6	130.0
1982 May	140.6	130.7	132.8	141.3	136.9	137.6	135.0	130.1	137.6	124.9	137.8	131.0	139.3	133.2
1982 June	144.0	128.0	135.6	153.2	135.7	141.6	140.8	131.6	140.5	125.7	141.4	129.5	137.9	134.1
1982 July	152.2	129.1	142.4	154.5	145.9	138.9	140.9	132.9	140.7	128.3	137.4	129.8	136.5	133.2
1982 Aug	154.0	130.2	135.3	150.0	138.3	137.2	139.0	130.8	139.6	124.8	136.3	128.7	137.8	131.6
1982 Sep	160.8	128.6	137.4	151.5	135.0	138.5	139.0	131.1	140.2	121.7	138.9	130.0	139.4	131.3
1982 Oct	152.8	117.6	137.0	151.8	140.8	139.2	140.8	133.2	143.2	125.7	141.2	131.0	139.1	133.1
1982 Nov	143.4	139.6	138.2	157.2	136.1	140.5	149.5	135.5	144.1	129.5	142.3	133.9	142.7	135.5
1982 Dec	139.5	140.5	140.7	150.4	138.1	142.0	150.9	136.5	146.3	137.8	140.0	132.9	143.0	134.7
1983 Jan	138.0	141.3	146.3	146.2	140.9	141.2	143.7	135.1	147.0	133.9	138.5	133.5	142.2	137.9
1983 Feb	145.2	139.5	146.1	145.9	140.4	141.9	145.0	136.0	147.1	134.6	139.5	134.1	142.6	139.0
1983 Mar	145.1	139.0	146.1	156.0	141.8	142.7	143.3	138.1	150.1	134.7	143.7	137.3	144.1	140.6
1983 April	155.1	136.5	147.3	158.9	146.2	144.9	146.2	138.8	150.6	133.7	142.7	136.4	146.6	141.7
1983 May	151.0	131.2	146.3	158.2	147.4	146.5	149.4	141.7	152.2	139.0	144.0	141.0	149.4	144.0
1983 June	156.7	133.7	148.6	160.1	147.6	152.3	150.3	143.2	154.0	139.0	144.5	139.2	150.9	144.6
1983 July	167.2	135.4	156.7	164.9	166.3	147.7	151.9	143.4	154.8	140.1	141.5	140.3	151.1	145.1
1983 Aug	162.7	135.5	149.0	161.8	151.7	149.7	157.1	141.8	152.8	137.1	137.9	140.7	149.7	143.7
1983 Sep	178.0	137.0	150.9	162.6	152.1	151.3	152.9	143.2	153.3	137.8	142.4	142.1	150.8	145.5
1983 Oct	173.6	140.1	143.9	169.7	163.8	150.2	153.1	145.3	157.5	139.8	146.1	144.1	152.0	146.6
1983 Nov	160.4	123.9	140.9	165.1	154.3	156.8	164.7	148.6	156.8	146.0	150.6	147.9	155.5	147.2
1983 Dec	156.7	123.6	151.9	161.5	155.8	156.6	166.1	152.8	158.7	147.2	147.4	146.6	159.7	146.1
1984 Jan	155.3	121.5	158.1	162.7	167.3	151.4	155.8	148.8	158.3	145.7	148.4	145.2	153.9	149.8
1984 Feb	158.6	125.2	159.9	163.0	159.3	153.8	158.1	151.3	160.0	147.4	154.5	151.5	151.6	151.6
1984 Mar	156.6	54.4	161.6	164.9	162.6	155.5	158.2	153.7	163.4	147.0	154.2	151.2	155.5	153.4
1984 [April]	..	55.7	163.9	166.0	171.9	153.6	158.1	151.3	167.1	148.6	152.1	148.3	154.5	145.4

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

Owing to shortage of space tables 5.4 and 5.5 are not published in this issue. However the most recent available information was published in the May issue.

EARNINGS 5.3

Average earnings index: all employees: by industry

(not seasonally adjusted)

Leather, footwear and clothing	Timber and wooden furniture	Paper products printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication†	Banking, finance and insurance	Public administration	Education and health services	Other services ‡	Whole economy	GREAT BRITAIN
(44-45)	(46)	(47)	(48-49)	(50)	(61-65, 67)	(66)	(71-72, 75-77,79)	(81-82, 83pt.-84pt.)	(91-92pt.)	(93,95)	(97pt.-98pt.)	(99pt.)	SIC 1980 CLASS
JAN 1980 = 100													
1980 Annual averages	107.6	105.9	110.4	107.6	111.5	107.2	107.9	112.7	114.2	123.8	113.4	111.4	107.3
1981	121.4	115.2	128.3	121.1	125.8	120.3	120.4	128.9	129.6	140.8	128.0	125.8	120.2
1982	134.1	126.9	142.8	134.0	137.6	132.6	127.6	144.6	140.0	147.9	143.8	137.6	131.7
1983	145.2	139.9	156.6	144.0	148.0	143.6	144.3	157.5	149.5	163.6	156.0	149.2	143.5
1980 Jan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1980 Feb	102.1	105.5	100.9	103.0	101.1	102.0	99.7	101.7	100.9	100.0	103.9	102.6**	102.7
1980 Mar	104.2	101.0	103.8	104.6	106.8	103.3	101.2	112.1	103.7	114.0	110.7	105.9**	104.2
1980 April	104.8	101.7	103.4	104.3	107.2	104.7	107.2	106.3	110.2	112.6	108.6	107.1	105.0
1980 May	106.0	102.2	108.7	106.0	106.7	106.2	109.0	106.1	115.2	114.8	109.5	109.2	105.9
1980 June	107.6	104.2	114.2	109.8	110.0	107.5	106.0	123.5	113.8	118.1	107.4	112.5	109.2
1980 July	109.1	111.9	113.4	109.1									

5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours	Hourly earnings (pence)	Weekly earnings (£)		Hours	Hourly earnings (pence)		
	excluding those whose pay was affected by absence				excluding those whose pay was affected by absence			excluding those whose pay was affected by absence		
	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	
FULL-TIME MEN, 21 years and over										
Manual occupations										
1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5	154.3
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5	172.8
1979	94.5	97.9	46.0	212.8	208.7	90.1	93.0	46.2	201.2	197.5
1980	111.2	115.2	45.0	255.5	250.0	108.6	111.7	45.4	245.8	240.5
1981	119.3	124.7	43.5	286.0	279.8	118.4	121.9	44.2	275.3	269.1
1982*	134.8	138.1	43.8	315.1	307.9	131.4	133.8	44.3	302.0	294.7
1983	134.4	137.8	43.9	313.7	306.7	140.3	143.6	43.9	326.5	319.0
Non-manual occupations										
1977	88.2	88.9	39.2	223.4	223.8	88.4	88.9	38.7	227.2	227.9
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1	257.9
1979	116.8	117.7	39.6	293.8	294.7	112.1	113.0	38.8	288.6	289.5
1980	143.6	144.8	39.4	362.3	362.0	140.4	141.3	38.7	360.8	361.3
1981	159.6	161.8	38.8	411.9	411.5	161.2	163.1	38.4	419.1	419.7
1982*	180.1	181.4	38.8	457.9	457.0	177.9	178.9	38.2	462.5	462.3
1983	178.5	179.8	38.9	453.4	452.5	193.7	194.9	38.4	503.4	502.9
1983	193.2	194.6	39.1	491.6	491.0	193.7	194.9	38.4	503.4	502.9
All occupations										
1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1	181.5
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3	204.9
1979	100.5	103.7	44.2	233.1	231.8	98.8	101.4	43.2	232.2	232.4
1980	120.3	124.3	43.4	284.1	281.8	121.5	124.5	42.7	288.2	287.6
1981	131.3	137.1	42.0	323.5	320.8	136.5	140.5	41.7	332.0	331.2
1982*	148.8	152.6	42.2	357.0	354.0	151.5	154.5	41.7	365.6	364.6
1983	147.9	151.8	42.3	354.2	351.4	163.8	167.5	41.5	399.1	398.0
1983	158.6	163.3	42.2	383.0	380.0	163.8	167.5	41.5	399.1	398.0
FULL-TIME WOMEN, 18 years and over										
Manual occupations										
1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2	110.7
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3	124.4
1979	55.4	57.9	39.9	145.4	144.2	53.4	55.2	39.6	138.7	138.7
1980	66.4	69.5	39.8	174.5	172.8	65.9	68.0	39.6	172.1	170.4
1981	72.5	76.3	39.6	192.8	191.4	72.1	74.5	39.4	189.8	188.2
1982*	79.9	82.9	39.6	209.5	207.1	78.3	80.1	39.3	205.0	202.7
1983	79.6	82.6	39.6	208.9	206.6	85.6	87.9	39.3	224.3	222.0
1983	86.7	90.3	39.7	227.3	224.9	85.6	87.9	39.3	224.3	222.0
Non-manual occupations										
1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8	143.7
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1	157.9
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.8	176.6
1980	76.7	77.1	37.3	205.8	204.9	82.0	82.7	36.7	221.2	220.7
1981	86.4	87.3	37.1	234.2	233.4	95.6	96.7	36.5	259.7	259.2
1982*	97.2	97.6	37.2	260.3	259.5	104.3	104.9	36.5	283.0	282.2
1983	97.0	97.4	37.2	259.8	258.5	114.2	115.1	36.5	310.0	309.0
1983	105.5	106.2	37.2	283.3	281.9	114.2	115.1	36.5	310.0	309.0
All occupations										
1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0	133.9
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2	148.0
1979	57.9	60.0	38.8	154.6	153.7	61.8	63.0	37.5	166.0	165.7
1980	70.3	72.8	38.7	187.3	186.1	77.3	78.8	37.5	207.0	206.4
1981	78.1	81.5	38.4	211.6	210.6	89.3	91.4	37.2	241.8	241.2
1982*	87.1	89.7	38.5	232.1	230.4	97.5	99.0	37.1	263.1	262.1
1983	86.8	89.4	38.5	231.4	229.7	106.9	108.8	37.2	288.5	287.5
1983	94.5	97.6	38.6	251.8	250.1	106.9	108.8	37.2	288.5	287.5
FULL-TIME ADULTS										
(a) MEN, 21 years and over										
WOMEN, 18 years and over										
All occupations										
1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0	167.5
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6	187.9
1979	90.4	93.7	43.0	216.7	214.2	87.4	89.6	41.5	213.6	212.4
1980	108.4	112.4	42.3	263.3	259.8	107.7	110.2	41.1	264.8	262.8
1981	118.6	124.3	41.2	299.0	295.6	121.6	124.9	40.3	305.1	303.2
1982*	134.0	138.0	41.3	329.6	325.4	134.1	136.5	40.2	334.6	332.1
1983	133.3	137.2	41.4	327.2	323.1	145.4	148.3	40.0	365.1	362.5
1983	143.2	148.0	41.4	354.1	349.9	145.4	148.3	40.0	365.1	362.5
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1977	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7	165.1
1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1	185.3
1979	89.1	92.5	43.0	213.9	211.3	86.2	88.4	41.5	210.7	209.3
1980	106.9	110.9	42.3	259.8	256.2	106.3	108.7	41.1	261.1	259.0
1981	116.8	122.5	41.2	294.7	291.2	119.8	123.1	40.3	300.4	298.4
1982*	132.0	135.9	41.3	324.6	320.3	132.1	134.5	40.2	329.3	326.7
1983	131.2	135.2	41.4	322.3	318.2	143.2	146.1	40.1	359.5	356.8
1983	141.2	146.0	41.4	349.1	344.8	143.2	146.1	40.1	359.5	356.8

Notes: New Earnings Survey estimates. Age is measured in complete years on January 1.
 *Results for manufacturing industries for 1977-81 inclusive and the first row of figures for 1982 relate to orders III to XIX inclusive of the 1968 Standard Industrial Classification [SIC]. Results for manufacturing industries for 1983 and the second row of figures for 1982 relate to divisions 2, 3 and 4 of the 1980 SIC.

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

SIC 1968		Manu-	Mining and	Construction	Gas, electricity and water	Index of production industries	Whole economy
		facturing	quarrying				
Labour costs	1973	106.90	143.45	107.32	129.61	109.37	Pence per hour
	1975	161.68	249.36	156.95	217.22	166.76	..
	1978	244.54	365.12	222.46	324.00	249.14	..
	1979	295.1	431.1	263.9	377.1	298.9	..
	1980	361.0	532.7	333.6	495.1	368.6	..
	1981	394.34	603.34	357.43	595.10	405.57	..
	1982	430.8	689.4	382.6	660.8	443.6	..
Percentage shares of labour costs*	1973	89.9	82.5	91.1	84.7	89.3	Per cent
Wages and salaries †	1978	84.3	76.2	86.8	78.2	83.9	..
	1981	82.1	73.3	85.0	75.8	81.6	..
	1982	82.5	72.1	85.2	75.3	81.7	..
of which Holiday, sickness, injury and maternity pay	1973	8.4	12.0	6.4	9.8	9.2	..
	1978	9.2	9.3	6.8	11.2	9.0	..
	1981	10.0	8.7	7.8	11.5	9.7	..
	1982	10.1	8.5	7.7	11.5	9.8	..
Statutory National Insurance contributions	1973	4.9	4.3	4.9	4.5	4.9	..
	1978	8.5	6.7	9.1	6.9	8.4	..
	1981	9.0	7.0	9.9	7.0	8.9	..
	1982	8.8	6.7	9.7	6.9	8.7	..
Private social welfare payments	1973	3.5	5.9	1.6	8.0	3.7	..
	1978	4.8	9.4	2.3	12.2	5.1	..
	1981	5.2	10.1	2.8	13.1	5.6	..
	1982	5.3	10.0	2.7	13.5	5.7	..
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡	1973	1.6	7.3	2.4	2.9	2.2	..
	1978	2.3	7.7	1.9	2.6	2.6	..
	1981	3.7	9.6	2.3	4.1	3.9	..
	1982	3.4	11.2	2.4	4.3	3.9	..
SIC 1980		Manufacturing	Energy and water supply	Production industries	Construction	Production and Construction industries††	Whole economy
Labour costs per unit of output §			% change over a year earlier				% change over a year earlier
	1978	70.7	15.0	78.5	73.8	73.4	72.1
	1979	82.5	16.7	79.3	83.1	82.3	82.7
	1980	100.0	21.2	100.0	100.0	100.0	100.0
	1981	107.4	7.4	106.4	105.7	111.6	109.5
	1982	111.8	4.1	106.9	108.5	108.6	113.4
	1983	..	..	..	..	..	116.4
	1981 Q1	..	..	..	..	..	107.7
	Q2	..	..	..	..	..	110.0
	Q3	..	..	..	..	..	110.2
	Q4	..	..	..	..	..	109.6
	1982 Q1	..	..	..	..	..	112.3
	Q2	..	..	..	..	..	112.6
	Q3	..	..	..	..	..	113.5
	Q4	..	..	..	..	..	114.1
	1983 Q1	..	..	..	..	..	115.

EARNINGS 5.9

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

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1)(2)	(2)(5)(6)	(7)(8)	(8)	(6)(8)	(4)	(8)	(8)	(8)	(4)	(2)(5)	(4)	(3)(8)	(2)(8)(9)	(6)(8)	(5)	(8)(10)
Annual averages																	
1974	39.5	61.8	54	53	49.4	45.2	68	27	36	30.1	60.3	66	53	24.8	54.4	81.1	61
1975	49.9	70.0	65	62	58.9	53.0	74	34	46	38.2	67.2	78	64	31.8	62.4	87.1	66
1976	58.2	76.3	73	70	66.4	60.4	79	44	54	46.2	75.5	81	75	41.5	73.6	88.5	72
1977	64.2	82.9	79	78	73.2	68.1	84	53	62	59.1	81.9	87	82	54.1	78.5	90.0	78
1978	73.4	87.6	85	83	80.7	76.9	89	65	71	68.6	86.8	92	89	68.2	85.3	93.1	85
1979	84.9	92.1	92	91	89.9	86.9	94	79	83	81.9	93.0	96	91	84.4	91.9	95.1	92
1980	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100
1981	113.3	106.2	110	112	109.5	114.5	105	127	116	123.7	105.6	103	110	124.7 R	110.5	105.1	110
1982	126.0	112.7	117	125	120.3	131.9	110	170	133	144.9	110.7	110	121	144.5 R	119.2	111.6	117
1983	137.4	117.8	122	130	128.5	146.7 R	114	201	..	166.3	115.0	113	132	..	128.6	119.2	122
Quarterly averages																	
1982 Q4	129.9	113.7	122	129	125.4	133.6	112	185	140	153.3	112.0	112	127	152.7 R	120.7	112.3	119
1983 Q1	132.6	115.5	118	130 R	125.4	139.1	112	182	142	158.6	113.5	113	127	155.7 R	127.0	119.7	120
Q2	135.7	118.6	120	128	128.6	143.4	114	197	145	162.9	114.4 R	113	131	160.2 R	129.0	118.5	121
Q3	138.5	118.4	122	129	129.5	147.1	115	206	150	169.7	114.7 R	113	133	168.7 R	128.5	119.5	122
Q4	142.6	118.4	126	132	130.5	150.1	115	219	..	174.0	116.8 R	113	136	..	129.9	119.1	124
1984 Q1	145.2	..	..	..	..	153.0	..	..	..	..	..	..	..	..	..	..	125
Monthly																	
1983 Oct	141.6	122.6	..	131	129.6	150.1	115	..	..	171.6	116.6	113	..	..	129.3	..	123
Nov	142.7	116.2	..	132	129.8	..	..	..	..	175.2	117.9 R	113	..	..	129.4	..	124
Dec	143.6	116.5	126	133	132.0	..	..	..	..	175.2	116.0 R	113	..	..	131.1	..	125
1984 Jan	144.0	120.3	..	135	..	153.0	..	..	..	..	117.8	114	..	..	130.7	..	125
Feb	145.5	..	..	135	..	..	..	..	..	..	..	114	..	..	130.6	..	125
Mar	146.0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	125
Increases on a year earlier																	
Annual averages																	
1974	17	16	20	13	21	19	10	26	20	22	26	19	18	..	11	14	8
1975	26	13	20	16	19	17	9	25	28	27	11	14	20	..	15	7	9
1976	17	9	11	14	13	14	7	29	17	21	12	9	17	..	18	2	8
1977	10	9	9	11	10	13	7	21	15	28	9	7	10	..	7	2	9
1978	14	6	7	7	10	13	5	24	15	16	6	5	8	..	9	3	8
1979	16	6	8	9	11	13	6	20	15	19	7	4	3	..	8	2	9
1980	18	8	9	10	11	15	6	27	21	22	7	5	10	..	9	5	9
1981	13	6	10	12	9	15	5	27	16	24	6	3	10	25 R	11	5	9
1982	11	6	11	12	10	15	5	33	15	17	5	7	10	16 R	8	6	7
1983	9	5	4	4	7	11 R	3	18	..	15	4	3	9	..	8	7	4
Quarterly averages																	
1982 Q4	9	4	4	10 R	10	12	4	37	16	16	4	6	11	19	7	6	5
1983 Q1	9	4	3	7 R	9	12	4	24	14	16	5	4	12	13	5	7	5
Q2	9	5	3	3	7	11	3	16	10	15	4	4	9	12 R	5	7	4
Q3	9	5	5	2	7	10	3	16	11	15	2	1	6	17 R	7	7	3
Q4	10	4	4	2	4	12	3	19	..	14	4	1	7	..	8	6	4
1984 Q1	10	..	..	..	..	10	..	..	..	..	..	..	..	..	..	..	4
Monthly																	
1983 Oct	10	7	..	2	4	12	3	..	..	15	4	1	..	..	8	..	4
Nov	10	2	..	2	4	..	..	..	..	13	6	1	..	..	8	..	4
Dec	10	3	4	2	4	..	..	..	..	13	3	1	..	..	8	..	4
1984 Jan	9	7	..	3	..	10	..	..	..	..	5	1	..	..	3	..	4
Feb	10	..	..	3	..	..	..	..	..	..	..	1	..	..	3	..	4
Mar	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4

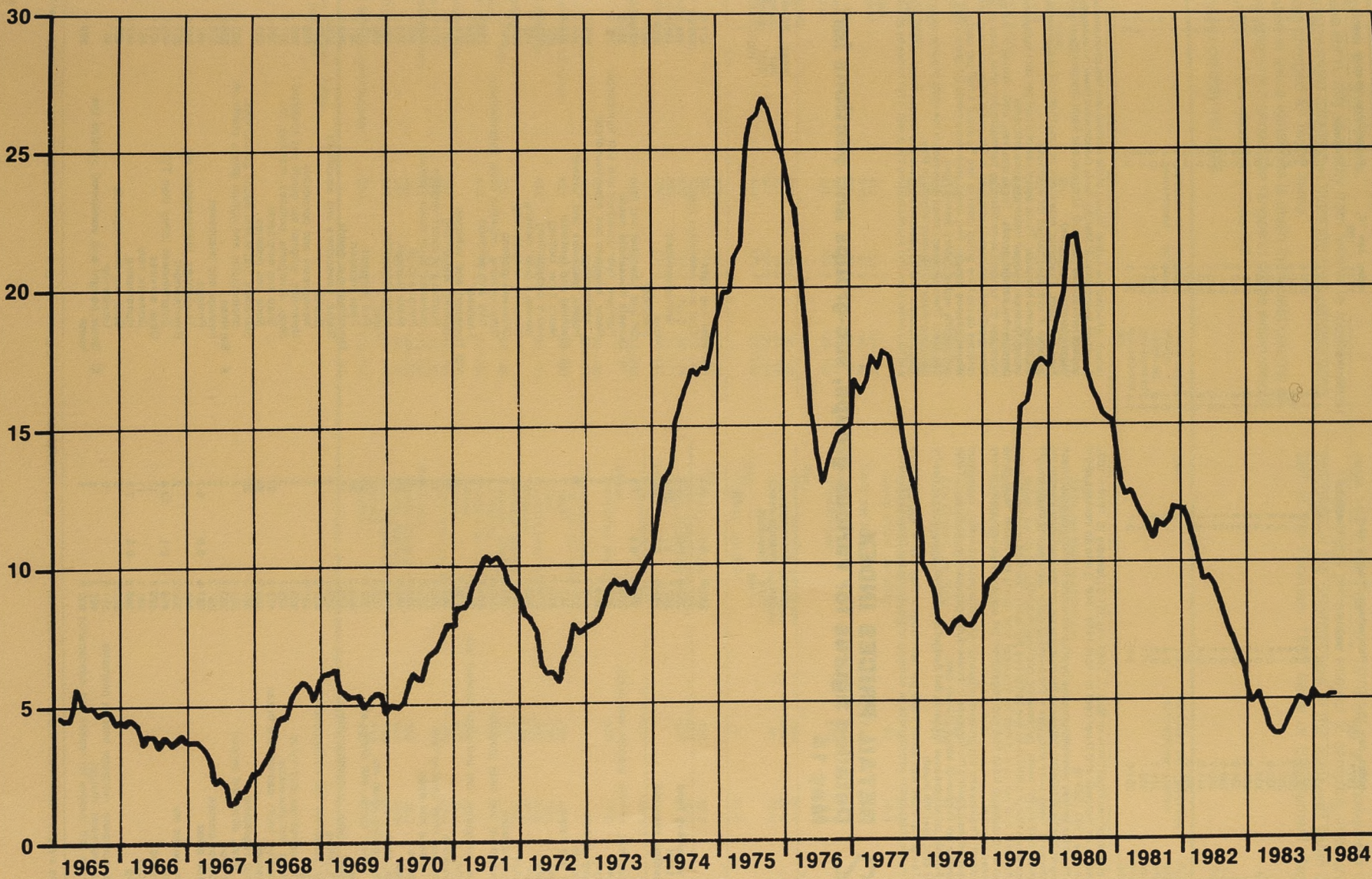
Source: OECD—Main Economic Indicators.

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

3 Males only.
4 Hourly wage rates.
5 Monthly earnings.
6 Including mining.

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

Retail Prices Index — Percentage increase over previous year



RETAIL PRICES
Index of retail prices



6.1 RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal foods for May 15

	All items				All items except seasonal foods			
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1983 Jan	325.9	0.1	0.9	4.9	328.5	0.0	1.2	
Feb	327.3	0.4	1.3	5.3	329.8	0.4	1.2	
Mar	327.9	0.2	1.5	4.6	330.4	0.2	1.4	
Apr	332.5	1.4	2.5	4.0	334.8	1.3	2.2	
May	333.9	0.4	2.4	3.7	336.2	0.4	2.1	
June	334.7	0.2	2.8	3.7	336.7	0.1	2.5	
July	336.5	0.5	3.3	4.2	338.7	0.6	3.1	
Aug	338.0	0.4	3.3	4.6	340.2	0.4	3.2	
Sep	339.5	0.4	3.5	5.1	341.0	0.2	3.2	
Oct	340.7	0.4	2.5	5.0	342.1	0.3	2.1	
Nov	341.9	0.4	2.5	4.8	343.1	0.3	2.1	
Dec	342.8	0.3	2.4	5.3	343.7	0.2	2.1	
1984 Jan	342.6	-0.1	1.8	5.1	343.5	-0.1	1.4	
Feb	344.0	0.4	1.8	5.1	344.8	0.4	1.4	
Mar	345.1	0.3	1.6	5.2	345.8	0.3	1.4	
Apr	349.7	1.3	2.6	5.2	350.1	1.2	2.3	
May	351.0	0.4	2.7	5.1	351.3	0.3	2.4	

The index of retail prices for all items for May 15, 1984 was 351.0 (January 15, 1974 = 100). This represents an increase of 0.0 per cent on April 1984 (349.7) and an increase of 0.4 per cent on May 1983 (333.9).

The rise in the index for May was mainly caused by price increases for food (especially fresh fruit and vegetables) and tobacco (following the increases in excise duty announced in the Budget statement). There were also rises in the prices of motor vehicles and meals bought and consumed outside the home, but housing costs were lower.

Food: There was a rise of a little over one half of one per cent in the food group index and a rise of a little over one per cent in that for seasonal food during the month. Most of the change was attributable to fresh fruit and vegetables but some meats and confectionery also increased in price.

Alcoholic drink: The index for this group rose by one half of one per cent in May, mainly due to higher beer prices following the increase in excise duty announced in the Budget. Table wines showed a fall in price of about 1 1/2 per cent.

Tobacco: Further price increases following the Budget caused the group index to rise by about 2 per cent over the month.

Housing: The group index was about a half per cent lower in May than in April, owing to small falls in the three main components of housing costs: mortgage interest payments

(which reflected the further impact of the interest rate reduction announced by the Building Societies Association in March), rents (which were lower on account of an increase in the scale of rent rebates reported), and rates and water charges (for which the index reflects the latest information available).

Fuel and light: The group index rose by less than half of one per cent, as a result of an increase in average charges for electricity.

Clothing and footwear: There was a rise of a half per cent in the group index as all items except footwear showed moderate price increases.

Durable household goods: There was very little change in the group index as price increases for furniture were offset by decreases for other items in the group.

Transport and vehicles: Increases in the costs of purchasing and maintaining motor vehicles caused the group index to rise by about a half per cent.

Miscellaneous goods: Very small price movements for items in this group left the index only slightly higher in May than in April.

Services: There were very small increases in the costs of some personal services, causing the group index to rise only slightly in May.

Meals bought and consumed outside the home: Price increases for restaurant meals and for sandwiches and snacks caused the group index to rise by about 1 1/2 per cent in May.

6.2 RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for May 15

	Index Jan 1974 = 100	Percentage change over (months)			Index Jan 1974 = 100	Percentage change over (months)	
		1	12			1	12
All items	351.0	0.4	5.1				
All items excluding food	357.0	0.3	4.5				
Seasonal food	347.7	1.1	28.4				
Food excluding seasonal	326.2	0.5	4.5				
I Food	329.4	0.6	7.8				
Bread, flour, cereals, biscuits and cakes	335.3	5	5				
Bread	315.1	4	4				
Flour	265.7	5	5				
Other cereals	399.7	7	7				
Biscuits	321.2	6	6				
Meat and bacon	267.1	5	5				
Beef	318.7	3	3				
Lamb	279.2	5	5				
Pork	243.8	11	11				
Bacon	241.1	5	5				
Ham (cooked)	233.9	4	4				
Other meat and meat products	242.8	4	4				
Fish	265.4	4	4				
Butter, margarine, lard and other cooking fats	343.2	7	7				
Butter	418.8	0	0				
Margarine	263.2	19	19				
Lard and other cooking fats	235.4	12	12				
Milk, cheese and eggs	323.8	4	4				
Cheese	359.5	0	0				
Eggs	198.5	33	33				
Milk, fresh	378.4	0	0				
Milk, canned, dried etc	402.0	-1	-1				
Tea, coffee, cocoa, soft drinks etc	392.0	16	16				
Tea	494.0	38	38				
Coffee, cocoa, proprietary drinks	423.1	18	18				
Soft drinks	333.7	3	3				
Sugar, preserves and confectionery	431.0	3	3				
Sugar	431.6	3	3				
Jam, marmalade and syrup	325.3	4	4				
Sweets and chocolates	425.7	3	3				
Vegetables, fresh, canned and frozen	428.8	32	32				
Potatoes	489.9	34	34				
Other vegetables	387.0	30	30				
Fruit, fresh, dried and canned	308.4	7	7				
Other food	333.2	2	2				
Food for animals	281.2	2	2				
II Alcoholic drink	387.6	0.5	5.7				
Beer	455.1	8	8				
Spirits, wines etc	300.2	2	2				
III Tobacco	498.1	2.1	12.4				
Cigarettes	499.5	13	13				
Tobacco	481.1	11	11				
IV Housing	390.6	-0.6	7.5				
Rent	382.5	6	6				
Owner-occupiers' mortgage interest payments	311.5	13	13				
Rates and water charges	490.3	6	6				
Materials and charges for repairs and maintenance	402.9	6	6				
V Fuel and light	477.6	0.4	3.2				
Coal and smokeless fuels	478.9	10	10				
Coal	484.5	10	10				
Smokeless fuels	466.1	11	11				
Gas	390.1	4	4				
Electricity	497.5	1	1				
Oil and other fuel and light	625.4	0	0				
VI Durable household goods	255.9	0.0	2.0				
Furniture, floor coverings and soft furnishings	269.5	3	3				
Radio, television and other household appliances	209.1	-1	-1				
Pottery, glassware and hardware	366.1	7	7				
VII Clothing and footwear	214.8	0.5	0.3				
Men's outer clothing	233.1	-1	-1				
Men's underclothing	302.2	0	0				
Women's outer clothing	156.1	-2	-2				
Women's underclothing	288.2	5	5				
Children's clothing	247.4	2	2				
Other clothing, including hose, haberdashery, hats and materials	239.2	3	3				
Footwear	224.3	0	0				
VIII Transport and vehicles	374.4	0.6	1.9				
Motoring and cycling	361.8	2	2				
Purchase of motor vehicles	313.0	0	0				
Maintenance of motor vehicles	408.1	7	7				
Petrol and oil	440.7	2	2				
Motor licences	358.4	6	6				
Motor insurance	333.8	-1	-1				
Fares	466.4	-3	-3				
Rail transport	479.6	1	1				
Road transport	461.8	1	1				
IX Miscellaneous goods	363.6	0.1	5.4				
Books, newspapers and periodicals	506.5	8	8				
Books	547.5	18	18				
Newspapers and periodicals	493.4	5	5				
Medicines, surgical etc goods and toiletries	360.7	5	5				
Soap, detergents, polishes, matches, etc	377.8	6	6				
Soap and detergents	330.8	9	9				
Soda and polishes	453.1	3	3				
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	303.9	4	4				
X Services	355.9	0.1	4.1				
Postage and telephones	370.8	3	3				
Postage	457.0	0	0				
Telephones, telemessages, etc	346.4	3	3				
Entertainment	287.1	3	3				
Entertainment (other than TV)	440.0	7	7				
Other services	435.0	5	5				
Domestic help	461.1	7	7				
Hairdressing	442.8	4	4				
Boot and shoe repairing	423.6	8	8				
Laundry	407.1	4	4				
XI Meals bought and consumed outside the home	390.1	1.6	7.9				

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.

6.3 RETAIL PRICES

Average retail prices of items of food

Average retail prices on May 15, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 200 areas in the United Kingdom, are given below.

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

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

Average prices on May 15, 1984

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
Beef: home-killed		p	p	Bread		p	p
Chuck (braising steak)	637	167.3	148-189	White, per 800g wrapped and sliced loaf	579	38.5	31-44
Sirloin (without bone)	590	292.1	226-350	White, per 800g unwrapped loaf	341	45.8	42-49
Silverside (without bone) †	647	213.7	195-238	White, per 400g loaf, unsliced	404	29.9	27-32
Best beef mince	631	120.4	98-156	Brown, per 400g loaf, unsliced	478	31.2	30-33
Fore ribs (with bone)	510	147.4	118-180	Flour			
Brisket (without bone)	605	146.3	120-177	Self-raising, per 1 1/2 kg	577	42.9	35-54
Rump steak †	652	285.9	246-320	Butter			
Stewing steak	639	147.9	130-171	Home-produced, per 500g	589	99.0	92-112
Lamb: home-killed				New Zealand, per 500g	460	97.1	88-104
Loin (with bone)	466	216.5	165-270	Danish, per 500g	539	107.7	100-116
Breast †	418	54.9	39-84	Margarine			
Best end of neck	379	135.3	72-234	Standard quality, per 250g	115	20.8	19-24
Shoulder (with bone)	445	126.1	92-162	Lower priced, per 250g	93	18.6	17-20
Leg (with bone)	456	191.7	155-238	Lard, per 500g	614	32.6	27-38
Lamb: imported				Cheese			
Loin (with bone)	410	133.1	100-156	Cheddar type	610	115.5	98-132
Breast †	376	37.1	28-49	Eggs			
Best end of neck	359	97.5	64-138	Size 2 (65-70g), per dozen	396	97.4	90-106
Shoulder (with bone)	414	82.7	70-94	Size 4 (55-60g), per dozen	391	88.5	82-98
Leg (with bone)	429	138.8	128-153	Size 6 (45-50g), per dozen	90	76.0	62-90
Pork: home-killed				Milk			

6.4 RETAIL PRICES

General index of retail prices

UNITED KINGDOM	ALL ITEMS	FOOD*						All items except food	All items except items of food the prices of which show significant seasonal variations		
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations			Items mainly manufactured in the United Kingdom			Items mainly home-produced for direct consumption	Items mainly imported for direct consumption
				Primarily from home-produced raw materials	Primarily from imported raw materials	All					
Weights 1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3
1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8
1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8
1978	1,000	233	30.4-33.5	199.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	767	966.5-969.6
1979	1,000	232	33.4-36.0	196.0-198.6	37.7-38.9	60.9-61.5	98.6-100.4	52.5	44.7-46.2	768	964.0-966.6
1980	1,000	214	30.4-33.2	180.9-183.6	34.5-35.9	59.1-59.7	93.6-95.6	48.0	38.8-40.6	786	966.8-969.6
1981	1,000	207	28.1-30.8	176.2-178.9	34.3-35.3	56.8-57.2	91.1-92.5	48.4	36.2-38.2	793	969.2-971.9
1982	1,000	206	32.4-34.3	171.7-173.6	33.9-34.9	52.8-53.3	87.0-88.2	47.7	36.7-38.4	794	965.7-967.6
1983	1,000	203	25.9-28.5	174.5-177.1	35.8-36.5	56.7-57.0	92.7-93.6	46.8	35.0-36.9	797	971.5-974.1
1984	1,000	201	31.3-33.9	167.1-169.7	33.7-34.3	54.7-55.3	88.4-89.4	45.4	33.1-34.9	799	966.1-968.7
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	157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5
1977	182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6	179.7	181.5
1978	197.1	203.8	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	225.9	265.3
1981	295.0	277.5	244.7	283.9	296.7	317.1	308.9	274.8	241.3	299.8	295.9
1982	320.4	299.3	276.9	303.5	315.8	331.9	325.4	299.6	258.3	326.2	322.0
1983	335.1	308.8	282.8	313.8	330.0	346.3	339.7	306.5	264.4	342.4	337.1
1975 Jan 14	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
1976 Jan 13	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6
1977 Jan 18	172.4	183.2	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9
1978 Jan 17	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2
1979 Jan 16	207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3
1980 Jan 15	245.3	244.8	223.6	248.9	256.4	277.7	269.1	236.5	218.3	245.5	246.2
1981 Jan 13	277.3	266.7	225.8	274.7	286.7	308.2	299.6	264.2	232.0	280.3	279.3
1982 Jan 12	310.6	296.1	287.6	297.5	306.2	323.4	316.4	296.1	255.4	314.6	311.5
Feb 16	310.7	297.2	285.7	299.2	309.0	324.9	318.5	297.6	256.6	314.4	311.6
Mar 16	313.4	299.8	296.5	300.1	311.6	325.8	320.0	298.1	256.8	317.2	314.1
Apr 20	319.7	302.6	308.9	301.1	313.0	327.5	321.6	298.5	257.1	324.5	320.2
May 18	322.0	305.6	322.8	301.9	314.2	329.5	323.3	299.0	256.6	326.6	322.0
June 15	322.9	304.1	311.5	302.3	314.8	330.6	324.2	298.7	256.8	328.2	323.4
July 13	323.0	299.5	281.0	303.0	315.2	331.9	325.1	298.6	258.0	329.4	324.6
Aug 17	323.1	295.5	249.5	304.7	316.7	335.5	327.9	298.9	259.2	330.7	325.9
Sep 14	322.9	295.9	244.3	306.1	318.9	337.6	330.0	299.1	260.7	330.3	325.9
Oct 12	324.5	296.5	244.1	306.7	321.2	338.0	331.1	299.1	260.7	332.2	327.6
Nov 16	328.1	298.8	243.1	309.3	324.5	338.6	332.9	305.3	261.0	333.7	329.2
Dec 14	325.5	300.1	248.2	309.9	324.6	339.4	333.4	306.5	261.2	332.5	328.4
1983 Jan 11	325.9	301.8	256.8	310.3	325.6	341.0	334.8	305.8	260.8	332.6	328.5
Feb 15	327.3	302.1	258.2	310.4	325.6	342.9	335.9	303.8	261.2	334.2	329.8
Mar 15	327.9	302.4	260.6	310.4	326.6	342.9	336.3	302.2	261.8	335.0	330.4
Apr 12	332.5	304.6	270.8	311.0	327.7	343.8	337.3	302.3	262.3	340.3	334.8
May 17	333.9	305.6	270.8	312.2	328.6	345.3	338.5	303.2	263.7	341.7	336.2
June 14	334.7	308.8	281.5	314.0	329.1	346.6	339.5	306.8	264.9	341.9	336.7
July 12	336.5	308.7	279.9	314.0	330.0	346.1	339.6	307.2	264.7	344.3	338.7
Aug 16	338.0	309.4	279.7	315.0	330.7	348.7	341.4	307.6	264.6	345.9	340.2
Sep 13	339.5	313.0	298.2	315.7	331.4	348.9	341.8	308.6	265.8	346.9	341.0
Oct 11	340.7	314.5	304.4	316.7	333.7	348.6	342.5	309.2	267.3	347.9	342.1
Nov 15	341.9	316.1	311.0	317.5	335.5	349.1	343.6	310.1	267.6	349.0	343.1
Dec 13	342.8	318.5	321.1	318.7	335.1	351.7	345.0	311.5	268.3	349.4	343.7
1984 Jan 10	342.6	319.8	321.3	319.8	335.5	353.1	346.0	312.1	270.3	348.9	343.5
Feb 14	344.0	321.4	327.0	320.7	334.0	355.5	346.9	311.2	273.0	350.3	344.8
Mar 13	345.1	323.8	331.9	322.6	338.7	356.8	349.5	312.1	274.8	351.0	345.8
Apr 10	349.7	327.3	343.8	324.5	341.0	358.6	351.5	312.9	277.5	355.9	350.1
May 15	351.0	329.4	347.7	326.2	342.0	361.1	353.4	313.4	280.2	357.0	351.3

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

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

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

6.4 RETAIL PRICES

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
1974	80	70	43	124	52	64	91	135	63	54	51	1974
1975	77	82	46	108	53	70	89	149	71	52	48	1975
1976	80	81	46	112	56	75	84	140	74	57	47	1976
1977	91	83	46	112	58	63	82	139	71	54	45	1977
1978	96	85	48	113	60	64	80	140	70	56	51	1978
1979	93	77	44	120	59	64	82	143	69	59	51	1979
1980	93	82	40	124	59	69	84	151	74	62	41	1980
1981	104	79	36	135	62	65	81	152	75	66	42	1981
1982	99	77	41	144	62	64	77	154	72	65	38	1982
1983	109	78	39	137	69	64	74	159	75	63	39	1983
1984	93	75	36	149	65	69	70	158	76	65	36	1984
Jan 15, 1974=100												
1974	108.4	109.7	115.9	105.8	110.7	107.9	109.4	111.0	111.2	106.8	108.2	1974
1975	147.5	135.2	147.7	125.5	147.4	131.2	125.7	143.9	138.6	135.5	132.4	1975
1976	185.4	159.3	171.3	143.2	182.4	144.2	139.4	166.0	161.3	159.5	157.3	1976
1977	208.1	183.4	209.7	161.8	211.3	166.8	157.4	190.3	188.3	173.3	185.7	1977
1978	227.3	196.0	226.2	173.4	227.5	182.1	171.0	207.2	206.7	192.0	207.8	1978
1979	227.3	217.1	247.6	208.9	250.5	201.9	187.2	243.1	236.4	213.9	239.9	1979
1980	307.9	261.8	290.1	269.5	313.2	226.3	205.4	288.7	276.9	262.7	290.0	1980
1981	368.0	306.1	358.2	318.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0	1981
1982	417.6	341.0	413.3	358.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7	1982
1983	440.9	366.5	440.9	367.1	465.4	250.4	214.8	366.3	345.6	342.9	364.0	1983
1975 Jan 14	119.9	118.2	124.0	110.3	124.9	118.3	130.3	125.2	115.8	118.7	118.7	Jan 14 1975
1976 Jan 13	172.8	149.0	162.6	134.8	168.7	140.8	131.5	157.0	152.3	154.0	146.2	Jan 13 1976
1977 Jan 18	198.7	173.										

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																				
1974	41.1	52.6 R	71.3	65.2	59.4	56 R	54.4	77.2	41.5	42.8	40.1 R	65.2	67.8	60	36.5	55	83.5	59.9 R	56.8	
1975	51.1	60.5	77.3	73.5	65.8 R	61	60.8	81.8	47.1	51.8	46.9 R	72.9	74.7	67	42.6	61	89.1	65.3	63.2	
1976	59.6	68.7 R	83.0	80.2	70.7	66	66.7 R	85.5	53.3	61.1	54.8 R	79.7	81.3	73	50.2	67	90.7 R	69.1	68.7	
1977	69.0	77.1	87.6 R	85.9	76.4 R	74	72.9	88.6	59.8	69.4	64.1	86.1	86.6 R	80 R	62.5	75	91.8	73.5	74.8	
1978	74.7	83.2	90.7	89.8 R	83.2	81	79.5	91.0	67.3	74.7	71.9	89.4	90.1	86	74.8	82	92.8	79.2	80.7	
1979	84.8	90.8 R	94.0	93.8	90.8	89	88.1 R	94.8	80.1	84.6	82.5	92.6	93.9	90	86.6	88	96.1 R	88.1	88.6	
1980	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1981	111.9	109.7	106.8	107.6	112.5 R	112	113.4	105.9	124.5	120.4	117.8 R	104.9	106.7	114 R	114.6	112	106.5	110.4	110.5	
1982	121.5	121.9	116.8	117.0	124.6	123	126.8	111.5	150.6	141.1	137.3	107.7	113.1	127	131.1	122	112.5	117.1	119.1	
1983	127.1	134.3 R	116.4 R	126.0	131.9	132	139.0	114.9	181.5	155.8	157.3	109.7	116.2	137	147.0	133	115.9	120.9	125.4 R	
Quarterly averages																				
1982 Q4	123.4	127.4 R	113.8	120.8	128.4	128 R	130.2	113.1	160.6 R	146.2	145.8 R	108.9	114.6	131	136.4	125	115.0 R	118.9	121.7	
1983 Q1	124.0	130.2	115.2	122.9	129.2 R	129	133.6	113.6	169.4	149.8	150.9 R	108.6	114.7	134 R	141.5	129	114.9	118.8	122.6 R	
Q2	126.6	133.0	115.4 R	124.5	131.0	131	137.4 R	114.3	181.0	153.9	155.3 R	109.8	115.5	136	145.0	131	115.6	120.3	124.6 R	
Q3	128.2	135.3	116.8	127.5 R	133.1	132 R	140.3	115.4 R	182.4	158.3	158.8 R	109.5	116.6 R	138	148.0 R	134 R	116.0	121.8	126.1 R	
Q4	129.7	138.4	118.0	129.1	134.2	135	143.0	116.0	193.1	161.2	164.4	110.7	117.8	140	153.4 R	137	117.0 R	122.8	127.9	
1984 Q1	130.4	137.9	121.7	131.5	135.8	137	145.4	117.1	201.0	165.0	169.1	111.2	118.8	143	158.5	140	118.3	124.1	129.6	
Monthly																				
1983 Dec	130.0	..	118.3	129.4	134.5	135	143.5	116.2	195.9	..	165.4 R	110.3	117.9	141	155.4	138	117.2	123.0	128.2	
1984 Jan	129.9	..	121.2	130.6	135.2	136	144.5	116.8	198.3	..	167.4	110.6	118.2	142	157.6	139	117.7	123.7	129.0	
Feb	130.5	..	121.8	131.6	136.0	137	145.4	117.2	199.2	165.0	169.4 R	111.3	118.8	143	158.3	139	118.2	124.2	129.7	
Mar	130.9	..	122.2	132.2	136.3	138	146.4	117.3 R	205.5	..	170.6 R	111.6	119.4	144	159.6	141 R	118.8 R	124.5	130.2	
Apr	132.6	..	122.3	133.1	136.6	138	147.3	117.4	209.5	..	..	111.9	119.8	144	..	141	119.1	125.1	131.1
May	133.1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																				
Annual averages																				
1974	16.1	15.4 R	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.0 R	24.5	9.6	9.4	15.7	9.9	9.8	11.1 R	13.5	
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.6 R	7.3	9.2	7.4 R	9.0	9.7 R	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.8 R	5.8	8.7	
1977	15.8	12.3	5.5	7.1	8.1 R	11.1	9.4	3.7	12.1	13.6	18.4	8.1	6.5 R	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	8.9 R	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0	
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8	
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9	
1981	11.9	9.7	6.8	7.6	12.5	11.7	13.4	5.9	24.5	20.4	17.8 R	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.5	
1982	8.6	11.1	5.5	8.7	10.8	10.1	11.8	5.3	20.9	17.1	16.6	2.7	6.0	11.2	14.4	8.6	5.6	6.1	7.8	
1983	4.6	10.2	3.4 R	7.7	5.9	6.9	9.6	3.0	20.5	10.5	14.6	1.9	2.7	8.6	12.1	8.9	3.0	3.2	5.3 R	
Quarterly averages																				
1982 Q4	6.2	10.9	4.7	8.9	9.7	9.9	9.5	4.7	19.6 R	12.3	16.7 R	2.3	4.6	11.5	13.7	8.9	5.9 R	4.5	6.5	
1983 Q1	4.9	11.4	3.9	8.7	7.7 R	8.4	9.3	3.7	21.0	12.5	16.2 R	2.1	3.3	9.7	13.2	8.8	4.9	3.6	5.7 R	
Q2	3.8	11.2	2.7	7.6	5.9	7.5	9.0 R	2.9	20.9	9.3	16.0	2.2	2.4	9.0	11.9	8.7	3.5	3.3	5.2 R	
Q3	4.6	9.3	3.1	7.6	5.4	5.6 R	9.8	2.8	20.0	10.0	13.9 R	1.4	2.4	7.8	11.0	9.3	1.8	2.6	4.7 R	
Q4	5.0	8.7	3.7	6.9	4.5	5.6	9.8	2.6	20.2	10.3	11.0	1.7	2.8	7.2	12.5 R	8.9	1.7	3.3	5.1	
1984 Q1	5.2	5.9	5.6	7.0	5.2	6.3	8.8	3.1	18.7	10.1	12.1	2.4	3.6	6.5	12.0	8.2	3.0	4.5	5.7 R	
Monthly																				
1983 Dec	5.3	..	3.8	7.2	4.5	6.0	9.3	2.6	20.0	..	12.4	1.8	3.0	7.1	12.2	9.2	2.1	3.8	5.3	
1984 Jan	5.1	..	5.6	6.9	5.3	5.5	9.0	2.9	20.5	..	12.3	1.8	3.2	6.4	12.1	8.0	2.6	4.1	5.5	
Feb	5.1	..	5.7	7.1	5.5	6.4	8.9	3.1	18.8	10.1	12.0	2.9	3.6	6.5	11.9	7.8	2.9	4.6	5.8	
Mar	5.2	..	5.8	7.1	4.7	7.1	8.6	3.2	16.9	..	11.9	2.5	3.9	6.7	12.1	8.9	3.3	4.7	5.8	
Apr	5.2	..	5.9	7.5	4.9	6.6	7.9	3.2	17.1	..	..	2.4	3.9	6.6	..	8.8	3.2	4.5	5.7
May	5.1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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.

7.1 HOUSEHOLD SPENDING

All expenditure: per household and per person

UNITED KINGDOM	Average weekly expenditure per household					Average weekly expenditure per person				
	At current prices		At constant prices			At current prices		At constant prices		
	Actual	Seasonally adjusted	Seasonally adjusted	Seasonally adjusted	Seasonally adjusted	Actual	Seasonally adjusted	Seasonally adjusted	Seasonally adjusted	
	£	Percentage increase on a year earlier	£	Index (1975=100)	Percentage increase on a year earlier	£	Percentage increase on a year earlier	£	Index (1975=100)	Percentage increase on a year earlier
Annual averages										
1977	71.84	16.4		97.3	0.4	26.00	15.8		99.1	-0.1
1978	80.26	11.7		100.4	3.2	29.54	13.6		104.0	5.0
1979	94.17	17.3		104.3	3.8	34.85	18.0		108.6	4.4
1980	110.60	17.4		104.9	0.6	40.81	17.1		108.7	0.2
1981	125.41	13.4		105.5	0.6	45.96	12.6		108.7	0.0
1982*	133.92 [134.01]	6.9		103.4	-2.0	49.69 [49.73]	8.2		107.9	-0.7
Quarterly averages										
1981 Q3	125.70	10.4	124.4	103.2	-2.0	46.55	10.9	46.2	107.7	-1.7
Q4	131.53	11.4	128.6	103.6	-0.8	48.61	12.2	47.0	106.5	-0.3
1982 Q1	125.04	4.7	129.1	102.1	-6.3	46.06	6.2	47.7	106.2	-4.9
Q2	135.08	8.0	135.1	104.8	-1.4	48.78	7.4	49.0	106.9	-1.9
Q3	137.56	9.4	136.2	104.6	1.3	50.95	9.5	50.5	109.0	1.2
1983 Q4*	138.11 [138.51]	5.3	135.4 [135.8]	102.2	-1.4	53.28 [53.44]	9.9	51.7 [51.8]	109.6	2.9
Q1*	132.61 [133.54]	6.8	136.8 [137.8]	102.4	0.2	49.30 [49.64]	7.8	51.0 [51.4]	107.4	1.2
Q2*	138.87 [140.76]	4.2	138.6 [140.4]	104.3	-0.4	52.60 [53.32]	9.6	53.0 [53.7]	112.2	4.9
Q3*	141.90 [143.55]	4.4	140.7 [142.4]	104.1	-0.5	53.39 [54.01]	6.0	52.9 [53.5]	110.0	1.0

Source: Family Expenditure Survey **

* See note to table 7.2

** For a brief note on the Survey, the availability of reports and discussion of response rates see *Employment Gazette* for Dec 83 (pp. 517-523).

7.2 HOUSEHOLD SPENDING

Composition of expenditure

£ per week per household

UNITED KINGDOM	All items	Commodity or service										
		Housing*	Fuel, light and power	Food	Alcoholic drink	Tobacco	Clothing and footwear	Durable household goods	Other goods	Transport and vehicles	Services	Miscellaneous**
Annual averages												
1977	71.84	10.31	4.38	17.74	3.51	2.60	5.78	4.99	5.33	9.71	6.93	0.56
1978	80.26	11.87	4.76	19.31	3.92	2.72	6.78	5.66	5.99	10.90	7.66	0.69
1979	94.17	13.72	5.25	21.83	4.56	2.85	7.79	7.05	7.28	13.13	9.74	0.97
1980	110.60	16.56	6.15	25.15	5.34	3.32	8.99	7.70	8.75	16.15	11.96	0.53
1981	125.41	19.76	7.46	27.20	6.06	3.74	9.23	9.40	9.45	18.70	13.84	0.58
1982*	133.92 [134.01]	22.29 [22.39]	8.35	28.19	6.13	3.85	9.69	9.65	10.06	19.79	15.37	0.53
Quarterly averages												
1981 Q3	125.70	20.27	6.49	26.77	6.10	3.87	9.02	8.78	8.79	20.81	14.33	0.47
Q4	131.53	20.46	7.19	28.60	6.96	4.11	11.01	11.72	11.74	16.54	12.49	0.70
1982 Q1	125.04	20.45	8.92	27.41	5.29	3.78	7.98	9.00	8.78	18.72	14.26	0.45
Q2	135.08	22.30	9.41	29.01	6.08	3.68	9.49	8.10	9.33	19.99	17.29	0.41
Q3	137.56	23.83	7.39	28.12	6.27	3.96	9.21	9.94	10.08	21.19	17.04	0.53
1983 Q4*	138.11 [138.51]	22.63 [23.03]	7.66	28.24	6.90	3.99	12.11	11.56	12.05	19.29	12.95	0.74
Q1*	132.61 [133.54]	22.13 [23.07]	9.72	28.26	6.08	4.15	8.05	9.87	9.44	19.42	14.97	0.53
Q2*	138.87 [140.76]	21.38 [23.26]	10.41	29.16	6.81	4.36	9.05	10.01	10.22	20.66	16.36	0.47
Q3*	141.90 [143.55]	22.83 [24.48]	8.35	29.61	6.86	4.12	9.80	9.10	10.28	22.24	18.24	0.47
Standard error††:												
1983 Q3	1.6	2.2	1.5	1.4	3.5	3.6	3.6	5.5	2.7	3.4	4.8	8.5
Percentage increase in expenditure on a year earlier												
1980	17.4	20.7	17.1	15.2	17.1	16.5	15.4	9.2	20.2	23.0	22.8	9.4
1981	13.4	19.3	21.3	8.2	13.4	12.7	2.7	22.0	8.0	15.8	15.7	18.6
1982	6.9	13.3	11.8	3.6	1.3	3.0	5.0	2.7	6.5	5.8	11.1	-18.6
1983 Q2	4.2	4.3	10.7	0.5	12.1	18.7	-4.7	23.5	9.4	3.3	-5.4	14.1
Q3	4.4	2.7	13.0	5.3	9.5	4.1	6.4	-8.5	2.0	5.0	7.0	-10.8
Percentage of total expenditure												
1980	100	15.0	5.6	22.7	4.8	3.0	8.1	7.0	7.9	14.6	10.8	0.5
1981	100	15.8	5.9	21.7	4.8	3.0	7.4	7.5	7.5	14.9	11.0	0.5
1982	100	16.7	6.2	21.0	4.6	2.9	7.2	7.2	7.5	14.8	11.5	0.4

Source: Family Expenditure Survey.

* Under the Housing Benefits Scheme introduced in stages from November 1982, some cash transactions previously recorded in the survey by households in receipt of supplementary benefit were eliminated, leading to identically reduced levels of both recorded income and recorded expenditure. To avoid the discontinuity arising from the changed administrative arrangements, the figures in brackets attempt to show the underlying level of housing expenditure, covering the same transactions whether or not expressed as cash expenditure. The bracketed figures have been used to derive the related indices, changes from a year earlier, standard errors and compositions shown in this table and in table 7.1.

** A discontinuity in miscellaneous expenditure occurred in 1980 when the classification of credit card expenditure was revised (see *Employment Gazette*, Nov 81, p. 469 or Annex A of the 1982 FES Report).

†† For notes on standard errors see *Employment Gazette*, Mar 83, p. 122 or Annex A of the 1982 FES Report.

DEFINITIONS

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

BASIC WEEKLY WAGE RATES

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

EARNINGS

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

EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

HOUSEHOLD SPENDING

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

INDEX OF PRODUCTION INDUSTRIES (SIC 1968)

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

INDUSTRIAL DISPUTES

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

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

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

MANUAL WORKERS

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

MANUFACTURING INDUSTRIES

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

Conventions

The following standard symbols are used:

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

NORMAL WEEKLY HOURS

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

OVERTIME

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

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES (SIC 1980)

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

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

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

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TAX AND PRICE INDEX.

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED PERCENTAGE RATE

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKING POPULATION

Employed labour force plus the unemployed.

R revised

e estimated

MLH Minimum List Heading of the SIC 1968

n.e.s. not elsewhere specified

SIC UK Standard Industrial Classification, 1968 or 1980 edition

EC European Community

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

Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Redundancies (cont.) population	Frequency	Latest issue	Table number or page
Working population: GB and UK				Advance notifications	Q (M)	Apr 84	188
Quarterly series	M (Q)	June 84:	1-1	Payments:			
Labour force estimates, and projection		Feb 84:	56	GB latest quarter	Q	Apr 84:	35
Employees in employment				Industry		May 84:	216
Industry: GB				Earnings and hours			
All industries: by MLH	Q	June 84:	1-4	Average earnings			
: time series, by order group	M	June 84:	1-2	Whole economy (new series) index			
Manufacturing: by MLH	M	June 84:	1-3	Main industrial sectors	M	June 84:	5-1
Occupation				Industry	M	June 84:	5-3
Administrative, technical and clerical in manufacturing	A	Nov 83:	1-10	Underlying trend		Feb 84:	82
Local authorities manpower	Q	June 84:	1-7	New Earnings Survey (April estimates)	A	Oct 83:	444
Occupations in engineering	Q	Oct 82:	421	Latest key results	M	June 84:	5-6
Region: GB				Time series			
Sector: numbers and indices, self employed, 1981: by region	Q	Apr 84:	1-5	Average weekly and hourly earnings and hours worked (manual workers)			
: by industry		Feb 83:	55	Manufacturing and certain other industries			
Census of Employment: Sep 1981		June 83:	257	Summary (Oct)	M (A)	May 84:	5-4
GB and regions by industry on SIC 1980 (provisional)				Detailed results	A	Feb 84:	66
GB and regions by industry on SIC 1980 (final)		Feb 83:	61	Manufacturing			
UK by industry on SIC 1980 (final)		Dec 83:	Supp 2	Indices of hours	D	Apr 84:	5-8
International comparisons				International comparisons of wages per head	M	June 84:	5-9
Apprentices and trainees by industry: Manufacturing industries	A	June 84:	1-9	Aerospace	A	Aug 83:	368
Apprentices and trainees by region: Manufacturing industries	A	Dec 83:	Supp 2	Agriculture	A	Feb 84:	82
Registered disabled in the public sector	A	June 84:	1-14	Coal mining	A	Feb 84:	82
Exemption orders from restrictions to hours worked: women and young persons	A	June 84:	1-15	Average earnings: non-manual employees	M (A)	May 84:	5-5
Labour turnover in manufacturing	Q	July 83:	315	Basic wage rates, (manual workers)			
Trade union membership	A	May 84:	1-6	wage rates and hours (index)	D	Apr 84:	5-8
Work permits issued	A	Jan 84:	18	Normal weekly hours	A	Apr 84:	147
		Mar 82:	108	Holiday entitlements	A	Apr 84:	147
				Overtime and short-time: manufacturing			
				Latest figures: industry	M	June 84:	1-11
				Region: summary	Q	May 84:	1-13
				Hours of work: manufacturing	M	June 84:	1-12
				Output per head			
				Output per head: quarterly and annual indices	M (Q)	June 84:	1-8
				Wages and salaries per unit of output			
				Manufacturing index, time series	M	June 84:	5-7
				Quarterly and annual indices	M	June 84:	5-7
				Labour costs			
				Survey results 1981	Triennial	May 83:	188
				Per unit of output	M	June 84:	5-7
				Retail prices			
				General index (RPI)			
				Latest figures: detailed indices	M	June 84:	6-2
				percentage changes	M	June 84:	6-2
				Recent movements and the index excluding seasonal foods	M	June 84:	6-1
				Main components: time series and weights	M	June 84:	6-4
				Changes on a year earlier: time series	M	June 84:	6-5
				Annual summary	A	Mar 84:	113
				Revision of weights	A	Mar 84:	104
				Pensioner household indices			
				All items excluding housing	M (Q)	June 84:	6-6
				Group indices: annual averages	M (A)	June 84:	6-7
				Revision of weights	A	May 84:	236
				Food prices	M	June 84:	6-3
				London weighting: cost indices	D	June 82:	267
				International comparisons	M	June 84:	6-8
				Household spending			
				All expenditure: per household	Q	June 84:	7-1
				: per person	Q	June 84:	7-1
				Composition of expenditure			
				: quarterly summary	Q	June 84:	7-2
				: in detail	Q (A)	Dec 83:	7-3
				Household characteristics	Q (A)	Dec 83:	7-3
				Industrial disputes: stoppages of work			
				Summary: latest figures	M	June 84:	4-1
				: time series	M	June 84:	4-2
				Latest year and annual series	A	July 83:	297
				Industry			
				Monthly			
				Broad sector: time series	M	June 84:	4-1
				Annual			
				Detailed	A	July 83:	297
				Prominent stoppages	A	July 83:	298
				Main causes of stoppage			
				Cumulative	M	June 84:	4-1
				Latest year for main industries	A	July 83:	298
				Size of stoppages	A	July 83:	302
				Days lost per 1,000 employees in recent years by industry	A	July 83:	304
				International comparisons	A	Mar 84:	101

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

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

SPECIAL FEATURE



Non-working women: evidence from the 1980 Women and Employment Survey

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An article in the May issue of *Employment Gazette* summarised the main findings of the 1980 Women and Employment Survey focussing in particular on the characteristics and employment conditions of working women. This article summarises the survey findings for non-working women. Non-working women are very heterogeneous; the majority have withdrawn only temporarily from work while they are unemployed or looking after young children. It is chiefly older women who consider themselves unlikely to work again†.

The Women and Employment Survey, conducted by the Department of Employment and the Office of Population Censuses and Surveys in 1980, provides nationally representative data for Great Britain on the circumstances of working and non-working women of working age (16-59 years). The survey is unique in that it also asked women not only about their current employment situation in 1980 but also about their complete employment history, and so can identify periods of women's lives when they were not working in a paid job and the reasons for this. Cross-sectional data show that at any one point in time a sizeable minority of women will not be working, but longitudinal data are required to reveal how much of their lives women do or do not work overall.

This article describes the results from the survey which have a bearing on the extent to which women do not have paid work in the course of their lives and the reasons for this. The number and characteristics of all non-working women, as women without employment were defined in

the survey, and their reasons for not working are discussed. This definition reflects the problems of terminology discussion of women's work can generate. Colloquially women may refer to their activities at home as their "work" or even their "job". However 'going (out) to work', 'having a job' or 'working' is generally associated with employment or market work and was so by women in our study. Accordingly we used this everyday language to describe as "non-working" women who had no regular current job in which they were employed and who were not self-employed. Not working is shown to be a temporary phase in most women's lives, associated chiefly with

* Since completing the report on the Women and Employment Survey, from which this article is drawn Ceridwen Roberts has transferred to the DE's Employment Market Research Unit.

† The views expressed in the article are those of the authors and are not necessarily those of the Department of Employment or the Office of Population Censuses and Surveys.

childrearing, and the heterogeneity of non-working women is shown in the diversity of their reactions to their situation.

The full report on the 1980 WES was published recently (Martin and Roberts, 1984a and 1984b) and the results on which this article is based are already available in that report. Some tables are presented; others are not reproduced here, but references to table numbers in the main report are given for readers who wish to have further details.

The current position: how many women are not working and their characteristics

In 1980 a minority (35 per cent) of women of working age were not working, 60 per cent were in a paid job and the remaining five per cent were full time students. Various factors such as age, marital status and the presence and age of children are correlated with labour market status and appear to affect whether women work (tables 2.2-2.6 of the report). However, these factors are highly interrelated; for example, most women under 20 are single and childless while the vast majority of women with small children will be married and most are likely to be within the age range 25-35. This means that it is rather misleading to look at each factor in isolation. Once the interdependence of these factors is allowed for the unimportance of marital status per se in affecting whether a woman works or not becomes strikingly clear. Married women were just as likely to be working as non-married women once their age and whether they had young children had been taken into account. Age however does have some independent effect in that women in their fifties were less likely than younger women to be working. This could be either a genuine age effect with women stopping work early as retirement age approaches or a generational effect reflecting the fact that these older women were less likely to have worked when they were younger. However, the presence of children and the age of the youngest child are by far the most important determinants of whether or not women work*.

Accordingly three variables, women's age, the presence of children and the age of the youngest child, but not marital status, were combined into a composite life cycle variable. Table 1 shows how the proportion of women not working varies for women at different life cycle stages. Women with a youngest child between 0-4 are particularly likely not to be working, 73 per cent of them were, while childless women under 30 were most likely to be working; only 15 per cent of them were not working. Demographic variables provide a starting point for looking at why women do or do not work at any point in time and table 2 summarises some of the main differences between working and non-working women. However, the study also asked women their reasons for not working and examined the effect of other factors like the nature of her husband's employment or family income level or other caring responsibilities on a woman's decision or ability to take paid work.

The effect of domestic factors

The reasons women gave for not having a paid job confirmed the dominance of domestic factors, particularly caring for children. Three-quarters of non-working women gave a domestic reason for not working; 52 per cent said they were looking after children, 20 per cent said they were looking after the home and three per cent said they were looking after other relatives. On the whole, older non-working women were more likely to say they were looking after the home. Although few women said

Table 1 Proportion of women working by life cycle stage

Life cycle stage	Proportion of women in each group who are not working		Base
	Percent		
Women aged under 30, childless	15		887
Women aged 30 and over, childless	21		414
Women with youngest child aged:			
0-4	73		1,038
5-10	36		868
11-15	24		710
Women with no children aged under 16			
Aged 30-49	23		468
Aged 50-59	41		910
All women excluding students	37		5,295

Table 2 Personal characteristics of non-working and working women

Characteristics	Per cent	
	Non-working women	Working women
Age:		
Under 25	15	18
25-34	35	25
55-59	14	9
Married	84	73
Childless and aged under 30	7	23
With children under 16	62	41
Youngest child aged under 5	39	8
Base	1,941	3,354

Table 3 Proportions of women caring for sick or elderly dependants and who feel that their work opportunities have been affected

Work status	All women		Women providing care for a dependant	
	Percent providing care	Percent whose work was affected	Percent whose work was affected	Base
Working full-time	11	1	1,877	11
Working part-time	16	2	1,477	14
All working women	13	2	3,354	12
Not working	15	4	1,941	29
Full-time student	3	—	293	8
All women	13	3	5,588	19

directly that they were not working because of their husband's employment or lack of it, their employment chances were clearly affected in some cases. Our study had similar findings to the DHSS Cohort Study of unemployed men (Moylan *et al.*, 1984) in that the wives of unemployed or economically inactive men were less likely to be working than other wives (see table 8.3 of the main report). Non-working wives were also more likely than working wives to say in answer to a direct question that their husband's employment or lack of it had affected their own employment status (see table 8.5 of the main report). Husbands' hours of work were most often mentioned as affecting their wives' employment either through constraining her hours or preventing her from working at all; 76 per cent of non-working wives who said their employment had been affected said this was because their husband's hours of work were inconvenient. A few non-working women mentioned that having a husband who was sick, disabled or unemployed meant that they either could not work or it was not economically worthwhile to do so as state benefits would be reduced.

The issue of whether women were not working because they were looking after sick or elderly relatives is also complex. It is difficult to establish whether women are not

* Further analysis of the data by Heather Joshi which included additional variables such as a woman's educational level, earning power and work experience still showed that the age of the youngest child was the single most important determinant of a woman's labour force participation (Joshi, 1984).

working because they are caring for someone or are able to take on caring responsibilities because they are not working anyway. In fact, only three per cent of non-working women gave this as a direct reason for not having a paid job at the time of our interview. Moreover there was little difference in the proportions of all working and not working women who said there was someone who depended on them to provide some regular caring service, 13 per cent and 15 per cent respectively, as table 3 shows. However, when women who had caring responsibilities were asked whether their hours of work or ability to work at all had been affected by having someone to care for, non-working women were more likely than working women to say it had: 29 per cent compared with 12 per cent. This represents four per cent of all non-working and two per cent of working women overall. The vast majority (79 per cent) of those non-working women who felt their employment had been affected said they were prevented from going out to work at all. Thus while only a very small proportion of women report their employment is affected by caring for someone, the effect of this on individual women may be quite marked. However, without more detailed questioning we do not know whether non-working women are not working because they are providing significantly more care for their sick or elderly dependants than working women provide for their dependants.

Non-working—a permanent state?

If pregnancy and child rearing are the main reasons for leaving employment and being at home, not working is unlikely to be a permanent state for most women. That this is so can be shown in two ways. Firstly by using the

Table 4 Whether women whose children are now all 16 or over have worked at all since first birth by period of first birth

	Periods of first birth					Women whose children are all 16 or over
	1940-44	1945-49	1950-54	1955-59	1960-64	
Worked at some time since first birth	87	89	88	90	95	90
Not worked at all since first birth	13	11	12	10	5	10
Base	100	100	100	100	100	100
Base	114	342	389	366	216	1,442*

* Including 15 women with first births before 1940 or after 1964.

Table 5 Median number of years before initial return to work following first birth by period of first birth

	Period of first birth					
	1950-54	1955-59	1960-64	1965-69	1970-74	1975-79
Median number of years before initial return to work	9.7	8.7	7.0	5.5	4.8	3.7*
Base	449	502	628	635	617	588

* Estimated by life table techniques.

Table 6 Proportion of women with two or more births who returned to work between first and last birth by period of latest birth

	Period of latest birth					All women with two or more births
	1955-59	1960-64	1965-69	1970-74	1975-79	
Proportion who returned to work between first and latest birth	25	35	38	40	47	37
Base	322	466	599	585	641	2,946*

* Including births before 1955 and in 1980.

longitudinal work history data of the survey to show that almost all women return to work after having children. Secondly data on women's intentions about work in the future reveals that the majority of non-working women expect to work again.

Almost all women who have children interrupt their working lives to do so. Only four per cent of women with children in our sample had been in the labour market continuously ie had only stopped working when unemployed or on maternity leave. The vast majority of all women return to work eventually but the minority who have not worked at all since the birth of their first child has decreased from 13 per cent of women with a first birth in 1940-44 to five per cent of women whose first birth was in 1960-64 and whose children were all aged 16 or over in 1980 (table 4). More of the women with younger children (under 16) in our sample were not working, but on current trends, most can be expected to return to work eventually.

Thus not working is a temporary state for most women and this was so even for the oldest women in the survey. What has decreased dramatically over time is the length of time women spend not working while they look after children. For women whose first child was born in 1970-74, half had had a break from work of under five years before returning to work compared with a break of almost ten years for women whose first child was born in 1950-54 (table 5).

Moreover the pattern of returning to work is changing too. Older women were most likely to have just one long period of not working during which all their children were born. Younger women were more likely to have more than one break because they are increasingly likely to return to work between births. Almost half the women (47 per cent) with more than one child whose latest birth was in 1970-75 had returned to work at some time in between their births compared with a quarter of comparable women whose last child was born in 1955-59 (table 6). Women who work between their births also go back to work much sooner after their last birth than women who do not work at all until after all their children are born.

We can therefore distinguish two groups of women. One group follows the traditional two-phase or bimodal pattern of working until the birth of their first child and then stopping work until after all their children are born (Hakim, 1979). This group of women are now returning to work sooner, but the majority still do not work at least until the youngest child starts school. This pattern of working is now giving way to the pattern shown by the second group of women. They have short periods of not working around each birth with a return to work between births and a quicker return to work after their last birth. Half the women showing this pattern of work had returned to work before their latest child was aged 2½ whereas half the women following the traditional pattern of one non-working period waited more than six years before returning to work.

The characteristics of women in the two groups differ in several respects. Table 9.17 of the report shows that women who were semi-skilled factory workers, or worked in unskilled or in other intermediate non-manual occupations before the birth of their first child were more likely than others to work between the births of their children. Clerical workers, however, were most likely not to return to work until after the birth of their last child. Similarly women with higher qualifications or no qualifications at all were more likely than women with "O" levels or CSEs to work between births. These findings are in line with those of other studies (Daniel, 1980).

Returning to work between births is likely to mean that

individual periods of not working are shorter, but there are more such periods in women's lives. However, women are, in fact, spending less time in total out of work. The oldest women in the survey had spent on average about 40 per cent of the time since leaving school not working, including time when they were unemployed as well as when they were looking after their families. Since younger women have already worked for more of the time since leaving school than older women had done at comparable ages we can expect younger women to have spent a smaller proportion than 40 per cent of their time not working by the time they reach retirement age.

The future work intentions of non-working women and their personal characteristics

While longitudinal data shows how many women returned to work after having children and how this is changing for younger women, the survey also collected data on how many non-working women intend to or expect to work again. Non-working women were asked whether they thought they would ever do a paid job in the future. If they thought they would they were asked if they were looking for a job and if they were not they were asked how soon they thought they would start work again and why they would start at that particular time. If they thought they would not ever work again they were asked why this was so (Questions 69-72, Martin and Roberts, 1984b). From their answers it was clear that the majority (64 per cent) of non-working women were either looking for work or expected to work again; only a minority expected or intended to stay at home permanently (see table 7.4 of the main report). On the basis of these answers and their reasons for not working at the time of the interview five groups of non-working women were identified along a scale of attachment to the labour market shown in chart 1.

There are some important demographic differences between the five groups of non-working women however as table 6 (based on tables 7.9 and 7.11, of the main report) shows. Women who did not expect or intend to work in the future were markedly older than all other non-working women: 53 per cent of them are over 50 (indeed, 75 per cent of them are over 40). Their position in the life cycle was very different too. Two-thirds (66 per cent) of them had no children under 16 and only 14 per cent had a child under five. By contrast in the three

Table 7 Personal characteristics of non-working women by their current position

Characteristics	Current position					All non-working women
	Looking for work		Not looking for work			
	Unemployed	Others looking for work	Planning to start work in next year	Planning to start work in 1 or more years	Will not/may not work again	
Age:						
Under 25	33	17	22	17	4	15
25-34	27	49	37	55	13	35
55-59	9	2	8	1	34	14
Married	60	85	81	90	86	84
Childless and aged under 30	34	1	10	3	1	7
With children under 16	37	91	73	90	34	62
Youngest child aged under 5	14	61	45	66	14	39
Base	267	115	104	762	693	1,941

Table 8 Work related characteristics of non-working women

Characteristics	Current position					All non-working women
	Looking for work		Not looking for work			
	Unemployed	Others looking for work	Planning to start work in next year	Planning to start work in 1 or more years	Will not/may not work again	
Length of time since last worked:						
less than 1 year	52	31	35	15	7	20
10 or more years	5	10	11	11	47	23
Main reason for not working in period since last worked:						
Illness or injury	9	3	2	3	19	9
Looking after children	14	76	57	83	39	56
Looking after the home	3	3	14	6	28	14
Base	267	115	104	762	693	1,941
Main reason for leaving last job:						
Job related reason	56	24	20	20	18	24
Illness or injury	12	4	2	4	19	10
Pregnancy	12	46	37	54	29	38
Marriage	1	1	3	4	13	7
Base*	238	112	99	735	672	1,856

* Non-working women who have worked.

Chart 1

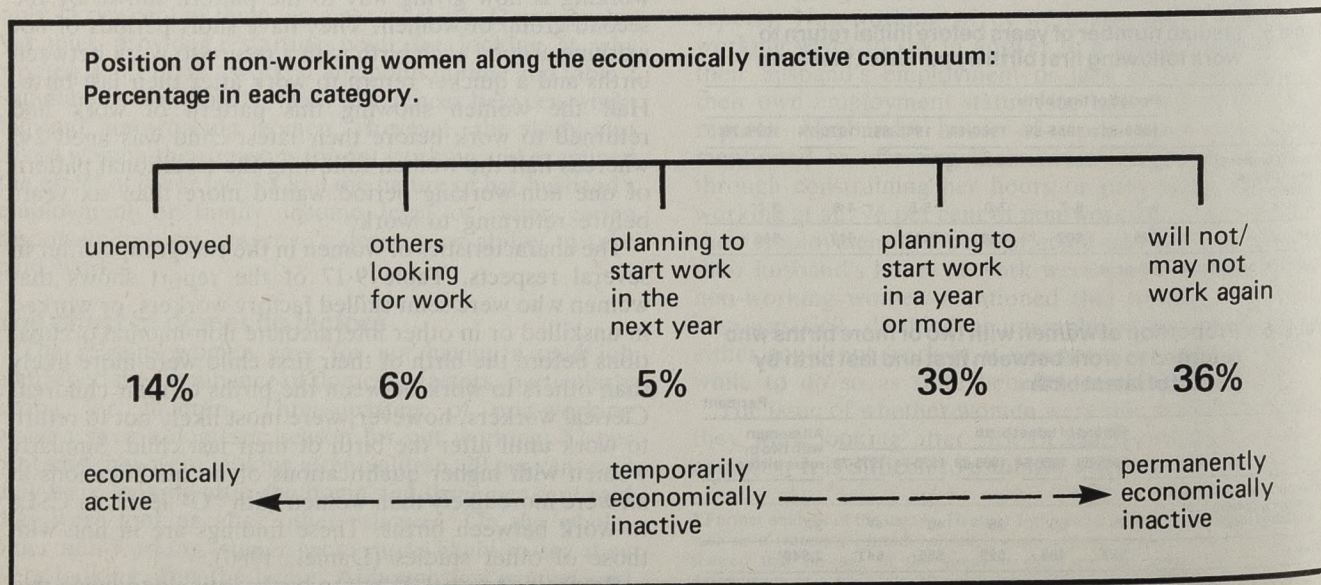
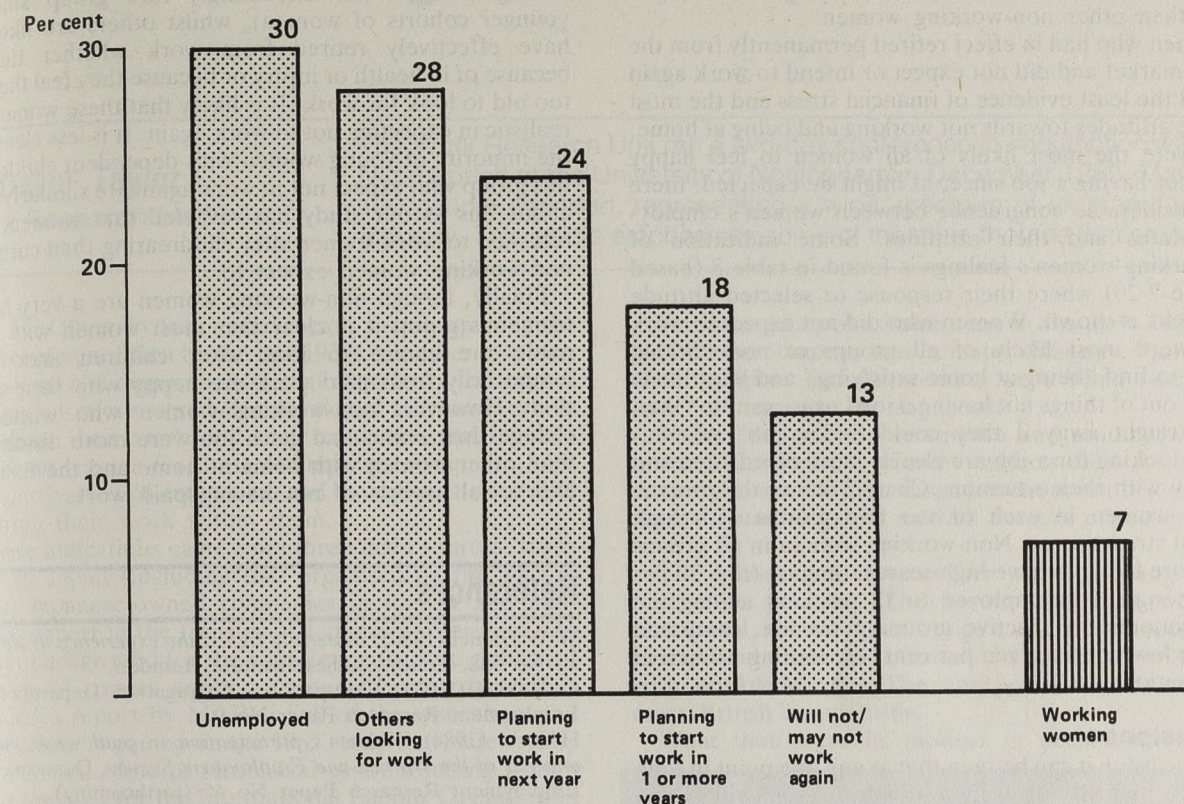


Chart 2

Proportion of non-working women in different current positions and working women who experienced high financial stress*



* Financial stress score 8-10 - see main report p 90

middle groups most women had dependent children and amongst women defined as unemployed over a third had not yet entered the childbearing phase of their lives.

The group of non-working women who did not intend or expect to work again differed in several other important ways from other non-working women as table 7 (based on tables 7.12-7.14 of the main report) shows. Firstly, the women in this group had been out of

employment for a longer period on average than the other four groups. While only three per cent had never worked, 36 per cent had not worked for 15 or more years and nearly half had not had a paid job for ten or more years. In contrast, in all the other groups the majority of women had worked within the last five years.

The reasons this group of women gave for leaving their last employment and not working since then were rather different too. With the exception of unemployed women they gave domestic reasons less frequently than the three middle groups for leaving an employer and not working. While a sizeable proportion of these women (13 per cent) cited marriage as a reason for leaving their last job and 28 per cent gave "looking after the home" as a main reason for not working since then, it is also important to note the markedly higher proportion of women in this group who gave illness or injury as a reason for leaving an employer and not working since then. So this group of women who have, in effect, permanently withdrawn from the labour market now, includes both women who have chosen not to work for a variety of reasons after marriage or childbirth as well as women whose working life has been cut short by ill health or redundancy in a way similar to some men.

Non-working women's reactions to their situation

The diverse circumstances of non-working women gives rise to a range of attitudes about their situation, though

Table 9 Proportions of non-working women rating statements about work as "definitely true"

Statements of attitudes to not working	Current position					All non-working women
	Looking for work		Not looking for work			
	Unemployed	Others looking for work	Planning to start work in next year	Planning to start work in 1 or more years	Will not/may not work again	
I feel out of things not having a job	33	23	15	7	9	13
I get bored being at home	50	37	31	14	13	21
I would start work straight away if I could find a job	84	63	24	7	6	21
I find being at home very satisfying	9	14	15	37	55	37
I wish I was earning some money	77	58	61	36	25	41
I don't need to go out to work for the money	10	15	10	18	30	20
Base	267	115	104	762	693	1,941

overall non-working women were generally positive about not having a job and being at home. Unemployed women were alone amongst non-working women in expressing negative attitudes to not working and their dissatisfaction at being at home and eagerness to start work was particularly apparent. Women looking for a job after a domestic break were also less enthusiastic about being at home than other non-working women.

Women who had in effect retired permanently from the labour market and did not expect or intend to work again showed the least evidence of financial stress and the most positive attitudes towards not working and being at home. They were the most likely of all women to feel happy about not having a job since, as might be expected, there was considerable congruence between women's employment status and their attitudes. Some indication of non-working women's feelings is found in table 8 (based on table 7.20) where their response to selected attitude statements is shown. Women who did not expect to work again were most likely of all groups of non-working women to find "being at home satisfying" and least likely to "feel out of things not having a job" or to want to "start work straight away if they could find a job" whereas women looking for a job are clearly more dissatisfied and unhappy with their situation. Chart 2 shows the proportion of women in each of the five groups with high financial stress scores. Non-working women in all groups were more likely to have high scores, ranging from 30 per cent among the unemployed to 13 per cent among the least economically inactive group of women, compared with the low figure (seven per cent) of working women in this situation.

Conclusions

In conclusion it can be seen that at any one point in time a sizeable minority of women of working age will not be working but that for the vast majority of women this is a temporary phase in their lives and it is a phase which is getting shorter with each successive cohort of women. It is clear that the majority of women at home are not currently looking for work and could therefore be described as economically inactive. However most of them will be looking after young children. A very small

proportion of non-working women are likely to be home because they are looking after elderly/sick dependants.

Currently about a third of non-working women regard themselves as not intending or wanting to work again. Women in this group are disproportionately older women, some of whom may not have worked since marriage or having children (an increasingly rare group amongst younger cohorts of women), whilst others are likely to have effectively retired from work whether this be because of ill health or injury or because they feel they are too old to look for work. It is likely that these women are realistic in expecting not to work again. It is less clear that the minority of young women with dependent children in this group who expect not to work again are similarly right about this as our study has revealed that women have returned to work sooner after childrearing than currently non-working women expect to.

Finally, though non-working women are a very heterogeneous group it is clear that most women who have made the choice to look after children and retire temporarily from paid work are happy with their situation. However, non-working women who wished to change their status and get a job were more dissatisfied than other women with being at home and the financial and social aspects of not having paid work.

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SPECIAL FEATURE

Learning from the Japanese

by David Taylor
 Work Research Unit

The Work Research Unit ran a two-day conference in conjunction with Prof Nigel Corlett at the University of Nottingham in December 1983. More than 100 people attended, representing a wide spectrum of UK manufacturing industry. This article emphasises some of the main themes that emerged*.

Mr Oliver Tynan, WRU director, said in opening the conference that by the late 1970s a number of strong indications had begun to show that experience in Japan of how organisations were being developed and how workers felt about their work and their companies might have significant lessons for those attempting to improve both the effectiveness of enterprises and the satisfaction people get from their work within them.

These indications came from three main sources: study tours of Japan (including that organised by the WRU in 1982), Japanese-owned companies in the UK and individuals expert in the transfer of Japanese experience. As further background for the conference the WRU published a group of papers entitled *Japanese perspectives*. This included a report by Mr Reg Sell of the WRU about the impressions he gained on the 1982 study tour, a report by Prof Manabu Mine of Hosei University resulting from a year's research for the International Labour Organisation into organisation and job structure in Europe with comparisons with some Japanese experience, together with Prof Mine's comments on Mr Sell's paper.

Never, said Mr Tynan, has there been a time as suitable for learning from others as the present: "As the UK economy pulls out of the recession and the impact of new technologies, particularly microelectronics, really begins to be felt, the value of involving in change those affected by it will also be at a premium.

"How people feel and act about change, how effective they are at it and how their manifest talents are brought to bear on it, are all crucially dependent on the choice of process for change: it can be imposed, or the people can be involved in it. The challenge is to find ways of running organisations efficiently while achieving good human relationships.

"Japanese lessons are clearly relevant."

More to learn

Mr Jim Donovan, personnel director of Thorn EMI Ferguson, reflected that during the 1970s the influence of Japan on industrial matters had grown enormously. Comfortable western (including British) industries rapidly turned into uncomfortable ones—cameras, watches, motorcycles swiftly became the exclusive province of the Japanese.

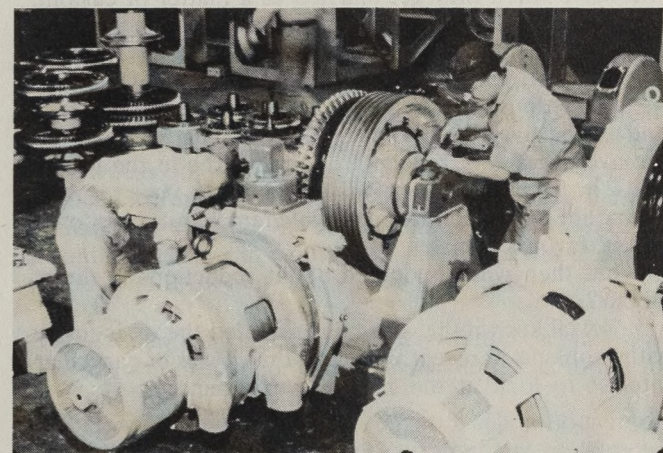
* The conference report (available from Christine Goodair, Information System, Work Research Unit, Department of Employment, Steel House, 11 Tothill Street, London SW1H 9NF) goes into these issues in greater depth, and includes contributions from Bestobell plc, Sanyo Industries UK Ltd, NSK Bearings (Europe) Ltd and the former British commercial consul in Osaka.

Ferguson enjoyed a boom time in the early 1970s. Yet by 1978 the company was in major difficulty. Profitability was negligible and its markets were being taken from under its eyes by the Japanese.

Major changes in performance and attitude were the order of the day and in many respects these fostered the decision to send a joint management/union delegation to Japan. This delegation made a number of recommendations.

The following four years saw a major change in the company's position. The recommendations were implemented, the TX model range came along, gave strong commercial clout and allowed the recapture of markets with sensible margins. The same period saw the demise of most British competition.

What then were its motives in deciding to make a



further joint management/union trip to the Far East in 1982?

The company was faced with challenges posed by rapidly changing product and manufacturing technology as well as by an increased and growing market place competition and the impending demise of PAL licensing agreements. It was against this backdrop that the 1982 delegation visited Japan with the following objectives:

- to review the relative status of Thorn EMI Ferguson against Japanese standards in respect of the principal observations and recommendations of the 1978 visit, and
- to develop a greater joint appreciation of the direction of technological change in manufacturing methods and, in particular, advanced mechanical handling.

The factories visited were the Matsushita, Hitachi, Sony

New Earnings Survey, 1983

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and Sharp TV factories at Ibaraki, Gifu, Ichinomiya and Tochigi respectively, the Toshiba TV and CRT factory at Fukaya and the JVC video factory at Yokohama. The visit also included a meeting with Denki Roren, the co-ordinating body of the company unions in the Japanese consumer electronics industry.

Findings

As Ferguson factories and those of other companies in the UK are a reflection of British social values, so Japanese companies represent many of the Japanese values of society. In particular the values of harmony, loyalty and hierarchy stood out in Japan and provided for a very disciplined and organised society. Equally, it was apparent that the rights of individuals were subordinate to the collective good of groups and of society as a whole. The need for consensus as opposed to conflict was always apparent.

Employment

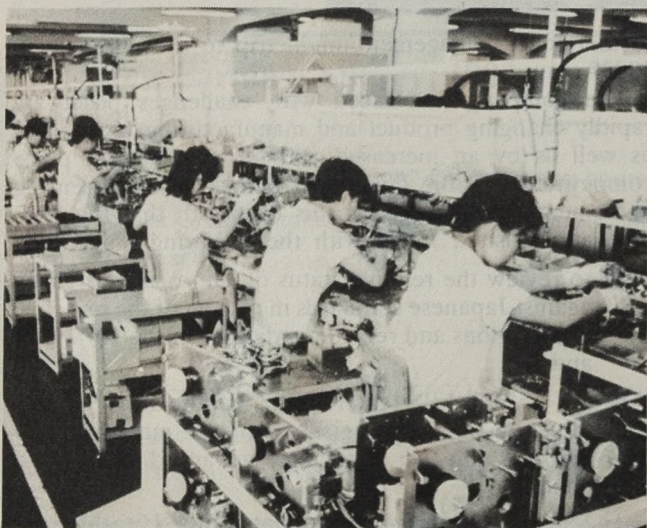
Looking at how the Japanese colour TV manufacturers cope with the problems of reducing direct labour requirements was a major area of interest to the delegation.

In practice it was found that their approach to this problem only made sense when one understood the structure of their employment.

First of all, the companies have two categories of employees: regular workers (70-75 per cent) and part-timers (25-30 per cent). Regular workers are taken on from high school or university, are given lifetime employment, are members of the labour union and are, in the industries visited, predominantly female. Female workers will leave when they get married as a matter of custom. Part-timers will normally be employed on three to 12-month temporary contracts, will have no lifetime employment, will receive inferior conditions of employment including wages, will not belong to the labour union and will be given the most menial tasks to perform. Where the average age of regular workers will be in the low to mid-20s, for part-timers it will be around 40. As a result of this policy in the factories, the male/female ratio predominantly favours females.

What then was discovered about reductions in direct labour?

It is well known that this has presented the UK industry with problems in recent years and thus it was of particular interest to look at the Japanese experience.



Firstly, it was the view of the delegation that the Japanese companies had had to cope with a significant scale of direct labour reduction. Hitachi, for example, spoke of having to reduce its direct labour by over 50 per cent in ten years.

Equally the companies claimed to have effected these reductions without impairing lifetime employment for regular workers and claimed they had achieved this success principally through product diversification. Sony, for instance, has introduced video manufacturing at Ichinomiya, Hitachi has introduced personal computers, while video disc players have been introduced by Toshiba. Clearly this success has been the answer to many of the problems that the companies have been faced with, yet equally the safety valves of being able to dispose of part-time labour readily and having significant guaranteed natural wastage of young female regular workers and of being able to dispose of labour-intensive sub-contractors, have provided in the past—and will continue to provide in the future—opportunities for the companies to maintain true lifetime employment for regular workers, particularly the men.

Manufacture

In terms of the organisation of manufacturing itself, the delegation found a very similar situation to that which prevailed in 1978. The factories visited, with the exception only of Toshiba, concentrated principally on auto-insertion and final assembly. Manual insertion was subcontracted out. The factories then concentrated on producing very high volumes of colour televisions normally in excess of one million per annum.

It was also apparent that the factories dealt with a very limited range of models—theoretically up to 150 but in practice the delegation rarely saw more than five different models in production at any one time. (Ferguson has 200).

Unions

"The labour unions are significant in their difference from those here," explained Mr Donovan. "Here we are used to a structure of national unions which have members in a multitude of industries. In Japan the situation is totally different with the labour unions being organised on company lines so that, for example, all of the members of a trade union at Sharp will belong to the Sharp trade union and the Sharp trade union will not have any members in Sony. The unions are then co-ordinated by the Denki Roren.

"The objectives of the unions are to encourage the growth and stability of the companies and from that growth ensure the security and prosperity of their members. They thus regard as of fundamental importance that the companies remain prosperous and efficient. That prosperity they see as being the key to their own betterment. While their philosophies do not rule out industrial action, it was quite clear that such action was incompatible with their normal thinking.

"Substantive negotiations only take place at the 'Spring Offensive', which is when they revise basic rates, and in the autumn, when they negotiate bonus rates. The visit took place during the bonus negotiations and employees in the various factories wore armbands to show their solidarity with the labour union.

"Regular consultations take place at local level and include sales, profits, production schedules and overtime requirements. Such consultations sometimes included new technology although at some companies they did not even discuss this subject as it could have no impact on the security of regular workers' jobs.

"By and large, the labour unions take a very positive attitude towards new technology, regarding its introduction as being central to the growth of their companies and their successful movement into new product areas."

Relationships

Human relations is the area of performance in which the delegation found Japanese methods of greatest interest. The approach which the Japanese take to the subject of human relations is built upon the foundation blocks of their "personnel policy".

In contrast to what would normally be expected in the UK, Japanese "personnel policy" is all about getting the highest possible level of contribution from individual employees.

This policy is then reinforced in the workplace by a number of methods: slogans emphasising the company philosophy are prominently displayed in the workplace exhorting employees to higher levels of achievement; induction training is used to "indoctrinate" employees in company values and high performance attitudes; and job rotation is used to develop the skills, knowledge and enthusiasm of employees, particularly male employees, who stay with the company for life.

In a number of the factories individual employee commitments are recorded either in the personnel department or in writing in front of the operator. These state the individual's own personal commitment to the good of the company and are there as a constant reminder—again expecting high performance.

Quality circles of various types and styles are used to encourage high levels of performance. The delegation was given a presentation of a Sony quality circle clearly demonstrating a very high level of enthusiasm and commitment.

Finally, counselling is extensively used to encourage the sound personal development of individuals.

The impact of this "personnel policy" is observed in a number of areas. Safety, for instance, is prevention-orientated with responsibility resting on individuals to avoid accidents rather than through institutionalised safety mechanisms.

Other factors

Career paths are organised within the company using experience in different jobs as career stepping-stones. Discipline is clear and precise and problems are few and far between.

The working environment is clean, tidy and well-organised. Operators take individual responsibility for their immediate environment, keeping it clean and tidy. Absenteeism (which includes sickness) runs between two and six per cent. Holidays are normally up to 20 days a year of which only nine or ten days will actually be taken.

Salaries are paid monthly with a bonus paid twice a year dependent upon company performance. Sporting and leisure facilities are extensive, reflecting the company's commitment to a young and active workforce and the need to ensure both fit bodies and the full occupation of spare time.

Suggestion schemes are on enormous scales and make vast contributions.

The Japanese message

If the delegation came back with one single message, it would be that competing in design technology and production technology with the Japanese is not enough. "To survive in the long term," declared Mr Donovan, "we

must compete in the field of employee commitment. To this end the delegation believes that we should look at achieving the following:

- the elimination of artificial status barriers
- the development of an approach to work structure which allows for employees to undertake meaningful roles and make a positive contribution to the success of the company
- the development of training for management succession
- improvements in two-way communications on the company's performance, policies and future
- encouraging individual employees to accept greater responsibility for work, quality and environment
- making major improvements in the housekeeping in our factories

"Renewed efforts must be made to reduce further the blight of casual absenteeism, the consequences of which could have a detrimental effect on the majority of employees who attend work consistently and punctually.

"Training must be used as a tool:

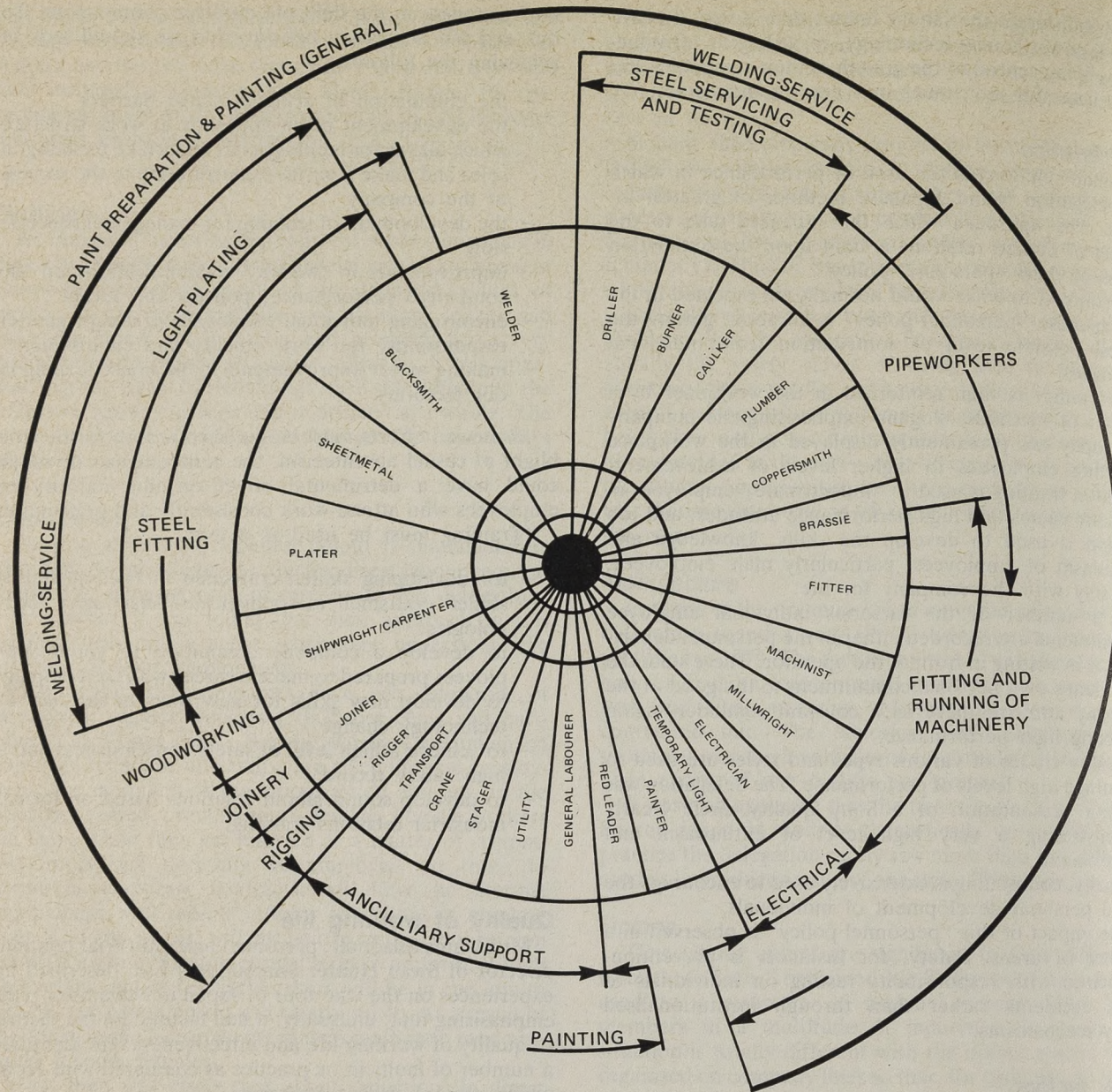
- for developing skilled craftsmen to become multi-skilled craftsmen in sophisticated machinery technologies
- to develop a company committed to young employees prepared to make a career with the company
- to develop new skills for new roles in the face of technology change
- to achieve a high level of safety consciousness and a high safety record
- to develop sound labour relations based on formal industrial relations training.

Quality of working life

Mr Dennis Shadbolt, personnel and industrial relations director of Swan Hunter Shipbuilders Ltd, described his experiences on the WRU tour of Japan in November 1982, emphasising that, unusually, it had focused on the themes of quality of working life and effectiveness. He identified a number of faults in UK practice as compared with Japan which require urgent attention:

- Accountancy style: over-concentration on staff versus work ratios, on direct versus indirect costing and on "overheads".
- Low levels of education sought for shop-floor jobs.
- Lack of encouragement for training, induction, teaching new skills and remedial training.
- Managers must understand and accept the need to improve efficiency at all levels.
- Proliferation of job titles exemplified by obsession with subtle distinctions, job grading, job evaluation, salary scales and differentials.
- Inter-union difficulties: demarcation, too slow a speed of change, unclear union policy and multiplicity of trade unions with different aims, objectives and finance.

The revision of working practices which he proposed centres on the core skills concept (see diagram), according to which workers would have both general and interchangeable skills. This would also involve full self-servicing, area supervision of multi-trade composite groups, effective manning and a defined consultation process for major changes.



Another member of the study tour, Mr Gerry Lawlor, plant director of the Jaguar body and paint plant at Castle Bromwich, Birmingham, was unable to speak at the conference but made his paper available. The following points are drawn from it.

"In Japan, it was seen that effective use was made of the working group concept, with members being drawn from various disciplines to encourage fresh ideas and an entrepreneurial outlook. At Jaguar there are bi-monthly management conferences for the 100 most senior managers—the typical 'one person talks and 99 listen' type of thing.

"These 100 or so managers were divided into eight working parties, each with a brief to examine a specific feature of Japanese industry and to establish whether it could be applied at Jaguar and show appreciable results within one to two years.

Employee commitment

"The working party on employee commitment looked at the areas of identification, involvement and integration. It considered the adaptation of many of the Japanese philosophies and working practices, but many of these were already being tackled by Jaguar's newly formed Communications Department—ideas such as establishing a corporate identity, suggestion schemes, social activities and so on.

"The working party therefore channelled its ideas towards integrating the 'family concept' within the company. The Japanese approach to the management-worker relationship is to have a much 'flatter' family tree. At Jaguar the 'pyramid' type of organisation was in operation. In most areas, the foremen each supervised 40 or more men and in some cases up to 65. This had resulted in loss of personal identity for the foreman and lack of

on-the-spot supervision for the men: communication was, in some areas, virtually non-existent.

"The group proposed the establishment of 'working chargehands'—that is, an hourly paid worker would be given responsibility for group leadership. While still continuing to perform his normal duties, the working chargehand would have a proportion of the day set aside to

- communicate company information
- sort out on-line problems—troubleshoot
- lead the section's quality circle
- give advice to new recruits.

"Each working chargehand, or group leader, would look after no more than 12–20 workers, and each would have the support of his supervisor.

"In addition to these working parties, several other initiatives at Jaguar make use of Japanese philosophies and methods.

Quality circles

"Currently Jaguar has approximately 35 quality circles operating in shop-floor areas and five in staff departments. All participating employees have received training to support their activities in this respect and have the full backing of their managers. Initially, some of our workers and union representatives were suspicious of the scheme, believing that they were being asked to contribute ideas for nothing. However, with sustained assistance and encouragement many of the quality circles have come up with worthwhile suggestions and cost saving ideas.

"Financial rewards through the long-standing suggestion scheme have also helped to encourage the workers involved, many of whom have stated that they now feel part of the decision-making process.

'Hearts and minds' programme

"Historically Jaguar has been a family orientated company, a close-knit community where children of employees left school to join their parents at work in the company. When Jaguar was amalgamated with British Leyland (BL Cars as it is now known), its identity appeared to be lost and, as a consequence, the willingness of the workforce to channel its efforts towards an uncertain goal.

"To correct this attitude, in 1982 Jaguar initiated a series of 'family evenings'. Invitations were sent to all employees' homes inviting them to attend one or other of 61 free entertainment evenings at the Jaguar plants. These involved the showing of a film about Jaguar, examples of products, a meal served by members of management and a cabaret act followed by music and dancing. In addition each employee was presented with a book about Jaguar over its 60 years' history.

"Despite initial union opposition to the extent that they endeavoured to call a boycott, over 15,000 employees and their families attended one of the arranged evenings—approximately two-thirds of the total workforce. Barriers were broken down between managers and workers and to a small extent the community spirit was restored. Most of all was the feeling that families had an involvement in Jaguar—the company was no longer just a place to work.

"Employees needed to identify not just with each other but also with the company's products and to develop a sense of pride and meaningfulness in their jobs. To this end an Open Day was held across the three sites, where employees' friends and families could see how the cars were made. Over 36,000 people were estimated to have attended. In 1983 several participative events were arranged including a fun run, competitions, raffles and other activities involving employees' children.

Workforce communication

"Communication initiatives at Jaguar now include: quarterly video shows, weekly performance briefs for supervision, weekly team briefing of all manufacturing workers by their supervision, a bi-monthly company magazine, management conferences and monthly management bulletins. Gradually the emphasis is moving away from the workers asking their shop stewards for information towards the foreman or supervisor or manager supplying it as a matter of course."

Japanese firms in the UK

Opening the session where Japanese-owned companies in the UK described their experiences, Mr Des Thomson, managing director of Toshiba Consumer Products UK Ltd (TCP), identified several major differences between the way TCP is run and a traditional British company. Important among these was the laying down of basic company philosophies which were translated into policies and practices. TCP has no job descriptions at any level, operates a five-level grading structure and reviews its company plan with all employees every six months.

Trade union relationship

The EETPU is recognised, having 55 per cent membership in its area of representation, including production, technical and administrative staff. The TCP company advisory board (COAB), though not considered necessary in Japan, is an essential plank in building a new form of industrial society in the UK, maintained Mr Thomson. Monthly meetings receive full information on company performance and COAB's advice has not been rejected to date.

Annual salary changes are discussed by COAB through a working party which looks at salaries paid elsewhere in the district and by competitors, and the company's need for profitability. A system of "pendulum arbitration" has been laid down, whereby the arbitrator in the case of any dispute would have to decide in favour of one party or the other.

There has been no recourse to arbitration as yet.

Planning

Detailed planning is done impressively by the Japanese, said Mr Thomson. The search for consensus could be frustrating, but the plan can then be more easily implemented. Product planning involves at least twice-yearly meetings between design groups and sales and manufacturing. Sales people are more linked to manufacturing than is usual.

In the half-yearly budget preparations, there are no mandatory applications of unrealistic targets from "on high". If the end result of the "first-look" budget exercise is unacceptable, then all parties are brought together, and after much "brain-storming", solutions are found by a polite "arm-twisting consensus" resulting in commitment.

Union viewpoint

Mr Roy Sanderson, national officer of the Electrical, Electronic, Telecommunication and Plumbing Union, in giving his views on developments in Japan and the reasons for Japanese success, pointed to the differences in history between the UK and Japan, and much greater investment in education in Japan.

"There is an adversarial approach to industrial relations in the UK," he said, "but industrial action in Japan is aimed at embarrassing employers rather than damaging them. Japanese unions have a better track record than our own in that pay has risen faster, working conditions are better and jobs are more secure. Japanese unions are concerned about their company and want to see it succeed. The egalitarian approach in Japan makes it easier to develop a team spirit."

Less commendable aspects of Japan noted by Mr Sanderson were the terms and conditions for temporary workers, and the existence of a second tier of sub-contractors where working conditions are less desirable.

Japanese workers do not work harder than UK workers, he said, but they succeed because of a superior product and production technology. "But the best UK companies are better than the best Japanese companies—we have greater inventiveness than the Japanese."

The Japanese government, he added, has played a crucially important role: the Japanese domestic market is protected by type approval and the product distribution system; the export drive is very focused; there is great technological co-operation between Japanese companies; and there is long-term, low interest finance.

Comparisons

Keith Thurley, professor of industrial relations with special reference to personnel management, London School of Economics and Political Science, and Nigel Corlett, professor of production engineering and production management, University of Nottingham, suggested a method of comparing UK and Japanese approaches to industrial management. There is a gap, they claimed, between the "official line" and "reality" in Japan. Cultural explanations can be over-emphasised, but motivation is similar in the two countries: economic logic, power, fear, tradition and expectation. A striking feature is the capacity of the Japanese to learn from other people.

One model of Japan is the *Human Resource Development* model, which stresses the democratic, egalitarian and involving approach to organisation. Another model is the *Exploitative* model, stressing control, discipline and a hard-nosed approach.

They also compared specific aspects of the UK and Japanese approaches:

UK	Japan
(a) Design of systems by engineers reflecting occupational hierarchies	(a) Design of systems for improvement of output ratios
(b) Extrinsic and intrinsic rewards according to level	(b) Self-appraisal of individual and system performance
(c) Status distinctions correlated to responsibilities	(c) Status tied to long-term progression of key employees
(d) Managers are responsible for system performance	(d) Blurring of manager/workers distinction under collective responsibility
(e) Performance is judged relative to order position	(e) Minimal stocks and maximal production time are absolute goals
(f) Selected disclosure of information and employee discretion over job performance	(f) Maximal disclosure of information and performance levels by all employees

WRU commentary: lessons from Japan

- The key elements of Japanese success have been:
- recognition of the primacy of the customer
 - good product design
 - effective production strategies
 - effective production methods and systems
 - effective marketing—taking the customer seriously
 - emphasis on quality in every respect
 - effective use of human resources by treating people as people.

These key elements are not remarkable in themselves, since they are at the core of good standard management practice in any country. But what is remarkable is the extent to which they have been developed and adopted by the Japanese.

Clearly these key elements of success do not fall like manna from heaven. They have to be patiently developed over a number of years by involving all the people in the organisation in a number of core activities. One of these is the ability to learn, adapt and develop. This involves learning from other countries, from other companies (including competitors), from other functions and disciplines, using information, acquiring the ability to change, developing people and making the best use of education and training.

Another one is teamwork in an egalitarian atmosphere with everyone able to contribute. The approach to such teamwork must be multi-disciplined and flexible and it should result from high job security for many in order to create higher job security for more.

A third core activity should be that of developing a common purpose through spending more time on planning and discussion so that decisions are implemented quickly and smoothly and consensus is achieved patiently.

Finally, it is important to maintain consistency and direction. This involves clear responsibilities being laid down, people acting according to a plan and employees being rewarded for their total contribution and performance, including their constructive ideas.

These core activities seem to be at the heart of the Japanese ability to generate success. However, another important question is whether we can adopt just aspects of Japanese practice or whether we have to take the whole package.

Transference

Transference of Japanese methods to the UK may fail because they may turn out to be appropriate only to the particular circumstances of Japan. But some Japanese methods have already been successfully applied in the UK, notably

- Quality circles
- Statistical process control
- Accuracy control
- Product design ideas
- Inventory control methods

Danger lies in just copying the surface features of Japanese practice, their excellent production engineering disciplines or their good approach to production planning. The routes by which the Japanese have arrived at their present good practice are worthy of much more study. One very important such route by which the Japanese have won major benefits is by drawing on the ideas and commitment of employees and by treating employees as "people" when they are at work. To develop home-grown routes to similar success, by involving people in the decisions relevant to their work, would appear sensible in its own right.

The lessons that must be learned and applied by everyone in the UK are not reducible to mere "techniques" which can be learnt on a training course and subsequently applied in a mechanistic manner. Rather, what is required is a change in the managerial and organisational process as a whole, to reflect the themes emerging from Japanese experience.

A key point is that the work must be planned and organised properly, involving those who do the work. The aim should be for everyone to work "smarter" and more effectively, rather than just with greater effort alone. Links must be strengthened between customers and those who design or produce products or services, so that customer requirements are better understood and satisfied.

The need to recognise and develop employees as assets is very apparent. This includes treating training and development activities as investments rather than costs, drawing upon employees' talents and ideas, and involving them fully in their work and the decisions affecting them at work. Increasingly, the ability to learn and the capacity

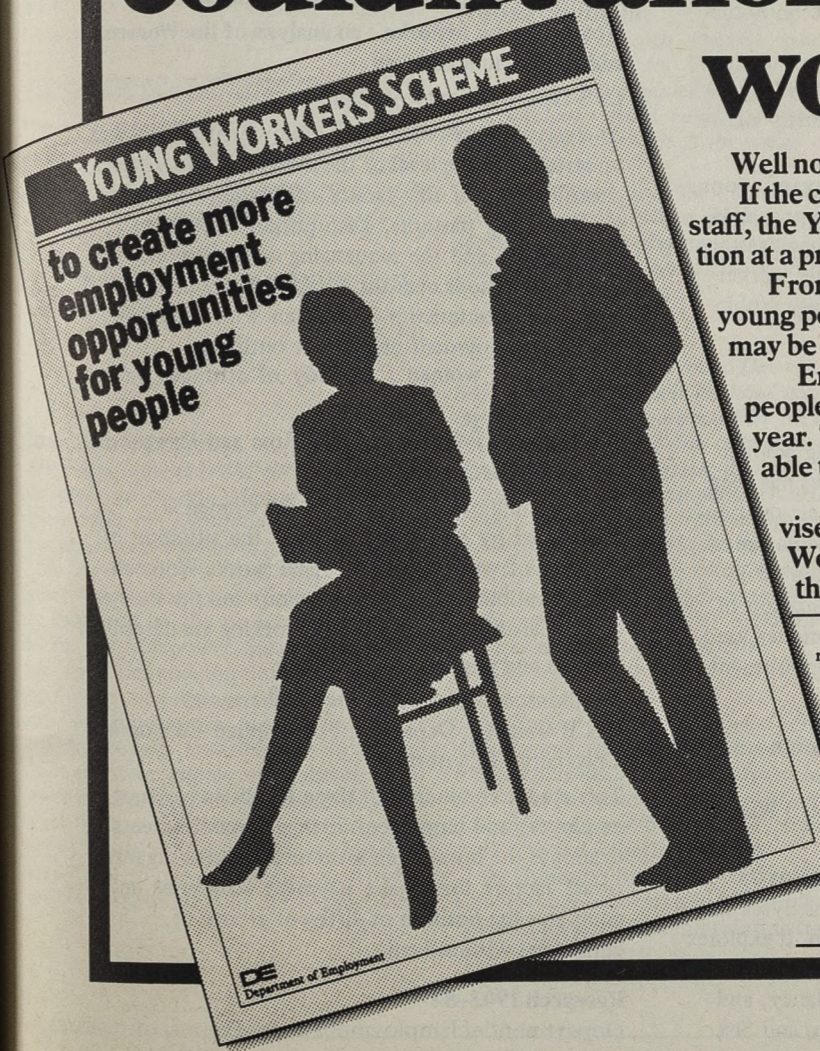
for change of organisations and their people, will be essentials for success in life at work.

An integrated approach based on an analysis of firstly the technology used in the work system, secondly the characteristics of the human aspects of the work activity and thirdly consideration of the process whereby these two elements can be combined, is necessary for the effective application of lessons from Japan.

All of these points are difficult to achieve and require persistent and patient effort over time. Specifically, employee relations policies as a whole should be revised to ensure that they reflect teamwork, a sense of common purpose, greater identification of areas of agreement, fewer and less significant status differences between employees, greater reward for experience, loyalty and merit, and recognition of the non-economic as well as the economic needs of employees.

Improving everyone's quality of working life is not inconsistent with applying these lessons, but is rather an essential element in devising our own recipes for success.

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DE Research papers

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

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

Forthcoming titles

July - December 1984

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

Dr C Hakim, Department of Employment and Ms J Fields, Social and Community Planning Research
An analysis of data on employers' use of outworkers collected in the 1980 Workplace Industrial Relations Survey, setting the results in the context of studies in the Department's research programme on home-working.

Worker directors in private industry in Britain

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

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

Young women in atypical jobs

Dr G Breakwell, Nuffield College, Oxford

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

Part-time employment and sex discrimination legislation in Great Britain

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

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

Discrimination Acts have brought to part-time employment.

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

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

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

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

Dr S Dex, University of Keele

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

Unemployed women: A study of attitudes and experiences

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

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

Women and payment structures

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

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

Research 1903-84

Department of Employment annual report of research.

QUESTIONS IN PARLIAMENT

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between May 8 and June 8 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.

PER

Mr Peter Bruinvels (Leicester East) asked how many jobs had been filled by the Professional and Executive Register in each of the past five years; at what cost per job; and how many vacancies had been notified to the Register in each of those years.

Mr Morrison: The information requested for each of the past five years ended March 31, is as follows:

Year	Total placings into employment ¹	Net cost per placing ²	Total orders notified ³
1979-80	6,696	£514.23	16,878
1980-81	4,938	£1,134.96	14,943
1981-82	7,088	£690.52	17,950
1982-83	7,717	£548.33	17,448
1983-84	13,838	nil	22,159

¹ Includes placings onto the Community Programme and the former Community Enterprise Programme.

² The net cost per job for 1979-80 to 1982-83 has been calculated by dividing the social subvention to Professional and Executive Recruitment net of any profit or loss on commercial activities, by the total number of placings into employment. From April 1 1983, Professional and Executive Recruitment has been operating on a self-financing basis and the preliminary (unaudited) costs of providing the service in 1983-84 have all been recovered from the fees charged for services provided.

³ Some orders are for more than one vacancy but records of the number of vacancies relating to the orders notified to the Service are not kept.

(May 16)

Community projects

Mr Frank Haynes (Ashfield) asked if people employed by the Manpower Services Commission on community projects had their pension contributions paid or credited.

Mr Morrison: The staff of community projects within the Youth Training Scheme are employed by the project sponsor and not by the Manpower Services Commission. The Commission reimburses to sponsors the cost of employers' National Insurance contributions in respect of project staff. Employers' contributions to private superannuation schemes may also be reimbursed if the cost falls within specified limits in relation to the benefits offered. Employees' contributions to both National Insurance and private schemes are paid by the employees themselves in the normal way.

(May 8)

Department of Employment Ministers

Secretary of State: Tom King

Ministers of State: Peter Morrison

John Selwyn Gummer

Parliamentary Under Secretary of State: Alan Clark

Wages councils

Mr Speller (North Devon) asked the Secretary of State for Employment, what percentage of companies inspected because of complaints from employees had been found to be in breach of the wages council laws.

Mr Gummer: In 1983, 73 per cent of establishments in wages council trades inspected as a result of complaints were found to have underpaid one or more workers.

(May 8)

Mr Tony Speller (North Devon) asked how many companies in the hotel and catering trade had been inspected by the Wages Inspectorate in 1983 for compliance with Wages Council legislation; and of those inspected how many investigations had been as a result of complaints from employees.

Mr Gummer: In 1983, the pay of workers was checked at 11,473 establishments covered by the three wages councils for the hotel and catering trade; 3,292 of these were as a result of complaints.

(June 4)

Mr Speller went on to ask what percentage of companies involved in the hotel and catering business inspected on a regular basis by the Wages Inspectorate, and not as a result of a complaint, had been found to be contravening the wages regulations.

Mr Gummer: In 1983, 15.9 per cent of the establishments covered by the three wages councils for the hotel and catering trades at

which the pay of workers was checked on a routine basis, and not as a result of a complaint, were found to have underpaid one or more workers.

(June 4)

Mr Speller also asked what percentage of employees in companies in the hotel and catering business inspected for breaches of Wages Council awards had been found to be underpaid in the most recent period.

Mr Gummer: In 1983, 10.6 per cent of the employees in establishments covered by the three wages councils for the hotel and catering trades at which pay was checked were found to have been underpaid.

(June 4)

New technology

Mr Robert Harvey (Clwyd South West) asked the Secretary of State for Employment, whether any assessment had been made by his Department of the number of jobs, actual and potential, that had been displaced since 1970 through the introduction of new technology both in the white-collar field and the blue-collar field; and whether there were any projections for the future.

Mr Gummer: The Department has not itself made any assessment of the number of jobs displaced through the introduction of new technology. Any estimates would in any case be subject to considerable uncertainty because of the difficulty of identifying the separate effects of technological change, especially in a period of rapidly changing employment levels. While some jobs will inevitably be lost in both blue and white collar occupations as a result of the introduction of new technology, other jobs, both blue and white collar, will be gained. Indeed, the adoption of new technology can lead to gains in competitiveness allowing new product markets to be captured which offers the prospect of greater wealth and the possibility of increased employment opportunities in the economy as a whole.

(May 22)

QUESTIONS IN PARLIAMENT



Closed shop

Mr Peter Bruinvels (Leicester East) asked the Secretary of State for Employment, if he would provide a full list of all organisations and operations known to be operating a closed shop; and if he would estimate the number of employees involved.

Mr Gummer: I am afraid that it is not possible to give the information in the form requested. Recent research on the closed shop carried out for the Department of Employment by Professor John Gennard of Strathclyde University estimated that the number of employees working in closed shops in Great Britain fell from 5.2 million in 1979 to 4.5 million in mid-1982. In the course of his research Professor Gennard noted over 2,000 formal closed shop agreements but these were not identified individually in his report.

(June 5)

Mr Peter Thurnham (Bolton North East) asked how many actions had been dealt with by industrial tribunals since May 1983 concerning members of closed shops who had refused to take part in strikes believing the industrial action contravened their professional or other code of ethics.

Mr Gummer: I am not aware that any such cases have come before industrial tribunals since May 1983. The Employment Act 1982 and the Closed Shop Code of Practice provide additional safeguards for employees who refuse to take strike action because it would breach their professional code of conduct. The Government looks to all employers in all circumstances to protect the jobs of employees who refuse to take strike action.

(June 4)

Young people

Mr Lewis Stevens (Nuneaton) asked whether the independent evaluation of the Manpower Services Commission's accident statistics for the Youth Opportunities Programme had been completed; and what were its main conclusions.

Mr Morrison: Researchers from Aston University were commissioned to examine a ten per cent sample of the accident reports held by the Commission relating to injuries sustained by trainees on the Youth Opportunities Programme between April 1980 and March 1983. Their report, which has now been received, a copy of which I am placing in the House of Commons Library, concludes that of the accidents notified to the Commission, 65 per cent fulfilled the criteria for reporting to the Health and Safety Executive under the Notification of Accidents and Dangerous Occurrences Regulations 1980. The report examines

accident incidence rates for YOP trainees and for employees generally and concludes that on the sample analysed, comparisons can be made only with substantial reservations. In particular, insufficient data were available to draw valid comparisons. I understand that the Commission proposes to fund a further study of a larger sample of reports for which the results should be available later this year.

(May 15)



Community industry

Mr Dafydd Wigley (Caernarfon) asked what was the average cost per week in terms of: (a) wages and (b) associated employment costs for young persons aged between 16 years and 21 years who were employed by the various temporary job schemes set up by the Manpower Services Commission.

Mr Morrison: Of the various employment and training schemes administered by the Manpower Services Commission only Community Industry provides employment exclusively within the 16 to 21 age group. Details for this scheme are as follows:

Average weekly wages for young people	£34
Associated weekly employment costs	£31

The Manpower Services Commission also administers the Youth Training Scheme which provides training opportunities for 16-year-old school leavers and for unemployed 17-year-old school leavers and also for certain disabled young people up to the age of 21. The average weekly grant to a sponsor towards costs, including the £25 allowance payable to the young person, will vary between about £40 and £70 per week depending on the Mode.

Detailed information is not kept about the age of people supported by the Enterprise Allowance Scheme but all receive a grant of £40 per week.

Young people between the ages of 18 and 21 are eligible to join the Community Programme and young people between the ages of 16 and 21 are covered by Training in Industry. However, other age groups are also covered by these programmes and as details on the age of people supported is not kept, the information sought is not available.

(May 11)

Working week

Mr Dennis Skinner (Bolsover) asked the Secretary of State for Employment, whether he would introduce legislation providing for a 35-hour week with no loss of pay; and if he would make a statement.

Mr Gummer: No. Conditions of employment are a matter for the parties concerned. However, both employers and employees may certainly wish to bear in mind the effect of large costs on jobs. If those in work take more pay per hour without greater productivity then the goods and services they produce will be less competitive and imperil their jobs. Unit wage costs in manufacturing industry have recently been increasing in this country and decreasing in the USA. West Germany and Japan—our major competitors. If the profits earned by greater productivity are spent exclusively on increasing pay then the opportunity for expansion and job creation will be lost.

(May 9)

Youth training

Mr Barry Sheerman (Huddersfield) asked the Secretary of State for Employment, what regional variations existed in the level of monitoring of youth training schemes; and why.

Mr Morrison: Youth Training Scheme programmes in all regions are subject to regular monitoring leading to an assessment of their performance. An assessment may be the result of a number of visits.

The proportion of Youth Training Scheme places for which assessments had been made at the end of March is as follows:

	Per cent
Scotland	76
Northern	94
Yorkshire and Humberside	96
North West	88
Midlands	92
Wales	88
South West	85
South East	84
London	85
Great Britain	88

Single place locations (many of which are unoccupied) make up most of the provision which is recorded as not yet assessed, and the variations between regions in the main reflect the distribution of these types of places.

(May 14)

QUESTIONS IN PARLIAMENT

TVEI

Mr Geoffrey Lofthouse (Pontefract and Castleford) asked the Secretary of State for Employment, whether he was satisfied that girls were achieving equal access to technically based aspects of schemes under the Technical and Vocational Education Initiative.

Mr Morrison: The nationally agreed criteria for projects under the Technical and Vocational Education Initiative, require that access to all parts of the programme, including technically based courses, must be available to both boys and girls. Taken as a whole, broadly equal numbers of boys and girls have entered TVEI programmes. At this early stage of the Initiative take-up of options has sometimes tended to follow traditional lines, but the schools and colleges involved are actively developing strategies to encourage both boys and girls to take advantage of the opportunities that exist in all subject areas.

(May 15)

HSE publications

Mr Ron Leighton (Newham North East) asked the Secretary of State for Employment, if he would arrange for the Health and Safety Executive to let bona fide organisations like trade unions have a sufficient number of complementary copies of new items of literature from the Executive for their needs.

Mr Gummer: Arrangements agreed by the Health and Safety Commission already exist for the TUC and CBI to receive a supply of free copies of all new Health and Safety Executive priced publications.

Requests from CBI and TUC for additional free copies of any particular publication are considered sympathetically by the Executive.

(June 8)

European Community

Mr David Knox (Staffordshire Moorlands) asked if the Government required that members appointed by Her Majesty's Government to the European Community Economic and Social Committee, representing workers, should belong to unions affiliated to the Trades Union Congress.

Mr Gummer: United Kingdom Members of the Economic and Social Committee, appointed by the Council of Ministers on proposals from Her Majesty's Government, are organised in three groups: Employers, Employees and Other Interests. The eight members of Group II (Employees) belong to unions affiliated to the Trades Union Congress.

(May 10)

School leavers

Mr George Park (Coventry North East) asked the Secretary of State for Employment, what further steps he had taken to disseminate information to school leavers about youth training schemes; and if he would make a statement.

Mr Morrison: The Careers Service and careers teachers continue to play an active and important role in disseminating information on the Youth Training Scheme to school leavers. In addition, the Manpower Services Commission is currently running a national press and television advertising campaign to bring the scheme to the attention of young people. Information about the scheme is, of course, available from the Commission's area offices and jobcentres.

My ministerial colleagues and I continue to take every suitable opportunity to publicise the scheme both at national and local level.

We are satisfied that the scheme is being very effectively promoted.

(May 17)



Parental leave

Mr Harry Morris (Leyton) asked the Secretary of State for Employment, what was his policy towards parental leave for employees and leave for family reasons; if he planned any extension of the scope and extent of such entitlements; and if he would make a statement.

Mr Gummer: The Government believes that the family is the basic unit of our society and seeks to strengthen it and put a high value on the job of bringing up children. Parental leave and leave for family reasons can have a part to play in this.

However, the Government believes that in the UK arrangements for parental leave and leave for family reasons are best dealt with through voluntary negotiation between employers and employees, rather than by creating a statutory entitlement to such leave. Legislation would increase the administrative burden on employers and tend to impair the climate for the maintenance of economic recovery by increasing costs and decreasing competitiveness, consequently damaging the employment prospects of those it seeks to assist.

(May 14)

Unemployment benefit

Mr Sydney Chapman (Chipping Barnet) asked how many people ceased claiming unemployment benefit in the last month for which figures were available.

Mr Clark: In the five week period to May 10, 1984 a total of 411,212 unemployed people ceased to claim benefit in the United Kingdom.

(June 7)

Hours worked

Mr Eric Deakins (Walthamstow) asked if there was any correlation between reduction in the length of the basic working week in all industries and changes in the total number of hours worked.

Mr Gummer: Many factors affect the actual number of hours worked each week on average by each worker. They include changes in technology, in productivity, and in the economy, as well as changes in the length of the basic work. It is difficult to disentangle the effects of these different factors but it is clear that if the length of the basic week is reduced in a way which increases unit labour costs, our competitiveness, and thus job prospects, will be put at risk.

(June 7)

Industrial injury

Mr Alfred Morris (Manchester, Wythenshawe) asked the Secretary of State for Employment, if he would list the arrangements for payments of benefits to people on Manpower Services Commission schemes who suffered industrial injuries; and if he would make a statement.

Mr Morrison: The arrangements fall into two parts. People on a scheme operated by the Manpower Services Commission who have a contract of employment and who suffer an industrial injury are entitled to receive benefits under the Social Security Act 1975. People on a Commission Scheme who do not have a contract of employment are not eligible to receive these benefits, but the Commission itself operates a scheme which is wholly analogous to the scheme run under the 1975 Act and involves the same payments.

Self-employed people are not covered by the 1975 Act or by the Manpower Services Commission scheme.

I am satisfied that the present arrangements provide proper coverage for participants on Commission schemes.

(June 8)

QUESTIONS IN PARLIAMENT

Bank holidays

□ The Department regrets that the table on page 243 in last month's issue, listing future bank holiday dates, incorrectly showed that there would be bank holidays in Scotland on April 8, 1985 and on March 31, 1986. Easter Monday is only a bank holiday in England and Wales and

in Northern Ireland. The table also incorrectly dated the first Wednesday in 1986 as January 2 and the first Thursday in 1986 as January 3. The correct dates are Wednesday, January 1 and Thursday, January 2. A corrected table is printed below.

Date	Name	England & Wales	Northern Ireland	Scotland
1984				
Thursday, July 12	Battle of the Boyne		●	
Monday, August 6	Summer Bank Holiday			●
Monday, August 27	Summer Bank Holiday	●	●	
Tuesday, December 25	Christmas Day	●	●	●
Wednesday, December 26	Boxing Day	●	●	●
1985				
Tuesday, January 1	New Year	●	●	●
Wednesday, January 2				●
Monday, March 18	St Patrick's Day		●	
Friday, April 5	Good Friday	●	●	●
Monday, April 8	Easter Monday	●	●	●
Monday, May 6	First Monday in May	●	●	●
Monday, May 27	Spring Bank Holiday	●	●	●
Friday, July 12	Battle of the Boyne		●	
Monday, August 5	Summer Bank Holiday	●	●	●
Monday, August 26	Summer Bank Holiday	●	●	●
Wednesday, December 25	Christmas Day	●	●	●
Thursday, December 26	Boxing Day	●	●	●
1986				
Wednesday, January 1	New Year	●	●	●
Thursday, January 2				●
Monday, March 17	St Patrick's Day		●	
Friday, March 28	Good Friday	●	●	●
Monday, March 31	Easter Monday	●	●	●
Monday, May 5	First Monday in May	●	●	●
Monday, May 26	Spring Bank Holiday	●	●	●
Monday, July 14	Battle of the Boyne		●	
Monday, August 4	Summer Bank Holiday	●	●	●
Monday, August 25	Summer Bank Holiday	●	●	●
Thursday, December 25	Christmas Day	●	●	●
Friday, December 26	Boxing Day	●	●	●

Youth Training Scheme

□ Monthly articles in 1983-84 about the Youth Training Scheme (YTS) reported on progress towards the planned number of places on YTS. By the end of March 1984, plans for the year had been substantially achieved and there were 442,495 approved places on YTS.

In 1984-85 the focus of interest has shifted to the number of young people who are joining YTS. This article therefore reports on progress towards planned entrants to YTS in

1984-85. It also shows the number of young people in training at the end of April 1984, most of whom entered training in 1983-84.

YTS planned entrants were based on assumptions about:

- the number of 16 and 17 year olds likely to enter the labour market in 1984;
- the proportion likely to find employment and the proportion who would be without work;

Youth Training Scheme: all schemes as at April 1984

Region	Planned entrants April 1984-March 1985	Entrants to training in April 1984	In training at April 30, 1984
Scotland	42,063	798	29,605
Northern	27,245	247	17,604
North West	59,645	1,069	34,961
Yorks & Humberside	39,920	845	24,672
Midlands	81,760	1,334	47,035
Wales	23,456	187	15,187
South West	31,170	499	18,481
South East	68,689	588	39,010
London	32,994	312	15,938
Great Britain	406,942	5,879	242,493

● the number of young people in employers' normal intake of school leavers who would be brought within YTS.

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

The number of entrants to training during April was 5,879, of whom 1,909 entered Mode A schemes.

The Mode A entrants figure represents 32 per cent of the total number of entrants to training.

There were 242,493 young people in training at April 30, a decrease of 9,023 since the end of March. Of those in training, 172,903 (71 per cent) were on Mode A schemes.

Disabled jobseekers

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

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

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

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

Returns of disabled jobseekers—Jobcentres (May 1984)*

Registered for employment at May 4, 1984	96,417
Employment registrations taken from March 30, 1984 to May 4, 1984	7,680
Placed into employment by Jobcentre advisory service March 30, 1984 to May 4, 1984	3,630

* These numbers do not include placings through displayed vacancies or on to Community Programme.

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

Great Britain	Disabled people			
	Suitable for ordinary employment	Unlikely to obtain employment except under sheltered conditions	Registered disabled	Unregistered disabled
	Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled
1983 Mar	74.7	125.5	8.0	5.0
of whom unemployed	65.9	107.8	7.1	4.1
June	71.1	116.7	7.9	4.9
of whom unemployed	62.6	100.5	7.0	4.1
Sep	64.6	105.7	7.5	4.7
of whom unemployed	56.7	91.0	6.6	3.9
Dec	56.8	90.7	6.7	3.8
of whom unemployed	49.7	76.5	5.9	3.2
1984 Mar	42.4	67.2	5.7	3.0
of whom unemployed	37.4	55.8	5.1	2.5

Self-help guides

□ Employees' co-operation and willingness to put effort into their work cannot be won by coercion or demanding, as of right, that they carry out the management's wishes. Employees, like their managers, have minds of their own, affected by a variety of factors from inside and outside the job. They will give of their best only when able to satisfy their own goals, says Mr Kenneth Robinson in the latest of his series of self-help guides for management *A practical approach to employee motivation*.

Mr Robinson, whose first published work was *A handbook for training management*, stresses that it is implicit in every manager's contract that he makes the best use of human resources available to him. By identifying the factors which motivate and demotivate his employees and taking appropriate action to meet their needs he will be better equipped to satisfy that requirement, he says.

Concentrating on specific management skills in the two booklets published by Cambridge Management Training, Mr Robinson attempts to provide the reader with practical advice on improving personal performance in key areas.

In his approach to employee motivation he also examines the factors that demotivate people at work. He gives examples of commonly recurring problems and how they might be dealt with and lists practical guidelines on how to manage motivational problems generally.

In *Do's and don'ts of making business presentations* he gives detailed advice on how to deliver talks to groups of people in business, or outside. Most people are nervous of addressing a group, he claims, but if they are aware of the pitfalls and learn how to handle them they are much more likely to project their message convincingly and in a manner acceptable to their audience.

Both guides are available direct from the publishers, Cambridge Management Training at £2.75 per copy, post paid.

New target

□ A recruitment target of 3,100 craft trainees for the electrical contracting industry in 1984/85 has been agreed by the Construction Industry Training Board.

The CITB will administer the first year of training under the 1983

Joint Industry Board Training Scheme (England and Wales) and under the Scottish Joint Industry Board Scheme.

All recruits are employed from the time they join and they are paid in accordance with the provisions of the Joint Industry Board determinations.

A minimum of 24 weeks off-the-job industrial training and further education is provided in the first year and approximately 24 weeks in-company, on site, training and experience.

In the 1983/84 year, 3,159 craft trainees were recruited under the JIB schemes.

Press safety

□ A report on material feeding and component ejection published by the Joint Standing Committee on Safety in the Use of Power Presses is concerned with devices which feed material into—or remove components from—power press tools.

Issued by the Health and Safety Executive the report offers recommendations which should be of value to those connected with the operation of power presses and associated equipment. It follows the publication of the *Power Press Safety Code in 1979* and *Press Tool Design, Safety Manipulation in 1981*.

The report is especially concerned with more efficient guarding to reduce the risks of hand injuries in automatically fed presses. Illustrations show preferred working practices and the report provides easily understood advice on operational and mechanical precautions.

* *Power press safety: safety in material feeding and component ejection systems* is available from HM Stationery Office or booksellers, price £2.60. ISBN 0 11 883743 5.

Project Plato

□ Young people respond well to computer-based learning, particularly the privacy and individual control it provides. This is one of the lessons learned on Project Plato—a two-year experiment in the use of computers to train young people in work related skills.

Run by Coventry City Council, with over £1 million from the Manpower Services Commission, Plato involved 50 computer terminals in nine different locations linked to a central data bank in London.

Councillor Peter Lister, leader of Coventry City Council and chairman of the project steering group,

Hotel and catering manpower surveys

□ Two documents dealing with manpower in the hotel and catering industry have just been published by the industry's training board*. The first of these tracks employee movements in more than 900 hotel and catering establishments from March 1979 to August 1980. Between 416 and 663 establishments participated in this survey in any one month.

The report studies items such as the length of service of employees in different institutions (clubs, hotels, DHSS, cafes, etc), the hours worked, the age and sex profiles of different sections of the workforce (managers, supervisors, crafts people, other staff), the qualifications possessed by different sorts of employees, their nationalities, and their previous forms of employment. It also looks at seasonal changes of manpower levels in different sectors of the industry, their staff turnover rates and the particular characteristics of staff who joined or left their employers during the period of the survey.

According to the report's findings, 36 per cent of hotel staff had spent less than a year with their existing employer, fewer than 15 per cent of employees in the industry claimed any kind of formal qualification, and industrial catering and the DHSS tended to have the most stable workforces.

The second publication looks ahead to how the manpower needs and the patterns of employment in the hotel and catering industry are likely to change up to 1987. It updates the forecasts contained in *Hotel and catering skills—now and in the future* (published 1983) and is based on calculations made last autumn.

Some 151,000 more people, it

says, are expected to be employed in the industry in 1987 than five years previously. The average annual predicted change in employee numbers for the period 1983-87 varies between a growth of 2.6 per cent for the hotel and guesthouse sector and a decline of 4.9 per cent for industrial catering.

* *Manpower changes in the hotel and catering industry*, price £9.80 including postage, and *Manpower forecasts for the hotel and catering industry*, price £3.50 plus 30p postage, are available from the Hotel and Catering Industry Training Board's publications office, PO Box 18, Wembley, Middlesex HA9 7AP.

Managerial thinking

□ "In some areas top level managers are behind the times . . . Many executives are not being sufficiently active in showing the way by promoting changes but rather they are simply reacting to pressures put upon them."

Making these claims to an Institute of Manpower Studies conference in Brighton, Manpower Services Commission chairman, Mr David Young, said:

"This is particularly true in the field of training and for a long time I have been advocating a more important place in the manager's duties for this neglected subject."

"As managers' situations vary a great deal, there is no single approach that will fit all circumstances but we are anxious to involve all levels of management in our projects and I would urge top executives to get involved."

"Management development programmes stand a much better chance of success in companies when they are actively participated in and supported by the most senior levels."

One of the MSC's specific priorities, said Mr Young, is helping managers to change.

As an example, with Brunel University the MSC is funding a project called *Management development for new technology*. This aims to define management competence in information technology, to discover how managers cope with the introduction of such technology in practice and to develop learning materials related to these areas.

"A second priority area for our projects is to improve managers' competence in human relations," Mr Young continued. "In this field, for example, we have supported an industrial relations training audit with the Oxford Centre for Management Studies. This is now being used by a large number of major employers in both private and public sectors to help them identify industrial relations management training needs."

CITO training grants

□ Training grants worth about £26 million will be made available to employers in the construction industry in 1984/85 by the Construction Industry Training Board. This is an increase of about £4.6 million over the previous year.

The board has also agreed the following changes in its existing grants scheme, which will be submitted for approval to the Manpower Services Commission.

For building crafts the first-year annual block grant will be reduced from £475 to £315; the second-year annual block grant from £745 to £525 and the third-year annual block grant from £970 to £700.

A comprehensive review of the present arrangements for craft trainees receiving training in association with attendance at day/block release courses is to be undertaken and there is to be a phased withdrawal of these grants. Grants will not be paid for trainees who are funded under the CITB's Youth Training Scheme.

A new grant is to be introduced for building craft trainees attending approved off the job courses under New Training Initiative training. The grant will comprise a payment to the employer at the rate of £45 per week for attendance of trainees at approved courses together with the payment of the industrial training charge to the college on behalf of the employer.

The grant for trainees attending approved courses at Skills Centres is to be reduced from £59 to £45 a week.

Craft

The grant of £220 for specialist building trade trainees passing the craft certificate examination is to be withdrawn; the grant of £330 for trainees attending an advanced craft course is increased to £400 and will be widened to cover those trainees whose approved course necessitates a third year. For New Training Initiative training there will be a new grant of £750 a year and payment by the board of the charge for the industrial training element of the appropriate college course.

The first year grant for mechanical engineering services craft trainees outside the YTS is to be increased from £200 to £475 and will be made available for trainee plumbers and for trainee heating and ventilating fitters. This change will also apply to the 1983/84 grants scheme.

Grants for second, third and fourth year training will be replaced by a weekly grant of £20 where attendance at college is by

block release and of £14 where college attendance is by day release, the rate of grant being the same irrespective of the year of training.

The supervisory course for plumbers grant will be increased from £550 to £600 a year.

Advance notice is given to the electrical crafts of the withdrawal in 1985/86 of the annual grant of £450 for apprentices receiving approved training in association with attendance by day or block release at the CGLI Course 232, electrical and electronic craft studies.

Mechanics

For plant maintenance mechanics and contractors' plant mechanics the grant for a non-YTS first year trainee on CGLI course 620, or the equivalent, will be reduced from £600 to £500. The grant for non-YTS first-year trainees on the integrated scheme will be £600, and £500 in the second year, in both cases irrespective of whether the training is at a training centre or a college.

Under the civil engineering operative training scheme an incentive grant of £500 is to be paid to encourage CEOT trainees being placed under a service agreement.

The present annual block grant of £350 for technician trainees will continue to be paid for training carried out in association with attendance at a day or block release course. Where training is carried out under an approved scheme of training allied to registration with a body recognised by the CITB for this purpose, an annual block grant of £600 will be payable instead of the £350 annual block grant. In the building sector the registration requirement will be waived in 1984/85.

In addition to the annual block grants a grant of £300 will be payable related to the achievement of the trainees.

Sandwich courses

The standard rate of grant for the industrial part of sandwich courses will be increased from £15 to £20 per week. Enhanced grants for diploma and degree level courses for mechanical engineering services will be increased respectively from £25 per week to £30 and from £50 per week to £60.

As a consequence of difficulties and delays that were experienced in ensuring that all heating and ventilating technician courses in 1983/84 complied with the requirements of the CITB recommended

YTS course, a number of employers sent their trainees on the college courses in the belief that the course complied with the YTS requirements and that they would qualify for financial support under the Youth Training Scheme. In fact, the courses have not met the requirements of the CITB YTS course in every respect although they do meet the requirements of the existing grant provisions which qualify employers for the annual grant of £550.

For 1983/84 only, therefore, the following grant arrangements will be adopted:

- a grant of £1,300 for trainees attending a YTS approved course but not eligible for YTS funding, in accordance with paragraph 27(e) of the grants scheme;
- a grant of £1,300 for trainees who satisfy the criteria for the annual grant of £550 and whose employers are not in receipt of a subsidy under the Young Workers Scheme;
- a grant of £925 for trainees who satisfy the criteria for the annual grant of £550 and where the employer is in receipt of subsidy under the Young Workers Scheme at the weekly rate of £7.50;
- a grant of £550 for trainees who satisfy the criteria for the annual grant of £550 and where the employer is in receipt of subsidy under the Young Workers Scheme at the weekly rate of £15.

Skills tests for construction trainees

□ After five years of discussions with employers, unions and educationists, it is proposed to introduce a series of skills tests for apprentices in the building and specialist building occupations from spring 1986.

The kinds of tests facing apprentices were shown to members of industry for the first time at a demonstration held at Hackney College, London.

The demonstration was the start of a programme to obtain wider feedback from all over the country.

The tests and appropriate training programmes have been worked out in association with construction industry companies and unions, and now form part of the Construction Industry Training Board's training under the New Training Initiative.

But the tests are still going through the validation process and the standards suggested have still to be approved by employers and unions.

The move to skill testing and away from time serving started because it was felt there had to be

New Earnings Survey

□ The results of the 1984 Survey, giving information on earnings and hours of work in April 1984, will be published in a series of six booklets from October 1984. The publication time-table will be similar to the accelerated time-table introduced last year; booklets will appear at three-weekly intervals, so that the complete series will be available by the end of January.

As announced in the February 1983 issue of *Employment Gazette* (page 75), tables giving results for adult employees will relate to males and females on adult rates, instead of men aged 21 and over and women aged 18 and over. Also Part F will contain information on the earnings of apprentices and other trainees. Otherwise the contents of the booklets will be similar to those of the 1983 Survey.

Planned publication dates are as follows: Part A (streamlined analyses and key analyses by agreement), October 11; Part B (report, summary analyses and other analyses by agreement), November 1; Part C (industry analyses), November 22; Part D (analyses by occupation), December 13; Part E (analyses by region and age group), January 17, 1985; and Part F (analyses of hours of work, earnings of part-time women employees, and earnings of trainees), January 31, 1985.

An article containing results of the survey will appear in the October issue of *Employment Gazette*.

some nationally agreed standards for craftsmen. At present an apprentice or trainee can qualify as a craftsman because he or she has served a particular length of time—generally three years.

It has been agreed that trainees entering an apprenticeship, following the appropriate CITB Youth Training Scheme, will be eligible to take job knowledge tests towards the end of their first year of apprenticeship. Those on alternative schemes should take theirs by the end of their second year.

The practical skills tests will be taken no earlier than nine months before the end of the apprenticeship.

The overall effect should be that different trainees and apprentices can qualify at different times during the apprenticeship. In addition, a pending on their ability in achieving the standards set. This will also open the door wider to adult trainees who have in the past found employers reluctant to take them on when teenagers were available.

Fairgrounds

□ Durdham Down Fair in Bristol was chosen as the site to launch a new code of safe practice at fairs by the Health and Safety Executive.

Describing it as "the greatest single step achieved to date" on the road to establishing public confidence in the safety standards of the amusement industry, Dr John Cullen, chairman of the Health and Safety Commission, promised that its progress would be monitored by HSE inspectors of factories throughout the country. At the end of the year, he said, there will be a national review to evaluate the code's effectiveness, which will provide the basis for future HSC policy.

Dr Cullen emphasised that although the industry's accident record was statistically far less than some other work activities, HSE records over the last five years indicated 14 deaths and 100 major accidents. "There is no room for complacency or self-satisfaction," he said.

"The amusement industry has features which are difficult and complex arising from the wide variety of largely non-standard devices, the diversity of place and method of operation. In the travelling sector of the industry, there are the problems of repeated 'build-up' and 'pull-down' between relatively watertight divisions; their co-operation in producing this code is to be commended."

The Association of Amusement Parks and Piers, the Showmen's Guild of Great Britain and the British Amusement Catering Trades Associations were the main organisations assisting the HSE in its preparation.

The code covers four major areas: structural safety, passenger containment, installation and dismantling, and supervision and control.

Each fairground ride is required to have a log book recording certain essential operating particulars, together with a record of any alterations made to the ride and a record of repairs which could affect the structural safety of the ride.

New rides must be tested, and all rides must receive a test at least once in every four years. There also has to be a thorough examination by an independent, competent, trained person of every ride before the commencement of each operating season. In addition, a daily inspection of each ride is required before the commencement of operating and a record made in a register.

All passenger carrying amusement devices should have arrange-

ments for the support or retention of passengers and where a ride is considered to be unsuitable for certain categories of passenger—for example, small children—clear notices or other devices should be prominently displayed.

There are, additionally, age and training requirements for operators and attendants at rides.

Stressing the importance of the code, Minister of State for Employment, Mr John Selwyn Gummer, said that he wanted to see safety awareness extended to every area of fairgrounds and committed himself to seeing that fairground operators get the help they need in achieving this over the coming season.

"The same hard work put into agreeing the code must ensure that every operator and owner knows and acts on its provisions. We must make the code work, and it must be seen to be effective. Public confidence demands no less."

● Within a week of the launch of the code its importance was dramatically underlined when a father and his six-year-old son were catapulted from a funfair ride at New Brighton when a metal arm on the ride broke. The machine had been checked for metal fatigue with a sonic device only five weeks previously. The father broke his arm but fortunately that was the only injury suffered by either of them. Two days later a ten-year-old boy suffered neck injuries after a carriage on the "Black hole" ride at a fairground in Staffordshire stopped suddenly. Had it not been for the fitted safety belts—not a standard piece of equipment on this ride—it is believed many more people might have been injured or even killed.

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Employment law

□ Mr Colin Pope, deputy director and secretary of the Engineering Employers London Association, is the main speaker at a seminar on "Employment law update" in July.

Organised by the Personnel Section Discussion Group of the London Chamber of Commerce and Industry, the seminar on Tuesday, July 17, will discuss the principles and current trends in unfair dismissal, contracts of employment, redundancy, the transfer of undertaking regulations and discrimina-

Why office staff leave

□ Among factors which influence people to leave their jobs, inept management ranks top, according to a survey of 387 secretarial, clerical and word processing staff.

The survey, by the Alfred Marks Research Unit, found that, of the 387 respondents, no fewer than 288 were critical of their bosses' management abilities. The most frequent complaint was the lack of interest they took in their subordinates' careers. Those surveyed included 17 per cent with degrees; nearly half were educated to O-level, a quarter to A-level standards and over half had secretarial qualifications.

Other faults identified in bosses included failure to indicate satisfaction or otherwise with employees' performance (36 per cent), the misusing of skills and abilities (33 per cent), no encouragement to develop existing talents (31 per cent), or acquire others (25 per cent), not providing enough responsibility (25 per cent), expecting employees to work in their own time without extra pay (24 per

tion among other subjects.

The seminar is designed for personnel and industrial relations executives who are responsible for personnel policy within their companies, and who have some knowledge of employment law. It will provide them with an up-date of current trends, thus enabling them to adjust their personnel policies and procedures in accordance with changing legal requirements. The seminar is open to both members and non-members of the LCCI.

cent), and taking it out on staff when things go wrong (23 per cent).

Reasons for leaving were headed by lack of prospects for promotion (48 per cent), boredom and the repetitiveness of work (41 per cent), poor pay (40 per cent), no chance to learn new skills (39 per cent), no fringe benefits (31 per cent) and, interestingly, too little work (30 per cent).

The authors and University of London lecturer in psychology, and leading behavioural psychologist, Dr Adrian Furnham, suggest that many of the problem areas can be resolved by management action.

Management also scored poorly for what might be called the "humanising" of its relationships with staff in such ways as remembering birthdays, helping with both professional and personal problems, inquiring about employees' interests, being amenable over holiday dates, encouraging interest in the firm's affairs and history and providing courses.

Respondents were also asked what, in their opinion, constituted an ideal work environment. Views varied widely about what makes the ideal boss, but the quality most desired was fairness, followed by trust, encouragement, business acumen, efficiency in organising workloads, thoughtfulness and appreciation of skills.

The survey dispelled one office myth: whereas fairness came first with 91 per cent of those questioned, the quality that came last (only seven per cent placing it top) was that of looking attractive.

Some types of business held more appeal than others: the largest proportion of respondents (44 per cent) preferring to work in television, radio or entertainment, followed by 31 per cent for publishing, 21 per cent publicity, 19 per cent fashion and 15 per cent hotels.

CASE STUDY

John Pugh highlights the work of Business in the Community in their role in community involvement. **It's people that make things happen**

It is now increasingly recognised by business interests that no business can progress in isolation from the community in which it works and trades. The community comprises people, people who are customers, suppliers, employees and shareholders. In their own interests, businesses must act to ensure that the community on which they depend for their success is itself a success.

The first Enterprise Agencies were set up during the end of the 1970s bringing together interested parties—companies, local authorities, unions, voluntary sector—to look into ways of easing inner city problems. In the spring of 1980, Tom King (then the minister for local government) called a meeting of leading United States and United Kingdom companies to share experiences about corporate community involvement, to find answers to questions of how businessmen could help their local communities—bearing in mind that a thriving community is in businesses' own interests—and to establish that businessmen had a major contribution to make.

Working party

Later that year a working party chaired by Sir Alastair Pilkington was established to investigate the whole field of community involvement. After six months looking on both sides of the Atlantic, 12 organisations agreed to set up *Business in the Community* (BIC)—Marks & Spencer, IBM, Shell, BP, GEC, ICF,

Pilkingtons, Prudential, NCB, MSC, Department of Industry and Department of the Environment. In June 1981 the Executive Unit of BIC was formed with two staff seconded from Department of the Environment and Shell, by October the Unit was firmly established with two more staff, seconded from Marks & Spencer and IBM, and directed by an ex-managing director of BP on a part-time basis. Membership of BIC has now risen to 74 organisations, 65 of which are private sector companies. It is staffed mainly by people seconded from supporting organisations with a full-time chief executive, Stephen O'Brien, former chairman of Charles Fulton Holdings Ltd.

Its objectives were defined by Sir Alastair Pilkington, BIC chairman; as:

- to stimulate business to play a greater part;
- to guide business as to how to do so most effectively, using its special skills and strengths;
- to build on current initiatives, working through existing organisations;

What is community seconding?

Community secondment is the releasing, on full- or part-time, long or short term, of a company employee to a community project. The employee remains just that—an employee of the seconding company, drawing normal pay and allowances from the company during the period of secondment.

Full-time means literally that. The whole of the secondees' working week is devoted to the project, with no carry-over of responsibility from his/her company job.

Part-time secondment can be for as little as a couple of hours each week, with the balance of the working week spent on company business.

Some secondments are for a period of two/three years. Others can be for a period of months, or weeks or, when specific skills are required, for a matter of days only.

Business in the Community has recently published a booklet on the "how" and "why" of secondment to enterprise agencies. A video "It's people that make things happen" has also been released. Companies are welcome to consult BIC on secondment issues at 227 A City Road, London EC1V 1LX. Tel. 01-253 3716.

- to act as a catalyst to help local interests to form effective organisations where they do not exist at the moment;
- to help firms and local organisations to learn from the success of others.

Effective way

One of the most effective ways in which business can help to restore a healthy and prosperous environment is through the secondment of staff. As the number of local initiatives increases, so does the need for more secondees to help run local projects. Secondment, as one form of community involvement, is practised by many of the organisations which set up BIC. Demand now exceeds supply and more companies, both national and local, consider secondment as a practical means of involvement in the community.

One of the biggest contributions any company can make is through the release of appropriately experienced employees to help in job creation schemes, in assisting small firms and in training young people.

Obvious benefits

The benefits to the community projects are obvious. Secondees bring a high degree of expertise, an objective view of a new set of problems and opportunities and, often, a number of experienced personal contacts to help in producing the right answers.

Such personnel could not be afforded by the community groups. If

(continued) ▶

Community secondment

For managers between 35 and 50, a secondment of up to two years can provide not only a bridge to another career, but also a highly motivational change while waiting for the promotional log-jam ahead to be unblocked. For Judith Lee, an IBM systems engineer, this was certainly the case.

The prospect of living and working in a detention centre would be a daunting one for many of us. The contrast with a secure and successful career in IBM could hardly be sharper. So it's not surprising that Judith heard the gate of Her Majesty's Detention Centre, Medomsley, Co. Durham, clang behind her for the first time with some trepidation.

Judith had left her job as a DR systems engineer in the city for a year to organise project work in the local community for some of the centre's 140 young offenders, and to widen her own perspectives a little too. Although Judith enjoyed her IBM job, she discovered she was less interested in managing the business than the people and technical problems. After returning from a three-year assignment at IBM's Education Centre in Brussels, she knew she needed to do something which would put IBM and its world into better perspective.

Adjustment was called for to cope with the pace at which things were done—for time was no object here—and with the speed of comprehension not only of the offenders but of the uniformed staff too. So although the job to be done seemed straightforward enough and well within her

compass Judith soon found that nothing could happen inside the centre without the consent of the staff. And the staff are paid to attend and observe rather than to achieve.

Unknown concept

Management by objectives seemed to be an unknown concept and communication within the establishment was severely hampered by complex shift working. At the end, Judith felt her own contribution did achieve something despite some of the barriers encountered. She believes she earned the respect of her most active opponents by sheer tenacity and stubbornness and her work was taken on by some of the officers after her departure.

Judith's year at Medomsley made her realise, among other things, that full-time welfare work was not for her, although she continues to do some voluntary work with the probation service. From her new perspective, she could see that IBM's continued success depended on how well it continued to manage respect for the individual and his talents: talents which can sometimes, unwittingly, be stretched too far or abused. She suggested that the secondment programme could be used more widely to give larger numbers of IBM people the chance to take a more dispassionate view of the company, their careers and themselves as individuals, and a more balanced view of life.

companies were not prepared to second them to local projects they would suffer and in many cases would not get off the ground at all.

Management development

Apart from the satisfaction derived from personal achievement, a period of secondment can lead to promotion on return to the company. It can also aid management development through providing new horizons and challenges. In facing the problems, responsibilities and decision-making usually associated with higher levels of management, and without their colleagues or boss to fall back

on, secondees learn their own strengths and shortcomings.

It can provide a bridge to another career within the company, or a highly motivational change whilst waiting for a promotional log-jam to be unlocked. A period of secondment can provide a useful stage in management training, particularly for young executives who joined their companies straight from the education system.

Redeployment

It offers an opportunity for re-deployment of personnel, opening up promo-

tion channels within the company and can be an effective way of using people, particularly long service employees, who might otherwise be faced with redundancy or early retirement.

The right secondees is much appreciated by the community in which he/she operates and is a great advertisement for the company.

IBM has had ten years' experience of supplying over 100 community secondees. Mr Len Peach, the company's director of personnel and corporate affairs, stresses that a secondment works well only when the three parties to it, the seconding company, the secondees and the receiving organisation are benefiting from it. So the rewards of secondments are many and varied, but in order to realise these rewards certain essential conditions (management challenges), from the company standpoint, must prevail.

Ambassadors

He says: "The first is a willingness on the part of managers to allow some of the brightest and best to go on secondments. For secondees are ambassadors of the company and many achieve a very high profile in the national or local communities to which they are assigned. The overriding requirement is therefore to match the skill to the job to be done.

"The second challenge is managing re-entry smoothly and effectively. The management system and personnel approach needs to be geared up to easing the return of men and women from secondment into suitable jobs for if people going on secondment get a raw deal when they return it is unlikely that your better people will be volunteering in the future.

"The third challenge is communications. It is essential that people on secondment are kept informed of company progress and developments and that they, in turn, keep the company in touch with what they are doing on secondment.

"The fourth requirement is that senior management demonstrate a strong commitment to the programme.

(continued) ▶

The advantages of a secondment for an employee—quotes from returning secondees

- "An opportunity to re-assess personal and corporate values"
- "A chance to examine our economic, cultural and spiritual way of life"
- "To learn not to dissipate human and natural resources"
- "To experience the problems of a big change is all part of the challenge"
- "It is salutary to mix with a group of people outside business and to touch upon a completely new set of problems"
- "A refreshing change to work in a new environment"
- "A unique opportunity to see my job from a different angle".

"And the fifth requirement is that formal agreements are drawn up and signed by all parties to each secondment. This ensures there are no misunderstandings and the secondment can start on a sound basis."

There is a need, at national and local level, for skilled personnel, for general management and for supervisors in many social areas, including:

- The regeneration of Britain's inner cities
- Training opportunities for disadvantaged young people

Helping the disabled

Building bridges between industry and education

Local Enterprise Agencies, offering free counselling and advice to existing and prospective small businesses, alone require 300 man year secondments each year.

If business is to play its part in solving the problems of economic decline, inner city decay and environmental blight, all companies, large and small can make a useful contribution in a local context. ■

If Tom leaves the firm, it could pay you to replace him with Dick & Harry.

The natural inclination is to replace a full-time worker with a full-time worker.

It might, however, prove more beneficial to split the old job between two.

If you do, the Job Splitting Scheme can provide £750 towards your costs.

Split jobs allow you a lot more flexibility than a straightforward 40 hour week, whatever the size of your business.

If you have a shop they could enable you to extend your opening hours.

You could open your lunch-time cafe in the evenings. Or provide cover for those few vital hours when your office or warehouse is busiest.

Jobs don't have to be split equally, and total hours may be up to 10 more than the original job. For example, a 40 hour week could be split into a 20 and a 30, or a 20 and a 25, and so on.

You might also give some thought to

replacing Tom with a different pair from Dick and Harry. Mike and Carol, perhaps. Or Kate and Alice.

For full details of how the scheme now operates send the coupon for the green and red booklets, or pick them up at your local Jobcentre or Employment Office.

£750 to help you run your business more efficiently has to be worth knowing about.

To: Jim Stewart, Department of Employment,
Job Splitting Scheme, PO Box 100, RH16 1TY. Tel: 01-213 6949.
Please send me your booklets.

Name _____

Company _____ Position _____

Address _____

**Job
Splitting
Scheme**
Department of Employment **DE**